

November 13, 2018

2018 AMENDMENTS TO
THE 2010-2018
CERTIFIED EMPLOYEE'S
MASTER CONTRACT
BETWEEN THE
ANDERSON FEDERATION
OF
TEACHERS
AND THE
ANDERSON SCHOOL BOARD

2018 AMENDMENTS
TO THE 2010-2018
CERTIFIED EMPLOYEES'
COLLECTIVE BARGAINING AGREEMENT

Article I
General Provisions

- A. Since none of these amendments are in any manner effective prior to July 1, 2017 and, therefore, these amendments do not overlap the state biennium budget.
- B. These amendments are effective at the start of the 2018-2019 school year.

Article II
Performance Based Compensation Plan

A. Starting Salary and Salary Range.

- (i) Starting Salary. The starting salary for teachers in their first year of employment with the School Corporation or reemployment are set forth in the 2018-2019 Starting Salary Grid which is attached to these amendments as Appendix A-1.

Teachers working in their first year of employment/reemployment are being compensated pursuant to the starting salary and therefore do not receive a base salary increase. Such teachers will be eligible for the appropriate stipend as set forth below.

- (ii) Salary Range.

Effective for returning teachers, the salary ranges for teacher's salaries for 2017-2018 school year range from the low salary of Thirty-nine Thousand Five Hundred Twenty-two Dollars (\$39,522.00) to a high salary of Sixty-eight Thousand Seven Hundred Ninety-five Dollars (\$68,795.00) without the 2018-2019 salary increases included.

Effective for returning teachers, the salary ranges for teacher's salaries (returning teachers) for the 2018-2019 school year range from the low salary of Forty Thousand Dollars (\$40,000.00) to a high salary of Sixty-nine Thousand Two Hundred Seventy-two Dollars (\$69,272.00) with the 2018-2019 salaries increases included.

B. Performance Based Compensation

- (i) This section will be applicable to any raise or increase provided to teachers after his/her initial year of employment as a teacher. The starting salary (Starting Salary Grid – Appendix A-1) is applicable for a teacher's first initial year of employment with the School Corporation.

The specific salary base raises in subsection (b) are only effective for the 2018-2019 school year and are not part of the status quo. However, if earned, those raises will permanently increase the teacher's base salary. Any additional increase after June 30, 2019 will have to be bargained in the future.

- (ii) Eligibility. Eligibility for a raise will be that a person is (1) licensed as a teacher and (2) not receiving an evaluation ranking of "ineffective" or "improvement necessary" unless that teacher meets the statutory exception.

- (iii) Statutory Salary Factor. For 2018-2019 the Performance Based Compensation plan will be based on the statutory factors of Evaluation and Academic Needs of the Student.

- Evaluation. Evaluation is defined as a teacher receiving an evaluation ranking of "effective" or "highly effective" the prior school year unless that teacher complies with the provisions of I.C. 20-28-9-1.5(f).
- Academic Needs of the Students. Academic Needs of the Student is defined by the parties as in order to retain quality teachers who meet the evaluation requirement factors that such teachers will need to be paid the minimum of the starting salary for teacher.

- (iv) Reallocation. Based on anticipated evaluation results, the parties believe that all funds will be distributed and that no redistribution will be necessary. However in the event that there are funds that were otherwise allocated for teachers rated in ineffective or improvement necessary, those funds will be distributed to eligible teachers in the form of a stipend.

- (v) "Closing the Gap." The purpose of this differentiated salary increase as set forth in subsection (b) below was to address and also be compliant with the "Closing the Gap" Compliance Guidelines published by the Indiana Education Employment Relations Board. The data and calculations illustrating the "Closing the Gap" are set forth in Appendix A-2.

C. Base Salary Increases.

Returning teachers who meet the salary factors required will receive a base salary increase as follows:

A teacher currently earning at or less than the current average salary of Fifty-four Thousand One Hundred Fifty-nine Dollars (\$54,159.00) (pre-2018-2019 salary raise) will receive a two percent (2%) raise to their base.

For those teachers earning more than the average current salary of Fifty-four Thousand One Hundred Fifty-nine Dollars (\$54,159.00) (pre-2018-2019 salary raise) will receive a one and a half percent (1.5%) raise. Notwithstanding the above, the maximum base salary amount to be paid a teacher is Sixty-nine Thousand Two Hundred Seventy-two Dollars (\$69,272.00). If the one and a half percent (1.5%) raise would generate a salary base based upon that calculation at a higher amount than the maximum salary, that base salary increase will be limited to the maximum salary of Sixty-nine Thousand Two Hundred Seventy-two Dollars (\$69,272.00). Accordingly, any remainder would be paid to the teacher in a one-time stipend.

For those teachers meeting the salary factors of evaluation and the Academic Needs of the Students, those teachers will receive a raise the higher of two percent (2%) or Forty Thousand Dollars (\$40,000.00).

D. Stipends.

Stipend 1: A teacher who meets the salary factor of evaluation and who is employed on December 1, 2018 (either actually working, paid, or on approved leave) will receive a one-time stipend of Twelve Hundred Dollars (\$1,200.00) plus any additional stipend that would be paid if the amount of a teacher's raise would exceed the maximum salary of Sixty-nine Thousand Two Hundred Seventy-two Dollars (69,272.00) and any amount in excess of the maximum salary due the teacher based upon any calculation of across-the-board raise would be paid as a stipend.

Stipend 2: Beginning teachers in their first year of employment with ACSC will receive a one-time stipend of Two Hundred Fifty Dollars (\$250.00).

Article XII
Other Compensation Matters

A. Effective January 1, 2019, the following will be applicable for extended days:

Counselors Daily Rate (4 Counselors at 8 days each)

Testing Coordinator Daily Rate

B. Robotics (same rate as Chess Club)

C. Dual Credit and Advance Placement Courses - \$500 semester or \$1,000 a school year for each qualifying teacher

D. Revised Unpaid Leave Language

Employees who are absent from work without being on (1) Family Medical Leave Act provided leave, (2) a doctor's statement of illness, however, in those situations where the School Corporation has an objective reasonable basis to conclude that there is a question as to the legitimacy of the doctor's note the employee, at the expense of the School Corporation, will be required to provide additional medical verification, (3) paid status pursuant to state law, (4) paid status pursuant to this Agreement, or (5) Board approve leave, shall be considered to be in neglect of their duty, are subject to termination of their employment.

Employees who are absent from work without being on (1) Family Medical Leave Act ("FMLA") provided leave, or (2) paid status pursuant to state law or the Collective Bargaining Agreement language will lose any paid School District contributions to the teacher's health, dental, and vision insurance premiums for those days that the employee is not on paid status or FMLA.

If, according to this paragraph, the teacher loses eligibility for insurance premium contributions, then the employee becomes responsible for the full insurance premium for that (those) day(s) and any unpaid premiums will be deducted from the employee's pay. Should the employee not have any pay due, the employee is required to remit payment for the unpaid insurance premiums or if the employee does not do so the insurance coverage terminates and the employee will be dropped from the plan(s).

Additionally, if the employee is absent from work without approved or FMLA leave for five (5) consecutive working days, or ten (10) days over a yearlong period, the School District may terminate the employee and the insurance coverage will also terminate pursuant to law. Such termination

pursuant to this section will be deemed and constitute just cause pursuant to this Collective Bargaining Agreement.

Notwithstanding the provisions of this section, this Agreement's Discipline Policy shall apply to any other unapproved absences short of the limits set forth in the above paragraph.

APPENDIX A-1**Starting Salary Grid**

For teachers hired after the start of the 2017-2018 school year and whose employment does not commence until at least the 2018-2019 school year.

Years of Experience	Bachelors	Bach+30/ Masters	Bach+60/ Masters+30	Doctorate
0	\$40,000	\$40,000	\$40,000	\$40,306
1	\$40,000	\$40,000	\$40,000	\$41,549
2	\$40,000	\$40,481	\$41,641	\$42,803
3	\$40,000	\$41,729	\$42,886	\$44,046
4	\$40,835	\$42,981	\$44,138	\$45,289
5	\$41,888	\$44,222	\$45,384	\$46,542
6	\$42,942	\$45,468	\$46,629	\$47,787
7	\$43,992	\$46,717	\$47,882	\$49,033
8	\$45,043	\$47,961	\$49,122	\$50,278
9	\$46,096	\$49,209	\$50,369	\$51,527
10	\$47,152	\$50,461	\$51,611	\$52,772
11	\$48,203	\$51,705	\$52,858	\$54,016
12	\$49,263	\$52,947	\$54,108	\$55,261
13	\$51,938	\$54,201	\$55,356	\$56,519
14	\$52,916	\$55,441	\$56,602	\$57,760
15		\$56,693	\$57,847	\$59,006
16		\$57,933	\$59,091	\$60,251
17		\$59,183	\$60,343	\$61,498
18		\$60,425	\$61,591	\$62,745
19		\$64,471	\$65,632	\$66,786
20		\$65,449	\$66,610	\$67,765

Years of Experience credit will be granted from any institution for which the Indiana Public Retirement System would recognize for creditable years of experience toward Indiana retirement.

APPENDIX A-2**ACSC/AFT****CALCULATION
OF CLOSING THE GAP****2018-2019 Pre-Raise Data for Returning Teachers**

Minimum	\$ 39,522.00
Maximum	<u>\$ 68,795.00</u>
Sum	\$108,317.00
Average (divided sum by 2)	\$ 54,159.00
The Average Minus the Minimum Equals the Gap	\$ 54,159.00 <u>(39,522.00)</u>
Gap	\$ 14,637.00

2018-2019 Post-Raise Data for Returning Teachers

New Minimum Salary	\$ 40,000.00
New Potential Maximum Salary with the 1.5% Raise	\$ 69,827.00
However, the increase for this salary amount Will be limited to the maximum of \$69,272.00	
New Minimum Salary	\$ 40,000.00
New Actual Maximum Salary	<u>\$ 69,272.00</u>
Sum	\$109,272.00
Average (divided sum by 2)	\$ 54,636.00
The Average Minus the Minimum Equals the Gap	\$ 54,636.00 <u>(40,000.00)</u>
	\$ 14,636.00

THE GAP IS REDUCED