

**AGREEMENT BETWEEN THE
CLINTON PRAIRIE COMMUNITY SCHOOL CORPORATION
AND THE
CLINTON PRAIRIE CLASSROOM TEACHERS ASSOCIATION**

This Master Contract Entered Into This 14th Day Of November, 2017 And Shall Continue In Effect Through June 30th, 2018, By And Between The Board Of School Trustees Of The Clinton Prairie School Corporation Hereinafter Called The "Board", And The Clinton-Prairie Classroom Teachers Association, Hereinafter Called The "Association".

WHEREAS The Board and the Association recognize and declare that providing quality education for the children of the Clinton-Prairie School Corporation is their mutual aim, and

WHEREAS the Board and its designated representatives have met with representatives of the Association and entered into extended deliberate negotiations concerning wages, hours, and other terms and conditions of employment, it is hereby agreed as follows:

ARTICLE I

RECOGNITION

- A. The Board hereby recognizes the Clinton-Prairie Classroom Teachers Association as the exclusive representative of all teachers in the School Corporation.
- B. Definitions
 - 1. The term "teacher" as applicable in this Contract, shall mean all certified employees in Clinton-Prairie School Corporation, except for persons holding positions of Superintendent, Principals, Assistant Principals, and Athletic Director.
 - 2. The terms "Board" and "Association" shall include authorized officers, representatives, and agents.
 - 3. The term "School Corporation" when used in this Contract, shall refer to the Clinton-Prairie School Corporation of the County of Clinton of the State of Indiana.
 - 4. When references are made to male teachers in this Contract, it also includes female teachers.

ARTICLE II

COMPENSATION AND EXPENSES

- A. Ancillary Duties
 - 1. The school corporation and the association agree that teacher presence at athletic events improves community relations, overall student conduct and provides additional security, and therefore teacher attendance is encouraged. Therefore, all may attend, free of charge, all home school athletic events.

2. Teachers who are required or asked by an administrator or his/her designee to cover a class period for another teacher (in lieu of the hiring of a substitute teacher) shall be compensated at an amount equal to one-sixth of the district's current pay for a certified substitute teacher for each class period during which the teacher performs the cover.
 3. Teachers who are required or asked by the administration to engage in professional development and other non-teaching duties after the expiration of the 186 day contract but before the beginning of the next school year's 186 day contract will be compensated at \$25 per hour with a maximum of \$100 per day. The reference to the number of contract days in this paragraph is for information purposes only and the number of contract days was not bargained.
- B. The superintendent determined that the supplemental service salary shall be bargained. Teachers of summer school credit courses shall be issued a supplemental service teacher's contract and shall be paid for each hour of instruction at an hourly rate based on their regular activities except where specific amounts are bargained and attached to the extra-curricular schedule.
- C. The Corporation agrees to pay to the Teacher's Retirement Fund each teacher's three (3) percent contribution obligation.
- D. 401(a) Accounts: The Corporation shall establish for each member of the bargaining unit, a 401(a) account and shall contribute \$1120 each school year no later than September 1 of each school year:
1. The vendor for the 401(a) accounts shall be selected by agreement of the insurance committee.
 2. Teachers shall be 100% vested in all contributions and earnings in their 401(a) account
- E. Compensation Model
1. Basic Salaries
Salary Range: The salary range prior to any increases provided in this agreement and excluding TRF payments, is \$34,000 to \$67,706.
 - a. Salary: The basic salaries of full-time teachers covered by this agreement are set forth in Appendix A-2. The minimum amount of salary a new employee could earn is \$34,500 and the maximum salary any employee could make is \$68,598 (except to the extent that a teacher is ineligible for a salary increase pursuant to Paragraph E(3). Once an employee has reached the maximum salary, they will receive any additional compensation in the form of a stipend; nothing will be added to the base.
 - b. Partial Salary: In instances where a teacher is contracted for only part of the school day, the salary for that teacher will be computed by multiplying the full-time salary by the percentage of the work day that the teacher is employed.
 - c. Wage Payment Arrangement: The school corporation shall pay each teacher in 20 or 26 equal installments in accordance with each teacher's choice as designated to the corporation in accordance with the corporation's procedure.
 2. Notwithstanding any other provision in this contract, those teachers not eligible for a salary increase shall remain at their 2016-17 base salary.
 3. Notwithstanding any other provision in this contract, a teacher receiving an ineffective or improvement necessary performance rating is not eligible for a salary increase, except those who are eligible per IC 20-28-9-1.5(d).

4. Eligibility: Except as provided in Paragraph E(3), no full time teacher shall make less than the minimum salary set forth in Appendix A-2.
5. Transition Year:
 - a. 2017-2018 is a transition year so that the parties can transition onto a compliant salary schedule per the IEERB 2017 CBA Compliance Rubric.
 - b. All teachers contracted who did not receive a rating of ineffective or improvement necessary from the school corporation for the 2016-2017 school year shall be placed onto the Salary Table in Appendix A-2.
 - i. Teachers employed by the school corporation in the 2017-2018 calendar year shall be placed in the column appropriate to their current education credentials and the row equal to, if such exists, or the next higher to, the initially agreed upon salary for the 2017-2018 school year.
 - ii. Each returning teacher who worked a minimum of 120 days (as defined by INPRS-TRF) during the 2016-2017 school year was not disqualified pursuant to paragraph E(3) above, shall first be placed onto salary table Appendix A-1. Placement shall be in the column matching the teacher's current education credentials and in the step equal to the teacher's current salary. If no equal step exists, then placement shall be in the step nearest to, but greater than, the teacher's current salary. Then, each row of that table shall be increased by \$500.00, resulting in the 2017-2018 salary table, Appendix A-2. The only exception to the above is that no returning teacher shall make less than the Row B salary in the column appropriate to that teacher's education credentials earned by September 15.
6. Any raise resulting to a teacher as a result of the above shall be based on eighty (80%) evaluation and twenty (20%) experience. Each returning teacher who was not disqualified pursuant to paragraph E(3) above shall also receive a non-recurring stipend in the amount of \$1,400.00 to be paid as one-time payment no later than December 21, 2017.
7. New Teacher Salaries: Teachers new to the district shall be offered a base salary based on prior years of service in education and educational degree. The Board shall have the discretion to base new teacher's salaries on the column appropriate to the teacher's educational degree within the following ranges:
 - a. 0-5 years of service: Rows A-D of Appendix A-2
 - b. 6-9 years of service: Rows E-H of Appendix A-2
 - c. 10-14 years of service: Rows I-L of Appendix A-2
 - d. 15-19 years of service: Rows M-P of Appendix A-2
 - e. 20+ years of service: The Superintendent of School may place a new hire on the salary schedule at a salary not to exceed the highest paid staff member of the bargaining unit with 20+ years of service.
8. Movement within the Salary Table: This section will apply to any raise or increase provided to teachers after their initial year of employment as a teacher. Performance based statutory criteria of evaluation and education will be used. Education will not account for more than 33% of any salary increase.

- a. Eligibility: In order to be eligible for a raise, a teacher must have been contracted for, and completed one hundred twenty or more days of the school year (as defined by INPRS-TRF).
 - b. Evaluation Factor: A teacher rated ineffective or needs improvement by the school corporation will not be eligible for any raise the following year
 - c. Education Factor: This factor is limited to the possession of an additional content area, degree or credit hours beyond the requirement for employment. Eligible content areas are those defined by IDOE or any content area approved by the superintendent.
 - d. Teachers who otherwise qualify for advancement and who earn the education credentials necessary for a column change prior to September 15 shall be advanced a column without a step.
 - e. Diagonal Movement: There is no diagonal movement on the salary table.
 - f. The total increase available shall be one thousand six hundred forty-nine dollars (\$1,649.00) of that total increase, five hundred forty-nine dollars (\$549.00) or 33.33% shall be due to the education factor and one thousand one hundred dollars (\$1,100.00) or 66.7% shall be due to the evaluation factor.
9. 2017-2018 Application of Compensation Model: Teachers will be placed onto the Salary Table (Appendix A-2) in accordance with the transition year Paragraph E(5).
10. Redistribution: Any money that would have gone to a teacher who received a rating of improvement necessary or ineffective will be equally distributed amongst all teachers who were rated effective or highly effective as a one-time stipend.
11. All salary increases are retro-active to the beginning of the 2017-2018 school year.
12. Salaries in the salary table, Appendix A-2, are for the 2017-2018 school year only. In accordance with state statute, teachers will not automatically receive a salary increase each year. Increases will result from future negotiations.
13. Extended Contracts: It is understood the following positions may be contracted for a number of days beyond the board approved days for the 2017-2018 contract for Certified Staff Members. If any of these positions are contracted beyond the board approved days for the 2017-2018 contract, the compensation for those days shall be based on a daily rate of the individual filling that position.

The High School and Elementary Media Specialists will have extended contracts of 5 days. The High School Guidance Counselors will have extended contacts of 10 days more than their current extended contracts. The number of days was not bargained and is included for informational purposes only.

ARTICLE III

SICK OR EMERGENCY LEAVE

- A. Ten (10) days sick and emergency leave shall be credited annually to each teacher on the first (1st) day of his employment.

- B. The total unused portion of the annual sick and emergency leave allowance shall be permitted to accumulate.
- C. Sick leave days accumulated by a teacher prior to a leave of absence shall be credited to the teacher upon return.
- D. Annual and accumulated leave days may be used either for personal illness or emergencies as defined below:
 - 1. Personal illness and work related accidents of the teacher.
 - 2. Serious illness in the immediate family, which shall be interpreted as spouse, children, sister, brother, mother, father, mother-in-law, father-in-law, grandparents and grandchildren, or any other member of the family unit living in the same household no matter what degree of relationship.
 - 3. A teacher who suffers a work related accident may receive his/her regular pay from his/her annual and accumulated sick leave days until worker's compensation begins.
- A. Summer School - Each summer school teacher shall receive an additional one (1) day for sick leave during his/her summer school employment.
- B. In the event a non-certified staff member becomes a teacher covered under this Contract and in his/her prior position with the Clinton-Prairie School Corporation, was granted accumulated sick leave, he/she will be allowed to transfer such accumulated sick leave to his/her accumulated sick leave account under this Contract. Such transfer rate shall be determined under the following formula:

Teacher's non-certified base daily rate divided by the teacher's certified base daily rate times the number of non-certified days accumulated to derive the total number of days to be transferred into the teacher's certified sick leave account.

ARTICLE IV

LEAVES OF ABSENCE

- A. Personal Leave
 - 1. Teachers shall be granted four (4) days of personal leave with pay per school year.
 - a. This leave is to be used for matters which cannot be scheduled outside of regular school hours.
 - b. Notification of personal leave should be made two (2) days prior to such leave except in cases of emergency.
 - c. The applicant's reason for taking personal leave shall be to state that he is taking it under the provisions of this Contract.
 - d. Personal leave shall be considered as sick leave.
 - e. Although the use of a personal day is not precluded on a day immediately adjacent to a holiday or vacation, a request for a personal day preceding or following a school holiday or vacation must be approved by the superintendent. Personal days shall not be used solely to

extend a holiday or vacation. In case of emergency, inability to contact the superintendent, or unavailability of the superintendent, a teacher may apply for retroactive approval.

2. Teachers shall be permitted to take one-half (1/2) day of personal leave which shall be recorded as one-half (1/2) days of personal leave.
3. At the end of each school year all unused Personal Leave days shall transfer to the teacher's sick leave account.

B. Maternity Leave - Any teacher who is pregnant may continue in active employment as late into pregnancy as she desires, if she is able to fulfill the requirements of her position. Temporary disabilities caused by pregnancy shall be governed by the same provisions sickness and by the following:

1. Any teacher who is pregnant is entitled to a leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of the child, if, except in a medical emergency, she notifies the superintendent of the school corporation in which she teaches at least thirty (30) days before the date on which she desires to start her leave. She shall also notify the superintendent of the expected length of this leave, including with this notice either a physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn, whichever is applicable. In case of a medical emergency caused by pregnancy, the teacher shall be granted a leave, as otherwise provided in this section, immediately upon her request and certification of the emergency from an attending physician.
2. All or any portion of leave taken by a teacher because of a temporary disability caused by pregnancy may be charged, at her discretion, to her available sick leave. After her available sick leave has been used, the teacher may be absent without pay, subject to sub-section (a) of this section. This leave may be taken without jeopardy to re-employment, retirement, and salary benefits.

C. Staff Development Leave - Teachers shall be granted up to one (1) day with pay for the purpose of visiting other schools or attending meetings or conferences of an educational nature. Additional days may be requested through the Superintendent with Board approval.

D. Jury Duty Leave - When requested, a teacher may serve on jury duty. The Board shall pay the teacher his full salary provided that such teacher agrees to return to the Board all pay received for serving on jury duty.

E. Bereavement Leave - in cases of death(s) within the immediate family, the teacher shall be provided with a leave of five (5) school days and shall receive full compensation for such leave. Immediate family shall be interpreted as spouse, children (to include step-children), sister, brother, mother, father, mother-in-law, father-in-law, grandmother, grandfather, grandchildren, brother-in-law, sister-in-law, any other member of a previous family unit, or any other member of the family unit living in the same household no matter what degree of relationship.

F. Adoptive Leave - Adoptive leave shall be granted for up to a period of one (1) school year. Upon initial application for the adoption, the teacher shall notify the Superintendent of his/her intent. The period of leave shall commence when the child is physically turned over to the teacher-parent.

- G. Family care leave - The Corporation agrees to abide by the provisions of the Family and Medical Leave Act.
- H. When a child is born to the wife of a male teacher, he shall be allowed to use five (5) days sick and/or Personal Leave Days.

ARTICLE V

CLINTON PRAIRIE SUPPLEMENTAL RETIREMENT PACKAGE

A. Buy-Out of Unused Sick Days at Retirement.

This Section applies to all teachers.

A teacher at least fifty-five (55) years of age in the Clinton Prairie School Corporation or in prior schools which now comprise the present School Corporation, shall receive the following upon retirement:

An amount equal to the current per diem paid to substitute teachers for each day of accumulated sick leave.

Military service shall not be credited toward such retirement benefits.

Notice of intent to retire under this provision shall be given to the Superintendent's office on or before May 1 of the year the teacher is planning to retire. That amount shall be paid to a 401(a) plan in the teacher's final contract year, to the extent allowed by the Internal Revenue Code. To the extent the payment exceeds the amount allowed by the Internal Revenue Code, it shall be paid directly to the teacher. This 401(a) account will be 100% vested at all times.

B. Buy-Out of Unused Sick Days at Severance

Any teacher who severs his/her employment shall be paid an amount equal to the current per diem paid to substitute teachers, for each day of accumulated sick leave provided that said teacher is in good standing, has accumulated 10 years of service at Clinton Prairie School Corporation and provided further that no teacher shall be entitled to receive both retirement pay and severance pay upon leaving.

Any teacher hired before September 30th, 2015 is exempt from the 10 years of service qualifier.

That amount will be deposited as of the end of the final school year into a 401(a) plan account for that teacher, to the extent allowed by the Internal Revenue Code. To the extent the payment exceeds the amount allowed by the Internal Revenue Code, it shall be paid directly to the teacher. The eligible teacher must notify the Superintendent of Schools in writing of the teacher's intent to collect this benefit within fourteen (14) calendar days of submitting their written resignation to the administration.

This 401(a) account will be 100% vested at all times.

C. Retiree Health Coverage

This Section applies only to teachers employed in the 2003/2004 school year. The School Corporation agrees to deposit \$606,251 into a 501(c)(9) VEBA trust in 2003, upon receipt of the SB 199 bond proceeds. A teacher employed by the School Corporation in the 2003-04 school year exercises his or her rights under Paragraph F of his Section. The School Corporation through the VEBA shall pay for eligible teachers seventy percent (70%) of the single plan health insurance premium per employee per year toward the cost of health insurance premium in force during the first year of that teacher's retirement. The School Corporation through the VEBA shall pay the same amount toward the teacher's chosen plan option regardless of which plan option the teacher chooses.

D. Buy-Out of Early Retirement Benefit

This Section applies only to teachers employed in the 2003/2004 school year. The present value of each eligible teacher's early retirement cash payments as of the end of the 2002/2003 school year will be determined. This determination will be based on:

- (a) An annual benefit of 25% of the projected base BS-0 salary, using an assumed 2.5% base salary increase, and assuming the annual benefit would be payable in January of each year following the teacher's assumed retirement age until January of the year in which the teacher becomes eligible for unreduced Social Security benefits.
- (b) An assumed retirement age of 59, but not earlier than attainment of eligibility for unreduced retirement from the Indiana State Teachers' Retirement Fund.

Each eligible teacher's present value amount will be deposited in 2004, upon receipt of the SB 199 bond proceeds, into an account for that teacher in a 401(a) plan.

This 401(a) account will be vested upon the satisfaction of the requirements for a retirement benefit in the Indiana State Teachers' Retirement Fund.

In the event an eligible teacher retires after attaining 55 and eligibility for retirement from the Indiana State Teachers' Retirement Fund, but before their assumed retirement age under this Section, the School Corporation shall make a payment equal to 25% of the base salary at zero years' experience (BS – 0) determined by the salary schedule in force during the first year of the teacher's retirement. This payment shall be made for the number of years equal to the difference between the years between actual retirement before 59 and the assumed retirement of 59. The payment shall be made each year on the first January payroll date beginning with the first January payroll following the teacher's retirement.

E. Life Insurance

This Section applies to all teachers.

The School Corporation will provide a paid-up life insurance program to each teacher who actually retires from the School Corporation after attainment of age fifty-five (55) and satisfaction of the eligibility requirement for a benefit in the Indiana State Teachers Retirement Fund.

F. Health Insurance

- a. Any teacher who chooses to retire may continue participation in the Corporation's group health insurance plan as it existed at the time of retirement if that teacher meets the following qualifications:
 - a. Is at least age fifty-five (55) on the first day of retirement;
 - b. Has satisfied eligibility requirements for a benefit in the Indiana State Teacher's Retirement Fund; and
 - c. Was enrolled in the Corporation's group health insurance plan for at least three (3) full school years prior to retirement.
- b. Provided a retired teacher is qualified to continue participation in the Corporation's group health insurance plan as specified above, the teacher's coverage and that of any covered dependents is contingent upon the prepayment of the entire monthly premium to the Corporation.
- c. The spouse of a retired teacher qualified pursuant to Paragraph F of this Article shall be eligible to participate in the Corporation's group health insurance plan if that spouse was covered pursuant to the retired teacher's insurance plan at the time of the teacher's retirement, contingent upon prepayment of the entire monthly premium to the Corporation.
- d. Retiree may be enrolled at their current level of insurance held at the time of retirement or at a coverage level below their current level at retirement.
 - Level 1 – Family
 - Level 2 – Employee and Spouse
 - Level 3 – Employee and Dependent(s)
 - Level 4 – Employee only
- e. Coverage for the group health insurance plan recipients qualified pursuant to Paragraph F of this Article shall terminate as follows:
 - a. Coverage for the retired teacher shall terminate when the retiree becomes eligible for Medicare.
 - b. Coverage for the spouse shall terminate when the spouse becomes eligible for Medicare and shall not be affected by death of the retired teacher.
 - c. Coverage for any eligible dependents shall terminate when the retired teacher and spouse are no longer covered.

ARTICLE VI

FRINGE BENEFITS

A. Health Insurance

1. The Board shall provide for teachers a health insurance plan for a twelve (12) month period, which provides individual and/or family type medical and hospitalization which includes surgical and major medical provisions. The Board shall pay 70% of all such premiums.
2. The Corporation will have a 30 day open enrollment period for health insurance coverage beginning November 15 and ending on December 15. Also HIPPA is recognized and followed by Clinton Prairie School Corporation.

This plan will not violate any Indiana Insurance Codes I.C. 5-10-8-2.1.

B. Group Life

The Board agrees to provide a \$50,000 Group Life Policy with accidental death and dismemberment benefits for all full-time certified employees. The Board shall pay the total premium minus one dollar which shall be paid by each participating member. Participation will be voluntary. For employees hired on or before September 1, 2014, Clinton Prairie will provide a paid up Life Insurance program.

C. Section 125

A level I and level II Section 125 plan shall remain in place. All user fees will be paid by the Board. All administrative fees will be paid by the Board. Such plan(s) shall be solely determined and adopted by the Board under the provisions of Section 125 of the Internal Revenue Code.

D. Long Term Disability

Each employee shall be covered by a long term disability insurance program paid for by the Board. The Board shall pay the total premium minus one dollar (\$1.00) which shall be paid by each participating member. Participation will be voluntary.

E. The school corporation shall pay the cost of any and all expanded criminal history rechecks and expanded child protection index rechecks that are required by the school corporation or per IC 20-26-5-10

ARTICLE VII

GRIEVANCE PROCEDURE

A. Definition

A grievance is defined as an alleged violation of a specific article or section of this Agreement.

An individual employee may present this grievance to the Board or its designated representative and have the grievance adjusted without the intervention of the association or its representatives, as long as the adjustment is not inconsistent with the terms of this Agreement. Grievances will be presented in the following steps.

B. Procedure

1. Informal

Within ten (10) teacher-working days of the time a grievance arises, the employee, either directly or accompanied by his Association representative will present the grievance, the Principal shall give his answer orally to the employee.

2. Step One

- a. Within five (5) teacher-working days of the oral answer, if the grievance is not resolved, the grievance shall be stated in writing, signed by the grievant and lodged with the Principal.
- b. The "Grievance Report Form" shall name the employee involved, shall state the facts giving rise to the grievance, shall identify by appropriate reference all the provisions of this Agreement alleged to be violated, shall state the contention of the employee and of the Association with respect to these provisions, and shall indicate the specific relief requested.
- c. Within five (5) teacher-working days after receiving the grievance, the Principal shall communicate his answer in writing to the grievant and the Association representative, if designated.

3. Step Two

- a. If the grievance is not resolved in Step One, the grievant may, within ten (10) teacher-working days of receipt of Principal's answer, submit to the Superintendent a written "Grievance Report Form" signed by the grievant. A copy shall be given to the Principal involved at the same time.
- b. The Superintendent or his designated representative shall give the Association representative an answer in writing no later than ten (10) teacher-working days after receipt of the written grievance. If further investigation is needed, additional time may be allowed by mutual agreement of the Superintendent and the Association.

4. Step Three

- a. Within fifteen (15) teacher-working days after receiving the decision of the Superintendent, an appeal of the decision may be made to the Board. It shall be in writing and accompanied by a copy of the decision at Step Two.
- c. No later than fifteen (15) teacher-working days after receiving the appeal, the Board shall hold a hearing on the grievance at a regular or special meeting. All those listed in Step Two shall have a right to participate in this hearing.

C. Appearance and Representation

1. Hearings held under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons, including witnesses, entitled to be present to attend. Such hearing shall be conducted during non-school hours, unless there is mutual agreement for other arrangements.
2. The Board and the Association are responsible for the payment of their own representatives and witnesses involved in any grievance meeting.
3. If the grievance arises from an action of authority higher than the Principal of a school, the employee may present such grievance at Step Two of this procedure.

D. Time Limits

1. Time limits provided in this Agreement may be extended by mutual agreement when signed by the parties.

2. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limit shall permit the Association to lodge an appeal at the next step of this procedure.
3. Within fifteen (15) teacher-working days after the hearing, the Board shall, if requested, communicate the decision of the Board in writing and state the reasons, if any, to the Association and the aggrieved teacher.
4. The Association may not present any material, allegation, or remedy that was not presented in Step Two. Any grievance not advanced from one step to the next within the time limits of that step, shall be deemed by the Board's answer at the previous step.

E. Teachers' Legal Right

1. Nothing contained herein shall deny to any teacher his rights under State or Federal Constitutions and laws.
2. No teacher shall be required to use the grievance procedure to appeal any decision of the Board or Administration that violates his or her rights under any State or Federal constitution or law.

ARTICLE VIII

SEVERABILITY

If any provision of this contract is held to be contrary to law, then such provision shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

TERM OF AGREEMENT

The term of this agreement is July 1, 2017 to June 30, 2018.

Accepted by the Board of School Trustees
of the Clinton Prairie School Corporation

Accepted by the majority of teachers in the
Clinton Prairie Classroom Teachers Assn.

President of the Board

President of the Association

Chairman of the Negotiating Committee

Chief Negotiator of the
Association's Negotiating Committee

Signed and dated this _____ day of _____, 2017

CLINTON PRAIRIE SCHOOL CORPORATION
2017-2018 SCHOOL YEAR
EXTRA-CURRICULAR SCHEDULE

The Clinton Prairie Board of School Trustees hereby agrees to index the Extra-Curricular Activities pay scale for the employees of Clinton Prairie School Corporation as presented by the Classroom Teachers Association. For 2017-2018 school year, the indexing scale will be projected against the current base salary of \$34,500

Any reference to the number of positions is for informational purposes only and was not bargained.

Position	Base Index	\$ 34,500
ATHLETICS		
Football - Varsity Head Coach	0.2300	\$ 7,935
Football - Varsity Staff	0.3000	\$ 10,350
Football - Jr. High Staff	0.1000	\$ 3,450
Cross Country - Varsity Head Coach	0.0800	\$ 2,760
Cross Country - Varsity Asst. Coach	0.0250	\$ 863
Cross Country - Jr. High Staff	0.0300	\$ 1,035
Volleyball - Varsity Head Coach	0.1500	\$ 5,175
Volleyball - Varsity Staff	0.1450	\$ 5,003
Volleyball - Jr. High Staff	0.0640	\$ 2,208
Volleyball - 6th Grade Staff	0.0200	\$ 690
Cheerleading - Varsity Head Coach	0.0800	\$ 2,760
Cheerleading - Varsity Staff	0.0400	\$ 1,380
Cheerleading - Jr. High Staff	0.0250	\$ 863
Cheerleading - Elementary Staff	0.0100	\$ 345
Cheerleading - Pep Club Sponsor	0.0250	\$ 863
Boys Basketball - Varsity Head Coach	0.2600	\$ 8,970
Boys Basketball - Varsity Staff	0.1600	\$ 5,520
Boys Basketball - Jr. High Staff	0.0900	\$ 3,105
Boys Basketball - 6th Grade Staff	0.0250	\$ 863
Girls Basketball - Varsity Head Coach	0.2470	\$ 8,522
Girls Basketball - Varsity Staff	0.1500	\$ 5,175
Girls Basketball - Jr. High Staff	0.0800	\$ 2,760
Girls Basketball - 6th Grade Staff	0.0200	\$ 690
Wrestling - Varsity Head Coach	0.1200	\$ 4,140
Wrestling - Varsity Staff	0.0500	\$ 1,725

Wrestling - Jr. High/ Elementary Staff	0.0450	\$ 1,553
Baseball - Varsity Head Coach	0.1200	\$ 4,140
Baseball - Varsity Staff	0.0900	\$ 3,105
Softball - Varsity Head Coach	0.1200	\$ 4,140
Softball - Varsity Staff	0.0900	\$ 3,105
Boys Track - Varsity Head Coach	0.1000	\$ 3,450
Boys Track - Varsity Staff	0.0500	\$ 1,725
Boys Track - Jr. High Staff	0.0300	\$ 1,035
Girls Track - Varsity Head Coach	0.1000	\$ 3,450
Girls Track - Varsity Staff	0.0500	\$ 1,725
Girls Track - Jr. High Staff	0.0300	\$ 1,035
Golf - Head Varsity Coach	0.0800	\$ 2,760
Girls Golf - Head Varsity Coach	0.0480	\$ 1,656
Athletic Administrative Supervision	0.0640	\$ 2,208
Assistant Athletic Director	0.1000	\$ 3,450
Athletic Trainer - minimum 550 hours per year	0.2600	\$ 8,970
FINE ARTS		
Auditorium Manager	0.0300	\$ 1,035
Revue Director	0.0550	\$ 1,898
Asst. Revue Director	0.0200	\$ 690
Revue Art Director	0.0300	\$ 1,035
Revue Vocal Director	0.0200	\$ 690
All School Play	0.0300	\$ 1,035
Prairie Singers	0.0200	\$ 690
Prairiettes	0.0200	\$ 690
Band Director	0.0950	\$ 3,278
Visual Technician	0.0160	\$ 552
Battery Percussion Technician	0.0160	\$ 552
Front Ensemble Technician	0.0160	\$ 552
Color Guard Instructor	0.0300	\$ 1,035
Jr. High Band Director	0.0200	\$ 690
Stage Band	0.0450	\$ 1,553
Elementary Music	0.0200	\$ 690
ACADEMIC TEAMS		
High School Spell Bowl Coach	0.0160	\$ 552
Jr. High Spell Bowl Coach	0.0160	\$ 552
Jr./Sr. High Battle of the Books Coordinator	0.0200	\$ 690

Academic Team Coordinator	0.0167	\$ 576
Jr./Sr. High Academic Asst. Coach	0.0160	\$ 552
Jr./Sr. High Academic Asst. Coach	0.0160	\$ 552
Jr./Sr. High Academic Asst. Coach	0.0160	\$ 552
Jr./Sr. High Academic Asst. Coach	0.0160	\$ 552
Jr./Sr. High Academic Asst. Coach	0.0160	\$ 552
Elementary Academic Competition	0.0073	\$ 252
Robotics Team - Elem	0.0160	\$ 552
Spell Bowl - Elem	0.0160	\$ 552
Math Bowl - Elem.	0.0110	\$ 380
Science Bowl - Elem	0.0094	\$ 324
CLUBS		
Newspaper Publication	0.0400	\$ 1,380
Yearbook Publication	0.0400	\$ 1,380
Senior Sponsor	0.0200	\$ 690
Junior Sponsor	0.0250	\$ 863
Student Council Sponsor - High School	0.0150	\$ 518
Student Council Sponsor - Jr. High School	0.0120	\$ 414
Student Council Sponsor - Elementary	0.0120	\$ 414
Prairie Prose Editor	0.0200	\$ 690
National Honor Society	0.0120	\$ 414
FFA Sponsor	0.0150	\$ 518
Adult Farmer Sponsor	0.0200	\$ 690
Young Farmer Sponsor	0.0150	\$ 518
Zonta Club	0.0120	\$ 414
Key Club	0.0120	\$ 414
SADD	0.0120	\$ 414
Science Club	0.0120	\$ 414
FCA	0.0120	\$ 414
8th Grade Ski Trip	0.0080	\$ 276
OTHER		
Chicago Trip Sponsor - hourly rate for time outside the school day		
New Teacher Mentor	0.0132	\$ 455
Textbook Adoption Committee	0.0078	\$ 269
Textbook Adoption Chairperson	0.0124	\$ 428
School Improvement Plan Committee (13)	0.0078	\$ 269
School Improvement Plan Chairperson - HS	0.0124	\$ 428
School Improvement Plan Chairperson - Elem	0.0124	\$ 428
Math	0.0124	\$ 428
Dept. Specialist/Media Specialist - Elem	0.0124	\$ 428
English	0.0124	\$ 428
Social Studies	0.0124	\$ 428

FACS	0.0124	\$ 428
Art	0.0124	\$ 428
Ag	0.0124	\$ 428
Physical Education	0.0124	\$ 428
Business	0.0124	\$ 428
Spanish	0.0124	\$ 428
Band	0.0124	\$ 428
Special Education	0.0124	\$ 428
Science	0.0124	\$ 428
Dept. Specialist/Media Specialist - J/S High	0.0124	\$ 428
Gifted and Talented Coordinator	0.0330	\$ 1,139
Special Educ. Coordinator - Jr./Sr. High	0.0330	\$ 1,139
Special Educ. Coordinator - Elem.	0.0330	\$ 1,139
Professional Dev Committee (Masters Degree +10)		\$ 800
Professional Dev Building Chair (Masters Degree +20)		\$ 1,000
Professional Dev Corp Chair (Masters Degree +30)		\$ 1,200

APPENDIX A-1
2017-2018 SALARY SCHEDULE
\$1,100.00 Step

Row	BS	BS+15	MS
A	34,000	35,649	37,298
B	35,100	36,749	38,398
C	36,200	37,849	39,498
D	37,300	38,949	40,598
E	38,400	40,049	41,698
F	39,500	41,149	42,798
G	40,600	42,249	43,898
H	41,700	43,349	44,998
I	42,800	44,449	46,098
J	43,900	45,549	47,198
K	45,000	46,649	48,298
L	46,100	47,749	49,398
M	47,200	48,849	50,498
N	48,300	49,949	51,598
O	49,400	51,049	52,698
P	50,500	52,149	53,798
Q	51,600	53,249	54,898
R	52,700	54,349	55,998
S	53,800	55,449	57,098
T	54,900	56,549	58,198
U	56,000	57,649	59,298
V	57,100	58,749	60,398
W	58,200	59,849	61,498
X	59,300	60,949	62,598
Y	60,400	62,049	63,698
Z	61,500	63,149	64,798
AA	62,600	64,249	65,898
BB	63,700	65,349	66,998
CC	64,800	66,449	68,098

APPENDIX A-2
2017-2018 SALARY SCHEDULE
\$1,100.00 Step + \$500.00

Row	BS	BS+15	MS
A	34,500	36,149	37,798
B	35,600	37,249	38,898
C	36,700	38,349	39,998
D	37,800	39,449	41,098
E	38,900	40,549	42,198
F	40,000	41,649	43,298
G	41,100	42,749	44,398
H	42,200	43,849	45,498
I	43,300	44,949	46,598
J	44,400	46,049	47,698
K	45,500	47,149	48,798
L	46,600	48,249	49,898
M	47,700	49,349	50,998
N	48,800	50,449	52,098
O	49,900	51,549	53,198
P	51,000	52,649	54,298
Q	52,100	53,749	55,398
R	53,200	54,849	56,498
S	54,300	55,949	57,598
T	55,400	57,049	58,698
U	56,500	58,149	59,798
V	57,600	59,249	60,898
W	58,700	60,349	61,998
X	59,800	61,449	63,098
Y	60,900	62,549	64,198
Z	62,000	63,649	65,298
AA	63,100	64,749	66,398
BB	64,200	65,849	67,498
CC	65,300	66,949	68,598

APPENDIX B
2016-17 SALARY SCHEDULE

Row	BS	BS+15	MS
A	34,000	35,791	36,913
B	35,200	36,543	38,108
C	36,100	37,592	38,906
D	37,100	38,473	39,801
E	38,020	39,363	40,706
F	38,920	40,263	41,606
G	39,820	41,163	42,506
H	40,720	42,063	43,406
I	41,620	42,963	44,306
J	42,520	43,863	45,206
K	43,420	44,763	46,106
L	44,320	45,663	47,006
M	45,220	46,563	47,906
N	46,120	47,463	48,806
O	47,020	48,363	49,706
P	47,920	49,263	50,606
Q	48,820	50,163	51,506
R	49,720	51,063	52,406
S	50,620	51,963	53,306
T	51,520	52,863	54,206
U	52,420	53,763	55,106
V	53,320	54,663	56,006
W	54,220	55,563	56,906
X	55,120	56,463	57,806
Y	56,020	57,363	58,706
Z	56,920	58,263	59,606
AA	57,820	59,163	60,506
BB	58,720	60,063	61,406
CC	59,620	60,963	62,306
DD	60,520	61,863	63,206
EE	61,420	62,763	64,106
FF	62,320	63,663	65,006
GG	63,220	64,563	65,906
HH	64,120	65,463	66,806
II	65,020	66,363	67,706