

Collective Bargaining Agreement between the
Bartholomew Consolidated School Corporation and the
Columbus Educators Association

July 1, 2020 to June 30, 2021

Ratified on October 23, 2020



Contents

ARTICLE I	RECOGNITION
ARTICLE II	SALARY AND WAGE PROVISIONS
ARTICLE III	OTHER WAGE RELATED FRINGE BENEFITS
ARTICLE IV	ABSENCES AND LEAVES
ARTICLE V	RETIREMENT PROGRAM
ARTICLE VI	GRIEVANCE PROCEDURE
ARTICLE VII	SEPARABILITY
ARTICLE VIII	TERM OF AGREEMENT
APPENDIX A	SALARY SCHEDULE
APPENDIX B	NON-ATHLETIC EXTRACURRICULAR
APPENDIX C	COMPENSATION FOR EXTENDED CONTRACTS
APPENDIX D	GRIEVANCE REPORT FORM
APPENDIX E	APPLICATION FOR SICK LEAVE BANK USAGE
APPENDIX F	HEALTH PLAN OPTIONS

ARTICLE I RECOGNITION

Section 1.

The Bartholomew Consolidated School Corporation Board of School Trustees, hereinafter called the “Board”, hereby recognizes the Columbus Educators Association, hereinafter called the “Association”, as the exclusive bargaining agent, as provided in Section 2, below, of part-time and full-time certificated employees licensed by the Indiana Department of Education and under regular contract with the Bartholomew Consolidated School Corporation except: the Office of the Superintendent of Schools, Assistant Superintendents, Elementary Principals, Secondary Principals, Directors of Curriculum and Instruction, Secondary Assistant Principals, Elementary Assistant Principals, all Middle/High School Department Chairpersons, High School Athletic Directors, Assistant Director of Special Education, Director of Bartholomew Special Services Cooperative, Director of Vocational Education, Director of Adult Education, and Director of Technology.

Section 2.

Such representation is and shall be in accordance with the provisions of Acts 1973, P.L. 217, an Act concerning Collective Bargaining between School Corporations and their Certificated Employees and Senate Enrolled Act 1.

Section 3.

This Agreement sets forth the terms and conditions to which each party agrees to be bound.

Section 4.

When used in this Agreement, the word “teacher” shall refer to certificated employees as defined under Ind. Code § 20-29-2-4 and identified in Section 1 of this Article as included in the bargaining unit. This Agreement shall cover only those certificated employees included in the bargaining unit.

Section 5.

It is understood that the Association has an affiliation with certain other organizations, to wit: the Indiana State Teachers Association and the National Education Association.

ARTICLE II SALARY AND WAGE PROVISIONS

Section 1.

The performance-based compensation plan is set forth in Appendix A, which is attached hereto and incorporated herein as a part of this Agreement.

Section 2.

The starting salary for teachers for employment or re-employment is set forth in Appendix A-1, which is attached hereto and incorporated herein as a part of this Agreement.

Section 3. Pay Options

Basic salaries for teachers shall be paid according to the following options:

- A. Twenty-six (26) equal installments paid throughout the contract year (this is the default which automatically occurs unless a teacher makes the notification described in B).
- B. Twenty-six (26) equal installments, with the last/“summer” checks simultaneously deposited by the last teacher day of the school year. The teacher selecting this option must notify the Business Office in writing no later than July 31 prior to the beginning of the school year.
- C. All new teachers who start by the first work day of the school year will be paid in twenty-seven (27) equal installments.
- D. In any calendar year in which there are twenty-seven (27) teacher payroll periods, the contract payments made between the beginning of the contract period and December 31 of that calendar year will be divided into the number of pays required to maintain the bi-weekly payroll schedule without reducing the total of those payments.

Section 4. Compensation for Extended Contracts, Non-Athletic Assignments, and Athletic Assignments

- A. Compensation for non-classroom and extracurricular responsibilities are set forth in Appendices B and C which are attached hereto and incorporated herein as a part of this Agreement. Such salary schedules for additional compensation shall remain in full force and effect for the term of this Agreement.
- B. It is understood personnel who are paid stipends or have extended contracts will have duties that fall outside of the regular school day and school year.

Section 5. Ancillary Duty Pay

- A. Each teacher directed to take part in in-service training, curriculum writing, workshops, or training seminars which take place outside of regular school hours, will be reimbursed at the rate of twenty dollars (\$20.00) per hour of actual attendance in such training. Any teacher who is required to give up his/her regularly scheduled plan time for a required meeting or assignment as verified by the building principal or program director shall receive the twenty dollars (\$20.00) curriculum rate of pay for each period of up to one hour and each hour thereafter.
- B. Teachers who are scheduled to work extracurricular athletic events when there is an admission fee charged will be paid at least ten dollars (\$10.00) per event worked.
- C. Posted Bus Duty positions that extend beyond the normal school day will be paid at the hourly rate of fifteen dollars (\$15.00) per hour.

Section 6. Payroll Deductions

Upon appropriate written authorization from the teacher on a form acceptable to the Board, the Board shall deduct from the salary of said teacher and make appropriate remittance for contributions including, but not limited to, the following: retirement plan contributions (including INPRS), credit union, savings bonds, insurances, Health Savings Account (HSA), Teacher Association dues and contributions to IPACE, and teacher retirement.

Section 7. Teacher Retirement Fund Board Contribution

The Board will contribute three percent (3%) of a teacher's gross salary to the Indiana Public Retirement System (INPRS) on behalf of each teacher. The INPRS contribution is based on total school corporation compensation to the teacher during the year.

ARTICLE III OTHER WAGE RELATED FRINGE BENEFITS

Section 1. General Insurance Provisions

- A. The Bartholomew Consolidated School Corporation Health Trust (“Trust”) was established by the Board to hold, invest and reinvest trust funds; and pay benefits under the health and dental plan from the assets of the Trust. The Trust is regulated by the Trust Agreement, effective January 1, 1994, as amended.
- B. The coverage provided and effective dates of such coverage under insurance programs offered to eligible teachers under this Agreement are set forth in separate insurance policies. The provisions of such policies shall outline the coverage and effective dates in the event of any dispute concerning same.
- C. As the parties determine, they shall meet for the purpose of reviewing the insurance programs provided pursuant to this agreement and to discuss such programs to assist the School Corporation in determining whether or not it may be desirable to rebid such programs or to consider new programs at the appropriate time. Unless required to comply with applicable laws, any material changes in the insurance programs provided pursuant to this agreement including but not limited to the carrier, coverage or employee contribution level may only be made by mutual agreement of the parties in accordance with Article VIII of this agreement.
- D. The effective date of insurance coverage for new teachers will be the date of employment or the date the new teacher’s enrollment form is returned to the Office of Personnel, whichever is later. The effective date of a teacher’s change from one plan to another plan shall be no later than two (2) weeks after the date of receipt of the required premium and teacher’s enrollment form to the personnel office. It is understood any coverage is subject to the provisions of the insurance contract, and that the contract in the event of conflict with this agreement shall control.
- E. The teacher must elect to participate in a benefit plan by executing the proper forms at the time of initial employment. The teacher shall have thirty (30) days from initial employment to enroll in the benefit plans. Enrollment forms will be available on the BCSC webpage. If a teacher chooses not to enroll in a particular plan, or drops coverage for any reason (including, but not limited to, leaves of absence), the ability to apply for coverage will be available only during each annual open enrollment or a HIPAA qualifying event.
- F. A teacher must regularly work a minimum of fifty percent (50%) of a contractual work week to be eligible for participation in any benefit plans under this Article and must pay a pro-rated amount of premium for these benefit plans based on the percentage worked.
- G. Spouses of teachers are not eligible for health plan coverage if the spouse is eligible to participate in a health plan through his/her employer. Spouses of teachers are not eligible to participate in Bartholomew Consolidated School Corporation’s (“BCSC” or “School Corporation”) dental and vision plan if the spouse is eligible for such plan through his/her employer. A HIPAA qualifying event will allow a spouse an opportunity to enroll in the health plan. If a teacher is found to be in violation of this provision, the claims for the spouse will be the responsibility of the spouse from the time the spouse was eligible for coverage under another plan.

Section 2. Group Life Insurance

- A. The Board shall offer \$55,000 of Group Term Life Insurance and \$55,000 in Accidental Death and Dismemberment coverage for eligible teachers. Such coverage will offer the same benefits as previously existed. An age reduction schedule after the attainment of age seventy (70) will apply. All insurance will terminate upon retirement with the ability to apply for conversion. Life insurance also terminates for events such as last day of employment.

- B. The Board shall pay one hundred percent (100%) minus two dollars (\$2.00) of the annual premium of the Group Life and Accidental Death and Dismemberment coverage.

Section 3. Health Insurance

- A. The health insurance coverage provided hereunder shall continue during the term of this Agreement.
- B. School Corporation's share of the total health premium will be:

Option #1 High-Deductible, (HSA)	Employer Share
Employee	82.5%
Wellness	84.8%
Employee + Spouse	82.5%
Wellness	83.4%
Wellness w/ Spouse	84.3%
Employee + Child(ren)	82.5%
Wellness	83.6%
Employee + Family	82.5%
Wellness	83.3%
Wellness w/ Spouse	84.2%
Option #2 Low-Deductible, PPO	
Employee	77.4%
Wellness	78.7%
Employee + Spouse	70.3%
Wellness	70.8%
Wellness w/ Spouse	71.3%
Employee + Child(ren)	73.2%
Wellness	73.8%
Employee + Family	71.6%
Wellness	72.1%
Wellness w/ Spouse	72.6%

There will be multiple options eligible teachers can choose from for their health coverage. Each of these options are listed in Appendix F. A mail order prescription is for a ninety (90) day supply. The option a teacher selects is effective until the next open enrollment period. There will be available wellness plan options that will have participation requirements.

- C. A wellness option continues for teachers and spouses enrolled in the health plan. It consists of a reduction in the teacher's premium of \$250 per year for single coverage and \$500 per year for those on a family plan with both the employee and spouse completing the wellness requirements. To be eligible for the wellness option during open enrollment for 2021, the teacher must have completed all of the following before the open enrollment period:
- A biometric screening (BMS)
 - A health risk assessment (HRA)
 - A dental and vision exam
 - An annual physical with a primary care physician

All of these conditions must be met for the teacher to sign up for the wellness incentive during open enrollment.

- D. In order to promote a self-insured Health Trust that is appropriately reserved, the premium-equivalent for each of the health plan options will be set based on at least one hundred percent (100%) of the expected costs up to the then current aggregate level as determined by the stop loss insurance carrier and the third-party administrator for that year. If reserves at the time teacher premium equivalents are set for the immediately following calendar year are expected to end the current year at less than thirty percent (30%), premiums will be based on one hundred percent (100%) of expected costs plus the difference between thirty percent (30%) and

where reserves are expected to be at the end of the current year, but no higher than the then current aggregate level. The Health Trust will be considered to be appropriately reserved when cash and investments for the Trust equal thirty percent (30%) of expected claims for a given year. At open enrollment each year, if expected cash and investments exceed thirty percent (30%) of the immediately following calendar year's expected claims, then up to fifty percent (50%) of these excess funds, at the Health Trust's recommendation and the School Board's approval, can be used to make a deposit of up to \$500 into the Health Savings Account (HSA) for teachers who sign up for Option #1 (HDHP) on January 1 of the upcoming plan year.

- E. For the 2021 health plan enrollment, any teacher who is enrolled in Option #2 (PPO) for 2020, changes to Option #1 (HDHP) for 2021, and opens a Health Savings Account (HSA) by January 31, 2021, BCSC will contribute \$400 to that HAS no later than February 28, 2021.
- F. The Board shall allow teachers who retire before the age of sixty-five (65) years to continue to participate in the health plan as required by Indiana state law. The premium shall be paid by the retired teacher. The teacher must be fifty (50) years of age and have ten (10) years of service in the School Corporation or over fifty-five (55) years of age with at least five (5) years of service in the School Corporation. A retired teacher's eligibility to continue insurance ends when the teacher becomes eligible for Medicare coverage as prescribed by 42 U.S.C. 1395 et seq., or when the School Corporation terminates the health plan. A retired teacher who is eligible for coverage may elect to have the teacher's spouse covered (subject to Spousal Exclusion as stated in Section 1, G, of this Article) under the health plan at the time the teacher retires. If a retired teacher's spouse pays the amount the retired teacher would have been required to pay for coverage selected by the spouse, the spouse's subsequent eligibility to continue insurance under this section is not affected by the death of the retired teacher. The surviving spouse's eligibility ends on the earliest of the following:
 - When the spouse becomes eligible for Medicare coverage as prescribed by 42 U.S.C. 1395 et seq.
 - When the School Corporation terminates the health plan.
 - Two (2) years after the date of the teacher's death.
 - The date of the spouse's remarriage.

Section 4. Dental Insurance

Each teacher and his/her immediate family members may elect to be covered by a dental plan paid for by the Board at fifty percent (50%) of the family premium rate and fifty percent (50%) of the single premium rate which meets the following minimum specifications:

- A. 100% No deductibles - Preventive cleaning, oral examinations, emergency office visits, space maintainers, fluoride applications, and x-rays.
- B. 20% Coinsurance- Basic/General Services that cover the following: Extractions, Fillings, General Anesthetics, Injectables, Antibiotics, Periodontics, Oral Surgery, Endodontics, and repair of Prosthetic Devices.
- C. Maximum benefits of \$1,500 per year per person.
- D. Orthodontics - \$1,000 lifetime limit.
- E. TMJ - \$1,000 lifetime limit.
- F. Calendar year deductible shall be \$50 for single; \$100 for family; maximum benefit of \$1,500 per year per person.

Section 5. Long-Term Disability Insurance

- A. The Board shall offer long-term disability insurance for teachers with a maximum benefit of sixty-six and two-thirds percent (66 2/3%) of covered earnings throughout the disability period. The plan shall carry a Consumer Price Index with yearly escalator for those receiving disability benefits and shall not coordinate with retirement plan benefits paid due to disability.

- B. Long-term disability benefits will have a ninety (90) calendar day elimination period after the teacher becomes disabled and benefits may be payable until age seventy (70).

Section 6. Vision Insurance

The Board shall offer a vision care plan for teachers. The Board will assume the entire premium cost of the plan.

Section 7. Supplemental Life Insurance

The Board will make available, provided an insurance company is willing to write, group supplemental life insurance covering the teacher, teacher's spouse and/or children. The premium for this coverage shall be paid by the teacher.

Section 8. Short-Term Disability Benefits

Short-term disability insurance coverage will be made available at one hundred percent (100%) of premium cost to teachers to supplement the Long-Term Disability Insurance provided by the School Corporation.

Section 9. Employee Assistance Plan

An Employee Assistance Plan (EAP) is available to teachers. This plan offers one (1) to five (5) visits available to teachers and members of their households. The entire cost of this EAP will be paid by the School Corporation.

Section 10. Continuation of Insurance

When offered under the terms of the applicable insurance plan(s), teachers on unpaid non-FMLA leave for one (1) month or longer shall have the option to continue participation in any benefit plan by paying one hundred percent (100%) of the premiums within thirty (30) days of the billing date.

Section 11. Background Checks

The Board agrees to pay the fee for the expanded criminal history check required every five (5) years for current employees.

ARTICLE IV ABSENCES AND LEAVES

Section 1. Paid Absence

- A. Teachers shall be granted eighteen (18) leave days per year (fourteen (14) days for sick leave and four (4) days of personal leave for business that cannot be conducted outside the school day) to be absent from work while receiving compensation from the corporation. These days may not be used to extend Board approved leaves granted under any other clause in this contract or to extend school vacations, recesses and holidays. Any teacher requiring more than two (2) consecutive personal days or requiring a personal day before or after a vacation or on a snow make-up day shall submit a request to the Assistant Superintendent of Human Resources for prior approval. In establishing these days, the Board and the Association recognize the need for the teacher to be present with students and encourage teachers to use such days in a judicious manner. Any unused sick leave or personal leave days shall accumulate as sick days at the end of the school year. Teachers who have accumulated less than one hundred eighty (180) days will accumulate all unused sick leave days or personal leave days at the end of each school year. Teachers who have accumulated greater than one hundred eighty (180) days will continue to receive eighteen (18) leave days annually which will be utilized first for any family or personal illness or personal business, but any unused days will be purchased by the School Corporation according to Article IV, Section 2. Any teacher needing more than eighteen (18) days of absence in one (1) year may be asked to provide verification of need with the Human Resources Office.
- B. A teacher may transfer up to ten (10) days of accumulated sick leave earned from another school corporation, beginning the second year of employment in the School Corporation and in each succeeding year, until the number of accumulated sick leave days to which said teacher was entitled in the last place of employment shall be exhausted.
- C. A written account of each category of accumulated days of paid leave shall be made available in "Employee Access" for all teachers.
- D. Days held in the sick leave bank shall be considered to be paid days of absence under the definitions set above. The bank will be administered by a committee of three (3) teachers appointed by the Association and one (1) administrator appointed by the Superintendent under the following criteria and subject to the following conditions and limitations:
1. Any teacher who chooses to participate in the Sick Leave Bank must donate two (2) sick leave days to the bank. The two (2) days shall be deducted from each participating teacher's accumulated sick leave days. These two (2) donated days shall not be counted against the teacher for the purposes of the calculation in Section 2 below.
 2. The minimum number of sick leave days in the bank at the beginning of the school year shall be three hundred (300) days so long as the number remains at or above three hundred (300) days, no further contributions shall be required. In the event the number of days in the bank is less than three hundred (300) days at the beginning of a school year, then each member of the bank at such time shall contribute two (2) sick leave days from their accumulated days.
 3. Initial enrollment in the bank by new teachers shall be permitted at any time on or before September 15 of each school year, and will not extend beyond this period. A new teacher employed after the enrollment period has expired shall have two (2) weeks from the date such teacher begins work to donate days.
 4. Eligibility for use of the sick leave bank shall be subject to the following conditions and limitations:
 - a. The teacher must be an active participant in the bank.
 - b. Applications shall be made in writing to the chairperson of the committee and shall be made on a form (Appendix E) provided by the Board signed by a licensed physician, certifying that the teacher is disabled. "Disabled", for sick leave bank purposes, shall mean physical inability to perform all duties

assigned to the teacher. Such doctor's statement shall also include the nature of the disability, treatment being rendered, and prognosis for a return to work. Further certification may be required by the committee from time to time.

- c. All accumulated and non-accumulated personal illness and personal business leave days of the applicant shall have been exhausted at the time of utilization of any sick leave bank day awarded by the committee.
 - d. The disability must be of a serious nature and of more than seven (7) consecutive days' duration. Whether or not such disability is of a serious nature shall be determined by the committee. Days may be used only for such disability of the member and may not be used for an illness of any relatives of a member.
 - e. The maximum number of sick leave bank days that may be granted to any teacher shall be limited to the number of days needed for the teacher to meet the elimination period under the long-term disability insurance plan. Additional sick leave bank days may be granted for participants who qualify for long-term disability benefits only after proof of application for long-term disability benefits has been made.
 - f. Teachers on leave shall not be eligible for sick leave bank days during the period of their paid leave of absence.
 - g. A full-time teacher using sick leave bank days, who is able to return to work on a half-time basis, as certified by a licensed physician, may return to work half-time and receive up to a period of fifteen (15) sick leave bank days. Wages and other wage related fringe benefits shall be paid under such circumstances, one-half (1/2) of which shall be allocated from the sick leave bank and the remaining one-half (1/2) from the salary owed by the School Corporation.
 - h. The sick leave bank committee may, in its discretion, waive any of the above conditions in subsection (4).
5. The aforementioned committee is empowered to determine the rules and procedures under which days from the bank shall be granted to individual teachers and how such days will be repaid.
 6. Repayment by a teacher for any such loans shall be made at the rate of a minimum of two (2) sick leave days per year when the teacher owes ten (10) or more days to the bank and one (1) sick leave day per year when the teacher owes less than ten (10) days to the bank. Repayment shall be made on the first day of each school year beginning the second year after the award of sick leave bank days is made to the teacher. With the exception of long-term disability or death, the balance of sick leave days allocated to a teacher's account will be used to repay days to the sick leave bank.
 7. The Human Resources Office shall notify the Association of all sick leave bank applications and note actions taken in regard to their request for additional sick leave days. The committee will report to their participants the balance of days in the sick leave bank two (2) times per year.

Section 2. Attendance Incentive Program

- A. A teacher who uses no paid days of absence during the school year will receive, following the close of said school year, a stipend in the amount of three hundred dollars (\$300). Stipends to be awarded under this section shall be included in the payroll check normally scheduled following the last day of school.

In any one year, the unused days shall accumulate. The absence calculation will be applied at the end of each school year. At the start of each school year, a teacher will have their previously accumulated days, up to the maximum, and the additional eighteen (18) days for the new school year. For a teacher who begins employment after the start of the school year the eighteen (18) day absence entitlement will be prorated for the remainder of

the current school year. The maximum accumulated days of absence for the purpose of this incentive shall be one hundred eighty (180) days.

- B. Any accumulated unused sick leave days over one hundred eighty (180) will be bought by the School Corporation at the rate of forty-three dollars (\$43) per day. These amounts will be contributed on behalf of the teacher into the VEBA plan by August 1.
- C. For the purposes of this section, a teacher receiving contributions into the VEBA plan is considered vested without further service requirements. Consequently, if a teacher ceases to be employed by BCSC, the teacher is entitled to benefits in the VEBA plan as of that date.
- D. At retirement (as defined by Article V, Section 2A), a teacher shall receive eleven dollars and twelve cents (\$11.12) per day up to a maximum of one hundred eighty (180) accumulated unused sick and personal leave days. This amount shall be included in the payroll check normally scheduled following the last day of school and shall be calculated into the teacher's final average salary for purposes of INPRS.

If a teacher who is eligible to retire from BCSC according to Article V, Section 2A passes, the teacher is considered vested for the eleven dollars and twelve cents (\$11.12) per day for each day up to one hundred eighty (180) accumulated sick and personal leave days.

- E. The administrator of the VEBA plan cannot be changed without mutual agreement by the Association and the School Corporation.

Section 3. Leaves, General Provisions

- A. Leaves as defined within this Article may be extended. All approval for such extensions shall be made at the sole discretion of the Board following consideration of the recommendation of the Superintendent.
- B. Upon return from any leave, a teacher shall be assigned to the same position, or if not, to at least a substantially equivalent position. A new assignment shall be based on a conference between the teacher and the Superintendent concerning the position or positions available for which he/she is qualified.
- C. Any other reason for a leave of absence not specifically set forth in this Article may be considered by the Board based on individual merits. However, this provision shall not require the Board to grant such leave with pay.

Section 4. Health Leave

Medical leaves of absence may be granted to teachers for a school year or portion of a school year with appropriate medical doctor's certification and subsequent approval by the Board.

Section 5. Adoptive Leave

- A. A teacher may use up to fifteen (15) accumulated paid days of absence for adopting a minor child. The teacher may continue adoptive leave without pay for a period of up to one (1) school year. Upon application for the adoption, the teacher shall notify the Superintendent of the intent to take such leave and the length of leave. The Superintendent shall be given as much advance notice as possible of the date of commencement of such leave.
- B. Such leave shall not be considered as credit toward professional status or retirement.

Section 6. Parent Leave

- A. When a teacher becomes the parent of a child born to the parent's spouse, the teacher shall be granted five (5) days parent leave with pay, such days being deducted from the teacher's accumulated paid days of absence. The

leave shall be used within one (1) week of birth of the child or within one (1) week of discharge date of child from the hospital.

- B. A teacher may extend such leave, upon proper notice as required by the School Corporation, and be absent for a period of up to one (1) year without pay for purposes of infant care. The leave request shall state the period and dates of requested leave. Such leave shall not be considered as credit toward professional status or retirement.

Section 7. Family and Medical Leave Act (FMLA)

Notwithstanding any provision in this Agreement to the contrary, each of the parties reserves all rights and responsibilities provided employers and employees under the Family and Medical Leave Act (FMLA) of 1993 (the Act). Additional information pertaining to FMLA, including information on Maternity Leave, can be found in BCSC Board Policy, 3430.01.

Section 8. Extended Family Illness Leave

A leave of absence without pay shall be granted for the purpose of caring for a sick member of the teacher's immediate family, as defined in Section 10 of this Article for a maximum period of one (1) year including any FMLA leave taken for that same purpose.

Section 9. Employment Injury Leave

- A. Time needed for a teacher to recuperate from any personal injury arising out of and in the course of his employment shall result in no loss of salary or days of paid absence for the remainder of the current teacher's contract year, or until the teacher becomes eligible for long-term disability benefits, whichever occurs first, provided that:
 - 1. The injury results in a physical or mental limitation preventing such teacher from performing the normal duties required of said teacher.
 - 2. The teacher qualifies for, requests, and receives worker's compensation benefits and/or disability benefits through the School Corporation's insurance plan(s).
 - 3. The teacher receives an amount of money equal to such disability or worker's compensation plan benefits from the School Corporation.
- B. This section does not limit a teacher from using days of paid absence leave instead of employment injury leave.

Section 10. Bereavement Leave

- A. Each teacher shall be entitled to be absent from work without loss of compensation for a period not to exceed five (5) school days in the event of the death of a teacher's father, mother, grandparent, grandchild, brother, sister, husband, wife, child, person of similar relationship established by marriage, or any person domiciled in the teacher's home; provided, however, that in the event such person's death is the teacher's spouse or child, the teacher shall have an additional three (3) school days bereavement leave beyond the five (5) days bereavement leave provided herein. Up to two (2) of these days, if unused during the above timeframe, may be utilized by the teacher for bereavement, attending any funeral or memorial services or any business connected with the death, funeral and/or estate matters within ninety (90) calendar days from the day of death. These five (5) days shall not reduce any accumulated paid days of absence nor shall said additional three (3) school days reduce any accumulated paid days of absence.
- B. If more than one (1) death should occur at the same time in the family members as defined in paragraph A, more bereavement leave may be granted.

- C. Up to two (2) bereavement leave days per year shall be granted a teacher for time needed to travel to and attend a funeral of any other relative not listed in this section or that of a close friend. It is understood that this leave may be used no more than one (1) time per school year.

Section 11. Professional Leave

Teachers may upon request to the principal and subject to the subsequent approval of the Superintendent, or designee, visit other schools and/or attend meetings or conferences of an educational nature relating to the development of programs or curriculum. It is the responsibility of the building administrator or program director to find the appropriate substitute fund number for professional leave forms. Said request on a form mutually acceptable to the Board and the Association must be submitted in writing at least two (2) weeks in advance of the date or dates of such leave.

Section 12. Association Work Leave

A teacher who is elected to a full-time position with the Association as a State or National Association officer, upon proper written request to the Board, shall be granted a leave of absence without pay, benefits, salary progression or progress toward professional status. Time spent on such leave shall be used in determining a teacher's retirement credit, subject to the applicable provisions of the retirement plan. Such request must be received by the Board no later than thirty (30) days prior to the requested date of commencement of such leave and shall contain a statement of the expected length of the leave. Such leave shall not extend beyond the term of this Agreement. Upon thirty (30) days' notice of his or her desire to again return to work with the School Corporation, such person shall be placed pursuant to the provisions of Section 3.

Section 13. Military Leave

Any teacher who is a member of the US Armed Forces, Reserves, or National Guard unit and who shall be absent to attend a meeting or other activity of the unit during a school day or days shall be excused from said teacher's contracted obligations to the School Corporation for the period of military service, not to exceed fifteen (15) school days during any calendar year. The teacher's compensation for this period of time shall be the regular salary less military compensation. In the event that active duty call-up necessitates days beyond fifteen (15) and notwithstanding obligations imposed under USERRA, the regular salary compensation will continue up to a period of one (1) year. Applications for renewal of paid leave days beyond one (1) year typically must be received during the 10th month of active duty.

Section 14. Jury Duty or Witness Leave

A teacher who is called to serve on jury duty or is subpoenaed to appear as a witness in a work-related court case shall receive his/her salary while absent, provided the teacher assigns and remits to the School Corporation any compensation received (less mileage reimbursed) for such duty. It is the teacher's responsibility to certify the amount of compensation received to the Payroll Department.

Section 15. Voluntary Leave

A leave of absence for up to one (1) school year without pay and benefits may be granted solely at the discretion of the School Corporation to a teacher provided the teacher properly requests such leave in writing to the Superintendent at least sixty-five (65) calendar days prior to the requested start of leave. Such request shall include the exact dates requested for the starting and ending of the leave. Any leave granted will be conditioned on the School Corporation obtaining a replacement teacher that the School Corporation determines is properly licensed and sufficiently qualified to replace the teacher in all duties of the teacher. In the event the School Corporation fails to obtain such replacement by thirty (30) calendar days prior to the requested start of said leave, the teacher shall be required to return to his or her position and forego any such requested leave. Any unemployment compensation the School Corporation may have credited to its experience account or be required to pay to any such replacement teacher upon the return of a teacher from leave shall be reimbursed to the School Corporation by the teacher to whom such leave was granted. Such reimbursement shall occur within fifteen (15) days after distribution of each unemployment check to said teacher.

Voluntary leaves will not be granted to teachers who while on leave will receive compensation for work performed excepting work as part of a professional development project, a university work study program, or in the best interests of the School Corporation.

Section 16. Association Leave

- A. The Association President, or his/her designee, shall be entitled to paid time for attending formal grievance hearings without loss of compensation.
- B. The Association President, or his/her designee, shall have seven (7) days per year of paid leave for the conduct of lawful Association business. Except in cases of emergencies, forty-eight (48) hours' notice of such leave shall be provided to the teacher's principal. Substitute teacher compensation shall be shared equally by the Association and the Board. The Superintendent may, at his/her discretion, grant additional Association leave days, which will be paid for by the School Corporation.

ARTICLE V RETIREMENT PROGRAM

Section 1. BCSC RETIREMENT PLAN

- A. Each teacher shall have the option of contributing to the 403(b) plan up to the maximum allowable under Federal law. The Board shall match such teacher contributions on a dollar for dollar basis up to three percent (3%) of the teacher's salary for the duration of this contract.
- B. The BCSC shall deposit the employer contributions on behalf of each teacher into the 401(a) plan. Such contribution will be made within a reasonable amount of time following each payroll period.
- C. All teachers shall be able to elect to participate in or make changes in contributions to the retirement plan(s) on a quarterly basis, i.e. January 1, April 1, July 1 and October 1 (or before the start of a new contract year). All elections or changes shall be made pursuant to the terms and conditions of said plan(s). Requests may be sent in at any time; however, changes will be effective on January 1, April 1, July 1, and October 1 or on the last work day prior to that date if any of these dates fall on a non-work day. Requests must be received by the BCSC Business Office at least fifteen (15) days prior to any of the above dates to be effective on that date.
- D. Any contributions made by the teacher and all earnings derived therefrom are one hundred (100%) vested. Any contributions made by the School Corporation on behalf of the teacher and all earnings derived therefrom become vested after a five (5) year service period following the date contributions began. Should the teacher leave the School Corporation prior to the five (5) year vesting period, then all contributions made by the School Corporation on behalf of that teacher and all earnings derived therefrom are forfeited. To the extent allowed by IRS regulations, any funds forfeited by a teacher as a result of the teacher separating from employment will be placed in the plan's forfeiture suspense account, used to pay for the plan's administrative expenses, and/or used to offset future contributions.

Section 2. BCSC Retirement Insurance Options

- A. For purposes of this article, a teacher who retires and wishes to participate in the health plan must meet one of the following criteria:
 - 1. At least 55 years of age and having satisfied the rule of 85 (INPRS qualification).
 - 2. At least 60 years of age with at least 15 years of experience (INPRS qualification).
 - 3. At least 50 years of age with 10 years of BCSC experience.
 - 4. At least 55 years of age with 5 years of BCSC experience.
- B. The retiring teacher shall be provided the option to apply for, in accordance with the insurance contracts and Section 3 below, any or all of the following group insurance coverage:

Health: Single, Retiring Teacher and Spouse, Retiring Teacher and Children or Family Plan

Dental: Single or Family Plan

Vision: Single or Family Plan

Term Life Insurance: \$55,000 on the retired teacher's life only

Section 3. Insurance Benefit Provisions

- A. The premium cost under the benefit plans to the retired teacher shall be the entire amount of the cost of the premium of active full-time teachers.
- B. The retired teacher must remain enrolled in those benefit plans for the full year of enrollment.
- C. In the event a retiring teacher does not enroll in a particular benefit plan and is not a participant in that plan at the time of retirement, the teacher will not be entitled to later participate in that plan.

Section 4. Retiring Year Procedure

- A. If allowed under the insurance contract, the retiring teacher can apply to continue to participate in the benefit plans following retirement. Participation in some benefit plans ceases as of the last day of work or end of month.
- B. Each retiring teacher will be supplied the premium costs for continued participation in each plan.
- C. The retiring teacher must timely apply and elect to continue participation in the plan.

Section 5. Enrollment and Re-enrollment February/March Cycle

Continued enrollment, withdrawal, or decisions to modify coverages or method of premium payment must be made by February 15 and will subsequently take effect March 1 and remain in force until each subsequent February 28, or until the month the retiree ceases to remain eligible.

ARTICLE VI GRIEVANCE PROCEDURE

Section 1. Purpose

It is the objective of the Board and the Association to have all grievances resolved informally or at the earliest possible stage of this grievance procedure.

Section 2. Definition

- A. A “grievance” is a claim, submitted by a grievant, that there has been a violation or misinterpretation of a specific article or section of this Agreement.
- B. A “grievant” may be a teacher or group of teachers or the Association.
- C. A “day” when used in this Article shall refer to teacher days as that term is used in the school calendar. During the summer recess, however, the term shall mean weekdays (Monday through Friday).

Section 3. Informal Procedure

Before submitting a written grievance, the grievant shall attempt to resolve the grievance informally by contacting the building principal or his/her designee concerned within twenty (20) days of the time that the grievant knew, or reasonably should have known, of the grievance. The building principal or his/her designee shall respond to the grievant within five (5) days of notification of the problem. The grievant and the person so contacted shall discuss such grievance at a mutually acceptable time and place. The grievant may choose to have an Association representative, the Association building representative or another teacher in the building present at the informal grievance step. If an Association representative other than the building representative is present at such informal grievance step, then the building principal or his designee may also have an administrative representative in attendance.

Section 4. Formal Procedure

Step One - Building Principal or Designee

- A. If resolution is not achieved through discussion with the building principal or his/her designee, a formal written grievance may be presented. The grievance, on the form attached as Appendix D, shall state the specific provision of the Agreement violated and the relief requested. The grievance shall be dated and signed by the grievant. Such written grievance must be received by the building principal or his/her designee within five (5) days of the informal grievance discussion.
- B. The building principal or his/her designee may request a meeting with the grievant in an effort to resolve the grievance. If such meeting is requested, the building principal or his/her designee shall arrange such meeting within five (5) days, unless an extension of such limit is mutually agreed to by the grievant and the building principal or his/her designee. If no meeting is requested, the building principal or his/her designee shall submit his/her response in writing to the grievant within five (5) days after receipt of the grievance. If a meeting has been requested, the building principal or his/her designee shall submit his/her response in writing to the grievant within five (5) days following the grievance meeting date.

Step Two - Superintendent

- A. If resolution is not achieved through the written response in Step One, the grievant may submit the grievance to the Superintendent or his/her designee. The grievance must be received by the Superintendent or his/her designee within five (5) days of the grievant’s receipt of the written response in Step One.
- B. The Superintendent or his/her designee may request a meeting with the grievant in an effort to resolve the grievance. Such request for a meeting shall be submitted in writing at the time the grievance is submitted to the

Superintendent. If such a meeting is requested, the Superintendent or his/her designee shall arrange such meeting within five (5) days, unless an extension of such time limit is mutually agreed to by the grievant and the Superintendent or his/her designee.

If no meeting is requested, the Superintendent or his/her designee shall submit his/her response in writing to the grievant within five (5) days after receipt of the grievance.

If a meeting has been requested, the Superintendent shall submit his/her response in writing to the grievant within five (5) days following the grievance meeting date.

Section 5. Provisions Relating to the Grievance Procedure

- A. A grievance must be processed within the time limits set forth in the foregoing provisions.
- B. If the grievance is filed by the Association as grievant, and if such grievance is limited to one school, the grievance shall be submitted to the building principal involved. Otherwise, such grievance shall be submitted to the Superintendent in Step Two.
- C. Where the grievance is one properly submitted to the Superintendent in Step Two, it shall be received by the Superintendent within fifteen (15) days, as they are defined in Section 2, paragraph C, of the time that any officer or official of the Association knew, or reasonably should have known of the grievance and shall thereafter be subject to all other provisions of this Article with respect to grievances as defined in Section 2, A.
- D. A grievant may, upon request, be accompanied by a representative of the Association at all steps in Section 4 of the Formal Procedure.
- E. All documents, communications, and records dealing with grievances shall be filed separately from the personnel files of the participants and shall not be used for evaluations.
- F. Time limits herein may be extended only by mutual agreement, signed by both Parties.

ARTICLE VII SEPARABILITY

Section 1.

Should any provision of this Agreement at any time during its term be found in conflict with federal or state law, or rule or regulation thereunder, then such provision shall continue in effect only to the fullest extent permissible under the applicable law. If at any time thereafter such provision is no longer in conflict with the law, then such provision of the Agreement as originally embodied herein shall be restored in full force and effect, as if it had never been in controversy or violation.

Section 2.

It is further understood and agreed that the provisions of this Agreement are deemed to be separable to the extent that if and when a court or government agency of competent jurisdiction adjudges any provision of this Agreement to be in conflict with any law, or rule or regulation thereunder, such decision shall not affect the validity of the remaining provisions of this Agreement, and the remaining provisions shall continue in full force and effect.

ARTICLE VIII TERM OF AGREEMENT

This agreement shall be effective as of July 1, 2020 and shall continue in full force and effect until June 30, 2021.

The parties mutually agree that the terms set forth in the Agreement represent full and complete understanding and commitment between the parties hereto and may be altered, changed, added to, deleted from or modified only by the voluntary mutual consent of the parties expressed in a written amendment hereto.

THIS AGREEMENT is made and entered into at Columbus, Indiana on this day, by and between the Board of School Trustees of the Bartholomew Consolidated School Corporation, County of Bartholomew, State of Indiana, heretofore called the "Board", and the Columbus Educators Association, affiliated with the Indiana State Teachers Association and the National Education Association, heretofore called the "Association".

THIS AGREEMENT is so attested by the parties whose signatures appear below:

BOARD OF SCHOOL TRUSTEES
OF THE BARTHOLOMEW CONSOLIDATED
SCHOOL COPORATION

By 
James S. Roberts, Superintendent

By 
Jeff Caldwell, Board President

By 
Jill Shedd, Board Vice-President

COLUMBUS EDUCATORS
ASSOCIATION

By 
Amy London, CEA President

By 
Mandy Keele, CEA Vice-President

APPENDIX A
SALARY INFORMATION
BARTHLOMEW CONSOLIDATED SCHOOL CORPORATION

- A. Salary Range - \$39,065 to \$80,077, not including current year increases or TRF contributions.

- B. Base Salary Increases
 - 1. General Eligibility
 - a. A teacher who received an evaluation rating of “Ineffective” or “Improvement Necessary” in the prior school year is not eligible for any salary increase and remains at their prior year salary.
 - b. A teacher who is currently receiving a salary greater than the top of the 2020-2021 salary schedule is not eligible for a salary increase.
 - 2. Factors and definitions
 - a. Evaluation rating – The teacher received a “Highly Effective” or “Effective” evaluation rating for the prior year.
 - b. The teacher was employed as a certified teacher in the corporation for at least one hundred twenty (120) days in the prior year.
 - 3. Distribution – Advancing on the Salary Schedule (See Salary Schedule attached as Appendix A)
 - a. A teacher who satisfies the evaluation rating and completes a year of service teaching in the corporation will advance a row on the salary schedule.
 - b. The increase for advancing a row is \$1,200.
 - 4. Transition to salary schedule
 - a. The teachers earning a base salary greater than the top of the 2019-2020 salary schedule (\$76,265) and less than the top of the 2020-2021 salary schedule (\$77,465) will receive the base increase in the amount needed to move to the top of the 2020 - 2021 salary schedule (\$77,465).
 - b. If that base increase is less than \$600, they will also receive a stipend for the difference between the base increase and \$600.
 - 5. Redistribution – Any funds otherwise allocated for teachers who were rated “Ineffective” or “Improvement Necessary” will be equally redistributed to all teachers rated “Effective” or “Highly Effective”. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

- C. Stipends – A teacher rated “Effective” or “Highly Effective” that is receiving a salary greater than the top of the 2020-2021 salary schedule will not receive an increase to their base salary, but will receive a stipend in the amount of \$600.

Salary Schedule 2020-2021

Step	Salary
A	\$39,065
B	\$40,265
C	\$41,465
D	\$42,665
E	\$43,865
F	\$45,065
G	\$46,265
H	\$47,465
I	\$48,665
J	\$49,865
K	\$51,065
L	\$52,265
M	\$53,465
N	\$54,665
O	\$55,865
P	\$57,065

Step	Salary
Q	\$58,265
R	\$59,465
S	\$60,665
T	\$61,865
U	\$63,065
V	\$64,265
W	\$65,465
X	\$66,665
Y	\$67,865
Z	\$69,065
AA	\$70,265
BB	\$71,465
CC	\$72,665
DD	\$73,865
EE	\$75,065
FF	\$77,465

Note: Teachers who earned an evaluation rating of “Ineffective” or “Improvement Necessary” are not eligible for salary increases unless they are in their first two (2) years of instructing students.

**APPENDIX A-1 SALARY SCHEDULE FOR NEWLY HIRED TEACHERS
BARTHOLOMEW CONSOLIDATED SCHOOL CORPORATION**

All teachers hired will be placed at a salary within the overall teacher salary range established in Appendix A.

-The Superintendent and/or the Superintendent’s designee shall reserve the right to place a newly hired teacher on the salary table within two steps (above or below) of the step commensurate with employees of the same level of experience.

- If the Superintendent and/or the Superintendent’s designee determines that a salary outside the above referenced parameter is appropriate, the representative will consult with the Association president and/or designee prior to making an offer outside the commensurate experience level.

New Hire Placement Guidelines

Experience	Salary
0-1	\$39,065
2-3	\$40,265
4-5	\$41,465
6-7	\$42,665
8-9	\$43,865
10-11	\$45,065
12-13	\$46,265
14-15	\$47,465
16-17	\$48,665
18-19	\$49,865
20+	\$51,065
20+	\$52,265
20+	\$53,465

**APPENDIX A-2 OPERATING REFERENDUM PAYMENTS
BARTHOLOMEW CONSOLIDATED SCHOOL CORPORATION**

A. Funds Available:

Compensation in this section is based on revenues collected from the Operating Referendum Tax Levy. The maximum amount dedicated to teacher referendum payments is \$5.3M for each of the eight (8) calendar years that the Operating Referendum Tax Levy is collected, starting in 2021. If less than \$5.3M is spent on referendum payments and related benefits (FICA, TRF, and 401(a) match), in any given calendar year, those funds are retained and will be used to fund teacher referendum payments in future years.

B. Factors and Definitions

1. Evaluation Rating – The teacher received a “Highly Effective” or “Effective” evaluation rating for the prior year, unless that teacher is in the first two (2) full school years of instructing students.
2. Years of Experience - The number of years the teacher completed at least one hundred twenty (120) days of teaching in Bartholomew Consolidated School Corporation will generate one (1) point. The number of years the teacher completed at least one hundred twenty (120) days of teaching in a district other than Bartholomew Consolidated School Corporation will generate one-third ($\frac{1}{3}$) point.

C. Distribution

1. Tier 1: \$2,500 payment
Evaluation rating of 3 or 4
Years of experience points = 5-9.99
2. Tier 2: \$5,000 payment
Evaluation rating of 3 or 4
Years of experience points = 10-14.99
3. Tier 3: \$7,500 payment
Evaluation rating of 3 or 4
Years of experience points = 15+

D. Maximum Salary

1. Maximum total base contract (Appendix A) plus operating referendum payment: \$85,000
2. If the total of the base contract and operating referendum payment exceed the maximum salary, the amount of the operating referendum payment will be reduced to the amount necessary to achieve the maximum salary.

**APPENDIX B: COMPENSATION for NON-ATHLETIC EXTRACURRICULAR
AND EXTENDED CONTRACTS**

Added days and the number of positions in the Corporation were not bargained and are included in this document for informational purposes.

Sources of funding for positions outside the Education Fund:

1. Special Education cooperative positions (autism coordinator, low incidence coordinator): shared funding with area corporations
2. HS auditorium director: auditorium rental fees, except in cases of auditorium use by BCSC
3. HS/MS bus duty: Operations Fund
4. HS prom advisor fund: prom ticket sales

	# in Corp.	Added Days		20-21 Stipend	
HS Band Director	2	0		\$5,316	
HS Choral Director	2	0		\$4,500	
Corp. Psychologist	4	15		\$3,680	
C4 Team Leader	1	15			
HS Guidance Director	2	25			
HS Special Education Coordinator	2	5			
HS Dean	6	5			
HS Asst. Band Director	2	0			
MS Activity Director	2	0			
Elem. Pupil Services Coordinator	1	0			
HS Yearbook Advisor	2	0			\$3,272
HS Library/Media Specialist	2	10			
HS Newspaper Advisor	2	0			
HS Budget Supply Coordinator FTE of 7.0 or more		3		\$2,453	
MS Budget Supply Coordinator FTE of 7.0 or more		3			
Corp. Television Consultant	1	10			
HS Counselor	7	8			
HS Speech Coach	2	0			
HS Pep Stepper Director - CNHS	1	0			
HS Color Guard Director - CEHS	1	0			
MS Dean	2	5			
MS Counselor	4	5			
MS Library/Media Specialist	2	5			
MS Band Director	2	0			
Elem. Library/Media Specialist	1	5			

	# in Corp.	Added Days		20-21 Stipend
HS Musical Director/Producer	2	0		\$2,045
HS Musical Orchestra Director	2	0		
HS Musical Vocal Director	2	0		
HS Testing Coordinator - CEHS	1	0		
HS Student Council Advisor	2	0		
HS Senior Project Coordinator	2	0		
MS Choral Director	2	0		
MS Theater	1	0		
Elem. Counselor	11	0		
HS Budget Supply Coordinator FTE of 4.0 - 6.99		3		\$1,635
MS Budget Supply Coordinator FTE of 4.0 - 6.99		3		
C4 Youth Leadership - BPA	1	0		
C4 Youth Leadership - DECA	2	0		
C4 Youth Leadership - FFA	1	5		
C4 Youth Leadership - HOSA	2	0		
C4 Youth Leadership - Skills USA	2	0		
C4 Youth Leadership FCLA	2	0		
C4 Youth Leadership - Technology Event Coordinator	1	0		
HS Drama Director/Non-Musical	2	0		
HS Publications Bureau Director	1	0		
HS Student Activities Advisor - CEHS	1	0		
HS Lead Academic Coach	2	0		
HS Asst. Academic Coach	8	0		
MS Lead Academic Coach	2	0		
MS Asst. Academic Coach	2	0		
HS Prom Fund Advisor	2	0		
HS Orchestra/Strings Director	2	0		\$1,223
MS Orchestra/Strings Director	2	0		
MS Drama Director	2	0		
MS Newspaper Advisor	2	0		
MS Yearbook Advisor	2	0		
Elem. Academic Coach	11	0		

	# in Corp.	Added Days		20-21 Stipend
HS Budget Supply Coordinator FTE of 1.0 - 3.99		3		\$818
MS Budget Supply Coordinator FTE of 1.0 - 3.99		3		
HS Business - CEHS	1	0		
HS Family Consumer Science	2	0		
HS Music	2	0		
MS Department Team Leader				
MS Art	2	0		
MS Family Consumer Science	2	0		
MS Foreign Language	2	0		
MS Health/PE	2	0		
MS Industrial Tech	2	0		
MS Music	2	0		
MS Special Education	2	0		
Added Days Only:				
Corp. Autism Coordinator	1	20		
Corp. Low Incidence Coordinator	1	10		
Corp. Student Assistance Director	1	15		
C4 School to Work Coordinator				
C4 Building Trades	2	5		
C4 Business/Office Education	1	3		
C4 Child Care	2	2		
C4 Health Occupations	2	2		
C4 ICT/ICE	2	3		
Hourly Rate Only:				
HS Auditorium Director	2	0		\$66.93

APPENDIX C: COMPENSATION for ATHLETIC ASSIGNMENTS

Added days and the number of positions in the Corporation were not bargained and are included in this document for informational purposes.

A head varsity coach and his/her assistant varsity coaches and basketball and football cheerleaders' sponsors whose team progresses past the sectional tournament level into regional, semi-final and state tournament levels in a sport that may or may not be sanctioned by the Indiana High School Athletic Association (IHSAA) will be paid an additional stipend for each full week worked beyond the sectional tournament level (including each sectional week beyond the first sectional week in football). Such stipend should be calculated by dividing the length of the season, including practice weeks during which a game or games are held, into the regular athletic salary as provided above. For purposes of this computation only, the commencement of the length of the season shall be fourteen (14) calendar days prior to the first official game or meet. For trainers of boys football and boys basketball who are assigned to work during the weeks set forth in this paragraph, an extra stipend will be paid and calculated in the manner set forth in this paragraph for coaches.

Credit of experience on this schedule is determined in the following manner:

1. In Corporation Experience: Experience gained in a specific sport or assignment at either middle school or high school shall be granted for the same sport or assignment within our corporation at other levels.
2. Out of Corporation Experience: Previous experience out of the corporation must be verified in writing prior to placement in a coaching assignment subject to review and approval of the Superintendent.

# in Corp		2020-2021		
Years of Experience		0-2	3-5	6+
Group I				
HS Football	2	\$9,161	\$9,758	\$10,340
HS Boys' Basketball	2			
HS Girls' Basketball	2			
HS Asst. AD	2			
Group II				
HS Asst. Football	12	\$4,268	\$5,047	\$5,824
HS Asst. Boys' Basketball	6			
HS Asst. Girls' Basketball	6			
HS Baseball	2			
HS Softball	2			
HS Boys' Soccer	2			
HS Girls' Soccer	2			
HS Boy's Swimming	2			
HS Girls' Swimming	2			
HS Boys' Track	2			
HS Girls' Track	2			
HS Girls' Gymnastics	2			
HS Weight Training	2			
HS Boys' Wrestling	2			
HS Girls' Volleyball	2			
Group III				
HS Boys' Cross Country	2	\$4,269	\$4,658	\$5,047
HS Girls' Cross Country	2			
HS Boys' Golf	2			
HS Girls' Golf	2			
HS Boys' Tennis	2			
HS Girls' Tennis	2			
Group IV				
Boys' Football 7	2	\$2,409	\$2,720	\$3,119
Boys' Football 8	2			
Boys' Basketball 7	2			
Boys' Basketball 8	2			
Girls' Basketball 7	2			
Girls' Basketball 8	2			

# in Corp		2020-2021		
Years of Experience		0-2	3-5	6+
Group V				
MS Boys' Cross Country 7-8	2			
MS Girls' Cross Country 7-8	2			
Asst. Football 7	2			
Asst. Football 8	2			
Asst. Boys' Basketball 7	2			
Asst. Boys' Basketball 8	2			
Asst. Girls' Basketball 7	2			
Asst. Girls' Basketball 8	2			
Boys' Track 7	2			
Boys' Track 8	2			
Girls' Track 7	2			
Girls' Track 8	2			
Girls' Volleyball 7	2			
Girls' Volleyball 8	2			
MS Wrestling	2			
MS Golf	2			
MS Boys' Tennis 7-8	2			
MS Girls' Tennis 7-8	2			
HS Asst. Baseball	6	\$2,125	\$2,438	\$2,818
HS Asst. Softball	6			
HS Asst. Girls' Gymnastics	2			
HS Asst. Boys' Soccer	4			
HS Asst. Girls' Soccer	4			
HS Asst. Boys' Swimming	2			
HS Asst. Girls' Swimming	2			
HS Asst. Diving Coach	2			
HS Asst. Boys' Track	6			
HS Asst. Girls' Track	6			
HS Asst. Girls' Volleyball	6			
HS Asst. Boys' Wrestling	2			
HS Asst. Boys' Tennis	2			
HS Asst. Girls' Tennis	2			
HS Asst. Boys' Cross-Country	2			
HS Asst. Girls' Cross-Country	2			
HS Asst. Boys' Golf	2			
HS Asst. Girls' Golf	2			

# in Corp		2020-2021		
Years of Experience		0-2	3-5	6+
Group VI				
MS Asst. Cross Country Boys' 7-8	2	\$661	\$804	\$935
MS Asst. Cross Country Girls' 7-8	2			
MS Asst. Boys' Track 7	2			
MS Asst. Boys' Track 8	2			
MS Asst. Girls' Track 7	2			
MS Asst. Girls' Track 8	2			
MS Asst. Wrestling	2			
MS Asst. Girls' Volleyball 7	2			
MS Asst. Girls' Volleyball 8	2			
MS Pom - Pom Sponsor	2			
Cheerleader Sponsor 7	2			
Cheerleader Sponsor 8	2			
Elem. Boys' Basketball	11			
Elem. Girls' Basketball	11			
Group VII				
Elem. Basketball Coordinator	2		\$1,336	
HS Asst. Cheerleader	2		\$1,601	
HS Unified Track	2		\$1,601	
MS Boys' Intramural 7-8	2		\$1,013	
MS Girls' Intramural 7-8	2		\$1,013	
MS Concessions Manager	2		\$1,185	
HS Cheerleader Sponsor	2		\$2,818	

**APPENDIX D
GRIEVANCE REPORT FORM**

(Must be filed within five (5) days after the Informal Grievance Discussion)

Grievance # _____

Name of Grievant _____ Date _____

Building Assignment _____ Position _____

Date on Which Cause of Grievance Occurred _____

Specific article(s) of the contract which the grievant claims to be in violation

Statement of Grievance

Relief Requested

I ___ DO ___ DO NOT request a meeting to discuss the grievance.

Building

Signature of Grievant

STEP 1 BUILDING PRINCIPAL/MANAGER

Meeting Date _____

Names of Persons in Attendance

Decision

Date of Decision

Signature of Principal/Manager

(Must be decided within five (5) days of receipt of grievance or meeting date)

STEP 2

Name of Grievant _____ Grievance # _____

Initial Filing Date _____

(Must be filed within five (5) days of receipt of Step 1 response; within fifteen (15) days if grievance filed by the Association as Grievant.)

Specify those issues which you maintain have not been resolved to your satisfaction at the previous level, and your reasons for same:

I ___ DO ___ DO NOT request a meeting to discuss the grievance.

Date

Grievant's Signature

DISPOSITION

Date Received _____ Meeting Date _____

Names of Persons in Attendance

Decision

Date of Decision

Signature of Principal/Manager

APPENDIX E
APPLICATION FOR SICK LEAVE BANK USAGE

Name _____ School _____

Date of Request _____

Date when first sick leave usage occurred for this disability _____

Has the illness/injury caused continuous absences since the above date? YES ___ NO ___

How many continuous school days of absence have occurred since the onset of illness or injury? _____

PHYSICIAN'S STATEMENT

I hereby certify that _____ is disabled due to the following illness or injury: (Please state the condition and cause of the disability.)

Treatment Provided:

Prognosis for Return to Work:

Physician's Signature _____

Physician's Printed Name _____

Address _____

Date _____

(Applicant is to return this form to the Personnel Office). * See definition of "Disability" in Article IV, Section 1 (D)(4)(b).

OBLIGATION TO REPAY SICK LEAVE BANK

Sick Leave Bank Repayment Provision

Repayment by a teacher for any such loans from the sick leave bank shall be made at the rate of a minimum of two (2) sick leave days per year when the teacher owes ten (10) or more days to the bank and one (1) sick leave day per year when the teacher owes less than ten (10) days to the bank. Repayment shall be made on the first year after the sick leave bank day is allocated to the teacher. A teacher who resigns, retires, dies, or whose contract is non-renewed or cancelled for any reason prior to repayment in full of sick bank days used shall not be required to repay the balance of any such days owed to the sick leave bank.

I hereby understand and agree to all provisions as it applies to sick leave bank usage.

Signed _____

Date _____

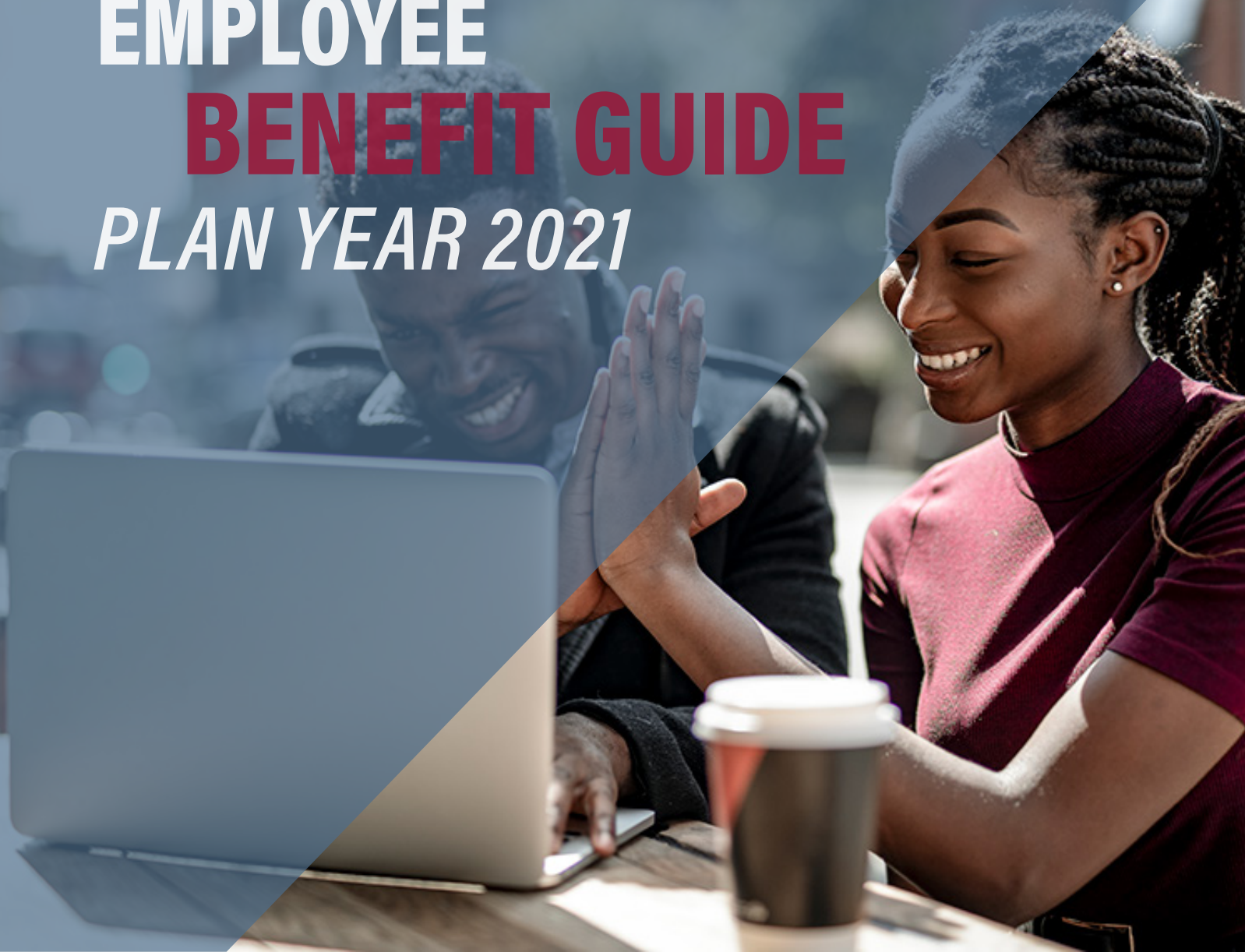
Witness _____

Witness _____




APPENDIX F HEALTH PLAN OPTIONS

(See Article III for additional details, exclusions, etc. Unless otherwise noted, the changes below take effect January 1, 2021.)

EMPLOYEE BENEFIT GUIDE PLAN YEAR 2021



**WANT TO BE A BENEFITS SUPER USER?
TEST YOUR KNOWLEDGE.**

-  <http://bit.ly/HSA101Lesson>
-  <http://bit.ly/RxConsumerLesson>
-  <http://bit.ly/Medicare101Lesson>

ENROLL HERE:
www.aflacatwork.com/enroll

ENROLLMENT CENTER:
463-900-5387

WE'RE HAPPY TO PROVIDE YOU AND YOUR FAMILY WITH ONE OF THE MOST COMPREHENSIVE EMPLOYEE BENEFIT PLANS. OUR BENEFITS PROGRAM PROVIDES A VARIETY OF PLANS FOR YOU AND YOUR FAMILY.



**THE PLAN YEAR IS
January 1st - December 31st**

BCSC would not be the successful school corporation it is today without the dedication of our hard working associates. We are proud to offer a comprehensive benefits package that is designed to insure and protect you and your family against financial hardship and loss.

This benefit guide provides information about the benefit options available to you as a benefits eligible employee of BCSC. Please take time to learn about the benefits so you can make an informed decision. When you make smart, well informed decisions, you can best manage your out-of-pocket costs and also help control the rising cost of healthcare.

WHO PAYS

Benefits Offered

	Summary	Our Plan Pays	You Pay	Find it on Page
Medical	SIHO/INSPIRE	X	X	4
Health Center	BCSC Health Center	X	X	8
Preventive Care	SIHO	X		9
Dental	Delta Dental	X	X	12
Vision	VSP	X	X	13
Edison Healthcare	Edison Healthcare	X		14

WHAT DOES THAT WORD EVEN MEAN?

We admit it, benefits can be hard to understand. Here are some common benefit words and their definitions to help you as you read through this guide.

TERM

**Annual Deductible
(Jan 1 through Dec 31)**

DEFINITION

The amount you are required to pay per calendar year before certain benefits are paid for by the plan. Once you meet the deductible amount, expenses are covered by the plan based on the coinsurance percentage. This deductible starts over every January 1st.

**Annual Out-of-Pocket
Maximum
(Jan 1 through Dec 31)**

The most you pay in a calendar year for covered services that are subject to coinsurance/copays. The deductible is included in this amount. If you reach the annual out-of-pocket maximum, the plan pays 100% of covered in-network eligible expenses for the remainder of the plan year. Office visits and prescription copays are included in the annual out-of-pocket maximum for our medical plans. This maximum starts over every January 1st.

Balance Billing

When you are billed for the difference between the provider's actual charge and the amount reimbursed under the medical or dental plan. This occurs when you go outside of the preferred provider network. Balance billing does not apply towards out-of-pocket maximum.

Coinsurance

The percentage you pay for covered expenses.

Copayments or Copays

The flat dollar amount you pay for certain in-network services.

**Explanation of Benefits
(EOB)**

Provides information about how your claim was processed by the insurance company. The EOB details what portion of the claim was paid by the insurance company and what portion is your responsibility.

**Health Savings Account
(HSA)**

A special, tax-advantaged, interest bearing account to help plan and pay for qualified health care expenses (including plan deductible) while covered by a qualified high deductible health plan.

In-Network

A group of doctors, hospitals and other healthcare providers that contract with a plan vendor to provide quality healthcare services at favorable rates.

**Preferred Provider
Organization (PPO)**

A healthcare arrangement designed to provide healthcare services at a discounted cost for members to use designated providers (the network), but which also provides coverage (at a lower level) for services received from providers that are not part of the network.

**Usual, Customary,
and Reasonable (UCR)
Charges**

UCR charges are determined by your health plan vendor and are based on the range of fees charged by doctors with comparable training and experience for the same or similar service in your area. When you receive in-network care, UCR charges do not apply. You are responsible for amounts over UCR for out-of-network care.

HSA - SIHO

HIGH DEDUCTIBLE PLAN

	Tier 1	Tier 2	Tier 3
Annual Deductible	Individual: \$3,500 Family: \$7,500	Individual: \$5,000 Family: \$10,000	Individual: \$6,000 Family: \$12,000
Coinsurance	100% plan paid coinsurance after meeting the deductibles		
Out-of-Pocket Max	100% plan paid coinsurance after meeting the deductibles		
Preventive Care	Covered 100%. Subject to preventive health benefits guidelines.		
Emergency Room	100% After Deductible		
Urgent Care			
Physician Office Visits			
Diagnostic X-ray & Lab			
Ambulance			
Hospital/Surgery			
Hospice / Home Care			
Mental Health			
Chiropractic	100% After Deductible. Annual maximum 6 visits.		
BCSC Wellness Program	<p>\$250 credit or \$500 credit if spouse participates toward their contributions on the health plan. All requirements must be completed by October 31, 2020 to be eligible to sign up for wellness for 2021.</p> <p style="text-align: center;">Must complete the following:</p> <ul style="list-style-type: none"> Health Risk Assessment (HRA) biometric screening annual preventive exam vision and dental exam 		
Prescription Drug	100% after Deductible		
<ul style="list-style-type: none"> Generic Brand Non-Formulary Brand 	<p><i>Prescription drugs listed on the Optum High Deductible Plan Preventive Select List will be covered and not subject to the annual deductible.</i></p>		

	EMPLOYEE	EMPLOYEE + SPOUSE	EMPLOYEE + CHILD	FAMILY
Per Pay (20 pay)				
Without Wellness	\$83.85	\$209.63	\$176.09	\$226.40
With Wellness	\$71.35	\$197.13	\$163.59	\$213.90
With Wellness + Spouse	-	\$184.63	-	\$201.40
Per Pay (26 pay)				
Without Wellness	\$64.50	\$161.26	\$135.46	\$174.16
With Wellness	\$54.89	\$151.64	\$125.84	\$164.54
With Wellness + Spouse	-	\$142.03	-	\$154.93

CONTACT SIHO:

800-443-2980
www.siho.org

PPO - SIHO

LOW DEDUCTIBLE PLAN

	Tier 1	Tier 2	Tier 3																																														
Annual Deductible	Individual: \$1,000 Family: \$2,000	Individual: \$2,000 Family: \$4,000	Individual: \$3,500 Family: \$7,000																																														
Coinsurance	85% after deductible	65% after deductible	55% after deductible																																														
Out-of-Pocket Max	Individual: \$3,000 Family: \$6,000	Individual: \$4,500 Family: \$9,000	Individual: \$7,000 Family: \$14,000																																														
Preventive Care	Covered 100%. Subject to preventive health benefits guidelines.																																																
Emergency Room	85% after deductible	65% after deductible	55% after deductible																																														
Urgent Care																																																	
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Diagnostic X-ray & Lab																																																	
Ambulance																																																	
Hospital/Surgery																																																	
Hospice / Home Care																																																	
Mental Health																																																	
Mental Health	Annual maximum 20 visits																																																
Chiropractic	85% after deductible	65% after deductible	55% after deductible																																														
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Prescription Drug	Retail Service - 30 day supply		Mail Order Service - 90 day supply																																														
	<ul style="list-style-type: none"> • Generic \$12 • Brand \$40 • Non-Formulary Brand Greater of \$100 or 20% 		<ul style="list-style-type: none"> • Generic \$24 • Brand \$80 • Non-Formulary Brand Greater of \$200 or 20% 																																														
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CONTACT SIHO:

800-443-2980
www.sih.org

WHAT'S AN HSA?

HEALTH SAVINGS ACCOUNT - PLAN INCLUDED WITH HSA MEDICAL

An HSA is a tax-advantage savings account that can be used to pay for healthcare expenses. Money is automatically pulled from your paycheck and deposited into this savings account. You pick the amount and can change the amount, or stop deposits any time you would like. This savings account now becomes your primary way of paying for out-of-pocket medical expenses through the year.



Quick facts video about HSA Advantages

<http://bit.ly/HSAadvantages>



Quick facts video about an HSA

<http://bit.ly/HSAfacts>



Quick facts video about HSA-eligible expenses

<http://bit.ly/HSAeligibleexpenses>

BIG HSA BENEFITS

It saves you money. This is a cost-friendly option when it comes to medical premiums. Plus, HSAs are basically “cash” accounts, so you may be able to negotiate pricing on many medical services.

It's portable. If you change jobs, you get to keep your HSA.

It's a tax saver. Contributions to your HSA are made with pre-tax dollars. Since your taxable income is decreased by your contributions, you pay less in taxes.

It allows for an **improved retirement account.** Funds roll over at the end of each year and accumulate tax-free, as does the interest on the account. Also, once you reach the age of 55, you are allowed to make additional catch-up contributions to your HSA until age 65.

It puts money in your pocket! You never lose unused HSA funds. They always roll over to the next year.



CONTRIBUTION LIMITS

Individual Coverage: You can contribute up to \$3,600 to an HSA.

Family Coverage: You can contribute up to \$7,200 to an HSA. Any balance remaining in the HSA at the end of the calendar year will roll over to the next year.

If you are age 55 or older, you can contribute an extra \$1,000.

DID YOU KNOW?

SIHO INSURANCE SERVICES & INSPIRE HEALTH PARTNERS

UNDERSTANDING THE NETWORK

Your health plan has multiple tiers in order to get healthcare services at the best benefit, you should see providers and receive services at hospitals in the Inspire Network (tier 1).

ABOUT INSPIRE HEALTH PARTNERS

Inspire was created by Columbus Regional Hospital and Schneck Medical Center with the goal to keep members healthy and coordinate patient care, while keeping costs low.

The Inspire name was created as a acronym in which “in” represents both the location of the networks’ founding members and clinical providers in **IN**diana, as well as the fact the organization intends to function as a clinically **IN**tegrate network. “**Spire**” is intended to convey both the vision of the organization, to the pinnacle of community-based healthcare, as well as the values that the inspire health network is built upon.

Service to our patients and our communities

Patient-centered

Innovation (value-based)

Results (in regard to continuously moving healthcare forward)

Excellence (in terms of patient experience and clinical outcomes)



GET STARTED TODAY.

Visit www.siho.org/provider-directory/html and select the Inspire Network.



Talk to a doctor anytime, anywhere you happen to be



Receive quality care via phone, video, or mobile app



Prompt treatment, median call back, in 10 minutes



A network of doctors that can treat every family member



Prescriptions sent to pharmacy of choice if medically necessary



Less expensive than the ER or urgent care

BCSC HEALTH CENTER

FREE EMPLOYEE HEALTH AND WELLNESS CENTER

WHAT IS THE BCSC HEALTH CENTER?

The BCSC Health Center is a practice managed through a collaborative relationship with Columbus Regional Health. BCSC has contracted for this dedicated employee healthcare solution to exclusively serve our employees and family members.

The BCSC Health Center is available for use by any employee or dependent covered under BCSC health insurance (SIHO). Use of the clinic is a win-win for BCSC and employees. You receive healthcare services in the clinic with no co-pay, and the school corporation saves on healthcare costs through this dedicated, lower-cost service.

There is **NO CO-PAY for visits, labs or medications provided within the center**. Services in the center are paid for by BCSC at a discounted cost, allowing both you and our school corporation to save money on healthcare costs.

SERVICES OFFERED AT BCSC HEALTH CENTER INCLUDE:

- Primary and preventive care
- Pharmacy Services
- Immunizations
- DOT and sports physicals
- Laboratory Services
- Weight Management Services
- Health Assessments and Wellness
- Screening Services
- Health Coaching Services
- Chronic Care Management

MONDAY: 8AM - 6PM

TUESDAY: 9AM - 5PM

WEDNESDAY: 8AM - 12PM

THURSDAY: 9AM - 5PM

FRIDAY: 8AM - 4PM

SATURDAY: 7AM - 12PM

NEED A SAME DAY APPOINTMENT?

CALL **375-8810** OR USE THE ONLINE APPOINTMENT SYSTEM LINK AT:

www.crh.org/mychart

OR

www.bcsc.k12.in.us/HealthCenter



BCSC HEALTH CENTER

Phone: 812-375-8810 Fax: 812-375-8879
815 Schnier Street, Columbus, IN 47201

PREVENTIVE CARE

TAKE GOOD CARE OF YOURSELF

Wellness Exam:

Men - One per year

Women - One per year with family physician, one per year with OB/GYN, if needed

Childhood Immunizations																
Vaccine	AGE>	Birth	1 month	2 months	4 months	6 months	12 months	15 months	18 months	19-23 months	2-3 years	4-6 years	7-10 years	11-12 years	13-18 years	16-18 years
Diphtheria, Tetanus, Pertussis				DTap	DTap	DTap		DTap				DTap		Tdap		
Human Papillomavirus														HPV 3 Doses		
Meningococcal ACWY														1 dose		1 dose
Influenza				Influenza (yearly)												
Pneumococcal				PCV	PCV	PCV	PCV					PPSV				
Hepatitis A							Hep A 2 Doses				Hep A Series					
Hepatitis B		Hep B	Hep B			Hep B								Hep B Series		
Inactivated Poliovirus				IPV	IPV	IPV						IPV				
Measles, Mumps, Rubella							MMR						MMR			
Varicella*							Varicella						Varicella			
Rotavirus				RV	RV	RV										
Haemophilus Influenzae Type B				HIB	HIB	HIB	HIB									
Meningococcal B																MenB 2 Doses

*Varicella expanded for 2nd dose to ages 18 and over.



CONTACT SIHO MEMBER SERVICES
AT **800.443.2980** FOR SPECIFIC
COVERAGE INFORMATION.

*Varicella expanded for 2nd dose to ages 18 and over.

Services for Pregnant Women

Aspirin	For Those At Risk
HIV Screening	1 per Pregnancy
Bacteriuria	Lab test
Hepatitis B	Lab test
Iron Deficiency Anemia Screening	Lab test
Gestational Diabetes Screening (between 24 & 28 weeks)	Lab test
Rh Incompatibility	Lab test
Syphilis Screening	Lab test
Chlamydia Screening	Lab test
Gonorrhea Screening	Lab test
Breast Feeding Interventions	Counseling, Support & Supplies
Tobacco and/ or Nicotine	Screening & Counseling
Folic Acid	Women capable of becoming pregnant
Referral to Counseling Intervention	For pregnant and postpartum at risk for perinatal depression
Tdap Vaccination	1 per pregnancy
Group B Strep Screening	1 per pregnancy

Services for All Women

Domestic Violence Screening & Counseling	Annually
Contraceptive Methods	Covered unless religious exemption applies
Age 21+, HPV DNA testing and/or cervical cytology	Every 3 years
BRCA Risk Assessment and Appropriate Genetic Counseling/Testing	

Services for Children and Adolescents

<ul style="list-style-type: none"> Gonorrhea preventative medication for eyes Hearing Screening Hemoglobinopathies (sickle cell) Congenital Hypothyroidism Phenylketonuria (PKU) 	Newborns	Developmental/ Behavioral Assessment/Autism	All Ages
Fluoride Supplement	Children without fluoride in water source	Hematocrit or Hemoglobin Screening	All Ages
Iron Screening and Supplementation	All Ages	Lead Screening	For children at risk of exposure
HIV Screening	Age 15 and above	Screening for latent tuberculosis infection	Children determined at risk
Visual Acuity Screening	Up to age 5	Dyslipidemia Screening	All Ages
Oral Dental Screening	During PHB visit	Height, Weight and Body Mass Index measurements	All Ages
Urinalysis	All Ages	Medical History	All children throughout development
Depression Screening	Ages 12 to 18 years	COVID-19 Test	Per Clinician
Education & Counseling for prevention of Tobacco Use	School-Aged Adolescents		

Adult Immunizations

Tetanus, Diphtheria, Pertussis	Tdap once, then Td booster every 10 years after age 18
Human Papillomavirus	Women and Men to age 45
Meningococcal	2 doses ages 19+
Influenza	Every year
Pneumococcal*	Age 19-64: 1 PPSV23 dose + 1 PCV13 dose Age 65+: 1 PPSV23 dose + 1 PCV13 dose
Hepatitis A	2 to 3 doses/lifetime
Hepatitis B	3 doses/lifetime
Shingles*	Shingrix: 2 doses after age 50 Zostavax: 1 dose after age 50
Measles, Mumps and Rubella	Once after age 19 (up to two vaccinations per lifetime)
Varicella	2 doses
Meningococcal B	2 doses, if not done between ages 16-18

Adult Procedures/Services

Bone Mineral Density Screening	Every 2 years age 65 or older or every 2 years less than 65 with risk factors (men and women)
Mammogram - including 3D	Baseline - women, once between ages 35-39
Mammogram - including 3D	Yearly for women over 40
Sigmoidoscopy	Every 3 years after age 50
Colonoscopy	Every 10 years after age 45
Abdominal Aortic Aneurysm Screening	For men who have smoked - one time between ages 65-75
Low Dose Aspirin	At risk initiate treatment ages 50-59
Lung Cancer Screening	At risk Ages 55-80
Statin Preventative Medication	At risk Ages 40-75

Adult Labs

Lipid Panel	Yearly
Total Serum Cholesterol	Yearly
PSA	Yearly Men over 50
Fecal Occult Testing	Yearly after age 50
Highly Sensitive Fecal Occult Blood Testing	Yearly after age 45
FBS (Fasting Blood Sugar)	Yearly
Hgb A1C	Yearly
HIV Testing	Yearly age 15 to 65 Age range may deviate based on risk.
Syphilis Screening	At risk
Chlamydia Infection Screening	Yearly - All ages
Gonorrhea Screening	Yearly - All ages
Hepatitis B & Hepatitis C Screenings	Yearly
Urinalysis	Yearly
Screening for latent tuberculosis infection	At risk
Intensive multicomponent behavioral interventions	Primary care adult patients with MBI > 30
COVID-19 Test	Per Clinician

*This means adult patients may get as many as 2 doses of PPSV23 and 2 doses of PCV13

It is recommended that a preventive health visit include screenings and counseling for:

Healthy Diet	Intimate Partner Violence for Men and Women
Obesity	Alcohol Misuse
Tobacco Use & FDA Approved Medication	Sexually Transmitted Infections
Blood Pressure	Depression
Skin Cancer Prevention	Developmental/Behavioral Assessment/Autism
Breast Cancer Chemoprevention for Women at High Risk	Fall Risk

The **Preventive Health Benefit Guidelines** are developed and periodically reviewed by our Quality Management Committee, a group of local physicians and health care providers. The QMC reviews routine care services from the American Academy of Family Practice Standards, American College of OB/GYN Standards, Center for Disease Control Recommendations, American Cancer Society Recommendations, American Academy of Pediatric Standards and U.S. Preventive Services Task Force Recommendations.

These recommendations were combined with input from local physicians and the standard Preventive Health Benefit was developed. These standards and recommendations are reviewed every one to two years, and the benefits are updated as needed.

Please note that your physician may recommend additional tests or screenings not included in this benefit. If you receive routine screenings that are not listed in this brochure you may have financial responsibility for those charges.

A screening procedure performed when there is a family history or personal history of a condition (and which does not fall within the listed age/frequency criteria of the Preventive Health Benefit) will be covered under the major medical benefit.

*Please contact SIHO Member Services at 800.443.2980 for specific coverage information.

PHB Revised 9/2020
Effective 1/1/2021

DENTAL INSURANCE

NETWORK ACCESS PLAN THROUGH DELTA DENTAL

This plan offers you the same coverage for in-network and out-of-network care. The difference is that because Delta Dental's network of providers have agreed to charge a lesser rate, you're paying less than with providers that are out-of-network. Out-of-network providers will charge you based on the UCR, or usual & customary rates.

	In Network	Out-of-Network
Annual Deductible		
Individual		\$50
Family		\$100
Annual Max Per Person		\$1,500
Preventive / Diagnostic	Covered 100%; No deductible.	Covered 90%; No deductible.
Basic Care	Covered 80%, after deductible	Covered 60%, after deductible
Major Care		
Orthodontic Care	Covered 60% 'after deductible	Covered 50%, after deductible
Lifetime Ortho Plan Max		\$1,000

	26 pay	Admin 20+ pay	9 mo. employees
Employee Only	\$8.12	\$10.56	\$10.56
Employee + Family	\$23.03	\$29.94	\$29.94

WHAT DOES A BALANCE BILL AMOUNT LOOK LIKE?

Dr. Jones charges \$750 for a crown.



The Dental Plan will only cover \$600.

Since Dr. Jones isn't in the network, he has the right to bill you for the \$150 difference - plus the 50% coinsurance you still have to pay.

On the other hand, if you visit an in-network dentist, he or she has already agreed to charge the \$600 that the plan covers for crowns, so you would only owe 50% of that.

CONTACT DELTA DENTAL:

800-524-0149
www.deltadentalin.com

VISION INSURANCE

COVERAGE UNDER THE VSP NETWORK

BCSC is offering the VSP Plan for its employees' vision benefits. Take a look at the charts below to see what you will be paying and what the plan includes.

This plan is designed to provide high quality vision care while controlling the cost of such care. To do this, the plan encourages a covered person to seek vision care from doctors and vision care facilities that belong to Vision Service Plan (VSP).

A VSP preferred provider is a vision care practitioner or a vision care facility that:

- Is a current provider of VSP; and
- Has a participatory agreement in force with VSP

While you're able to see what ever eye care provider you prefer, you will probably be paying more. On the other hand, you'll probably be paying less for providers under the VSP network

	In-Network	
Exam - Every Year	Covered 100% after \$10 copay	
Prescription Glasses	Covered 100% after \$25 copay	
Lenses - Every Year	Included with frame	
Lens Enhancements	Progressive \$80-\$90	Custom Progressive \$120 - \$160
Contacts - Every 2 Years	\$120 allowance, no copay. Exams covered up to \$60	
Frames - Every 2 Years	After your \$25 co-pay, Plan pays up to \$120, plus gives a 20% discount on the balance at participating providers	
Additional Glasses and Sunglasses	30% discount on additional glasses/sunglasses.	
Retinal Screening	\$39 copay	
Laser Vision Correction	15% off regular price, 5% off promotional price	



CONTACT VSP:

800-877-7195
www.vsp.com

EDISON HEALTHCARE

VIP ACCESS TO SUPERIOR CARE

Our partnership with Edison Healthcare provides you with VIP access to some of the nation's top medical centers. These Smart Care Centers are extensively vetted by Edison's veteran team and feature integrated care teams who meet specific criteria for ethics, quality, safety and effectiveness, and who have an extraordinary history of providing the best possible outcomes for complex conditions.

MEDICAL SERVICES
Spine Surgery
Orthopedic Surgery
Heart Surgery
Valve Replacement / Surgery
Hepatitis-C Treatment
Transplant Surgery
Cancer Diagnosis
Other Complex Surgical Care

Edison Healthcare is the required provider for Spinal Surgery, Transplants and High-cost Curative Cell Therapy. The plan is optional for other procedures such as joint replacements, heart surgery, cancer treatment and other eligible treatments.

HOW DOES EDISON HEALTHCARE WORK?

The participant and a companion will travel to a specific Edison Healthcare medical center where they will receive top-quality care. All medical costs (co-pays, coinsurance, deductibles) and travel expenses (flight, hotel, food, transportation) for the participant and a companion will be covered. An Edison Care Coordinator will walk the employee through all necessary forms, coordinate flights and transportation, arrange accommodations and help ensure the Smart Care Medical Center's surgical team has received all necessary documentation. The participant and their companion will receive an itinerary before the trip that provides all pertinent travel information and contact numbers for questions. In addition, a nurse from the Medical Navigation Team at the Smart Care Center will be there to greet the patient upon arrival and accompany them to test, appointments, and surgery. It is a truly VIP experience that will ultimately lead to a more accurate diagnosis and far superior health outcomes!



CONTACT EDISON HEALTHCARE:

866-982-7988

www.edisonhealthcare.com



IMPORTANT CONTACTS

Benefits Offered

Medical

Dental

Vision

Pharmacy

Edison Healthcare

Health Center

Encore Combined

Inspire

Benefit Specialist

PROVIDER	PHONE	WEBSITE / EMAIL
SIHO Insurance	800-443-2980	www.siho.org
Delta Dental	800-524-0149	www.deltadentalin.com
VSP	800-877-7195	www.vsp.com
Optum	800-524-0881	www.optumrx.com
Edison Healthcare	866-982-7988	www.edisonhealthcare.com
Columbus Regional Health	812-375-8810	www.bcsc.k12.in.us/bcschealthcenter
Encore	888-574-8180	www.siho.org/provider-directory.html
Inspire	812-376-5444	-
Heather Downin	812-376-4203	downinh@bcsc.k12.in.us

The plans illustrated in this brochure are representative examples because plan details change from time to time. Your plan may have different benefits. Refer to your Certificate of Coverage for the specific benefits available to you. For more information on these plans, contact your authorized SIHO agent/broker or SIHO account coordinator.

