CERTIFIED EMPLOYEE'S

MASTER CONTRACT

BETWEEN THE

ANDERSON FEDERATION

OF

TEACHERS

AND THE

ANDERSON SCHOOL BOARD

JULY 1, 2025 through JUNE 30, 2027

TABLE OF CONTENTS

PREFACE

The following agreement is to run from July 1, 2025 through June 30, 2027.

ARTICLE I – UNION RECOGNITION

Section 1 – Union Recognition

1. The Anderson Board of School Trustees recognizes the Anderson Federation of Teachers, Local 519, AFT, (hereinafter referred to as the Union) as the sole and exclusive bargaining representative of all members of the bargaining unit.

2. The members of the unit shall include all certificated personnel working for the Anderson Community School Corporation except the following positions:

   Superintendent
   Assistant Superintendent
   Business Manager/Chief Financial Officer
   Principals
   Assistant Principals
   Director of Human Resources
   Director of Special Education
   High School Athletic Director(s)
   Director of Curriculum, Staff Development, Assessment and Accountability
   Chief Operations Officer
   Director of Student Services, Programs, and Grants

3. All members of the bargaining unit employed subsequent to the January 1, 1991 and who are employed on a contract which is less than full time shall receive on a pro rated basis, the same benefits as full time employees. If such an employee elects to participate in the Corporation's group health, vision and/or dental insurance plan(s) then the employee shall pay premium cost beyond the Board's pro rated contribution.

ARTICLE II – UNION RIGHTS

Section 1 – Dues Deduction

1. The school employer shall, on written authorization of a school employee, deduct from each pay of such employee, starting with the second pay, and each pay thereafter of such employee any dues designated or certified by the appropriate officer of the Union and shall remit such dues to the Union after each deduction.

2. The amount of dues deduction shall be indicated on the official Union withholding authorization form and the employer shall deduct the appropriate dues.

Section 2 – Release Time

1. The Union President and his/her designees may be off with pay for the following reasons:

   (a) To lobby and attend hearings concerning legislation.

   (b) To attend to any Union business.

2. Thirty (30) days of such leave shall be granted during a long legislative session year and fifteen (15) days during the short legislative year, plus unused leave granted in any previous year.

3. The designated persons taking leave on any one day shall be limited to two (2) unless an exception has been approved by the Superintendent.

4. In addition, the Union President and authorized officers to a maximum of four (4) may be off with pay during the organization period prior to the students' reporting for the school year for the above stated reasons and such absences shall not be reflected in the maximums stated above.

5. If a substitute is required, the Union shall reimburse the School Corporation for the cost of the substitute.

6. The Union President or authorized officer shall be allowed time necessary to conduct other urgent official organization business without pay.

Section 3 – School Ombudsman

1. The position of the School Ombudsman is established in the Anderson Community School Corporation. There shall be only one (1) position in the School Corporation serving both certified and non-certified employees.

2. He/she shall be paid by the School Corporation at the same rate as what the Ombudsman would have earned in his/her regular position. One third (1/3) of his/her salary shall be paid by the Union. The remainder of the salary and all fringe benefits shall be paid by the employer.

3. Definition
   A person appointed or selected to hear and investigate complaints by the professional staff of the Anderson Community School Corporation.

4. Organizational Exclusivity

Specific organizational contractual rights provided the Union in the Master Contract shall accrue to the Union to the exclusion of other school employee organizations, except as determined otherwise by legislative or judicial action.

Portions of the above section unrelated to wages are from the School Corporation's Teacher Handbook and are included herein for informational purposes only.

ARTICLE III – GRIEVANCE PROCEDURE

A. Grievance shall mean a complaint by an employee in the bargaining unit which only alleges a violation of a specific provision of this Collective Bargaining Agreement. As used in this article, the term employee shall mean either (1) an individual employee, (2) a group of employees having the same grievance, or (3) the Union. Complaints not pursuant to the contract shall not be subject to arbitration.

B. Procedures

Step 1

If an employee wishes to present a grievance, he/she must present the concern or complaint to the principal of the school within thirty (30) school days following knowledge by the grievant of the act or condition which is the basis of the complaint. The employee, a Union building representative (if the employee so desires), the ombudsman or the ombudsman designee shall first discuss the problem with the principal in an effort to resolve the matter informally. The principal may have equal assistance if he/she so desires.

Step 2

1. In order to advance the grievance from Step 1 to Step 2, the grievance must be submitted in writing to the grievant's immediate supervisor within eight (8) day of the Step 1 meeting. That written statement must be on a standard grievance form signed by the employee detailing the facts of the grievance and stating the solution desired for satisfactory adjustment.

2. The principal may meet with the employee and Union representative prior to making his/her decision. But in any event he/she must render his/her decision together with supporting reasons in writing within (10) school days of the submission of the grievance to him/her by the employee. Copies of the above statements shall also go to the Superintendent and the Union President.

Step 3

1. Failing satisfactory settlement within such time limit, the aggrieved employee may within five (5) school days appeal in writing to the Superintendent and such shall set forth specifically the act or condition on which the grievance was based in the above steps and the grounds upon which the appeal is based.

2. The Superintendent or his/her administrative designee shall meet with the administrator involved, if the administrator so desires, the employee and a Union representative within ten (10) school days after receipt by him of such appeal and shall give his/her decision, together with supporting reasons, in writing to the employee within five (5) school days of such meeting. Copies of the above statements shall also go to the principal and the Union President.

Step 4

1. Failing satisfactory settlement with the Superintendent, the aggrieved employee may appeal in writing to the Board within five (5) school days of receiving the decision of the Superintendent or his/her administrative designee.

2. The Board or a sub-committee composed of three (3) members of the Board shall hold a private hearing within ten (10) school days of receipt of such appeal and after the next regular Board meeting shall render a decision, together with supporting reasons, in writing to the aggrieved and all parties concerned within ten (10) school days of such Board meeting.

Step 5

If either party fails to respond within the agreed time limits at any level of a grievance, the grievance will be advanced to the next step. Any extension of time limits shall be by mutual consent of the parties.

C. Arbitration

1. In the event a grievance shall not have been settled under the procedures in Step 4 #2 above, the Union may submit it to arbitration. The notice shall be filed with the arbitrator within ten (10) school days after receipt of the decision of the Board. The voluntary labor arbitration rules of the American Arbitration Association shall apply to the proceedings.

2. The arbitrator shall hear and decide only one (1) grievance in each case unless the School Board and Union decide otherwise. He/she shall issue his/her decision not later than thirty (30) days from the date of the close of

the hearings or, if oral hearings have been waived, then from the date of transmitting the final statements and proofs to the arbitrator. The arbitrator shall issue an opinion in writing, setting forth his/her conclusions as to whether the contract has been breached together with the reasons therefore. If the arbitrator concludes that the contract has been breached, he/she will also state the remedy deemed appropriate. Copies of the opinion shall be sent to the Board, to the grievant and to the Union. The opinion of the arbitrator shall be final and binding and implemented promptly.

3. The arbitrator shall be bound by and must comply with all of the terms of this agreement. He/she shall have no power to add to, delete from, or modify in any way any of the provisions of this agreement.

4. The cost of the arbitrator shall be defrayed as follows: one-half (1/2) by the grievant and one-half (1/2) by the School Corporation.

D. General Provisions

1. Any grievance, as defined in "A" above not presented under the provisions of "B" above shall not thereafter be considered a grievance under this agreement. Failure to appeal the decision of any step within the specified time limits shall be considered acceptance by the aggrieved and such decision shall thereafter be binding upon the aggrieved and the Union. The time limits specified at any step may be extended in any particular instance by written agreement between both parties.

2. Meetings held under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity to attend for all persons proper to be present. Every effort will be made to keep those meetings from interfering with the regular school program. "Persons proper to be present" for the purpose of this action are defined as an aggrieved teacher or teachers, appropriate Union representatives and qualified witnesses. When such meetings are held during school hours, all persons who participate shall be excused without loss of pay.

3. A grievance must be filed at Step 1 of this grievance procedure and processed through the steps. If the representative of the School Corporation does not have the authority to resolve the grievance, that person shall immediately notify the grievant of the status and forward to the next level.

4. The Union shall have the right to initiate a grievance or appeal from the disposition of a grievance of an employee or employees.

5. A representative of the Union has the right to be present at any meeting involving a grievance and no teacher will be required at any step of the grievance procedure to meet with any administrator without Union representation.

6. A grievance may be withdrawn by the Union at any time prior to arbitration.

7. No reprisal or punitive action of any kind shall be taken by either party against either party; against either party of interest; or, by a participant in the grievance procedure by reason of such participation.

8. If, at the aggrieved person's request, the Union is not present during the processing of a grievance, the grievance shall not be cited as precedent. No grievance which is not subject to arbitration shall be cited as precedent.

9. The grievance procedures provided in this agreement shall be supplementary or cumulative to, rather than exclusive of, any procedures or remedies afforded to any teacher by law.

E. Selection of Arbitrator

1. The arbitrator will be selected pursuant to the following steps in descending order.

2. A panel of arbitrators mutually acceptable to the Anderson Board of School Trustees and the Union shall be established as follows:

   The parties shall select a list of six (6) arbitrators within forty-five (45) days of the date of ratification of this agreement. The six (6) arbitrators will be listed alphabetically. When and if the list is exhausted, then the parties will select a new panel.

3. If no panel exists or does not produce a selection, then by mutual agreement of the parties.

4. If selection is not made by mutual agreement, then the parties will follow the rules of arbitrator selection of the American Arbitration Association ("AAA") with the additional requirement that any recommended arbitrator must be a member of the AAA.

F. Conflict Between Grievance Procedure and Salary Appeal. If there is a conflict between Article III, Grievance Procedure, and Article IV, Section F, Special Appeal, that Special Appeal provision in Article IV, Section F, will prevail.

ARTICLE IV – PERFORMANCE BASED COMPENSATION PLAN 2025-2026 AND 2026-2027 SCHOOL YEARS

A. General Provisions

1. Statutory Salary Factors. The Statutory Salary Factor(s) utilized in this compensation plan are as follows:

   (a) Evaluation; and
   (b) The Academic Needs of the Students; and
   (c) Education.

2. The Salary Factor(s) are Defined as Follows:

   (a) Evaluation: A teacher who receives a Highly Effective, Effective, or needs improvement evaluation ranking for the prior school year.

   (b) The Academic Needs of the Students: Academic Needs of the Students is defined by the parties as the need to retain returning qualified teachers with expertise in an urban community in the light of the ever-increasing competitive environment of other school districts attempting to hire ACSC teachers away from ACSC because those other school districts with teacher shortages and vacancies offer competitive salary. It is in the academic interests of the ACSC students to recognize and grant movement down a step on the ACSC Salary Matrix, Appendix A, this for the 2026 – 2027 school year to address the competitive pressures of hiring away the ACSC teaching staff.

   (c) Education: The eligibility factor of Education shall be defined as a teacher holding a Master's Degree in a content area recognized by the Indiana Department of Education ("IDOE").

3. Returning Teacher. A Returning Teacher is defined as (1) a teacher who either worked the previous school year, was on paid status, or was on approved leave, and (2) received a qualifying evaluation of Highly Effective, Effective, or Improvement Necessary, and if Needs Improvement, was that teacher within the first two years of instructing students exception.

4. Experience: Experience for the placement for a starting teacher will be defined as follows:

   i. That experience which has been previously recognized and granted to teachers prior to and including the 2022-2023 school year.
   ii. Additional credible experience as it is defined in sub-section (d)(iii) below which by individual placement agreement between

the AFT and the School Corporation was included in that teacher's credible experience for that teacher's original placement upon Appendix A for the 2023-2024 school year.

iii. Teachers new to ACSC with prior credible experience will be credited with the following experience upon hire:

1. Public School Experience Credit

In the employment of experienced teachers from outside, the Anderson Community School Corporation, credit shall be allowed for such outside public-school teaching.

2. Parochial School Experience Credit

Teaching experience acquired by a teacher in an accredited Parochial School shall be counted on the same basis as public school teaching.

3. College Experience Credit

(a) Experience credit shall be allowed for such teaching experience in an accredited college or university.

(b) One (1) year college teaching experience shall be defined as twenty-four semester hours.

4. Military Service Credit

(a) Eight (8) months of each year of credit must fall within July 1 and June 30 for credit. In order to translate the military experience into starting salary experience as related to state tuition support of any person holding or entitled to hold an Indiana teaching license or certificate, eight (8) months either of military service or military service combined with school teaching experience shall be deemed equivalent of one (1) year of teaching experience, providing that such service shall take place within the regular school year. Provided further, that military experience substituted for teaching experience shall not exceed four (4) years. The above shall apply to all veterans who took the oath of allegiance, wore the uniform, served in either combat or non-combat units, and were honorably discharged.

(b) All military service may be counted regardless of when it was taken as long as it meets the above requirements.

(c) A year's starting salary credit can be granted for a combination of part teaching and part leave of absence in the same school year if the total period of time credited is one hundred twenty (120) days or more of which sixty (60) days or more must be service credit.

5. Vocational Salary

(a) Workplace Specialist Teachers

(i) They shall receive three (3) years credit for actual trade experience on the salary matrix for three (3) years of work experience.

(ii) Additional satisfactory trade experience shall be allotted on two (2) years' experience for one (1) year credit on the salary matrix. Maximum years credit allowed shall be twelve (12) years.

(iii) One (1) year of college training (thirty (30) semester hours) may be given one (1) year credit on the salary matrix. Beyond one (1) year each additional year may be matched by one (1) year credit on the salary matrix grid to a maximum of three (3) years of college training. These three (3) years shall be included in the twelve (12) years maximum credit. Only full years credit (30 semester hours) are counted on the salary matrix as credit.

5. Salary Range.

1. For returning teachers, the salary ranges without any increases for 2025-2026 school year range from the low salary of Forty-Eight Thousand Dollars ($48,000) to a high salary of Seventy-Three Thousand Dollars ($73,000) **without any of the** 2025-2026 salary increases included.

2. For returning teachers, the salary ranges with any increases for 2025-2026 school year range from the low salary of Fifty Thousand Dollars ($50,000) to a high salary of Seventy-Five Thousand Dollars ($75,000) **with any of the** 2025-2026 salary increases included.

3. For returning teachers, the salary ranges without any increases for 2026-2027 school year range from the low salary of Fifty Thousand Dollars ($50,000) to a high salary of Seventy-Five Thousand Dollars ($75,000) **without any of the** 2026-2027 salary increases included.

4. For returning teachers, the salary ranges with any increases for 2026-2027 school year range from the low salary of Fifty Thousand Dollars ($50,000) to a high salary of Seventy-Five Thousand Dollars ($75,000) with **any of the** 2026-2027 salary increases included.

6. Mandated differential salary base for teachers who have a literacy endorsement.

Those teachers who have a literacy endorsement on the first day of the school year will be paid a base salary of Two Hundred Fifty Dollars ($250) higher than those teachers who do not have any such endorsement.

B. 2025 – 2026 School Year

1. Across the Board increase of each step of the ACSC Salary Matrix, Appendix A.

Commencing with the 2025 – 2026 school year, the Anderson Community School Corporation ("ACSC") Salary Matrix, Appendix A will be increased by each step by Two Thousand Dollars ($2,000.00). The number of the steps and step differential remain the same.

One Thousand Dollars ($1,000.00) will be based on the salary factor of Evaluation and a second One Thousand Dollars ($1,000.00) will be based on the salary factor of the "Academic Needs of the Students".

2. Movement Down the ACSC Salary Matrix, Appendix A.

A returning teacher who is not at the top step of Appendix A will move down one step for satisfying the Evaluation Factor. Additionally, a teacher not at the top step will move down an additional step for satisfying the Education Factor.

C. 2026 – 2027 School Year

1. Movement Down the ACSC Salary Matrix, Appendix A.

A returning teacher who is not at the top step of Appendix A will move down one step for satisfying the "Academic Needs of the Students" Factor. Additionally, a teacher not at the top step will move down an additional step for satisfying the Education Factor.

2. Stipend.

Those teachers who are already being compensated at the top step of the ACSC Salary Matrix, Appendix A are not eligible for any movement down the steps of Appendix A and will be compensated with a Six Hundred Dollars ($600) stipend.

D. Starting Salary

Teachers new to ACSC without any prior creditable experience will be placed on Step A "The First Step" on the ASCS Salary Matrix.

Teachers new to ACSC with prior credible experience as defined by this Article will be placed on the Salary Matrix at a position commensurate with their prior years of experience and educational attainment.
For teachers with exemplary records, the Superintendent may place them on a step not to exceed the highest salary of a teacher with equivalent years of service and educational attainment at ACSC.

E. Retirement Notice Incentive Stipend

For either of school year(s) covered by this Agreement, any teacher who meets the ACSC retirement provision qualifications and also who submits their written retirement notifications on or between August 1st and through March 1st of that school year, will receive a $1,000 Retirement Notice Incentive Stipend. This Notice must be for retirement and not the intent to retire. Furthermore, this Notice will not be allowed be rescinded after March 1st of that school year.

ARTICLE V – OTHER RELATED COMPENSATION MATTERS

A. Expense Increment for Counselors

Counselors in the secondary school shall receive mileage expense for home visitations. Mileage expense shall be computed at the current mileage rate allowed by the Internal Revenue Service and as periodically adjusted by the I.R.S. during the life of the contract. Mileage allowance shall be allowed for each home visit approved by the Principal and head counselor on a regular mileage claim form.

B. Pay Days 2025-2026 and the 2026-2027 School Years

1. Teachers shall earn pay according to their per diem as calculated from the schedule that is in effect on that compensable day. Teachers shall be paid on a school year basis as set forth below. The pay dates shall be as follows:

2025-2026 PAYDATES	2026-2027 PAYDATES
8/15/2025	7/3/2026
8/29/2025	7/17/2026
9/12/2025	7/31/2026
9/26/2025	8/14/2026
10/10/2025	8/28/2026
10/24/2025	9/11/2026
11/7/2025	9/25/2026
11/21/2025	10/9/2026
12/5/2025	10/23/2026
12/19/2025	11/6/2026
1/2/2026	11/20/2026
1/16/2026	12/4/2026
1/30/2026	12/18/2026
2/13/2026	1/1/2027
2/27/2026	1/15/2027
3/13/2026	1/29/2027
3/27/2026	2/12/2027
4/10/2026	2/26/2027
4/24/2026	3/12/2027
5/8/2026	3/26/2027
5/22/2026	4/9/2027
6/5/2026	4/23/2027
6/19/2026	5/7/2027
7/3/2026	5/21/2027
7/17/2026	6/4/2027
7/31/2026	6/18/2027
	6/30/2027

2. All coaches shall be paid in two (2) installments, one at mid-season, and the other at the completion of the season. The coaching portion of the check will be taxed separately according to the Internal Revenue Service schedule that pertains to the individual coach.

C. Employees Share of Retirement Contribution

1. The School Corporation will pay the employee's share of the Indiana Public Retirement System ("INRPS") (formerly known as TRF) for all eligible employees.

D. Professional Grown Points "("PGP") (formerly referred to CRU)

PGP or other IDOE eligibility provisions will apply for:

- Renewal of License and/or certification

Guidelines and Procedures:

1. All requirements are the same as the State of Indiana's Professional Standards Board Regulations.

2. Applications shall be reviewed by the same committee as that provided in Article IX, Section 5, paragraph 5.

E. National Board Certification. The salary stipend for National Board Certification is One Thousand Dollars ($1,000.00).

1. Support During Qualification Process

(a) The number who may attend in any work year shall be limited to five (5) applications. A two (2) week application period shall be established annually and announced to staff two (2) weeks in advance of the application period. All qualified applications shall be collected during the application period. If more than five (5) applications are received, then those permitted to attend that year shall be determined by lot.

(b) The teacher will be granted five (5) days release time to attend to necessary obligations during the regular school year.

2. Compensation Upon Qualifying

(a) Upon proof of successful completion and certification, the school corporation shall reimburse the teacher for fifty per cent (50%) of the tuition costs.

F. Hourly Rate for Working Outside the Contracted Day

All staff who are paid as a regular teacher will be compensated at the rate of Seventeen Dollars ($17.00) per hour for work outside the regular school day or work year which is to be additionally compensated by this agreement. Work with students outside the contracted day in connection with (1) Homebound, (2) Summer School, and (3) IREAD-3 Remediation will be compensated at the rate of Twenty-five Dollars ($25.00) per hour. Effective on and after January 1, 2024, this hourly rate will be increased to Twenty-five Dollars ($25.00) and Thirty-two Dollars ($32.00) per hour, respectively. Any claim submitted after this date will be compensated pursuant to the increased rate. This additional compensation provided by this section does not include that work which is covered by the stipends set forth in appendix b, extra-curricular stipends.

Counselors and Testing Coordinator(s) will be paid at their daily rate for any extended days beyond the regular school year.

Four (4) Counselors will each be paid for eight (8) additional days. This provision is for informational information only. The number of days and the number of positions have not been bargained.

ARTICLE VI – FRINGE BENEFITS

Section 1 – Mileage Allowance

No teacher shall be required to travel to more than one (1) school in any one school day unless the teacher is paid mileage at the current mileage rate allowed by the Internal Revenue Service and as periodically adjusted by the IRS during the life of the contract.

Section 2 – Sick Leave

1. Sick leave shall consist of ten (10) days per year with unlimited accumulation. Commencing with the end of the 2004-2005 work year, the maximum sick leave accumulation shall be one hundred eighty (180) days.

   The sick leave calculation will be applied at the end of each work year. At the start of each work year, a teacher will have their accumulation up to the maximum and any additional leave entitlement for that work year. At the end of the work year any remaining days that are eligible to transfer to sick leave accumulation will transfer.

   Also commencing at the end of the 2004-2005 work year and any work year thereafter in which a teacher's sick leave accumulation has exceeded the maximum as defined above, that excess accumulation shall be designated as annual buy-back days and will be compensated at the rate of one-third of the teachers then current daily rate. Half (1/2) day units will be compensated at the rate of one-sixth (1/6) of the teachers then daily rate for each half day unit. Such compensation for annual buy-back days shall be paid first to the teacher's buyout account in the 401(a) Plan.

2. A regularly contracted teacher in regular summer school shall be permitted two (2) additional teaching days sick leave per summer. If more days are needed they shall be taken from the Accumulated Sick Leave days of the

employee. Provisions of the sick leave policies shall apply equally to both regular school and summer school teaching except that summer school sick leave shall not be accumulative.

3. In the event any teacher shall have accumulated one (1) or more days of sick leave in another school corporation of this state and shall then be employed by the Anderson Community School Corporation, there shall be added for the second year and each succeeding year of such employment up to three (3) days of sick leave until the number of accumulated days to which said teacher was entitled in the last place of employment shall be exhausted.

4. After eight (8) consecutive working days of absence by an employee due to illness, and each eighteen (18) working days thereafter, the employer may request that the employee provide a statement from a licensed medical doctor stating the nature of the illness and stating specifically whether the employee is or is not then able to return to work.

5. Each full-time unit member shall be allowed up to ten (10) days per year deducted from sick leave to attend to matters in case of illness, surgery or accident involving a member of the immediate family. Immediate family in this instance shall be defined as spouse, children, parents and others living in the home of the employee. Ten (10) days per year may be used for this purpose.

6. When an employee reports to work but then leaves work due to illness then the following rules shall apply:

    1. If the employee leaves at or before 1/3 of the work day has been completed, then a full day of sick leave shall be charged.

    2. If more than 1/3 of the work day has been completed, then ½ day sick leave shall be charged.

Section 3 – Sick Leave Incentive

Any teacher conserving his/her total sick leave allowance in any year shall be granted a day of personal leave which if not used the following year shall accumulate as unused sick leave. Use of a fourth personal business day shall not be construed as use of a sick day.

Section 4 – Sick Leave Bank

1. A voluntary teacher sick leave bank is in existence. A new member must contribute one (1) sick leave day each year for three (3) years to be a member. In order to qualify for membership in the sick leave bank, a

teacher wishing to participate shall notify the designee of the Board in writing of his/her intention to participate on or before the last school day of October. Such authorization shall remain in force until the participating teacher withdraws from the program in writing. Any currently enrolled member of the Sick Leave Bank upon exhaustion of accrued personal illness days may borrow additional personal illness days as follows:

0	-	5 years teaching service* in Anderson	15 days
6	-	8 years teaching service* in Anderson	30 days
9	-	12 years teaching service* in Anderson	40 days
13	-	16 years teaching service* in Anderson	50 days
17	-	20 years teaching service* in Anderson	60 days
Over 20 years teaching service in Anderson			70 days

*For this benefit, year(s)s of teacher service in Anderson commences upon enrollment or reenrollment if a member had previously withdrawn and reenrolled.

The above days may be used only for illness upon presentation of sufficient medical evidence to the sick leave bank committee hereunder provided. It is understood that the total number of sick leave days that may be borrowed from the sick leave bank covers the entire teaching career of the member and is specifically not for each separate illness. Additionally, a teacher may use sick leave bank days if granted for family illness but the number of sick days and sick leave bank days in the aggregate may not exceed ten (10) in any one work year. Upon resumption of employment, said teacher will repay personal illness days owed (number of days borrowed minus number of days contributed, at the rate of two (2) days per year). Said teacher must have contributed or will contribute three (3) sick leave days total to remain a member of the sick leave bank. If a member retires before his/her debt is repaid, the remainder of the debt will be waived. When the days in the bank drop below 3,000 days, contributions at the rate of 1 sick day per member per year will begin the next school year. Such contributions shall continue until the bank has amassed at least 5,000 sick days at the end of the school year. The members will not have to contribute again until the sick bank has fewer than 3,000 days at the end of the school year.

2. A Sick Leave Bank Committee consisting of three (3) Union members and one (1) administrator will be established. The Sick Leave Bank Committee will review all applicants desiring to borrow personal illness days from the bank. The decision of the Sick Leave Bank Committee shall be final.

Members of the Sick Leave Bank may contribute additional days beyond those described in Paragraph 1 of this Section to a separate subpart of the Sick Leave Bank that may be used only for critical illness, family illness, maternity leave, and absences due to COVID-19. Application for and award of days from this subsection shall be made consistent with the provisions of this Section 5, Paragraph 3.

3. It is specifically agreed that illnesses or ailments due to prior existing conditions, which existed within a period of two (2) years prior to the teacher's enrollment in the bank, are specifically excluded and the Sick Leave Bank Committee shall not allow applicants to borrow personal illness days from the bank for a condition that existed within a period of two (2) years prior to the applicant's enrollment in the bank.

4. The administration shall provide each new teacher with a sick leave bank application.

5. A member of the bargaining unit who is on leave shall have the sick leave contribution deducted. The only exception would be if a teacher would terminate employment or would not have enough days with which to deduct the contribution. Example: If a teacher who has taught eight (8) years and started the ninth (9^{th}) with a donation to the sick bank, then the years counted will be nine (9).

6. If a member of the bargaining unit takes a job outside the bargaining unit and is not eligible for Union membership, he/she no longer can remain a member of the sick bank. But if the individual returns to the bargaining unit, then he/she shall be allowed to return under his/her previous conditions.

7. If a certified staff member was outside the bargaining unit and not eligible for membership when the sick bank was conceived, then if that person returns to the bargaining unit and becomes eligible for Union membership this would be considered as his/her first opportunity for joining the sick leave bank.

Section 5 – Personal Business Leave

1. Each teacher in the Anderson Community School Corporation shall be entitled to four (4) days for the transaction of personal business and/or the conduct of personal or civic affairs during each year of employment. The fourth (4^{th}) day used in any school year shall be deducted from sick leave. Use of a fourth personal business day shall not be construed as use of a sick day.

2. Unused personal leave shall be recorded after the close of each school year and added to the accumulated total for use the next school year to a maximum of eight (8) days. Any days accumulated in excess of eight (8) days shall accumulate as sick leave. However, no more than five (5) personal days may be used during any thirty (30) day period.

3. Personal Business may be used in one-half (1/2) day increments if the absence from work is limited as follows:

   a. Elementary and Full Day Kindergarten

      An absence that occurs either before or after 11:00 am but not an absence that occurs both sometime before and after 11:00 am

   b. Half Day Kindergarten

      An absence that is limited to either the AM or PM Kindergarten Session only and does not occur in both sessions.

   c. Secondary

      An absence that occurs either before or after 12:00 pm (noon) but not an absence that occurs both sometime before and after 12:00 pm (noon).

4. Personal Day Request:

   Teachers intending to take a personal day on a Friday are required to follow the steps below:

   a. Submission of Request:

      Teachers must submit their personal day request through the designated leave request form or procedure. This form is available from the school administration or the designated staff responsible for managing leave requests.

   b. Timely Submission:

      The completed leave request form should be submitted at least 5 school-days before the intended Friday absence. This allows the school administration to adequately plan for staff coverage.

5. Approval:

   a. Routine Friday:

      The school principal is responsible for reviewing and approving routine Friday personal day requests. Approval of routine Friday personal day requests is subject to the discretion of the principal. While there is no specific limit to the number of Fridays that can be requested, the principal will manage approvals to ensure proper staff coverage. The Principal will ensure equitable approval/denial decisions for all requests.

b. High Volume Friday:

The school principal shall review high-volume Friday personal day requests in collaboration with the building rep team designated by the exclusive representative. If the members of the building rep team have made requests for personal leave on the high-volume Friday, they shall recuse themselves and the principal will have discretion whether to approve all the personal day requests. The Principal will ensure equitable approval/denial decisions for all requests.

A high-volume Friday occurs before a scheduled break or a three-day weekend.

c. Staff Coverage Considerations:
The principal will assess the overall staffing situation and the educational needs of the school when granting approvals. The goal is to maintain an effective educational environment.

6. Emergency Situations:

In verified emergency situations, teachers can take a non pre-approved personal day on a Friday.
Emergencies include:

a. Unexpected Illness:
Teachers with no available sick day balance who experience unexpected illness may use an emergency personal day.

b. Family Medical Emergencies:
Emergency situations involving family medical issues warranting immediate attention are considered valid reasons for an emergency personal day.

c. Home Utility Service Loss, or Force Majure:
If teachers experience a loss of utility services or an extraordinary event or circumstance beyond the control of the teacher at home that affects their well-being, they may take an emergency personal day.

d. Bereavement Leave:
Use of a day if needed to supplement bereavement leave.

7. Documentation for Emergencies:

Teachers must provide documentation for emergency situations as soon as possible. Acceptable forms of documentation include medical certificates, official notifications, or relevant evidence supporting the emergency.

8. Consequences of Unapproved Absence:

Failure to obtain pre-approval for a personal day absence on a Friday will result in a deduction of a day's
pay, known as a "deduct day."

Section 6 – Personal Business Incentive

Any teacher conserving his/her total personal business allowance in any year shall be granted a day of personal leave which, if not used the following year, shall accumulate as unused sick leave.

Section 7 – Paid Maternity/Paternity Leave

A teacher may have up to ten (10) days of paid leave to attend to the needs of (1) her pregnancy, (2) his wife's pregnancy, and/or the needs of the child from birth until fourteen days after the child is born or adopted. An additional day may be granted for these purposes, but this additional day must be deducted from sick leave.

Section 8 – Bereavement Leave

In case of death(s) in the immediate family, the teacher shall be provided with a paid leave of five (5) school days to attend to matters related to such deaths. Immediate family shall be interpreted as spouse, children, step-children, mother, father, step-mother, step-father, brother, sister, mother-in-law, father-in-law, brother-in-law, sister-in-law, grandparents, spouse's grandparents, grandchildren, daughter-in-law, son-in-law, or any other member of the family unit living in the same household no matter what degree of relationship. These days must be utilized within a twenty-one (21) day period following the date of death except that one (1) day, if unused, may be reserved for use within a sixty (60) day period following the day of death. If more than one (1) death in the immediate family should occur during a school year, five (5) school days shall be granted for each. Under unusual circumstances, the teacher may request that a bereavement leave commence on a later date than immediately following the death. Such requests shall be reviewed by the school employer on a case-by-case basis.

An employee may receive one (1) day of bereavement leave in the case of the death of a(n) aunt, uncle, niece or a nephew plus three (3) additional days but the additional days shall be deducted from the employee's sick leave allotment.

Section 9 – Jury Duty

A teacher called for jury duty shall be compensated for the difference between the pay and the pay received for the performance of such obligation.

Section 10 – Pregnancy Leave

Disabilities caused or contributed to by pregnancy, miscarriage, childbirth, and recovery therefrom are, for all job related purposes, temporary disabilities and shall be treated as such under any sick leave plan available in connection with employment.

Section 11 – Certified Disaster Service Volunteer

A teacher:

(1) who is a certified disaster service volunteer;
(2) whose specialized disaster relief services are requested by the Red Cross in connection with a disaster; and
(3) who obtains prior approval from the teacher's supervisor; shall be granted leave from work with pay for not more than fifteen (15) work days in each school fiscal year to participate in specialized disaster relief services. This paid leave will be granted under the conditions of any other paid leave.

The right to use this paid leave is limited to every other school year.

For the purpose of this section, the following terms will be defined as follows:

(a) "Certified Disaster Service Volunteer" means an individual who has:
   (1) completed the necessary training for being; and
   (2) been certified as; a disaster service specialist by the Red Cross.

(b) "Disaster" means an event that is designated under the American National Red Cross Regulations and Procedures to be at least as serious as a level III disaster and is proclaimed by the governor of the state, as a disaster warranting the leave allowed under this chapter.

(c) "Red Cross" means the American National Red Cross created under 36 O.K. 1.

(d) "Specialized Disaster Relief" means one (I) or more of the following Red Cross service categories in which a certified disaster service volunteer is trained:

   (1) Shelter management.
   (2) Mass feeding. [current term: Mass Care]

(3) Family services. [current term: Client Services (and includes subdivision (4)]
(4) Health services. [currently included as a service under subdivision (3)]
(5) Public assistance inquiries.
(6) Damage assessment. [current term: Disaster Assessment]
(7) A support function for services provided under subdivisions (1) through (6).
(8) Any other service performed for the Red Cross for which training is required.

Section 12 – Health Insurance

A. Insurance Committee, Definitions and Funding Obligation:

1. The insurance committee will meet quarterly unless mutually agreed that the meeting is not needed. ACS may call additional meetings; AFT may call additional meetings. If either party feels a meeting is needed, the parties must meet within five (5) workdays.

2. The committee will be made up of the following four individuals. This one committee will constitute the insurance committee under both the certified and non-certified Collective Bargaining Agreements. Either side may bring consultants, although they will not be allowed to vote.

   a. The School Corporation's Business Manager/Chief Financial Officer or designee;
   b. The School Corporation's HIPAA Compliance Officer;
   c. AFT President or a designee; and
   d. AFT Treasurer.

3. All changes to health, dental, or vision benefits must be made jointly except those changes mandated to be made by federal or state law. Any changes to premium renewal issues will be determined jointly with the exception of the premium rate which is set by the carrier with the full opportunity of the AFT representatives on the committee to receive information and discuss directly with the vendors and consultants issues surrounding these topics prior to any changes.

4. In the event that the insurance premium increase is in excess of eight percent (8%) the joint insurance committee shall convene in order to address benefit modifications.

5. For the purpose of this Agreement, the billing rate for the self-funded insurance plan shall be referred to in this Agreement as premiums and includes the following components:

   a. Administrative fees and expenses from our administrator/vendor and any sub-contractor service provider fees;
   b. Network and/or capitation fees;
   c. Reinsurance premiums for both the specific and aggregate coverages;
   d. Expected claims level for the upcoming policy year plus the corridor amount;
   e. Expected claims level from the Aggregate insurance level;
   f. And, any recommended change in runout reserves from the administrator/vendor.

The runout reserves and corridor obligation will be funded at Forty Percent (40%) of the expected claims calculated by the vendor. Additional reserves other than the above defined minimum amount may be maintained as Premium Stabilization Reserve. The Premium Stabilization Reserve may be used to subsidize cost control and/or the wellness programs and the billing rate to the lesser of either of the following:

- one-third of the Premium Stabilization Reserve;
- one-half of the increase rate; or
- the subsidy of the billing rates from this Reserve will not be greater than Ten Percent (10%) of the billing rate as defined above.

The allocation of any income or investment income generated within the insurance account shall be determined by the Insurance Committee. In no event may the runout reserve, corridor reserve, or premium stabilization account be used for other general fund purposes. The Premium Stabilization Reserve will only be used for premium subsidy unless the runout reserve, corridor reserve and Premium Stabilization Reserve in the aggregate exceeds one hundred percent (100%) of the total current premium.

B. Plan Options and Board Contribution

1. The School Corporation's group health insurance program shall consist of three benefit plans. Plan A whose benefits are summarized in the Plan A Group Health Benefits Plan and shall include an Unlimited Lifetime Network and Non-network (excluding human organ and tissue transplants). Plan B benefits are summarized in the Plan B Group Health Insurance Benefits Plan and shall include $5,000,000 Lifetime Network and Non-network (excluding human organ and tissue transplants and shall be in conjunction with a Health Savings Account. Plan C benefits are summarized in the Plan C Group Health Insurance Benefits Plan and shall

include $5,000,000 Lifetime Network and Non-network (excluding human organ and tissue transplants and shall be in conjunction with a Health Savings Account. These benefits shall be maintained unless changed by the process set forth in subsection A above.

2. Effective June 1, 2005 there shall be the following coverage and premium categories:

   1. Single Plan.
   2. Employee and One Dependent.
   3. Family Plan.

3. The School Corporation will contribute seventy-five percent (75%) towards any plan participant's premiums of "Plan A," and the plan participant, if electing to enroll, will contribute the remaining twenty-five percent (25%). The School Corporation will contribute the same dollar amount to the premiums of the other plans (Plan B and Plan C) as the School Corporation contributes to "Plan A" and then those plan participants will contribute the remainder to the respective other plan.

4. All teachers and any covered dependent upon reaching age 65 shall be required to apply for full Medicare coverage. Benefits will not be paid for expenses which would otherwise be covered by Medicare whether or not the employee has applied for Medicare.

5. Health Insurance Premium Offset Contribution.

   The School Corporation will make additional contribution to the 2020-2021 health insurance premiums so that an employee's take-home pay is not reduced solely because of the change in the increase of the health insurance premiums.

Section 13 – Long-Term Disability Insurance

1. All employees are covered with the Anderson Community School Corporation paying the full cost except One Dollar ($1.00).

2. The plan has been designed to protect the employee from "lost earnings" due to a prolonged total disability as the result of an accident or illness which shall include mental illness.

3. After one hundred twenty (120) calendar days from the beginning of the total disability, the employee will receive up to sixty percent (60%) of his monthly salary. For employees under the age of sixty (60) at the time of disability then those disability benefits are payable to age sixty-five (65). For those employees who become disabled at or after age sixty (60) then

the employee is due a designated number of monthly benefits as set forth in the LTD group policy. Payment of benefits under this insurance program shall be determined solely by the appropriate group policy and shall be payable by the insurance company issuing that group policy. The insurance carrier will not be changed without the prior consent of the exclusive bargaining agent.

4. If during the disability Social Security benefits increase, such increase shall not be reflected by a decrease in the amount paid by the insurance carrier.

Section 14 – Liability Insurance

1. Anderson Community School Corporation shall provide Teacher's Liability including Corporal Punishment Coverages for all members of the unit with the following limits of liability:

Bodily Injury	\$250,000 Each Person \$500,000 Each Occurrence
Property Damage	\$ 50,000 Each Occurrence

2. The endorsement providing this coverage names each unit member as an individual named insured providing each person with the above limits of liability. Teaching activities means acts or omissions of the insured in connection with his/her occupation as a member of the faculty or teaching staff of any school which is part of the Anderson Community School Corporation.

3. Payment of benefits under this insurance program shall be determined solely by the appropriate group policy and shall be payable solely by the insurance company insuring that group policy.

Section 15 –Worker's Compensation

1. The Anderson Community School Corporation shall carry Workmen's Compensation insurance protection.

2. Payment of benefits under this insurance program shall be determined solely by the appropriate group policy and shall be payable solely by the insurance company issuing that group policy.

Section 16 – Tax-Sheltered Annuity Program

1. School employees may participate in a tax sheltered annuity program and the Board of School Trustees will permit exclusion of premiums from their contract salaries.

2. Teachers who are participating in the tax-sheltered program will be offered contracts stipulating the Board of School Trustees to withhold annuities. The Board of School Trustees further stipulate that:

   a. Any company entering into the tax-sheltered plan must secure a minimum of thirty (30) participating members before the Board of School Trustees will recognize them.

   b. All requests for contracts with the tax sheltered features for the employee can be made at any time. All standing requests will be implemented effective on the earliest occurring of the following dates:

      January 1
      April 1
      July 1
      October 1

      Requests must be filed thirty (30) days prior to the effective date. An employee shall be permitted two (2) changes per calendar year.

   c. The Board of School Trustees will request that companies participating have local representatives.

Section 17 – Loss Reimbursement

1. Any teacher may appear before the Board of School Trustees and seek reimbursement for loss or damage or destruction of personal property not covered by insurance.

2. The loss or damage or destruction must not have been the result of negligence by the teacher.

Section 18 – Term Life Insurance

1. All full-time certified staff members shall have a death benefit equal to the amount of their current or last contracted salary. Such benefit shall not include extra pay for extra service unless it is included in the regular contract.

2. The benefit shall prevail from the opening of the school year to the opening of the following school year.

3. The benefit shall prevail as long as the member is an employee of the Anderson Community School Corporation.

4. One Dollar ($1.00) will be deducted once a year from the employee's earnings for this coverage.

5. Payment of benefits under this insurance program shall be determined solely by the appropriate group policy and shall be payable solely by the insurance company issuing that group policy. The insurance carrier will not be changed without the prior consent of the exclusive bargaining agent.

Section 19 – Deductions

The employer shall upon the written request of any school employee grant the exclusion of the specified amounts to the Madison County Federal Credit Union to be paid in accordance with the negotiated pay schedule.

UNION-COPE Deduction

1. The school employer shall on written authorization of a school employee deduct from each pay of such employee any amount of money designated or certified by the appropriate officer of the union and shall remit such amount to the union after each deduction.

2. The amount of money to be deducted shall be indicated on the original withholding authorization form.

Section 20 – Dental Insurance

1. All employees shall be provided dental insurance. However, any employee already having coverage equal to or better than that provided under the School Corporation shall be excluded from coverage.

2. Enrollment shall be permitted only twice annually at the following times:

    a. For a period beginning with the opening of the school year until September 30; or

    b. For a period beginning with the return to school after Christmas Break until January 31.

3. Each employee must contribute one dollar ($1.00) annually, the School Corporation pays the balance. Effective with the 2011-2012 work year, each plan participant must contribute twenty-five percent (25%) of the annual premium, and the School Corporation pays the balance.

4. Payment of benefits shall be determined by the third party administrator of the insurance program in accordance with the terms of coverage in effect at the time of ratification of this agreement by the parties. The insurance carrier will not be changed without the prior consent of the exclusive bargaining agent.

5. Dental insurance dependent coverage shall be extended to an age consistent with the health insurance coverage.

Section 21 – Vision Insurance

1. All employees shall be provided vision insurance. However, any employee already having coverage equal to or better than that provided under the School Corporation plan shall be excluded from coverage.

2. Each employee must contribute one dollar ($1.00) annually; the School Corporation pays the balance. Effective with the 2011-2012 work year, each plan participant must contribute twenty-five percent (25%) of the annual premium and the School Corporation pays the balance.

3. Payment of benefits shall be determined by the third party administrator of the insurance program in accordance with the terms of coverage in effect at the time of ratification of this agreement by the parties. The insurance carrier will not be changed without the prior consent of the exclusive bargaining agent.

4. Vision insurance dependent coverage shall be extended to an age consistent with the health insurance coverage.

ARTICLE VII – SEPARATION PAY AND RETIREMENT BENEFITS

Section 1 – Overview of Separation Pay and Retirement Benefits.

The specific separation pay and retirement benefits will vary for teachers depending upon which classification is applicable to a teacher. Each teacher will be entitled to and will be eligible for only one of the following classifications:

a. Teachers who have retired prior to the 2004-2005 work year as provided in Section 2 below.

b. Former Retirement Benefits Option as provided in Section 3 below.

c. Retirement Restructuring Program as provided in Section 4 below.

d. Retirement Benefits for teachers whose first day of teaching was after the 2004-2005 work year. Those benefits will be set forth in Section 5 below.

The changes agreed upon for this new Article XI, changes to Article X, Section 2(1), the deletion of Article X, Section 11 and 12 and the deletion of Article XII, Section 2, will go into full force and effect upon the condition that the Department of Local Government Finance approves the sale of second pension bond for Anderson Community School Corporation based upon a true tax value of 2.2 billion dollars.

Section 2 – Teachers Who Have Retired Prior to the 2004-2005 Work Year.

Teachers who retired prior to the 2004-2005 work year had their Separation Pay and Early Retirement benefits determined pursuant to the Collective Bargaining Agreement in effect at the time of their retirement with the exception of the School Corporation's contribution to health insurance premiums effective with the 2011-2012 work year.

Section 3 – Retirement Benefits for Teachers Participating in the Retirement Restructuring Program.

A. All teachers who were (1) employed during the 2004-2005 work year and (2) who if eligible and did not elect the Former Retirement Benefits Option provided in Article XI, Section 3 above will receive retirement benefits only pursuant to this section.

B. Separation Pay

1. Qualification – Teachers who have acquired fifteen (15) or more years experience in the Anderson Community School Corporation and are at least fifty (50) years of age before the end of the work

year following retirement from the staff at the Anderson Community School Corporation will be eligible for separation pay.

2. Separation Pay Benefits – Teachers who are eligible for separation pay will receive separation pay at the rate of one-third (1/3) of their then daily rate times the number of accumulated sick leave days up to one hundred eighty (180) days. Accumulated sick leave days in excess of one hundred eighty (180) days will be bought out pursuant to Article X, Section 2(1).

3. Payment of Separation Pay

   The first Two Thousand Dollars ($2,000) of any Separation Pay will be paid to the teachers as direct compensation and shall be a part of the teacher's last contract. Any Separation Pay entitlement due to the retiring teacher in excess of that amount will be deposited in the teacher's buyout account of the 401(a) Plan.

C. Retirement Restructuring Lump Sum Contribution

In response to both the mandates and opportunity provided by Senate Enrollment Act 199 (Acts of 2001) the Federation and the School Corporation negotiated a retirement restructuring during 2005.

As a result of the restructuring, teachers employed during the 2004-2005 work year (either actively at work or on leave), who if eligible and do not elect the Former Retirement Benefits Option of Article XI, Section 3 above, will receive a one-time lump sum buyout contribution.

The lump sum one-time buyout contribution is based upon the following three (3) components:

1. The buyout of the Separation Pay schedule set forth in Article X, Section 12 (p. 55) of the 2000-2002 Collective Bargaining Agreement;

2. The buyout of a teacher's potential Early Retirement Incentive Benefits, if any, set forth in Article XII, Section 2(1) (p. 69) of the 2000-2002 Collective Bargaining Agreement; and

3. The buyout of a teacher's Early Retirement Health Insurance Benefits, if any, set forth in Article XII, Section 2(2) (p. 70) of the 2000-2002 Collective Bargaining Agreement.

As a recipient of the lump sum buyout contribution which is subject to vesting as set forth below, the teacher will receive this contribution in lieu of the Separation Pay Schedule, Article X, Section 12 and the Early Retirement Incentive Benefits in Article XII, Section 2(1) and the Early Retirement Health Insurance Benefits in Article XII, Section 2(2) of the 2000-2002 Collective Bargaining Agreement(p. 56).

The lump sum buyout contribution was actuarially determined based on actual actuarial assumptions mutually agreed upon by the Federation and the School Corporation. Those accrued assumptions and the amount of each teacher's buyout contribution is set forth in a Memorandum of Agreement by and between the Federation and the School Corporation. That Memorandum of Agreement is enforceable through the grievance procedure of this Collective Bargaining Agreement.

That portion of the lump sum one-time buyout that has been calculated for (1) the buyout of the Separation Pay schedule (Article X, Section 12 of the 2000-2002 CBA), if any, and (2) the Early Retirement Benefits (Article XII, Section 2(1) of the 2000-2002 Collective Bargaining Agreement), if any, will be deposited into a separate account for each eligible teacher in the 401(a) Savings Plan. That portion, if any, of the lump sum one-time buyout that has been calculated for the buyout of the teacher's potential right to receive in the future a School Corporation contribution towards his/her retirement health insurance premiums (Article XII, Section 2(2) will be deposited in a separate account for each eligible teacher in the Retirement 501(c)(9) Trust ("Retirement VEBA").

Since this Retirement Restructuring Program is a replacement for the benefits provided for in Article X, Section 12, and Article XII, Section 2(1) and (2) the one-time buyout contribution will not vest until the following:

> A teacher with at least fifteen (15) years teaching experience in the Anderson Community School Corporation and a Master's degree, or thirty (30)semester hours of undergraduate or graduate school studies in education in the teacher's licensed area beyond the Bachelor's Degree, who is eligible for retirement under the Indiana Teacher's Retirement Fund will be fully vested in the lump sum one-time buyout contribution.
>
> A teacher whose employment is terminated prior to vesting will have the then current value of their lump sum one-time buyout accounts in the 401 Plan and Retirement VEBA forfeited and reallocated at the end of each work year, among the then remaining separate lump sum one-time buyout accounts in a similar ratio for

the reallocation as was the ratio for the initial deposit of the remaining accounts.

Teachers on recall who were laid off by the School Corporation will maintain accrued years of service for vesting prior to layoff until the earlier of the following events:

1) three (3) years on the recall list when the teacher's recall rights terminate;

2) rejects a recall offer to a position for which the teacher is licensed.

In the event that either of the above two (2) events occur and the teacher has not become vested then the value of the teacher's account will be forfeited and reallocated in the same manner. If the teacher is recalled prior to forfeiture, the prior vesting experience will tack onto the experience credited after recall.

Effective with the ratification of this 2021-2023 Collective Bargaining Agreement, the following will be applicable:

> The above provisions of Article VII, Section C concerning the educational requirements for vesting which provide for "a Master Degree, or thirty (30) semester hours of undergraduate or graduate school study in education in the teacher's licensed area beyond the Bachelor's Degree" will not be in full force and effect if every teacher eligible to receive a forfeiture redistribution allocation affirmatively waives in writing their right to receive forfeitures based upon this education forfeiture clause set forth in this Article VII, Section C on or before September 1, 2022. If all eligible potential recipients to a forfeiture distribution do not waive their right to exclude the educational criteria on or before September 1, 2022, this language change will not be implemented and ACSC will make the forfeiture redistribution on the original contract language.

D. Teachers Right to Continue in School District's Health Insurance Group Plan During Retirement

1. A teacher who chooses to retire may continue membership, in the group health insurance program provided by the Board at the full cost to the retiree, if that teacher meets the following three qualification requirements:

a. Is at least age fifty (50) on the first day of retirement;

b. Has at least 15 years of service in the School Corporation; and

c. Either is:

1) Enrolled in the group health insurance plan at the time of retirement; or

2) Is not enrolled in the group health insurance plan at the time of retirement, but has a qualifying event allowing the teacher to enroll under the plan and actually provides written notice of the election to enroll within both the available enrollment window and ninety (90) calendar days following the retired teacher's last day of work to the Insurance office of the School Corporation.

2. A teacher who is covered along with his/her spouse and/or eligible dependent by the group health insurance plan at the time of the teacher's retirement may continue coverage for both the retiring teacher and the covered dependent(s). A retiring teacher who is not a member of the group health insurance plan at the time of retirement but has a qualifying event allowing the teacher to enroll in the group health insurance program and does so by providing written notice to the Insurance office of the School Corporation within the available enrollment period and ninety (90) days of his/her last day of work may continue participation in the group health insurance plan for both the retiring teacher and the eligible dependent(s).

3. Dependents of an eligible retiree who has elected coverage under this section for his/herself and that retiree dies before qualifying for Medicare, those dependent(s) have the right to continued coverage under this section after the retiree's death as follows:

a) A spouse until such time the deceased retiree would have been eligible for Medicare; or

b) Dependents other than a spouse until the earlier of the time that they do not meet the definition of a dependent or the time the deceased retiree would have been eligible for Medicare.

4. If two employees are married and at the retirement of either employee, if retiring at different times or at the retirement of both employees if at the same time, the following changes may occur:

   The employees may switch the plan participant designation to the other spouse or if not on two single plans may elect coverage with two single plans.

5. The right to continue participating in the School Corporation's group health insurance plan will terminate upon the earliest date the retiree is eligible for Medicare. If a teacher and/or dependent(s) fails to pay his/her premium on time, he/she will automatically be dropped from the program at the end of the thirty (30) days following written notice mailed to the teacher's last known address and shall not be reinstated.

Section 4 – Separation Pay and Retirement Benefits for Teachers Whose First Day of Teaching Was After the 2004-2005 Work Year.

A. Teachers whose first day of teaching was after the 2004-2005 work year will receive separation pay and retirement benefits only under this section.

B. Separation Pay

1. Qualification – Teachers who have acquired fifteen (15) or more years experience in the Anderson Community School Corporation and are at least fifty (50) years of age before the end of the work year following retirement from the staff at the Anderson Community School Corporation will be eligible for separation pay.

2. Separation Pay Benefits – Teachers who are eligible for separation pay will receive separation pay at the rate of one-third (1/3) of their then daily rate times the number of accumulated sick leave days up to one hundred eighty (180) days. Accumulated sick leave days in excess of one hundred eighty (180) days will be bought out pursuant to Article X, Section 2(1).

3. Payment of Separation Pay

   The first Two Thousand Dollars ($2,000) of any Separation Pay will be paid to the teachers as direct compensation and shall be a part of the teacher's last contract. Any Separation Pay entitlement due to the retiring teacher in excess of that amount will be deposited in the teacher's buyout account of the 401(a) Plan.

C. Anderson Retirement Savings Plans

1. Overview and Maximum Contribution

Effective with the 2005-2006 work year the School Corporation will implement and maintain for teachers whose first day of employment was after the 2004-2005 work year a 401(a) Savings Plan and a Retirement 501(c)(9) Trust VEBA.

The contribution for eligible teachers to these two plans will be in the aggregate as follows:

Teachers first (1^{st}) through third (3^{rd}) year of employment with the Anderson Community School Corporation

1.00% times teacher's scheduled salary deposited in the Retirement VEBA

Teachers fourth (4^{th}) through fifth (5^{th}) year of employment with the Anderson Community School Corporation

1.00% times teacher's scheduled salary deposited in the Retirement VEBA
.50% times teacher's scheduled salary deposited in the 401(a) Savings Plan

From the sixth (6^{th}) year of employment and thereafter

1.00% times teacher's scheduled salary deposited in the Retirement VEBA
1.00% times teacher's scheduled salary deposited in the 401(a) Savings Plan

This contribution will be calculated by the appropriate amount times each eligible teacher's regular salary on the base Salary Schedule. This contribution will be made monthly.

2. 401(a) Savings Plan

The Plan will be a 401(a) qualified plan under IRS regulations.

Since this 401(a) Savings Plan is a replacement for certain separation pay and retirement benefits that were phased out in 2005, all contributions to the eligible teachers will vest as follows:

a) one-third (1/3) of the value of their account shall vest upon the attainment of five (5) years of service credit in the School Corporation;

b) two-thirds (2/3) of the value of their account shall vest upon the attainment of ten (10) years of service credit in the School Corporation;

c) fully vested upon the attainment of fifteen (15) years of service credit in the School Corporation.

A teacher whose employment is terminated prior to fully vesting will have the value or portional value if partially vested forfeited to the plan and that amount will be utilized as a credit towards the School Corporation's next required contribution to the 401(a) Savings Plan.

Teachers on recall who were laid off by the School Corporation will maintain accrued years of service prior to layoff for vesting until the earlier of the following events:

1) three (3) years on the recall list when the teacher's recall rights terminate;

2) rejects a recall offer to a position for which the teacher is licensed.

In the event that either of the above two (2) events occur and the teacher has not become vested then the value of the teacher's account will be forfeited or partially forfeited in the case of partial vesting and utilized as a credit towards the School Corporation's required contribution. If the teacher is recalled prior to forfeiture, the prior vesting experience will tack onto the experience credited after recall.

3. Retirement 501(c)(9) Trust VEBA

The Plan will be a 501(c)(9) qualified plan under IRS regulations.

Since this Retirement 501(c)(9) Trust VEBA is a replacement for retirement benefits that were phased out in 2005, all contributions to the eligible teachers will vest as follows:

a) one-third (1/3) of the value of their account shall vest upon the attainment of five (5) years of service credit in the School Corporation;

b) two-thirds (2/3) of the value of their account shall vest upon the attainment of ten (10) years of service credit in the School Corporation;

c) fully vested upon the attainment of fifteen (15) years of service credit in the School Corporation.

A teacher whose employment is terminated prior to fully vesting will have the value or portional value if partially vested forfeited to the plan and that amount will be utilized as a credit towards the School Corporation's next required contribution to the Retirement Trust VEBA.

Teachers on recall who were laid off by the School Corporation will maintain accrued years of service prior to forfeiture for vesting until the earlier of the following events:

1) three (3) years on the recall list when the teacher's recall rights terminate;

2) rejects a recall offer to a position for which the teacher is licensed.

In the event that either of the above two (2) events occur and the teacher has not become vested then the value of the teacher's account will be forfeited or partially forfeited in the case of partial vesting and utilized as a credit towards the School Corporation's required contribution. If the teacher is recalled prior to forfeiture, the prior vesting experience will tack onto the experience credited after recall.

4. Employee Elective 403(b) Contribution

In addition to the employer contributions provided above, employees still may make employee elective (salary reduction) contributions for the 403(b) programs already in existence subject to the statutory contribution limits. If the teacher is recalled prior to forfeiture, the prior vesting experience will tack onto the experience credited after recall.

D. Teachers Right to Continue in School District's Health Insurance Group Plan During Retirement

1. A teacher who chooses to retire may continue membership, in the group health insurance program provided by the Board at the full

cost, if that teacher meets the following three qualification requirements:

a. Is at least age fifty (50) on the first day of retirement;

b. Has at least 15 years of service in the School Corporation; and

c. Either is:

1) Enrolled in the group health insurance plan at the time of retirement; or

2) Is not enrolled in the group health insurance plan at the time of retirement, but has a qualifying event allowing the teacher to enroll under the plan and actually provides written notice of the election to enroll within both the available enrollment window and ninety (90) calendar days following the retired teacher's last day of work to the Insurance office of the School Corporation.

2. A teacher who is covered along with his/her spouse and/or eligible dependent by the group health insurance plan at the time of the teacher's retirement may continue coverage for both the retiring teacher and the covered dependent(s). A retiring teacher who is not a member of the group health insurance plan at the time of retirement but has a qualifying event allowing the teacher to enroll in the group health insurance program and does so by providing written notice to the Insurance office of the School Corporation within the available enrollment period and ninety (90) days of his/her last day of work may continue participation in the group health insurance plan for both the retiring teacher and the eligible dependent(s).

3. Dependents of an eligible retiree who has elected coverage under this section for his/herself and that retiree dies before qualifying for Medicare, those dependent(s) have the right to continued coverage under this section after the retiree's death as follows:

a) A spouse until such time the deceased retiree would have been eligible for Medicare; or

b) Dependents other than a spouse until the earlier of the time that they do not meet the definition of a dependent or the time the deceased retiree would have been eligible for Medicare.

4. If two employees are married and at the retirement of either employee, if retiring at different times or at the retirement of both employees if at the same time, the following changes may occur:

   The employees may switch the plan participant designation to the other spouse or if not on two single plans may elect coverage with two single plans.

5. The right to continue participating in the School Corporation's group health insurance plan will terminate upon the earliest date the retiree is eligible for Medicare. If a teacher and/or dependent(s) fails to pay his/her premium on time, he/she will automatically be dropped from the program at the end of the thirty (30) days following written notice mailed to the teacher's last known address and shall not be reinstated.

ARTICLE VIII – LEAVES OF ABSENCE (UNPAID AND SABBATICAL)

Section 1 – General

1. Leaves of absence without pay shall be granted under the following conditions. Failure to meet any condition shall constitute reasons for refusal of leave.

2. Any employee desiring such a leave shall make a written request to the Superintendent of Schools at least thirty (30) days prior to the beginning of the period for which the leave is to be granted.

3. The employee shall notify the Superintendent of Schools of his/her intention to return to his/her employment or to apply for extended leave not less than thirty (30) days prior to the date on which he/she intends to return or make request for extension of the leave.

Section 2 – Such leaves shall be granted for:

1. Employee's illness (upon certification from a physician) after the sick leave period has expired. The leave shall continue for a period of not more than one (1) year.

   Any Employee disabled due to injury or illness including maternity for more than one year shall be reinstated by the school employer with all seniority accrued prior to the disability. The returning employee shall be given rights under the voluntary transfer policy when positions are posted. If no vacancies exist, the returning employee shall be granted the least senior position in the area he/she is licensed consistent with the provisions of this contract.

Notification of desire to return to active employment must be submitted to the Director of Human Resources Office prior to May 1 preceding the start of the school year in which the employee intends to resume work. This will allow for notification and dismissal of the employee under contract in the least senior position. Failure to notify of desire to return to work prior to May 1 will result in employee's rights to return only when a vacancy occurs.

The least senior employee who faces a potential loss of his/her position should the disabled employee return to work shall be notified in writing of this possibility prior to the start of the second semester.

2. Maternity. A maternity leave without pay shall be granted for pregnancy, child care following the birth of the child, or a combination of the two. An expectant teacher who desires to secure a maternity leave from the Anderson Community School Corporation must make a request in writing to the Superintendent of Schools accompanied by a doctor's statement verifying the pregnancy and expected delivery date. If the leave is desired from a point at or shortly after the birth of the child, then verification of the birth of the child shall be required. The leave shall not be for longer than one (1) year, but the teacher may apply to the Board of School Trustees for additional maternity leave. Certified staff taking leave from the school system within nine (9) weeks or less remaining in the school year may elect to remain on leave the entire following year without jeopardizing their particular teaching position.

3. Governmental service (elected public office).

4. Military service. If the employee volunteers for military service during war or a state of emergency, or if his/her services are required by the United States Government for defense or military purposes, leave may be granted without loss of status for the period of such service.

   All school personnel granted leave for military service shall be allowed full credit for such service. Each full year, or major fraction thereof, shall be counted as a year of successful school service when determining the salary status of each person.

Section 3 – Leaves may be granted for:

1. Illness within the immediate family of the employee.

2. Professional advancement.

3. Other leaves may be authorized upon the recommendation of the Superintendent of Schools and with the approval of the Board of School Trustees.

Section 4 – Sabbatical Leave

1. The Board of School Trustees shall provide for sabbatical leave for license personnel.

2. The teacher applying for this leave must meet the following qualifications:

   a. The teacher must be an employee of the Anderson School System for a minimum of six (6) successive years.

   b. The teacher must have a Master's Degree plus thirty (30) graduate semester hours / Bachelor's Degree plus 60 graduate semester hours.

   c. The teacher may secure a leave only one (1) time for one (1) year.

   d. The Board of School Trustees will grant one-half salary of the approved teacher for the year's leave without fringe benefits.

   e. If the teacher does not return to the system following the year, the salary must be returned.

   f. The teacher must attend a college on a full time student basis during the leave and the training must result in a Doctoral Degree in Education or a doctoral degree related to the staff member's area of instruction or the salary must be returned. A full-time student program should be a minimum of fifteen (15) semester hours or fifteen (15) quarter hours.

   g. The Board of School Trustees reserves the right to regulate the number granted each year.

   h. A written agreement shall be entered into between the Board of School Trustees and the applicant, if approved.

   i. Seniority of the applicant shall be given consideration.

Section 5 – Foreign Exchange

1. The Anderson Community School Corporation are favorable to exchanging teachers with a foreign country.

Section 6 – Political Activity

1. Teachers holding elected office will be granted a leave of absence if requested by the teacher. They will not receive salary.

2. In addition, a reasonable period of time without pay may be granted to a teacher for the purpose of campaigning for public office.

Section 7 – Professional Leaves

Teachers holding office with or employed by the Union's national organization or its state organization shall be granted a leave of absence if requested by the teacher while serving in either capacity. They will not receive salary. If the leave of absence extends beyond one (1) year, the returning employee shall be given rights under the voluntary transfer policy when positions are posted.

Section 8 – Adoptive Leave

Adoptive leave shall be granted to teachers requesting such leave of absence. A teacher applying for adoptive leave shall, upon initial application for the adoption, notify the Superintendent in writing of that intent. The period of leave shall commence when the child is physically turned over to the teacher parent. Return from leave must be such that it occurs at the beginning of a grading period. Otherwise, the procedures shall be consistent with those of maternity leave.

Section 9 – Unpaid Paternity Leave

A male teacher may be granted a leave without pay for child care. (Also see Article X – Section 7 – Paid Maternity/Paternity Leave).

Section 10 – Employment Following Leave of Absence

1. The specific position held at the time of the granting of the leave shall be guaranteed except as limited by other provisions of the Master Contract.

2. Certified staff taking leave from the school system with nine (9) weeks or less remaining in the school year may elect to remain on leave the entire following year without jeopardizing their particular teaching position.

3. In the event that the employee's former position is not immediately available without seriously disrupting the school program, temporary placement shall be made until proper readjustments can be made.

Section 11 – Unauthorized Unpaid Leave

Employees who are absent from work without being on (1) Family Medical Leave Act provided leave, (2) a doctor's statement of illness, however, in those situations where the School Corporation has an objective reasonable basis to conclude that there is a question as to the legitimacy of the doctor's note the employee, at the expense of the School Corporation, will be required to provide additional medical verification, (3) paid status pursuant to state law, (4) paid status pursuant to this Agreement, or (5) Board approve leave, shall be considered to be in neglect of their duty, are subject to termination of their employment.

Employees who are absent from work without being on (1) Family Medical Leave Act ("FMLA") provided leave, or (2) paid status pursuant to state law or the Collective Bargaining Agreement language will lose any paid School District contributions to the teacher's health, dental, and vision insurance premiums for those days that the employee is not on paid status or FMLA.

If, according to this paragraph, the teacher loses eligibility for insurance premium contributions, then the employee becomes responsible for the full insurance premium for that (those) day(s) and any unpaid premiums will be deducted from the employee's pay. Should the employee not have any pay due, the employee is required to remit payment for the unpaid insurance premiums or if the employee does not do so the insurance coverage terminates and the employee will be dropped from the plan(s).

Additionally, if the employee is absent from work without approved or FMLA leave for five (5) consecutive working days, or ten (10) days over a yearlong period, the School District may terminate the employee and the insurance coverage will also terminate pursuant to law. Such termination pursuant to this section will be deemed and constitute just cause pursuant to this Collective Bargaining Agreement.

Notwithstanding the provisions of this section, this Agreement's Discipline Policy shall apply to any other unapproved absences short of the limits set forth in the above paragraph.

Section 12 – Insurance While on Leave

1. Any employee who has been granted a leave of absence shall continue to receive disability insurance and term life insurance. For a leave other than sickness or disability, the following rules shall apply:

   a. If the leave is for the entire school year, then such employee shall not receive health insurance.

b. If the leave begins after the start of the school year, such employee shall be covered by health insurance for the fraction of the calendar year in the same proportion which the number of contractual days paid prior to the start of the leave bears to the total number of contractual days. Example: Teacher is paid for ninety-one (91) days prior to starting leave:

$$91/182 = X/365 \qquad X = 182.5 \text{ days}$$

Thus insurance coverage would continue for 182.5 calendar days from the beginning of the school year, or until the end of the month in which the final day occurs.

c. The employee may remain in the group at his/her own expense.

2. For sickness or disability leave, health insurance shall continue for the contract year as long as the person remains unable to work.

3. For unpaid maternity leave, hospitalization insurance shall continue for six (6) months after the birth of the child.

ARTICLE IX – CONFERENCES

Section 1 – Professional Conferences

1. Upon approval of the principal, superintendent and Board of School Trustees, an employee may be granted permission to attend an educational conference at no loss of pay and at the total or partial expense of the School Corporation. If necessary, a substitute shall be provided during an absence for such a purpose. Teachers at all grade level may request such leave.

2. All requests shall be submitted on the form provided by the School Corporation at least thirty (30) days prior to the conference. Reimbursement for the expenses shall be made in accordance with the guidelines in effect at the time such conference occurs.

3. Following attendance at a conference, teachers may be requested to report on the conference and give a resume' of the program.

4. Mileage from Anderson at the rate currently authorized by the Internal Revenue Service for business use shall cover the allowable expenses for gas, oil, parking and storage. The expenses for one (1) automobile will be allowed for each four (4) participants attending a conference. Actual expense of banquet dinners up to fifteen dollars ($15.00) and up to forty-

five dollars ($45.00) for lodging shall be allowed. Proper receipts must be provided. An extra amount over the maximum allowances may be requested.

ARTICLE X

2010 CHANGES ADOPTED BY THE BOARD AND THE AFT IN JUNE 2010

Section 1 – Certified and Non-Certified

1. Six year extension of the master contract expiring on December 31, 2018 for both certified and non-certified contracts.

3. Health plan changes attached

7. A $1,200 contribution will be deposited into every unit member's 401A account no later than June 30, 2010 (from the insurance reserve).

Section 2 – Certified

1. A $25,000 buyout for retirees will be given to all retiring certified unit members. A non-revocable letter of retirement must be turned in by Friday, June 25, 2010 at 3:00p.m. Their deposit will be made no later than June 30, 2010. Retiree must be 50 years of age and worked 15 years with ACSC.

2. Certified employees salary scale will be reduced by 2% effective over the 2010/2011 school year. This reduction will be reflected in equal amounts of each of the 26 pays.

3. All work (excluding teaching and obligations of teachers prior to this agreement through their PL 221/SWP) outside of the contractual day will be paid the professional development stipend of $15.75 per hour.

[NOTE: THE PROVISIONS OF THE ABOVE ARTICLE IS INCLUDED FOR HISTORICAL AND INFORMATIONAL PURPOSES ONLY.[

ARTICLE XI – 2011 FINANCIAL CONCESSIONS

Section 1 – The financial concessions agreed to by the parties in Article XX are agreed upon to be extended.

The 2011 financial concessions eligible to be proposed to be restored are as followed:

- compensation for any additional work by teachers outside the school year at $15.75 per hour.

- compensation for any additional teacher work outside the regular work day at $15.75 per hour.

- the reduction of extra-curricular stipends by ten percent (10%) in the 2011-2012 school year.

- reduction of department head stipends.

- eliminate $200.00 supply reimbursement for elementary teachers

[NOTE: THE PROVISIONS OF THE ABOVE ARTICLE IS INCLUDED FOR HISTORICAL AND INFORMATIONAL PURPOSES ONLY.

ARTICLE XII – SAVINGS CLAUSE

1. If any provision of this agreement is or shall at any time be contrary to law then such provision shall not be applicable or performed or enforced, and substitute action, if any, shall be subject to appropriate negotiation and agreement between the parties.

2. In the event that any provision of this agreement is or shall at any time be contrary to law, all other provisions of this agreement shall continue in effect.

ARTICLE XIII – SCHOOL EMPLOYER RIGHTS AND RESPONSIBILITIES

The school employer shall have the responsibility and authority to manage and direct on behalf of the public the operations and activities of the School Corporation to the full extent authorized by law except to the extent that is limited by collective bargaining.

ARTICLE XIV – DURATION OF AGREEMENT

This Agreement shall be effective as of July 1, 2025, and shall continue in effect through 12:00 o'clock midnight June 30, 2027, except where the specific terms of any provision of this Agreement provides for a different effective date(s).

[THE REMAINDER OF THIS PAGE INTENTIONALLY LEFT BLANK]

ARTICLE XV – ENTIRE AGREEMENT CLAUSE

This agreement plus any additional items and contractual interpretations mutually agreed upon constitutes the entire agreement between the parties.

This agreement is made and entered into this 17th day of November, 2025, by and between the Anderson Community School Corporation, County of Madison, State of Indiana, and the Anderson Federation of Teachers, Local 519 of the American Federation of Teachers, or its majority representative successor.

The undersigned attest to the following:

1. A public hearing was held in compliance with IC 20-29-6-1(b) on August 11, 2025, and electronic participation from the parties and public was not permitted;

2. A public meeting in compliance with IC 20-29-6-19 was held on November 10, 2025, to discuss the tentative agreement and electronic participation from the parties and public was not permitted.

ANDERSON FEDERATION OF TEACHERS	BOARD OF SCHOOL TRUSTEES ANDERSON COMMUNITY SCHOOL CORPORATION
Randy Harrison, President and Chief Negotiator	Charles R. Rubright, Chief Negotiator
Team Member	Dr. Joe Cronk, Superintendent
Team Member	Dr. Pat Hill, Board President
Team Member	Mandy Webb, Board Secretary
Team Member	
Team Member	
Team Member	

5114668.1
11/14/25

RATIFIED BY THE ANDERSON FEDERATION OF TEACHERS ON THE 12th DAY OF NOVEMBER, 2025

RATIFIED BY THE BOARD OF SCHOOL TRUSTEES OF THE ANDERSON COMMUNITY SCHOOL CORPORATION ON THE 17TH DAY NOVEMBER, 2025

APPENDIX A
ANDERSON COMMUNITY SCHOOL CORPORATION
2025 – 2027 SALARY MATRIX

Step	Salary	Step	Salary
A	50,000	AA	63,000
B	50,500	AB	63,500
C	51,000	AC	64,000
D	51,500	AD	64,500
E	52,000	AE	65,000
F	52,500	AF	65,500
G	53,000	AG	66,000
H	53,500	AH	66,500
I	54,000	AI	67,000
J	54,500	AJ	67,500
K	55,000	AK	68,000
L	55,500	AL	68,500
M	56,000	AM	69,000
N	56,500	AN	69,500
O	57,000	AO	70,000
P	57,500	AP	70,500
Q	58,000	AQ	71,000
R	58,500	AR	71,500
S	59,000	AS	72,000
T	59,500	AT	72,500
U	60,000	AU	73,000
V	60,500	AV	73,500
W	61,000	AW	74,000
X	61,500	AX	74,500
Y	62,000	AY	75,000
Z	62,500		

APPENDIX B - EXTRA-CURRICULAR SALARIES

ANY INFORMATION IN THIS APPENDIX B BEYOND THE ACTUAL STATED WAGES WAS NOT BARGAINED BY THE PARTIES AND IS INCLUDED FOR INFORMATION PURPOSES ONLY. The extra-curricular salaries will be determined by an index multiplied by the beginning Bachelor's salary then multiplied by .90. All amounts for the entire school year determined by the beginning Bachelor salary in effect at the beginning of the school year. Amounts to be received will be rounded off to the closest whole dollar.

HIGHSCHOOL	INDEX		INDEX
FOOTBALL		**BASKETBALL**	
Head Varsity	0.300	Boy's Head Varsity	0.300
Varsity Assts.	0.140	Boy's Varsity Assts.	0.140
Varsity Assts.	0.140	Boy's Varsity Assts.	0.140
Varsity Assts.	0.140	Boy's Varsity Assts.	0.140
Varsity Assts.	0.140	Boy's Varsity Assts.	0.140
Varsity Assts.	0.140	Boy's Varsity Assts.	0.140
Varsity Assts.	0.140	Girl's Head Varsity	0.300
Varsity Assts.	0.140	Girl's Varsity Assts.	0.140
		Girl's Varsity Assts.	0.140
CROSS COUNTRY (Co-Ed)		Girl's Varsity Assts.	0.140
Head Varsity	0.140	Girl's Varsity Assts.	0.140
Varsity Asst.	0.080	Girl's Varsity Assts.	0.140

WRESTLING		**GOLF**	
| Boy's Head Varsity	0.140	| Boy's Head Varsity	0.140
| Boy's Varsity Assts.	0.080	| Girl's Head Varsity	0.140
| Girl's Head Varsity	0.140		
| Girl's Varsity Assts.	0.080	**TRACK**	
		| Boy's Head Varsity	0.140
SWIMMING		| Boy's Varsity Assts.	0.080
| Boys's Head Varsity	0.140	| Boy's Varsity Assts.	0.080
| Boy's Varsity Assts.	0.080	| Girl's Head Varsity	0.140
| Girl's Head Varsity	0.140	| Girl's Varsity Assts.	0.080
| Girl's Varsity Assts.	0.080	| Girl's Varsity Assts.	0.080
| Varsity Assts./Diving	0.080		
		SOFTBALL	
TENNIS		| Head Varsity	0.140
| Boy's Head Varsity	0.140	| Varsity Assts.	0.080
| Girl's Head Varsity	0.140	| Varsity Assts.	0.080
BASEBALL		**STRENGTH COACH**	
| Head Varsity	0.140	| Fall	0.050
| Varsity Assts.	0.080	| Winter	0.050
| Varsity Assts.	0.080	| Spring	0.050

SOCCER		**MUSIC**	
| Boy's Head Varsity	0.140	| High School Band Director (School year)	0.300
| Boy's Varsity Assts.	0.080	| High School Band Director (Summer 27 Days)	0.100
| Girl's Head Varsity	0.140	| Assistant HS Band Director (School year)	0.095
| Girl's Varsity Assts.	0.080	| Assistant HS Band Director (Summer 27 Days)	0.095
		| Performance Stipend	0.045
VOLLEYBALL		| Choral Director	0.140
| Head Varsity	0.140	| Asst. Choral Director	0.070
| Varsity Assts.	0.080		
		CLASS SPONSORS	
UNIFIED		| Senior Class	
| Flag Football	0.140	| One (1) Sponsor	0.050
| Track	0.140	| Two (2) Sponsors	0.030
		| Junior Class	
TRAINER/EQUIPMENT MANAGER		| One (1) Sponsor	0.050
| Fall	0.100	| Two (2) Sponsors	0.030
| Winter	0.090	| Sophomore Sponsor	0.050
| Spring	0.080	| Freshman Sponsor	0.050
		DRAMATICS COACH	0.050

H.S. STUDENT COUNCIL SPONSORS		**CHESS CLUB SPONSOR**	
| One (1) Sponsor	0.050	| High School	0.040
| Two (2) Sponsors	0.030		
		ROBOTICS CLUB SPONSOR	
TICKET MANAGER	0.085	| Co-Coach	0.040
		| Co-Coach	0.040
NEWSPAPERS SPONSOR	0.040		
		DUAL CREDIT/AP	
TRIBECAST DIGITAL MEDIA SPONSOR	0.040	Per Section - $1,200 max/semester	0.014
YEARBOOK SPONSOR	0.040	Art Club	0.040
		E-Sport Club Head	0.040
CHEERLEADER & PEP CLUB SPONSORS		E-Sport Club Asst	0.025
| High School Cheerleader	0.080	NJROTC Teams Head	0.140
		NJROTC Teams Asst	0.080
HIGH SCHOOL COUNSELING		Dean	0.145
Five (5) Counselors will each be paid for eight (8) additional days at per diem	0.060	Data Coach	0.145
		Instr. Coach	0.040
ACADEMIC SPONSORS		SpecEd (Admin Designee)	0.100
| High School National Honor Society Sponsor	0.050		
| Future Problem Solving Sponsor	0.040		

HIGHLAND MIDDLE SCHOOL	INDEX		INDEX
FOOTBALL		**WRESTLING**	
| Middle School 7th	0.060	| Middle School (5th-8th)	0.050
| Middle School 7th	0.060	| Middle School (5th-8th)	0.050
| Middle School 8th	0.060		
| Middle School 8th	0.060	**SWIMMING**	
		| Middle School	0.050
CROSS COUNTRY		| Middle School	0.050
| Middle School	0.050		
		TENNIS	
BASKETBALL		| Middle School	0.050
| Middle School Boys 7th	0.060		
| Middle School Boys 7th	0.060	**BASEBALL**	
| Middle School Boys 8th	0.060	| Middle School	0.050
| Middle School Boys 8th	0.060	| Middle School	0.050
| Middle School Girls 7th	0.060		
| Middle School Girls 7th	0.060	**GOLF**	
| Middle School Girls 8th	0.060	| Middle School Co-Ed	0.050
| Middle School Girls 8th	0.060		

TRACK		**MUSIC**	
Middle School Girls	0.050	Summer Band Asst Director	0.095
Middle School Girls	0.050	Performance Stipend	0.045
Middle School Boys	0.050		
Middle School Boys	0.050	**DRAMATICS COACH**	0.050
SOFTBALL		**MIDDLE SCHOOL STUDENT COUNCIL SPONSORS**	
Middle School	0.050	One (1) Sponsor	0.050
Middle School	0.050	Two (2) Sponsors	0.030
SOCCER		**YEARBOOK SPONSOR**	0.040
Middle School Co-Ed	0.050		
Middle School Co-Ed	0.050	**DIGITAL MEDIA SPONSOR**	0.040
VOLLEYBALL		Middle School Cheerleader	0.050
Middle School	0.060		
Middle School	0.060	**MIDDLE SCHOOL COUNSELING**	
		Two (2) Counselors will each be paid for eight (8) additional days at per diem	0.060
ATHLETIC DIRECTOR	0.300		

ACADEMIC SPONSORS			
Robotics Club Sponsor	0.040	SpecEd (Admin Designee)	0.100
Art Club	0.040	Dean	0.145
Junior NHS	0.050	Data Coach	0.145
SpecEd (Behavior Support)	0.100	Instr. Coach	0.040
ANDERSON INTERMEDIATE	**INDEX**		**INDEX**
BASKETBALL			
| Boy's Coach	0.055	| Student Council	0.040
| Boy's Coach	0.055	| Chess Club	0.040
| Girl's Coach	0.055	| Spell Bowl	0.040
| Girl's Coach	0.055	| Math Bowl	0.040
		| Robotics Club	0.040
SOCCER			
| Coach Co-Ed	0.040	Dean	0.145
		Data Coach	0.145
VOLLEYBALL		Instr. Coach	0.040
| Coach 6th Girls	0.060	STEM Lead Teacher	0.040
		STEM Lead Teacher	0.040
		Music – Performance Stipend	0.045
		SpecEd (Admin Designee)	0.100

ELEMENTARY	INDEX	AHS Career Center - D26	INDEX
| Basketball Girls	0.040	Career Pathways Specialist	0.040
| Basketball Boys	0.040	CNA Director	0.090
| Soccer Co-Ed	0.040	D26 Clubs	0.040
| Student Council	0.040	DECCA	0.040
| Chess Club	0.040	ProStart/FCCLA	0.040
| Spell Bowl	0.040	ProStart/FCCLA	0.040
| Math Bowl	0.040	FCCLA	0.040
| Robotics Club	0.040	HOSA/Dental	0.040
		HOSA/EMT	0.040
Dean	0.145	HOSA/CNA	0.040
Data Coach	0.145	HOSA/CCMA	0.040
Instr. Coach	0.040	HOSA/VET	0.040
STEM Lead Teacher	0.040	Tech National Honor Society	0.050
STEM Lead Teacher	0.040	**DUAL CREDIT**	
		Per Section - $1,200 max/semester	0.014

COMPASS	INDEX		INDEX
Dean	0.145		
Lead Teacher COMPASS – Gen Ed	0.125		
Lead Teacher COMPASS – Sp Ed	0.125		
DISTRICT	**INDEX**	**DEPARTMENT HEADS**	**INDEX**
SpecEd (Deaf & Hard of Hearing)	0.100	| Two (2) to Five (5) Teachers Dept. 2 periods per week after the school day @ $25.00/hr	0.045
SpecEd (Blind/Low Vision)	0.100		
SpecEd (Behavior Support)	0.100	| Six (6) to Ten (10) Teachers Dept. 4 periods per week after the school day @ $25.00/hr	0.086
PAR	0.145		
E-Coach	0.145	| Eleven (11) and Over Teacher Dept. 5 periods per week after the school day @ $25.00/hr	0.108
E-Coach	0.145		
E-Coach	0.145		
Sp Ed PreK/Para Coordinator	0.133		
Lead Teacher Eastview (194 Days)	0.125		
STEM Coordinator	0.145		
District Testing Coordinator	0.095		

APPENDIX C
GRIEVANCE REPORT FORM

Grievance No. __________

Name of Grievant____ACSC

School____

Assignment____

A. Date Cause of Grievance Occurred__________________________________

B. Statement of Grievance____

____

____

____

(Use Reverse Side If Necessary)

C. Article of Agreement Involved______________________________________

D. Action Grieved Outside Agreement__________________________________

____

E. Relief Sought____

____

____

Signature of Grievant____

Signature of Federation Representative________________________________

Date Submitted____

Dates Received:

Step I____________________________ Disposition___________________________
(informal)

Step II___________________________ Disposition___________________________
(Principal or Supervisor)

Step III__________________________ Disposition___________________________
(Superintendent)

Step IV__________________________ Disposition___________________________
(Board)

_________________________________ Disposition___________________________
(Arbitrator)

AFT ANDERSON FEDERATION OF TEACHERS
422 West Ninth Street • Anderson, Indiana 46016
(765) 643-5432 • FAX: (765) 643-5743

APPENDIX D
ANDERSON COMMUNITY SCHOOL CORPORATION
CERTIFIED FORM FOR WITHDRAWING SICK DAYS
FROM SICK LEAVE BANK

Name (print) ______________________________ Date ___________________________

Address _________________________________ Zip _________ Phone _______________

School ____

I am enrolled under Schedule A __________ Schedule B _______

Date on which disabling condition began ______________________________________
Month Day Year

Number of days requested ____

*Medical evidence of illness (please attach statement).

Date you were first treated for this disorder __________________________________

*Medical evidence means certification by attending physician.

Signature ____________________

Complete two copies and return to:

Chairperson, Sick Leave Bank
AFT Office
422 W. 9th St.
Anderson, IN 46016

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APPENDIX E

IMPORTANT:

1. Complete 3 copies:
   1 Each: Anderson Federation of Teachers
   Superintendent
   Employee

2. Return 2 copies to AFT Office Immediately, or to Building Rep

Authorization for Sick Leave Bank Contribution
(Certified)

In fulfillment of the membership requirements therein, I hereby authorize the Anderson Community School Corporation to annually assign in my name one of my annual allotment of sick leave days as my contribution to the voluntary Sick Leave Bank established for members of the bargaining unit under the terms and conditions of the 1982 Sick Bank Agreement. This authorization will continue in force until such time as I notify the ACSC by registered mail, return receipt requested, of my desire to terminate membership in the bank.

Signature______________________________ Date__________________

Name (Print)____

Address______________________________ Zip____ Phone__________

Building_______________________

Schedule___________

APPENDIX F
AFT-COPE WITHHOLDING

COMMITTEE
ON
POLITICAL
EDUCATION

Anderson Federation of Teachers
422 West Ninth Street
Anderson, Indiana 46016
317-643-5432

Hours
Monday---Friday 12:30 - 4:30

AFT-COPE WITHHOLDING

I hereby authorize the Anderson Community School Corporation to deduct the sum indicated below from each of my regular paychecks and to forward that amount to the Anderson Federation of Teachers' Committee on Political Education (AFT-COPE).

This authorization is voluntarily made on the specific understanding that the signing of this form and the making of payments to the AFT's Committee on Political Education are not conditions of membership in the AFT or employment with the Anderson Community School Corporation and that the AFT-COPE will use the money it receives to make political contributions and expenditures in connection with federal, state, and local elections.

It is understood this voluntary authorization shall remain in force until notification of withdrawal is made to the School Administration and the AFT-COPE.

NAME (print) ________________________________ **DATE** ________

SIGNATURE ____

HOME ADDRESS ____________________________ **ZIP** ________

HOME PHONE ______________ **SCHOOL BUILDING** ______________

Indicate below the sum to be withheld.

_______ **$1.00** _______ **$2.00** _______ **$3.00** _______ **OTHER $** _______

INCREASE CURRENT AMOUNT BY $ __________

Complete two (2) copies and return both of them to your Building Representative or the AFT Office.

THIS REPLACES ALL OTHER COPIES AS OF JULY 1, 2005

All questions concerning this agreement shall be referred to the AFT office (643-5432).

Contributions or gifts to AFT/COPE are not deductible as charitable contributions for federal income tax purposes.

cope.form

EDUCATION FOR DEMOCRACY — DEMOCRACY IN EDUCATION

THIS REPLACES ALL OTHER COPIES AS OF JUNE 1, 2005

APPENDIX G

ANDERSON FEDERATION OF TEACHERS
422 West Ninth Street • Anderson, Indiana 46016
(765) 643-5432 • FAX: (765) 643-5743

AUTHORIZATION FOR DUES WITHHOLDING

NAME______________________________ ☐ Certified ☐ Non-Certified

ADDRESS_______________________________ZIP CODE________________

SCHOOL___________________________HOME PHONE_________________

BY-LAW X

Annual dues shall be .10% (.01) of salary.

Authorization Agreement

This is to authorize the Anderson Community School Corporation to withhold from my pay the established dues to the Anderson Federation of Teachers. It is understood this authorization shall remain in force until notification is made to the school administration and the Anderson Federation of Teachers.

SIGNATURE_________________________DATE______________________

ANDERSON FEDERATION OF TEACHERS LOCAL 519 AFL-CIO
AFFILIATED WITH THE INDIANA FEDERATION OF TEACHERS