

# **MASTER CONTRACT**

between the

INDEPENDENT SOUTHERN WELLS  
ASSOCIATION OF TEACHERS  
(I.S.W.A.T.)

and the

SOUTHERN WELLS BOARD OF SCHOOL TRUSTEES

August 2014 to June 2015

MASTER CONTRACT BETWEEN THE  
INDEPENDENT SOUTHERN WELLS ASSOCIATION OF TEACHERS  
*LEGALLY KNOWN AS I.S.W.A.T., INC.*  
AND THE  
SOUTHERN WELLS BOARD OF SCHOOL TRUSTEES

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## Agreement

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**ARTICLE I RECOGNITION:** The Independent Southern Wells Association of Teachers, legally known as I.S.W.A.T., Inc., hereinafter called the "Association," is hereby recognized by the Southern Wells Board of School Trustees, hereinafter called the "Board," as the exclusive bargaining agent for all certified teachers employed by the Board, except for the superintendent, the principals, curriculum coordinator, activities director, guidance counselor, and substitute teachers, for the purposes of collective bargaining with respect to wages, salary and wage related fringe benefits, and paid time off. It is understood by both parties that this contract sets forth the terms and conditions to which each party agrees to be bound.

#### **ARTICLE II ASSOCIATION AND TEACHER RIGHTS**

- A. Nothing contained in this contract shall be construed to deny or restrict to any teachers rights he/she may have under applicable State and Federal laws and regulations.

#### **ARTICLE III TEACHING CONDITIONS**

- A. Teachers will receive \$30 per teaching hour for administration organized tutorial sessions which are provided outside of the school day during the regular school year. These sessions will be for no more than eight (8) students per teacher per session.
- B. Certified staff involved in the 6<sup>th</sup> grade overnight educational field trip will be paid five (5) hours per night at the grant work hourly rate for nights away from home with the students. The administration will determine the schedule and length of the trip.

#### **ARTICLE IV DAYS OFF WORK**

**Personal Illness Leave:** Each teacher shall be entitled to be absent from work without loss of compensation on account of personal illness, injury, quarantine, or pre-arranged non-routine medical appointments as follows:

Full Time Teachers: Ten (10) days each year of employment with a maximum accumulation of 120 days. A teacher may use accumulated days from previous years as personal illness days.

Part Time Teachers: Part time teachers shall receive and use proportionate sick leave days based upon their full time equivalency rounded to the nearest half day.

Teachers who have accumulated sick leave days at another Indiana school shall have those days transferred to them at the rate of three (3) sick leave days per year beginning in their second year of employment by the board without regard to full or part time status.

**Family Illness Leave:** Each full time teacher can use a maximum of ten (10) of his or her personal illness days each year for immediate family illness leave. Those considered immediate family would include mother, father, brother, sister, wife, husband, children, grandchildren, or any other person living in the household of the teacher. In the event of hospitalization for illness, surgery, or accident of grandparents, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, aunt, or uncle, or any immediate family member, personal illness days can be used with board approval.

**Illness Day Cash Option:** Teachers who have accumulated a minimum of forty (40) illness days will have the option at the end of each school year to turn in unused days from the current year's allotment for a total of \$65 including benefits for each day relinquished. At no time can days be relinquished which would take the teacher's accumulation below the forty day minimum accumulation. The \$65 per day payment will be adjusted to equal any increase in substitute teacher pay.

**Sick Leave Bank.** A sick leave bank shall be administered by the Association in accordance with the following procedures:

1. Within ten (10) school days after the beginning of the school year of employment during the school year, a teacher may donate one (1) day to the sick leave bank by written notice delivered to the Association. The Association shall promptly notify the school board treasurer of such donation by the twelfth school day of each new school year. A teacher, upon donation, becomes a non-

voting member of the sick leave bank.

2. The Association shall administer the sick leave bank in its sole discretion. The Association may authorize the use of the sick leave bank for the benefit of a sick leave bank member who has used all of his or her accumulated sick leave days and who would not otherwise receive payment for additional sick leave days. However, the Board shall refuse sick leave payments if it determines that a teacher becomes ineligible as a result of the limitation in this subsection.

3. Any teacher who is otherwise entitled to sick leave with pay, who, has exhausted all sick leave accumulation because of personal illness or physical disability, and who is not receiving any public funds or benefits derived from public funds as partial or full compensation for the illness or disability causing the absence, shall be eligible for the Sick Leave Bank credits.

**Bereavement Leave:** In the case of a death in the immediate family, teachers shall be permitted four (4) school days of compensated absence that must be used within one year of the funeral and must be used for funeral or death related activities. The immediate family shall be interpreted to include spouse, children, parents, stepparents, father-in-law, mother-in-law, and stepchildren.

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

For the death of any other person not defined above, the teacher will be granted one (1) day of compensated leave per year.

**Personal Leave**

1. Teachers with 0-13 years experience shall receive two (2) personal leave days, with pay, each year, cumulative to a total of five (5) days, for the transaction of personal business and/or the conducting of personal and/or civic business.

2. Teachers who have completed 14 years of teaching and have 10 years teaching service at Southern Wells will receive three personal leave days, with pay, each year, cumulative to a total of five days.

3. Teachers shall complete the Personal Leave Form provided prior to taking the leave. In case of an emergency situation, the teacher shall make an oral request to the building principal before the absence, and a Personal Leave Form shall be filed in the Superintendent's office on the day the teacher returns.

4. All unused personal leave days in excess of five (5) shall accumulate yearly to the individual teacher's cumulative sick leave.

5. Teachers will have the option at the end of each school year to redeem accumulated personal days in excess of two and limited to two per year for \$65 per day. Teachers who choose this option must turn in a written request to the school corporation treasurer by the last day of school. The rate per day will be readjusted to reflect any increase in substitute teacher pay.

**Jury or Witness Duty.** Teachers who are called for jury duty, or subpoenaed to appear as witnesses in court, shall turn in their compensation for such services to the Treasurer and receive full pay from the school corporation.

**Service in Public Office.** A teacher who is elected/appointed to a public office shall be granted an unpaid leave to fulfill his/her elected/appointed office obligations. Arrangements must be made with the Superintendent in advance of the leave to properly ensure class continuity. This leave shall be granted in semester units only.

**Association Leave.** ISWAT will reimburse the corporation an amount equal to four days of substitute teacher pay to allow ISWAT members to work on contract development during the negotiating period.

**Sabbatical Leave.**

1. A one (1) year sabbatical leave is designed to provide an opportunity for teachers to engage in a professionally related experience.

2. For Board approval, application shall be filed with the Superintendent by March 1, prior to the school year when the leave will be taken.

3. The leave shall be without compensation.

4. A teacher returning from a sabbatical leave shall be restored to a teaching position for which he/she is licensed according to the provisions in this contract. The returning teacher shall be placed on the salary schedule at the level earned at the time the leave began.

**Military Leave.**

1. All teachers who are members of the Indiana National Guard or Reserve/Retired components of

the Armed Forces, shall be entitled to a leave of absence without loss of pay for such time as the members of the National Guard are in the military services on training duties under order of the State of Indiana or Federal Government for services not to exceed fifteen (15) calendar days in any one school year.

2. Unpaid military leave shall be granted to any teacher who is inducted into any branch of the Armed Forces of the United States. Upon return from such leave, a teacher shall be placed on the salary schedule at the level he/she would have achieved had he/she remained actively employed during the period of his/her absence; and, furthermore, he/she shall receive all rights and benefits which generally accrue to a teacher with that level of service. The teacher shall have up to ninety (90) days after release from active duty to notify the Board of his/her intention to return for the following school year.

**Professional Leave.**

1. When it is evident that a convention or conference attendance will contribute to the effectiveness of the instructional program, the Board may grant convention or conference leaves. Fair consideration will be given to any reasonable request for convention or conference attendance. All such requests shall be submitted in writing to the building Principal with a copy to the Superintendent.

2. An aggregate amount of \$100 times the previous school term's Full Time Equivalent Teachers shall be allotted for professional leave for the succeeding year's budget. A maximum reimbursement of \$200 per teacher may be applied toward the cost of an approved professional leave request. The Board, or its Agent, shall have the authority to approve or deny professional leave requests.

3. The maximum amount of reimbursement for professional leave for an individual teacher may be exceeded with Board approval.

**ARTICLE V RETIREMENT AND SEVERANCE PAY**

- A. Upon retirement as an Indiana public elementary or secondary school teacher, a teacher may qualify for severance pay of \$570 for teachers on the bachelor's scale and \$610 for teachers on the master's scale times the number of years teaching experience for which they qualify. In order to qualify for the above rate of severance pay, a teacher must have a minimum of ten (10) years experience in the Southern Wells Community School System. A retiring teacher must be at least 50 years of age to be eligible for severance pay. In the event that earlier retirement is necessitated because of physical or mental disability, the Board will decide each case on its own merits.
- B. In addition, at retirement, accumulated sick leave days will be paid the retiree at the rate of the \$65 per day. Sick days earned in excess of the one hundred twenty (120) day limit will be accumulated for severance purposes only. Sick days in excess of the 120-day limit cannot be used for sick leave, but shall be combined with accumulated sick days at the time of retirement to compute severance pay.
- C. The Board agrees in the case of the teacher's death, the teacher's designated beneficiary, or the teacher's estate if there is no designated beneficiary, will be paid severance pay at the above levels.
- D. Severance payments shall begin in June and shall be made in June every year thereafter until the total amount of severance pay has been paid. The initial payment shall be the maximum allowed by the State to be used to determine the benefits under the teacher retirement fund. When a teacher elects to retire, the severance payments will consist of the initial payment of \$2,000 and five subsequent equal annual payments.
- E. For a retiring teacher to receive the initial severance payment in June following his/her retirement, the teacher must notify the Superintendent of his/her intention to retire on or before June 1 of the preceding year. The June 1 deadline for notification may be waived at the discretion of the Board in the event that retirement is necessitated due to emergency circumstances, such as a disabling physical, mental or economic condition.
- F. The Board agrees to continue the Corporation's portion of the retiring teacher's monthly life and health insurance premiums for a period of not more than five (5) years from the date of the teacher's retirement or until the retiring teacher reaches age sixty-five (65) or would have reached age sixty-five (65). In the event of the teacher's death during the previously defined

period of eligibility, this benefit shall be continued for the remainder of the period of eligibility, as long as the designated beneficiary is under age sixty-five (65) and continues to meet insurance program requirements.

For the 2015 calendar year, the annual amount paid by the corporation toward health insurance shall not exceed the amounts listed below for various plans:

- \$11,380 Family Network Deductible Plan
- \$11,188 Family High Deductible Plan A
- \$10,899 Family High Deductible Plan B
- \$5,402 Single Network Deductible Plan
- \$5,330 Single High Deductible Plan A
- \$5,220 Single High Deductible Plan B

Also, for the 2015 calendar year, the annual amount paid toward life insurance shall not exceed \$893.

Following the five-year period after retirement, the teacher may continue in the group health plan at their own expense until age sixty-five (65) and if the teacher continues to meet insurance program requirements. The amount of the Corporation's monthly contribution to the life and health insurance premiums shall be fixed at the dollar amount last paid by the Corporation prior to the teacher's retirement. It should be noted that in the case of life insurance premiums, the teacher shall pay one dollar (\$1.00) in the month preceding the beginning of each new year. For the retiring teacher, this benefit is taxable under the present Internal Revenue Code.

In the event that the Corporation's contribution would equal or exceed the total amount of the monthly premium, the amount of the monthly premium is to be paid by the corporation, except at the beginning of the plan year. The exception defined here would require the teacher to contribute one dollar (\$1.00) in the month preceding the effective date of the new plan year.

The retiring teacher under this benefit would be required to make payment of any difference between the monthly premium amount and the corporation's share of the premium. The teacher shall be responsible for making sure that the said payments are delivered to the Treasurer on or before the due dates specified by the Treasurer.

**G.** Any teacher who passes away while in active service and who was eligible to retire shall have their severance paid to their designated beneficiary.

**H.** Part-time teachers shall receive proportionate benefits based upon their full-time equivalency.

**I.** The Board shall establish and maintain a qualified 401(a) Annuity Plan (hereinafter referred to as the "401(a) Plan") for all certified employees covered under this collective bargaining agreement. The 401(a) Plan contributions will commence with the 2002-2003 contract year and continue each contract year thereafter. The maximum contribution that will be made to the 401(a) Plan by the Board will be .75% of Salary. All eligible employees shall be vested in the 401(a) Plan upon the completion of ten years of service with Southern Wells Community Schools and are 50 years of age.

The 401(a) Plan replaces the current Retirement and Severance Pay Plan. The Retirement and Severance Plan so described above in paragraph A through H will remain in effect until such time as a certified employee receives a greater return from the value of the new 401(a) Plan than he or she would receive under the Retirement and Severance Pay Plan, except for employees described in the following paragraph. The value of the Board contributions and the appreciation, or the amount of the board's total contributions, whichever is more, of the 401(a) Plan will be counted as an offset to the amount that the certified employee would have received had he or she retired under the current Retirement and Severance Pay Plan, specified in sections A through H.

**J.** For the certified employees hired after July 1, 2001, the 401(a) Plan will replace the current Retirement and Severance Pay Plan. No provision of paragraphs A through H shall be available to employees hired after July 1, 2001. The severance and retirement for such certified employees shall be limited to the amounts contributed to the 401(a) by the Board and interest or appreciation, if any. Such employees shall be vested in the 401(a) Plan upon completion of ten years of service and upon reaching 50 years of age.

**K.** The 401(a) Plan vendor shall:

1. Conduct compliance testing to ensure no over-funding for any teacher;
2. Fully administer the plan;
3. Provide annual enrollment and consultation services;

4. Provide statements to teachers annually;
5. Prohibit loans or early withdrawals that are not IRS compliant; and
6. Hold the School Corporation harmless from any penalties associates with plan noncompliance.

The 401(a) Plan shall be valued effective the last contracted day of employment for the retiring employee.

- L. In addition, for those certified employees for whom payments are yet scheduled to be made under paragraphs A through E, such payments shall be made into a non-elective post-retirement 403(b) created at retirement in the name of the retiring employee. Such payments by the Board shall be made in five (5) equal annual payments.

**ARTICLE VI INSURANCE.** Teachers shall be entitled to the following insurance benefits:

**A. Hospitalization and Major Medical**

1. The Board agrees to make available for the teachers, group hospitalization, surgical, medical and a major medical insurance program.

2. For the 2014 calendar year, the board agrees to pay \$5,492 for single plan and \$11,380 for family plan to be applied by each individual teacher to any of the group health plans currently available to the Southern Wells staff through the School Employees Benefit Trust. Teachers who are employed at Southern Wells for the entire 2013-2014 school year and do not choose to participate in the health insurance program will receive an additional eleven hundred dollars (\$1,100) in the final paycheck of the contract year.

- B. **Life Insurance.** The Board shall pay all but \$1 of the premium for \$50,000 of the board-approved life insurance for each teacher subject to reduction schedule for staff above the age of 70. Retired teachers are eligible to purchase life insurance to remain at this level of coverage.

- C. **Worker's Compensation.** Under the Act, compulsory in Indiana, a specified schedule of benefits is paid to a worker who is injured, provided three conditions are met:

1. The worker must be an employee.
2. There must be an injury caused by an accident.
3. The injury must have arisen out of the course of the employment of the worker. On-the-job accidents, injuries, and illnesses, regardless of how minor, must be reported to the school nurse or Corporation secretary immediately. Failure to do so may disqualify an employee from receiving worker's compensation benefits.

- D. **Disability Insurance.** The Board shall provide long-term disability insurance for the teachers as described on Appendix C.

- E. The Association shall name a representative to the School Employee Benefit Trust Health Plan. This representative shall be subject to Board approval.

- F. **Section 125.** The benefits provided to teachers by Section 125 of the Revenue Act of 1978 shall be made available to any teacher so requesting. An amount not to exceed 30% of salary may be set aside by the teacher for the section of benefits, under Section 125 of the Internal Revenue Code, which are non-taxable benefits of major medical, long term disability, short term disability, life, non-reimbursed medical, and dependent care. The Board shall pay the fees associated with the implementation and maintenance of the Trust Account. The Association shall have input into the provider of Section 125 services. The final decision on the provider will be made by the Board.

**ARTICLE VII SALARY AND WAGE PROVISIONS**

- A. Teachers with prior administrative approval may receive a driving allowance for use of their car for school related duties.

- E. To promote professional growth, teachers will be reimbursed during the first payroll period of the ensuing school year up to Ninety dollars (\$90.00) per semester hour if the following criteria are met:

1. Hours must be taken in courses which benefit the teacher and the school. An approval for the course must be obtained from a committee consisting of the superintendent, curriculum coordinator and an association Representative from both the elementary school and the high school prior to July 1 for reimbursement during the subsequent contract year.
2. Verification of completion of the course and copies of invoices must be provided in January or June to qualify for reimbursement.
3. Semester hours and quarter hours are not considered equal in value. The following conversion formula shall be used: Semester hours = 2/3 x Quarter hours

- 4. To receive payment for credit hours taken, the course must have been completed between August 21 of the preceding year and August 20 of the current year with a grade of C or above.
  - 5. Full reimbursement for classes will be made in the first pay period of the subsequent contract year.
- F. Teachers will receive their pay in twenty-six (26) equal installments throughout the contract year. At no time, however, may payment exceed actual earnings to date.

## SOUTHERN WELLS SALARY SCHEDULE

### Appendix A

Years Experience	<u>Bachelor's Degree</u>	<u>Master's Degree</u>		
	2012-2013	2013-2014	2012-2013	2013-2014
0	30885	31054	33028	33208
1	31724	31897	34095	34281
2	32564	32742	35162	35354
3	33404	33587	36229	36427
4	34243	34430	37296	37500
5	35083	35275	38363	38573
6	35922	36118	39429	39644
7	36762	36963	40496	40717
8	37601	37806	41563	41790
9	38441	38651	42630	42863
10	39281	39496	43697	43936
11	40120	40339	44764	45009
12	40960	41184	45830	46080
13	41799	42027	46897	47153
14	42639	42872	47964	48226



15	43479	43717	49031	49299
16	44318	44560	50098	50372
17	45718	45968	51165	51445
18			52231	52516
19			53298	53589
20			54365	54662
21			55432	55735
22			56499	56808
23			57,826	58142

**APPENDIX B:** The salary and stipend compensation units earned during the 2013-14 school year will be paid during the 2014-15 school year.  
The unit value shall be \$250.

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## Extra-Curricular Schedule

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### Appendix C

Position	Description	Gender	
1	Baseball-Varsity	B/G	3000
1	Baseball-Assistant	B	2000
1	Basketball-Varsity	B	7250
1	Basketball-Varsity Assistant	B	2100
1	Basketball-Junior Varsity	B	2100
1	Basketball-9th Grade	B	2100
1	Basketball-8th Grade	B	1800
1	Basketball-7th Grade	B	1800
1	Basketball-Elementary	B	700
2	Elementary Intramural	B/G	1400
1	Basketball-Varsity	G	7250
1	Basketball-Assistant	G	3500
1	Basketball-9th Grade	G	2800
1	Basketball-8th Grade	G	1800
1	Basketball-7th Grade	G	1800
1	Basketball-Elementary	G	700
1	Cross Country-Varsity	B/G	3000
1	Cross Country-Varsity Assistant	B/G	2000
1	Cross Country-Jr High	B/G	1600
1	Cross Country-Jr High Assistant	B/G	1000
1	Football-Varsity	B	8000
1	Football-Coordinator	B	4000
3	Football-Assistant	B	9000
2	Football-Freshman/JV	B	5000
4	Football-Jr. High	B	6400
1	Golf-Varsity	B	3000
1	Golf-Varsity	G	3000
1	Softball-Varsity	G	3000
1	Softball-Assistant	G	2000
1	Track-Varsity	B/G	3500
3	Track-Assistant	B/G	1750
1	Track-Jr High	B	1600
1	Track-Varsity	G	3000
1	Track-Jr. High	G	1600
1	Volleyball-Varsity	G	3000
1	Volleyball-Assistant	G	2000
2	Volleyball-Jr High	G	3200
1	Wrestling-Varsity	B	3000
1	Wrestling-Assistant	B	2000
1	Wrestling-Jr. High	B	1600

1	Elementary Art Exhibit	B/G	300
1	Secondary Art Exhibit	B/G	360
1	Varsity Cheerleaders	G	1500
1	Junior Varsity Cheerleaders	G	1000
1	Junior High Cheerleaders	G	1200
1	Choral Music	B/G	3500
1	Instrumental Music	B/G	6500
1	Elementary Choir	B/G	855
1	Concessions	B/G	2500
1	Drama Club/Musical Production	B/G	1000
1	FFA	B/G	2500
1	Livestock Judging	B/G	3000
1	Junior High FHA	B/G	1200
1	Senior High FHA	B/G	1800
1	National Honor Society	B/G	600
1	Academic Team Advisor	B/G	1700
1	Language Club	B/G	300
1	Biology Club	B/G	300
1	Raider Blog	B/G	1200
1	Yearbook	B/G	1300
2	Sunshine	B/G	1200
1	Junior Sponsor (Homecmng/Clss Mtg.)	B/G	85
1	Junior Class Sponsor (Fundraising)	B/G	500
2	Junior Class Sponsor (Prom)	B/G	1000
1	Senior Sponsor (Homecmng/Clss Mtg.)	B/G	85
2	Senior Class Sponsor (Senior Trip)	B/G	1300
2	Senior Class Sponsor (Graduation)	B/G	800
1	Sophomore Class Sponsor	B/G	85
1	Freshman Class Sponsor	B/G	85
1	Eighth Grade Sponsor	B/G	85
1	Seventh Grade Sponsor	B/G	85
1	Senior High Student Council	B/G	800
1	Junior High Student Council	B/G	400

**Supplemental  
Projects and  
Programs**

Drivers Education	\$25/hour
Grant Project	\$20/hour
Tutorial	\$30/hour
Administration Driven Staff Development	\$30/hour

**Teachers who are certified Indiana mentors who are mentoring a Southern Wells teacher or teachers on the state mentorship program will receive \$200. If state funding is allocated for mentoring, the \$200 would be part of that amount and not in addition to the state amount.**

**Appendix D**

**SCHOOLS INSURANCE FUND JOINDER AGREEMENT  
FOR  
LONG-TERM DISABILITY INSURANCE**

The undersigned Group and the Administrator of the Schools Insurance Fund (the "Trust") agree that the following choice of Plan and Options shall constitute its Program as an Employer.  
The Plan is as follows:

	<b>Section I</b>
1. Participating Employer	Southern Wells Community Schools
2. Group Number (Carrier ID)	GN90169
3. Eligible Class	01-Administrators, Teachers, Aides, Clerical, Cafeteria, Custodians and Bus Drivers
4. Effective Date	January 1, 2005
5. Initial Premium Rate (Monthly)	.310% of covered payroll
6. First Renewal Date	October 1, 2005
7. Annual Insured Earnings	\$90,000
8. Maximum Monthly Benefit	\$5,000
Rate Change Notification	60 Days (Standard)
Employment Waiting Period	First Day of Active Work
Employer Contribution	100% Employer Paid
Eligible Employee	Minimum 600 hours per year
Continuity of Coverage	Applies per Group Policy Endorsement No. 6
Elimination Period	120 Consecutive Calendar Days
Definition of Disability (First Stage)	24 Consecutive Months
Maximum Benefit Period	See Section II
Plan Monthly Benefit Percentage	66-2/3 % of Monthly Earnings
Minimum Monthly Benefit	\$100 for 5 Yrs/\$50 Thereafter (see Section II)
Individual Effective Date	See Section II
Individual Termination	See Section II
Documentation of Other Specific Income	Standard
Minimum Participation	75%
Break Feature	Break Feature – Option 1A Applies
Yearly Salary/Monthly Earnings	Base Wage Only (2A)/1/12 of Yearly Salary (3B)
Monthly Benefit	Full Family Direct (4B)
Other Specified Income	SS Freeze (Option 5A)
Sick Leave	Total Disability or Sick Leave/Min Benefit (6B)
Recurrent Disability	Applies Per Policy
Rehabilitation	Applies Per Policy
Survivor Benefit Period	3xLast Net Monthly Benefit (7A)/6 Mo. Qualifying
Cost of Living Adjustment	CPI/3%/Lifetime 20% (9A)
Partial Loss of Income	See Section II
Pregnancy	Full Maternity (11B)
Pre-Existing Condition Exclusion	3 mos/12 mos (12D)
Mental &* Emotional/Substance Abuse	Standard (13A)
Medical Premium Expense Benefit	Applies per Endorsement No. 7 of the Policy

**Section II**

Maximum Benefit Period:

Age at Disablement	Duration of Benefits	Elimination Period
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61 or younger	To Age 65	120 Consecutive
62	3-1/2 years	Calendar Days
63	3 years	
64	2-1/2 years	
65	2 years	
66	1-3/4 years	
67	1-1/2 years	
68	1-1/4 years	
69 and over	1 year	

Minimum Monthly Benefit:

The Minimum Amount of Monthly Income payment would in no event be less than \$100.00 payable for a maximum of 60 months, or to age 60, whichever is first. Thereafter, the minimum benefit would in no event be less than \$50.00. However, there will be no minimum benefit payable for employees working less than 1,200 hours per year.

Partial Loss of Income:

If an Insured Employee becomes Partially Disabled while this Partial Loss of Income Provision applies, we will continue to pay a Monthly Benefit. However, while the Insured Employee remains Partially Disabled, we will count only 50%, rather than 100% of his or her income from employment as Other Specific Income.

Partial Disability and Partially disabled mean the Insured Employee's inability, as a result of Sickness or Bodily Injury, to perform with reasonable continuity all the material and substantial duties of His or Her Own Occupation on a full-time basis while he or she is, in fact:

1. performing all the material and substantial duties of His or Her Own Occupation on a part-time basis; or
2. performing at least one of the material and substantial duties of His or Her Own Occupation on a full-time basis; or
3. performing the material and substantial duties of any other occupation for which the Insured Employee is or becomes reasonably fitted by his or her education, training, experience, age and physical and mental capacity, on either a full-time or part-time basis.

This Partial Loss of Income Provision will begin to apply on the first day of Partial Disability if:

1. the Insured Employee's Partial Disability begins not more than 31 days after the last day for which a Monthly Benefit was payable without application of this Partial Loss of Income Provision; and
2. the Insured Employee's Partial Disability is caused by the same Sickness or Bodily Injury for which his or her last Monthly Benefit was payable; and
3. the insured Employee's monthly income from employment is less than 80% of his or her monthly earnings just before Total Disability began.

This Partial Loss of Income Provision will cease to apply on the earliest of the following dates:

1. The day that the Insured Employee is able to perform all the material and substantial duties of His or Her Own Occupation on a full-time basis;
2. The day that the Insured Employee's monthly income from the employment described above equals or exceeds 80% of his or her Monthly Earnings just before Total Disability began;
3. The day the Insured Employee retires;
4. The day the Insured Employee reaches the end of the Maximum Benefit Period;
5. The day the Insured Employee becomes eligible for benefits under any other group Long Term Disability plan; or
6. The day the Insured Employee is no longer Partially Disabled.

Each Eligible Employee's Insurance will become effective on the first of the month following completion of the Employment Waiting Period.

**APPENDIX E**

7.5 Reduction Schedule

An insured employee’s coverage will not terminate solely due to age. However, any Life Insurance Benefits payable for the employee age 70 and older shall be a percentage of the benefits otherwise payable. The premiums for the reduced Life Insurance Benefit are also reduced. The reduction schedule is as follows:

Insured employee’s Age	Benefit Percent Payable
Age 70 through Age 74	65%
Age 75 through Age 79	42%
Age 80 through Age 84	28%
Age 85 and older	15%

**APPENDIX F  
SOUTHERN WELLS COMPENSATION MODEL**

Teacher compensation will be based upon performance with teachers earning units for specific performance in the following defined categories:

1. Teacher evaluation (added to base)
2. Experience (added to base)
3. Education (added to base)
4. Exemplary attendance (stipend)
5. Extraordinary service (stipend)

Teachers may earn four units in category one and one unit each in categories 2 through 5 for a total of eight units per year. Only teachers evaluated as Effective or Highly Effective are eligible to receive salary increases.

Compensation units earned during a school year will be paid the following school year. Teachers must be under contract the following school year to be eligible for unit pay. For the 2014-15 contract, teachers will be paid \$250 for each unit earned during the 2013-14 school year.

The base salary range is between \$33,028 and \$61,000. Teachers may not earn base salaries (including stipends) that exceed the base salary range regardless of units earned. Teachers in positions receiving extra days will have base salaries within the base salary range, but total salaries may exceed the maximum base salary due to compensation for extra days.

The district reserves the right at any time to determine Academic Needs. Teaching areas that have been determined to be of Academic Need may have salary levels set at any point within the salary range.

**CATEGORY DEFINITIONS**

1. Teacher Evaluation (added to base)
  - Teachers rated Highly Effective on the evaluation instruction = 4 units
  - Teachers rated Effective on the evaluation instrument = 3 units
  - Teachers rated Improvement necessary or Ineffective = 0 units for all categories
2. Experience (added to base)
  - Minimum 120 paid days in the previous school year = 1 unit
3. Education (added to base)
  - Earn a minimum of 18 Professional Growth Points (PGPs) during the previous school year = 1 unit  
The “previous school year” is defined as the time period between July 1 through June 30.
4. Exemplary Teacher Attendance (stipend)
  - No more than 5.5 absences based on sick, family illness or unpaid leave days on a 183 day contract = 1 unit
  - Excludes FMLA qualified leave, bereavement leave and professional development leave.
5. Extraordinary Service (stipend)
  - Teachers will receive one (1) unit total for any of the following:
  - Acclaimed or recognized with distinction in the current school year at the school, county, state or national level for educational excellence.
  - Serving in a voluntary building or corporation position(s) while exhibiting extraordinary effort above normal expectations as agreed upon with prior approval of building principals or the superintendent.
  - Authoring or co-authoring an article that appears in an education journal or education publication.
  - Presenting or co-presenting a presentation session at a local, state, or national conference. Also, presenting at a Southern Wells Community School’s professional development session.
  - Participating in an educational research study.
  - Media coverage, including but not limited to newspaper, television, or Internet (not school-operated blogs) for a classroom activity or project.
  - Writing or co-writing a grant proposal that supports a classroom activity or project.
  - Holding office in a school, local, state or national organization related to the profession.
  - Active member in a school, local, state or national organization related to education or content area.
  - Appointed or volunteer committee member.
  - Unpaid club sponsors, grant writing, 1st year teacher mentoring, student teacher sponsor, etc.

The components of professionalism and leadership are flexible and are to be agreed upon between the teacher and building principal. The responsibility for documenting and providing evidence of meeting these components is to be provided by the teacher. All documentation must be turned into the building principal by the final teacher day of the completed school year. Any applicable activities that occur during the summer break area to be considered on the next school years unit total. SWCS will provide a “Professional/Leadership” form for documentation purposes. Suggested ideas for meeting the components may be unpaid club sponsors, grant writing, 1st year teacher mentoring, student teacher sponsor, etc. All five components will be earned by SWCS teachers during the 2014-2015 school year.

Any **PERFORMANCE GRANT AWARD** for 2014-15 will be distributed evenly to all teachers who qualify.