

# **MASTER AGREEMENT**

**August 8, 2023**

Between

**ADAMS CENTRAL COMMUNITY SCHOOLS**

and the

**ADAMS CENTRAL CLASSROOM  
TEACHERS' ASSOCIATION**

**Effective: August 8, 2023 through June 30, 2024**

**Ratification Date: November 14, 2023**

**Pre-Bargaining Public Hearing Date: August 8, 2023 @ 6:45 pm**

**Pre-Ratification Date: November 1, 2023 @ 7:30 am**

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# Table of Contents

Article I	Recognition.....	2
Article II	Agreement definitions.....	2
Article III	Board Rights .....	3
Article IV	Association & Teacher Rights .....	3
Article V	Leaves of Absence.....	4
Article VI	Grievance Procedure .....	11
Article VII	Salary and Related Allowances.....	13
Appendix		
A.	Teacher Compensation.....	17
B.	Extra-Curricular Positions.....	18
C.	New-To-District Pay Scale.....	19

## ARTICLE I

### Recognition

- A. The Board of School Trustees of Adams Central Community Schools, hereinafter called the "Board," recognizes the Adams Central Classroom Teachers' Association, hereinafter called the "Association," as the exclusive bargaining agent in the below described unit for teachers noted:

"All certified teachers under contract to the Board, but excluding the Superintendent, Assistants to the Superintendent, Principals, Assistant Principals, Athletic Director, Elementary Guidance Counselor, Student/Staff Support Systems and substitute teachers."

- B. Terms "Board" and "Association" shall include authorized officers, representatives, and agents.

## ARTICLE II

### Agreement Definitions

- A. The term, "teacher," when used in this Contract, shall refer to "all certified employees under written contract in the Adams Central Community School Corporation except for the Superintendent, Assistant to the Superintendent, Principals, Assistant Principals, Athletic Director, Elementary Guidance Counselor, Student/Staff Support Systems and substitute teachers..
- B. The term extra-curricular shall refer to certified teachers under an Adams Central Community Schools teaching contract who receive a one (1) year Extra-Curricular Addendum (ECA) position as referenced in the contract.
- C. The term "employer" and "Association" shall include authorized officers, representatives, and agents.

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- D. The term "school corporation" shall refer to Adams Central Community Schools of Adams County, located in the State of Indiana.
- E. Probationary Teacher shall refer to a teacher who has not received a rating (newly hired) or an established/professional teacher who receives a rating of ineffective or an established/Professional teacher who receives two consecutive ratings of improvement necessary.
- F. Established Teacher shall refer to a teacher who serves under contract before July 1, 2012, and enters into another contract before July 1, 2012. All current teachers become established teachers on July 1, 2012.
- G. Professional Teacher shall refer to a teacher who receives a rating of effective or highly effective for at least 3 years in a 5-year (or shorter) period. A professional teacher becomes probationary if he/she receives a rating of ineffective or 2 consecutive ratings of improvement necessary.
- H. Compensation model shall refer to Appendix A.
- I. The term "workplace" shall refer to Adams Central Community Schools of Adams County, located in the State of Indiana and includes typical and agreed upon working hours and employment responsibilities for each employee.

### ARTICLE III

#### Board Rights

- A. The Board retains and reserves unto itself all powers, rights, authority, duties, and responsibilities conferred upon and vested in the Board by law.
- B. The exercise of the foregoing powers, rights, duties, and responsibilities by the Board, and the adoption of policies, rules, regulations, and practices in the furtherance thereof shall be the exclusive prerogative of the Board, except as otherwise limited by express provision of this Agreement.

### ARTICLE IV

#### Association and Teacher Rights

##### A. Affiliation

The Board hereby agrees that every certified teacher has the right to affiliate with the Association. The Board further agrees that it shall not directly or indirectly discourage or deprive any teacher of his/her rights conferred by this contract.

##### B. Payroll Deductions

The school corporation will provide direct deposit opportunities for all employees to participating bank establishments.

The Board agrees to deduct from salaries of teachers' annuities, mutual funds, and Health insurance upon receipt of individual authorization cards.

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C. Signing of Contracts

All teachers may sign individual status quo contracts no later than the first pay. Any teacher unable to sign his/her contract during this time period shall contact the Superintendent prior to the deadline date.

D. Extra-Curricular Contracts

Extra-Curricular contracts are for a one (1) year period and will be on a supplemental contract.

**ARTICLE V**

Leaves of Absence

A. General Leaves

A teacher shall be granted general leave days using the following schedule:

- Teachers from 0 to 9 (nine) years' experience within the AC district 10 (ten) days.
- Teachers from 10 (ten) to 19 (nineteen) years' experience within the AC district 11 days.
- Teachers with 20 (twenty) years or more experience within the AC district 12 days.

A teacher shall be granted General Leave days for the following purposes:

1. Personal illness of the teacher.
2. Illness or quarantine of a member of the teacher's immediate family. Immediate family shall mean current spouse, child, parent or any person with whom the teacher lived for a substantial period as a child as if such person were the teacher's parent, parent of current spouse, sibling, son-in-law or daughter-in-law of the teacher, grandparent, grandchild, any person domiciled and residing in the teacher's home as a member of the teacher's family.
3. Medical or dental appointments for the teacher or a member of the immediate family. It shall further be defined that this provision may be used for the purpose of taking members of the immediate family to or from a health care facility for activities relating to illness, or the birth of a child.
4. Transaction of personal business.

Use of General Leave Days shall be subject to the following restrictions:

1. When the leave is taken for any of the reasons set forth in items 2, 3, and 4 above, and can be anticipated, the teacher shall submit to the building principal a form stating the date(s) requested.
2. If the leave is taken on a regular contract day immediately before or after a school vacation, for the purpose of extending the vacation which will include Fall, Thanksgiving, Christmas, and Spring Break the employee will be charged at the rate of 2 (two) days for every 1 (one) used. Exception to this condition may be considered and granted by the Superintendent on

a case-by-case basis if the leave is for health, bereavement, or other extenuating circumstances.

3. General Leave days shall be charged in full or half-day units.
4. Teachers will not be paid a stipend for unused days.
5. The first 10 (ten), 11 (eleven), or 12 (twelve) days, depending on the employee's experience level with the corporation, regardless of the leave circumstance, will be deducted from the present school year allotted days. FMLA will be honored as directed by statute.
6. After eight (8) consecutive days of general leave due to personal illness, accumulated general leave days may be used for illness until the teacher's return to work.
7. All General Leave days for the present school year and accumulated General Leave days must be used before requesting days from the Sick Leave Bank.
8. The employer shall inform the teacher of his/her accumulated General Leave days at least 1 (one) time per year with the first notification no later than the second pay in September.
9. General leave days cannot be used for extended vacation of more than three (3) days during the established school calendar or days at the end of the calendar that may have been extended as a result of make-up days because of weather or other circumstances. Only emergency circumstances (ie medical) may be approved by the superintendent on an individual basis.

#### B. Paid Leave Due to Quarantine During a Public Health Emergency

During a public health emergency, as declared by the Governor of Indiana, a teacher shall be granted a total of ten (10) pandemic leave days in the event a teacher or a family member in the same residence as the teacher, is required to quarantine as prescribed by a licensed medical provider. This is a maximum of 10 pandemic leave days per contract year.

\*Article V, Section A-5 only applies in situations involving public health emergencies as identified by the Governor of Indiana as described within an active executive order by the governor.

#### C. Sick Leave / Family Illness Bank

##### Section 1

##### a) Establishment of a Sick Leave Bank

The Board, in cooperation with the Association, shall establish a voluntary Sick Leave Bank. The purpose of the Sick Leave Bank is to relieve its members from undue financial burden due to absence from work on a long-term basis due to illness, injury, or incapacitation, or required quarantine (described in Article 5, Section A-5 and A-2 of this contract) of the teacher or member of the teacher's family (as defined in ARTICLE V A-2) of sufficient severity to make their presence at school restricted or medically inadvisable.

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b) Sick Leave Bank Administration

The Sick Leave Bank shall be administered by a committee of four (4) members. The Association shall appoint two (2) teachers (one (1) from the elementary school and one (1) from the middle/high school). The Superintendent and the respective principal will also serve on the committee.

- 1) Each committee member shall be appointed for a two (2) year period and may be reappointed to succeed himself/herself; however, in the first year, one (1) Association appointment and one (1) Superintendent appointment shall be for only one (1) year.
- 2) The Superintendent shall promptly schedule a meeting of the committee when a request for use of the Bank is received. Special meetings may be called at the request of any committee member.
- 3) At the first meeting each year, the entire membership of the committee shall select one (1) member to act as chairperson for the duration of the year. The official action of the committee shall require a majority vote for approval. The presence of four (4) members shall constitute a quorum.
- 4) Committee vacancies shall be filled as soon as possible by the appropriate appointing officer.
- 5) The Superintendent's Office shall prepare an annual (end of school year) report summarizing activities of the Sick Leave Bank when requested by the association.
- 6) Requests for use of the Bank and requests to donate days shall be made on official forms developed mutually by the Association, the Board, and the members of the committee.
- 7) On or before October 1st of each school year, the Superintendent's Office shall notify the Association of the persons who are members of the Sick Leave Bank and the total number of days contributed by said person to the Bank.

c) Eligibility for Use of the Bank

- 1) Any teacher is eligible to participate in the Bank for his/her personal illness, injury, or incapacitation or that of a member of his/her family. If the teacher applies for borrowed days from the bank for such above-named reason, then it is assumed that the teacher is not well enough to attend school or extra-curricular functions.
- 2) Teachers will be informed of the Bank by the union or committee each fall and must notify the Superintendent's Office by October 1st each year if they plan to participate. New teachers to the district will be informed of the Bank at the time other benefits are reviewed.

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- 3) Any teacher who is receiving any public funds or benefits derived from public funds as partial or full compensation for the illness or disability causing the absence shall not be eligible for Sick Leave Bank credit.
- 4) Teachers on summer teaching employment shall not be eligible to use the Sick Leave Bank.

d) Criteria for Use of the Bank

The committee shall use only the following criteria when considering requests for use of the Bank for personal illness or family illness:

- 1) All current and previously accumulated general leave days must have been exhausted by the individual.
- 2) Days granted shall begin the second school day after exhaustion of all general leave days.
- 3) The applicant must be a current participant in the Bank. To be a current member the applicant must have donated at least one (1) day at the time they were hired or the last request for days from the committee.
- 4) Requests for use of the Bank and requests to donate days shall be made on official forms developed and approved by the Association, the Board and members of the Committee.
- 5) If requested by the committee, the applicant must submit a certified review of his/her or the family member's medical history and a prognosis by the attending physician indicating the anticipated date of return to work.
- 6) Illness, injury, or incapacitation must be of a serious nature, to be determined by the committee from the statement of the attending physician.
- 7) The maximum number of days that can be request from the Sick Leave Bank, is forty-five (45) days of the teacher's contract days and must be used before the last scheduled teacher's work-day in the school year.

e) Composition of the Bank

- 1) The number of the days contributed shall continue to accumulate until a total of three hundred (300) days are credited to the Sick Leave Bank. The total accumulation may exceed three hundred (300) days when the excess is the result of contributions by newly hired personnel.
- 2) A teacher new to the district may donate the minimum of one (1) day to become a current participant of the Bank. If participation is waived at the time of hire, the teacher must wait until the following October to donate one (1) day to participate in the Sick Leave Bank.

- 3) General leave days donated to the Bank by a teacher are considered permanent contributions to the Bank and the teacher's decision to donate is irrevocable.
- 4) Any participating teacher who is granted borrowed days from the Bank and who does not return to active employment, when released by the attending physician, shall repay the school corporation in cash for all the Bank days borrowed. The amount owed to the school corporation will be the cost of the substitute(s) covering for the teacher during the sick leave.
- 5) Teachers who receive days from the Bank shall be required to repay all the borrowed days, over a five (5) year period beginning with the school year following the year in which the days were borrowed. If retirement comes before the five (5) year repayment period, the days borrowed will be waived under the follow guidelines:
  - a. If a teacher has 30+ years' experience in the corporation, all remaining borrowed days will be waived.
  - b. If a teacher has 20+ years in the corporation, 50% of the remaining borrowed days will be waived.
  - c. If a teacher has 10+ years in the corporation, 25% of the remaining borrowed days will be waived.
- 6) If the number of days in the Bank falls below two hundred (200) days and if approved by the Sick Leave Bank Committee, additional days may be requested from the teachers.
  - a. Any teacher that is a current participant of the Bank and does not donate at least one (1) day at the time of the request, he/she will no longer be an active participant of the bank.
  - b. Any teacher that is not a current participant, may donate at least one (1) day at the time of the request to become an active participant.

f) Miscellaneous Provisions

- 1) The use of days accumulated in the Sick Leave Bank is subject to availability, but days granted to teachers who qualify shall never be less than the number of days which they have contributed.
- 2) The committee shall take action on all requests for use of the Sick Leave Bank and submit a recommendation to the Superintendent.
- 3) If the Superintendent does not feel that the provisions of the contract have been satisfied, he/she shall schedule a meeting to discuss the matter with the committee.
- 4) Ultimately, if the Superintendent determines that the committee recommendation does not meet the requirements of the contract, he/she may reject the recommendation.

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- 5) If the teacher believes that the Superintendent's final decision does not meet the provision of the contract, he/she may elect to use the Grievance Procedure described in Article VI.
- 6) Applications for use of the Sick Leave Bank may be made by the teacher's representative in cases where the teacher is unable.
- 7) The total number of days contributed by an individual shall not be a determining factor in granting use of the Bank.
- 8) If on October 1st of any school year, three hundred (300) days have accumulated in the Bank, the provision requiring a contribution of one (1) day by participating members may be waived for current members who had previously donated to the sick leave bank; however, a teacher who is not a member of the Bank will be permitted to contribute to become eligible for participation. If no donation is made before October 1<sup>st</sup> of the current school year, participation is waived for that school year, until the following October.

#### Section 2

- a. The Association agrees to indemnify and hold the Board harmless against any claim, demand, suit or other form of liability which may arise by reason of any action taken by the Board/Association in complying with this article.
- b. Part a. of this section will not apply to any claim, demand, suit, or other form of liability which may arise as a result of willful misconduct by the Board/Association

#### D. Leave for Pregnant Teachers

Any teacher who is pregnant may continue in active employment as late into pregnancy as she desires, if she is able to fulfill the requirements of her position. Temporary disabilities caused by pregnancy shall be governed by the same provisions governing sickness. Any teacher who is pregnant or whose wife is pregnant is entitled to a leave of absence any time between the commencement of the pregnancy and one (1) year following the birth of the child. The teacher will notify the Superintendent at least thirty (30) days before the date of the leave. The notification will include the expected length of this leave and a physician's statement certifying the pregnancy, or a copy of the birth certificate of the newborn, whichever is applicable. In case of a medical emergency caused by pregnancy, the teacher shall be granted a leave, as otherwise provided in this section, immediately upon request and certification of the emergency from an attending physician.

#### E. Adoptive Leave

Adoptive leave shall be granted for up to a period of one (1) year. Upon initial application for the adoption, the teacher shall notify the Superintendent of his/her intent. The period of leave shall commence when the child is physically turned over to the teacher/parent.

F. Court Leave

Teachers shall receive full compensation when requested to appear in court to defend the school corporation in its related activities.

G. Jury Duty Leave

Teachers shall receive the difference in pay between their regular daily salary and the salary of witness or jury pay when they are subpoenaed as witness in court or serving on the jury.

H. Bereavement Leave

In the case of death in the immediate family, teachers shall be permitted five (5) days of compensated absence that must be used within one (1) year of the funeral and used for funeral-related activities. The immediate family shall be interpreted to include spouse, children, parents, step-parents, father-in-law, mother-in-law, and stepchildren.

For the death of a brother, brother-in-law, sister, sister-in-law, daughter-in-law, son-in-law, grandparent, grandchild, other person of whom the teacher has legal guardianship or other person living as a member of the family in the household, three (3) days of compensated bereavement leave shall be granted. The leave shall be taken within two (2) weeks of the funeral.

For the death of any other person not defined above, the teacher may be granted one (1) day of compensated leave. This is limited to one (1) day per year. For the death of aunts, uncles, and cousins, the teacher may be granted one (1) day of leave for the funeral.

I. Association Leave

The President of the Association, or his designee, may use up to a total of three (3) days leave per year to conduct Association business. The request for these days must be made in writing to the Superintendent. The Building Principal must also be notified in writing so that a substitute can be hired.

J. Longevity Leave Option for General Leave Days

Teachers who have been employed as a teacher with the Adams Central Community Schools Corporation and completed 20 full years of teaching with Adams Central will be allowed to use up to 5 of their general leave days consecutively for a vacation or other personal purposes.

- 1) This use of leave will be allowed a maximum of every 5th year that a teacher remains on full teaching duty with the district.
- 2) The teacher must request approval for this leave of an additional 1-5 days of their general leave for this purpose from the superintendent at least 42 days prior to the requested leave.
- 3) The superintendent will approve or deny the leave for the time requested within 10 days. This approval or denial will be based on student needs, classroom success and progress, school programs or activities, and the number of staff that will be out of the building during the requested time.
- 4) Leave may not be taken during state assessment windows, if the teachers' classes are in turmoil or are not progressing appropriately, immediately before or after any holiday or school break, anytime during the months of August or May, or during any other time that would be detrimental to the students' learning progression.

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- 5) The teacher is responsible to create complete lesson plans and prep materials for the time of their leave, make them available to the principal at least 7 days prior to the leave, and be available to communicate with the substitute prior and after the leave regarding the students' progress.
- 6) The superintendent has the right to approve individual situations which do not meet the above criteria.

## ARTICLE VI

### Grievance Procedure

This grievance procedure sets forth procedures by which grievances of alleged issues shall be processed. Every effort shall be exercised to settle an alleged grievance at the lowest level provided in the following procedure. If any grievance arises, there shall be no stoppage or suspension of work while the procedure outlined below is in process.

#### A. Definitions

1. "Grievance" is a claim by a teacher that there has been violation, misrepresentation, or misapplication of any provision of this contract.
2. "Superintendent" is the chief administrative officer of the school corporation or any person designated by him/her to act in his/her behalf.
3. "Grievant" is the teacher making the claim and directly affected by the alleged violation.
4. "Board" is the Board of School Trustees, Adams Central Community Schools.
5. "Days" are working days, excluding school year calendar vacations, weekends, and holidays. Summer days are not excluded, and "days" shall mean weekdays during the summer vacation.

#### B. Procedure

1. The number of days indicated at each level should be considered a maximum. Every effort should be made to expedite the process. However, specific time limits in each level may be extended by mutual agreement of the grievant and the Superintendent.
2. Informal Grievance
  - a. The grievant shall make a time as soon as possible, to sit down together with the individual(s) involved and intentionally speak with them regarding the concern.
  - b. Within twenty (20) days of the time the grievant first knew of an alleged act or condition upon which the issue is based, the grievant must present the grievance to his/her immediate supervisor and/or Principal. Within five (5) days after said meeting, the supervisor and/or the Principal shall give his/her answer orally and/or in writing to the grievant.
3. Formal Grievance
  - a. Level ONE  
Within five (5) days of the oral and/or written answer (from 2.b. above), if the grievance is not resolved to the satisfaction of the grievant, it must be filed by the grievant with the Principal or his/her designee in writing, signed by the grievant on the appropriate grievance form. This shall include the name of the grievant, a statement of the facts of the single issue, identify by specific reference any article or section of the Master Contract alleged to be violated, state the contention of the grievant with respect to the provisions

of said article or section, and indicate requested with multiple possible solutions if applicable, resolution. Within five (5) days after receiving the written grievance, the Principal or his/her designee shall communicate his/her answer in writing to the grievant.

b. Level TWO

If the grievance is not resolved at Level ONE, the grievant may appeal the decision to Level TWO, provided said appeal is filed with the Superintendent within five (5) days of the receipt of the written answer at Level ONE. This appeal shall include all materials and evidence previously submitted, and a statement of additional evidence or reasoning as to why the grievant disagrees with the Level ONE decision. Level ONE Administrator will be notified by the grievant of the appeal to Level TWO. Within ten (10) days from the receipt of the grievance, the Superintendent shall render a written decision to the grievant as to the resolution of the grievance. The Superintendent may hold a formal hearing prior to his/her written decision.

c. Level THREE

Within 15 days of filing of the resolution of Level TWO, the teacher may request a meeting to take place with the School Board members (in whole or part), the Superintendent, the School Attorney, the Teacher, and one Association representative. After the meeting, the final decree for a resolution shall be provided to the grievant within 10 days.

C. Other Provisions

1. All documents, communications, and recordings dealing with the processing of any grievance shall be filed separately from the personnel files of the grievant.
2. Any hearing at the Informal or Formal levels shall be held during non-teaching hours.
3. All necessary forms for grievance procedures set forth in this procedure shall be provided by the Superintendent and made available through the building principals.
4. No employee shall use the grievance procedure to appeal any decision of the Board or Administration if such decision is pursuant to any order of or written agreement with any State or Federal Regulatory Commission or Agency.
5. The focus of Adams Central Community Schools is for all teachers, administrators, staff, and board members to work collaboratively and with a positive attitude and emphasis on respect and positive communication at all times.

## ARTICLE VII

### Salaries and Related Allowances

A. Salaries

1. Stipends for extra-curricular assignments are based on the ECA grid, Appendix B.
  - a. Any extra-curricular position that is not filled and that unfilled assignment is delegated by the administrator in charge to another position in that activity, the stipend for that category will be divided among those individuals. Open positions are filled on an as needed basis and may not be filled if the administrator does not believe it is necessary.
2. Teachers will be paid for additional compensation for instructional time completed during prep periods (teacher prep buy-out). The compensation amount will be calculated based on the formula of 1/6 of the base pay daily rate multiplied by the total number of contracted days agreed upon throughout the "buy-out" period of time.
3. Teachers covered under the CBA who serve in the capacity of an after-school tutor /study table supervisor and/or perform pre-approved duties/tasks as approved by school administration will be paid an hourly wage of \$40 per hour. All hours included in this wage category must be

performed during non-school hours. Teachers covered under the CBA who serve in the capacity of after school help for the latchkey program will be paid an hourly wage of \$20 per hour.

4. Teachers covered under the CBA who participate in additional day training sessions will be compensated under the following schedule:
  - a. Full day (7.50 hours) training based on beginning teacher daily rate.
  - b. Half day (3.75 hours) training based on beginning teacher daily rate.

\*Additional training days are considered days in addition to regular teaching contract.

#### B. Use of Vehicle

The Adams Central School vans will be used for travel to conferences or other events that teachers must travel. Whenever possible, teachers are to request approval from their supervisor and the transportation director for the use of a school vehicle at least 10 days prior to the day needed. In the event that a school van is not available on the day(s) needed, a teacher may request pre-authorization to use his/her own automobile in conducting an assigned regular school duty and shall be reimbursed at the rate at which the Internal Revenue Service (IRS) allows. The teacher must file for reimbursement by completing prescribed claim forms through the central office for the pre-approved travel.

#### C. Fringe Benefits

##### Retirement Pay Benefits

Retirement pay benefits shall be given a teacher who has met Indiana State Retirement Standards at the time of retirement. In addition, the minimum number of years of service for eligibility is ten (10). As per SEBT bylaws, the age requirement for continued eligibility of health insurance coverage is set at fifty-five (55) years old.

- a. The school corporation will contribute 1.50% of the beginning teacher salary into a 401a account (previously established 457f Deferred Compensation Plan for teachers). The teacher will be vested in the newly established 401a (previous 457f) Plan at the time of signing his/her 11<sup>th</sup> contract of certified employment with the school corporation. The 401a Plan administrator, chosen by the school corporation invests the funds. The investment options are governed by Federal and State statute. Teachers will receive reports that illustrate the current value of the funds held in the newly established 401a (previous 457f) Plan. If the teacher dies before retirement and is fully vested, the accumulated amount in the plan will be paid to his/her beneficiary. If the teacher is no longer employed by the school corporation and fails to meet the requirements to be fully vested, all corporation contributions to the 401(a) will be equally re-distributed to the remaining members of the bargaining unit.
- b. Accumulated Days Retirement pay benefits will be calculated by multiplying one-half ( $\frac{1}{2}$ ) of the teacher's total number of accumulated general leave days (maximum of 180 general leave days) at the daily rate of \$200/day [daily rate x one-half ( $\frac{1}{2}$ ) of accumulated general leave days] (hereinafter "General Leave Days formula").
- c. The following teachers who were previously employed with the Adams Wells Special Education Cooperative remain under the retirement plan with Adams Wells Special Education Cooperative and will receive all of the rights and privileges of that retirement plan as it is funded to do so. They,

therefore, will not receive any retirement benefits from Adams Central Community Schools Corporation when they retire or leave employment.

These individuals are: Joan Arnold  
Vikki Minger

1. Section 125

The benefits provided to employees by Section 125 of the Revenue Act of 1978 shall be made available to any bargaining unit member so requesting as long as the act remains in effect and as the provisions of the act allow.

2. Insurance (Group)

a. Health and Hospitalization

The Board agrees to make available to the teacher a health plan, which provides hospital, surgical and medical benefits, upon acceptance of written application from the teacher. The Board agrees to pay the following percentage of the annual plan premium costs for health care:

Plan	Corporation Payment Per/Year
Single Network Plan Deductible	67%
Family Network Plan Deductible	57%
Single New HDHP 1 Plan Deductible	77%
Family New HDHP 1 Plan Deductible	67%
Single Qualified Minimum Value Plan	87%
Family Qualified Minimum Value Plan	77%

At no time shall the subsidy exceed the coverage premium minus one (1) dollar. In the event refunds or dividends occur to the policyholder, the refunds or dividends shall be divided according to the percentage of participation.

b. Life Insurance

The Board shall make available a \$25,000 (double indemnity) term life insurance program.

3. All Activities Pass

An All Activities Pass will be given to all certified personnel. It is appreciated if our personnel support our activities by agreeing to supervise students at events.

4. 401(a) Corporation Contribution

The corporation will provide a \$400 match for each employee to the corporation's 401(a) plan for the 2023-24 school year. This benefit will be reviewed at the conclusion of the 2023-24 school year in terms of the fiscal situation of the corporation. The matching contribution will be placed in a 401a account for each participating teacher that is actively contributing at least \$400 to their own 403b plan.

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## TERMS OF AGREEMENT

All issues agreed upon shall be typed on one continuous contract by the employer in its final form.

Articles I through VII and associated Addendums will be in effect through June 30, 2024. This contract will incorporate the complete understanding of both parties on all issues, which have been negotiated. During the term of this contract, neither party will be required to negotiate with respect to any such matters, whether or not covered by this Agreement. However, if deemed necessary by both parties, any item may be reopened for further consideration.

The chief negotiators of both the Association and the Board shall sign and date four (4) copies at the time all issues are agreed upon. Official copies are to be in the hands of both parties prior to distribution of review copies to constituents.

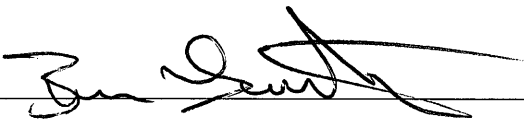
Upon signing their contract, certified employees will be provided a copy of this agreement. Teachers who do not receive copies of their contract have the responsibility to ask for a copy.

The undersigned have represented their constituents and have mutually agreed upon the content of this document.

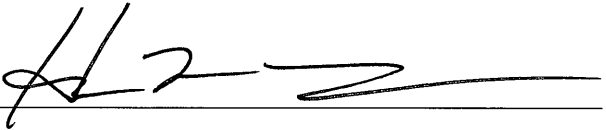
The undersigned attest to the following:

1. A public hearing was held in compliance with I.C. § 20-29-6-1(b) on August 8, 2023 and electronic participation from the parties and/or public was permitted; and
2. A public meeting in compliance with I.C. § 20-29-6-19 was held on November 1, 2023 to discuss the tentative agreement and electronic participation from the governing body and/or public was permitted.

### ADAMS CENTRAL COMMUNITY SCHOOLS



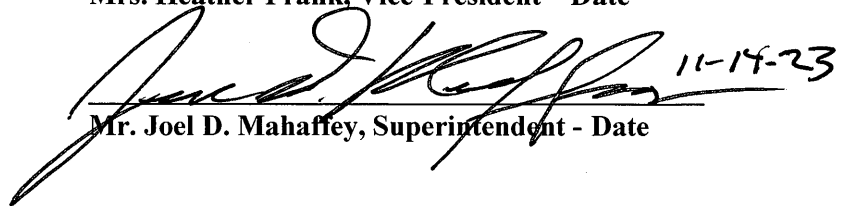
Mr. Ben Liechty, Board President - Date



Mrs. Heather Frank, Vice-President - Date

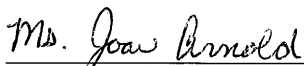


Mr. Mike Brown, Secretary - Date

 11-14-23

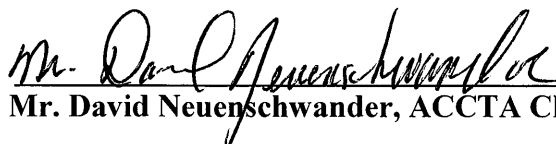
Mr. Joel D. Mahaffey, Superintendent - Date

### ADAMS CENTRAL CLASSROOM TEACHERS' ASSOCIATION



Ms. Joan Arnold, ACCTA Chief Co-Negotiations - Date

November 1, 2023



Mr. David Neuenschwander, ACCTA Chief Co-Negotiations - Date

11/1/2023

In witness thereof, the parties have executed this Agreement by their duly authorized representatives.  
On NOVEMBER 14, 2023, the Adams Central Community School Board of Education  
Ratified this document.

**ADAMS CENTRAL COMMUNITY SCHOOLS  
BOARD OF EDUCATION**

**Mr. Ben Liechty, President**

**Mrs. Heather Frank, Vice-President**

**Mr. Mike Brown, Secretary**

**ADAMS CENTRAL COMMUNITY SCHOOLS  
TEACHERS ASSOCIATION**

**Ms. Joan Arnold, President**

**Mr. David Neuenschwander**

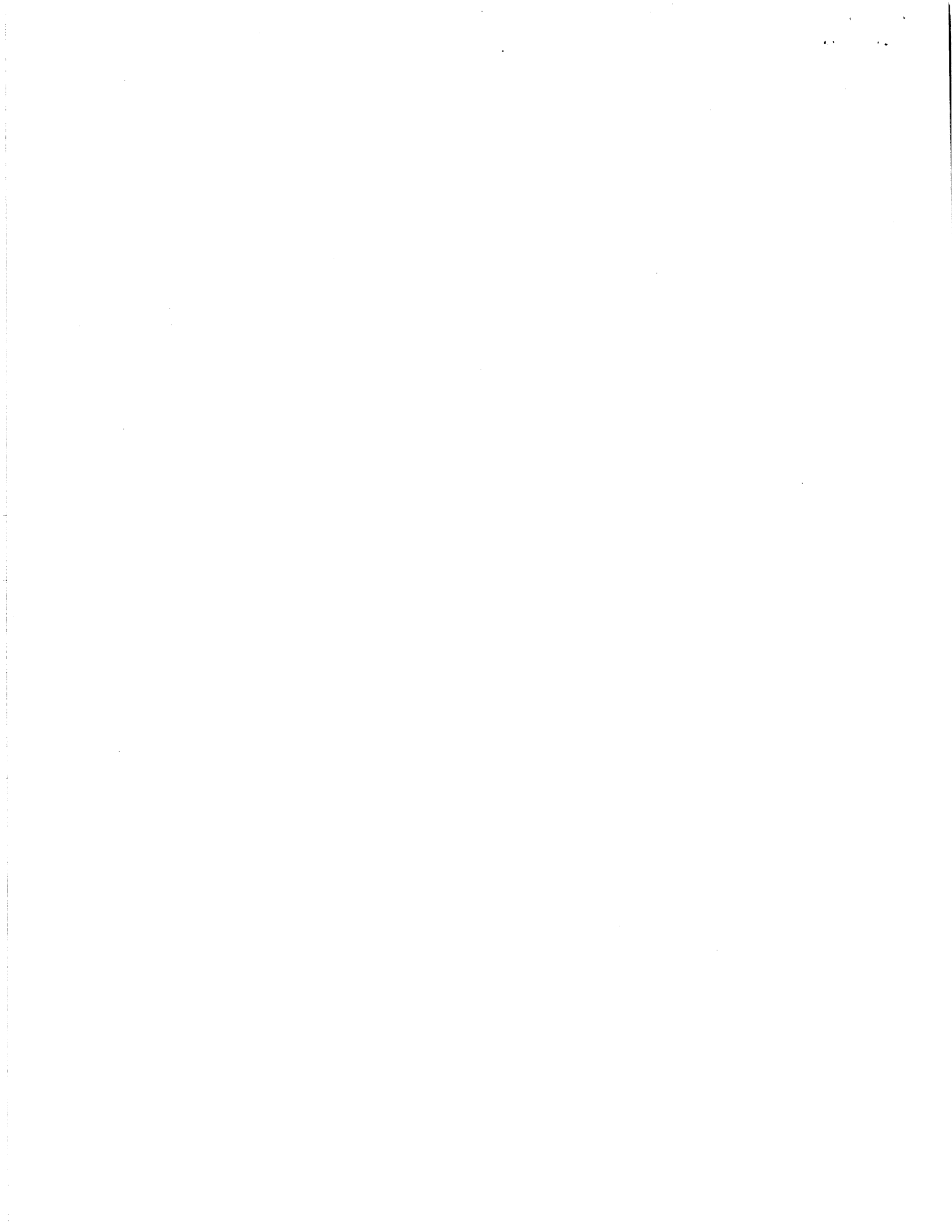
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## Appendix A -Compensation Model

- I. **Salary Range**
  - a. The base salary range for 2023-24 is \$43,000.00 to \$70,650.00, not including current year increases and TRF contributions.
  - b. The base salary range for the 2022-23 school year was \$40,550.00 to \$67,200.00.
  - c. ECA and any extra days above the contract afforded to any teachers will be in addition to this Base Salary Range.
- II. **Base Salary Increases**
  - a. Amount available for base salary increases is \$386,122.00
  - b. Cap: Under the compensation plan eligible teachers will receive a base pay increase in the amount of \$3,200.00
  - c. Teachers, if they qualify will receive \$1,600 (50%) for experience and \$1,600 (50%) for evaluation.
- III. **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.
- IV. **Factors & Definitions**
  - a. Evaluation rating – The teacher received a highly affective or effective evaluation rating on their most recent evaluation rating.
  - b. The teacher was employed in the corporation for at least 120 days in the prior year.
- V. **Redistribution Plan / Unused Money**
  - a. Based on anticipated evaluation results, the parties believe that all funds will be distributed and that no redistribution will be necessary. However, in the event that there are funds that were otherwise allocated for teachers rated ineffective or improvement necessary, those funds will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be paid in the form of a stipend.
- VI. **New Hire Salaries**
  - a. The salary range for new teachers hired for the 2023-24 School Year is \$43,000.00 to \$70,650.00. The Superintendent has the discretion to set a new hire salary within a \$4,000.00 range of the New to District pay scale based on meeting academic needs and teacher retention (Meeting academic needs of students is defined as the need to retain teachers to the corporation and/or to meet the needs of filling hard to fill teacher positions).
- VII. **Superintendent Discretionary Stipend for Academic Need and Teacher Retention**
  - a. The Superintendent shall have the discretion to pay a stipend in an amount within the salary range of \$4,000.00 for meeting academic needs of students and for teacher retention. Meeting academic needs of students is defined as the need to retain teachers important to the corporation.
- VIII. **Maximum Increase Limited Due To Salary Top Range**
  - a. Teachers will receive a one-time stipend if the award increase extends beyond the top of the salary range. The amount of the stipend will reflect the difference between the top of the salary range and the amount of the total award.

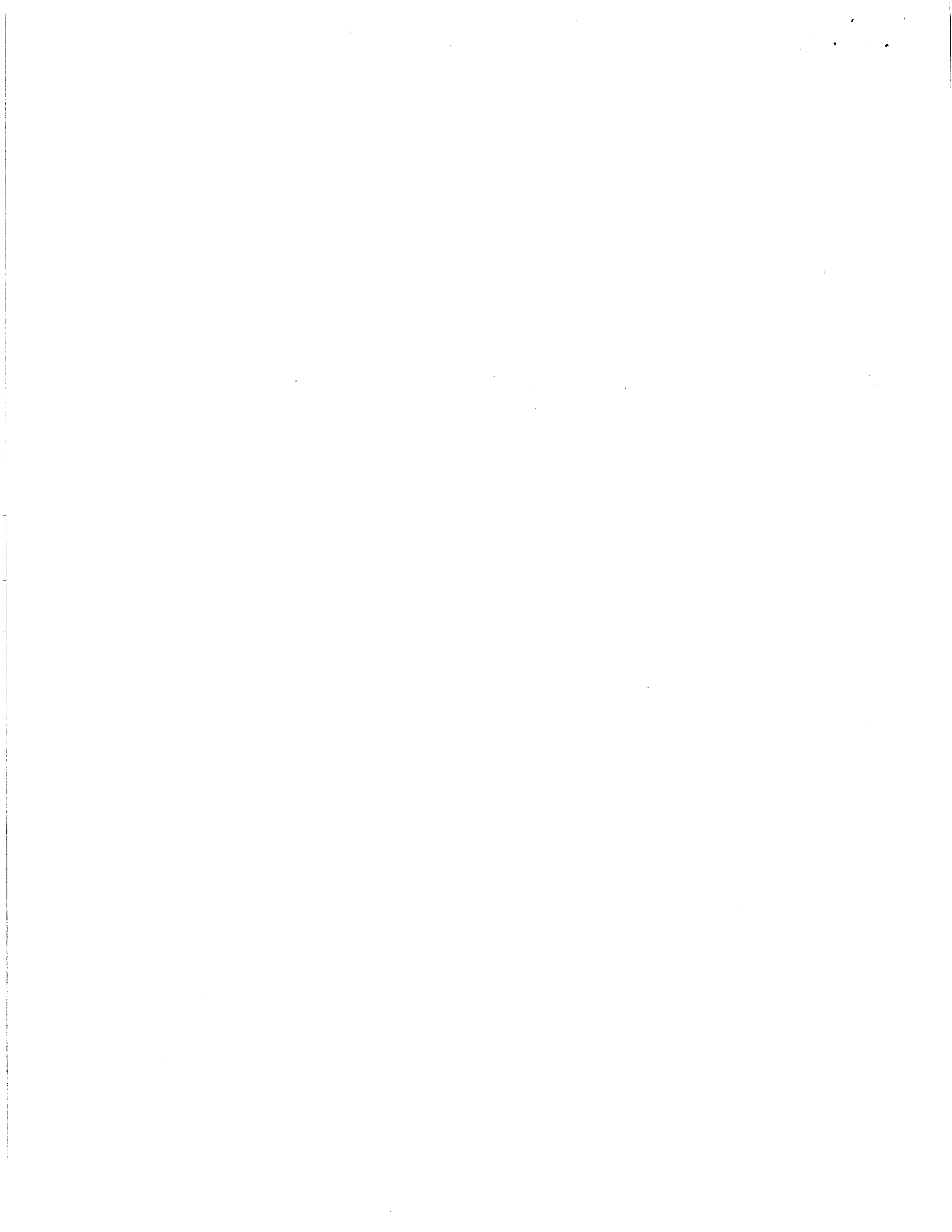
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## Appendix B – Extra Curricular Positions

Non-Athletics ECAs	Amount	Non-Athletics ECAs	Amount	Athletics ECAs	Amount
Annual (Yearbook)	\$800	Aux. Corp	\$960	Boys Basketball H.S. Assist 2	\$2,000
Art Sponsor	\$800	Winter Guard	\$960	Boys Basketball M.S. Head Coach	\$2,000
Business Professionals	\$640	Vocal Music M.S./H.S.	\$3,400	Boys Basketball M.S. Head Coach	\$2,000
Department Chair English	\$640	Corporation Testing Coordinator	640	Girls Basketball H.S. Head Coach	\$8,000
Department Chair Fine Arts	\$640	Musical Director	\$1,600	Girls Basketball H.S. Assist Main	\$4,000
Department Chair Health/PE	\$640	Musical Assistant	\$700	Girls Basketball H.S. Assist 1	\$3,000
Department Chair Math	\$640	Academic Coach 1	\$600	Girls Basketball H.S. Assist 2	\$2,000
Department Chair Science	\$640	Academic Coach 2	\$600	Girls Basketball M.S. Head Coach	\$2,000
Department Chair Special Ed	\$640	Academic Coach 3	\$600	Girls Basketball M.S. Head Coach	\$2,000
Department Chair Social Stud	\$640	Academic Coach 4	\$600	Volleyball H.S. Head Coach	\$8,000
Department Chair Vocational	\$640	Student Council	\$640	Volleyball H.S. Assist Main	\$4,000
Department Chair Guidance	\$640	Student Council Assistant	\$320	Volleyball H.S. Assist 1	\$3,000
Dept Chair Secondary Rep	\$640	M.S. Student Council	\$320	Volleyball M.S. Head Coach	\$2,000
KG Department Chair	\$640	CPI Trainer	\$1,300	Volleyball M.S. Head Coach	\$2,000
1 <sup>st</sup> Department Chair	\$640	Corporation Marketing / Social Media Promoter	\$500	Wrestling H.S. Head Coach	\$8,000
2 <sup>nd</sup> Department Chair	\$640	Bowling Sponsor	\$640	Wrestling H.S. Assist Coach	\$4,000
3 <sup>rd</sup> Department Chair	\$640	5th Dimensions Sponsor	\$500	Wrestling H.S. Assist 1	\$3,000
4 <sup>th</sup> Department Chair	\$640			Wrestling M.S. Head Coach	\$2,000
5 <sup>th</sup> Department Chair	\$640			Wrestling M.S. Head Coach	\$2,000
Elementary Spec Educ Chair	\$640	<b>Athletics ECAs</b>	<b>Amount</b>	Baseball H.S. Head Coach	\$5,500
Elementary Specials Area Class Chair	\$640	Boys Tennis H.S. Head Coach	\$2,500	Baseball H.S. Assist Coach	\$3,000
Elementary Mentor Teacher #1	500	Boys Tennis H.S. Assist Coach	\$1,000	Baseball H.S. Assist 1	\$2,000
Elementary Mentor Teacher #2	500	Girls Tennis H.S. Head Coach	\$2,500	Softball H.S. Head Coach	\$5,500
Elementary Mentor Teacher #3	500	Girls Tennis H.S. Assist Coach	\$1,000	Softball H.S. Assist Coach	\$3,000
Elementary Mentor Teacher #4	500	Boys Golf H.S. Head Coach	\$2,500	Softball H.S. Assist 1	\$2,000
MS Mentor Teacher #1	500	Girls Golf H.S. Head Coach	\$2,500	Swimming H.S. Head Coach	\$5,500
MS Mentor Teacher #2	500	Fall Cheerleading M.S. Coach	\$1,000	Swimming H.S. Assist Coach	\$1,000
HS Mentor Teacher #1	500	Winter Cheerleading M.S. Coach	\$1,000	Swimming M.S. Head Coach	\$1,500
HS Mentor Teacher #2	500	Football H.S. Head Coach	\$8,000	Track H.S. Head Coach	\$4,000
History Club Sponsor	\$640	Football H.S. Assist Main	\$4,000	Track H.S. Assist Coach	\$2,000
History Club Assist. Spnsr	\$320	Football H.S. Assist Main	\$4,000	Track H.S. Assist 1	\$1,500
FFA High School	\$3,000	Football H.S. Assist Main	\$4,000	Track H.S. Assist 2	\$1,000
FFA Middle School	\$3,000	Football H.S. JV Coach	\$3,000	Track M.S. Head Coach	\$1,500
Junior Sponsor	\$550	Football H.S. JV Coach	\$2,000	Track M.S. Head Coach	\$1,500
Junior Sponsor	\$550	Football M.S. Head Coach	\$2,000	Cross Country H.S. Head Coach	\$4,000
Senior Sponsor	\$350	Football M.S. Head Coach	\$2,000	Cross Country H.S. Assist Coach	\$1,500
Senior Sponsor	\$350	Football M.S. Assist	\$1,000	Cross Country M.S. Head Coach	\$1,500
National Honor Society	\$640	Football M.S. Assist	\$1,000	Fall Cheerleading H.S. Coach	\$1,400
Sunshine Head	\$1,760	Boys Basketball H.S. Head Coach	\$8,000	Winter Cheerleading H.S. Coach	\$1,600
Sunshine Assistant	\$1,120	Boys Basketball H.S. Assist Main	\$4,000		
Instr. Music H.S./M.S.	\$6,720	Boys Basketball H.S. Assist 1	\$3,000		

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## Appendix C – New to the District Salary Schedule

*Updated Fall 2023		
Years	Bachelors / Bachelors +15	Master
<b>0</b>	<b>43,000.00</b>	<b>46,250.00</b>
0.5	43,200.00	46,525.00
<b>1</b>	<b>43,400.00</b>	<b>46,800.00</b>
1.5	43,600.00	47,075.00
<b>2</b>	<b>43,800.00</b>	<b>47,350.00</b>
2.5	44,000.00	47,625.00
<b>3</b>	<b>44,200.00</b>	<b>47,900.00</b>
3.5	44,400.00	48,250.00
<b>4</b>	<b>44,600.00</b>	<b>48,600.00</b>
4.5	44,800.00	48,950.00
<b>5</b>	<b>45,000.00</b>	<b>49,300.00</b>
5.5	45,200.00	49,650.00
<b>6</b>	<b>45,400.00</b>	<b>50,000.00</b>
6.5	45,650.00	50,350.00
<b>7</b>	<b>45,900.00</b>	<b>50,700.00</b>
7.5	46,150.00	51,050.00
<b>8</b>	<b>46,400.00</b>	<b>51,400.00</b>
8.5	46,650.00	51,750.00
<b>9</b>	<b>46,900.00</b>	<b>52,100.00</b>
9.5	47,150.00	52,500.00
<b>10</b>	<b>47,400.00</b>	<b>52,900.00</b>
10.5	47,650.00	53,300.00
<b>11</b>	<b>47,900.00</b>	<b>53,700.00</b>
11.5	48,150.00	54,100.00
<b>12</b>	<b>48,400.00</b>	<b>54,500.00</b>
12.5	48,700.00	54,950.00
<b>13</b>	<b>49,000.00</b>	<b>55,400.00</b>
13.5	49,300.00	55,850.00
<b>14</b>	<b>49,600.00</b>	<b>56,300.00</b>
14.5	49,900.00	56,750.00
<b>15</b>	<b>50,200.00</b>	<b>57,200.00</b>
15.5	50,500.00	57,675.00
<b>16</b>	<b>50,800.00</b>	<b>58,150.00</b>
16.5	51,100.00	58,650.00
<b>17</b>	<b>51,400.00</b>	<b>59,150.00</b>
17.5	51,700.00	59,650.00
<b>18</b>	<b>52,000.00</b>	<b>60,150.00</b>
18.5	52,350.00	60,650.00
<b>19</b>	<b>52,700.00</b>	<b>61,150.00</b>
19.5	53,050.00	61,650.00
<b>20</b>	<b>53,400.00</b>	<b>62,150.00</b>

42 ON

## Appendix C – New to the District Salary Schedule

20.5	53,750.00	62,650.00
<b>21</b>	<b>54,100.00</b>	<b>63,150.00</b>
21.5	54,450.00	63,650.00
<b>22</b>	<b>54,800.00</b>	<b>64,150.00</b>
22.5	55,150.00	64,650.00
<b>23</b>	<b>55,500.00</b>	<b>65,150.00</b>
23.5	55,850.00	65,650.00
<b>24</b>	<b>56,200.00</b>	<b>66,150.00</b>
24.5	56,550.00	66,650.00
<b>25</b>	<b>56,900.00</b>	<b>67,150.00</b>
25.5	57,250.00	67,650.00
<b>26</b>	<b>57,600.00</b>	<b>68,150.00</b>
26.5	57,950.00	68,650.00
<b>27</b>	<b>58,300.00</b>	<b>69,150.00</b>
27.5	58,650.00	69,650.00
<b>28</b>	<b>59,000.00</b>	<b>70,150.00</b>
28.5	59,350.00	70,650.00
<b>29</b>	<b>59,350.00</b>	<b>70,650.00</b>
29.5	59,350.00	70,650.00
<b>30</b>	<b>59,350.00</b>	<b>70,650.00</b>

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