

MASTER CONTRACT

between the

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

and the

SOUTHERN WELLS BOARD OF SCHOOL TRUSTEES

July 1, 2021– June 30, 2023

**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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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.
- B. Certified staff involved in the 6th 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.
- C. Preparation Period Compensation- Teachers who are assigned to teach a period that would normally be used as their preparation time will be compensated Thirty Dollars (\$30.00) per period.

ARTICLE IV DAYS OFF WORK

General leave days. Teachers with 0-13 years of experience and teachers with more than 13 years of experience but fewer than 10 years of that experience at Southern Wells Community Schools shall receive 12 general leave days annually, with pay, each year for the transaction of personal business, illness, emergencies, or family illness. Teachers who have completed 14 years of teaching or more and have 10 years teaching service at Southern Wells Community Schools will receive 13 general leave days annually.

- 1. Teachers who have accumulated a minimum of 30 general leave days will have the option at the end of the school year to turn in unused days for a total of \$85 per day including benefits for each day relinquished. Request must be received on or before June 15. At no time can days be relinquished which would take the teacher's accumulations below the thirty (30) days minimum accumulation. A maximum of 20 days may be turned in during any given year. The \$85 per day payment will be adjusted to equal any increase in substitute teacher pay as needed.
 - a. Should a teacher be absent for more than five (5) consecutive days, a doctor's certificate certifying personal illness or illness in the immediate family, must be submitted to the central office or those day(s) in excess of five will be considered dock days to be taken without pay.
- 2. Part-time teachers shall receive and use proportionate leave days based upon their full time equivalency rounded to the nearest half day.
- 3. 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.

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.

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. For the certified employees hired after August 20, 2001, the 401(a) Plan will replace the current Retirement and Severance Pay Plan found in Appendix B. No provision of Appendix B shall be available to employees hired after August 20, 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 55 years of age.
- B. 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.
- C. In addition, for those certified employees for whom payments are yet scheduled to be made under Appendix B, 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 three (3) equal annual payments after the initial \$2,000 payment for the first year at retirement.
- D. The maximum contribution that will be made to the 401(a) Plan by the Board will be 1% of regular teacher contract amount. 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 55 years of age.

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. The board agrees to pay the following amounts toward the various plans:

\$13,513 for Family Network Plan
\$13,513 for High Deductible Plan 1
\$13,513 for High Deductible Plan 2
\$6,450 for Single Network Plan
\$6,450 for Single High Deductible Plan 1

\$6,450 for Single High Deductible Plan 2

Teachers who are employed at Southern Wells for the entire school year contract and sign their next contract and continue their employment through October 1 of the following year, and do not choose to participate in the health insurance program will receive an additional thirteen hundred dollars (\$1,300) in their first October check. Teachers who retire will be eligible for the \$1,300 if they complete the full contracted year of employment.

- 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 (120-day elimination period) for the teachers and shall pay all but \$1 of the premium.
- E. SEBT Representation.** 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.
- B.** 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 (\$300 per credit hour for credits in graduate level areas of English/language arts, mathematics, science, world language, or other content area of high school courses taught leading to 18 hours of graduate credit in content area) 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, 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 = $2/3 \times$ 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.

6. 100% reimbursement to Southern Wells Community Schools if resigning within 2 years of completion. 50% reimbursement to Southern Wells Community Schools if resigning within 4 years of completion. Upon completion of the 5th year of employment after certification has been earned, all requirements will be considered satisfied.

7. The Superintendent of Schools will make the determination on qualifying tuition reimbursement after taking into account the committee's recommendation and the level at which the course(s) qualify for reimbursement based upon the current contract language.

- C. **Salary Payment.** 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.
- D. **Daily and Hourly Rate Computation.** Daily rate is computed by dividing the base salary for the given teacher by 184. The hourly rate is equal to dividing the daily rate for the given teacher by six (6).

ARTICLE VIII GRIEVANCE PROCEDURE

A. Definitions.

1. A "grievance" is an alleged violation of a specific article or section of the collective bargaining agreement between the Southern Wells Community Schools and the Independent Southern Wells Association of Teachers ("Contract").
2. The term "day" when used in this Article shall mean teacher days during the school year. During the summer recess, the term shall mean weekdays (Monday through Friday).
3. "Contract" when used in this Article shall mean the negotiated collective bargaining agreement in effect between the Southern Wells Community Schools and the Independent Southern Wells Association of Teachers.

B. Grievant and Representation.

An individual teacher, or group of teachers, may present a grievance, provided a grievance filed by a group of teachers identifies at least one teacher as the grievant, and may do so through the exclusive representative. If the grievance is filed through the exclusive representative, the exclusive representative may be given an opportunity to be present at all stages of the grievance machinery. The adjustment of all grievances shall not be inconsistent with the terms of this Contract.

C. Procedure; Informal Discussion.

A grievance may be initiated in one (1) of the following ways:

1. The teacher may approach the building principal concerned and discuss the matter on their own behalf.
2. The teacher may request that a representative of the Association accompany the teacher and in such case the building supervisor shall not initiate any consultation with the grievant prior to any scheduled meeting at which the representative is to be present.

Step I.

In the event the grievance is not resolved through informal communication with the building principal, the grievant may file a formal grievance in writing with the building principal (Appendix D).

1. The grievance form shall be filed in quadruplicate with one (1) copy each for the Association President, the Grievant, the Building Principal, and the School Superintendent.

2. The grievance shall (1) name the teacher(s) involved, (2) state the facts giving rise to the grievance, (3) identify the specific Contract provision alleged to have been violated, (4) state the contention of the grievant with respect to the grievance, (5) give the date of the alleged violation, (6) indicate the specific relief requested, and (7) be signed by the aggrieved teacher(s).

3. The formal grievance shall be filed as soon as possible, but any grievance not presented in writing in Step I within fifteen (15) days of the time the grievant knew, or reasonably should have known, of the alleged violation of the CBA shall be deemed waived and shall not be processed.

4. The building principal may request a meeting with the grievant, and the Association representative may accompany the grievant. If the principal requests a meeting, the meeting will be held within five (5) days of the date the principal makes the request. Within five (5) days after holding a meeting with the grievant, the building principal shall communicate his/her answer in writing to the grievant and the Association representative and said answer shall be attached to the grievance. If the building principal does not request a meeting, the building principal will provide a written response to the grievance within ten (10) days of the date he or she receives the grievance.

Step II.

1. If the grievance is not resolved in Step I, the teacher may, within ten (10) days of receipt of the building principal's written answer, appeal to the Superintendent, or his designee, by filing the grievance and the principal's answer, along with a written response of the teacher, with the Office of the Superintendent. Any response received by the grievant shall be attached to the grievance.

2. The Superintendent will meet with the grievant within ten (10) days of receiving the grievance. An Association representative may accompany the grievant to such meeting.

3. The Superintendent shall give the teacher an answer in writing no later than fifteen (15) days after the date of the meeting. The Superintendent's decision shall be final. Appeal may occur with the School Board.

D. Other Provisions Relating to the Grievance Procedure.

1. No reprisal of any kind shall be taken by or against any participant in the grievance procedure by reason of such participation.

2. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel file of the participant(s) and are not a valid basis for evaluation.

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

4. Time limits herein apply to teachers on leave of absence, other than sick leave, as if such teacher were present and working.

5. Any grievance not advanced by the grievant from one step to the next within the time limits shall be deemed resolved by the answer at the previous step.

6. Any grievance which arose prior to the effective date of this agreement or after the termination date of this agreement shall not be processed.

Appendix A		2021-2022
Extra-Curricular Schedule		
Position*	Description	Per Position
1	Baseball-Varsity	\$3,500
1	Baseball-Assistant	\$2,000
1	Baseball-JV	\$2,000
2	Basketball-Varsity	\$8,000
1	Basketball-Varsity Assistant (boys BB)	\$2,500
1	Basketball-Junior Varsity (boys BB)	\$2,200
1	Basketball-9th Grade (boys BB)	\$1,600
1	Basketball-Assistant (girls BB)	\$3,500
1	Basketball-9th Grade (girls BB)	\$2,800
2	Basketball-8th Grade	\$1,800
2	Basketball-7th Grade	\$1,800
2	Basketball-Elementary	\$700
2	Elementary Intramural	\$700
1	Cross Country-Varsity	\$3,500
1	Cross Country-Varsity Assistant	\$2,000
1	Cross Country-Jr High	\$1,600
1	Cross Country-Jr High Assistant	\$1,000
1	Football-Varsity	\$8,000
1	Football-Coordinator	\$4,000
3	Football-Assistant	\$3,000
2	Football-Freshman/JV	\$2,500
4	Football-Jr. High	\$1,600
2	Golf-Varsity	\$3,500
1	Softball-Varsity	\$3,500
1	Softball-Assistant	\$2,000
1	Softball-JV	\$2,000
1	Track-Varsity	\$3,500
3	Track-Assistant	\$1,750
2	Track-Jr High	\$1,600
1	Volleyball-Varsity	\$3,500
1	Volleyball-Assistant	\$2,000
2	Volleyball-Jr High	\$1,600
1	Wrestling-Varsity	\$3,500
1	Wrestling-Assistant	\$2,000
1	Wrestling-Jr. High	\$1,600
1	Elementary Art Exhibit	\$300
1	Secondary Art Exhibit	\$360
1	Cheerleaders - Varsity	\$3,500
1	Cheerleaders - Junior Varsity	\$2,000

1	Cheerleaders - Jr High	\$1,200
2	Choral Music	\$1,750
1	Instrumental Music	\$6,500
1	Athletic Events Supervisor	\$3,500
2	Archery Club Sponsor	\$750
4	Dyslexia certification	\$300
2	ESL certification	\$300
1	Elementary Choir	\$855
1	Concessions	\$3,000
1	Drama Club/Musical Production	\$1,000
1	FFA	\$3,500
1	Livestock Judging	\$3,000
1	Junior High FCCLA	\$1,200
1	Senior High FCCLA	\$2,300
1	BPA (Business Professionals of America) Sponsor	\$2,300
1	TSA (Technology Student Association) Sponsor	\$2,300
1	Skills USA Sponsor	\$2,300
1	National Honor Society	\$600
1	Language Club	\$300
1	Biology Club	\$300
1	Yearbook	\$1,300
2	Sunshine	\$600
1	Junior Sponsor (Homecoming/Class Mtg.)	\$85
1	Junior Class Sponsor (Fundraising)	\$500
2	Junior Class Sponsor (Prom)	\$500
1	Senior Sponsor (Homecoming/Class Mtg.)	\$85
2	Senior Class Sponsor (Senior Trip)	\$650
2	Senior Class Sponsor (Graduation)	\$400
1	Sophomore Class Sponsor	\$85
1	Freshman Class Sponsor	\$85
1	Eighth Grade Sponsor	\$85
1	Seventh Grade Sponsor	\$85
1	Senior High Student Council	\$800
1	Junior High Student Council	\$400
3	Certified mentor for a SWCS teacher	\$200
10	Dual credit or AP course teacher: \$750 for initial course per semester PLUS \$250 for each additional section of that course per semester *Proctoring teachers do not receive a stipend.	\$750 or more
2	Raider Promotion Coordinator	\$600
2	Robotics/STEM Club	\$750
1	Art Club (grades 4-6)	\$300
4	Academic Bowl Coach (ELA, math, science, Social studies; grades 6-8)	\$300

	Supplemental Projects and Programs	
	Drivers Education	0-5 years exp. \$30/hour; 5+ years exp. \$35/hour
	Grant Project	\$20/hour
	Tutorial	\$30/hour
	Administration Driven Staff Development	\$30/hour
	**Any teacher who receive a master's degree in education (elementary teacher: math, reading, or literacy; secondary teacher: content area related to the subject matter of a dual credit, advanced placement, Cambridge International, STEM, or special education course taught by the teacher) by August 1 will receive the supplemental pay for the current school year.	\$4,000
*Number of positions is not bargained, only included for information purposes. ** FOR INFORMATIONAL PURPOSES ONLY. SUPPLEMENTAL PAY ADDED TO BASE SALARY.		

Appendix A		2022-2023
	Extra-Curricular Schedule	
Position*	Description	Per Position
1	Baseball-Varsity	\$3,500
1	Baseball-Assistant	\$2,000
1	Baseball-JV	\$2,000
2	Basketball-Varsity	\$8,000
1	Basketball-Varsity Assistant (boys BB)	\$2,500
1	Basketball-Junior Varsity (boys BB)	\$2,200
1	Basketball-9th Grade (boys BB)	\$1,600
1	Basketball-Assistant (girls BB)	\$3,500
1	Basketball-9th Grade (girls BB)	\$2,800
2	Basketball-8th Grade	\$1,800
2	Basketball-7th Grade	\$1,800
2	Basketball-Elementary	\$700
2	Elementary Intramural	\$700
1	Cross Country-Varsity	\$3,500
1	Cross Country-Varsity Assistant	\$2,000
1	Cross Country-Jr High	\$1,600
1	Cross Country-Jr High Assistant	\$1,000
1	Football-Varsity	\$8,000
1	Football-Coordinator	\$4,000
3	Football-Assistant	\$3,000

2	Football-Freshman/JV	\$2,500
4	Football-Jr. High	\$1,600
2	Golf-Varsity	\$3,500
1	Softball-Varsity	\$3,500
1	Softball-Assistant	\$2,000
1	Softball-JV	\$2,000
1	Track-Varsity	\$3,500
3	Track-Assistant	\$1,750
2	Track-Jr High	\$1,600
1	Volleyball-Varsity	\$3,500
1	Volleyball-Assistant	\$2,000
2	Volleyball-Jr High	\$1,600
1	Wrestling-Varsity	\$3,500
1	Wrestling-Assistant	\$2,000
1	Wrestling-Jr. High	\$1,600
1	Elementary Art Exhibit	\$300
1	Secondary Art Exhibit	\$360
1	Cheerleaders - Varsity	\$3,500
1	Cheerleaders - Junior Varsity	\$2,000
1	Cheerleaders - Jr High	\$1,200
2	Choral Music *For preparation of evening events outside of contracted day.	\$30 per hour
1	Sound Events Manager	\$500
1	Pianist	\$3,000
1	Band Events	\$3,000
1	Athletic Events Supervisor	\$3,500
2	Archery Club Sponsor	\$750
4	Dyslexia certification	\$300
2	ESL certification	\$300
1	Elementary Choir	\$855
1	Concessions	\$3,000
1	Drama Club/Musical Production	\$1,000
1	FFA	\$3,500
1	Livestock Judging	\$3,000
1	Junior High FCCLA	\$1,200
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1	BPA (Business Professionals of America) Sponsor	\$2,300
1	TSA (Technology Student Association) Sponsor	\$2,300
1	Skills USA Sponsor	\$2,300
1	National Honor Society	\$600
1	Language Club	\$300
1	Biology Club	\$300
1	Yearbook	\$650
2	Sunshine	\$600

1	Junior Sponsor (Homecoming/Class Mtg.)	\$85
2	Junior Class Sponsor (Prom)	\$500
1	Senior Sponsor (Homecoming/Class Mtg.)	\$85
2	Senior Class Sponsor (Senior Trip)	\$650
2	Senior Class Sponsor (Graduation)	\$400
1	Sophomore Class Sponsor	\$85
1	Freshman Class Sponsor	\$85
1	Eighth Grade Sponsor	\$85
1	Seventh Grade Sponsor	\$85
1	Senior High Student Council	\$800
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3	Certified mentor for a SWCS teacher	\$200
10	Dual credit or AP course teacher: \$750 for initial course per semester PLUS \$250 for each additional section of that course per semester *Proctoring teachers do not receive a stipend.	\$750 or more
2	Raider Promotion Coordinator	\$600
2	Robotics/STEM Club	\$750
1	Art Club (grades 4-6)	\$300
4	Academic Bowl Coach (ELA, math, science, Social studies; grades 6-8)	\$300
	Supplemental Projects and Programs	
	Drivers Education	0-5 years exp. \$30/hour; 5+ years exp. \$35/hour
	Grant Project	\$20/hour
	Tutorial	\$30/hour
	Administration Driven Staff Development	\$30/hour
	**Any teacher who receive a master's degree in education (elementary teacher: math, reading, or literacy; secondary teacher: content area related to the subject matter of a dual credit, advanced placement, Cambridge International, STEM, or special education course taught by the teacher) by August 1 will receive the supplemental pay for the current school year.	\$4,000
*Number of positions is not bargained, only included for information purposes. ** FOR INFORMATIONAL PURPOSES ONLY. SUPPLEMENTAL PAY ADDED TO BASE SALARY.		

Appendix B

SALARY SCHEDULE FOR CLASSROOM TEACHERS

1. Compensation Model

1. **Salary Range:** The salary range, prior to any increases provided pursuant to this agreement, is \$36,304 to \$70,304 for 2020-2021 school year not including current year increases or TRF contributions. The salary ranges for 2021-2022, after increases are implemented, is \$38,152 to \$72,152. The base salary ranges for teachers for the 2022-2023 school year, after increases negotiated in this agreement, is \$40,000 to \$74,000.
2. **General Eligibility:** Any 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.

Experience – The teacher was employed by the school corporation for at least 120 days in the prior year.
3. The Board reserves the right to award incentive or performance pay to individual or groups of teachers as stipends. This award consideration may include: recognition of the earning of Highly Effective or Effective on the evaluation tool. Other examples or types of work that could be considered for monetary awards along will be discussed.
4. **Distribution:** Salary increases are based on evaluation ratings educational attainment, academic needs, and experience as described below.

For the 2021-2022 school year:

i. Teachers will be placed on the corresponding 2021-2022 Step Salary Schedule based upon their 2020-2021 salary, and then moved up an additional step resulting in a \$1,848.00 increase plus the additional \$500 increase due to being moved up one step for the 2021-2022 school year. See Step Salary Schedule for 2021-2022 on page 15.

For the 2022-2023 school year:

ii. Teachers will be placed on the corresponding 2022-2023 Step Salary Schedule resulting in a \$1,848.00 increase for the 2022-2023 school year. See Step Salary Schedule for 2022-2023 on page 16.

5. **Redistribution:** For any teacher who receives a rating of Ineffective or Needs Improvement for the 2020-2021 and 2021-2022 school years, their salary will remain at its current step level for the subsequent school year, and the amount that any such teacher would have received as a stipend from the state's Teacher Appreciation Grant (TAG) will be equally redistributed via a stipend to teachers rated effective and highly effective.
6. All increases for this school year will be made effective from the start of the 2021-2022 school year.
7. The Superintendent reserves the right to place new teachers at an appropriate effectiveness step comparable to veteran teachers with comparable education and experience within current year salary range.
8. The Board will pay the teachers' 3% contribution to TRF.

2021-2022 Salary Schedule - Accelerated

Highly & Effective	Salary Schedule	Highly & Effective	Salary Schedule	Highly & Effective	Salary Schedule
0	38,152	42	59,152	84	80,152
1	38,652	43	59,652	85	80,652
2	39,152	44	60,152	86	81,152
3	39,652	45	60,652	87	81,652
4	40,152	46	61,152	88	82,152
5	40,652	47	61,652	89	82,652
6	41,152	48	62,152	90	83,152
7	41,652	49	62,652	91	83,652
8	42,152	50	63,152	92	84,152
9	42,652	51	63,652	93	84,652
10	43,152	52	64,152	94	85,152
11	43,652	53	64,652	95	85,652
12	44,152	54	65,152	96	86,152
13	44,652	55	65,652	97	86,652
14	45,152	56	66,152	98	87,152
15	45,652	57	66,652	99	87,652
16	46,152	58	67,152	100	88,152
17	46,652	59	67,652	101	88,652
18	47,152	60	68,152	102	89,152
19	47,652	61	68,652	103	89,652
20	48,152	62	69,152	104	90,152
21	48,652	63	69,652	105	90,652
22	49,152	64	70,152		
23	49,652	65	70,652		
24	50,152	66	71,152		
25	50,652	67	71,652		
26	51,152	68	72,152		
27	51,652	69	72,652		
28	52,152	70	73,152		
29	52,652	71	73,652		
30	53,152	72	74,152		
31	53,652	73	74,652		
32	54,152	74	75,152		
33	54,652	75	75,652		
34	55,152	76	76,152		
35	55,652	77	76,652		
36	56,152	78	77,152		
37	56,652	79	77,652		
38	57,152	80	78,152		
39	57,652	81	78,652		
40	58,152	82	79,152		
41	58,652	83	79,652		

- Notes:
- 1) The Superintendent reserves the right to place teachers at an appropriate effectiveness step after consulting with the Association President
 - 2) The Southern Wells Community School Board reserves the right to award stipends at its own discretion. These stipends are one time payments and do not add to the teacher's current effectiveness step.
 - 3) A teacher who receives a rating of needs improvement or ineffective shall not be eligible for a salary increase
 - 4) The amount of money that would otherwise have been allocated for the salary increase of teachers rated ineffective or needs improvement shall be allocated to other teachers
 - 6) SW will pay the teachers' 3% contribution to TRF.

Beginning salary increased by \$1,848.00 thus increasing all levels by \$1,848.00. Due to this increase effective and highly effective teachers will remain at their current effectiveness level. Salary Range for Base = \$38,152 - \$72,152

2022-2023 Salary Schedule - Accelerated

Highly & Effective	Salary Schedule	Highly & Effective	Salary Schedule	Highly & Effective	Salary Schedule
0	40,000	42	61,000	84	82,000
1	40,500	43	61,500	85	82,500
2	41,000	44	62,000	86	83,000
3	41,500	45	62,500	87	83,500
4	42,000	46	63,000	88	84,000
5	42,500	47	63,500	89	84,500
6	43,000	48	64,000	90	85,000
7	43,500	49	64,500	91	85,500
8	44,000	50	65,000	92	86,000
9	44,500	51	65,500	93	86,500
10	45,000	52	66,000	94	87,000
11	45,500	53	66,500	95	87,500
12	46,000	54	67,000	96	88,000
13	46,500	55	67,500	97	88,500
14	47,000	56	68,000	98	89,000
15	47,500	57	68,500	99	89,500
16	48,000	58	69,000	100	90,000
17	48,500	59	69,500	101	90,500
18	49,000	60	70,000	102	91,000
19	49,500	61	70,500	103	91,500
20	50,000	62	71,000	104	92,000
21	50,500	63	71,500	105	92,500
22	51,000	64	72,000		
23	51,500	65	72,500		
24	52,000	66	73,000		
25	52,500	67	73,500		
26	53,000	68	74,000		
27	53,500	69	74,500		
28	54,000	70	75,000		
29	54,500	71	75,500		
30	55,000	72	76,000		
31	55,500	73	76,500		
32	56,000	74	77,000		
33	56,500	75	77,500		
34	57,000	76	78,000		
35	57,500	77	78,500		
36	58,000	78	79,000		
37	58,500	79	79,500		
38	59,000	80	80,000		
39	59,500	81	80,500		
40	60,000	82	81,000		
41	60,500	83	81,500		

Notes:

- 1) The Superintendent reserves the right to place teachers at an appropriate effectiveness step after consulting with the Association President
- 2) The Southern Wells Community School Board reserves the right to award stipends at its own discretion. These stipends are one time payments and do not add to the teacher's current effectiveness step.
- 3) A teacher who receives a rating of needs improvement or ineffective shall not be eligible for a salary increase
- 4) The amount of money that would otherwise have been allocated for the salary increase of teachers rated ineffective or needs improvement shall be allocated to other teachers
- 6) SW will pay the teachers' 3% contribution to TRF.

Beginning salary increased by \$1,848.00 thus increasing all levels equally due to this increase effective and highly effective teachers will remain at their current effectiveness level. Salary Range for Base = \$40,000 - \$74,000

APPENDIX C

RETIREMENT BENEFIT, PRE August 20, 2001 HIRE

- A. Upon retirement as an Indiana public elementary or secondary school teacher, a teacher may qualify for severance pay of \$570 for teachers with a bachelor's and \$610 for teachers with a master's times the number of years teaching experience (at Southern Wells) 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 of experience in the Southern Wells Community School System. A retiring teacher must be at least 55 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 \$85 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 three (3) 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 March 1st of the year of retirement. The March 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). (The vision paid by the school corporation would end when a teacher retires.) 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.

The annual amount paid by the corporation toward health insurance for retirees shall be the same as the amount paid by the board towards various plans at the time of retirement.

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 1% 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 55 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.

**APPENDIX D
GRIEVANCE FORM**

This form may be used in conjunction with Article VIII of the master contract. Within this article can be found the definition of a grievance, the steps associated with filing a grievance, and the time frames associated with responding to the grievance.

Citation of the Article and Section of the contract that is being grieved:

Statement of the violation or misapplication of the terms of the contract cited above. Please be specific as to when, where, who, and what was involved in the misapplication or violation:

Specific resolution requested relative to the grievance:

Signature of Grievant: _____

Name Printed of Grievant: _____

Date Filed: _____, 20____

Resolution

Step when resolved: _____

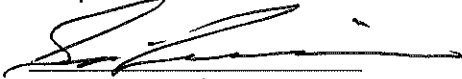
Signature of Grievant: _____ Date: _____

Signature of Administration: _____ Date: _____

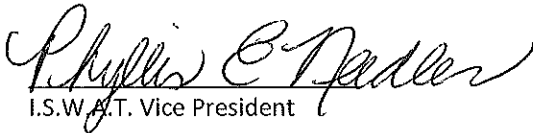
Appendix E

Ratification: This contract shall be effective from July 1, 2021 through June 30, 2023. Signatures below certify that the membership of the Board of School Trustees and the Independent Southern Wells Teachers Association have met and ratified provisions of this contract:

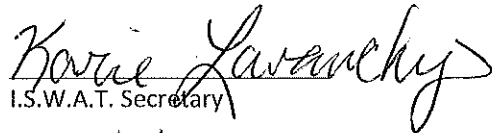
Independent Southern Wells Teachers Association (legally known as I.S.W.A.T.)



I.S.W.A.T. President



I.S.W.A.T. Vice President

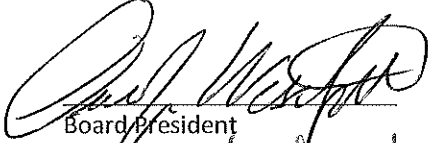


I.S.W.A.T. Secretary

11/11/21

Date

Southern Wells Board of School Trustees



Board President



Board Secretary

11/11/21

Date