

# **2018-19 Contract**

*(July 1, 2018 - June 30, 2019)*

**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 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, coordinators, 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;
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. This exclusion also applies to the high school band director

**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 be calculated using the following formula:  $[(\$32,339 - \$31,094)/1.03]/4$ . 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<sup>+</sup> 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

<sup>+</sup> 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).

## **I. Master's Degree Stipend**

Any Teacher that has earned a master's degree from an accredited postsecondary educational institution in a content area directly related to the subject matter of a dual credit course taught by the teacher will receive a stipend of \$4,000. The teaching assignment need must be verified by the building principal and the assistant superintendent. Teachers expecting to receive this stipend due to additional training shall notify the Office of the Superintendent prior to August 1st of the year the teacher seeks the stipend. The degree must be substantiated by submitting official transcripts to the Office of the Superintendent by October 15th of the school year the teacher seeks the stipend. The payment of the stipend will not occur until the official transcripts have been received by the Office of the Superintendent. This section is for informational purposes only.

## **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 31<sup>st</sup> 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 C).
- 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 C). 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**  
**TERM AND GENERAL PROVISIONS**

**A. Term**

This Contract shall continue in effect July 1, 2018 to June 30, 2019.

**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 November 12, 2018, 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

Greenfield Central Classroom  
Teachers' Association

\_\_\_\_\_  
Board President

\_\_\_\_\_  
CTA President

\_\_\_\_\_  
Superintendent

\_\_\_\_\_  
CTA Chief Negotiator

Appendix A

**Greenfield-Central Community School Corporation  
Salary Matrix  
2018-19 School Year**

<b>Steps</b>	<b><i>Bachelor's/Occupational</i></b>	<b><i>Master's</i></b>
<b><i>B</i></b>	\$39,653	\$43,785
<b><i>C</i></b>	\$42,112	\$46,571
<b><i>D</i></b>	\$44,591	\$49,357
<b><i>E</i></b>	\$47,070	\$52,143
<b><i>F</i></b>	\$49,549	\$54,929
<b><i>G</i></b>	\$52,028	\$57,715
<b><i>H</i></b>	\$54,507	\$60,501
<b><i>I</i></b>	\$56,986	\$63,287
<b><i>J</i></b>	\$59,465	\$66,073
<b><i>K</i></b>	\$61,944	\$68,859

***The Salary Range for teachers prior to any increase under this agreement is \$38,633 - \$67,859***

A newly hired teacher shall be placed on the Greenfield-Central CSC Salary Matrix in the column and row that is commensurate with the teacher's education and experience. The Superintendent has the discretion to place the new teacher up to two steps higher based on the needs of the corporation.

## Appendix B

### 2018-19 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	Stipend Amount
AAUBB - Summer Gym	\$1,088.97
Academic Coordinator	\$779.33
Art Club - Junior High	\$779.33
Assistant Academic Coordinator - High School	\$400.00
Assistant Band Director - High School	\$2,451.59
Assistant Drama Director	\$2,100.00
Auditorium Director	\$12,917.53
Band Director - Junior High	\$1,088.97
Baseball - Junior High	\$1,222.25
Baseball 9th	\$1,474.49
Baseball JV	\$1,934.84
Baseball Varsity Assistant	\$2,470.05
Basketball 7th	\$2,081.46
Basketball 8th	\$2,196.29
Basketball 9th	\$2,937.58
Basketball JV	\$3,606.08
Basketball Varsity Assistant	\$4,277.65
Blue Fusion - High School	\$2,130.67
Book Club Sponsor - Tier II	\$779.33
Brain Game Coach - High School	\$779.33
Builder's Club - Junior High	\$779.33
*Building Webmaster	\$2,641.53
Business Professionals of America	\$779.33
Cheerleader Coach - 9th	\$1,148.34
Cheerleader Coach - Junior High	\$1,071.44
Cheerleader Coach - JV	\$1,451.82
Choral Director - High School	\$2,451.59
Choral Director - Junior High	\$1,088.97

Compensation for Tasks	\$23.35/hr
Cross Country - Junior High	\$1,163.82
Cross Country Varsity Assistant	\$1,234.56
Department Chair - Junior High/High School	\$510.31
Director of Guidance - Junior High/High School	\$2,447.53
Drama - High School	\$2,500.00
Drama - Junior High	\$779.33
Driver's Education	\$35.00/hr
Football - Junior High	\$2,196.29
Football 9th	\$2,937.58
Football 9th Assistant	\$2,335.73
Football Assistant - Junior High	\$1,997.38
Football JV	\$3,306.69
Football Varsity Assistant	\$4,277.65
Future Farmers of America - High School	\$1,031.55
Family Career and Community Leaders of America	\$779.33
Gender Supervision	\$779.33
Golf - High School	\$3,792.00
Golf - Junior High	\$1,163.82
Guard Director - High School	\$2,130.67
Guidance Counselor	\$1,672.53
High Ability ELA - Tier I	\$517.53
High Ability Math - Tier I	\$517.53
High Ability - Mentor Protégé Coordinator	\$1,017.53
Homebound Instructor	\$45.00/hr
Jr Blue Fusion - Junior High	\$779.33
Junior Class Sponsor	\$779.33
K-Kids Club Supervisor - Tier II	\$779.33
LITEs	\$779.33
Math Bowl - Tier II	\$779.33
National Art Honor Society - High School	\$779.33
National Honor Society - High School	\$779.33
National Junior Honor Society - Junior High	\$779.33
Newspaper - High School	\$779.33
Open Gym - High School	\$1,469.35
Open Gym Supervisor - High School	\$1,469.35
Planetarium Coordinator	\$1,028.82
PLC Leader - Tier I/Tier II	\$510.31
PLTW/VEX - High School	\$1,031.55
Robotics – Junior High and Intermediate	\$779.336
Senior Class Sponsor	\$779.33
Soccer - Junior High	\$1,222.25
Soccer 9th	\$1,121.77
Soccer JV	\$1,397.58
Soccer Varsity Assistant	\$1,673.39
Softball - Junior High	\$1,222.25

Softball 9th	\$1,474.49
Softball JV	\$1,934.84
Softball Varsity Assistant	\$2,470.05
Spanish Honor Society	\$779.33
Spell Bowl	\$779.33
STRETCH Teacher	\$35.00/hr
Student Council	\$779.33
Student Mgt Software Specialist	\$31.12/hr
Subject Area Specialist Art - High School	\$779.33
Subject Area Specialist English - High School	\$779.33
Subject Area Specialist Math - High School	\$779.33
Subject Area Specialist Music - High School	\$779.33
Subject Area Specialist Science	\$779.33
Subject Area Specialist Social Studies - High School	\$779.33
Summer School Teacher	\$45.00/hr
Sunshine Society - High School	\$779.33
Super Bowl - Junior High	\$779.33
Swimming Assistant - High School	\$2,148.11
Tech Club	\$779.33
Technology Project Specialist (Master Schedule)	\$2,641.53
Telecommunications Mgr	\$1,022.62
Tennis -High School	\$3,866.00
Tennis - Junior High	\$1,222.25
Ticket Taking - Tier I/Tier II - Certified Only	\$10.25/event
Ticket Taking Basketball, Football, & Volleyball - Certified Only	\$24.49/ event
Ticket Taking Baseball, Soccer, Softball, Swimming, Tennis, Track & Wrestling - Certified Only	\$17.68/event
Track -Junior High	\$1,433.47
Track Assistant - High School	\$2,216.80
Track Assistant - Junior High	\$936.20
TV/Radio Specialist	\$9,063.40
Volleyball - Junior High	\$1,222.75
Volleyball 9th	\$1,689.80
Volleyball JV	\$1,934.84
Volleyball Varsity Assistant	\$2,318.31
Weight Training - High School	\$2,653.57
Wrestling - Junior High	\$1,507.29
Wrestling 9th	\$2,089.66
Wrestling JV	\$2,472.10
Wrestling Varsity Assistant	\$2,963.22
Yearbook - High School	\$1,791.30
Yearbook - Tier I/Tier II/Junior High	\$779.33

\*Not to exceed total payment of \$2,641.53 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
<b>Total Average</b>	10(p) 225 22.5000 (A)	1.0000	\$2,250.00 225.0000

## Appendix D

### Greenfield-Central Community School Corporation Compensation Plan

- I. Salary Range \$38,633 to \$67,859, not including current year increases or TRF contributions.
- II. Average and Gap The average of the minimum and maximum teacher salary = \$53,246 The gap between the minimum and average salaries = \$14,613
- III. Base Salary Increases
  - a. General Eligibility - To be eligible for a salary increase, a teacher must not have received a rating of ineffective or improvement necessary in the prior school year. A teacher who received a rating of ineffective or improvement necessary remains at their prior year salary. Also, a teacher must have completed a year of service as defined by INPRS during the 2017-18 school year.
  - b. Factors and definitions
    - i. Evaluation rating – The teacher received a highly effective or effective evaluation rating for the prior year.
    - ii. Academic Need – The need to retain teachers with experience with the corporation and lower salaries.
  - c. Distribution – amounts to be added to a teacher’s base salary
    - i. Evaluation rating = \$1,000
    - ii. Academic Needs - The salary increase for academic needs is to reduce the gap
      1. Teachers with 5 or less consecutive years’ experience with the corporation and who have a salary of \$38,633 = \$20
      2. Teachers with six to seven years’ experience with the corporation and a salary of \$38,633 = \$2,479
      3. Teachers with six to seven years’ experience with the corporation and a salary of \$42,785 = \$2,786
      4. Teachers with nine years’ experience with the corporation and a salary of \$38,633 = \$4,958
      5. Teachers with ten to eleven years’ experience with the corporation and a salary of \$41,112 = \$2,479
      6. Teachers with ten to eleven years’ experience with the corporation and a salary of \$45,571 = \$2,786
      7. Teachers with ten to thirteen years’ experience with the corporation and a salary of \$43,591 = \$2,479
      8. Teachers with ten to thirteen years’ experience with the corporation and a salary of \$48,357 = \$2,786
      9. Teachers with thirteen to fifteen years’ experience with the corporation and a salary of \$46,070 = \$2,479
      10. Teachers with thirteen to fifteen years’ experience with the corporation and a salary of \$51,143 = \$2,786
  - d. Redistribution - Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

- IV. New minimum and maximum, Average, and Gap after the “reduce the gap” salary increase is implemented
- a. New minimum and new maximum = \$38,653 to \$67,859
  - b. The average of the new minimum and maximum teacher salary = \$53,256
  - c. The gap between the new minimum and average salaries = \$14,603. The gap has been reduced by \$10.