

# **2023-24 Contract**

*(July 1, 2023 - June 30, 2024)*

**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.)

Teachers hired after January 1, 2024, who sign a regular contract with a base number of days less than 184 days will receive a prorated amount of the employer contribution based upon the number of days contracted. (The words "regular contract with a base number of days less than 184 days" shall be interpreted to mean someone who is choosing to work less than 184 days for reasons other than an approved leave or a year shortened by a delayed hire date who is not working on a substitute basis and whose appointment has been officially approved by the school employer.) This item is for information purposes only.

During the health insurance policy year, the school employer will pay up to \$4,600 toward Employee Single Coverage, and up to \$11,600 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.

Beginning January 1, 2024:

In the event that two teachers are married and enrolled in the Greenfield-Central CSC health insurance plan Greenfield-Central CSC will pay for one of the following benefits:

- Married Couple, no dependents – the cost of two CDHP High 2024 single plans, per couple, minus \$1 for each teacher
- Married Couple, with dependents – the cost of one CDHP High 2024 family plan, per couple, minus \$1 for each teacher.
- Married Couples hired after January 1, 2024, where one or both employees sign a regular contract with a base number of days less than 184 days will receive a prorated amount of this benefit based upon the number of days contracted. This item is for informational purposes only.
- Married couples who choose The CDHP Low 2024 plan will pay the difference between plans.

**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 twelve (12) 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	\$25.00	\$50.00
Level 3	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.

@Facilitator 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 Facilitator will complete a claim documenting 1.5 hours of work paid at \$50/hour for total compensation of \$75).

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

Any Teacher who is currently compensated on the Bachelors' range and earns 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 (\$2,000/semester) Any Elementary Teacher that is currently compensated on the Bachelors' and earns a master's degree from an accredited postsecondary educational institution in math, reading or literacy will receive a stipend of \$4,000. The teaching assignment must be verified by the building principal and the superintendent. 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.

## **J. Mileage and Meals Reimbursement**

1. The following will be the reimbursement for meals incurred while attending approved professional development events held off G-C CSC property:
  - a) Breakfast (only when an overnight stay was required the night before) – up to \$10.00
  - b) Lunch – up to \$15.00
  - c) Dinner – up to \$20.00
  - d) The corporation will not reimburse snacks or social beverages. Prices are inclusive of tips. Meals will not be reimbursed if they are included in the cost of registration. Official and itemized receipts must be included in the request for reimbursement.
2. Mileage will be reimbursed at current Federal IRS rate

**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. Sick Leave**

1. Each regularly employed full-time teacher shall be granted either ten (10) days of annual sick leave for the first year of employment or eight (8) days for subsequent years of employment, for use in the case of illness or quarantine of the teacher or of the teacher's spouse, parent, child, grandparent, sibling and each similar relationship established by marriage.
2. Sick leave may accumulate up to a total of 120 days. 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).
3. If a teacher has accumulated sick leave, the teacher shall use the accumulated sick leave in conjunction with FMLA-qualifying conditions.
4. A teacher who has been employed with the school employer for at least 5 consecutive years may use accumulated sick leave for up to 6 days per year (days 13-18 of leave usage in a particular year) of non-FMLA-qualifying absences in case of illness or quarantine as described in Number 1 of this Section. A teacher must exhaust the annual leave allotment (4 personal leave days and 8 sick leave days) prior to accessing accumulated sick leave.
5. Accumulated sick leave can only be used beyond the 18<sup>th</sup> day of leave in a particular year where the leave use is for an FMLA-qualifying condition.
6. If a teacher is absent for more than three (3) consecutive days due to illness or quarantine as described in Number 1 of this Section, written certification of such illness by a licensed health care provider shall be submitted if requested by the school employer.
7. A teacher with accumulated sick leave from another Indiana school corporation shall have three (3) days of sick leave transferred each year until the number of accumulated days to which said teacher was entitled in the last place of employment shall have been exhausted.

### **C. Leave Usage in Conjunction with a School Break**

A teacher shall request permission, in writing, to the Superintendent, to use personal leave (or sick leave, where the need is foreseeable) that would extend school breaks. The request must be made to the Superintendent at least 2 weeks prior to the use of such leave. Past attendance will be considered. Documentation shall be provided by the teacher if requested by the Superintendent or designee.

### **D. 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.

### **E. 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.

### **F. 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.

### **G. Paternity and Adoptive Leave**

An employee shall be entitled upon request to a leave of absence to begin at any time within one (1) year of the birth or adoption of the child, and such leave shall be used for the care of and/or bonding with the child, or, for paternity leave, for the care of the mother and/or child.

1. Said employee shall notify the Superintendent, in writing, of his 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 his leave is to begin. The notice shall include a copy of the birth certificate or adoption papers.
2. All or part of a leave taken by a teacher for the purpose paternity or adoption may be charged, at the employee's discretion, to available paid sick leave days.

3. The leave allowed will be:

Paternity Leave – up to 10 days

Adoptive leave – Child under the age of 5: up to 30 days

Adoptive Leave – Child over the age of 5: up to 10 days

## **H. Catastrophic Illness and Injury Leave Bank**

### 1. Purpose

A Catastrophic Illness and Injury Leave Bank will be established to provide a bridge to the long-term disability plan for those who have an extended disability, and a payroll protection mechanism for pregnant teachers and those with a shorter-term catastrophic personal illness or injury where the teacher has exhausted all paid leave benefits.

### 2. Guidelines

- a. The voluntary Catastrophic Illness and Injury Leave Bank (Bank) permits a teacher (Member) to petition for leave days from the Bank if the teacher has donated one sick leave day to the bank, the teacher is absent from assigned duties due to the employee's own catastrophic personal illness, unforeseen surgery or debilitating injury, and the teacher has utilized all paid leave. Benefits from the Bank can only be used for the certificated employee's personal catastrophic illness, unforeseen surgery or debilitating injury, including a medical emergency caused by pregnancy, which is anticipated to extend beyond five (5) work days.
- b. A current member will be required to donate a day only if the bank has a balance of fewer than 180 days as of August 1 immediately preceding the start of the school year.
- c. 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 between August 12 and September 15 of any school year.
- d. 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 25<sup>th</sup> of the school year in which the teacher is hired, whichever is later, to choose whether to participate in the bank by contributing one (1) sick leave day.
- e. Members who wish to terminate membership must notify the Office of the Superintendent prior to September 15 of the school year in which the member wishes to terminate membership. Teachers who terminate Bank membership are required to pay back any borrowed Bank days at the rate of three (3) days per year until all days are repaid. Should a Member sever employment and not have fully repaid Bank days, the Member shall forfeit any sick leave days necessary to repay the Bank.
- f. If the balance of days in the Bank reaches 0 during the school year, each member of the sick bank shall be assessed 1 additional day to maintain membership.
- g. A Bank member who does not have any remaining sick days to contribute to maintain membership, and such teacher wants to continue membership, 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.
- h. Where appropriate, FMLA leave will be charged concurrently with use of Bank days.
- i. Bank days shall only be used for the absence of the Member and shall accumulate only for the overall Bank and not as part of an individual member's sick leave allotment.

- j. Members may access the Bank only one time during any one school year. Once a Member becomes eligible for benefits under the long-term disability (LTD) plan, all Bank benefits and use of awarded Bank days end.

### 3. Bank Committee

- a. A three (3) member Catastrophic Illness and Injury Leave Bank committee shall be established to receive written requests and allot days from the bank according to the provisions of this Contract. The committee shall be composed of two (2) persons appointed by the Association and one (1) person appointed by the Superintendent.
- b. Days allotted by the committee to an individual teacher shall be available for use beginning with the second (2<sup>nd</sup>) consecutive day of absence after exhaustion of the employee's paid leave benefits.
- c. The maximum number of days granted per year for any single requests is 30. Members may petition the Bank Committee for an additional thirty (30) days in the event of unusual circumstances, for a maximum of sixty (60) day total. All days must be paid back prior to returning to the Bank for additional requests.
- d. Bank days shall cease on the earliest of the following days:
  - i. Day after the last day of employment for the school year
  - ii. Day after the last day of allotted number of days granted by the committee, OR
  - iii. The first day of return to employment subsequent to the granting of days by the committee
  - iv. The teacher begins receiving benefits under the long-term disability plan

### 4. Members Agreement and Indemnifications

- 1. In consideration of the benefits of participating in the Bank, each applicant for membership in the Bank and for leave days from the Bank shall, as a condition of such application, agree in writing substantially as follows:

“I specifically acknowledge and agree that the granting of leave days from the Catastrophic Leave and Illness Bank shall be at the sole discretion of the Bank Committee or, in the event of an appeal, the Appeals Committee, and that all decisions of the Catastrophic Leave and Illness committee or the Appeals Committee will be final and binding. I further agree to abide by such decisions and to indemnify and hold harmless the Greenfield-Central Classroom Teachers' Association, Greenfield-Central Community School Corporation, the Catastrophic Illness and Injury Bank, the Appeals Committee, and all of their representatives and agents for any loss, costs, expenses, and/or damages they may sustain as a result of any claim or legal proceedings I may bring against any of them with respect to a decision made by any of them concerning the application.”

- 2. When a Member donates sick leave days to the Bank, the Member agrees to the published rules for administration of the Bank and agrees to abide by the published rules.
- 3. The Greenfield-Central Classroom Teachers' Association agrees to indemnify and hold harmless Greenfield-Central Community School Corporation for any and all claims, losses, costs, expenses, damages, or legal proceedings brought as a result of administration of the Bank.

## **I. Unpaid Leave**

Any absences that do not qualify for a paid leave under this Article will be unpaid, and may subject the employee to discipline, up to and including cancellation of contract.

## **J. Part Time Teachers and Leave Days**

Beginning January 1, 2024, teachers who sign a regular contract with a base number of days less than 184 days will receive a prorated amount of the leave days outlined in Article IV based upon the number of days contracted. (The words "regular contract with a base number of days less than 184 days" shall be interpreted to mean someone who is choosing to work less than 184 days for reasons other than an approved leave or a year shortened by a delayed hire date who is not working on a substitute basis and whose appointment has been officially approved by the school employer.) This item is for information purposes only.

# **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. No later than June 30 of the retirement year the teacher has provided notice 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 2.5%.
  2. For those employees not participating in the retirement severance buyout 2.5%.
- 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 group chosen, or its agents, shall be the sole administrator of employer contributions to the program.
- b. School employees will continue to have the option to invest their dollars in tax-deferred annuities.
- c. 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).
- d. 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.
- e. 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).
- f. 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. School employees will continue to have the option to invest their dollars in tax-deferred annuities.
- d. 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).
- e. 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.
- f. 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, 2023 to June 30, 2024.

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. 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, 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. The undersigned attest to the following:

1. A public hearing was held on September 11, 2023 [in compliance with § 20-29-6- 1(b)], and electronic participation from the parties and/or public was not permitted; and
2. A public meeting was held on October 23, 2023 [in compliance with I.C. § 20-29-6— 19] to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

Greenfield Central Community  
School Corporation

Greenfield Central Classroom  
Teachers' Association

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

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

\_\_\_\_\_  
Superintendent

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

## Appendix A

*The Salary Range for teachers prior to any increase under this agreement is \$45,000 to \$79,026*

**For 2023-24:**

*The Salary Range after increases are awarded will be \$48,500 to \$84,526*

*The Salary Range for teachers with a Bachelors' degree after increases are awarded will be \$48,500 to \$77,611.*

*The Salary Range for teachers with a Masters' degree after increases are awarded will be \$52,500 to \$84,526.*

A newly hired teacher shall be placed at a salary within the ranges above that is commensurate with the teacher's education and experience. The Superintendent has the discretion to place the new teacher within the ranges above at a salary based on years of experience, education level and the academic needs of the corporation.

## Appendix B

### 2023-24 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
<b><u>Academic</u></b>	
Department Chair - Junior High/High School	\$510.31
Driver's Education	\$35.00/hr
PLC Leader - Tier I/Tier II	\$510.31
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
TV/Radio Specialist	\$9,063.40
<b>Athletic</b>	
Baseball Varsity Assistant	\$2,470.05
Baseball JV	\$1,934.84
Baseball 9th	\$1,474.49
Baseball - Junior High	\$2,200
Basketball Varsity Assistant*	\$4,500
Basketball JV*	\$4,200

Basketball 9th*#	\$3,500
Basketball 8th*	\$3,200
Basketball 7th*	\$3,200
Basketball 8th Assistant*#	\$1,200
Basketball 7th Assistant*#	\$1,200
Cheerleader Coach - JV	\$2,000
Cheerleader Coach - 9th	\$1,500
Cheerleader Coach - Junior High	\$1,700
Cross Country Varsity Assistant*#	\$2,000
Cross Country - Junior High	\$2,100
Football Varsity Assistant	\$4,600
Football JV	\$4,200
Football 9th	\$3,200
Football 9th Assistant	\$3,000
Football - Junior High	\$3,200
Football Assistant - Junior High	\$2,400
Golf - Varsity Assistant*#	\$2,000
Golf - Junior High	\$2,200
Junior High Athletic Assistant Coach (as needed based on participant numbers)	\$1,120/779.33
Open Gym Supervisor - High School	\$1,469.35
Soccer Varsity Assistant*	\$2,800
Soccer JV*	\$2,400
Soccer 9th*#	\$1,800
Soccer - Junior High	\$2,100
Softball Varsity Assistant	\$2,470.05
Softball JV	\$1,934.84
Softball 9th	\$1,474.49
Softball - Junior High	\$2,200
Summer Gym	\$1,088.97

Swimming- Varsity Assistant*	\$2,800
Swimming- Diving Coach	\$1,500
Tennis -Varsity Assistant*#	\$2,000
Tennis - Junior High*	\$2,200
Ticket Taking Baseball, Soccer, Softball, Swimming, Tennis, Track & Wrestling - Certified Only	\$22.68/event
Ticket Taking Basketball, Football, & Volleyball - Certified Only	\$31.49/event
Track- Varsity Assistant*	\$2,800
Track -Junior High*	\$1,995
Track Assistant - Junior High*#	\$1,448
Volleyball Varsity Assistant*	\$2,800
Volleyball JV*	\$2,400
Volleyball 9th*	\$1,800
Volleyball - Junior High	\$2,200
Strength Coach	\$2,653.57
Wrestling Varsity Assistant*	\$2,963.22
Wrestling JV*	\$2,472.10
Wrestling 9th*	\$2,089.66
Wrestling - Junior High	\$2,105
<b>Clubs</b>	
Academic Coordinator	\$779.33
Art Club - Junior High	\$779.33
Assistant Academic Coordinator - High School	\$400.00
Book Club Sponsor - Tier II	\$779.33
Brain Game Coach - High School	\$779.33
Builder's Club - Junior High	\$779.33
Business Professionals of America	\$779.33
Family Career and Community Leaders of America	\$779.33
Future Farmers of America - High School	\$1,031.55

Interact Club – High School	\$779.33
Junior Class Sponsor	\$779.33
K-Kids Club Supervisor - Tier II	\$779.33
Math Bowl - Tier II	\$779.33
National Art Honor Society - High School	\$779.33
National Elementary Honor Society – Intermediate School	\$510.31
National Honor Society - High School	\$779.33
National Junior Honor Society - Junior High	\$779.33
Newspaper - High School	\$779.33
PLTW/VEX - High School	\$1,031.55
Robotics – Junior High and Intermediate	\$779.33
Senior Class Sponsor	\$779.33
Spanish Honor Society	\$779.33
Spell Bowl	\$779.33
Student Council	\$779.33
Sunshine Society - High School	\$779.33
Super Bowl - Junior High	\$779.33
Tech Club	\$779.33
Yearbook - High School	\$1,791.30
Yearbook - Tier I/Tier II/Junior High	\$779.33
<b>Fine Arts</b>	
Assistant Band Director - High School	\$2,451.59
Assistant Drama Director	\$2,100
Auditorium Tech Support	\$31.12/hr
Band Director - Junior High	\$1,088.97
Band Director – Winter Guard	\$2,130.67
Band Director – Winter Percussion	\$2,130.67
Blue Fusion - High School	\$2,130.67

Choir Director – Show Choir Choreography	\$2,130.67
Choral Director - High School	\$2,451.59
Choral Director - Junior High	\$1,088.97
Drama - High School	\$4,500
Drama - Junior High	\$779.33
Guard Director - High School	\$2,130.67
Jazz Band – Junior High	\$1,088.97
Jr Blue Fusion - Junior High	\$919
Orchestra Director	\$1,088.97
<b>Other Duties</b>	
*Building Webmaster (not to exceed total payment of \$2,645.20 in a school year and must be approved by administration in advance.)	\$31.12/hr
Compensation for Tasks	\$29.55/hr
High Ability - Mentor Protégé Coordinator	\$1,017.53
Homebound Instructor	\$45.00/hr
Planetarium Coordinator	\$1,028.82
STRETCH Teacher	\$35.00/hr
Student Management Software Specialist	\$31.12/hr
Technology Project Specialist (Master Schedule)	\$2,641.53
Telecommunications Manager	\$1,022.62
Ticket Taking - Tier I/Tier II - Certified Only	\$10.25/event
<b>*separate boys and girls teams</b>	
<b># only as needed</b>	

## 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 \$45,000 to \$ 79,026, not including current year increases or TRF contributions.
- II. 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 or worked 120 days in a teaching position during the preceding school year.
  - b. Factors and definitions
    - i. Evaluation rating – The teacher received a highly effective or effective evaluation rating for the prior year.
    - ii. Year of Experience – Achieved one year of service as defined by INPRS during the 2021-22 school year.
    - iii. Academic Needs of Students – The importance of retaining teachers in the corporation based on their current salary level. The Academic Needs factor is a differentiated teacher retention catch-up increase as compared with the salary of new hires.
  - a. 2023-24 Distribution – amounts to be added to an eligible teacher’s base salary
    - i. Evaluation rating = \$3,000
    - ii. Year of Experience = \$500
    - iii. Academic need
      - 1. Teacher with a 2022-23 salary of \$45,000 or less and at least 1 year of experience will receive an additional \$500
      - 2. Teacher with a 2022-23 salary of exactly \$49,820 and 5 years of experience will receive an additional \$950
      - 3. Teacher with a 2022-23 salary of exactly \$49,820 and 6 years of experience will receive an additional \$2,200
      - 4. Teacher with a 2022-23 salary of exactly \$51,820 and 7 years of experience will receive an additional \$1,200
      - 5. Teacher with a 2022-23 salary of exactly \$51,820 and 8 years of experience will receive an additional \$2,150
      - 6. Teacher with a 2022-23 salary of exactly \$50,041 and 9 years of experience will receive an additional \$4,300
      - 7. Teacher with a 2022-23 salary of exactly \$51,820 and 9 years of experience will receive an additional \$2,500
      - 8. Teacher with a 2022-23 salary of exactly \$51,820 and 10 years of experience will receive an additional \$2,550
      - 9. Teacher with a 2022-23 salary of exactly \$52,000 or \$52,500 and 10 years of experience will receive an additional \$2,000
      - 10. Teacher with a 2022-23 salary of exactly \$49,475 and 11 years of experience will receive an additional \$5,000
      - 11. Teacher with a 2022-23 salary of exactly \$51,576 or \$51,820 and 11 years of experience will receive an additional \$2,700

12. Teacher with a 2022-23 salary of exactly \$52,279 and 11 years of experience will receive an additional \$2,250
13. Teacher with a 2022-23 salary of exactly \$51,820, \$52,219, or \$52,279 and 12 years of experience will receive an additional \$2,800
14. Teacher with a 2022-23 salary of exactly \$54,279 or \$54,758 and with 13 or 14 years of experience will receive an additional \$3,500
15. Teacher with a 2022-23 salary of exactly \$54,758 and 15 years of experience will receive an additional \$4,000
16. Teacher with a 2022-23 salary of exactly \$56,443, \$57,000, or \$57,237 and 15 years of experience will receive an additional \$2,000
17. Teacher with a 2022-23 salary of exactly \$54,279 and 16 years of experience will receive an additional \$5,000
18. Teacher with a 2022-23 salary of exactly \$56,758 or \$57,237 and with 16 or 17 years of experience will receive an additional \$3,500
19. Teacher with a 2022-23 salary of exactly \$59,237 or \$59,400 and 18 years of experience will receive an additional \$2,000
20. Teacher with a 2022-23 salary of exactly \$59,237 or \$59,716 and 19 years of experience will receive an additional \$2,300
21. Teacher with a 2022-23 salary of exactly \$59,716 and 20 years of experience will receive an additional \$2,400
22. Teacher with a 2022-23 salary of exactly \$59,176 or \$59,716 and 21 years of experience will receive an additional \$3,200
23. Teacher with a 2022-23 salary of exactly \$59,716 and 22 years of experience will receive an additional \$3,700
24. Teacher with a 2022-23 salary of exactly \$62,195 and 23 years of experience will receive an additional \$2,050
25. Teacher with a 2022-23 salary of exactly \$64,674 and 25 years of experience will receive an additional \$1,200
26. Teacher with a 2022-23 salary of exactly \$64,674 and 26 years of experience will receive an additional \$1,900
27. Teacher with a 2022-23 salary of exactly \$67,153 and 27 years of experience will receive an additional \$1,000
28. Teacher with a 2022-23 salary of exactly \$67,153 and 28 years of experience will receive an additional \$1,800
29. Teacher with a 2022-23 salary of exactly \$69,632 and 29 years of experience will receive an additional \$1,000
30. Teacher with a 2022-23 salary of exactly \$72,111 and 34 years of experience will receive an additional \$1,000
31. Teacher with a 2022-23 salary of exactly \$72,111 and 38 years of experience will receive an additional \$1,500
32. Teacher with a 2022-23 salary of exactly \$72,111 and 41 years of experience will receive an additional \$2,000
33. Teacher with a 2022-23 salary of exactly \$50,632 and 2 years of experience will receive an additional \$1,000

34. Teacher with a 2022-23 salary of exactly \$53,158 or \$53,500 and 4 years of experience will receive an additional \$1,000
35. Teacher with a 2022-23 salary of exactly \$54,000 and 5 years of experience will receive an additional \$1,000
36. Teacher with a 2022-23 salary of exactly \$52,132 and 3 years of experience will receive an additional \$500
37. Teacher with a 2022-23 salary of exactly \$53,158 and 6 years of experience will receive an additional \$2,800
38. Teacher with a 2022-23 salary of exactly \$53,952 and 6 years of experience will receive an additional \$2,000
39. Teacher with a 2022-23 salary of exactly \$53,952 and 8 years of experience will receive an additional \$2,500
40. Teacher with a 2022-23 salary of exactly \$58,730 and with 9 or 11 years of experience will receive an additional \$500
41. Teacher with a 2022-23 salary of exactly \$56,738 and 10 years of experience will receive an additional \$2,200
42. Teacher with a 2022-23 salary of exactly \$56,738 and 12 years of experience will receive an additional \$4,500
43. Teacher with a 2022-23 salary of exactly \$58,730 and 12 years of experience will receive an additional \$2,500
44. Teacher with a 2022-23 salary of exactly \$53,158 and 14 years of experience will receive an additional \$11,000
45. Teacher with a 2022-23 salary of exactly \$56,738 and 14 years of experience will receive an additional \$7,450
46. Teacher with a 2022-23 salary of exactly \$62,990 and 15 years of experience will receive an additional \$3,300
47. Teacher with a 2022-23 salary of exactly \$64,000 or \$64,302 and 15 years of experience will receive an additional \$2,000
48. Teacher with a 2022-23 salary of exactly \$59,524 and 16 years of experience will receive an additional \$7,500
49. Teacher with a 2022-23 salary of exactly \$59,310 and 17 years of experience will receive an additional \$7,700
50. Teacher with a 2022-23 salary of exactly \$62,310 and 17 years of experience will receive an additional \$4,700
51. Teacher with a 2022-23 salary of exactly \$64,000 and 17 years of experience will receive an additional \$3,500
52. Teacher with a 2022-23 salary of exactly \$62,310 and 18 years of experience will receive an additional \$4,800
53. Teacher with a 2022-23 salary of exactly \$65,096 and 18 years of experience will receive an additional \$2,000
54. Teacher with a 2022-23 salary of exactly \$62,310 and 19 years of experience will receive an additional \$5,000
55. Teacher with a 2022-23 salary of exactly \$65,096 and 19 years of experience will receive an additional \$2,250

56. Teacher with a 2022-23 salary of exactly \$65,000 or \$65,096 and 20 years of experience will receive an additional \$2,000
57. Teacher with a 2022-23 salary of exactly \$65,096 and 21 years of experience will receive an additional \$3,500
58. Teacher with a 2022-23 salary of exactly \$65,096 and 22 years of experience will receive an additional \$3,600
59. Teacher with a 2022-23 salary of exactly \$66,000 and 22 years of experience will receive an additional \$2,400
60. Teacher with a 2022-23 salary of exactly \$67,882 or \$68,000 and 22 years of experience will receive an additional \$400
61. Teacher with a 2022-23 salary of exactly \$67,882 and 23 years of experience will receive an additional \$2,000
62. Teacher with a 2022-23 salary of exactly \$68,000 and 23 years of experience will receive an additional \$1,800
63. Teacher with a 2022-23 salary of exactly \$67,882 and 24 years of experience will receive an additional \$3,500
64. Teacher with a 2022-23 salary of exactly \$70,668 and 25 years of experience will receive an additional \$3,500
65. Teacher with a 2022-23 salary of exactly \$70,668 and 26 years of experience will receive an additional \$3,300
66. Teacher with a 2022-23 salary of exactly \$73,454 and 27 years of experience will receive an additional \$2,500
67. Teacher with a 2022-23 salary of exactly \$73,454 and 28 years of experience will receive an additional \$4,000
68. Teacher with a 2022-23 salary of exactly \$76,026 or \$76,240 and 29 years of experience will receive an additional \$2,000
69. Teacher with a 2022-23 salary of exactly \$76,240 and 30 years of experience will receive an additional \$3,300
70. Teacher with a 2022-23 salary of exactly \$79,026 and 31 years of experience will receive an additional \$800
71. Teacher with a 2022-23 salary of exactly \$79,026 and 32 years of experience will receive an additional \$900
72. Teacher with a 2022-23 salary of exactly \$79,026 and 37 years of experience will receive an additional \$1,000
73. Teacher with a 2022-23 salary of exactly \$79,026 and 39 years of experience will receive an additional \$1,500
74. Teacher with a 2022-23 salary of exactly \$79,026 and 41 years of experience will receive an additional \$2,000

- c. 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.

Teachers who sign a regular contract with a base number of days less than 184 days will receive a prorated amount of the raise outlined in the Compensation Model based upon the number of days contracted. (The words "regular contract with a base number of days less than 184 days" shall be interpreted to mean someone who is choosing to work less than 184 days for reasons other than an approved leave or a year shortened by a delayed hire date who is not working on a substitute basis and whose appointment has been officially approved by the school employer.) This item is for information purposes only.