

2015-17 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, basketball, wrestling, volleyball, track, baseball, swimming, and 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. Health insurance premiums will be deducted two times per month for a total of 24 deductions in a plan year. Should the State employee minimum or State employer maximum thresholds dictate a different amount than the amount not applied towards employer premium payment would be given to the employee as a Health Savings Account (HSA) distribution.

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 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. The extra-curricular pay schedule is set forth in Appendix B.

B. Teacher General Compensation

The Greenfield-Central Compensation Model is set forth in Appendix D, as required under IC 20-28-9.

C. 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: $[(\text{Bachelor's; Level 1, } \$32,339) - (\text{Bachelor's; Level 0, } \$31,094)]/1.03/4$. 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 Article III.C.5.
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.

D. 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 Article III.D.3;
5. Substitute teaching arrangement must be approved and/or assigned by the building principal.

E. Indiana Public Retirement System (INPRS)

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

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. 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.

H. 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. **+@
Level 1	Learner	N/A	\$20.00
Level 2	Facilitator	\$20.00	\$40.00
Level 3	Instructional Leader	\$40.00	\$50.00
Level 4	Committees	N/A	\$20.00

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

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

⁺ Maximum compensation on a non-contract day (weekends and school breaks) not to exceed 8 hours per diem. Maximum I.C.D. and O.C.D. on a contract day not to exceed 2.5 hours per diem.

@Instructional Leaders will be paid for .5 hour of preparation for each 1 hour of presentation (e.g. if presentation is 1 hour O.C.D. the Instructional Leader will receive \$25 for preparation and \$50 for the presentation for total compensation of \$75).

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 2002-03 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 teacher'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 paid sick leave days. However, paid sick leave shall not be used for any day the teacher is capable of performing the teacher's regular teaching duties.

ARTICLE V **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 (Appendix D).
- 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 (Appendix D). 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 (Appendix C) in the custody of the Corporation Treasurer with one copy provided to the CTA.

ARTICLE VI
JOB-SHARING

- A. The phrase "job-sharing" shall mean two (2) Greenfield-Central teachers sharing one (1) full-time teaching and/or extracurricular position on a prorated 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 prorated 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 extracurricular position the stipend amount multiplied by the percentage of extracurricular 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 II 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 VII
TERM AND GENERAL PROVISIONS

A. Term

This Contract shall continue in effect through School Year 2016-17. There may be "reopeners" on benefits and/or the ECA schedule for the 2016-17 school year.

B. Association Days

Greenfield-Central will offer two paid leave 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.

C. 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.


D. Attest

This Contract is made and entered on September 30, 2015, by the Board of School Trustees of the Greenfield Central Community School Corporation and the Greenfield-Central Classroom Teachers' Association.

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

Greenfield Central Community
School Corporation


Board President


Superintendent

Greenfield Central Classroom
Teachers' Association


CTA President


CTA Chief Negotiator

Appendix A

Greenfield-Central Community School Corporation

**Base Salary Schedule
2014-15 School Year**

Experience	Bachelors	Masters	Masters-15	Masters-30	Occupational
0	\$33,674	\$37,083	\$37,302	\$37,520	\$33,674
1	\$34,914	\$38,322	\$38,540	\$38,759	\$34,914
2	\$36,154	\$39,562	\$39,779	\$39,999	\$36,154
3	\$37,392	\$40,800	\$41,019	\$41,236	\$37,392
4	\$38,631	\$42,038	\$42,257	\$42,476	\$38,631
5	\$39,870	\$43,275	\$43,495	\$43,714	\$39,870
6	\$41,109	\$44,516	\$44,735	\$44,953	\$41,109
7	\$42,348	\$45,754	\$45,973	\$46,193	\$42,348
8	\$43,588	\$46,993	\$47,211	\$47,431	\$43,588
9	\$44,826	\$48,233	\$48,451	\$48,669	\$44,826
10	\$46,064	\$49,470	\$49,689	\$49,908	\$46,064
11	\$46,064	\$50,709	\$50,928	\$51,147	\$46,064
12	\$46,064	\$51,949	\$52,168	\$52,387	\$46,064
13	\$46,064	\$53,188	\$53,407	\$53,626	\$46,064
14	\$46,064	\$54,428	\$54,645	\$54,864	\$46,064
15	\$47,303	\$55,667	\$55,885	\$56,103	\$47,303
16	\$47,303	\$56,904	\$57,124	\$57,342	\$47,303
17	\$47,303	\$58,143	\$58,362	\$58,581	\$47,303
18	\$47,303	\$59,382	\$59,603	\$59,821	\$47,303
19	\$47,303	\$60,622	\$60,840	\$61,060	\$47,303
20	\$48,542	\$61,861	\$62,078	\$62,299	\$48,542
21	\$48,542	\$63,100	\$63,319	\$63,537	\$48,542
22+	\$49,780	\$64,647	\$64,866	\$65,085	\$49,780

—————*increase of 1,240 per salary over 2013-14*

**New Hire Entry-Level Teacher Salaries
(Bachelors and Masters Lanes remain intact)**

- 0: 0 Year Experience**
- 1-3: 1 Year Experience**
- 4-6: 4 Years Experience**
- 7-10: 7 Years Experience**
- ≥11: 11 Years Experience**

Greenfield-Central Community School Corporation

**Salary Matrix
2015-17 School Years**

<i>Steps</i>	<i>Bachelor's/Occupational</i>	<i>Master's</i>
<i>A</i>	\$36,154	\$39,999
<i>B</i>	\$38,631	\$42,476
<i>C</i>	\$41,109	\$44,953
<i>D</i>	\$43,588	\$47,431
<i>E</i>	\$46,064	\$49,908
<i>F</i>	\$46,064	\$52,387
<i>G</i>	\$46,064	\$54,864
<i>H</i>	\$47,303	\$57,342
<i>I</i>	\$47,303	\$59,821
<i>J</i>	\$48,542	\$62,299
<i>K</i>	\$49,780	\$65,085

Appendix B

2015-16 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 extracurricular 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	\$1,071.44
High School Choral Director	\$2,434.06
Junior High School Choral Director	\$1,071.44

Baseball

Varsity Assistant	\$2,452.52
Junior Varsity	\$1,917.31
9th Grade	\$1,56.96
Junior High	\$1,204.72

Basketball

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

Cross Country

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

Elementary School Support

Elementary Grade Level (PLC) Leader	\$492.78
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Extra Curricular

Academic Coach (intermediate school)

Spell Bowl Coach	\$761.80
Math Bowl Coach	\$761.80

Academic Coach (junior high school)

Spell Bowl Coach	\$761.80
Super Bowl Coach	\$761.80

Academic Coordinator (high school)

Spell Bowl Coach	\$565.96
Brain Game Coach	\$339.38
Subject Area Specialists (Eng., Soc. St., Sci., & Math)	\$565.96
Subject Area Specialists (Art & Music)	\$339.38

Art Club Sponsor (junior high school)

\$761.80

Auditorium Director

\$15,000.00

Blue Fusion Sponsor

\$761.80

Builder's Club Sponsor (junior high school)

\$761.80

*Building Webmaster

\$31.12/hr

Business Professionals of America

\$761.80

Cheerleader Sponsor

High School Varsity	\$1,435.42
High School Junior Varsity	\$1,148.34
High School Freshmen	\$861.26
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
Leaders in Technology Education (LITEs)	\$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
PLTW/VEX Sponsor (not to exceed 3 stipends)	\$1,014.02
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 & elementary school)	\$761.80
Football	
Varsity Assistant	\$4,260.12
Junior 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	\$2,937.49
Junior High School	\$1,146.29

Gym (Summer)	
AAUBB	\$1,071.44
Open Gym	\$1,451.82
Open Gym - Supervisor	\$1,451.82
Soccer	
Varsity Assistant	\$1,655.86
Junior Varsity	\$1,380.05
9th Grade	\$1,104.24
Junior High	\$1,204.72
Softball	
Varsity Assistant	\$2,452.52
Junior Varsity	\$1,917.31
9th Grade	\$1,456.96
Junior High	\$1,204.72
Swimming	
High School Assistant	\$2,130.58
Tennis	
High School	\$2,434.06
Junior High School	\$1,204.72
Track	
High School Assistant	\$2,199.27
Junior High School	\$1,415.94
Junior High School Assistant	\$918.67
Volleyball	
Varsity Assistant	\$2,300.78
Junior Varsity	\$1,917.31
9th Grade	\$2,072.13
Junior High School	\$1,489.76
Weight Training	\$2,636.04

Wrestling

Varsity Assistant	\$2,945.69
Junior Varsity	\$2,454.57
9th Grade	\$2,072.13
Junior High	\$1,489.76

Compensation for Tasks \$23.35/hr

Homebound Instructor \$45.00/hr

STRETCH Teacher \$35.00/hr

Summer School

Summer School Teacher \$45.00/hr

Summer School Driver's Education Instructor \$35.00/hr

Tier I High Ability

ELA Instructor \$500.00

Math Instructor \$500.00

All teachers assigned by the administration to perform the extra-curricular duties of ticket handling as indicated below.

Stipend - junior high/high school

Basketball, Football & Volleyball \$24.49

Soccer, Swimming & Wrestling \$17.68

Stipend - Elementary

All \$10.25

*Not to exceed total payment of \$2,624.00 in a school year and must be approved by by administration in advance.

Appendix C

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-C CSC = Total
 A = Average Years of Service to G-C CSC 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 D

Greenfield-Central Community School Corporation Compensation Model

Section 1: Basic Salaries

The basic salaries for teachers new to Greenfield-Central Community Schools, covered by this Contract, are set forth in Appendix A, which is attached to and incorporated in this Contract. The basic salaries of those having prior experience shall be determined by the Superintendent.

Section 2: Compensation Model

Increase in teacher compensation shall be based upon performance as determined by the prior school year's performance rating on the Teacher Appraisal Framework. Each teacher will be eligible to earn points for specific performance in the following two defined categories:

1. Evaluation (maximum of three points)
 - Teachers evaluated as effective or highly effective will receive three points
2. Years of Experience (maximum of one point)
 - One year's experience is defined as a minimum of 120 days in "pay status" per TRF

A total of four (4) points must be earned for a teacher to be eligible for performance compensation.

Teachers who are paid from funds other than the General Fund will receive the same amount of performance compensation as someone paid from the General Fund earning the same amount of points. Any teacher on a partial contract, who is eligible for performance compensation, will receive a pro rata share of performance compensation relative to the percentage of their contract to a full contract.

Section 3: Base Salary Schedule/Salary Matrix

1. All current teachers have an established placement on the 2014-15 base salary schedule.
2. Teachers receiving an ineffective or needs improvement performance evaluation rating for the previous school year will maintain their current placement on the 2014-15 base salary schedule for the 2015-16 school year. The amount that would otherwise have been allocated for the salary increases of teachers rated ineffective or improvement necessary shall be allocated for compensation of all teachers rated effective and highly effective based on the criteria in Section 2 of the Compensation Model.
3. Teachers receiving an effective or highly effective performance evaluation rating for the previous school year and teachers who are new to the G-C CSC for the 2015-16 school year or the 2016-17 school year will move to the new salary matrix as established below. Base teacher salaries range from \$36,154 to \$65,085.
 - a. Teachers currently in levels 0-2 on the 2014-15 base salary schedule will be placed at level "A" on the salary matrix and maintain placement in the bachelor's or master's column.
 - b. Teachers currently in levels 3-4 on the 2014-15 base salary schedule will be placed at level "B" on the salary matrix and maintain placement in the bachelor's or master's column.

- c. Teachers currently in levels 5-6 on the 2014-15 base salary schedule will be placed at level "C" on the salary matrix and maintain placement in the bachelor's or master's column.
 - d. Teachers currently in levels 7-8 on the 2014-15 base salary schedule will be placed at level "D" on the salary matrix and maintain placement in the bachelor's or master's column.
 - e. Teachers currently in levels 9-10 on the 2014-15 base salary schedule will be placed at level "E" on the salary matrix and maintain placement in the bachelor's or master's column.
 - f. Teachers currently in levels 11-12 on the 2014-15 base salary schedule will be placed at level "F" on the salary matrix and maintain placement in the bachelor's or master's column.
 - g. Teachers currently in levels 13-14 on the 2014-15 base salary schedule will be placed at level "G" on the salary matrix and maintain placement in the bachelor's or master's column.
 - h. Teachers currently in levels 15-16 on the 2014-15 base salary schedule will be placed at level "H" on the salary matrix and maintain placement in the bachelor's or master's column.
 - i. Teachers currently in levels 17-18 on the 2014-15 base salary schedule will be placed at level "I" on the salary matrix and maintain placement in the bachelor's or master's column.
 - j. Teachers currently in levels 19-20 on the 2014-15 base salary schedule will be placed at level "J" on the salary matrix and maintain placement in the bachelor's or master's column.
 - k. Teachers currently in levels 21-22 on the 2014-15 base salary schedule will be placed at level "K" on the salary matrix and maintain placement in the bachelor's or master's column.
4. Any teacher who is eligible to be placed on the new salary matrix, and does not receive a base increase of at least \$1,238 (bachelor's degree) or \$1,675 (master's degree) will receive a one-time stipend during the 2015-16 school year to bring his/her raise to at least the aforementioned amounts, based upon type of degree.
 5. Teachers receiving an ineffective or needs improvement performance evaluation rating for the 2015-16 school year will maintain their current placement on the 2014-15 base salary schedule or the 2015-16 school year salary matrix, whichever is applicable for the 2016-17 school year.
 6. Teachers receiving an effective or highly effective performance evaluation rating for the 2015-16 school year, who return to teach for the G-C CSC for the 2016-17 school year, will move down one level on the salary matrix for the 2016-17 school year.
 7. Any teacher returning to the G-C CSC for the 2016-17 school year, who was at the top level of the salary matrix for the 2015-16 school year, will receive a one-time stipend as determined by dividing \$23,000 by the number of eligible teachers.