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CONTRACT
BETWEEN
THE BOARD OF SCHOOL TRUSTEES
OF THE
GREENSBURG COMMUNITY SCHOOL CORPORATION
AND
GREENSBURG TEACHERS ASSOCIATION
2018-2019

THIS CONTRACT ENTERED INTO THIS SEPTEMBER 19, 2018 BY AND BETWEEN THE BOARD OF SCHOOL TRUSTEES OF THE GREENSBURG COMMUNITY SCHOOL CORPORATION AND THE GREENSBURG TEACHERS ASSOCIATION.

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ARTICLE I

This agreement ("Agreement") entered into this 19th day of September, 2018 by and between the Board of School Trustees of Greensburg Community School Corporation County of Decatur, State of Indiana (the "School Employer", "GCSC" or "Greensburg") and the Greensburg Teachers Association (the "Association", "exclusive representative" or "GTA").

ARTICLE II
Recognition

The School Employer recognizes the Greensburg Teachers Association as the exclusive representative of all full time certificated school employees who teach in the Greensburg Community School Corporation, excluding the following positions: Superintendent, Assistant Superintendent, Director of Curriculum/Instruction, Principals, Assistant Principals, Athletic Directors, Football Head Coach, Basketball Head Coach (Boys/Girls), Special Education Director, High School and Junior High School Deans of Students.

ARTICLE III
Salary and Wage

Salary The basic salary range of Teachers covered by this Agreement shall be on a regular teacher contract year basis and is set forth in Appendix A, attached to this Agreement. Adjustments in teacher pay, including any stipends, shall be made in accordance with the *Compensation Model Program* by agreement of the Superintendent and the GTA Bargaining Team. Adjustments in a Teacher's pay shall not be retroactive, for whatever cause.

ECA The schedule of additional teacher compensation for extra-curricular time and responsibilities is set forth in Appendix B, attached to this Agreement. The number of ECA positions is not negotiated in this contract.

Professional Development Stipend A Teacher shall be paid fifty dollars (\$50.00) per hour for work performed outside the contractual day when making approved professional development presentations to colleagues who are employed by GCSC. A Teacher shall be paid one payment of seventy-five dollars (\$75.00) for time spent preparing a presentation for the first time. A Teacher who presents a workshop more than one time on the same topic will receive a one-time preparation payment for the initial preparation. In addition, for preparation for all subsequent workshops on the same topic, the Teacher presenter will be paid a stipend of twenty-five dollars (\$25.00) per presentation. If the same Teacher presents on a new topic, then the payment will again apply for the initial preparation of the new topic.

A Teacher shall be paid fifty dollars (\$50.00) for voluntarily attending GCSC approved professional development seminars and/or workshops not held during the contractual day. New Teachers who attend the orientation shall be paid according to this provision.

- Adjustments for special off-campus professional development may be approved by the Superintendent and may result in an additional stipend being paid.
- Teachers are only paid for attending mandatory PD assigned outside of the workday by the School Corporation. PD that is voluntary will have mileage and registration paid by the School Corporation if approved by the Superintendent before enrolling.

ARTICLE III
Qualified Plans and TERF

94
95 The School Corporation has established three qualified plans for Teachers as follows:
96

97 **Plan funded by PL199 bonds**
98

99 Each eligible Teacher has a separate account and may direct how his or her account is invested
100 among the available investment options provided by the Plan Administrator. With respect to such individual account
101 the following conditions apply:
102

- 103 a. Vesting. Until such time that a Teacher has satisfied the eligibility requirements set forth below,
104 the Teacher shall not have access to the assets held for his or her benefit in this 401(a) Plan.
- 105 i. In the fiscal year (July 1 through June 30) of the Teacher's retirement, the retiring Teacher
106 must be at least fifty-five (55) years of age.
- 107 ii. Immediately prior to retirement, the Teacher must have completed not less than twenty
108 (20) years of teaching experience for which credit has been granted by the School
109 Employer, the last fifteen (15) of which have been with the Greensburg Community School
110 Corporation.
- 111 iii. The retiring Teacher must provide evidence of permanent retirement from teaching.
- 112 b. Forfeiture. If a plan participant's employment is severed before satisfaction of the requirements set
113 forth in a. (i), (ii) and (iii), for any reason, the plan participant's 401(a) Plan account shall be
114 forfeited. The forfeited amounts shall not be returned to the School Corporation, but shall be
115 allocated among the participants under this 401(a) plan.
- 116 c. Distributions. Following retirement and the satisfaction of the requirements set forth above, a retired
117 Teacher may elect to take distributions from his 401(a) Plan account. If a Teacher dies after having
118 satisfied the conditions set forth above, the deceased Teacher's 401(a) Plan account shall be
119 distributed to the decedent's designated beneficiary or, if none, to his/her estate. At no time may a
120 participant borrow from his 401(a) Plan account.
- 121 d. Costs. The School Corporation shall not be paid any compensation for its services performed on
122 behalf of the 401(a) Plan. All costs incurred in the administration of the 401(a) Plan and investment
123 fees shall be paid from the 401(a) Plan assets held either in the separate accounts of the Teachers or
124 otherwise under the 401 (a) plan in a reasonable manner as determined by the School Corporation.

125 **401(a) Plan**
126

127 The School Corporation shall continue to contribute one percent (1%) of each Teacher's base salary per
128 school year, to each Teacher's 401(a) retirement account. Such contributions shall be made in two equal payments in
129 August and January of each school year. The Vendor for the 401(a) Plan or its agent shall be the sole administrator
130 of employer contributions to the 401(a) Plan. Teachers shall have the option of investing their dollars in tax-deferred
131 annuities for which money is payroll deducted from the Teacher's salary, if any, or the tax-deferred annuity offered
132 by the Vendor. The contributions made by the Board on behalf of the Teacher become the property of the Teacher
133 upon his/her signing of his 6th regular teacher contract with the School Corporation. In the event of the Teacher's
134 death, if said Teacher has signed his 6th contract with the School Corporation, all assets of the accounts become the
135 property of the Teacher's beneficiary or estate.
136

137 **403(b) Plan**
138

139 The School Board has established a 403(b) Plan providing for voluntary Teacher contributions. The School
140 Board does not contribute to this Plan. Such Plan shall continue during the term of this Agreement upon the same

141 terms as in the past..

142 **Indiana State Teachers Retirement Fund - TRF**

143 The amounts contained in (1) the salary schedule and (2) the extra duty pay schedule include three percent
144 (3.00%) of said amounts to be paid directly to the Indiana State Teachers Retirement Fund by the school employer on
145 behalf of each affected Teacher for payment of the Teacher’s share of such retirement contribution. Thus, the
146 individual Teacher’s contract for each affected Teacher shall be written for the amount of compensation payable which
147 is less the said three percent (3.00%). In addition, the School Corporation agrees to pay such additional amount to
148 TRF as is legally required as that amount changes from time to time.

149 **ARTICLE IV**
150 **Wage Related Fringe Benefits**

151 **Medical Insurance** Up to the amount specified below, not to exceed the cost of the premium for the
152 applicable policy less one dollar (\$1.00), will be paid by the School Employer toward the cost of hospital, surgical,
153 and medical care type insurance, either the single policy or the family policy, for each full-time Teacher employed
154 under a regular teacher contract and enrolled in the school corporation’s group medical insurance plan, with the
155 Teacher paying not less than one dollar (\$1.00) per year:
156

157 **Maximum School Employer Payment Per Policy:**

158
159
160 1. Single Policy–Up to \$5,452.08 per year for 2018-2019 (Traditional Low Deductable Plan)
161 Single Policy – As per the formula established by ACA for an affordable plan)

162
163 2. Family Policy– Up to \$11,465.04 per year for 2018-2019

164
165 3. In the event that both a Teacher and spouse are employed as full-time Teachers by the school
166 corporation, (a) up to \$7,358.40 will be paid by the School Employer for each said Teacher toward
167 the cost of one (1) Low Deductable family policy for 2018-2019 or (2) up to \$6,983.88 will be paid
168 by the School Employer for each said Teacher toward the cost of one (1) High Deductable family
169 policy for 2018-2019, or (b) each said Teacher may enroll in a separate single policy with up to the
170 single contribution provided above being paid by the School Employer for each said Teacher,
171 provided, however, that each said Teacher shall pay not less than one dollar (\$1.00) per year. Any
172 new staff hired after 2018-2019 will not be eligible for the spousal discount.
173

174 **Term Life Insurance** The School Employer will pay up to \$165.00 per school year for \$100,000 term
175 life insurance through the school corporation’s group plan per full-time Teacher employed under a regular teacher
176 contract, with each Teacher paying not less than one dollar (\$1.00) per year.
177

178 **Long Term Disability Insurance** Each full-time Teacher employed under a regular teacher
179 contract and enrolled in the school corporation’s group LTD program shall be covered by a long term disability
180 insurance program. The school employer shall pay all but One Dollar (\$1.00) of the LTD premium
181

182 **PTO Incentive Recognition** During the school year, a Teacher who uses two (2) PTO days or less
183 in the prior school year shall receive a silver, family GCSC ALL EVENTS CARD for the upcoming school year.
184

185 **Sick Days (PTO)** (reduces maximum total for new hires to 90 days from 205).

186 Those above 90 will keep what they have at the present time.

187 *No new days will be given to anyone until they fall below the 90 level.

188 a. 91-205 (no new days)

189 b. Less than 90 (up to 10 days to make whole at 90). *This applies to a teachers last year before
190 retirement.

- 191 c. Less than 80 days (10 days added)
192 d. 10 PTO (Paid Time Off) days will be given. Unused convert to saved sick days.
193 e. PTO days are used for personal business, personal sickness, family illness, or other absence from
194 duties.
195 f. Sick bank will be used to bridge the difference between accumulated sick days and the start of
196 LTD.
197 g. Up to 90 sick days will be paid at \$50 per day upon retirement from GCS with 15 years experience
198 in GCS as a certified employee. (\$4500)
199 2. LTD is engaged after 90 days of absence due to illness.
200 3. PTO time may not be used before or after breaks or holidays to extend time off.
201 4. PTO days must be used before an employee can use their accumulated sick days. An employee must use
202 up to the first seven (7) each year for illness. Three (3) days from PTO may be saved for personal use once
203 seven (7) have been used. If these three (3) saved PTO days have not been used by the end of the school
204 year they will be converted to accumulated sick days.

205
206
207 **Sick Leave Bank** A voluntary sick leave bank shall be established whereby a certificated school
208 employee, as defined herein in Article I, who is absent from assigned duties due to personal illness and who has
209 utilized all PTO and all other paid leave benefits of whatever nature may petition a committee, as established herein,
210 for sick leave days from the bank under the following conditions:

211
212 The number of accumulated days in the bank shall not exceed two hundred (200) days provided,
213 however, that (a) a veteran Teacher who is not a current member of the bank may become a member by
214 contributing one (1) sick leave day to the bank on the first day of the Teacher Contract but not later than
215 September 15th of any school year, and (b) a Teacher who is newly hired in the school corporation shall have
216 fifteen (15) days from the date of initial duty assignment, or until September 15th of any school year,
217 whichever is later, during which time such Teacher may choose to participate in the bank by contributing one
218 (1) sick leave day, even though such contribution by such veteran or newly hired Teacher would cause an
219 accumulation of days in excess of the maximum specified herein.

220
221 Said employee may be granted days from the bank under the following conditions:

- 222
223 a. The Teacher must have chosen to become a current member of and participate in such bank by
224 contributing one (1) sick leave day to the bank on the first day of the Teacher Contract but not
225 later than September 15th each year, and such day contributed shall be non-returnable to the
226 employee. However, in the event that the number of accumulated days in the bank at the
227 beginning of a school year is of sufficient number that a contribution of one (1) sick leave day
228 by all Teachers who are current members of the bank would cause the maximum number of
229 days specified hereinabove in Paragraph 1 to be exceeded, the current year's contribution by all
230 such current members shall be suspended, except that in case the bank is depleted during the
231 school year, the current year's contribution shall be assessed at the time of such depletion;
232
233 b. The Teacher must have utilized and exhausted all paid leave benefits of whatever nature,
234 including said Teacher's own accumulated sick leave and PTO;
235
236 c. Written certification will be provided from said Teacher's physician substantiating the illness
237 and certifying that the absence will continue during a period of at least ten (10) consecutive
238 days following the utilization and exhaustion of all said paid leave benefits as provided herein;
239
240 d. Written application must be made no later than twelve (12) days after exhaustion of said paid
241 leave benefits;
242
243 e. The Teacher must have been absent for at least four (4) consecutive duty days after exhaustion

244 of said paid leave benefits; which may be reimbursed by the sick leave bank;

- 245
- 246 f. Upon resumption of employment after using days from the bank, said Teacher shall repay the
- 247 number of days owed to the bank (number of days borrowed minus number of days contributed)
- 248 at the rate of three (3) sick leave days per year, plus said Teacher shall continue to contribute
- 249 one (1) day per year as provided hereinabove in Paragraph 2(a). Teachers will be required to
- 250 pay back seventy five percent (75%) of the days used to the sick leave bank;
- 251
- 252 g. If a Teacher leaves employment of the school corporation, any days owed to the bank shall be
- 253 waived.
- 254

255 A three (3) member sick leave bank committee shall be established to receive written requests and allot

256 days from the bank according to the provisions herein, under guidelines established by the committee. The

257 committee shall be composed of two (2) persons appointed by the association and one (1) person appointed by

258 the Superintendent. Days allotted by the committee to an individual employee shall be available for use beginning

259 with the fifth (5th) consecutive day of absence after exhaustion of the employee's said paid leave benefits, and

260 such allotment to a Teacher by the committee shall not exceed a fixed maximum as is established by the

261 committee. The committee shall be limited to a total allotment of two hundred (200) days per year.

262

263 Any days granted by the committee to an individual Teacher shall terminate effective the earliest date as

264 hereinafter provided:

265

- 266 a. The day after the last day of the term of employment for the school year, or
- 267
- 268 b. The day after the last day of allotted number of days granted by the committee, or
- 269
- 270 c. The first day of return to employment subsequent to the granting of days by the
- 271 committee.
- 272

273 **Leave of Absence Including Maternity Leave** Any compensation received in advance for

274 unworked contract days must be returned to the Corporation in whole if the days of the contract are not

275 fulfilled.

276

277 Leave of absence will only be granted for time allowed under the FMLA. No longer leaves will be

278 granted by the School Board except as required by law. If a longer leave than required by law is taken there

279 are no guarantees of being rehired to said teacher's current position in the Corporation. An Exception to this

280 is a one year leave due to Pregnancy. The year of pregnancy leave is required by IC 20-28-10-5.

281

282

283 **Bereavement Leave** In the case of death in the immediate family of a regularly employed Teacher,

284 the Teacher is entitled to be absent without loss of compensation for a period extending beyond such death for not

285 more than the number of consecutive school days provided below, for the purpose of attending the last

286 burial/memorial rites and attending to other personal matters of the immediate family member provided, however,

287 that said burial/memorial rites occur while said Teacher is performing duties as assigned by the school employer

288 under a valid Teacher's contract; and that said burial/memorial rites do not occur during the time when said Teacher

289 is absent from assigned duties due to vacation, or leaves of absence, or sick leaves which may have been previously

290 granted or approved by the school employer. (School holidays except for Christmas and Spring Break shall not be

291 counted as school days.)

292

293

- 294 • In the case of death of a:
- 295
- 296 a. Spouse, child, step child, father, mother, not more than
- 297 five (5) days;
- 298

- b. Son-in-law, daughter-in-law, grandchild, grandparent, father-in-law, mother-in-law, brother, sister, or any other relative residing in the Teacher's household, not more than three (3) days;
- c. Any other relative of the Teacher or the Teacher's spouse no further removed than first (1st) cousin, not more than one (1) day.

- In the case of death of an employee of the school employer, time off for attendance at the last burial/memorial rites may be allowed to a limited number of other employees, such number to be consistent with the necessary operation of the school corporation as determined by the school employer.

Jury Duty Leave A Teacher called for grand or petit jury duty shall, during the required period of absence from assigned duty by the school employer, be paid full regular salary, provided the total amount of per diem allowance earned by such Teacher for jury duty is remitted to the school employer.

Temporary Disability Leave Upon application, and approval by the school employer, a temporary disability leave of absence shall be granted to Teachers of this school corporation on the following basis:

1. Application of Provisions:

- a. This provision shall apply to leave in all cases where a Teacher is unable to teach because of a disability substantial in nature or duration, including major surgery, pregnancy, childbirth, physical or mental illness, or injury.
- b. In case of a temporary disability caused by pregnancy, said Teacher is entitled to a leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of the child, provided said Teacher submits with the timely notice as provided herein, a physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn, whichever is applicable. If said Teacher elects to utilize her sick leave under the provisions of Paragraph 3(b) herein, and said sick leave is exhausted during her temporary disability caused by pregnancy, said Teacher may be absent without pay subject to all other provisions contained herein.

2. Notification:

After determination that such leave is imminent, the Teacher shall give timely notice to the Office of the Superintendent, in writing, of the anticipated date the Teacher wishes to commence said leave of absence and anticipated date of return.

3. General Provisions Covering Said Leaves Are As Follows:

- a. If said Teacher desires to continue the Teacher's duty assignment prior to the commencement of said leave, such notice must include a written statement from the Teacher's physician attesting to the Teacher's ability to continue performing the full schedule of the duties and responsibilities of the Teacher's position and assignments. The Teacher will be permitted to continue on full active duty until such date, provided the Teacher does perform the full duties and responsibilities of the Teacher's position and assignments.
- b. Said Teacher may elect to utilize the Teacher's accumulated sick leave during the Teacher's period of temporary physical disability provided the Teacher submits, at the option of the school employer, a physician's statement and certification of physical disability. While on said leave, sick leave days will be paid only for the number of assigned duty days the Teacher is absent which occur during the Teacher's current contract term, for which said Teacher is physically disabled, limited to the extent of the number of sick leave days accumulated by the Teacher at the time said leave commences.
- c. In all cases the school employer reserves the right to require certification by a physician of the Teacher's fitness (1) to continue performing the full schedule of the duties and responsibilities

354 of the Teacher's position and assignments, and/or (2) to return to employment and resume the
355 full performance of the duties and responsibilities to which the Teacher may be assigned.

- 356
- 357 d. If said leave extends beyond the first day of May of any year, the granting of said leave by the
358 school employer shall not prevent the school employer from serving notice to said Teacher on
359 or before May 1st that said Teacher's contract will not be renewed, nor will the granting of said
360 leave prevent the school employer from invoking, initiating, and utilizing the procedures
361 established by law for the cancellation of any indefinite contract with a permanent Teacher.
- 362
- 363 e. Except for a temporary disability caused by pregnancy as is provided in Paragraph 1(b) herein,
364 no leave under this provision shall be granted for a period exceeding one (1) year
365

366 **Mileage** Reimbursement for authorized travel shall be at the IRS rate per approved mile.
367

368 **Section 125** A Teacher may participate in this school corporation's flexible benefits plan, with all
369 monthly administration fees paid by the participating Teacher(s). Such plan shall be solely determined and adopted
370 by the school employer under the provisions of Section 125 of the Internal Revenue Service Code. The plan will
371 provide for the following benefits, through salary reduction agreements: The employees share of group insurance
372 premiums; medical care reimbursement accounts; dependent care assistance accounts; and other benefits provided
373 through the plan.

374

375 If allowed by the school corporation's plan and approved by statute and the I.R.S., retirees shall be allowed
376 to participate in the plan.
377

378

379 **ARTICLE V**
380 **Deductions**

381

382

383

384 Upon appropriate written authorization from the employee, and consistent with the requirements of state
385 law and/or any contracts the Board has with vendors, the Board shall deduct from the salary of Teacher and make
386 timely remittances for insurance coverage, credit union, checking, savings, tax sheltered annuities, and to firms
387 mutually agreed to by the Board and the Association.
388

389

390

391 **ARTICLE VI**
392 **Grievance Procedure**

393

394 This grievance procedure, (the "Procedure"), describes the process to be followed when an employee or the
395 Association (the "grievant") believes an alleged violation of an express article or section of this Contract during its
396 term has occurred (a "grievance"). The grievant may be represented by any person(s) of the grievant's own choosing
397 at all levels of the Procedure, limited, however, to a total of two (2) representatives.
398

399 There shall be no additional evidence, material, allegation, or remedy submitted by or on behalf of the
400 grievant once a formal grievance has been filed at Formal Level One, provided, however, that the superintendent shall
401 accept additional evidence or material upon request of the grievant if the grievant substantiates such evidence or
402 material was either not known or not available to the grievant at the time said grievance was filed at Formal Level
403 One.
404

405 **Procedure**

406

407 A "Day" is defined as (1) Teacher work day during the school year, and (2) Monday through Friday during

408 the summer break. The number of days indicated at each level should be considered as a maximum. The time limits
409 may, however, be extended by prior mutual agreement of the grievant and school employer.

410
411 1. Informal Grievance:

412
413 Within fifteen (15) days of the time the grievant first knew or should have known of the
414 act or condition upon which it is based, the grievant must present the grievance to the grievant's
415 principal by meeting with the principal individually in an informal manner during non-teaching
416 hours. The grievant may be accompanied by a representative as provided herein, provided the
417 principal is informed in advance of the grievant's desire to have a representative present. Failure to
418 so meet and discuss said alleged grievance as provided herein shall prevent the grievant from filing
419 said alleged grievance at the formal grievance level. Within seven (7) days after presentation of the
420 grievance, the principal shall give the principal's answer orally to the grievant.

421
422 2. Formal Grievance:

423
424 a. Level One - Superintendent

- 425
426 1. In the event that the grievance is not resolved at the informal Grievance Level, or if no
427 oral answer has been rendered within the time limit provided, the grievant may appeal the
428 informal decision to Level One by filing it with the Superintendent within ten (10) days
429 of the receipt of the oral answer at the Informal Grievance Level. The appeal shall include
430 a copy of all materials and evidence previously submitted.
431
432 2. The grievant shall submit the written claim, signed by him to the Superintendent of Schools
433 with a copy to the principal involved. Within ten (10) days from the receipt of the grievance
434 the Superintendent shall provide his written decision to the grievant. The Superintendent
435 shall hold a formal hearing(s) prior to the rendering of the written decision, and an
436 additional fourteen (14) days beyond the ten (10) days shall be allowed if the
437 superintendent determines further investigation is necessary.

438
439 c. Level Two - Board

- 440
441 1. In the event the grievance is not resolved at Level One, or if no written decision has been
442 rendered within the time limit provided, the grievant may submit the grievance to the Board
443 provided the grievant files said written appeal with the school employer within seven (7)
444 days of the receipt of the Superintendent's written answer, or, if no written answer has been
445 rendered by the Superintendent within thirty-one (31) days after presentation of the
446 grievance at Level One. The Board shall, if requested by the grievant, hold a hearing on
447 the grievance within thirty (30) days of the receipt of said appeal to consider and finally
448 rule on the disposition of the grievance. A written decision shall be rendered to the grievant
449 either within thirty (30) days of the receipt of said appeal or within thirty (30) days after
450 such hearing, whichever is applicable.

451
452 **Miscellaneous**

453 Decisions rendered at Formal Level One and Level Two of this Procedure shall be in writing. All
454 documents, communications and records dealing with the processing of a grievance shall be filed separate from the
455 personnel files of the grievant.

- 456 1. All necessary forms for grievance procedures set forth in this Procedure shall be provided by the
457 Superintendent.
458
459 2. Failure at any level of this Procedure to render the decision on a grievance within the specified time
460 limits shall permit the grievant to proceed to the next level, unless said time limits be extended by
461 mutual consent of both parties. However, the grievance must be appealed by the grievant to the next
462 level within the specified time limit for that level or said grievance shall be deemed resolved by the

- 463 school employer's answer at the previous level and abandoned.
 464
 465 3. Any hearing at the Informal Level and at Formal Level One and Level Two shall be held during non-
 466 teaching hours unless otherwise directed by the school employer.
 467
 468 4. No certificated school employee shall use this Procedure to appeal any decision by the school employer
 469 or administration for which there is another remedial procedure or forum established by law or by
 470 regulation having the force of law.
 471
 472 5. This Procedure supersedes and cancels all previous grievance policies or procedures, oral or written or
 473 based on alleged past practices or procedures, and constitutes the entire Procedure for the processing of
 474 grievances.
 475
 476
 477
 478
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 480

481 **ARTICLE VII**
 482 **Term and General Provisions**
 483


484 **Term** This Contract shall be effective as of **September 19, 2018**, and shall continue in effect through
 485 **June 30, 2019**.
 486


487 **Entire Agreement** This Contract supersedes and cancels all previous contracts or agreements, oral or
 488 written or based on alleged past practices, between the school employer and the exclusive representative and
 489 constitutes the entire agreement between the parties. Any amendment or agreement supplemental hereto shall not be
 490 binding upon either party unless executed in writing by the parties hereto.
 491


492 **Severability** Should any Article, Section, or Clause of this Contract, or any rider thereto, be declared
 493 illegal by any court or tribunal of competent jurisdiction, said Article, Section, or Clause, as the case may be, shall
 494 be automatically deleted from this Contract to the extent that it violates the law, but the remaining Articles, Sections,
 495 and Clauses shall remain in full force and effect for the duration of this Contract, except as affected by the deleted
 496 Article, Section, or Clause.
 497

498 **Waiver** All bargainable issues have been discussed during the bargaining leading to this Contract.
 499

500 This Contract is so attested to by the parties whose signatures appear below:
 501

502 Board of School Trustees of the Greensburg
 503 Community School Corporation
 504 
 505 _____
 506 GCSC Board President
 507 Mrs. Gail Rueff

Greensburg Teachers Association
 508 
 509 _____
 510 GTA President
 511 Mrs. Jennifer Myers

508 
 509 _____
 510 Chief Negotiator of the School
 511 Employer's Negotiating Team
 512 Mr. Tom Hunter
 513

Appendix A
GREENSBURG COMMUNITY SCHOOLS

Greensburg Community Schools salary range is from \$37,000 to \$64,600 as specified in IC 20-28-9-1.5(1), prior to increases in the current contract period.

Contracted Teachers

LEVEL	BACHELORS BASE	MASTERS BASE
Level 0	\$37,000	\$39,200
Level 1	\$37,000	\$39,200
Level 2	\$37,000	\$39,200
Level 3	\$37,729	\$40,379
Level 4	\$38,467	\$41,569
Level 5	\$39,204	\$42,758
Level 6	\$39,941	\$43,949
Level 7	\$40,679	\$45,139
Level 8	\$41,416	\$46,330
Level 9	\$42,152	\$47,519
Level 10	\$42,891	\$48,710
Level 11	\$43,628	\$49,900
Level 12	\$44,365	\$51,089
Level 13	\$45,103	\$52,280
Level 14	\$45,839	\$53,470
Level 15	\$46,576	\$54,661
Level 16	\$47,313	\$55,850
Level 17	\$48,051	\$57,041
Level 18	\$48,788	\$58,231
Level 19	\$49,525	\$59,421
Level 20	\$50,263	\$60,612
Level 21	\$51,000	\$61,801
Level 22	\$51,737	\$62,992
Level 23	\$52,495	\$64,600

Requirements:

** Levels are used to place new teachers.

**APPENDIX B
ECA SCHEDULE
GREENSBURG COMMUNITY SCHOOLS
2018-2019**

	Base	ECA Amount +3% for TRF		Base	ECA Amount +3% for TRF
ASSIGNMENT	2018-2019	2018-2019	ASSIGNMENT	2018-2019	2018-2019
	Stipends	Stipends+3%		Stipends	Stipends+3%
Athletic Coaches:					
Football			Swimming		
Head	\$8,887.00	\$9,154.00	Junior High Swim Coach	\$1,415.00	\$1,457.00
Offensive Coordinator	\$3,860.00	\$3,976.00	Junior High Assistant Coach	\$1,256.00	\$1,294.00
Defensive Coordinator	\$3,860.00	\$3,976.00	Basketball		
Assistant Varsity (3)	\$3,668.00	\$3,778.00	Girls Head	\$8,670.00	\$8,930.00
Assistant Varsity & Head 9th	\$3,459.00	\$3,563.00	Girls Varsity Assistant	\$4,053.00	\$4,175.00
Assistant Varsity & Asst 9th	\$3,459.00	\$3,563.00	Girls Reserve	\$3,459.00	\$3,563.00
Head 8th	\$2,795.00	\$2,879.00	Girls Freshmen	\$3,241.00	\$3,338.00
Head 7th	\$2,795.00	\$2,879.00	Boys Head	\$10,741.00	\$11,064.00
Assistant 8th	\$2,015.00	\$2,075.00	Boys Varsity Assistant	\$4,053.00	\$4,175.00
Assistant 7th	\$2,015.00	\$2,075.00	Boys Reserve	\$3,459.00	\$3,563.00
Volleyball			Boys Freshman	\$3,241.00	\$3,338.00
Head	\$6,796.00	\$7,000.00	Girls Head 8th	\$2,907.00	\$2,994.00
Reserve	\$2,153.00	\$2,218.00	Boys Head 8th	\$2,907.00	\$2,994.00
9th	\$1,583.00	\$1,630.00	Boys Head 7th	\$2,907.00	\$2,994.00
8th	\$1,583.00	\$1,630.00	Girls Head 7th	\$2,907.00	\$2,994.00
7th	\$1,583.00	\$1,630.00	Boys Assistant 7th	\$2,052.00	\$2,114.00
6th (4)	\$507.96	\$523.00	Boys Assistant 8th	\$2,052.00	\$2,114.00
Soccer			Girls Assistant 7th	\$2,052.00	\$2,114.00
Boys Head	\$2,752.00	\$2,835.00	Girls Assistant 8th	\$2,052.00	\$2,114.00
Girls Head	\$2,752.00	\$2,835.00	K-6 (5) Boys (5) Girls	\$694.00	\$715.00
Boys Assistant	\$1,283.00	\$1,321.00	Baseball		
Girls Assistant	\$1,283.00	\$1,321.00	Head	\$3,776.00	\$3,889.00
Junior High Soccer Coach	\$1,456.00	\$1,500.00	Varsity Assistant	\$2,718.00	\$2,800.00
Cross Country			Reserve	\$2,518.00	\$2,594.00
Boys Head	\$2,434.00	\$2,507.00	Freshman	\$1,996.00	\$2,056.00
Girls Head	\$2,434.00	\$2,507.00	Softball		
High School Asst	\$1,456.00	\$1,500.00	Head	\$3,776.00	\$3,889.00
Jr. High	\$1,339.00	\$1,379.00	Varsity Assistant	\$2,718.00	\$2,800.00
Jr. High Assistant	\$1,014.00	\$1,044.00	Reserve	\$2,518.00	\$2,594.00
Golf			Freshman	\$1,996.00	\$2,056.00
Boys Head	\$2,609.00	\$2,687.00	Track		
Girls Head	\$2,609.00	\$2,687.00	Boys Head	\$2,985.00	\$3,075.00
Jr. High	\$1,542.00	\$1,588.00	Girls Head	\$2,985.00	\$3,075.00
Jr. High Girls	\$1,542.00	\$1,588.00	Boys Assistant	\$1,889.00	\$1,946.00
Tennis			Girls Assistant	\$1,889.00	\$1,946.00
Boys Head	\$2,527.00	\$2,603.00	Jr Hi Head	\$2,251.00	\$2,319.00
Girls Head	\$2,527.00	\$2,603.00	Jr Hi Assistant (3)	\$1,449.00	\$1,492.00
Boys Assistant	\$1,406.00	\$1,448.00	Archery		
Girls Assistant	\$1,406.00	\$1,448.00	High School	\$750.00	\$773.00
Wrestling			Junior High	\$750.00	\$773.00
Head	\$3,966.00	\$4,085.00	Elementary (2)	\$375.00	\$386.00
Varsity Assistant	\$2,893.00	\$2,980.00	Extra Responsibilities		
Reserve Coach	\$2,893.00	\$2,980.00	High School		
Reserve Assistant	\$2,538.00	\$2,614.00	H.S. Band	\$7,857.00	\$8,093.00
Jr. High	\$2,279.00	\$2,347.00	H.S. Head Cheer Coach	\$2,458.00	\$2,532.00
Assistant (2)	\$1,583.00	\$1,630.00	H.S. Assistant Cheer Coach	\$1,456.00	\$1,500.00
Elementary	\$1,109.00	\$1,142.00	Booster Club Sponsor	\$1,189.00	\$1,225.00
Swimming			Concessions Manager	\$2,459.00	\$2,533.00
High School Boys Head	\$3,025.00	\$3,116.00	Head Pirateer Coach	\$1,553.00	\$1,600.00
High School Girls Head	\$3,025.00	\$3,116.00	Assistant Pirateer Coach	\$905.83	\$933.00
High School Boys Assistant	\$1,825.00	\$1,880.00	H.S. Vocal Music	\$3,045.00	\$3,136.00
High School Girls Assistant	\$1,825.00	\$1,880.00	Assistant Musical Director	\$1,189.00	\$1,225.00

**APPENDIX B
ECA SCHEDULE
GREENSBURG COMMUNITY SCHOOLS
2018-2019**

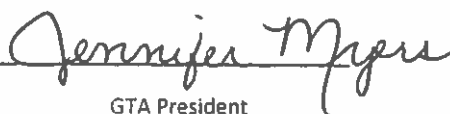
ASSIGNMENT	2018-2019	2018-2019	ASSIGNMENT	2018-2019	2018-2019
	Stipends	Stipends+3%		Stipends	Stipends+3%
	Base	ECA Amount +3% for TRF		Base	ECA Amount +3% for TRF
High School (cont)			Junior High		
Drama Director	\$1,288.00	\$1,327.00	Jr Hi Band	\$5,079.00	\$5,231.00
Publications Head	\$4,080.00	\$4,202.00	Jr Hi Vocal Music	\$1,291.00	\$1,330.00
Auditorium Technician	\$4,080.00	\$4,202.00	Music Assistant GHS/GJHS	\$2,913.00	\$3,000.00
Student Council	\$1,844.00	\$1,899.00	Jr Hi Lighting	\$794.00	\$818.00
BPA Coordinator	\$1,015.00	\$1,045.00	Jr Hi Drama Director (2)	\$479.00	\$493.00
H.S. Science Fair	\$1,775.00	\$1,828.00	Jr Hi Boys Cheerleader-Football	\$416.00	\$428.00
Academic Coach/Coordinator	\$1,637.00	\$1,686.00	Jr Hi Boys Cheerleader-Basketball	\$832.00	\$857.00
Academic Coach/Assistant	\$818.00	\$843.00	Jr Hi Girls Cheerleader-Basketball	\$427.00	\$440.00
Subject Area Coaches (5)	\$465.00	\$479.00	Jr Hi Pom Pom	\$1,174.00	\$1,209.00
H.S. Speech & Debate	\$2,459.00	\$2,533.00	Jr Hi Assistant Pom Pom	\$734.00	\$756.00
Assistant HS Speech	\$1,230.00	\$1,267.00	Jr. Hi Student Council	\$685.00	\$706.00
Jr/Sr Prom Sponsor	\$376.00	\$387.00	Jr Hi Academic Team (2)	\$518.00	\$534.00
Senior Class Sponsor	\$619.00	\$638.00	Jr Hi Spell Bowl Sponsor	\$261.00	\$269.00
Junior Class Sponsor	\$619.00	\$638.00	Jr Hi Science Fair Coordinator	\$685.00	\$706.00
Sophomore Class Sponsor	\$388.00	\$400.00	Jr Hi Asst Science Fair Coordinator	\$343.00	\$353.00
Freshman Class Sponsor	\$388.00	\$400.00	Jr Hi Speech	\$1,077.00	\$1,109.00
Department Heads (8)	\$650.00	\$670.00	Jr Hi Department Heads (6)	\$650.00	\$670.00
Robotics Advisor	\$1,942.00	\$2,000.00	Jr Hi Grade Level Team Leaders (3)	\$650.00	\$670.00
H.S. Spirit Crew Advisor	\$485.00	\$500.00	Jr Hi Concessions	\$777.00	\$800.00
SADD Club Sponsorship	\$485.00	\$500.00	Elementary		
Graduation Sponsor	\$485.00	\$500.00	Science Fair Coordinator	\$492.00	\$507.00
			Spell Bowl Sponsor (2)	\$246.00	\$253.00
Mentors	\$485.00	\$500.00	Student Council Sponsor	\$478.00	\$492.00
B/G Summer BB	\$1,942.00	\$2,000.00	Team Leaders (8)	\$650.00	\$670.00
Summer Football	\$1,942.00	\$2,000.00	Math Bowl	\$450.00	\$464.00

****Only Salary was negotiated, not the number of positions.****

This Contract is so attested to by the parties whose signatures appear below:


GCSC Board President

Mrs. Gail Rueff


GTA President

Mrs. Jennifer Myers



Chief Negotiator of the School

Employer's Negotiating Team

Mr. Tom Hunter

MODEL COMPENSATION PLAN
GREENSBURG COMMUNITY SCHOOL
2018-2019

I. Salary Range

\$37,000.00 to \$64,600.00, not including current year increases or ISTRF contributions for the current contract period.

The Superintendent has the discretion to set the new hire salary within this range in the level and row that corresponds to the teacher's education and experience. The Superintendent has the discretion to place the new teacher one or two levels higher based on the needs of the corporation. Credit will be given on the salary schedule for each year of military service up to a maximum of four (4) years.

II. Base Salary Increases

A. Amount available for base salary increases

\$1,000.00 for eligible certified employees.

B. General Eligibility

1. Except as provided in #2 below, a teacher who received an evaluation rating of ineffective or improvement necessary in the prior school year is not eligible for any salary increase and remains at their prior year salary.
2. A teacher who is in the first two full school years of instructing students who received an evaluation rating of improvement necessary is eligible for a salary increase.

C. Factors and definitions that qualify for a salary increase

1. Evaluation rating – The teacher received a highly effective or effective evaluation rating for the prior year
2. Year of experience – The teacher was employed in the corporation for at least 120 days in the prior year.
3. Possess a content area Master's degree – The teacher has a Master's degree in a content area as defined by the Indiana Department of Education.
4. Assignment of an instructional leadership role – The teacher accepted an ECA assignment, volunteered to be on a school improvement committee, or accumulated 60 PGP (Professional Growth Points) over the year. This increase would be for leadership that occurred during the 2017-2018 school year.
5. Academic needs - The Superintendent shall have the discretion to increase an eligible teacher's salary within the salary range for meeting academic needs of students after discussion with the Greensburg Teacher's Association. Meeting academic needs of students is defined as the need to retain teachers important to the corporation.

D. Distribution – amounts to be added to a teacher's base salary

1. 67% of the amount available will be equally distributed to all teachers who satisfy the evaluation factor. \$670.00 (Rated Effective or Highly Effective)
2. 15% of the amount available will be equally distributed to all teachers who satisfy the experience factor. \$150.00 (Employed at least 120 days the previous year)
3. 15% of the amount available will be equally distributed to all teachers who satisfy the Master's degree factor. \$150.00 (Possess a Master's Degree that meets I.C. 20-28-9-1.5 requirements)
4. 3% of the amount available will be equally distributed to all teachers who satisfy the leadership factor. \$30.00

E. Redistribution

Based on anticipated evaluation results, the parties believe that all funds will be distributed and that no redistribution will be necessary. However, in the event that there are funds that were otherwise allocated for teachers rated ineffective or improvement necessary, those funds will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be paid as a stipend in the last payroll of the school year.

Stipends (As per I.C. 20-43-10-3)

In addition to the Compensation Plan the following stipends will be issued:

A. Amount of Stipend

\$150.00 - \$500.00 (Does not add to current base pay)

B. General Eligibility

Only teachers who receive an evaluation rating of highly effective or effective are eligible for a stipend. One time payments that do not go on the base pay.

C. Specified Stipends

1. \$500.00 – Awarded to any certified classroom teacher that misses 0 days during the school year.
2. \$150.00 – Awarded to any certified classroom teacher that has missed 5 or less days in a school year.
3. \$150.00 – Awarded to any certified classroom teacher that has 60 Professional Growth Points for the school year, directs an ECA, or has volunteered for their schools Improvement Team.

D. Distribution

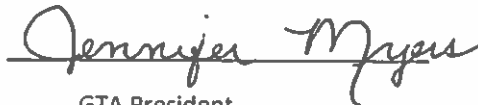
The one-time stipend will be paid as part of the teacher contract for 2018-2019. The stipend will be paid over the balance of remaining payroll payments for 2018-2019

This Contract is so attested to by the parties whose signatures appear below:



GCSC Board President

Mrs. Gail Rueff



GTA President

Mrs. Jennifer Myers



Chief Negotiator of the School

Employer's Negotiating Team

Mr. Tom Hunter

GREENSBURG COMMUNITY SCHOOLS
SPECIAL BOARD OF EDUCATION MEETING
1312 W. WESTRIDGE PARKWAY
WEDNESDAY, SEPTEMBER 19, 2018
7:30 A.M.

Mission Statement

The mission of the Greensburg Community School Corporation is to provide and promote lifelong learning through its commitment to quality educational programs that prepare the students to be effective, successful, and responsible citizens. This is to be accomplished in a financially prudent manner.

AGENDA OF SPECIAL BOARD MEETING

For purposes of accurate minute taking this session is being audio recorded.

- I. Call to Order.

- II. Approval of the 2018-2019 Greensburg Teachers Association Contract with the Greensburg Community School's Board of Trustees is requested by Mr. Hunter, Superintendent of Greensburg Schools.

Adopted this 19th day of September, 2018

ATTEST:



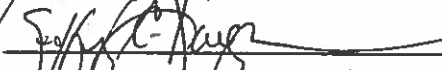
Mrs. Amy Wickens, Member



Mrs. Gail Rueff, Member



Mr. Mark Wolter, Member




Mr. Jeff Dougan, Member



Mr. Steve Boertlinger, Member



Mrs. Shannon McLeod, Member



Mr. Dave Springmeyer, Member