

MASTER AGREEMENT

between the

BOARD OF SCHOOL TRUSTEES

of the

SOUTH RIPLEY COMMUNITY SCHOOL CORPORATION

and the

SOUTH RIPLEY CLASSROOM TEACHERS ASSOCIATION

2023-2025

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DEFINITIONS

- A. **SCHOOL CORPORATION.** The term shall refer to the South Ripley Community School Corporation.
- B. **TEACHER.** The term "teacher", when used, refers to both male and female teachers.
- C. **CERTIFICATED EMPLOYEES.** An individual fully licensed to teach in a subject area or areas in the Public Schools of Indiana.
- D. **EXTENDED CONTRACTS.** Those contracts which are written for periods of time over and above the 185 day regular teaching contract. The number of contract days was not bargained, and is included for informational purposes only.
- E. **SCHOOL BOARD.** The Board of School Trustees or the governing body of the School Corporation and any person(s) authorized to act on its behalf.
- F. **ASSOCIATION.** The term shall refer to the South Ripley Classroom Teachers Association and any person(s) authorized to act on its behalf.
- G. **DAY.** The term shall refer to calendar day, unless specifically stated otherwise.

ARTICLE I - RECOGNITION

- A. The Board of School Trustees of the South Ripley Community School Corporation hereby recognizes the South Ripley Classroom Teachers Association as the exclusive representative of the certificated employees in the following described bargaining unit:

All certificated employees, as defined in the Indiana Acts of 1973, Public Law 217, who teach or serve as librarians or counselors in the South Ripley Community School Corporation except for:

1. The Superintendent of Schools.
 2. Administrative Assistant or Assistant to the Superintendent.
 3. Principal and Assistant Principal of all buildings.
 4. Athletic Director.
 5. All substitute Teachers.
- B. The parties to this Agreement understand that such recognition and/or bargaining unit is subject to change in accordance with legal procedures.
- C. The School Corporation agrees not to bargain with any individual, nor to bargain with or recognize any teachers' organization other than the Association for the duration of this Agreement.
- D. The Corporation shall have the right to employ any retired bargaining unit member for a part-time teaching position. (This is simply a statement of the corporation's right to hire for part-time positions and was not bargained.) Such bargaining unit member shall be compensated on a prorated basis. Such bargaining unit member shall not be entitled to any fringe benefits, such as, all insurances, 403(b) contributions, and ISTRF. Sick and personal leave will be pro-rated based on part-time employment status.

ARTICLE II - LEAVES

Each certificated employee shall be entitled to be absent from work without loss of compensation as follows:

A. SICK LEAVE.

On account of personal illness of the employee, a total of twelve (12) days during the first year of employment and ten (10) days thereafter for each year of employment with the South Ripley Community School Corporation, cumulative to a total of two hundred twenty (220) days. At the start of each school year, a teacher will have his/her accumulation up to maximum, plus the yearly leave entitlement for that school year. Any sick days exceeding the maximum 220 days at the end of the school year will be compensated at a rate of \$75 per unused day to the employee's 403b account. This will be paid by June 30th of each contract year.

A certificated employee may also move three (3) days per year from previous employment (if accumulated) after the first year of employment with the South Ripley Community School Corporation.

The Corporation shall provide teachers with a written accounting of accumulated sick leave days with each pay during the school year. The accumulated figures shall be stated on a two week delay.

Sick days may be taken in full or half day increments.

B. FAMILY ILLNESS.

Each teacher may use in the school year up to ten (10) days of the teacher's sick leave allowance or accumulation (under subsection A of this Article), for personal medical or dental appointments, and/or the illness of such teacher's spouse, parent, or child (foster, step, and/or exchange student).

C. PERSONAL LEAVE.

All certificated personnel will be entitled to two (2) days of personal or business leave. Application or request must be made in writing prior to the effective date, except in case of an emergency, either to the Building Principal or at the Office of the Superintendent for approval. Any other days that are not provided by this Agreement or by law should be requested by the individual through the building principal and submitted to the Office of the Superintendent for approval. The Corporation shall provide teachers with a written accounting of accumulated

personal leave days with each pay during the school year. The accumulated figures shall be stated on a two week delay.

Personal days may be taken in full or half day increments.

D. UNUSED PERSONAL LEAVE.

In the event that a unit member has one-half or more personal leave days unused at the end of a school year, such one-half day, but no more than two (2) days, shall be transferred to personal leave for future use. In no case shall a teacher have more than five (5) personal leave days available for such use in any one school year. Any remaining unused personal day(s), or fraction thereof, beyond the transfer to personal leave usage shall be transferred to the sick leave account of that individual. These additional days of personal leave accumulation, when applicable, shall be included in the accounting procedure detailed in Section B of this Article.

E. LEAVE DAYS USED FOR SCHOOL MEETINGS.

Any leave days used for school travel or conferences, workshops, conventions, etc., must have prior approval by the Superintendent of Schools. A claim form must be submitted and approved by the Board of School Trustees before any travel reimbursement can be paid.

F. EMERGENCY LEAVES.

In case of emergency, illness or accident to a member of the immediate family of a certificated employee, the employee shall be granted leave not to exceed one (1) day per year without loss of compensation. Immediate family shall be defined as husband, wife, child, father, mother, father-in-law, mother-in-law, brother, sister, or other member of the immediate household. These days are not accumulative.

G. BEREAVEMENT LEAVE.

A teacher is entitled to be absent, without loss of pay, for not more than five (5) days within a seven (7) calendar day period in case of the death in the immediate family of the teacher. For purposes of this section, "immediate family" is defined as those relatives by blood, marriage or adoption, including parents, spouse, children, siblings, grandparents, grandchildren, or any other member of the family unit living in the teacher's household, no matter the degree of the relationship. Such period will begin on the day following the death of the individual. The Superintendent will discuss unique circumstances with the SRCTA President.

In case of death of other relatives, the employee is entitled to be absent on the day of the funeral and the day preceding or the day following the funeral, without loss of pay. The teacher

may attend the funeral of a friend or other community member on a half-day basis without loss of pay. Pallbearers at funerals are excused for the time involved without loss of pay.

H. OTHER SHORT TIME LEAVES.

Jury duty, official Election Board services, subpoenaed witnesses, and like duties are excusable. If pay is involved, only the difference between teacher pay and other assigned duty pay is an obligation of the South Ripley Community School Corporation.

I. OTHER EXTENDED LEAVES.

Sabbatical leaves, health leaves, military leaves, travel leaves, care for a sick or infirm relative, or any other type of extended leave may be granted by the Board of Trustees only upon written request to them and within the limitations of statutory authority.

J. PREGNANCY/CHILDBIRTH LEAVE.

1. Notice and Length of Leave - Any teacher who is pregnant is entitled to a leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of the child, if, except in a medical emergency, she notifies the Superintendent in writing at least thirty (30) days before the date on which she desired to start her leave. She shall also notify the Superintendent of the expected length of this leave, including with this notice either a physician's statement certifying her 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 her request and certification of the emergency from an attending physician.
2. Time of Leave - Any teacher who is pregnant may continue in active employment as late in pregnancy as she desires, if she is able to fulfill the requirements of her position. A certificate of the teacher's physician to this effect shall be provided the Corporation, if requested by the Superintendent. Temporary disabilities caused by pregnancy shall be governed by the same provisions governing sickness.
3. Notice of Return to Teaching - At the time the teacher notifies the School Corporation of her intent to take pregnancy/childbirth leave, or as soon as reasonably determinable, the teacher shall notify the Superintendent, in writing, of the date of return to teaching, or of the fact such teacher does not intend to resume teaching. Unless waived by the Superintendent, a teacher shall not be entitled to return to teaching duties on the date specified above unless at least two (2) calendar weeks written notice is given the Superintendent prior to the date of return as granted in the leave. Such notice shall be accompanied by a certificate from the teacher's physician stating that the teacher is able to resume teaching.

If a teacher on pregnancy/childbirth leave desires to return sooner than the date of return set forth in the leave as granted in the preceding paragraph of this Article, she shall notify the Superintendent, in writing, at least seventeen (17) calendar days prior to the desired date of early return. Such request shall be accompanied by a certificate from the teacher's physician stating that the teacher is able to resume teaching. Such seventeen (17) calendar days shall be counted beginning with the official receipt of the request by the Superintendent or his/her designee. In no event shall such early return be allowed in the last ten (10) calendar days of any grading period.

Temporary contracts for teachers replacing those on pregnancy/childbirth leave shall contain a provision which provides for the early termination of such contract upon five (5) calendar days written notice.

4. Limitations - No leave for pregnancy/childbirth may be granted for a period exceeding the provisions of this Section, unless extended by the Corporation.
5. Use of Accrued Sick/Personal Days - The birth of a child to a teacher falls under the Family and Medical Leave Act which allows eligible employees up to 12 weeks of leave. If the teacher has sick or personal days on balance, the employee is required to use those accrued days during their approved leave. For the purpose of the use of sick/personal days for compensation, the date of the birth of the child would be the first day counted toward the requested approved leave, not to exceed twelve weeks. Accrued sick and personal days paid during this leave are only for days missed that are part of the 185 day teacher contract. The teacher is entitled to complete the remaining approved leave without compensation.

K. MAJOR DISABILITY LEAVE.

Leave for major disability without pay, except as may be allowable under section three (3) hereof, shall apply to leave in all cases except pregnancy and childbirth, in which a teacher is unable to perform his/her duties owing to disablement for any period greater than three (3) weeks. Such major disability shall include, among other disabilities, incapacity arising from major surgery, physical illness, mental illness, or emotional disturbance.

1. Time of Leave - Where disability can reasonably be anticipated, as in the case of a scheduled operation, the teacher requesting a leave shall notify the Superintendent of the Corporation, in writing, of the expected time of leave as soon as reasonably possible. At the time the teacher notifies the Corporation of his/her intent to take Disability Leave, or as soon as reasonably determinable, the teacher shall notify the Superintendent in writing of a requested date of return to teaching, or of the fact that such teacher does not intend to resume teaching duties.

The leave of absence shall begin at the end of a grading period, except in case of emergency, or in case the teacher's health presents a serious problem in the opinion of the Corporation based upon consultation with the teacher and a statement from the teacher's physician as to the teacher's health and ability to continue teaching.

If a teacher on this leave desires to return sooner than the date of return set forth in the leave, as granted by the Board of School Trustees, he shall notify the Superintendent, in writing, at least seventeen (17) calendar days prior to the desired date of early return. Such request shall be accompanied by a certificate from the teacher's physician stating that the teacher is able to resume teaching. Such seventeen (17) calendar days shall be counted beginning with the official receipt of the request by the Superintendent or his/her designee.

In no event shall such return be allowed in the last ten (10) calendar days of any grading period.

Temporary contracts for teachers replacing those on Major Disability Leave shall contain a provision which provides for the early termination of such contract upon five (5) calendar days written notice. This temporary contract and early termination provision is included for information only and was not bargained.

2. Limitations - No leave for major disability may be granted for a period exceeding one (1) year, unless extended by the Corporation.
3. Use of Sick Leave - Any teacher taking leave of absence hereunder shall use any days of sick leave which the teacher has accumulated. Once the teacher has used all of his/her accumulated sick leave days, he has the right to complete the remainder of the leave without pay.
4. Sub-Section L - The provisions of Sub-Section L of this Article shall be a condition for this leave.

L. INSURANCE COVERAGE.

If the teacher wishes to continue insurance coverage(s) during the period when there is no compensation - (a) leave of absence, (b) professional study leave, (c) pregnancy/childbirth leave, and (d) major disability leave, it shall be the responsibility of the teacher to make arrangements in advance with the business office to continue such insurance coverage(s) at the individual's expense. A failure to make and follow through with such advance arrangements will result in the individual being dropped from the group plan(s).

M. STAFF DEVELOPMENT.

The South Ripley Community School Corporation will offer the following Professional days:

1. Two (2) days to attend professional meetings.
2. One paid observation day is approved for each teacher each year to make a visitation to another school program, a Model program, or a University or College visitation for professional information or advancement. Proper request must be made to the Building Principal.
3. An in-service Professional Day by the South Ripley Classroom Teachers' Association, if requested, will be approved for the next school year and held within the Corporation Schools. Attendance is mandatory in order to be paid or a personal leave day may be used for non-attendance in order to be compensated. This provision is included for information only and was not bargained.

N. ADOPTIVE LEAVE.

An adoptive leave of up to one (1) year shall be granted a teacher who adopts a child. Notice of intent to take adoptive leave shall be given to the Superintendent at the time the teacher makes initial application. The leave shall commence when the teacher takes physical custody of the child, or earlier if necessary to meet the requirements of the adoptive agency. Such leave beyond FMLA is without pay or benefits. Accrued sick and personal days paid during this leave are only for days missed that are part of the 185 day teacher contract.

A teacher on adoptive leave shall not accept employment outside the corporation's employ unless approved by the Superintendent. In the event that a teacher does become so employed, the Superintendent may immediately terminate the adoptive leave and require the teacher to return to work. Failure by the teacher to comply shall constitute resignation from the Corporation.

O. PERSONAL INJURY LEAVE.

The Board shall pay to the teacher the difference between his/her salary and the benefits received under the Indiana Worker's Compensation Act for a maximum period of two (2) years. Absence due to injury in the course of the teacher's employment shall be charged to the teacher's sick leave days in direct proportion to the amount paid by the Board. The compensation shall be paid only during days absent during the regular school year.

P. ASSOCIATION LEAVE.

The Association President, and/or the President's designee(s) shall be authorized to a total of three (3) days each year to conduct Association business without loss of compensation and benefits. Up to two (2) additional days may be granted with prior approval of the Superintendent.

Q. FAMILY MEDICAL LEAVE ACT.

School employees shall have the right to both the appropriate family and medical leave and the appropriate designated benefits provided by the Family and Medical Leave Act (FMLA). Such leave(s), if applicable, shall be taken concurrently. Any provision of this Contract which restricts any mandatory leave and/or mandatory benefit(s) of the FMLA will not have any effect for any school employee who has a right to leave and/or benefit under the Act. The school corporation may require the school employee to verify and/or certify any information which an employer may require under the FMLA, and it may further elect any option available to it under the Act for any leave or benefit for which a school employee qualifies for under the FMLA but for which the school employee is not entitled under the specific language of the Contract.

For record keeping purposes, the twelve (12) month period for FMLA shall be measured forward from the date any employee's first FMLA leave begins.

ARTICLE III - SICK LEAVE BANK

The South Ripley Community School Corporation and the South Ripley Classroom Teachers' Association agrees to the establishment of a sick leave bank under the following provisions:

A. Membership in the bank will be voluntary and open to all bargaining members who are South Ripley certificated employees. New employees, and those employees hired after the beginning of a school year shall have the opportunity to enter the program, providing the employee submits the proper authorization within thirty (30) school days of the first day of employment. Current employees who are not members of the Sick Leave Bank may join the Bank within thirty (30) calendar days of the beginning of the school year by submitting the proper authorization form.

B. Membership in the Bank shall be on a continuing basis for those members enrolled and those members shall not be required to contribute any additional days except as required in Section G of this Article.

Days placed in the Bank shall not be reclaimed. Unused days will be carried over to the next school year.

C. Each participant in the bank may contribute one day each year. The maximum number of days in the bank shall not exceed triple the eligible participants.

In the event that the Sick Leave Bank reaches its maximum of three times the eligible participants, any new participant shall be allowed to join the Bank and contribute his/her day, thereby increasing the maximum number by that number only.

D. Prior to October 15, the South Ripley Classroom Teachers' Association shall provide the Superintendent's Office with a list of all members participating in the Sick Leave Bank for the current school year.

E. The South Ripley Classroom Teachers' Association shall have sole responsibility for the administration of the sick leave bank and will supply the Superintendent's Office with their guidelines so that efficient administration can take place.

F. The sick leave bank may be used for illness of a participating member only after he has exhausted his/her accumulated sick leave and used three (3) uncompensated sick leave days. The maximum eligible sick days of any individual shall not exceed his/her accumulated sick leave at the beginning of the school year. The days paid for shall be contracted days.

G. Should the number of days in the Sick Leave Bank drop below fifty (50) days during the year, participating members will be required to contribute one (1) additional day to the Bank. This requirement is waived for any participating member who does not have a sick leave day available to contribute at the time the request is made.

This provision may be used only once per school year.

ARTICLE IV - FRINGE BENEFITS

A. MEDICAL INSURANCE.

1. The Corporation shall pay the amounts specified below for the medical insurance plan:

a. Employee only coverage - up to a total as follows:

Effective January 1, 2023 (December 2022 premium) - \$549 per month (\$6,588 per year). Effective January 1, 2024 (December 2023 premium) \$585 per month (\$7,020 per year). Effective January 1, 2025 (December 2024 premium) \$600 per month (\$7,200 per year). The Corporation shall also deposit \$500/yr. into individual VEBA accounts. Such deposits shall be made annually by January 31 of each calendar year for those active teachers enrolled in the plan for January coverage. No prorations or payments will be made between each annual payment.

b. Employee and children coverage up to a total as follows:

Effective January 1, 2023 (December 2022 premium) \$986 per month (\$11,832 per year). Effective January 1, 2025 (December 2024 premium) \$1,011 per month (\$12,132 per year). The Corporation shall also deposit \$944/yr. into individual VEBA accounts. Such deposits shall be made annually by January 31 of each calendar year for those active teachers enrolled in the plan for January coverage. No prorations or payments will be made between each annual payment.

c. Employee and spouse coverage up to a total as follows:

Effective January 1, 2023 (December 2022 premium) \$1,096 per month (\$13,152 per year). Effective January 1, 2025 (December 2024 premium) \$1,125 per month (\$13,500 per year). The Corporation shall also deposit \$944/yr. into individual VEBA accounts. Such deposits shall be made annually by January 31 of each calendar year for those active teachers enrolled in the plan for January coverage. No prorations or payments will be made between each annual payment.

d. Employee and dependents coverage - up to a total as follows:

Effective January 1, 2023 (December 2022 premium) \$1,307 per month (\$15,684 per year). Effective January 1, 2025 (December 2024 premium) \$1,343 per month (\$16,116 per year). The Corporation shall also deposit \$944/yr. into individual VEBA accounts. Such deposits shall be made annually by January 31 of each calendar year for those active teachers enrolled in the plan for January coverage. No prorations or payments will be made between each annual payment.

2. Two (2) married teachers employed in the Corporation may choose to direct the Corporation's contribution in paragraph 1 above toward the cost of one (1) plan of their choosing.
3. The selection of either the Employee, or Employee/Dependents plan shall be at the sole discretion of the teacher(s).
4. Two (2) married teachers without dependents, employed in the Corporation and who participate in the Corporation's Medical Insurance Plan are encouraged to select two (2) single plans. In such an instance, the Board will pay one hundred percent (100%) of the single premium.
5. Any change from participation in the Southeast Indiana School Insurance Consortium will be by mutual agreement.
6. The anniversary date of the medical insurance shall be January 1.
7. The Corporation is a member of the Southeastern Indiana School Insurance Trust. In the event that the Trustees of the Southeastern Indiana School Insurance Trust approve a premium holiday, the holiday shall be shared equitably between the Corporation and its employees that participate in medical coverage provided through the Southeastern Indiana School Insurance Trust. Specifically, the Corporation shall receive a credit towards the amount of the premium payable under the terms of the Agreement equal to the portion of the Corporation's normal contribution that is not paid as a result of the premium holiday.

B. LIFE INSURANCE.

1. A fifty thousand dollar (\$50,000) natural death and one hundred thousand dollars (\$100,000) accidental death group term life insurance plan shall be provided for each teacher by the Board. The Board shall pay the cost of such insurance plan less one dollar (\$1) to be paid annually by the teacher. This policy has conversion privileges and is available to all active, full-time employees.

C. PERSONAL LIABILITY INSURANCE.

A minimum of \$1,000,000 personal injury liability insurance policy is carried on all certificated personnel.

D. DISABILITY INSURANCE.

Group Disability Insurance is available by payroll deductions at the teacher's request. The Association may name the carrier after discussion with the Superintendent.

E. TRAVEL REIMBURSEMENT.

Teachers who, after reporting to work for the day, are required in the course of their work to drive their personal automobiles from one school building to another, for field trips, or other business of the school corporation, shall be paid after submitting a mileage claim for each mile traveled in his/her personal automobile in the pursuit of such teaching duties at the amount set by IRS government guidelines.

F. RETAINING INSURANCE FOR RETIRED TEACHERS.

Teachers who retire between the ages of fifty (50) and sixty-five (65), who have ten (10) years of service with this Corporation immediately prior to retirement, shall be allowed to participate in the group medical insurance plan.

Additionally, any such qualifying teacher may maintain medical coverage for his/her spouse until that spouse qualifies for Medicare even though that qualifying teacher has previously qualified for Medicare and is no longer eligible for medical insurance for himself/herself.

Retired teachers electing to exercise this option shall be required to pay the full monthly premiums for the type of coverage selected and shall have such premium payments into the Corporation's Business Office in advance of the Corporation's due date for submitting such premium payments to the insurance carriers.

G. FLEXIBLE FRINGE BENEFIT PROGRAM.

The benefits provided to employees by Section 125 of the Internal Revenue Act of 1978 shall be made available to bargaining unit members upon approval by the Internal Revenue Service. The Teachers Salary Schedule includes an amount not to exceed 50% of the individual's salary which may be set aside for a Section 125 Flexible Fringe Benefit Program which shall include non-taxable benefits of Medical Insurance, Disability Insurance, Section 79 Life Insurance, non-reimbursed medical, and dependent care.

The Board will pay the fee for the Trust Account, and all other fees will be paid by the participating employee(s).

H. VISION CARE.

Each teacher and the teacher's dependents shall be covered by a vision care insurance program that provides for eye examinations every 12 months and lenses and frames every 24 months. This coverage has an annual deductible of ten dollars (\$10.00) which shall be paid by the teacher. Effective July 1, 2023, the Corporation shall pay \$18.81 per month (\$225.72 annually) for this vision care insurance for teacher or teacher and dependent coverage.

The teacher and the teacher's dependents will be entitled to receive prepaid coverage from a participating network of providers. The recipient who selects a participating provider will be provided full coverage, less the deductible, for a comprehensive eye examination and quality glasses.

Recipients who select a non-participating provider for vision services will be reimbursed according to a set schedule of allowances to be determined. Contact lens and cosmetic contact allowances will be available up to the amount provided in the plan.

For the term of this contract, in addition to the amount contributed above, the board will assume any dollar cost increase for the plan. The dollar amount so derived shall be the figure used in any status-quo contract which may occur at the conclusion of this contract.

I. DENTAL CARE

Each teacher and the teacher's dependents shall be covered by a dental care insurance program. Effective July 1, 2023, the Corporation shall pay 100% of dental premium up to:

| | |
|--|--------------------|
| Single Plan | \$21.78 per month. |
| Employee and one or more dependents | \$58.25 per month. |

Effective December 1, 2023, these rates are as follows:

| | |
|--|--------------------|
| Single Plan | \$24.62 per month. |
| Employee and one or more dependents | \$65.84 per month |

For the term of this contract, in addition to the amount contributed above, the board will assume any dollar cost increase for the single plan and family plans. The dollar amount so derived shall be the figure used in any status-quo contract which may occur at the conclusion of this contract.

**ARTICLE V - RETIREMENT, SEVERANCE, DEATH AND HEALTH INSURANCE
BRIDGE TO SOCIAL SECURITY**

A. RETIREMENT SEVERANCE PAY.

Teachers in the South Ripley Community School Corporation, upon retirement, and in accordance with statutes regulating retirement in the Laws of the State of Indiana, shall receive additional compensation at the end of their last contractual year.

1. The retiree must be at least 50 years of age.
2. At least the last ten (10) years of teaching experience must be with the Corporation.
3. Severance pay for unused sick leave or unused personal leave that has accumulated will be reimbursed at the rate of one hundred dollars (\$100) per day.
4. In recognition of service to the Corporation, the Board of School Trustees will add one hundred dollars (\$100.00) to the retirement payment for each year of teaching in the Corporation.
5. Notice of intent to retire shall be submitted, in writing, to the office of the Superintendent at least sixty (60) days prior to the end of the school year at which time the employee wishes to retire. In the event an eligible teacher is unable to give the required notice of retirement and is forced to retire as a result of an accident or ill health, the Superintendent may waive the required notice of retirement and, if such waiver is granted, pay the retirement severance allowance by the appropriate adjustment of the teacher's current contract, if one exists.

If requested by the Superintendent, the teacher shall be required to provide a physician's statement as to the extent of such injury or illness.

6. Permanent retirement must be evidenced by ISTRF approval of retirement benefits for the retiring teacher.
7. Teachers employed less than full-time shall receive these benefits on a pro-rated basis during the years teachers actually worked less than full-time.
8. The retiring teacher will receive Retirement Severance benefits in accordance with the following:
 - a. All of the benefits due, up to a maximum of Two Thousand dollars (\$2,000.00) on or before July 1 of the year of retirement, with any balance being paid directly to the teacher through payroll by January 31st of the

next calendar year. If the teacher would prefer to have the balance paid into the teachers 403b account, he/she must notify the Central Office in writing by July 1 of the year of retirement. Additionally, the teacher must keep their current 403b account open so the deposit can be made.

9. All benefits received under Sub-section 8A of this Article are subject to all applicable deductions.

B. DEATH BENEFIT.

In case of death of an employee who, at the time of death, met the requirements of Article 5 (A) (1 & 2), the amount specified in Article 5 (A) (3 & 4) will be paid to the estate or designated beneficiary of the deceased.

C. HEALTH INSURANCE BRIDGE TO SOCIAL SECURITY

Teachers may select an early retirement program hereafter described. The South Ripley Community School Corporation shall provide an Early Retirement Program as follows:

1. At least ten (10) years of teaching experience in the South Ripley Community School Corporation.
2. The teacher may elect to retire from the Corporation any time from age fifty-five (55) until the teacher qualifies for reduced Social Security Retirement benefits. Teachers who sever employment for any reason prior to age fifty-five (55) will not be eligible for the Health Insurance Bridge to Social Security. If a teacher's fifty-five (55) birthday falls during a school year, that teacher may elect to retire at the beginning of that school year.
3. All such retirements must commence with the end of the school year.
4. In addition, for each teacher who:
 - a. meets the qualifications stated in sub-section 1 and 2 of this section C, and
 - b. is a participant in the Corporation's medical, dental, and/or vision insurance plans at the time of retirement, the board will contribute an amount as listed below each year towards the premium(s) of the Corporation's insurance plans each year until the participating teacher qualifies for Medicare or dies, whichever first occurs.

| “Retirement Incentive” | |
|------------------------|---------------------|
| 2023-2024 | \$2,400 (\$200/mo.) |
| 2024-2025 | \$2,400 (\$200/mo.) |
| 2025-2026 | \$0 |

- c. In no case may anyone qualify for more than ten (10) years under this program.
5. The teacher may continue under any of the group insurance plans offered by the Corporation during the period the teacher’s Health Insurance Bridge payment is received. Such coverage is at the teacher's own expense unless otherwise provided in this Contract. Arrangements for such insurance must be made with the Corporation's Business Office, in advance, and is subject to the approval of the insurance carrier(s). In the event that the premiums reach an amount over that to be received in Section 4 (whole or pro-rated), the teacher shall be responsible for payment as specified in the second and third sentences of this paragraph.
 6. In order to be eligible for this Health Insurance Bridge to Social Security provision, the retiring teacher must notify the Superintendent of Schools, in writing of his/her intention to retire.
 - a. Such notice, in writing, must be received by the Superintendent at least sixty (60) days prior to the end of the school year when retirement shall begin.
 - b. In case of unusual circumstances, the Board may waive the required sixty (60) calendar day notice of intent to take early retirement.
 7. The benefits provided in this section take effect on the date ratified by the parties for those teachers who retire after such date. Further, under no circumstances may a previous employee qualify for Health Insurance Bridge benefits retroactively.
 8. The Board shall continue to insure the participating teacher through the Corporation's life insurance plan until the teacher reaches the age of sixty-five (65). Such insurance shall be at the Board's expense with the teacher paying one dollar (\$1.00) per year. In case of the death of such early retiree prior to the receipt of all of the benefits heretofore stated in sections C4 of this Article, the named beneficiary shall receive the benefits provided by the life insurance policy. Further, all such premium payments by the Corporation shall cease immediately, and the Corporation shall have no further obligations to pay benefits under this Article.

D. RETIREMENT SAVINGS PLAN

1. Each employee shall have the option of investing in the 403(b) plan up to the maximum allowable under Federal law. The Board shall match such employee contributions on a dollar basis up to two and one-half percent (2.5%) of the employee's regularly scheduled salary.
2. The employer shall deposit employer contributions for each employee into an individual account for the employee in the tax-deferred program. Such deposits shall be made on a monthly basis.
3. The administrator of employer and employee contributions to the Tax-Deferred Annuity program shall be chosen by mutual agreement between the South Ripley Community School Corporation and the Association.
4. School employees shall have the option of investing their dollars in tax-deferred annuities with either of the two approved vendors.
5. Once contributions are made by the employee and the employer on behalf of the employee, all assets of the accounts become the property of the employee and, in the event of death, his/her designated beneficiary or, lacking same, estate.

ARTICLE VI - PROFESSIONAL COMPENSATION

A. SALARY RANGE.

The basic salary range of Teachers covered by this Agreement shall be on a regular teacher contract year basis and is set forth in Appendix A, included in this Agreement. Adjustments in teacher pay, including any stipends, shall be made in accordance with the Compensation Model Program as it may be adjusted from time to time by agreement of the Superintendent and the SRCTA Bargaining Team. Adjustments in a Teacher's pay shall not be retroactive, for whatever cause except where retroactivity has been specifically bargained in the fall negotiation process.

B. EXTRA-CURRICULAR SCHEDULE/EXTENDED CONTRACT.

The extra-curricular salaries for teachers for each school year and those with extended contracts shall be in accordance with the schedule set forth in Appendix "B".

C. EXTRA-CURRICULAR PAY.

1. Teachers who are assigned extra duties shall be paid in addition to their basic salary the amount or amounts stipulated in Appendix "B". The stipend includes pay for services rendered before school starts, during vacation periods, after school closes, or other non-school day time, according to the assignment of the school employer.
2. A teacher's appointment to an extra-duty assignment(s) shall be on a year-to-year basis at the sole discretion of the school employer and through the Administrator, in the area of the teacher's interests.

D. NUMBER OF PAYS.

The payrolls for certificated employees shall be paid in two-week intervals, twenty-six times per year. Exceptions will be made for school recesses and holidays for convenience purposes.

E. DUES DEDUCTIONS.

Effective for the 2023-2024 contract, the Corporation will deduct Association dues pursuant to Indiana Code 20-29-5-6. Effective for the 2024-2025 contract, this language in Section F Dues Deduction is void.

F. OTHER DEDUCTIONS.

Upon appropriate written authorization from the teacher, the Corporation shall make payroll deductions for group health and hospitalization insurance, group life insurance, and group disability insurance policies where the SRCSC is the appropriate group.

The Corporation shall make payroll deductions for those teachers making such request for the Indiana Public Employee Credit Union and for tax sheltered annuity plans, including the authorized deductions for any tax sheltered annuity plans that teachers had in force when they were employed by the Corporation.

G. Nothing contained herein shall be construed to deny or restrict to any teacher rights he may have under the Indiana General School Laws or other applicable laws and regulations.

ARTICLE VII - GRIEVANCE PROCEDURE

SECTION 1. PURPOSE AND DEFINITION.

It is the objective of the Board and the Association to have all grievances as hereinafter defined, resolved informally or at the earliest possible stage of the grievance procedure. However, both parties recognize that the procedure must be available without any fear of discrimination because of its use. A "Grievance" is an alleged violation or claimed misrepresentation of a specific article or section of this Agreement. A "Grievant" is any teacher in the bargaining unit covered by this Agreement who submits a grievance, or group of teachers in the bargaining unit who submit a grievance, or on whose behalf a grievance is submitted by the Association.

SECTION 2. PROCEDURE.

Informal Procedure

Step One - Within twenty (20) teaching days of the time that the grievant knew, or reasonably should have known, of the grievance, the grievant shall present the grievance to the building principal during non-teaching hours, meaning planning periods, duty-free time, lunch periods and before or after school, at which time the grievant and the building principal may attempt to resolve the grievance informally through discussion. In any event, within three (3) teaching days after presentation of the grievance, the building principal shall answer the grievant.

Formal Procedure

Step Two

A. Within five (5) teaching days of the oral answer, if the grievance is not resolved, it shall be stated in writing, signed by the grievant and submitted to the building principal on the form provided by the Administration and approved by both the Administration and the Association. (See Appendix "C").

B. The grievance shall: (1) name the grievant involved, (2) state the facts giving rise to the grievance, (3) identify the specific provisions of this Agreement alleged to be violated, (4) include a general statement of the grievance, and (5) indicate the special relief requested

C. Within five (5) teaching days after receiving the written grievance, the Principal shall communicate his/her answer in writing to the grievant.

Step Three

A. If the grievance is not resolved in Step Two, the grievant, may, within five (5) teaching days of receipt of the principal's answer, appeal to the Superintendent by filing the grievance and the principal's answer along with any written response of the grievant to the answer of the principal, with the Office of the Superintendent, which shall provide a receipt for the same.

B. In addition to and not in substitution for Step Three A above, the Superintendent, or his/her designated representative, shall meet with the grievant within five (5) teaching days of receipt of the written grievance in an effort to resolve the grievance as long as the grievant requests of the Superintendent or his/her designated representative that such a meeting be held.

C. The Superintendent, or his/her designated representative, shall give the grievant an answer in writing no later than ten (10) teaching days after either of the following two (2) events which ever last occurs:

1. receipt of any written grievance properly filed with the Superintendent's office in which no meeting occurred between the parties, or
2. a meeting between the Superintendent, or his/her designated representative, as contemplated in Step Three B above.

Step Four

A. Within ten (10) teaching days after receiving the decision of the Superintendent, or his/her designated representative, an appeal from the decision may be made to the Board, through its president. Within twenty (20) calendar days after an appeal is made to the Board, the Board shall hold a hearing on the grievance and within ten (10) calendar days thereafter, the Board shall render its decision in writing to the grievant which decision shall be final, binding, and conclusive.

B. The Board may not consider any material, allegation, or remedy that was not presented in Step Three.

SECTION 3. HEARINGS.

Hearings shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons, including witnesses, entitled to be present to attend. Hearings shall be conducted during non-school hours, unless there is mutual agreement for other arrangements.

Requests for transcripts or recordings of any such hearing under Step Four may be made by either the grievant or the Board. The party making such request shall assume the costs of the same and both parties shall share the costs equally where a joint request is made.

SECTION 4. TIME LIMITS

A. Time limits herein may be extended only by mutual agreement, signed by the parties.

B. If there is a failure at any step to communicate the decision on a grievance within the specified time limit, the grievant shall then have the right to appeal at the next step of the procedure.

C. Any grievance not presented in Step One within twenty (20) teaching days of the time the grievant knew or reasonably should have known of the grievance, shall be deemed waived and shall not be processed.

D. Any grievance not advanced from one step to the next within the time limitation, or within the time limitation as extended shall be deemed resolved by the answer at the previous step.

Section 5. ADDITIONAL INFORMATION

A. The Association may submit a grievance, as heretofore defined. If such grievance is limited to one school building, the grievance shall be submitted to the building principal according to Steps One and Two. Otherwise, such grievance shall be submitted beginning at Step Three.

B. The grievant may have representatives of his/her choosing at all steps of the grievance procedure, including Step Four.

ARTICLE VIII - TERM AND GENERAL PROVISIONS

1. **Term** This Contract shall be effective as of July 1, 2023, and shall continue in effect through June 30, 2025.
2. **Entire Agreement** This Contract supersedes and cancels all previous contracts or agreements, oral or written or based on alleged past practices, between the school employer and the exclusive representative and constitutes the entire agreement between the parties. Any amendment or agreement supplemental hereto shall not be binding upon either party unless executed in writing by the parties hereto.
3. **Severability** Should any Article, Section, or Clause of this Contract, or any rider hereto, be declared illegal by any court or tribunal of competent jurisdiction, said Article, Section, or Clause, as the case may be, shall be automatically deleted from this Contract to the extent that it violates the law, but the remaining Articles, Sections, and Clauses shall remain in full force and effect for the duration of this Contract, except as affected by the deleted Article, Section, or Clause.
4. **Waiver** All bargainable issues have been discussed during the bargaining leading to this Contract.

In witness thereof, the parties have executed this Agreement by their duly authorized representatives this 13th day of November, 2023.

Executed this 13th day of November, 2023.

SOUTH RIPLEY CLASSROOM TEACHERS ASSOCIATION

President

Secretary

Chief Negotiator

**BOARD OF SCHOOL TRUSTEES OF THE SOUTH
RIPLEY COMMUNITY SCHOOL CORPORATION**

President

Secretary

Superintendent of Schools

Pursuant to IC 20-29-6-6, the South Ripley Community School Corporation and the South Ripley Classroom Teachers Association hereby attest that on September 18, 2023 the public hearing occurred and that on November 7, 2023 the public meeting occurred. The school corporation's governing body or the public was not permitted to attend or participate by means of electronic communication.

President

Secretary

Association President

Appendix “A”
South Ripley Community School Corporation Compensation Model
2023-2024 and 2024-2025 School Years

I. Salary Range

\$41,500.00 to \$75,500.00 not including current year increases or TRF contributions. This range does not include stipends such as ECA, Professional Development, Extended Day Contracts, etc. that may exceed this salary range. This range does not include available salary increases for the 2023-2024 or 2024-2025 school years.

II. Base Salary Increases

A. General Eligibility: To be eligible for a salary increase, a teacher must not have received a rating of ineffective or improvement necessary in the prior school year and was employed with the corporation for a minimum of 120 instructional days in the prior school year. A teacher who received a rating of ineffective or improvement necessary remains at their prior year salary.

B. Factors and Definitions

1. Evaluation Rating – The teacher received a Highly Effective or Effective Evaluation rating for the prior school year.
2. Possession of a Content Area Master’s Degree – The teacher attains a Master’s Degree in a content-area, as defined by the IDOE, in which the teacher currently teaches, or any other content area approved by the Superintendent.

C. Distribution

2023-2024 School Year

1. Evaluation Rating = \$3,500
2. Master’s Degree = \$2,000

(Education and Experience is less than 50% of the overall amount available for increases ($\$2,000 / \$5,500 = 36\%$))

2024-2025 School Year

1. Evaluation Rating = \$2,500
2. Master's Degree = \$2,000

(Education and Experience is less than 50% of the overall amount available for increases ($\$2,000 / \$4,500 = 44\%$)

D. Advancing on the Salary Scale

1. A teacher in the Bachelor's column who satisfies the evaluation rating but does not possess a content area Master's degree will advance a row in the Bachelor's column.
2. A teacher in the Master's column who satisfies the evaluation rating will advance a row in the Master's column.
3. A teacher in the Bachelor's column who satisfies the evaluation rating and is in the first year of possessing a content area Master's degree (completed prior to the first student day of the current 2023-2024 or the 2024-2025 school year) will advance one row and will advance to the Master's column.

E. Redistribution.

Funds available for a salary increase to a teacher that was rated ineffective or improvement necessary in the prior school year and was employed for a minimum of 120 instructional days in the prior school year, will be redistributed to eligible teachers as a stipend no later than the contract end date of June 30th. Eligible teachers for redistribution of funds are teachers having been employed for a minimum of 120 instruction days in the prior school year and received a South Ripley evaluation rating of Highly Effective or Effective.

F. Placement of New Teachers on to the Scale for the 2023-2024 and 2024-2025 School Year

1. South Ripley will recognize a maximum of six (6) years prior teaching experience when hiring new teachers. Teachers returning to South Ripley will be credited with all prior South Ripley experience.
2. Teachers hired under number 1 in this section will be required, as a condition of employment, to sign a form releasing the South Ripley Community School Corporation and the Association from any claims of entitlement to any other placement on the salary schedule.

3. South Ripley will recognize each year of military service as a year of experience up to a maximum of four (4) years.
4. Teachers hired in new to South Ripley in the 2023-2024 and 2024-2025 school years will be placed in the appropriate column on the scale according to their degree, and at a level on the scale according to their years of experience, within the salary range, as outlined below:
 - a. 0-1 year of experience = Level A
 - b. 2-3 years of experience = Level B
 - c. 4-5 years of experience = Level C
 - d. 6 years of experience = Level D
5. The Superintendent has the discretion to waive the maximum described in number 1 of this section in order to place a teacher who teaches in a hard to fill position of instruction wherever he/she deems necessary within the salary scale to attract the individual to South Ripley Schools and to meet the academic needs of students. The Superintendent will discuss such decisions with the SRCTA President.

III. Teachers Seeking to Obtain a Master's Degree

Teachers who have not yet started work toward a Master's Degree will have the course of study approved in advance by the Superintendent. Teachers who have completed the requirements for a Master's Degree will inform the Superintendent in writing prior to the first student day of school in the school year in which the teacher will be eligible to move to the Master's column. Column changes will be made retroactive to the start of the school year after the most recent evaluation has been finalized. The teacher will provide the Superintendent with proper certification of completion of the Master's Degree within a reasonable period of time. Column changes will not be made at semester.

IV. Indiana State Teachers Retirement Fund (ISTRF)

The Corporation shall pay the three percent (3%) teacher contribution to the Indiana State Teacher Retirement Fund (ISTRF). Such payment is to be made over and above the salaries reflected in the compensation model.

2023-2024 SALARY SCALE

| LEVEL | BACHELOR | MASTER |
|--------------|-----------------|---------------|
| A | \$44,000 | \$46,000 |
| B | \$45,000 | \$47,000 |
| C | \$46,000 | \$48,000 |
| D | \$47,000 | \$49,000 |
| E | \$48,000 | \$50,000 |
| F | \$49,000 | \$51,000 |
| G | \$50,000 | \$52,000 |
| H | \$51,000 | \$53,000 |
| I | \$52,000 | \$54,000 |
| J | \$53,000 | \$55,000 |
| K | \$54,000 | \$56,000 |
| L | \$55,000 | \$57,000 |
| M | \$56,000 | \$58,000 |
| N | \$57,000 | \$59,000 |
| O | \$58,000 | \$60,000 |
| P | \$59,000 | \$61,000 |
| Q | \$60,000 | \$62,000 |
| R | \$61,000 | \$63,000 |
| S | \$62,000 | \$64,000 |
| T | \$63,000 | \$65,000 |
| U | \$64,000 | \$66,000 |
| V | \$65,000 | \$67,000 |
| W | \$66,000 | \$68,000 |
| X | \$67,000 | \$69,000 |
| Y | | \$70,000 |
| Z | | \$71,000 |
| AA | | \$72,000 |
| BB | | \$73,000 |
| CC | | \$74,000 |
| DD | | \$75,000 |
| EE | | \$76,000 |
| FF | | \$77,000 |
| GG | | \$78,000 |
| HH | | \$79,000 |

2024-2025 SALARY SCALE

| <u>LEVEL</u> | <u>BACHELOR</u> | <u>MASTER</u> |
|---------------------|------------------------|----------------------|
| A | \$45,500 | \$47,500 |
| B | \$46,500 | \$48,500 |
| C | \$47,500 | \$49,500 |
| D | \$48,500 | \$50,500 |
| E | \$49,500 | \$51,500 |
| F | \$50,500 | \$52,500 |
| G | \$51,500 | \$53,500 |
| H | \$52,500 | \$54,500 |
| I | \$53,500 | \$55,500 |
| J | \$54,500 | \$56,500 |
| K | \$55,500 | \$57,500 |
| L | \$56,500 | \$58,500 |
| M | \$57,500 | \$59,500 |
| N | \$58,500 | \$60,500 |
| O | \$59,500 | \$61,500 |
| P | \$60,500 | \$62,500 |
| Q | \$61,500 | \$63,500 |
| R | \$62,500 | \$64,500 |
| S | \$63,500 | \$65,500 |
| T | \$64,500 | \$66,500 |
| U | \$65,500 | \$67,500 |
| V | \$66,500 | \$68,500 |
| W | \$67,500 | \$69,500 |
| X | \$68,500 | \$70,500 |
| Y | \$69,500 | \$71,500 |
| Z | | \$72,500 |
| AA | | \$73,500 |
| BB | | \$74,500 |
| CC | | \$75,500 |
| DD | | \$76,500 |
| EE | | \$77,500 |
| FF | | \$78,500 |
| GG | | \$79,500 |
| HH | | \$80,500 |
| II | | \$81,500 |

APPENDIX "B"
 SOUTH RIPLEY COMMUNITY SCHOOL CORPORATION
 2023-2024 & 2024-2025 School Years
 EXTRA-CURRICULAR/EXTENDED CONTRACT PAY SCHEDULE

Fall Sports

Boys Soccer

| | |
|-------------------|---------|
| Varsity | \$2,600 |
| Reserve/Assistant | \$1,300 |
| Off Season | \$1,000 |

Girls Soccer

| | |
|-------------------|---------|
| Varsity | \$2,600 |
| Reserve/Assistant | \$1,300 |
| Off Season | \$1,000 |

Junior High Soccer (Boys & Girls)

| | |
|------------|---------|
| Head Coach | \$1,400 |
| Assistant | \$700 |

Cross Country (Boys & Girls)

| | |
|-----------------------------|---------|
| Varsity | \$3,300 |
| Reserve/Assistant | \$1,650 |
| Off Season (includes Track) | \$1,000 |

Junior High Cross Country (Boys & Girls)

| | |
|------------|---------|
| Head Coach | \$1,400 |
|------------|---------|

Girls Volleyball

| | |
|---------------------------------|---------|
| Head Coach | \$3,600 |
| Reserve/Assistant | \$1,750 |
| Freshman/C Team/Additional Asst | \$1,250 |
| Off Season | \$1,000 |

Junior High Girls Volleyball

| | |
|----------------------------|---------|
| Head 8 th Grade | \$1,400 |
| Head 7 th Grade | \$1,400 |

Girls Golf

| | |
|------------|---------|
| Head Coach | \$1,750 |
|------------|---------|

Winter Sports

Boys Basketball

| | |
|---------------------------------|---------|
| Varsity | \$6,350 |
| Reserve/Assistant | \$3,650 |
| Freshman/C Team/Additional Asst | \$2,500 |
| Off Season | \$3,200 |

Girls Basketball

| | |
|---------------------------------|---------|
| Varsity | \$6,350 |
| Reserve/Assistant | \$3,650 |
| Freshman/C Team/Additional Asst | \$2,500 |
| Off Season | \$3,200 |

Junior High Basketball

| | |
|-----------------------------|---------|
| Boys 8 th Grade | \$2,250 |
| Boys 7 th Grade | \$2,250 |
| Girls 8 th Grade | \$2,250 |
| Girls 7 th Grade | \$2,250 |

Elementary Basketball

| | |
|-----------------------------|---------|
| Boys 6 th Grade | \$1,000 |
| Boys 5 th Grade | \$1,000 |
| Girls 6 th Grade | \$1,000 |
| Girls 5 th Grade | \$1,000 |

Bowling (Boys & Girls)

| | |
|-------------------|---------|
| Varsity | \$1,900 |
| Reserve/Assistant | \$950 |

Swimming (Boys & Girls)

| | |
|------------|---------|
| Varsity | \$3,000 |
| Assistant | \$1,500 |
| Off Season | \$1,000 |

Junior High Swimming (Boys & Girls)

| | |
|------------|---------|
| Head Coach | \$1,400 |
|------------|---------|

Archery Program (Boys & Girls)

| | |
|------------|---------|
| Head Coach | \$1,200 |
| Assistant | \$600 |

Spring Sports

Boys Baseball

| | |
|---------------------------------|---------|
| Varsity | \$3,600 |
| Reserve/Assistant | \$1,750 |
| Freshman/C Team/Additional Asst | \$1,250 |
| Off Season | \$1,000 |

Junior High Baseball

| | |
|------------|---------|
| Head Coach | \$1,400 |
|------------|---------|

Girls Softball

| | |
|---------------------------------|---------|
| Varsity | \$3,600 |
| Reserve/Assistant | \$1,750 |
| Freshman/C Team/Additional Asst | \$1,250 |
| Off Season | \$1,000 |

JH Softball

| | |
|------------|---------|
| Head Coach | \$1,400 |
|------------|---------|

Boys Track

| | |
|-----------|---------|
| Varsity | \$3,300 |
| Assistant | \$1,650 |

Girls Track

| | |
|-----------|---------|
| Varsity | \$3,300 |
| Assistant | \$1,650 |

Junior High Track

| | |
|------------------|---------|
| Head Boys Coach | \$1,400 |
| Head Girls Coach | \$1,400 |

Boys Golf

| | |
|------------|---------|
| Head Coach | \$1,750 |
|------------|---------|

CLUBS AND COMMITTEES

The number of positions listed below was not bargained, but is included for informational purposes only.

South Ripley High School

| | |
|--|----------------------------------|
| Academic Team Advisor | \$600 |
| Art Club | \$400 |
| Audio Visual | \$1,200 |
| Champions Together | \$600 |
| Cheerleading Sponsor | \$1,900 |
| Department Head (6) | \$400 |
| Director of Music | \$3,200 |
| Dramatics – Sr Class Play | \$1,150 |
| ESL Coordinator | \$400 |
| eSports Advisor | \$400 |
| FFA Sponsor | \$1,600 |
| Flags and Majorettes Sponsor (JH also) | \$700 |
| Food Pantry Sponsor | \$400 |
| Foreign Language Club | \$400 |
| Freshman Class Sponsors (2) | \$400 |
| Health Careers Club | \$400 |
| Junior Class Sponsors (2) | \$1,200 |
| Math Club Sponsors (2) | \$400 |
| National Honor Society (2) | \$400 |
| Publications – Newspaper | \$1,150 |
| Publications – Yearbook | \$1,150 |
| SADD | \$400 |
| SAE | \$400 |
| Science Club | \$400 |
| Senior Class Sponsors (2) | \$600 |
| Show Choir/Asst. Director of Music | \$1,600 |
| Social Studies Club | \$400 |
| Sophomore Class Sponsors (2) | \$400 |
| SR Varsity Club (2) | \$400 |
| Student Council | \$400 |
| Sunshine Sponsors (2) | \$400 |
| Corp STEM (Technology) Committee (3) | \$200 |
| School Improvement Committee (6) | \$250 (Add \$100 on Cognia year) |

South Ripley Junior High School

| | | |
|--|-------|----------------------------|
| Academic Team Advisor | \$600 | |
| Champions in the Middle | \$400 | |
| Cheerleader Sponsor (7 th and 8 th) | \$750 | |
| Eighth Grade Sponsors- (2) | \$400 | |
| National Junior Honor Society | \$400 | |
| PBIS Coordinators (2) | \$400 | |
| Robotics Assistant | \$400 | |
| Robotics Coordinator | \$600 | |
| SADD | \$400 | |
| Seventh Grade Sponsors- (2) | \$400 | |
| STEM Coordinator | \$400 | |
| Student Council | \$400 | |
| Team Leader-7 th Grade | \$400 | |
| Team Leader-8 th Grade | \$400 | |
| Team Leader-Special Education | \$400 | |
| Corp STEM (Technology) Committee (2) | \$200 | |
| School Improvement Committee (6) | \$250 | (Add \$100 on Cognia year) |

South Ripley Elementary School

| | | |
|--------------------------------------|-------|----------------------------|
| Algebra Readiness | \$400 | |
| Grade Level Representatives (9) | \$400 | |
| Grade Sponsor-6 th Grade | \$400 | |
| Little Champions | \$400 | |
| Outdoor STEM Lab Sponsor | \$400 | |
| PBIS/C.L.A.S.S. Coordinators (2) | \$400 | |
| Robotics Assistant | \$400 | |
| Robotics Coordinator | \$600 | |
| Show Choir Coordinator | \$600 | |
| Student Ambassador Coordinator | \$600 | |
| Student Council | \$400 | |
| Corp STEM (Technology) Committee (4) | \$200 | |
| PBIS Committee (8) | \$200 | |
| School Improvement Committee (8) | \$250 | (Add \$100 on Cognia year) |

All Schools

| | |
|------------------------------------|-------|
| Mentor for Each First Year Teacher | \$600 |
|------------------------------------|-------|

2023-2024 and 2024-2025 EXTENDED CONTRACTS:

The days and positions listed below were not bargained, but are included for informational purposes only.

| | |
|----------------------------------|----------|
| Band Director | 195 days |
| Guidance | 195 days |
| Guidance | 195 days |
| Librarians | 195 days |
| Vocational Agriculture | 195 days |
| Special Education Coordinator(s) | 190 days |

It is agreed by the parties to this Master Agreement that the Extended Contracts listed here are for the 2023-2025 school years and, further, that these extended days are not subject to any status-quo provisions of Public Law 217.

Work by certificated personnel at the Junior High and High School sporting events and other supervisory assignments when not a part of the school calendar, school program, or extra-curricular assignment, will be paid for at the rate of \$15.00 per hour. These assignments are for a set number of hours and must be approved by the J.H. or H.S. Principal, his/her designee, or the Athletic Director.

The Corporation shall pay the three percent (3%) teacher contribution to the Indiana State Teachers Retirement Fund (ISTRF). Such payment is to be made over and above the salaries reflected in the EXTRA-CURRICULAR/EXTENDED CONTRACT PAY SCHEDULE.

APPENDIX "C"
GRIEVANCE FORM

Grievance #
South Ripley Community School Corporation

- Distribution:
1. Superintendent
 2. Principal
 3. Association
 4. Teacher

Submit to Principal in Duplicate

| Building | Assignment | Name of Grievants | Date Filed |
|----------|------------|-------------------|------------|
|----------|------------|-------------------|------------|

STEP II

A. Date Cause of Grievance Occurred:

B. 1. Statement of Article allegedly violated and the facts concerning the Grievance:

2. Relief Sought:

Date _____ Signature _____

C. Disposition by Principal: _____

Date _____

Principal's Signature _____

D. Position of Grievant and/or Association:

Date _____ Signature _____

STEP III

A. Date Received by Superintendent or Designee: _____

B. Disposition by Superintendent or Designee: _____

Date _____ Signature _____

C. Position of Grievant and/or Association: _____

Date _____ Signature _____

STEP IV

A. Date Submitted to Board: _____

B. Disposition and Award of Board: _____

Date _____ Signature _____

Note: If additional space is needed, attach additional sheet(s).