

Agreement between

The Board of School Trustees of Covington  
Community Schools

And

The Covington Teachers Association

July 1, 2023 through June 30, 2025

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**AGREEMENT BETWEEN**  
**THE BOARD OF SCHOOL TRUSTEES OF THE**  
**COVINGTON COMMUNITY SCHOOL CORPORATION**  
**AND**  
**THE COVINGTON TEACHERS ASSOCIATION**

**ARTICLES OF AGREEMENT**

This Agreement, entered into this 1st day of July, 2023, by and between the Board of School Trustees of the Covington Community School Corporation, Covington, Indiana hereinafter called the "Board" and the Covington Teachers Association, hereinafter called the "Association".

**Exclusive Representatives**

Covington Teachers Association: Mr. Scott Myers, Mr. Bryan Anderson, Ms. Becky Holycross

Covington Community School Corporation: Nicole L. Allee, Ph.D.

**ARTICLE I**  
**DEFINITIONS**

- A. The term "Association", when used in this agreement shall refer to the Covington Teachers Association. A local teachers association recognized as the authorized collective bargaining representative.
- B. The term "School Corporation", when used in this agreement shall refer to the Covington Community School Corporation. It shall be synonymous with "employer", "Board", "School Board", and "Corporation", and shall include authorized officers, representatives, and agents.
- C. The term "parties", when used in this agreement shall refer to the School Corporation and the Association.
- D. The term "certified employee", when used in this agreement shall refer to all employees who are required to be licensed by the Indiana Department of Education for the position in which they are employed.
- E. The "Bargaining Unit", shall include all certified employees except the Superintendent, Principals, Assistant Principals, employees hired on Temporary Teacher Contracts, and certified employees hired to provide services to schools in the Wabash River Special Services Cooperative.
- F. The term "teacher", when used in this agreement shall refer to all certified employees included in the bargaining unit.
- G. The term "day", when used in this agreement shall mean a calendar day, unless specifically stated otherwise.
- H. The term "half-day", when used in this agreement shall mean one-half the normal work day (3 hours, 45 minutes).
- I. References made to male teachers in this agreement shall also include female teachers.

## **ARTICLE II SHORT TERM LEAVES**

### **A. Paid Leave**

1. Each teacher shall be granted paid leave in the amount of 16 Days in each year, without loss of pay. If in any one (1) year the teacher uses less than the maximum amount of allowed paid leave days, then the remaining paid leave days will accumulate up to a maximum (not to exceed) of 185 paid leave days (as established in 2008 – 2009). Summer school paid leave days, except Driver Education, shall be deducted at the same rate as during the regular school year.
2. A teacher employed under regular contract for only a portion of the school year shall be entitled to a proportionate number of paid leave days, with the unused paid leave days accumulating as specified above.
3. A teacher shall make every effort to provide advance notification of their plan to utilize a paid leave day.
4. Paid leave days may not be utilized for extending vacations, or abbreviating the school year. Any exception requires prior approval of the Superintendent. The Superintendent reserves the right to deny a request or charge an employee 2 days for 1 day used in regards to requesting a vacation extension.
5. The Superintendent reserves the right to deny a PTO request if it is deemed to be in the best interest of the school and student education. This authority is only available to the superintendent in the event of extreme numbers of educator absences prior to or following a vacation period
6. Paid leave days may be used in one – half day or full – day segments.
7. A teacher shall, upon request, be given a written accounting of accumulated paid leave.

### **B. Bereavement Leave**

Each teacher shall be entitled to be absent from work, without loss of pay, because of death in the immediate family for a period extending not more than seven (7) calendar days immediately following the death of the family member. If special circumstances exist regarding arrangements, modification of the use of days may be needed. In these instances, each teacher should contact school administration.

1. Bereavement leave days are not accumulative.
2. The term “immediate family” shall be interpreted to be inclusive of both teacher and spouse of the teacher and shall include the following (step and in-law of the same): children, siblings, parents, grandparents, grandchildren, or any person regularly living as a part of the teacher’s household.
3. For uncles, aunts, nephews, or nieces of the teacher or spouse, three (3) days shall be allowed without loss of pay.

### **C. Staff Development Leave**

Teachers may be granted, upon written request and approval from the building principal and approval from the Superintendent, staff development leave, without loss of pay to attend professional education activities. The application may include a request for reimbursement for expenses associated with the activity.

### **D. Jury Duty Leave**

Teachers called for jury duty shall be paid at their normal daily rate from the Covington Schools during the time they are absent from the school for such duty. However, they shall return to the school corporation any remuneration they receive from the courts for serving on such a jury, minus mileage and expenses

paid to the teacher by the courts. Following release from the duty, the teacher is to return to the regular job to finish the regular day's work.

### **ARTICLE III LONG TERM LEAVES**

#### **A. Maternity Leave**

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 by the following:

1. 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 for medical emergency, she notifies the Superintendent of the School Corporation at least thirty (30) days before the date on which she desires to start her leave. She shall also notify the Superintendent of the expected return, 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 addition, she shall notify the Superintendent at least thirty (30) days in advance of that anticipated return as to whether she shall or shall not return by that date. 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. All or any portion of leave taken by a teacher because of a temporary disability caused by pregnancy may be charged, at her discretion, to her available paid leave. Upon the request of the administration, the teacher shall provide written verification from the teacher's physician certifying that the teacher is incapable of performing the teacher's regular teaching duties because of a temporary disability caused by pregnancy. After her available paid leave has been used, the teacher may be absent without pay, subject to sub-section one (1) of this section. This leave may be taken without jeopardy to re-employment, retirement and salary benefits, tenure and seniority rights.

#### **B. Military Leave**

Granting of leave for military purposes shall be governed by applicable state and federal laws.

#### **C. Sabbatical Leave**

The Board of School Trustees, upon the recommendation of the Superintendent, may grant a leave of absence, without compensation, for study purposes to any teacher who holds a continuous contract with the school corporation. The recipient of a leave of absence must file a letter with the Superintendent not later than March 1 of the year during which the leave applies, stating his/her intention to return to the Corporation for work beginning with the start of the coming year.

#### **D. Family Medical Leave**

The Board will provide up to a total of twelve (12) weeks leave per twelve-month calendar period to any teacher determined to be eligible under the Federal Family Medical Leave Act provisions.

1. The Family Medical Leave is to be used:
  - a. to care for a newborn child, or a child newly placed in the teacher's custody through adoption or foster care, for a period of up to one year after such birth or placement;
  - b. to care for a member of the teacher's immediate family who has a serious health condition;

- c. because of the teacher's own serious health condition, if that condition renders the teacher unable to perform his or her job functions.
2. All accumulated paid leave days (sick and/or personal) which are contractually allowed by the pertinent leave provision shall be applied toward the requested leave. Upon exhaustion of the allowable leave days, unpaid leave shall be utilized for the remainder of the approved leave.
3. Any leave taken by an eligible employee for one or more of the reasons stated in Subsection D.1. will be counted against the employee's FMLA leave entitlement.

E. General Provisions Covering Leave of Absence

1. A teacher returning from a leave of absence shall be placed in the same position as he/she would have been placed had he not taken the leave. The same position shall be defined as the same grade level or same subject area.
2. It is understood by the parties that no teacher on leave or returning from leave shall have, by taking the leave, acquired any contractual or statutory rights beyond those acquired by teachers who remained actively employed.
3. Teachers returning from leaves of absence shall retain full credit for years of teaching service prior to the leave.
4. Teachers returning from leaves of absence shall retain their tenure status upon returning from leave.
5. The teacher may request an extension of any leave. Such extensions are subject to School Board approval.
6. Paid leave days accumulated by a teacher prior to a leave of absence and unused during such leave shall be credited to the teacher upon return.

**ARTICLE IV SICK LEAVE BANK**

A voluntary sick leave bank shall be established whereby a teacher, as defined herein, who is absent from assigned duties due to personal illness may petition the Sick Leave Bank Committee, as established herein, for sick leave days from the bank under the following conditions:

- A. The number of accumulated sick days in the bank shall not exceed one hundred seventy-five (175) days, provided however that:
  1. A veteran teacher who is not a current member of the bank may become a member by contributing one (1) sick leave day to the bank not later than September 15<sup>th</sup>.
  2. A teacher who is newly hired in the school corporation shall have fifteen (15) days from the date of initial duty assignment, or until September 15<sup>th</sup> of any school year, whichever is later, during which time such teacher may choose to participate in the bank by contributing one (1) sick leave day, even though such contribution by such veteran or newly hired teacher would cause an accumulation of days in excess of the maximum specified herein.
  3. The Association will be given a list of all teachers who are members of the sick bank at the beginning of each school year.
- B. The teacher must be a current member of the bank.
- C. Any days contributed by any teacher shall not be returned to the teacher.

- D. In the event that the number of accumulated days in the bank at the beginning of a school year is of sufficient number that a contribution of one (1) sick leave day by all teachers who are current members of the bank would cause the maximum number of days specified herein above in paragraph A.1. to be exceeded, the current year's contribution by all such current members shall be suspended, except that in case the bank is depleted during the school year, the current year's contribution shall be assessed at the time of such depletion.
- E. The teacher must have utilized and exhausted all paid leave benefits of whatever nature, including the teacher's own accumulated sick leave and personal leave.
- F. Written certification will be provided from the teacher's physician substantiating the illness and certifying that the absence will continue during a period of at least three (3) consecutive days following the utilization and exhaustion of all said paid leave benefits as provided herein.
- G. Written application must be made no later than ten (10) days after the teacher becomes eligible to draw from the Bank.
- H. A three (3) member sick leave bank committee shall be established to receive written requests and allot days from the bank according to the provisions herein, under guidelines established by the committee. The committee shall be composed of two (2) persons appointed by the Association and one (1) person appointed by the Superintendent.
- I. The committee shall not grant any days which would cause the total allotment to be exceeded.
- J. Days allotted by the committee to an individual teacher shall be available for use beginning with the first day of absence after exhaustion of the teacher's paid leave benefits, and such allotment to an individual teacher by the committee shall not exceed the fixed maximum of forty (40) days for teachers in the Corporation.
- K. Any days granted by the committee to an individual teacher shall terminate effective the earliest date as hereinafter provided:
  - 1. The day after the last day of the term of employment for the school year, or
  - 2. The day after the last day of allotted number of days granted by the committee, or
  - 3. The first day of return to employment subsequent to the granting of days by the committee.
- L. Pregnancy shall only be covered for the period of doctor certified disability. Child care and child rearing are not covered by the sick leave bank.
- M. Family Leave Provision: The committee retains the right to allot "family illness" days to a teacher caring for a member of their immediate family. Teachers must have exhausted all other paid leave benefits prior to application. Up to 10 days may be granted per application.

**ARTICLE V  
RETIREMENT/SEVERANCE/ANNUITY**

**A. Severance Pay**

Teachers employed by the Corporation prior to June 1, 2001 shall be eligible for severance pay upon and subject to the following conditions and limitations:

- 1. To be eligible for Severance Pay benefits, a teacher must have been employed by the Corporation, or schools that are now part of the Corporation, for at least ten (10) years. Teachers hired after June 1<sup>st</sup>, 1998 would require at least fifteen (15) years of employment with the School Corporation.

2. The severance pay shall be computed as follows:
  - a. \$300 times the number of years of service in this Corporation, plus
  - b. \$40 per day of unused paid leave.

B. Retirement Pay (For teachers hired before June 1<sup>st</sup>, 2001)

Teachers employed by the Corporation prior to June 1, 2001 shall be eligible for retirement pay upon and subject to the following conditions and limitations:

A teacher reaching age 55 or older who has twenty (20) or more years of service in the Corporation may elect to retire at the end of a designated school year. Retirement pay for a teacher exercising either of these options would be computed as follows:

1. \$75.00 per day of unused PTO.
2. \$400 times the number of years of service in this Corporation.
3. Notification of intention to retire from the Corporation must be given in writing to the Superintendent of Schools by May 15<sup>th</sup> of the year prior to the first year of choice.
4. In case unforeseeable circumstances make early retirement necessary without a year's notice, retirement pay may be delayed one (1) year until it can be budgeted by the School Corporation.

C. Matching Annuity

1. Level of employer's contribution:
  - a. For employees hired prior to June 2, 2001, the employer shall provide a tax-sheltered annuity plan for each full-time certified teacher and shall contribute the following dollar amounts (caps) annually on behalf of each teacher who voluntarily contributes the required 100% match. The annual amount shall be divided by 24 and that amount shall be contributed bi-weekly to the approved vendor, assuming the vendor accepts and bills bi-weekly. The first installment will be made as soon as is feasible after enrollments are completed. Annuities are not retroactive and will begin with the first pay period following the completed enrollment, amounting to 1/24 of the annual amount.

BS 0-5 years	\$200 Annually
BS 6-20 years	\$225 Annually
BS 21+ years	\$250 Annually
MS 0-20 years	\$250 Annually
MS 21+ years	\$275 Annually

- b. Starting with the 2017-18 school year, full-time certified teachers hired on or after June 1, 2001, shall receive a matching contribution of 1% of the teacher's base contract salary into an employer retirement plan (designated by the school corporation) if the teacher contributes at least 1% of his or her base contract salary into a voluntary 403(b) plan. Both employee and employer contribution shall be divided by 24 paychecks and contributed bi-weekly with the first contribution being made as soon as is feasible after enrollment is completed. Annuities are not retroactive and will begin with the first pay period following the completed enrollment, amounting to 1/24 of the annual amount.
- c. Vendor Selection: The School Board shall have the final determination regarding selection of a vendor for the employer contribution (401a). Employee contributions may be made to any qualified vendor identified in the 403b plan document.



- d. Immediate Vesting: Once contributions are made by the employer on behalf of the employee, all aspects of the accounts become the property of the employee, and, in the event of his/her death, his/her designated beneficiaries, or lacking same, estate.
- e. Voluntary Participation: Each full-time certified teacher may elect to participate. One enrollment opportunity will be given per year. A teacher who declines participation during one enrollment period is not entitled to recover the loss of matching funds during a subsequent year's participation.
- f. Hold Harmless: Teachers who participate understand and agree that the School Corporation does not assume any responsibility or liability for the soundness of the investments or any losses that might occur as a result of those investments.

**D. Paid Time Off (PTO) Buyback Annuity Payment Plan**

Staff that have satisfied the below defined time of service may elect to have the defined number of days paid out at \$75 per day paid out into the teacher's defined annuity.

5 years of service	6 unused PTO days paid out
10 years of service	9 unused PTO days paid out
15 years of service	12 unused PTO days paid out
20 years of service	16 unused PTO days paid out

The unused days paid out must be from the current years allotment and may not be used from the prior year's bank of days. Teachers may not elect to have more days paid out to their annuity than they receive, nor may they deplete their account beyond 0 PTO days. A teacher may elect to not participate in the PTO Buyback Annuity Payment Plan. Should a teacher elect to participate, they will be required to submit all defined days per years of service and will not be allowed to have fewer days paid into their annuity. The years of service required must be consecutive. A teacher that comes to CCSC with days must be with the district at least 2 years before they will be allowed to participate in this plan.

**E. Death Benefit**

In case of death while the teacher is under contract, and, based on the applicable qualifications of Article V Section A or B, the retirement/severance pay shall be paid to the teacher's beneficiary in one lump sum.

**F. Retirement/Severance Pay**

- 1. No teacher can collect both retirement pay and severance pay. He shall be eligible for only one or the other.
- 2. The teacher must select one of the following options regarding distribution of qualified retirement/severance benefits:
  - 1. Benefits will be distributed directly to the eligible teacher.
  - 2. Benefits will be distributed into an employer sponsored 403b Severance pay plan.

**ARTICLE VI  
COMPENSATION AND EXPENSES**

2023-2025 Compensation Model

**A. Salary / Compensation Components**

**I. Salary Range**

At the beginning of the 2023 – 2024 school year, the salary range is \$40,500 - \$69,000 for returning full-time teachers.

Under the compensation plan, teachers will receive a \$1,000 base salary increase.

After the increase is awarded, full-time teachers, will be making \$41,500 to \$70,000. At the beginning of the 2024-25 school year, the salaries of returning full-time teachers will be between \$41,500-70,000.

Under the compensation plan, teachers during the 2024-2025 school year will receive a \$1,000 base salary increase.

After the increase is awarded in 2024-2025, full-time teachers will be making \$42,500-71,000

## II. New Hires 2023-2024

- a. A new teacher (no prior experience) shall begin at Tier 0 for a Bachelor's degree (\$41,500) and for a Master's degree (\$43,250); and
- b. A new teacher, with previous years of experience, will be placed at a tier level on the New Teacher Salary Placement Schedule (Appendix A) commensurate with the following:
  - i. The respective instructor's educational degree; and
  - ii. The teacher's years of experience.

## III. New Hires 2024-2025

- a. A new teacher (no prior experience) shall begin at Tier 0 for a Bachelor's degree (\$42,500) and for a Master's degree (\$44,250); and
- b. A new teacher, with previous years of experience, will be placed at a tier level on the New Teacher Salary Placement Schedule (Appendix B) commensurate with the following:
  - i. The respective instructor's educational degree; and
  - ii. The teacher's years of experience.

## IV. Salary Increases

### a. General Eligibility

- i. To be eligible for a salary increase in the current year, a teacher:
  1. Must not have been rated Ineffective or Improvement Necessary during the prior school year;
    - a. However, teachers in their first full year of instructing students are exempt from the evaluation rating eligibility requirement and are eligible for a salary increase regardless of their evaluation rating in the prior school year; and
    - b. Instructors not earning an Effective or Highly Effective rating during the prior school year are not eligible for an increase and remain at their prior year's salary.
  2. Must have been employed by the school corporation for at least 120 days in the prior school year.
  3. Any teacher with a salary at or above the maximum salary in the applicable education column on Appendix A in 2023-24 and Appendix B in 2024-25 will receive the additional compensation described below as a stipend rather than a base salary increase.

### b. Factors and Definitions

- i. Evaluation Rating: A teacher who received an evaluation rating of Highly Effective or Effective.

- ii. Education
    - 1. The teacher newly attains a Master's Degree in a content area as defined by the Indiana Department of Education.
    - 2. Notification should be provided to the office of the Superintendent, in writing, no later than July 1 of the year preceding such change.
  - iii. Academic Needs (Teacher Retention Catch Up): Meeting academic needs of students is defined as the need to retain teachers important to the corporation based on salary in comparison to the starting salary of new teachers with the same qualifications.
  - iv. The terms *row* and *tier* are synonymous as well as the terms *instructor* and *teacher*.
- c. Distribution for 2023-24 and 2024-25
- i. Evaluation Rating: A teacher who satisfies the evaluation rating factor will receive a base salary increase of \$1,000.
  - ii. Education: A teacher who satisfies the education factor will receive a base salary increase of \$750.
  - iii. Academic Needs: If, after the increases to the base for Evaluation Rating and Education, a current teacher's salary is not equal to a new teacher's salary, with the same level of education and experience, on the New Teacher Salary Placement Schedule applicable to that year, then such additional amount needed to reach that level will be added to the current teacher's salary, but not to exceed \$5,000 in 23-24 only, as academic needs for teacher retention.
  - iv. Redistribution
    - 1. Any funds otherwise allocated for teachers who were rated Improvement Necessary or Ineffective will be equally distributed to all teachers rated Highly Effective or Effective. The redistribution will be in the form of a stipend
  - v. Payment
    - 1. Base salary increases and redistribution stipends described herein shall be provided no later than 60 days from the point and time all state (Indiana) provided data, which is a part of the Covington Community School Corporation Evaluation Model, is received. Base salary increases will be applied in a retroactive manner to the start of the 2023 - 2024 school year.

V. Extra-Curricular

- a. The Extra – Curricular Schedule for 2023 - 2025 may be found in Appendix C.

VI. Salary Payments

- a. Instructor salaries shall be paid on a bi-weekly basis, for a total of 26 pays.

B. Extra-Curricular

It is agreed by the parties that the pay for extra-curricular duties shall be made consistent with the schedule(s) attached hereto as Appendix C.

C. Board Contribution to Indiana State Teacher's Retirement Fund

- 1. When calculating the individual contracts of teachers, the salary and extra-curricular amounts contained in Appendices A, B, and C of the Agreement shall be paid by the Board.
- 2. In the event that the teacher contribution of three percent (3%) is raised by any party (legislature, etc...) the new amount, shall be paid directly to the Indiana State Teacher's Retirement Fund by the Board on behalf of each affected certificated teacher.

D. Mileage

A teacher who is authorized to use his automobile in pursuance of assigned school duties shall be reimbursed at the current IRS rate per mile traveled. The rate will be adjusted every January when the IRS sets the rate. The use/availability of school provided transportation will be a determining factor when approving mileage reimbursement.

E. Summer School Pay

Minimum hourly compensation for teachers working summer school positions will be computed by dividing the individual teacher's regular contract by 1,189.5 (183 days x 6.5 hours/day) unless the pay for such position(s) has been negotiated on the extra-curricular pay scale.

F. Extended Contract Pay

The daily compensation for teachers with extended contracts (contracts which require work days in excess of the regular teacher work year) shall be computed by dividing the teacher's regular salary by 183 contract days. Teachers with extended contracts will submit a verification of date/times worked and the duties and/or responsibilities conducted.

Note: The number of regular teacher contract days was not bargained, however information has been included for informational and reference purposes only.

G. Ancillary Duties

Any newly identified ancillary duties are paid at the respective instructors' equivalent hourly wage.

H. Stipends

The superintendent is authorized to award grant-based stipend awards pursuant to the respective grant. When this discretion is utilized the Superintendent shall use best efforts to coordinate and collaborate with the representative or his/her designee.

I. Absence Without Leave

When a teacher is absent without benefit days, the amount of pay lost for the day(s) of absence will be deducted from the next pay check. Except in the case of emergencies, the teacher shall notify the Superintendent in writing, in advance, for the reasons causing such absence to be requested and the Superintendent will approve or deny the leave. The Superintendent reserves the right to ask for and be given evidence of the authenticity for the emergency leave.

**ARTICLE VII  
FRINGE BENEFITS**

A. Medical/Dental Insurance

Upon initial employment, each teacher shall be afforded the opportunity to enroll in the group health/dental insurance plan of the Covington Community Schools. Enrollment in any subsequent year, shall be governed by the eligibility requirements established through the respective providers.

Note: For married employees, where both spouses are employed by Covington Community School Corporation, reference the information contained in 2. A. below.

1. The teacher may elect participation from one of the following options:

2. The Board shall pay the following amounts toward the premium cost of the applicable health insurance plan:  
Note: CCSC's contributions, as indicated below, became effective with the September 2020 move to Cigna as the health insurance provider.

Note 1: The health insurance contributions include employee access for utilization of the wellness clinic located in Covington, Indiana.

- ◆ \$ 1,000.00 per month for each teacher electing the family health insurance plan
- ◆ \$ 670.00 per month for each teacher electing the employee/spouse health insurance plan
- ◆ \$ 720.00 per month for each teacher electing the employee/children health insurance plan
- ◆ \$ 475.00 per month for each teacher electing the single health insurance plan
  
- ◆ \$ 33.46 per month for each teacher electing the family dental insurance plan
- ◆ \$ 20.17 per month for each teacher electing the employee/children dental insurance plan
- ◆ \$ 18.43 per month for each teacher electing the employee/spouse dental insurance plan
- ◆ \$ 9.84 per month for each teacher electing the single dental insurance plan

A. In the case of married employees that are both eligible for health insurance benefits, the corporation will contribute as follows;

- ◆ Family Plan = 1 E/C \$720.00 + 1 Single \$475.00 = \$1,195.00 per month
- ◆ E/S Plan = 2 Single \$475.00 = \$950.00 per month

3. The Board's contribution to premium cost will continue for a twelve (12) month period provided the teacher continues enrollment. If a teacher voluntarily terminates coverage prior to the end of the plan year, the Board's contribution will terminate. The Board's contributions toward the health insurance plan will begin in August of each plan year and end in July. The plan selection period for health insurance is in August of each year, the insurance plan year is September 1 – August 31.
4. The Board agrees to provide vision insurance for the employee only plan, provided employee is a purchaser of a health insurance plan. The contribution amount for the board provided vision insurance, Employee Plan, will be \$6.00 per month.
5. Upon the commencement of a leave of absence, the Board's contribution to the premium cost of health insurance coverage will continue through the end of the leave provided that the employee's share of the premium has been withheld for the following month or the employee has paid the employee's share of the premiums for the following month. The provision is subject to the following conditions:
- a. The Board's contribution shall end with the end of the school year; and
  - b. In no case shall the Board's contribution extend beyond a twelve-month period.

#### B. Life Insurance

The Board shall provide a Life Insurance Policy with a face value of \$50,000. The Board shall pay all of the premium for the policy.

#### C. Disability Insurance

The Board shall provide a Long-Term Disability Policy covering two thirds benefits to age 65 or when retirement benefits are available with Social Security provisions or law. The Board shall pay all of the premium for the policy.

D. Insurance Option During Retirement

In the event that a teacher retires from the Corporation she/he may continue in the group health insurance plan until the teacher qualifies for Medicare provided the teacher pays the entire monthly premium one or more days before the Corporation must pay the carrier.

E. Change of Benefits

The insurance benefits of any of the insurance plans provided in this Article shall not be changed without the mutual agreement of the parties.

F. Section 125

The Board shall make available to each teacher the benefits of a Section 125 Plan (Health Insurance Premium Only Plan). Participation will be at the teacher's expense.

**ARTICLE VIII**  
**EFFECT OF AGREEMENT**

**A. Severability**

Should any Article, Section, or Clause of this Agreement be declared illegal by a court of Competent jurisdiction, said Article, Section or Clause, as the case may be, shall be automatically deleted from this Agreement 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 the Agreement, if not affected by the deleted Article, Section or Clause. The parties agree to re-negotiate the deleted provision in a manner that eliminates the illegality.

**B. Contrary Provisions**

This Agreement shall supersede any rules, regulations, or practice of the Board which shall be contrary to or inconsistent with terms contained in any individual teacher contracts heretofore in effect. All future individual teacher contracts shall be made expressly subject to the terms of this Agreement. Once this Agreement has been ratified by both parties, it shall be mutually binding for the duration of the Agreement.

**C. Supremacy**

This Contract supersedes and cancels all previous contracts or agreements between the School Board and the Association 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.

**D. Waiver**

All bargainable issues have been discussed during the bargaining leading to this Contract, and no additional bargaining on said issues will be conducted on any item, whether contained herein or not, during the life of this Contract, unless the parties, by supplemental written agreement hereto, agree to conduct additional bargaining on said issues. In addition, there shall be no change in the practice(s) of the Board regarding bargainable issues, whether contained herein or not, during the life of this Contract unless the parties, by supplemental written agreement hereto, agree to conduct additional bargaining on said issues.

**E. Management Rights**

The school employer construes and the Association recognizes the specific provisions of this Contract as constituting limitations and being the only limitations upon the school employer's right, power, authority, duties and responsibilities to manage and direct the operations and activities of this school corporation to the full extent authorized by law.

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**ARTICLE IX  
TERM OF AGREEMENT**

The Board and the Association subscribe to the principle that differences shall be resolved by peaceful and appropriate means without interruption of the school program.

The undersigned attest to the following:

1. A Public Hearing was held in compliance with I.C. 20-29-6-1(b) on September 11, 2023 and electronic participation from the parties, and/or public was not permitted; and
2. A Public Meeting in compliance with I.C. 20-29-6-19 was held on November 9, 2023 to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

This Agreement shall be effective as of July 1, 2023, and shall continue in effect through June 30, 2025. The parties, while attesting to the hearing and meeting dates previously indicated, agree that all negotiable items have been negotiated during the deliberations leading to this Agreement and therefore agree that negotiations will not be reopened on any item contained herein or not during the life of the Agreement, except that:

\_\_\_\_\_  
Dr. Nicole L. Allee, Superintendent

\_\_\_\_\_  
Ms. Becky Holycross, CTA Representative

\_\_\_\_\_  
Mr. Kevin Cates, Board President

\_\_\_\_\_  
Mr. Bryan Anderson, CTA Representative

\_\_\_\_\_  
Mr. Chad Herzog, Board Secretary

\_\_\_\_\_  
Mr. Scott Myers, CTA Representative

The Covington Community School Corporation and the Covington Teachers Association ratified the 2023–2025 Collective Bargaining Agreement on November 13, 2023.

**APPENDIX A**  
**2023-2024 New Teacher Salary Placement Schedule**

<b>Tier</b>	<b>Bachelor's</b>	<b>Master's</b>
0	\$41,500	\$43,250
1	\$42,500	\$44,250
2	\$43,500	\$45,250
3	\$44,500	\$46,250
4	\$45,500	\$47,250
5	\$46,500	\$48,250
6	\$47,500	\$49,250
7	\$48,500	\$50,250
8	\$49,500	\$51,250
9	\$50,500	\$52,250
10	\$51,500	\$53,250
11	\$52,500	\$54,250
12	\$53,500	\$55,250
13	\$54,500	\$56,250
14	\$55,500	\$57,250
15	\$56,500	\$58,250
16	\$57,500	\$59,250
17	\$58,500	\$60,250
18	\$59,500	\$61,250
19	\$60,500	\$62,250
20	\$61,500	\$63,250
21	\$62,500	\$64,250
22	\$63,500	\$65,250
23		\$66,250
24		\$67,250
25		\$68,250
26		\$69,250
27		\$70,000

**APPENDIX B**  
**2024-2025 New Teacher Salary Placement Schedule**

Tier	Bachelor's	Master's
0	\$42,500	\$44,250
1	\$43,500	\$45,250
2	\$44,500	\$46,250
3	\$45,500	\$47,250
4	\$46,500	\$48,250
5	\$47,500	\$49,250
6	\$48,500	\$50,250
7	\$49,500	\$51,250
8	\$50,500	\$52,250
9	\$51,500	\$53,250
10	\$52,500	\$54,250
11	\$53,500	\$55,250
12	\$54,500	\$56,250
13	\$55,500	\$57,250
14	\$56,500	\$58,250
15	\$57,500	\$59,250
16	\$58,500	\$60,250
17	\$59,500	\$61,250
18	\$60,500	\$62,250
19	\$61,500	\$63,250
20	\$62,500	\$64,250
21	\$63,500	\$65,250
22	\$64,500	\$66,250
23		\$67,250
24		\$68,250
25		\$69,250
26		\$70,250
27		\$71,000

## APPENDIX C

Note: Any information in the ECA schedule beyond the name of the position and salary/wage for the position was not bargained and is included for informational purposes only.

<b>Activity</b>	<b>Position</b>	<b>Amount</b>	<b># of Positions</b>
Football	Head Coach	\$6,700	1
	Assistant Coach	\$7,800	3
	8th Grade Coach	\$1,500	1
	7th Grade Coach	\$1,500	1
	6th Grade Coach	\$500	1
Basketball-Boys	Head Coach	\$6,700	1
	Assistant Coach	\$2,800	1
	Freshman Coach	\$2,000	1
	8 <sup>th</sup> Grade Coach	\$1,500	1
	7 <sup>th</sup> Grade Coach	\$1,500	1
	6 <sup>th</sup> Grade Coach	\$1,100	1
Basketball-Girls	Head Coach	\$6,700	1
	Assistant Coach	\$2,800	1
	Freshman Coach	\$2,000	1
	8 <sup>th</sup> Grade Coach	\$1,500	1
	7 <sup>th</sup> Grade Coach	\$1,500	1
	6 <sup>th</sup> Grade Coach	\$1,100	1
Cross Country	Head Coach Boys & Girls	\$2,300	1
Track-Boys	Head Coach	\$2,450	1
	MS Coach	\$1,200	1
Track-Girls	Head Coach	\$2,450	1
	MS Coach	\$1,200	1
Baseball	Head Coach	\$3,700	1
	Assistant Coach	\$2,100	1
Wrestling	Head Coach	\$3,200	1
	Assistant Coach	\$1,000	1
	MS Coach	\$1,200	
Soccer-Boys	Head Coach	\$2,800	1
	Assistant Boys Coach	\$1,100	1
Soccer-Girls	Head Coach	\$2,800	1
	Assistant Girls Coach	\$1,100	1

<b>Activity</b>	<b>Position</b>	<b>Amount</b>	<b># of Positions</b>
Golf	Boys Head Coach	\$2,300	1
	Girls Head Coach	\$2,300	1
Tennis-Boys	Head Coach	\$2,800	1
	Assistant Coach	\$1,000	1
Tennis-Girls	Head Coach	\$2,800	1
	Assistant Coach	\$1,000	1
Softball	Head Coach	\$3,700	1
	Assistant Coach	\$2,100	1
Volleyball	Head Coach	\$3,700	1
	Assistant Coach	\$2,100	1
	Freshman Coach 	\$1,500	1
	8 <sup>th</sup> Grade Coach	\$1,500	1
	7 <sup>th</sup> Grade Coach	\$1,500	1
	6 <sup>th</sup> Grade Coach	\$500	1
Swimming-B/G	Head Coach	\$2,300	1
Cheerleading	Head Coach	\$2,000	1
	MS Coach	\$1,000	1
Dance	Head Coach	\$1,200	1
Athletic Director	Middle School	\$3,500	1
Weight Room	Supervisor	\$4,500	3
Band	Director	\$3,300	1
Chorus	K-5	\$1,750	1
	9-12	\$1,000	1
	Elementary Music (Christmas) Program	\$250	1
	K-5 Choreographer	\$200	1
Drama	Director	\$2,500	1
	Lighting/Sound Technician	\$1,750	1
Yearbook	High School	\$3,000	1
	Middle School	\$1,100	2
Class Sponsors	Senior	\$2,200	2
	Junior	\$2,200	2
	Sophomore	\$800	2
	Freshman	\$800	2

<b>Activity</b>	<b>Position</b>	<b>Amount</b>	<b># of Positions</b>
Testing	Coordinator	\$1,000	2
Student Council	High School	\$1,900	1
	Middle School	\$800	1
Mentor	Teacher	\$600	3
Honor Society	High School	\$1,600	1
	Middle School	\$500	2
Club Sponsors	STEM	\$1,000	2
	Spanish-HS	\$400	1
	French-HS	\$400	1
	Art-HS	\$400	1
	Crazies/Pep	\$400	1
	Art-Elementary	\$250	1
	FFA	\$1,500	1
	Champions Together	\$400	1
	FCA	\$400	1
Committee Work	Detention	\$20/hr.	
	Friday Evening School	\$40/session	
	Tutoring	\$20/hr.	
	Assigned Athletic Supervision	\$20/hr.	
Coordinators	MS Science Fair	\$800	2
	Title I	\$750	1
	Title III	\$200	2
	High Ability	\$500	1
	School Community Promotions	\$500	1
Dual Credit/AP	Instructors	\$5,400	9