

**AGREEMENT
BETWEEN THE
BOARD OF SCHOOL TRUSTEES OF THE
SOUTHWESTERN CONSOLIDATED SCHOOL DISTRICT OF SHELBY COUNTY**

AND

**THE SOUTHWESTERN CONSOLIDATED CLASSROOM TEACHERS ASSOCIATION
(SWCCTA), AN AFFILIATE OF THE
INDIANA STATE TEACHERS ASSOCIATION AND THE
NATIONAL EDUCATION ASSOCIATION**

July 1, 2021 – June 30, 2023

**Ratified by SWCCTA on October 5, 2021
Approved by the Board on November 10, 2021**

TABLE OF CONTENTS^{1*}

ARTICLE I - RECOGNITION.....3
ARTICLE II - GRIEVANCE PROCEDURE3
ARTICLE III - COMPENSATION AND FRINGE BENEFITS.....4
ARTICLE IV - 401(a) MATCHING ANNUITY PLAN10
ARTICLE V - LEAVES OF ABSENCE11
ARTICLE VI - SICK LEAVE BANK.....13
ARTICLE VII - TERMS OF AGREEMENT14
APPENDIX A - ECA COACHING SCHEDULE.....15
APPENDIX B - ECA SPONSOR SCHEDULE.....17
APPENDIX C - SICK LEAVE BANK19

^{1*} This Table of Contents is for informational purposes only and is not a part of the contract.

ARTICLE I - RECOGNITION

- A. The Board of School Trustees of Southwestern Consolidated School District of Shelby County hereby recognizes the Southwestern Consolidated Classroom Teachers Association (SWCCTA), an affiliate of the Indiana State Teachers Association, and the National Education Association, as the exclusive bargaining representative for all certificated personnel of the school corporation, except the superintendent, principal(s), assistant principal(s).
- B. When “Board” is used in this collective bargaining agreement, it shall mean the Board of School Trustees of Southwestern Consolidated School District of Shelby County and authorized agents and representatives.
- C. The term “employee” when used hereinafter in the collective bargaining agreement shall refer to employees in the bargaining unit.

ARTICLE II - GRIEVANCE PROCEDURE

- A. A “grievance” is a claim by a teacher or the Association that there has been a violation, misinterpretation, or misapplication of any provision of this collective bargaining agreement.
- B. A “day”, as used in this grievance procedure, shall mean a teacher work day during the regular school year and weekday during the summer break.
- C. STEP ONE – In the event a teacher believes that there has been a violation, misinterpretation, or misapplication of any provision of this collective bargaining agreement, he or she shall file the grievance with the building principal within fifteen (15) days of the date the grievant knew or should have known of the alleged violation. The grievance must identify the date on which the alleged contract violation occurred, the contract section(s) alleged to have been violated, and the facts supporting the alleged grievance and the relief sought.

Within ten (10) days of receipt of the grievance, the principal shall meet with the grievant in an effort to resolve the grievance. Thereafter, the principal shall provide a written response to the grievant within eight (8) days of such meeting.

- D. STEP TWO – If the grievant is not satisfied with the principal’s disposition of the grievance, or if the building principal fails to respond within the time limits set forth above, the grievant may appeal the grievance to the superintendent within five (5) days of receipt of the principal’s answer or within ten (10) days of the initial filing of the grievance, whichever shall be later.

Within seven (7) days of the receipt of the grievance, the superintendent, or his or her designee, shall meet with the grievant on the grievance. Within five (5) days after such meeting, the superintendent shall respond in writing to the grievance.

- E. STEP THREE – If the grievant is not satisfied with the Superintendent’s disposition of the grievance, the grievant may file a written appeal to the Board, provided no disposition has been made within five (5) days of the date the grievant meets with the superintendent. Within fifteen (15) days of receipt of the grievance, the Board shall meet with the grievant to discuss the grievance. The superintendent may attend this meeting. The Board shall respond in writing to the grievance within fifteen (15) days following this meeting. The decision of the Board shall be final.
- F. The grievant may be accompanied by an Association representative at any step of this procedure.
- G. The time limits set forth in this procedure may be extended by written agreement of the parties. The parties may also mutually agree in writing to bypass steps in this procedure.
- H. All documents dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

ARTICLE III - COMPENSATION AND FRINGE BENEFITS

- A. Salary Ranges (not including current year increases or TRF contributions):

2021 - 2022 School Year

Overall- \$35,000 to \$63,000.

Bachelor’s- \$35,000 to \$52,000.

Master’s-\$40,000 to \$63,000.

2022 - 2023 School Year

Overall- \$40,000 to \$ \$63,000

Bachelor’s- \$40,000 to \$53,000

Master’s- \$43,000 to \$63,000

- B. Base Salary Increases:

1. Amount available for base salary increases (or stipends if at the top of the schedule):
\$139,350 Total: (\$52,500 for 2021-2022 base salary and \$81,550 for 2022-2023 base salary)
2. General Eligibility: A teacher who received an evaluation rating of ineffective or improvement necessary and was employed for at least 120 days in the prior school year is not eligible for any salary increase and remains at their prior year salary.
3. Factors and definitions:
 - a. Evaluation rating – The teacher received a highly effective or effective rating for the prior year.

- b. Year of experience – The teacher was employed by the corporation for at least 120 days in the prior year.
4. Increase amounts applied to base salary (Does not include Non-Bargained Supplemental Payment listed for informational purposes only from Item H for the school years 2021 - 2022 and 2022 - 2023):
- a. Evaluation Rating - See breakdown in tables below
 - b. Academic Need -See breakdown in tables below

2021 - 2022 School Year

Evaluation Rating	Salary	Added to Base
	\$35,000.00 - \$53,371.40	\$1,325.00
Academic Need	Salary	Added to Base
	\$35,000.00 - \$39,150.99	\$1,175.00
	\$40,000.00 - \$40,500.00	\$1,000.00
	\$40,847.50 - \$41,000.00	\$775.00
	\$41,047.50 - \$41,100.00	\$625.00
	\$41,800.00 - \$42,174.67	\$325.00
	\$42,300.00 - \$43,000.00	\$225.00
	\$43,147.50 - \$43,705.00	\$125.00
	\$43,799.83 - \$44,500.00	\$175.00
	\$44,600.00 - \$44,500.00	\$125.00

2022 - 2023 School Year

Evaluation Rating	Salary	Added to Base
	\$35,000.00 - \$54,696.40	\$1,375.00
Academic Need	Salary	Added to Base
	\$35,000.00 - \$36,000.00	\$3,625.00
	\$37,500.00 - \$39,900.00	\$1,125.00
	\$39,999.00 - \$40,001.00	\$2,625.00
	\$40,002.00 - \$42,473.00	\$1,125.00

	\$42,473.50 - \$43,499.00	\$675.00
	\$43,500.00 - \$43,800.00	\$1,625.00
	\$43,801.00 - \$43,999.00	\$375.00
	\$43,999.99 - \$44,000.01	\$1,625.00
	\$44,000.02 - \$44,150.00	\$375.00
	\$44,472.83 - \$45,600.50	\$325.00
	\$45,925.00 - \$54,696.40	\$50.00

c. Once a teacher reaches the top of the schedule the amount over the top of the schedule will not be added to the base salary, but will be received as a stipend for satisfying the factors. The stipend will be paid one half after the first semester and the other half after the second semester.

1. Definitions of top of the salary schedule:

- a. \$53,000 for Bachelor's degree
- b. \$55,000 for additional certificate that meets the academic needs of students
- c. \$63,000 for Master's degree

2. Definition of additional certification:

- a. The program is on the IDOE list of approved online and/or distance learning programs or is an education or content area certification approved by the superintendent prior to beginning the program/certification;
- b. Teacher completed at least 12 credit hours of graduate school courses or the certification is a requirement of the IDOE and has been approved by the superintendent;
- c. Teacher completed any necessary tests, license applications or other requirements to receive full certification from the IDOE or professional organization;
- d. Teacher completed any ongoing requirements to renew the licensure and/or keep the certification/licensure up to date.

d. Teachers who have previously been placed in the Master's Degree column will be grandfathered in and allowed to reach the \$63,000 cap or if they have already exceeded the \$63,000 cap, they will not be required to decrease their base salaries to the \$63,000 base salary cap. Likewise, if a current Southwestern teacher earns a Master's Degree, s/he will be eligible to reach the \$63,000 cap regardless of whether the Master's Degree meets the requirements for the additional supplemental pay listed in E.

5. Redistribution:

Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

C. Emergency License Stipend:

A \$250 stipend will be given after the end of the second semester to any teacher who teaches a course outside of the licensed content area on an emergency license for meeting the academic needs of students.

D. Corporation Certification Needed

A \$2,000 stipend will be given at the end of each semester for a teacher that obtains a license that is deemed necessary by the superintendent for the corporation to be compliant with new laws or regulations, or for a teacher who covers a duty outside of contract time that had to be moved out of the school day to meet academic needs.

E. Dual Credit

Dual Credit Stipend - The parties agree that the Superintendent shall have the discretion to offer a stipend of \$500 per semester, not to exceed \$1000 for an entire school year to eligible teachers for meeting academic needs of students. "Meeting academic needs of students" is defined as teaching dual-credit or AP courses. Secondary teachers who teach an AP course will be eligible to receive a \$100 stipend for every student who receives an AP score of a 3 or higher on the end-of-the-course AP exam. These two stipends will be paid on the last pay in June 2022 for the 2021 - 2022 school year and June 2023 for the 2022 - 2023 school year (dependent upon AP scores being received in a timely manner).

F. Thirty (30) Kids And Above Class Size

Each teacher that has above 30 students in a class will be paid \$10 for every 45 minutes with that class or \$75 per day (excluding band and choir). Paid as a stipend at the end of each semester.

G. Background Checks:

Each staff member will pay for his/her own expanded criminal history background checks.

H. Non-Bargained Supplemental Payment listed for informational purposes only:

The Board will provide an additional supplemental payment of \$1,000 per year on the teacher's base for up to 5 years per teacher if the teacher:

- a. has earned a master's degree from an accredited postsecondary educational institution in a content area directly related to the subject matter of:
 1. a dual credit course; or
 2. another course taught by the teacher; or
 3. any other content area approved by the superintendent; or
- b. is an elementary school teacher who earns a master's degree in math or reading and literacy.

This supplemental payment (pursuant to IC 20-28-9-1.5 (a)) is not subject to collective bargaining, but a discussion of the supplement has been held.

For new employees, the Superintendent will evaluate the experience, training, degrees and effectiveness of a teacher candidate to determine placement with the applicable years of experience ranges set out below. In order for a newly hired teacher to qualify for the Master's Degree column, the Master's Degree must be directly related to the subject matter of a dual credit course, another course taught by the teacher, another content area approved by the superintendent, or a Master's Degree in math or literacy earned by an elementary school teacher. The superintendent may offer up to \$3,000 above the salary ranges listed below for a new employee with comparable experience for a

position that may be difficult to fill.

Table of Experience (2021 - 2022 SY)

Years of Experience	Bachelor's Degree	Master's Degree
0-3	\$35,000-\$39,000	\$40,000-\$44,000
4-7	\$38,000-\$41,000	\$43,000-\$46,000
8-11	\$40,000-\$44,000	\$45,000-\$49,000
12-16	\$42,750-\$45,500	\$47,750-\$50,500
17-23	\$45,000-\$49,000	\$50,000-\$54,000
24 +	\$48,800-\$52,000	\$53,800-\$63,000

Table of Experience (2022 - 2023 SY)

Years of Experience	Bachelor's Degree	Master's Degree
0-3	\$40,000-\$42,500	\$43,000-\$46,000
4-7	\$42,501-\$46,000	\$46,000-\$48,000
8-11	\$46,001-\$48,550	\$49,000-\$51,000
12-16	\$48,551-\$50,000	\$51,001-\$53,500
17-23	\$50,001-\$51,550	\$53,501-\$57,000
24+	\$51,551-\$53,000	\$57,501-\$63,000

H. Salary Placement for Retired Rehired Teachers:

Retired rehired teachers will be placed on the salary schedule at \$40,000 (including as a long term sub after the initial 15 consecutive days) and can be eligible for increases if they meet the same criteria as all other teachers and are part of the bargaining unit.

I. Extra-Curricular Activities Compensation:

1. The ECA Schedule for coaching (Appendix A) will be calculated on a base of \$35,000 for all coaches who are certified staff members. In order to qualify for an additional year of experience on the ECA schedule, the coach must have earned a highly effective or effective teacher evaluation rating and gained an additional year of continuous coaching experience in the same sport and tier with the Southwestern Consolidated School District of Shelby County. If a medical condition, which would be covered by FMLA, would keep the coach from serving in a particular year, the coach would not lose the status of a continued coach in

the same sport and tier, but would also not gain an additional year of experience.

2. The ECA Schedule for sponsors and other ECA positions (Appendix B) will include tiered increases for specified years of consecutive experience in an ECA position effective for certified staff members. In order to qualify for an additional year of ECA experience, the sponsor must have earned a highly effective or effective teacher evaluation rating and gained an additional year of continuous sponsor experience with the same sponsorship and tier with the Southwestern Consolidated School District of Shelby County. If a medical condition, which would be covered by FMLA, would keep the coach from serving in a particular year, the coach would not lose the status of a continued coach in the same position, but would also not gain an additional year of experience.

3. Any person who receives compensation from the ECA schedules (see Appendix A and B) will be required to submit a summary report at the conclusion of their sport season, club activities for the year, or the end of the school year. This summary will include a complete summary of activities, win/loss record (if applicable), and estimated hours of involvement.

H. Compensation for Extended Contracts:

Extended contracts shall be compensated at each teacher's daily rate, which shall be computed based on the teacher's base salary divided by the total number of school days (i.e., teacher work days) in the school year (as determined by the school calendar).

I. Health Insurance:

The Board will pay 65% of any offered health insurance premium (Starting November 1, 2021) except for the Employee only plan of the PPO \$5,000 plan of which the district will pay 85% of the single health insurance premium.

J. Long-Term Disability (LTD) Insurance:

The Board will provide long term disability (LTD) insurance for each teacher at the cost of \$1.00 per year to the teacher.

K. Life Insurance:

Board will provide \$50,000 life insurance to each teacher at the cost of \$1.00 per year to the teacher.

L. Teachers Retirement Fund:

The Southwestern Consolidated School District shall pay the three percent (3%) mandatory state teachers retirement fund contribution on behalf of each teacher employed.

M. Extra-Curricular Activity Payment for Post-Sectional Competition:

If a team or individual(s) qualify for postsectional competition, the head varsity coach will receive additional weekly compensation of \$100.00 per week until the team or individual(s) is

eliminated.

N. Summer Staff Development:

Teachers voluntarily participating in summer professional development approved by the superintendent will be paid at the rate of \$100 per day. Teachers not participating in approved staff development will receive no compensation (zero=\$0).

O. Extra-Curricular Coaches

If ECA representatives wish to be compensated for partial completion of their "season" that has been canceled, ECA representatives must send documentation of their practices to administration.

If ECA representatives have participated in one (1) preseason conditioning session, ECA representatives will be compensated 25% of the scheduled pay rate.

If ECA representatives have participated in the first game/match/competition, ECA representatives will be compensated 50% of the scheduled pay rate.

If ECA representatives have participated in a game/match/competition past 50% of the season, ECA representatives will be compensated 100% of the scheduled pay rate.

All decisions will be finalized by the Superintendent.

ARTICLE IV - 401(a) MATCHING ANNUITY PLAN

The Board agrees to 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 will be available for all certified employees. The Board will also maintain a 403(b) Plan (hereinafter referred to as the 403(b) Plan) for all certified employees covered under this collective bargaining agreement. The 403(b) Plan will include provisions for pre-tax salary reduction contributions which will be matched by equal Board contributions to the 401(a) Plan. The 401(a) Plan contributions will commence with the 1999-2000 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 1.25% of Salary Schedule Salary. All eligible employees will be 100% fully vested at all times.

The contributions made by the certified employees and matched dollar for dollar by the Board will be an amount which reflects the appropriate percent of the certified employee's base salary as set forth on the certified employee's Teacher's Contract which corresponds to his or her placement on the Salary Schedule.

The 401(a) Plan will:

- A. Be subject to all applicable Internal Revenue regulations.
- B. Have no contract initiation fees charged to the employee.
- C. Have no administrative or Plan Document charge to the Board.

ARTICLE V - LEAVES OF ABSENCE

A. Leave Days:

1. Each full-time teacher employed under a regular contract shall be given a total of twelve (12) leave days which may be used for personal reasons (including sick) without loss of compensation. Unused days shall be carried over to a maximum of one hundred eighty-five (185) days. If a teacher exhausts his/her annual entitlement of leave, the teacher then may use his/her accumulated sick leave days without loss of compensation with documentation of the need to use the sick days. If all accumulated sick leave days are used, the teacher may apply to the Sick Leave Bank, and if approved, receive continued compensation.
2. After 15 consecutive days, teachers on a temporary contract shall be given a pro-rated number of leave days depending on the length of their contract. Teachers on a temporary contract will have no additional benefits such as insurance or paid bereavement leave unless required by federal health care guidelines.
3. At the start of each school year, a teacher will have his/her accumulated sick leave up to the maximum plus his/her annual entitlement of twelve (12) leave days. In the event that a teacher uses the 12 annual leave days and does not return to work for at least one semester, the teacher will repay the district for the leave days at a rate of 6 days per semester not worked. At the end of any school year in which the total of the accumulated sick leave and annual entitlement of leave days exceeds the accumulation maximum as defined above, then those days in excess of the maximum will be designated as annual buyback days and will be compensated at the rate of the current certified substitute daily pay. Any such compensation shall be paid by June 30th following the end of the school year. Concurrently, with the payment for these annual buyback days, the number of leave days for the teacher will be reduced to the maximum of 185.
4. For the purpose of maximizing genuine instructional time and maintaining maximum student control, the Southwestern Consolidated School District and the Southwestern Consolidated Classroom Teachers Association jointly encourage teachers to avoid taking leave days immediately prior or immediately after stated vacation periods. Teachers may not take leave days immediately prior to or immediately following Fall Break, Christmas Break, or Spring Break to increase their time off. Teachers absent on those days will be unexcused without written medical documentation or emergency approval by the superintendent.
5. No more than four (4) leave days can be used consecutively, unless pre-approved by the Superintendent. Use of the fifth (5) consecutive leave day must be verified by medical documentation. A teacher may use accumulated leave days for illness verified by medical documentation after s/he has exhausted his/her 12 annual leave days. Medical documentation is due to the superintendent's office no later than Tuesday at noon prior to a Friday payday. Teachers may use accumulated leave to attend to the illness of members of the immediate family by blood, marriage, or adoption including spouse, child, parent, father-in-law, mother-in-law, stepchild residing with the teacher, or foster child residing with the teacher by providing documentation of medical treatment.

B. Paid Bereavement Leave:

1. Five (5) school days of absence shall be granted for a death in the immediate family.

Immediate family is as follows: husband, wife, child, parent, grandparent, grandchild, sister, brother, father-in-law or mother-in-law, grandparent-in-law, sister-in-law, brother-in-law, daughter-in-law, son-in-law, or person living in the home as part of the family. These five (5) days shall not be deducted from leave days as long as documentation of the death is provided.

2. Two (2) school days of absence shall be granted for a death in the extended family. Extended family is as follows: nieces, nephews, aunts, uncles, and first cousins. These two (2) days shall not be deducted from leave days as long as documentation of the death is provided.

C. Court Leave:

In case a teacher is called to jury duty or subpoenaed to appear as a witness in court, s/he shall turn his/her check in for such service to the superintendent's office and receive full pay from the school district.

D. Paid Professional Leave:

Each teacher may be granted leave days to attend a professional meeting at the approval of the superintendent.

E. Pregnancy and Childbirth Leave:

Sick leave may be used during Pregnancy and Childbirth Leave as follows:

1. Pre-delivery
Use of sick leave shall be limited to the teacher's personal disabilities directly related to pregnancy. Any teacher taking a leave of absence may use any days of sick leave which the teacher has accumulated, but will be required to present a doctor's certificate of disability or personal physical inability to teach to justify such use of accumulated sick leave.
2. At Delivery or Following Delivery
Any teacher delivering a child, will be presumed to be disabled for six (6) calendar weeks following the delivery. Because of this presumption, a certificate of disability will not be required to use sick leave for this period because of the teacher's personal illness.
If the teacher's leave extends beyond six (6) calendar weeks of the date of delivery, the teacher may use any days of sick leave which the teacher has accumulated. However, the teacher will be required to present a doctor's certificate of disability or personal inability to teach to justify continued use of accumulated leave days.

ARTICLE VI - SICK LEAVE BANK

The School Board will initiate a voluntary sick leave bank upon receiving authorization from a minimum of fifty percent (50%) of the teachers to deduct two (2) days of the teacher's accumulated sick leave during the first year of membership in the bank and one (1) day of accumulated sick leave during each of the consecutive years thereafter. These donated sick leave days shall be used to

establish the bank and are non-refundable. The membership enrollment period each year thereafter for teachers shall be the first twenty (20) working days of the school year. Teachers hired during the school year shall have twenty (20) working days following his or her employment date to enroll in the sick leave bank program. (See Appendix C) Any days left in the bank at the end of the school year will be carried over for use during the next school year. If the bank sick leave days total eighty (80) or more days at the end of the year, further contributions for current bank members shall be waived until the bank sick leave days fall below eighty (80) days. If the bank sick leave day accumulations fall below eighty (80) days, all bank members shall donate one (1) day. If a bank member has no accumulated sick leave days when the member is required to donate sick leave days, the additional days shall be donated as soon as new sick leave days are acquired.

The primary purpose of the bank is to provide a teacher income protection in the event the member has exhausted his or her accumulated sick leave. Teachers who belong to the bank may borrow days from the bank in lieu of days for which the teacher would have been paid had the member, or member's legal dependent, spouse, or parent not been ill or injured.

The bank shall be administered by a committee composed of the superintendent of the Southwestern Consolidated Schools or designee, and three (3) teachers who are members of the sick leave bank (at least one from each building) appointed by the president of the association. The committee has the authority to call meetings, review applications for membership in the bank, grant, deny or suspend grants of leave from the bank.

The committee shall elect one of their members to serve as chairperson for the duration of the contract year. The committee shall meet during the contract year as required. Special meetings may be called by the chairperson at the request of committee members. A majority of three members shall be required for any official action of the committee.

A bank member who disagrees with the decision of the committee, may appeal to the Appeal Board which shall consist of the principal of the building in which the member does not have primary assignment, and two association officers not serving on the Sick Leave Bank Committee and appointed by the Association president.

Application for use of the sick leave days shall be made in writing to the chairperson of the committee responsible for administering the bank. After the sick leave bank member has used up his or her annual leave entitlement and accumulated sick leave days and that member has been absent for five (5) working days due to his or her illness or injury, that member may apply to borrow sick leave days. Sick leave bank days may not be used concurrently with LTD benefits. The written application must be made no later than thirty (30) days after exhaustion of the teacher's paid leave benefits. The committee shall convene a meeting to consider the request within ten (10) working days from the time the request is received in the superintendent's office. Upon approval by the committee of the application to borrow sick leave days, the use of the borrowed sick leave days shall be retroactive to the first day of the borrower's continuous absence. The application to borrow sick leave days shall be accompanied by a statement from the attending physician. A maximum of thirty (30) bank days may be borrowed by a member during the contract year. Unused requested leave days will be immediately refunded to the bank. Each borrower of bank sick leave days shall consent to submit to a medical examination at his or her expense and/or review of his or her medical history if a medical exam or medical review is deemed necessary by the committee.

Upon return to work, the borrower shall repay the bank at the rate of three (3) days per year for days owed (computed as the number of days borrowed minus number of days the borrower contributed). Should a sick leave bank member retire, resign or leave the employment of the school corporation before repaying the bank, the debt shall be paid from any unused leave days of the member, if available.

The Sick Leave Bank was approved by the Board of School Trustees at its Regularly Scheduled board meeting on November 11, 1998.

ARTICLE VII - TERMS OF AGREEMENT

- A. This collective bargaining agreement shall be in effect from July 1, 2021, and shall continue in full force and effect through June 30, 2023, except where the specific terms of any provision of this Agreement provides for a different effective date(s).

- B. This collective bargaining agreement made and entered into this 13th day of October, 2021 by and between the Board of School Trustees of the Southwestern Consolidated School District of Shelby County, County of Shelby, State of Indiana, and the Southwestern Consolidated Classroom Teachers Association, an affiliate of the Indiana State Teachers Association, and the National Education Association, referred to as the "Association".

- C. This collective bargaining agreement is so attested to by the parties whose signatures appear below:

President, Board of School Trustees
Southwestern Consolidated School District of Shelby County

Date

President
Southwestern Consolidated Classroom Teachers Association

Date

Chief Negotiator
Southwestern Consolidated School District of Shelby County

Date

Chief Negotiator
Southwestern Consolidated Classroom Teachers Association

Date

APPENDIX A – 2020-2021 ECA ATHLETIC SCHEDULE

Tier	Coaching Position		Basis	1-3	4-6	7-9	10-12	13-15
			35,000	0%	4%	8%	12%	16%
Tier 1	Head Coach Boys Varsity Basketball		0.16	5,600	5,824	6,048	6,272	6,496
Tier 1	Head Coach Girls Varsity Basketball		0.16	5,600	5,824	6,048	6,272	6,496
Tier 1	1st Assistant Boys Basketball		0.075	2,625	2,730	2,835	2,940	3,045
Tier 1	1st Assistant Girls Basketball		0.075	2,625	2,730	2,835	2,940	3,045
Tier 1	2nd Assistant Basketball*		0.055	1,925	2,002	2,079	2,156	2,233
Tier 2	Head Coach Volleyball		0.08	2,800	2,912	3,024	3,136	3,248
Tier 2	Head Coach Baseball		0.08	2,800	2,912	3,024	3,136	3,248
Tier 2	Head Coach Softball		0.08	2,800	2,912	3,024	3,136	3,248
Tier 2	Head Coach Soccer		0.08	2,800	2,912	3,024	3,136	3,248
Tier 2	Head Coach Cheer		0.08	2,800	2,912	3,024	3,136	3,248
Tier 2	1st Assistant Volleyball		0.04	1,400	1,456	1,512	1,568	1,624
Tier 2	1st Assistant Baseball		0.04	1,400	1,456	1,512	1,568	1,624
Tier 2	1st Assistant Softball		0.04	1,400	1,456	1,512	1,568	1,624
Tier 2	1st Assistant Soccer		0.04	1,400	1,456	1,512	1,568	1,624
Tier 2	1st Assistant Track**		0.04	1,400	1,456	1,512	1,568	1,624
Tier 2	1st Assistant Cheer		0.04	1,400	1,456	1,512	1,568	1,624
Tier 3	Head Girls Golf		0.05	1,750	1,820	1,890	1,960	2,030
Tier 3	Head Boys Golf		0.05	1,750	1,820	1,890	1,960	2,030
Tier 3	Head Girls Track		0.05	1,750	1,820	1,890	1,960	2,030
Tier 3	Head Boys Track		0.05	1,750	1,820	1,890	1,960	2,030
Tier 3	Head Girls Tennis		0.05	1,750	1,820	1,890	1,960	2,030
Tier 3	Head Boys Tennis		0.05	1,750	1,820	1,890	1,960	2,030
Tier 3	Head Coed Cross Country		0.05	1,750	1,820	1,890	1,960	2,030
Tier 4	8th Grade Basketball	Boys	0.04	1,400	1,456	1,512	1,568	1,624
Tier 4	8th Grade Basketball	Girls	0.04	1,400	1,456	1,512	1,568	1,624
Tier 4	7th Grade Basketball	Boys	0.04	1,400	1,456	1,512	1,568	1,624
Tier 4	7th Grade Basketball	Girls	0.04	1,400	1,456	1,512	1,568	1,624
Tier 4	6th Grade Basketball	Boys	0.025	875	910	945	980	1,015
Tier 4	6th Grade Basketball	Girls	0.025	875	910	945	980	1,015
Tier 4	5th Grade Basketball	Boys	0.025	875	910	945	980	1,015
Tier 4	5th Grade Basketball	Girls	0.025	875	910	945	980	1,015
Tier 5	8th Grade Volleyball	Coed	0.035	1,225	1,274	1,323	1,372	1,421
Tier 5	7th Grade Volleyball	Coed	0.035	1,225	1,274	1,323	1,372	1,421
Tier 5	Jr. High Soccer	Coed	0.035	1,225	1,274	1,323	1,372	1,421

Tier 5	Jr High Cheer	Coed	0.035	1,225	1,274	1,323	1,372	1,421
Tier 6	Combined Cross County	Coed	0.025	875	910	945	980	1,015
Tier 6	Jr High Track	Boys	0.025	875	910	945	980	1,015
Tier 6	Jr High Track	Girls	0.025	875	910	945	980	1,015
Tier 6	Elem. Cheer	Coed	0.02	700	728	756	784	812

* When the number of athletes in grades 9-12 reaches sixteen (16), a 2nd assistant coach will be hired and will coach any freshman or "C" squad games that are scheduled.

** When the number of athletes in grades 9-12 reaches sixteen (16), the junior high coach (includes both girls and boys) will be paid as a 1st assistant and will serve as both the junior high coach and 1st assistant. The number of coaching positions has not been negotiated in this contract but are listed for informational purposes only. For informational purposes, lay coaches will be paid at the base rate of \$30,000 and will not receive any increase with years of experience.

ECA Position	Basis	1-3	4-6	7-9
	35,000	0%	4%	8%
HS Student Council		941	978	1,016
Jr. High Student Council		580	603	626
FFA		1,285	1,337	1,388
Senior Class Sponsor		820	853	886
SADD		498	518	537
Sunshine		663	689	716
Drama Club		1,313	1,365	1,418
Yearbook		1,094	1,138	1,181
National Honor Society		498	518	537
FCA		498	518	537
Band Director		1,740	1,810	1,879
Director of Counseling		1,094	1,138	1,181
Choir Director		698	726	754
Academic Team Coordinator		547	569	591

Academic Team Coordinator		547	569	591
Academic Team Science		547	569	591
Academic Team		547	569	591
Academic Team		547	569	591
Academic Team		547	569	591
Elementary Spell Bowl		410	427	443
Elementary Math Bowl		410	427	443
Elementary Student Council		547	569	591
Elementary Science Coordinator		219	228	236
Elementary Drama		492	512	532
Elementary 6th Grade Sponsor		875	910	945
Technology Coach		1,094	1,138	1,181
Technology Coach		1,094	1,138	1,181
Spartanettes		902	938	975
Elementary Choir		273	284	295
C.A.R.E. Club Director		4,922	5,119	5,316
Robotics Club Sponsor		410	427	443
Volleyball Concessions		547	569	591
JH Basketball Concessions		438	455	473
Varsity Girls Basketball Concessions		820	853	886
Varsity Boys Basketball Concessions		820	853	886
HS Concessions Ordering/Stocking		984	1,024	1,063
Friday Night School Instructor		55	57	59
Corporation Test Coordinator		4,000	4,160	4,320
ECA Position	Basis	1-3	4-6	7-9

The number of ECA positions in this contract have not been bargained but are listed for informational purposes only.

Also, for informational purposes only, all lay sponsors will be paid the 1-3 year stipend regardless of years of experience.

**APPENDIX C - SICK LEAVE BANK PROGRAM
ACCEPTANCE/REJECTION**

ACCEPTANCE:

EFFECTIVE AS OF THE DATE BELOW, I AM ENROLLING IN THE SICK LEAVE BANK PROGRAM. I AUTHORIZE THE SOUTHWESTERN CONSOLIDATED SCHOOL CORPORATION TO DEDUCT SICK DAYS FROM MY ACCUMULATED SICK LEAVE ALLOTMENT. THE FIRST YEAR OF MY MEMBERSHIP, I AGREE TO HAVE TWO (2) DAYS DEDUCTED FROM MY ACCUMULATED SICK LEAVE AND EACH CONSECUTIVE YEAR I AGREE TO HAVE ONE (1) DAY DEDUCTED FROM MY ACCUMULATED SICK LEAVE IN ACCORDANCE TO THE TERMS OF THE SICK LEAVE BANK AGREEMENT. I UNDERSTAND THAT THESE DAYS WILL BECOME THE PROPERTY OF THE SICK LEAVE BANK AND WILL NO LONGER BELONG TO MYSELF.

I UNDERSTAND THAT THIS AUTHORIZATION WILL BE IN EFFECT FROM THE DATE OF SIGNING UNTIL SUCH TIME THAT I SUBMIT TO THE CORPORATION IN WRITING A REQUEST TO CANCEL MY MEMBERSHIP IN THE SICK LEAVE BANK.

Signature

Date

REJECTION:

EFFECTIVE AS OF THE DATE BELOW I AM NOT ENROLLING IN THE SICK LEAVE BANK PROGRAM AND UNDERSTAND THAT I WILL NOT BE ELIGIBLE TO RECEIVE ANY BENEFITS FROM THE PROGRAM.

Signature

Date