

2011-12 Contract

between

***The Greenfield-Central
Board of School Trustees***

and the

***Greenfield-Central
Classroom Teachers' Association***

ARTICLE I
RECOGNITION

The school employer recognizes the Greenfield-Central Classroom Teachers' Association as the exclusive representative of certificated school employees in the following bargaining unit:

All full-time certificated school employees, as defined in Indiana Code, in the Greenfield-Central Community School Corporation, excluding:

1. All supervisors, including but not limited to the superintendent, assistant superintendents, business managers, principals, and assistant principals;
2. All directors that evaluate other Greenfield-Central employees, including but not limited to the director and assistant directors of athletics, and athletic trainer.
3. All confidential employees, including deans;
4. All certificated employees who are not full-time, including visiting teachers, teachers on leaves of absence, teachers of homebound, permanent and occasional substitute teachers and volunteers;
5. All employees performing security work;
6. All head coaches who make a written evaluation and recommend assistants, including but not limited to: football, boy's and girl's basketball, wrestling, volleyball, boy's and girl's track, baseball, boy's and girl's swimming, and girl's softball;

ARTICLE II
SALARY AND WAGE RELATED FRINGE BENEFITS

A. Medical Insurance

The Greenfield-Central Community School Corporation will pay toward the cost of hospital, surgical and medical care type insurance for each full-time teacher employed under regular contract and enrolled in the school corporation's group medical insurance plan. (The words "teacher employed under regular contract" shall be interpreted to mean someone who is not working on a substitute basis and whose appointment has been officially approved by the school employer.)

During the health insurance policy year, the school employer will pay up to \$3,847.00 toward Employee Single Coverage and up to \$8,958.00 toward Employee/Family Coverage. For only the 2012 insurance plan year (January through December), the corporation will increase its share toward the health insurance policy an amount not to exceed \$20,763, as indicated in Appendix E.

For only the 2011-12 school year, the corporation will disburse among teachers an amount not to exceed \$160,907 of the protected balance resulting from the move to the State Anthem Plan, as indicated in Appendix F. The disbursement will be the first pay in December 2011.

In the event that two teachers were married and enrolled in the Greenfield-Central CSC health insurance plan prior to November 2, 2010, each teacher shall be entitled to the \$8958.00 contribution toward health insurance. Greenfield-Central CSC will pay the designated sum of \$8958.00 to the health insurance premium and the remaining \$8958.00 will be paid to the remaining married employee over 26 pays as additional compensation and subject to all applicable Internal Revenue Code provisions. This provision applies only to those employees receiving the married insurance plan benefit prior to November 2, 2010.

B. Term Life Insurance

The school employer will provide term life insurance in the amount of \$50,000 per teacher. Insurance will be provided to "regularly employed" teachers who are enrolled in the school corporation's group term insurance plan. The term life policy now in force is based on the calendar year.

C. Income Protection Insurance

The school employer will provide an income protection plan of its choosing for each "regularly employed" teacher who is enrolled in the school corporation's group income protection plan. The policy is based on the calendar year.

D. Vision Insurance

Each teacher shall be covered by an individual or family vision care program paid for by the school employer that provides for eye examinations, lenses and frames every other year. The vision care benefit plan will include one (1) comprehensive vision examination every twenty-four (24) months, and a wide selection of quality frames every twenty-four (24) months.

E. Policy Limitations

A general provision for all insurance benefits includes policy limitations in accordance with the approved benefit plan. With the exclusion of the provisions provided in Section A, Article III, the selection of insurance carriers and benefit plans will be discussed with the Association prior to approval.

F. Dental Insurance

The amount specified below, but not to exceed the actual cost of the premium, will be paid by the Board toward the cost of dental insurance (single or family coverage) for each full-time teacher employed under regular contract and enrolled in the School Corporation's group dental insurance plan, with the teacher paying not less than one dollar (\$1.00) per year.

Maximum Board Payment Per Teacher: Up to \$400.00 per year.

ARTICLE III
PROFESSIONAL COMPENSATION

A. Appendix A and B

The basic salaries of employees covered by this Contract are set forth in Appendix A, which is attached to and incorporated in this Contract. Such salary schedule shall remain in effect during the term of this Contract. Extra-curricular pay schedule is set forth in Appendix B.

B. Professional Development Program Credits

1. A stipend earned for any three (3) year period for approved Professional Development Program credits for a teacher with a life teaching license only shall equal the increment amount of four percent (.04) of the base salary for a bachelor's degree with no experience and will be calculated using the following increment formula: $[(\text{Bachelors; Level 1, } \$32,339) - (\text{Bachelors; Level 0, } \$31,094)]/1.03/4$. The maximum stipend earned for any three (3) year period for approved Professional Development credits for teachers with life licenses will be \$1209 plus Indiana Public Retirement System, or INPRS.
2. Teachers with life licenses who earn Professional Development credits will complete the documentation and application form to receive credit for the Professional Development credits.
3. All other currently employed teachers may receive stipends for Professional Development credits earned prior to March 2009. The stipends they receive will be frozen at the March 2009 amount, and they will

not be eligible to earn any additional Professional Development credits. The Board will pay INPRS on these stipends.

4. New hires for the 2009-10 school year and thereafter, with or without a life license will not be eligible to participate in the Professional Development program. However, they will be eligible to earn compensation for college credits as provided in subsection e herein, and Article III subsection I Staff Development and Professional Service Program stipends.
5. The Board will pay \$500 for 3 hours of credit earned up to a maximum of \$1500 over 3 years. The lifetime maximum will be 36 credits per non-life licensed employee. Earned credit is a one-time stipend not to be applied to base.

C. Substitute Teaching

A teacher will be additionally compensated for substitute teaching according to the following conditions:

1. The substitution occurs during the preparation period of the teacher who is substituting;
2. The teacher for whom the substitution is occurring must use a recognized leave day as established in Article IV of this agreement;
3. Compensation shall be at an hourly rate which is determined by the maximum daily substitute teaching rate for this school corporation divided by eight (8);
4. Compensation is calculated as time dedicated to substitute teaching times the rate established in item c;
5. Substitute teaching arrangement must be approved and/or assigned by the building principal.

D. Indiana Public Retirement System (INPRS)

The school employer shall pay the teacher contribution to the **INPRS** on appropriate salaries earned and payable.

E. Mileage

Reimbursement for authorized travel shall be at the rate established by the Internal Revenue Service. The effective date for the rate shall be January 1 and based on the rate established by the IRS for the preceding calendar year. Teachers are not reimbursed for professional development opportunities and special meetings within the corporation district. Teachers assigned to more than one school within the corporation may apply for reimbursement for travel between duty stations. Reimbursement is not authorized for travel to and from home.

F. Teaching Year

A teacher who teaches not less than one hundred twenty (120) days during any given school year shall receive credit for one (1) full year of teaching.

G. Payments

Basic salaries of teachers shall be paid in twenty-six (26) substantially equal payments, provided, however, that a teacher may request, in writing, prior to March 1st, that the balance of all money due and payable as of the close of the term of the teacher's contract be paid. With such notice, the balance will be paid to the teacher not later than the last payday in June. The need to use an alternate pay schedule may be necessary to adjust to a Balanced Calendar or other unique circumstances.

H. Admittance To ECA Events

A teacher working in the school corporation, along with the teacher's spouse and children, will receive a pass for athletic and special events sponsored by Greenfield-Central Schools.

I. Staff Development Program and Professional Service Program

Payment may be earned for approved staff development and service on a committee through claim. Committees eligible for compensation may include curriculum development, textbook adoption and school improvement planning. To be eligible for payment, the employee must participate in training offered by the Corporation or serve on a mutually agreed upon committee. Hourly payment[†] amounts are provided in the table below:

		I.C.D. * [†]	O.C.D. ** [†]
Tier 1	Learner	N/A	\$20.00
Tier 2	Facilitator	\$20.00	\$40.00
Tier 3	Instructional Leader	\$40.00	\$50.00
Tier 4	Committees	N/A	\$20.00

*I.C.D. = Inside the Contracted Day

**O.C.D. = Outside the Contracted Day

[†] Maximum Daily Rate not to exceed 2.5 the I.C.D. or O.C.D.

ARTICLE IV
LEAVES

A. Personal Leave

Each regularly employed full-time teacher shall be entitled to four (4) days of absence without loss of pay for the transaction of personal business or the conducting of personal or civic affairs. The teacher shall submit a written statement to the Superintendent setting forth the reason and necessity, which shall be the cause of each absence under this policy.

If in any one school year the teacher shall be absent for reasons covered in the above rule for fewer than four (4) days, they shall be accumulative to a total of five (5) days. Days accumulated beyond five (5) shall be transferred to accumulated sick leave benefits.

B. Bereavement Leave

In case of death(s) within the immediate family the employee shall be provided with a leave of up to five (5) school days and shall receive full compensation for such leave. "Immediate family" shall be interpreted as spouse, children, sister, brother, mother, father, mother-in-law, father-in-law, grandparents, grandchildren, and each similar relationship established by marriage, or any other person living in the same household. If more than one (1) death in the immediate family shall occur, up to five (5) full school days shall be granted for each. One (1) day leaves shall be granted for funerals in case of death(s) of other family members or that of close friend(s) without loss of compensation.

C. Personal Illness

Each full-time teacher employed under regular contract shall be entitled to be absent from work on account of illness or quarantine for a total of ten (10) days the first year and eight (8) days in each succeeding year without loss of compensation. If in any one school year the teacher shall be absent for such illness or quarantine less than the prescribed number of days the remaining days shall be accumulative to a total of one hundred twenty (120) days. A teacher employed under contract for only a portion of the school year shall be entitled to a proportionate number of days of sick leave, and unused days will accumulate. A teacher employed prior to the 2002 – 2003 Contract and has previously accumulated more than one hundred twenty (120) Personal Illness days shall be allowed to maintain and use the days as specified in the Contract, but cannot accumulate any additional days until such time as the total accumulation reduces below a total of one hundred twenty (120).

If a teacher is absent for more than three (3) consecutive days due to illness, written certification of such illness by said teacher's physician shall be submitted if requested by the school employer.

In the event of personal illness a teacher may use accumulated personal leave days. In the event of illness of a spouse, parent, child, grandparent, sibling and each similar relationship established by marriage, a teacher may use accumulated leave days to a total of ten (10) days.

In the event any teacher shall have accumulated one (1) or more days of sick leave in another school corporation of this state and shall thereupon become employed in this school corporation, there shall be added for the first year and each year thereafter of such employment up to three (3) days of sick leave until the number of accumulated days to which said teacher was entitled in the last place of employment shall have been exhausted.

D. Legal Leave

The school employer will only grant legal leave to a teacher subpoenaed to serve jury duty, testify in court as a witness in a case in which the teacher is not a party to the suit, or testify in court in any suit arising out of the performance of the duties for, or employment with, the school corporation. The leave shall be for the number of days mandated to perform such obligation. Compensation for such legal leave shall be calculated as the difference between the teachers's contracted daily rate and the pay received for such mandated duty.

E. Pregnancy Leave

An employee who is pregnant shall be entitled upon request to a leave of absence to begin at any time between the commencement of her pregnancy and one (1) year after a child is born to her.

1. Said employee shall notify the Superintendent, in writing, of her desire to take such leave and, except in case of emergency, shall give such notice at least thirty (30) days prior to the date on which her leave is to begin. She shall include with such notice either a physician's statement certifying her pregnancy or a copy of the birth certificate of her child, whichever is applicable. An employee who is pregnant may continue in active employment as late into her pregnancy as she desires provided she is able to properly perform her required functions as certified by her physician.
2. All or part of a leave taken by a teacher because of a temporary disability caused by pregnancy may be charged, at her discretion, to her available sick leave days. However, sick leave shall not be used for any day the teacher is capable of performing the teacher's regular teaching duties.

F. Unpaid Adoptive Leave

Unpaid adoptive leave shall be granted up to a period of one (1) school year. Upon initial application for the adoption, the employee shall notify the Superintendent of his or her intent. The period of leave shall commence when the child is physically turned over to the parent.

G. Unpaid Leave

Other leaves of absence, without pay or benefits, may be granted upon application.

H. Return from Leave

1. Upon return from any leave exceeding sixty (60) days, an employee may be assigned by the school employer to any available position to which he or she is qualified and certified.
2. The teacher may return to full-time employment during the period for which the leave was granted provided the teacher (1) notifies the Office of the Superintendent, in writing, at least sixty (60) days prior to the date he or she wishes to return but no later than May 1st for the next contract year, (2) furnishes a written statement from his or her physician attesting to his or her ability to resume the full performance of the duties and responsibilities to which he or she may be assigned, and (3) there is a classroom teacher position open on the staff for which he or she is qualified. In the event the teacher gives notice of his or her intention to return and furnishes the physician's statement as provided herein

and no position is open, the teacher will be offered a position for which he or she is qualified no later than the beginning of the next school year.

If the teacher (1) fails to notify the Office of the Superintendent at least sixty (60) days prior to the expiration of such leave that he or she intends to return to employment but no later than May 1st for the next contract year, or (2) provides notice and fails to return to employment the first assigned duty day of the next ensuing school year from the date of termination of the leave or (3) fails to accept an offered position for which he or she is qualified, he or she shall be deemed to have resigned and the obligation of the school corporation to provide a position to him or her will cease.

ARTICLE V SICK LEAVE BANK

- A. A **voluntary sick leave bank** shall be established which provides a bridge to the long-term disability plan for those who have an extended disability and a payroll protection mechanism for those with a shorter-term illness but have exhausted all paid leave benefits. A certificated school employee, as defined herein in Article I, who is absent from assigned duties due to personal illness and who has utilized all of his or her sick leave, personal leave, and all other paid leave benefits of whatever nature may petition a committee, as established herein, for sick leave days from the bank under the following conditions:
1. An annual contribution of one (1) sick leave day is required to join or retain membership in the bank: A current member will be required to donate a day only if the bank has a balance of fewer than one hundred and eighty (180) days as of August 1st immediately preceding the start of the school year. A veteran teacher who is not a current member of the bank may become a member by contributing one (1) sick leave day to the bank not earlier than August 12th nor later than September 15th of any school year, and a teacher who is newly hired in the school corporation shall have fifteen (15) days from the date of initial duty assignment, or until September 15th of any school year, whichever is later, during which time he or she may choose to participate in the bank by contributing one (1) sick leave day. Members who wish to terminate membership must notify the Office of the Superintendent prior to September 15th. Employees who terminate Sick Bank membership are required to pay back any borrowed Sick Bank days at the rate of three (3) days per year until all days are repaid.

If the balance of days in the sick bank reaches zero (0) during the school year, each member of the sick bank shall be assessed one (1) additional day to maintain membership. A sick bank member who does not have any remaining sick days to contribute to maintain membership who wants to maintain membership in the sick bank will not be dropped from membership, but will be required to contribute the additional day at the beginning of the next school year when the member receives a new allocation of sick days.
 2. A three (3) member sick leave bank committee shall be established to receive written requests and allot days from the bank according to the provisions herein, under guidelines established by the committee. The committee shall be composed of two (2) persons appointed by the Association and one (1) person appointed by the Superintendent. Days allotted by the committee to an individual employee shall be available for use beginning with the second (2nd) consecutive day of absence after exhaustion of the employee's said paid leave benefits, and the maximum number of days granted for any single request shall not exceed thirty (30) days per school year. Members may petition the Sick Bank committee for an additional thirty (30) days in the event of unusual circumstances, for a maximum of sixty (60) days. All days must be paid back prior to returning to the Sick Bank for additional requests.
 3. Any days granted by the committee shall terminate effective the earliest date as hereinafter provided:
 - a. The day after the last day of the employment for the school year, or
 - b. The day after the last day of allotted number of days granted by the committee, or
 - c. The first day of return to employment subsequent to the granting of days by the committee.

B. In consideration of the benefits of participating in the bank, each applicant for membership in the bank and for benefits from the bank shall, as a condition to such application, agree in writing substantially as follows:

The sick bank member specifically acknowledges and agrees that the granting of days from the sick bank shall be at the sole discretion of the sick leave bank committee and that all decisions of the committee shall be final and binding. The sick bank member further agrees to abide by such decisions and to indemnify and hold harmless the Greenfield-Central Classroom Teachers' Association, the Greenfield-Central Community School Corporation and all their agents for any loss a sick bank member may sustain as a result of any claim or legal proceeding that the sick bank member may bring with respect to any decision made concerning this application or request for days from the sick bank, including payment of all attorney fees and other costs associated with the defense of any claim brought against the Greenfield-Central Classroom Teachers' Association and/or the Greenfield-Central Community School Corporation.

C. A sick bank member who has begun receiving benefits under the long-term disability plan will not be eligible for days under the sick bank program.

D. When an employee donates to the sick bank, he/she agrees to the above stated rules for administration of the sick bank and agrees to abide by the rules herein stated.

ARTICLE VI RETIREMENT & SEVERANCE

A. General Provisions

Notification of retirement must be made to the Office of the Superintendent, in writing, by October 15 of the year prior to retirement to be effective at the end of the school year. Provided, however, that in the event a teacher fails to meet the October 15 notification date and the notification date is not waived due to ill health as herein provided, payment of any eligible retirement pay shall be made within a period not to exceed twenty four (24) months from the date of written notification. Those funds due, but not paid by December 31st of the year of retirement, may include interest based on an annual interest rate earned by the Corporation during the time in question, not to exceed 2.5%.

The notification date may be waived if a teacher is forced to retire because of ill health. If a teacher who is otherwise eligible for retirement under the provisions contained herein dies, any eligible pay will be paid to the teacher's estate or designated beneficiary.

B. Programs

1. Group Health Insurance.

Immediately following retirement, the teacher shall have the option of remaining in the Corporation's current group health insurance plan if all of the following conditions are met as of the date of retirement and thereafter:

- a. The teacher has attained fifty-five (55) years of age and is not eligible for Medicare.
- b. The teacher was enrolled in the Corporation's group health insurance plan during the school year immediately before retirement.
- c. The teacher must have completed not less than fifteen (15) full years of continuous service as a certified employee in the Greenfield-Central Community School Corporation.
- d. At least forty-five (45) days prior to the retirement date, the teacher has provided a written request to the School Corporation for continuing insurance coverage for the teacher and spouse, if any.

It is acknowledged that the parties intend these provisions to comply with applicable deferral and state laws that establish an eligible teacher's right to continue health insurance for the teacher and spouse, including if otherwise applicable, Indiana Code. Therefore, this right to extend coverage shall not override any rights to continuing health care coverage as required by COBRA.

2. 401(a) – Account “A”

- a. The Board will contribute the following percentages of the individual employee’s regularly scheduled base salary to this 401a plan:
 1. For those employees currently participating in the retirement severance buyout 2½%.
 2. For those employees not participating in the retirement severance buyout 3%.
- b. The employer shall deposit employer contributions for each employee into an individual account on a monthly basis.
- c. The group or its agents shall be the sole administrator of employer contributions to the program.
- d. School employees will continue to have the option to invest their dollars in tax-deferred annuities.
- e. Vesting Requirements: once contributions are made by the employer on behalf of the employee, all assets of the accounts remain the property of Greenfield-Central Community School Corporation until the employee has completed five (5) years of continuous service with the corporation.
- f. Once contributions are made by the employer on behalf of the employee and the employee has become vested in the plan according to “e.” above in this section, all assets of the accounts become the property of the employee and, in the event of death, his/her designated beneficiaries or lacking same, estate.

3. 401(a) – Account “B”

- a. The Board will contribute .5% of the individual employee’s regularly scheduled base salary to all employees currently participating in the retirement /severance buyout.
- b. The employer shall deposit employer contributions for each employee into an individual account on a monthly basis.
- c. The group chosen, or its agents, shall be the sole administrator of employer contributions to the program.
- d. School employees will continue to have the option to invest their dollars in tax-deferred annuities.
- e. Vesting Requirements: once contributions are made by the employer on behalf of the employee, all assets of the accounts remain the property of Greenfield-Central Community School Corporation until the employee has vested ten (10) years of continuous service with the corporation and reached the age of fifty-five (55).
- f. Once contributions are made by the employer on behalf of the employee and the employee has become vested in the plan according to “e.” above in this section, all assets of the accounts become the property of the employee and, in the event of death, his/her designated beneficiaries or lacking same, estate.
- g. Distribution of the forfeited funds by those not meeting the vesting requirements will occur by December of each year and shall be distributed in the same manner as the original buyout.
- h. Teachers employed by the School Corporation whose spouse is also a teacher for the School Corporation shall have their conversion calculation for the Medicare Bridge calculated as if one member has a family plan and the other members has a single plan. Those teachers shall determine which member shall be designated for each plan.

4. 501(c)(9)

- a. The Board will contribute 1% of the individual employee’s regularly scheduled base salary to this 501(c)(9) plan.
- b. The employer shall deposit employer contributions for each employee into an individual account.

- c. The group chosen, or its agents, shall be the sole administrator of employer contributions to the program.
- d. School employees will continue to have the option to invest their dollars in tax-deferred annuities.
- e. Vesting Requirements: once contributions are made by the employer on behalf of the employee, all assets of the accounts remain the property of Greenfield-Central Community School Corporation until the employee has fifteen (15) years of continuous service with the corporation and reached the age of fifty-five (55).
- f. Once contributions are made by the employer on behalf of the employee and the employee has become vested in the plan according to "e." above in this section, all assets of the accounts become the property of the employee and, in the event of death, his/her designated beneficiaries or lacking same, estate.
- g. Distribution of the forfeited funds by those participating in the retirement/ severance buyout and not meeting the vesting requirements will occur by December of each year and shall be distributed in the same manner as the original buyout. Forfeiture funds for those not participating in the retirement severance buyout shall remain with the Board.

5. Severance Compensation

Limited severance compensation shall be paid in one lump sum by December 31st of the year of retirement to the employee as agreed and determined by the Severance Compensation chart in the custody of the Corporation Treasurer with one copy provided to the CTA.

ARTICLE VII
NO STRIKE PROVISION

- A. No certificated school employee, school employee organization, or any affiliate, including but not limited to state or national affiliates thereof, shall take part in or assist in a strike against the school employer or the school corporation.
- B. The school employer or the school corporation may, in an action at law, suit in equity, or other proper proceeding, take action against any school employee organization, any affiliate thereof, or any person aiding or abetting in a strike, for redress of such unlawful act.
- C. The school corporation shall not pay salary, wage, and salary or wage related fringe benefits to or on behalf of any certificated school employee for any day when the certificated school employee fails as a result of a strike to report for work as required by the school year calendar.

ARTICLE VIII
JOB-SHARING

- A. The phrase "job-sharing" shall mean two (2) Greenfield-Central teachers sharing one (1) full-time teaching and/or extra-curricular position on a pro-rated basis. A job-sharing team shall be composed of two (2) teachers who agree to work together to share one (1) full-time position on a pro-rated basis.
- B. A member of a job-sharing team shall be entitled to all rights of a full-time bargaining unit member, provided, however, that (1) the Board shall pay such teacher who shares an extra-curricular position the stipend amount multiplied by the percentage of extra-curricular duty assignment worked by that teacher, and (2) the Board shall pay such teacher who shares a teaching position his or her base contract rate of pay multiplied by the percentage of teaching assignment worked by that teacher, and (3) subject to the terms and conditions of the School Corporation's contracts with the insurance carriers, the Board, on behalf of the teacher, shall pay Board contributions toward group insurance programs in the amounts specified in Article III of this Contract multiplied by the percentage of teaching assignment worked by that teacher.

- C. A member of a job-sharing team shall receive leave days in the amounts specified in this Contract multiplied by the percentage of teaching assignment worked by that teacher rounded down to the nearest half (1/2) day.
- D. Either a principal may initiate a proposal or two (2) teachers wishing to work together as a job-sharing team must develop a proposal setting forth their plan for sharing one (1) full-time position for the school year. Each member of the job-sharing team shall have full responsibility for the development and implementation of the plan. This plan shall cover such issues as teaching duties, preparation time, attendance at faculty meetings, parent-teacher conferences, in-service sessions, and non-classroom duties of the position. The plan must have the approval of the principal and Superintendent.
- E. If a member of a job-sharing team elects to return to full-time teaching, the members of the job-sharing team involved shall attempt to agree as to which one of them will fill the position which had been shared. If they are unable to agree, selection of the teacher to fill the position will be at the discretion of the Superintendent.
- F. In the event that one (1) member of a job-sharing team becomes unavailable to fulfill the job-sharing plans, the job-sharing team plan will not be in force. A new plan would have to be submitted as outlined above.
- G. Each plan must be approved by the principal and Superintendent for the subsequent school year.

ARTICLE IX
TERM AND GENERAL PROVISIONS

A. Term

This Contract shall be effective as of October 10, 2011, and shall continue in effect through School Year(s) 2011-12.

B. Entire Agreement

This Contract supersedes and cancels all previous contracts or agreements, oral or written or based on alleged past practices, between the school employer and the Association and constitute the entire agreement between the parties. Any amendment or agreement supplemental hereto shall not be binding upon either party unless executed in writing by the parties hereto.

C. Severability

If any provision of this Agreement shall be held invalid, the remainder of the Agreement shall not be affected and shall continue in full force and effect.

D. Waiver

The parties acknowledge that during the bargaining which resulted in this Contract each had the unlimited right and opportunity to make demands and proposals with respect to any and all subjects or matters not removed by law from the area of collective bargaining and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Contract. Therefore, the school employer and the Association, for the life of this Contract, each agrees that the other shall not be obligated to bargain collectively with respect to any subjects or matters, whether contained herein or not, unless the parties agree, by supplemental written agreement hereto, to conduct additional bargaining on said subjects or matters.

E. Association Days

Greenfield-Central will offer two days annually for the CTA president or designee (for a total of two days maximum for CTA) to participate in legislative efforts to promote G-C educational concerns.

F. Employee Rights

Certificated school employees shall have the right to form, join or assist employee organizations, to participate in collective bargaining with the school employer through representatives of their own choosing and to engage in other activities, individually or in concert for the purpose of establishing, maintaining, or improving salaries, wages, salary and wage related fringe benefits and other matters as defined in Indiana Code.

G. School Employer Rights

The determination and administration of school policy, the operation and management of the schools, and the direction of employees are vested exclusively in the school employer of this school corporation, which is a legally constituted body for that purpose.

The school employer, on its own behalf and on behalf of the citizens of this school corporation, hereby retains and reserves unto itself, without limitation, all power, right, authority, duties, and responsibilities to manage and direct the operations and activities of this school corporation to the full extent conferred upon and vested in it by the laws and constitution of the State of Indiana, and of the United States, including, but not limited to the rights of the school employer as are provided in Indiana Code and in other laws.

H. Limitations

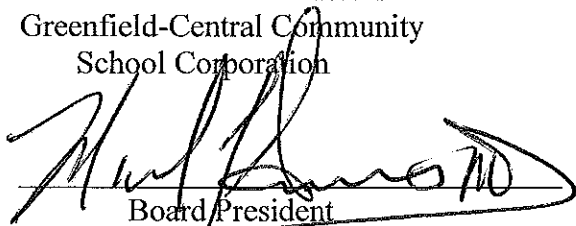
The school employer construes and the Association recognizes the specific provisions of this Contract as constituting limitations and being the only limitations upon the school employer's right and authority to manage the school corporation.

I. Attest

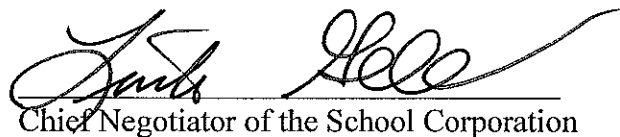
This Contract is made and entered into at Greenfield, Indiana, on this tenth day of October 2011 by and between the Board of School Trustees of the Greenfield-Central Community School Corporation, County of Hancock, State of Indiana, party of the first part, heretofore referred to as the "School Employer", and the Greenfield-Central Classroom Teachers' Association, party of the second part, heretofore referred to as the "Association".

This Contrast is so attested by the parties whose signatures appear below:

Board of School Trustees
Greenfield-Central Community
School Corporation

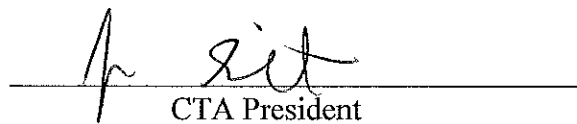


Board President

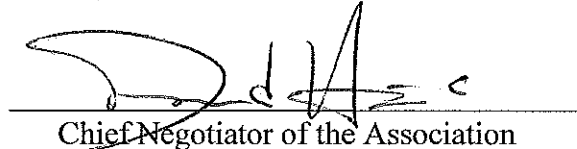


Chief Negotiator of the School Corporation

Greenfield-Central Classroom
Teachers' Association



CTA President



Chief Negotiator of the Association

Appendix A

Greenfield-Central Community School Corporation

2011-12 Pay Scale

Experience	Bachelors	Masters	Masters-15	Masters-30	Occupational
0	\$30,974	\$34,383	\$34,602	\$34,820	\$23,233
1	\$32,214	\$35,622	\$35,840	\$36,059	\$24,470
2	\$33,454	\$36,862	\$37,079	\$37,299	\$25,712
3	\$34,692	\$38,100	\$38,319	\$38,536	\$26,950
4	\$35,931	\$39,338	\$39,557	\$39,776	\$28,187
5	\$37,170	\$40,575	\$40,795	\$41,014	\$29,428
6	\$38,409	\$41,816	\$42,035	\$42,253	\$30,666
7	\$39,648	\$43,054	\$43,273	\$43,493	\$31,903
8	\$40,888	\$44,293	\$44,511	\$44,731	\$33,144
9	\$42,126	\$45,533	\$45,751	\$45,969	\$34,383
10	\$43,364	\$46,770	\$46,989	\$47,208	\$35,622
11	\$43,364	\$48,009	\$48,228	\$48,447	\$35,622
12	\$43,364	\$49,249	\$49,468	\$49,687	\$35,622
13	\$43,364	\$50,488	\$50,707	\$50,926	\$35,622
14	\$43,364	\$51,728	\$51,945	\$52,164	\$35,622
15	\$44,603	\$52,967	\$53,185	\$53,403	\$36,862
16	\$44,603	\$54,204	\$54,424	\$54,642	\$36,862
17	\$44,603	\$55,443	\$55,662	\$55,881	\$36,862
18	\$44,603	\$56,682	\$56,903	\$57,121	\$36,862
19	\$44,603	\$57,922	\$58,140	\$58,360	\$36,862
20	\$45,842	\$59,161	\$59,378	\$59,599	\$38,100
21	\$45,842	\$60,400	\$60,619	\$60,837	\$38,100
22+	\$47,080	\$61,947	\$62,166	\$62,385	\$39,338

Appendix B**2011 – 2012 Extra-Curricular Pay Schedule****Greenfield-Central Community School Corporation**

Teachers' assigned extra-curricular duties shall be paid an addition to their basic salary amount for designated additional services. Teachers assigned to the extra-curricular duties, as determined by the school employer and provided herein, shall be paid in addition to their basic salary the amount(s) stipulated herein. The stipend includes pay for services rendered before school starts, during vacation periods, and after school closes according to the assignment of the school employer.

A teacher's appointment to an extra-curricular duty assignment(s) shall be on a year-to-year basis.

Assignment**Band and Chorus**

High School Band Director	\$5,255.00
Assistant High School Band Director	\$2,434.06
High School Guard Director	\$2,113.14
Junior High School Band Director	\$1,071.44
High School Choral Director	\$2,434.06
Junior High School Choral Director	\$1,071.44

Baseball

Varsity Assistant	\$2,452.52
Jr. Varsity	\$1,917.31
9th Grade	\$1,456.96

Basketball (boys or girls)

Varsity Assistant	\$4,260.12
Jr. Varsity	\$3,588.55
9th Grade	\$2,920.05
8th Grade	\$2,178.76
7th Grade	\$2,063.93

Cross Country (boys or girls)

High School Varsity Assistant	\$1,217.03
Junior High School	\$1,146.29

Junior High/High School Support

Department Chairperson (junior high/high school)	\$492.78
Director of Guidance	\$2,430.00
Guidance Counselor	\$1,655.00

Extra-Curricular

Academic Coach (intermediate school)	
Spell Bowl Coach	\$761.80
Math Bowl Coach	\$761.80
Academic Coach (junior high)	
Spell Bowl Coach	\$761.80
Super Bowl Coach	\$761.80
Academic Coordinator (high school)	\$565.96
Spell Bowl Coach	\$339.38
Brain Game Coach	\$453.18
Subject Area Specialists (Eng., Soc. St., Sci. & Math)	\$565.96
Subject Area Specialists (Art & Music)	\$339.38
Art Club Sponsor (junior high)	\$761.80

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Auditorium Director	\$15,000.00
Blue Fusion Sponsor	\$761.80
Builder's Club Sponsor (junior high)	\$761.80
*Building Webmaster	\$31.12/hr
Business Professionals of America Sponsor	\$761.80
Cheerleader Sponsor - High School Varsity	\$1,435.42
Cheerleader Sponsor - High School Junior Varsity	\$1,148.34
Cheerleader Sponsor - High School Freshmen	\$861.26
Cheerleader Sponsor - Junior High School	\$761.80
Dramatics - High School	\$1,773.77
Future Farmers of America	\$1,014.02
Future Homemakers Sponsor	\$761.80
Junior Blue Fusion Sponsor	\$761.80
Junior Class Sponsor	\$761.80
National Art Honor Society	\$761.80
National Honor Society Sponsor (junior high/high school)	\$761.80
Newspaper (high school)	\$761.80
Planetarium Coordinator	\$1,011.29
Senior Class Sponsor	\$761.80
Spanish Honor Society	\$761.80
Student Council	\$761.80
Student Management Software Specialist	\$31.12/hr
Sunshine Society Sponsor	\$761.80
Tech Club Sponsor	\$761.80
Technology Project Specialist	\$31.12/hr
Telecommunications Manager	\$1,005.09
Television/Radio Specialist	\$9,045.87
Yearbook (high school)	\$1,773.77
Yearbook (junior high, intermediate school or elementary school)	\$761.80
Football	
Varsity Assistant	\$4,260.12
Jr. Varsity	\$3,289.16
9th Grade	\$2,920.05
9th Grade Assistant	\$2,318.20
Junior High School	\$2,178.76
Junior High School Assistant	\$1,979.85
Golf	
High School Boys	\$2,937.49
High School Girls	\$2,937.49
Junior High School	\$1,146.29
Gym (Summer)	
AAUBB Girls	\$1,071.44
AAUBB Boys	\$1,071.44
Open Gym - Girls	\$1,451.82
Open Gym - Boys	\$1,451.82
Open Gym - Supervisor	\$1,451.82
Soccer (boys or girls)	
Varsity Assistant	\$1,655.86
Jr. Varsity	\$1,380.05
9th Grade	\$1,104.24
Softball	
Varsity Assistant	\$2,452.52
Jr. Varsity	\$1,917.31
9th Grade	\$1,456.96

Board Approved 10.10.11

Swimming (boys or girls)	
High School Assistant	\$2,130.58
Tennis (boys or girls)	
High School	\$2,434.06
Track (boys or girls)	
High School Assistant	\$2,199.27
Junior High School	\$1,415.94
Junior High School Assistant	\$918.67
Volleyball	
Varsity Assistant	\$2,300.78
Jr. Varsity	\$1,917.31
9th Grade	\$1,672.27
8th Grade	\$1,204.72
7th Grade	\$1,204.72
Weight Training	\$2,636.04
Wrestling	
Varsity Assistant	\$2,945.69
Jr. Varsity	\$2,454.57
9th Grade	\$2,072.13
Junior High School	\$1,489.76
Summer School	
Summer School Teacher	\$45.00/hr
Summer School Driver's Education Instructor	\$35.00/hr
Compensation for Tasks	\$23.35/hr

All teachers assigned by the administration to perform the extra-curricular duties of ticket handling

Stipend -- High School

Football	\$24.49
Basketball	\$24.49
Wrestling	\$17.68
Swimming	\$17.68
Volleyball	\$24.49
Soccer	\$17.68

Stipend -- Junior High School

Football	\$24.49
Basketball	\$24.49
Wrestling	\$17.68
Swimming	\$17.68
Volleyball	\$24.49
Soccer	\$17.68

Stipend -- Elementary

All	\$10.25
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* Hourly rate not to exceed total payment of \$2,624 in a school year and must be approved by administration in advance

Appendix C

Table SSB Social Security Bridge Base Calculation Amount						
<u>Retirement</u>	<u>Retirement Age</u>					
Year	55 - 60	61	62	63	64	65
2004	\$7,574.56	N/A	N/A	N/A	N/A	N/A
2005	\$5,878.55	\$4,840.56	N/A	N/A	N/A	N/A
2006	\$4,056.06	\$3,349.15	\$2,589.22	N/A	N/A	N/A
2007	\$2,212.26	\$1,805.53	\$1,398.80	\$961.57	N/A	N/A
2008	\$160.00	\$129.35	\$98.70	\$68.04	\$35.09	N/A
2009	N/A	N/A	N/A	N/A	N/A	N/A

Individual Determination: Amount Due = Amount from Table SSB - Amount Paid in Severance Buy

Table MBF Medicare Bridge Base Calculation Amount - Family Plan					
<u>Retirement</u>	<u>Retirement Age</u>				
Year	55	56	57	58	59
2004	\$20,455.44	\$15,725.32	\$10,687.74	\$5,448.65	N/A
2005	\$20,226.16	\$15,607.07	\$10,687.74	\$5,448.65	N/A
2006	\$19,879.27	\$15,368.61	\$10,564.75	\$5,448.65	N/A
2007	\$19,837.31	\$15,368.61	\$10,564.75	\$5,448.65	N/A
2008	\$19,751.05	\$15,323.92	\$10,564.75	\$5,448.65	N/A
2009	\$19,618.00	\$15,232.06	\$10,517.16	\$5,448.65	N/A
2010	\$19,618.00	\$15,232.06	\$10,517.16	\$5,448.65	N/A
2011	\$19,618.00	\$15,232.06	\$10,517.16	\$5,448.65	N/A
2012	N/A	\$15,232.06	\$10,517.16	\$5,448.65	N/A
2013	N/A	N/A	\$10,517.16	\$5,448.65	N/A
2014	N/A	N/A	N/A	\$5,448.65	N/A
2015	N/A	N/A	N/A	N/A	N/A

Table MBS Medicare Bridge Base Calculation Amount - Single Plan					
<u>Retirement</u>	<u>Retirement Age</u>				
Year	55	56	57	58	59
2004	\$9,360.97	\$7,196.33	\$4,891.00	\$2,493.45	N/A
2005	\$9,256.04	\$7,142.22	\$4,891.00	\$2,493.45	N/A
2006	\$9,097.29	\$7,033.09	\$4,834.72	\$2,493.45	N/A
2007	\$9,078.09	\$7,033.09	\$4,834.72	\$2,493.45	N/A
2008	\$9,038.62	\$7,012.64	\$4,834.72	\$2,493.45	N/A
2009	\$8,977.73	\$6,970.60	\$4,812.94	\$2,493.45	N/A
2010	\$9,097.29	\$7,033.09	\$4,834.72	\$2,493.45	N/A
2011	\$9,097.29	\$7,033.09	\$4,834.72	\$2,493.45	N/A
2012	N/A	\$7,033.09	\$4,834.72	\$2,493.45	N/A
2013	N/A	N/A	\$4,834.72	\$2,493.45	N/A
2014	N/A	N/A	N/A	\$2,493.45	N/A
2015	N/A	N/A	N/A	N/A	N/A

Individual Determination: Amount Due = Amount from Table MBF or MBS

Appendix D

**Greenfield-Central Community School Corporation
Mortality and Turn-Over Annual Reinvestment Funds**

Calculation for each participant's share of forfeited funds of the 401(a)s and/or the 501(c)9:

Whereas:

- IPS = Individual Participant's Share of Available Funds
- F = Funds Available to all Participants
- P = Total Number of Participants
- Y = Participant's Years of Service to G-CCSC = Total
- A = Average Years of Service to G-CCSC of all Participants

Then:

IPS = $(F/P) * (Y/A)$

Example:

Funds Available: \$2,250.00 (F)
 # of Participants: 10 (P)
 Unweighted Average Payment per Participant: \$225.00 (F/P)

Participant	Participant's Corporate Years of Service (Y)	Participant's Corporate Years of Service (Y) Multiple	Participant's Weighted Average Payment
1	0 (0/22.5000=)	0.0000	\$0.00
2	5 (5/22.5000=)	0.2222	\$50.00
3	10 (10/22.5000=)	0.4444	\$100.00
4	15 (15/22.5000=)	0.6667	\$150.00
5	20 (20/22.5000=)	0.8889	\$200.00
6	25 (25/22.5000=)	1.1111	\$250.00
7	30 (30/22.5000=)	1.3333	\$300.00
8	35 (35/22.5000=)	1.5556	\$350.00
9	40 (40/22.5000=)	1.7778	\$400.00
10	45 (45/22.5000=)	2.0000	\$450.00
Total Average	10(p) 225 22.5000 (A)	1.0000	\$2,250.00 225.0000

Appendix E

Article II.A.

For only 2012 insurance plan year (January through December), the corporation will increase its share toward the health insurance policy an amount not to exceed \$20,763, as indicated in Appendix E.

Appendix E
2012 Corporation Share of Insurance Premium

Plan [*]	Coverage	Annual Employer Rate ^{**}
Consumer Driven Health Plan 1	Single	\$3,769.43
	Family	\$9,134.00
Consumer Driven Health Plan 2	Single	\$3,997.23
	Family	\$9,134.00
Traditional PPO	Single	\$3,997.23
	Family	\$9,134.00

** non-tobacco would use same rates, but have different employee contribution (\$260 less in 2011);*

employee share will ultimately be premium minus employer contribution, with consideration for State established minimum and maximum contributions

*** these rate changes would begin January 2012. CDHP1 single rate may match other plans if State established employer maximum allows; otherwise, there will be an associated credit to the employee for the difference*

Appendix F

Article II.A.

For only the 2011-12 school year, the corporation will disburse among teachers an amount not to exceed \$160,907 of the protected balance from last year's Anthem Plan resulting from the move to the State Anthem Plan, as indicated in Appendix F. The disbursement will be the first pay in December 2011.

Appendix F					
Greenfield-Central Stipend Amounts: payable first pay in December 2011					
Experience	Bachelors	Masters	Masters-15	Masters-30	Occupational
0	\$ 448	\$ 497	\$ 500	\$ 504	\$ 336
1	\$ 466	\$ 515	\$ 518	\$ 521	\$ 354
2	\$ 484	\$ 533	\$ 536	\$ 539	\$ 372
3	\$ 502	\$ 551	\$ 554	\$ 557	\$ 390
4	\$ 520	\$ 569	\$ 572	\$ 575	\$ 408
5	\$ 538	\$ 587	\$ 590	\$ 593	\$ 426
6	\$ 555	\$ 605	\$ 608	\$ 611	\$ 443
7	\$ 573	\$ 623	\$ 626	\$ 629	\$ 461
8	\$ 591	\$ 641	\$ 644	\$ 647	\$ 479
9	\$ 609	\$ 658	\$ 662	\$ 665	\$ 497
10	\$ 627	\$ 676	\$ 680	\$ 683	\$ 515
11	\$ 627	\$ 694	\$ 697	\$ 701	\$ 515
12	\$ 627	\$ 712	\$ 715	\$ 719	\$ 515
13	\$ 627	\$ 730	\$ 733	\$ 736	\$ 515
14	\$ 627	\$ 748	\$ 751	\$ 754	\$ 515
15	\$ 645	\$ 766	\$ 769	\$ 772	\$ 533
16	\$ 645	\$ 784	\$ 787	\$ 790	\$ 533
17	\$ 645	\$ 802	\$ 805	\$ 808	\$ 533
18	\$ 645	\$ 820	\$ 823	\$ 826	\$ 533
19	\$ 645	\$ 838	\$ 841	\$ 844	\$ 533
20	\$ 663	\$ 856	\$ 859	\$ 862	\$ 551
21	\$ 663	\$ 874	\$ 877	\$ 880	\$ 551
22	\$ 681	\$ 896	\$ 899	\$ 902	\$ 569