

AGREEMENT

Between

BOARD OF SCHOOL TRUSTEES

**CLARKSVILLE COMMUNITY
SCHOOL CORPORATION**

CLARKSVILLE, INDIANA 47129

And

CLARKSVILLE EDUCATION ASSOCIATION

July 1, 2017 through June 30, 2018

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THE AGREEMENT

THIS AGREEMENT entered into this 14th day of November, 2017 by and between the Board of School Trustees of the Clarksville Community School Corporation, Clark County, Indiana, hereinafter called “The Board” and the Clarksville Education Association, an affiliate of the Indiana State Teachers Association and the National Education Association, hereinafter called “The Association”.

WITNESSETH:

WHEREAS: The Board and the Association recognize and declare that providing quality education for the children of the Clarksville Community School Corporation is their mutual aim, and

WHEREAS: The Board and its designated representatives have met with representatives of the Association and entered into extended deliberate negotiations concerning salaries, wages and salary and wage related fringe benefits, and

WHEREAS: The Board is of the opinion that its certificated employees and other employees should give it the benefit of their experience and knowledge in providing the best education services for the children it serves, and

WHEREAS: The State of Indiana has adopted a Collective Bargaining Law for certificated teachers, and

WHEREAS: The Collective Bargaining Law delineates between those items that are negotiable and those items that are discussable, and

WHEREAS, The Board and the Association do hereby mutually agree as follows:

ARTICLE I RECOGNITION

A. The Board hereby recognizes the Clarksville Education Association as the exclusive representative of all full-time certificated teachers as defined in Indiana Code in the Clarksville Community School Corporation.

B. Definitions:

1. The term “teacher” when used in this Agreement shall refer to all certificated personnel employed by the Board except the Superintendent, the Assistant Superintendent/Business Manager, the Principals, the full time Athletic Director, and the Assistant Principals.

2. The terms “Board” and “Association” shall include authorized officers,

representatives and agents of each.

3. The term “school corporation” when used in this Agreement shall refer to the Clarksville Community School Corporation of the County of Clark, State of Indiana.
- C. When references are made to male teachers in this Agreement, it also includes female teachers.
- D. Association Membership:
1. The Board agrees to deduct from the salaries of teachers who are members of the Association, the dues of such Association for those teachers who voluntarily and individually authorize this deduction on forms provided by the Association.
 2. For teachers submitting an Association dues deduction form to the Board by the first pay date in September of any school year, membership dues will be deducted in sixteen (16) approximately equal bi-weekly installments beginning with the last pay date in September.

ARTICLE II COMPENSATION AND EXPENSES

A. COMPENSATION:

1. The ECA schedule for 2017-2018 is set forth in Appendix “B-1”.
2. For the purpose of calculating payroll deduction, effective 12-1-2005 the Board agrees to contribute up to the amount of \$4,500 to any employee who chooses to participate in a Corporation Single Health Insurance Plan or \$6,100 for any employee who chooses to participate in a corporation’s Family health insurance plan.
3. The Board will contribute \$100.00 dollars a day for any unused annual days over 120 (or the teachers maximum amount if they were grandfathered at a higher amount) into a tax-sheltered account or a teacher may sell back their unused annual days when they reach an accumulation of 60 at \$80.00 a day paid into a tax-sheltered account. See Appendix B for insurance benefits.
 - a. New teachers who are hired for the 2017-2018 school year shall receive compensation of a minimum of \$36,720.00 per year, assuming the teacher has a Bachelor’s Degree and no experience. The salary range for newly hired teachers is found in Appendix A. In the event a newly hired teacher has an additional degree beyond a Bachelor’s, and/or credit hours beyond

a Bachelor's or Master's and/or previous teaching experience, he or she will then receive a salary in a range at the same level as current teachers possessing these same degrees and/or experience. Credit for all years of experience will be granted for teaching experience obtained at a public school or State accredited private school in Indiana.

- b. Teachers newly hired beginning in the 2017-2018 school year who have accumulated unused sick days from a previous school corporation may transfer three (3) sick days each year he/she is employed at CCSC until the entire balance of accumulated sick days has been transferred.
- c. At Appendix A-1 is a list of salary ranges for all teachers. The salary range is \$36,720 to \$60,748.

5. An increase to base salaries for teachers at Clarksville Community School Corporation:

- a. Teacher must have a summative evaluation in the top two (2) categories, i.e. effective or highly effective; and
- b. A teacher must accumulate at least three (3) points in order to receive an increase on his or her base salary. Points are accumulated as follows:
 - i. Those teachers who receive a summative evaluation as “highly effective” or “effective” shall receive three (3) points.
 - ii. All teachers shall receive one (1) point for the previous year of service at CCSC. (A year of service is defined as a minimum of 120 days in “pay status” per TRF.)
 - iii. Any amounts that would have been allocated for teachers rated ineffective or needs improvement necessary shall be allocated for all teachers rated effective or highly effective.
- c. No funding is available for increases to base salaries for 2017-2018. As such, no redistribution plan is necessary.

B. TAP PERFORMANCE BASED COMPENSATION FOR 2017-2018

- Calculation: Sixty Thousand Dollars (\$60,000.00) is allocated for one-time performance based compensation to all TAP eligible employees. The TAP performance based compensation formula will be used to determine the total amount to be paid per eligible TAP employee not to exceed the allocated amount.

The TAP formula stated above and the payment of the one-time TAP Performance Based Compensation shall be completed when all final summative information is received from the Indiana Department of Education.

The calculation detailed above and the payment of the one-time TAP stipend shall be completed when all final summative evaluation information is received from the Indiana Department of Education.

C. RETIRED TEACHERS WHO RETURN:

In the event a teacher who has retired from Clarksville Community School Corporation wishes to return to teaching with CCSC, the following shall apply:

1. In the event a retired teacher returns to CCSC, he or she shall be placed on the salary schedule at the beginning salary level, subject to the Hard to Fill language included in Article II, D.

D. HARD TO FILL POSITIONS:

1. A “hard to fill position” occurs whenever a vacancy for a teaching position is posted and either no applications are received or the applicants who do respond are deemed unacceptable to fill the position.
2. Whenever the Superintendent determines that a vacant teaching position meets the criteria of being “hard to fill”, the Superintendent shall notify the President of the CEA. Upon notification, the Superintendent shall then be given the exclusive authority and discretion to seek a qualified person for the hard to fill position and the Superintendent shall be allowed to offer such a person a salary so that the Superintendent may secure a person for this hard to fill position. It is recognized that the salary offered may be different than and greater than that paid to existing teachers with commensurate experience and degrees.
3. The salary offered shall be considered this teacher’s base salary.

E. EXTRA DUTIES AND ASSIGNMENT: Nothing contained in this contract shall be construed to require the Board to assign a teacher to any extra duty activity for which pay is provided. It is recognized that extra duty assignments are for the duration of the contract with the teacher concerned and not to be construed as an ongoing assignment from year to year.

F. PAY ELECTIONS:

1. Teachers will have the following pay option:
 - a. Total pay in twenty-six (26) biweekly pay periods.
2. All teachers shall participate in direct deposit of their paychecks.

G. AUTOMOBILE MILEAGE: All authorized use of the teacher’s personal automobile pursuant to assignment by an Administrator shall be reimbursed at the rate used for IRS income tax deductions, per mile. Detailed claim shall be made on Form 101, State Board

of Accounts.

G. SCHOLARSHIP FOR MASTER'S DEGREE:

The Board agrees to make available a total not to exceed \$15,000 to be used as scholarships to help defray the cost of securing a Master's Degree. The following provisions shall apply:

1. Period. The \$15,000 shall be available from January 1, 2018 through June 30, 2018.
2. Only teachers who seek to secure a Master's Degree in a content area directly related to the subject matter of a dual credit course or an elementary teacher seeking a Master's Degree in math or reading and literacy or any other content area that has been pre-approved by the Superintendent.
3. Up to \$1,000 shall be made available to each teacher seeking such a Master's Degree for each semester in which the teacher is enrolled in an accredited post-graduate course. To receive this amount, the teacher must submit a proposed education plan to the Superintendent and a reimbursement plan will be arranged as agreed by the Superintendent and the teacher. No plan will be approved if the teacher qualifies for free tuition.
4. Each teacher seeking this scholarship must apply to the Superintendent for approval. The teacher must present evidence of being accepted and enrolled in an accredited post-secondary Master's Degree program in the areas noted above. The Superintendent shall have the exclusive authority to determine whether the program in which the teacher is enrolled is one which meets the criteria of enabling the teacher to either teach a dual credit course or earning a Master's in math or reading and literacy or other program approved by the Superintendent. The Superintendent has the exclusive authority to determine the number of teachers who are accepted for receipt of the scholarship.
5. Each teacher who is accepted will receive up to a maximum of \$1,000 per semester with the actual amount being received determined by the cost of the credit hours in which the teacher is enrolled for each specific semester. The teacher will be required to make the payment to the school in which he or she is enrolled and upon providing the Superintendent's office proof of the cost of the courses for each semester shall then receive reimbursement under terms approved by the Superintendent for the actual cost per credit hour of the courses in which he or she is enrolled for each semester up to the maximum of \$1,000.
7. Those teachers who initially apply and begin to receive such scholarships in January 2018 shall have priority for receipt of ongoing scholarships for the balance of 2018. Teachers enrolled in acceptable Master's Degrees programs who are receiving the scholarships shall be required to maintain a C average in each course in which he or she is enrolled. In the event, the teacher fails to maintain a C grade average, he or she shall no longer receive the scholarship and shall be

required to repay all scholarship monies received within 60 days. In addition, if the teacher leaves the corporation within twelve (12) months of receiving the scholarship, then the teacher shall repay the corporation the full amount of the scholarship upon severing employment. The exceptions to this repayment requirement are as follows:

- a. If the teacher retires from teaching, or
 - b. The teacher becomes incapacitated and is no longer able to fulfill his/her duties as a teacher.
8. In the event a teacher receiving a scholarship fails to complete the Master's Degree program and/or withdraws for any reason (except illness), he or she shall be required to pay all monies given pursuant to the scholarship within 60 days.

H. PAID PROFESSIONAL DEVELOPMENT

In the event that a teacher attends Paid Professional Development which costs the School Corporation more than \$500, and the teacher leaves the corporation within twelve (12) months of the training, the teacher shall repay the corporation the full cost of the Professional Development upon severing employment. The exceptions to this requirement are as follows:

1. if the teacher is asked to attend the training by the corporation, or
2. the teacher retires from teaching, or
3. the teacher becomes incapacitated and is no longer able to fulfill his/her duties as a teacher.

ARTICLE III LEAVES OF ABSENCE

A. PAID LEAVES-OF-ABSENCE:

1. Twelve (12) days paid leave shall be credited to each teacher annually on the first day of each employment year. Five (5) days of this amount shall be designated as "personal days." Seven (7) days of this amount shall be designated for use in the event of illness of the teacher and/or his/her immediate family. Leave days shall be allowed to accumulate to a maximum of one hundred twenty days (120). Accumulated days shall be used exclusively in the event of illness of the teacher and/or his/her immediate family.
2. The use of leave days and/or accumulated days is subject to the following:

- a. Leave days and/or accumulated days which are designated for use for illness are to be used exclusively for that purpose.
 - b. If a teacher intends to use personal days on the day before or after any school holiday or break the teacher must give ten (10) work days advance notice to his/her Principal. If such advance notice is not given, the teacher shall have a deduction of two (2) days for each day used. In the event of illness or bereavement before or after any school holiday or break the teacher must bring in documentation or the teacher will lose two (2) days of leave for each day used.
 - c. The number of consecutive days of absence for illness using either leave days or accumulated leave days is limited to three (3) without documentation from a doctor of illness of the teacher or an immediate family member.
 - d. The teacher will be required to meet with the Principal of his/her school to discuss any unusual pattern of absence.
 - e. Summer school employees shall receive additional leave time for Summer School Leave for any purpose otherwise granted during the regular school year at the following rates: ½ Day for 1-60 Hours of Instruction; a day for 61-119 hours of instruction; 1½ Days for 120 and Above Hours of Instruction
3. OTHER PAID LEAVES OF ABSENCE: Paid leaves not charged to accumulated leave shall be granted a teacher as follows (documentation for any of these leaves will be provided upon request):
- a. Bereavement leave with full salary and benefits of up to five (5) school days due to a death in the immediate family which includes spouse, brothers, sisters, parents, siblings, children, grandparents, and grandchildren and similar relationships by marriage or “step”, a significant other, a life partner, others living in the household, and other family member(s) who is/are dependent upon the teacher. In the event of the death of an aunt, uncle, nephew, or niece, bereavement leave with full salary and benefits for up to three (3) days shall be granted. In the event of the death of a cousin, bereavement leave with full pay and benefits of one (1) day shall be granted.
- If the employee attends the funeral requiring travel of 300 miles or more, the employee shall be granted up to three (3) additional days which shall be charged against the teacher’s annual leave. The school days must be used within one year and one day from the date of death.
- b. Jury duty leave when a teacher is properly summoned and serves on a jury. The teacher’s regular contract pay shall be reduced by an amount equal to the per diem allowed by the court for jury service.

- c. Professional development leave with full salary and benefits when requested for the teacher by the Administration and approved by the Board for professional visits or meetings. Travel request may be submitted.
- d. Professional Leave. Teachers may be granted up to three (3) days with pay within a school year for the purpose of visiting other schools or attending meetings or conferences of an educational nature within the area of the teacher's certification.
- e. Sabbatical leaves will be granted based upon the following criteria:
- Any teacher applying for a sabbatical leave must have been employed at Clarksville Community School Corporation for at least seven (7) consecutive years.
 - A teacher applying for sabbatical leave must submit the application for leave at least six (6) months prior to the start of the leave.
 - All leaves will be for one (1) consecutive school year in length.
 - Any teacher applying for sabbatical leave must not be on an improvement plan and his/her summative evaluations for the previous three years must have rated the teacher either as effective or highly effective.
 - Sabbatical leaves will only be granted for formal full-time education, study, research or travel related to the area in which the employee is teaching or in order to add an endorsement or additional license. The teacher will provide documentation to confirm that these requirements have been met.
 - Sabbatical leaves will be limited to one (1) teacher per school year.
 - No sabbatical leave will be granted unless the Board is able to secure a replacement for the teacher.
 - During the sabbatical leave the teacher will receive no salary or the payment of any other benefits by CCSC. However, health insurance will remain in place and the teacher will be responsible for paying 100% of the premium during the year of leave.
 - Teacher shall be allowed to return to CCSC at the conclusion of the sabbatical leave and shall be returned to a comparable position. The only exception shall be if the position is eliminated due to budgetary considerations.

- The teacher will continue to accumulate all seniority experience that would have been accrued had he or she not been on leave.
 - A request for sabbatical leave may only be made by a teacher once every seven (7) years.
 - The Superintendent will prepare an appropriate application to be used.
 - All sabbatical leaves must be approved by the Board.
- f. Court leave when properly summoned for the time necessary to make appearances in any court proceeding resulting from activities relating to the teacher's employment with the school corporation.

**ARTICLE IV
403 (b) Annuity Plan**

- A. Each teacher may elect to make a salary reduction election and make tax deferred contributions, to a plan described in section 403(b) of the Internal Revenue Code (the "Code") to the maximum limits allowed by the Code. The Board shall forward salary reduction money to the appropriate vendor each month.
- B. The school corporation shall maintain one approved vendor for the salary reduction contributions made to 403(b) Plan.

**ARTICLE V
EARLY RETIREMENT INCENTIVE**

If the Clarksville Community School Corporation Board of School Trustees would decide to offer an early retirement incentive to teachers during the 2017-18 school year, the superintendent will notify eligible teachers of the terms of the early retirement incentive no later than March 1, 2018. If an early retirement incentive would be offered by the Board during the 2017-18 school year and an eligible teacher would like to accept the incentive, then such eligible teacher must notify the Superintendent of his/her intention to accept the incentive by no later than May 1, 2018.

**ARTICLE VI
SUPPORT OF TEACHERS**

- A. ASSAULTS: Absence due to injury and/or disability as a result of an assault by students or non-students on school property or off school property when the teacher is on school business shall not be charged against the teacher's sick leave.

**ARTICLE VII
GRIEVANCE PROCEDURE**

A. GRIEVANCE PROCEDURE

This Grievance Procedure, hereinafter referred to as "Procedure", stipulates the conditions under and the procedures by which grievances alleged by certain certificated school employees as defined in this Contract shall be processed. If any such grievances arise, there shall be no stoppage or suspension of work because of such grievances, but such grievances shall be submitted to the following grievance procedures.

B. DEFINITIONS

1. "Grievance" means, and shall be limited to, an alleged violation of an express article or section of this written Contract, except where such article or section is exempt from this Procedure.
2. "Superintendent" means the chief administrative officer of the School Corporation, or designee.
3. "Grievant" means the certificated school employee(s) directly affected by the alleged violation making the claim.
4. "Day" means school employer assigned duty day of the teacher which occurs during the term of a teacher's individual contract, provided, however, that at all other times, "day" shall mean week day.

C. STRUCTURE

1. The grievant may be represented by any person(s) of his own choosing at all levels of the Procedure, limited however to a total of two (2) representatives.
2. There shall be no additional evidence, material, allegation, or remedy submitted by the grievant or his representative during the grievance process, once a formal grievance has been filed at Formal Level One. The superintendent shall waive the restrictions on additional evidence or material stipulated herein upon request of the grievant provided that the grievant documents that said additional evidence or material was either not known or not available to the grievant at the time said grievance was filed at Formal Level One.

D. PROCEDURE

The number of days indicated at each level should be considered as maximum. The time limits specified may, however, be extended by mutual agreement of the grievant and school employer.

1. INFORMAL GRIEVANCE

- a. Within fifteen (15) days of the time the grievant first knew or should have known of the act or condition upon which it is based, the grievant must present the grievance to his principal or immediate supervisor or his designee by meeting with him individually in an informal manner during non-teaching hours. The grievant may be accompanied by a representative as provided herein, provided his principal or immediate supervisor is informed in advance of the grievant's desire to have a representative present. Failure to so meet and discuss said alleged grievance as provided herein shall prevent the grievant from filing said alleged grievance at any formal grievance level(s). Within seven (7) days after presentation of the grievance, the principal or immediate supervisor or his designee shall give his answer orally to the grievant.

2. FORMAL GRIEVANCE

a. Level One

- (1) Within five (5) days of the oral answer, or within twelve (12) days after presentation of the grievance at the Informal Level if no oral answer has been rendered, or if the grievance is not resolved, it must be filed by the grievant with the principal or designee in writing, signed by the grievant, on the appropriate grievance form (Appendix C).

The written grievance shall name the certificated school employee involved, shall state the facts giving rise to the grievance, shall identify by specific reference all express articles or sections of this Contract alleged to be violated, shall state the contention of the grievant with respect to the provision(s) of said articles or sections, and shall indicate the specific relief requested.

- (2) Within seven (7) days after receiving the written grievance, the principal or supervisor or his designee shall communicate his answer in writing to the grievant.

b. Level Two

- (1) In the event that the grievance is not resolved at Level One, or if no written decision has been rendered within the time limit provided, the grievant may appeal the decision to Level Two

provided said appeal is filed with the superintendent within ten (10) days of receipt of the written answer at Level One or within seventeen (17) days after presentation of the grievance at Level One if no written answer has been rendered. The appeal shall include a copy of all materials and evidence previously submitted.

- (2) The grievant shall submit the written claim, signed by him/her, to the Superintendent of Schools. Within ten (10) days from the receipt of the grievance the superintendent shall render a written decision to the grievant as to the resolution of the grievance. The superintendent may hold a formal hearing(s) prior to the rendering of the written decision and an additional fourteen (14) days beyond the ten (10) days shall be allowed if the superintendent determines further investigation is necessary.

c. Level Three

- (1) In the event the grievance is not resolved at Level Two, or if no written decision has been rendered within the time limit provided, the grievant may submit the grievance to the school employer provided the grievant files said written appeal with the school employer within seven (7) days of the receipt of the superintendent's written answer, or, if no written decision has been rendered by the superintendent, either within seventeen (17) days or within thirty-one (31) days after presentation of the grievance at Level Two, whichever is applicable. The Board may hold a formal hearing(s) prior to the rendering of the written decision and an additional fourteen (14) days beyond the ten (10) days shall be allowed if the Board determines further investigation is necessary. The decision of the School Board shall be final.

E. MISCELLANEOUS

1. Decisions rendered at Formal Level One, Level Two, and Level Three of this procedure shall be in writing.
2. All documents, communications and records dealing with the processing of a grievance shall be filed separate from the personnel files of the grievant.
3. All necessary forms for the grievance procedures set forth in this Procedure shall be provided by the superintendent.
4. Failure at any level of this Procedure to render the decision on a grievance within the specified time limits shall permit the grievant to proceed to the next level, unless such time limits are extended by mutual consent of both parties. However, the grievance must be appealed by the grievant to the next level within the

specified time limit for that level or said grievance shall be deemed resolved by the school employer's answer at the previous level.

5. Any hearing at the Informal Level and at Formal Level One, Level Two, and Level Three shall be held at non-teaching hours unless otherwise directed by the school employer.
6. No certificated school employee shall use this Procedure to appeal any decision by the school employer or administration if such decision is based upon mandates of a State or Federal Regulatory Commission or Agency.
7. Certificated school employees shall follow all written and verbal directives, even if such directives are allegedly in conflict with this Contract. Compliance with such directives will not in any way prejudice the certificated school employee's right to file a grievance within the time limits herein, nor shall compliance affect the ultimate resolution of the grievance.
8. This Procedure supersedes all previous grievance policies or procedures, verbal or written or based on alleged past practices or procedures, and constitutes the entire procedure for the processing of grievances.

ARTICLE VIII EXPANDED CRIMINAL HISTORY BACKGROUND CHECK

The school corporation shall pay the cost of any and all expanded criminal history checks and expanded child protection index checks that are required by the School Corporation or per IC 20-26-5-10.

ARTICLE IX STIPENDS

A retention stipend for each teacher in the amount of Two Hundred Fifty Dollars (\$250.00) will be paid by November 17, 2017, to all teachers who were employed during the 2016-17 school year, and who are currently employed with the Clarksville Community School Corporation.

**ARTICLE X
TERM OF AGREEMENT**

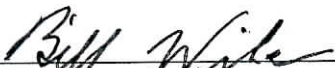
- B. This Agreement shall be effective as of the 1st day of July, 2017, and shall continue in effect through the 30th day of June, 2018.
- C. Whenever any notice is required to be given by either of the parties to this Agreement to the other party, either shall do so by certified letter at the following addresses:

If by the Association to the Board, at
200 Ettels Lane
Clarksville, IN 47129

If by the Board to the Association, at
969 West McClain Avenue
Scottsburg, IN 47170

FOR THE CLARKSVILLE
COMMUNITY SCHOOLS

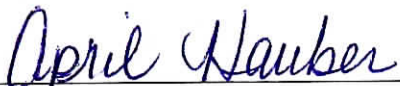
FOR THE CLARKSVILLE
EDUCATION ASSOCIATION



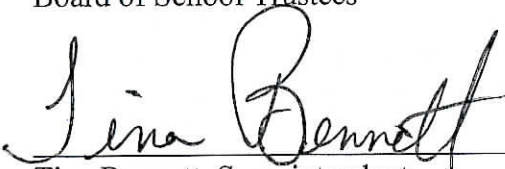
Bill Wilson, President
Board of School Trustees



Janet Wagner, President



April Hauber, Secretary
Board of School Trustees



Tina Bennett, Superintendent

CEA Ratification Date: 11-7-17

School Board Ratification Date: 11-14-17

APPENDIX A

Salary Range for New Hires Only

<u>YEARS</u>	<u>BA DEGREE</u>	<u>BS+15 HOURS</u>	<u>MS DEGREE</u>	<u>MA+15 HOURS</u>	<u>MS+30 HOURS</u>	<u>MS+45 HOURS</u>
0	36,720	36,720	36,720	37,249	38,982	40,714
1	36,720	36,720	37,003	38,808	40,606	42,415
2	36,720	36,750	38,494	40,367	42,239	44,110
3	36,720	38,015	39,986	41,925	43,865	45,805
4	37,086	39,284	41,477	43,485	45,492	47,496
5	38,126	40,546	42,969	45,045	47,115	49,191
6	39,162	41,810	44,457	46,602	48,745	50,886
7	40,205	43,077	45,951	48,161	50,371	52,579
8	41,243	44,342	47,441	49,720	52,001	54,273
9	42,284	45,608	48,938	51,277	53,625	55,969
10	43,326	46,875	50,426	52,842	55,255	57,669
11	44,359	48,142	51,920	54,399	56,880	59,360
12	45,403	49,406	53,409	55,958	58,507	61,057
13	45,403	50,148	54,894	57,516	60,135	62,757
14	45,403	50,898	56,393	59,078	61,765	64,448
15	45,403	51,645	57,880	60,638	63,392	66,149
16	45,403	52,388	59,375	62,195	65,013	67,836

APPENDIX A-1

**SALARY RANGE FOR TEACHERS WITH ONE OR
MORE YEARS OF EMPLOYMENT**

\$36,720

\$38,093

\$39,162

\$39,449

\$39,499

\$41,359

\$42,284

\$45,380

\$45,608

\$45,715

\$47,324

\$49,744

\$51,270

\$52,319

\$52,787

\$56,267

\$58,871

\$59,253

\$59,369

\$60,268

\$60,388

\$60,748

APPENDIX B

INSURANCE BENEFITS

The Insurance benefits shall be:

- A. A term life insurance plan in the amount of seventy thousand dollars (70,000.00) with all but \$.72 of the premium paid by the Board.
- B. A long-term disability income insurance plan with all but \$.72 of the premium fully paid by the Board.
- C. The Board will contribute up to a maximum of \$4,500 for a single plan and \$6,100 for a family plan and the teacher will pay the remaining amount.

If the teacher's spouse is an employee of the Clarksville Community School Corporation and is eligible for insurance benefits, the Board will contribute up to a maximum of \$8,000 toward this plan and the two employees will share payment of the remaining amount equally. When this option is chosen, a request signed by both employees must be submitted designating the name of the spouse that will be named as the employee on the medical insurance plan application and policy.

APPENDIX B-1

POSITION	<u>CAREER PLACEMENTS</u>			
	<u>Base</u>	<u>5 yrs</u>	<u>10 yrs</u>	<u>15yrs</u>
CHS				
401 Newspaper Sponsor	958	1,053	1,151	1,247
402 Yearbook Sponsor	958	1,053	1,151	1,247
403 Drama Coach	1,360	1,499	1,635	1,770
405 Vocal Music	1,360	1,499	1,635	1,770
406 Instrumental Music	2,626	2,888	3,152	3,415
408 Academic Coach	958	1,053	1,151	1,247
409 Freshman Class Sponsor	283	311	339	367
410 Sophomore Class Sponsor	283	311	339	367
421 Senior Class Sponsor	567	623	680	736
423 Junior Class Sponsor	826	912	993	1,077
423 Junior Class Sponsor	826	912	993	1,077
428 French Club	215	237	259	279
430 Key Club Sponsor	215	237	259	279
431 National Honor Society	463	506	552	600
432 Technology Club Sponsor	215	237	259	279
434 Spanish Club	215	237	259	279
435 Student Council	971	1,065	1,161	1,257
436 Student Council Asst Sponsor	215	237	259	279
440 Cheerleader Sponsor Jr Varsity	1,429	1,573	1,715	1,858
441 Cheerleader, Coach Varsity	1,705	1,877	2,048	2,220
443 Basketball, Boys, Head	5,484	6,032	6,580	7,130
444 Basketball, Boys, Asst	2,541	2,794	3,050	3,302
444 Basketball, Boys, Asst	2,541	2,794	3,050	3,302
445 Basketball, Girls, Head	5,484	6,032	6,580	7,130
446 Basketball, Girls, Asst	2,541	2,794	3,050	3,302
450 Basketball, Girls, Asst 9th	2,210	2,433	2,654	2,874
447 Football, Boys, Head	5,484	6,032	6,580	7,130
448 Football, Boys, Asst	2,541	2,794	3,050	3,302
448 Football, Boys, Asst	2,541	2,794	3,050	3,302
448 Football, Boys, Asst	2,541	2,794	3,050	3,302
449 Football, Boys, Asst	2,210	2,210	2,210	2,210
452 Baseball, Boys, Head	2,959	3,253	3,550	3,847
453 Baseball, Boys, Asst	1,761	1,938	2,116	2,290
454 Track, B/G, Head	2,959	3,253	3,550	3,847
455 Track, B/G, Asst	1,761	1,938	2,116	2,290
456 Golf, Boys, Head	1,798	1,976	2,159	2,336
457 Golf, Girls, Head	1,798	1,976	2,159	2,336
458 Tennis, Boys, Head	1,798	1,976	2,159	2,336
459 Tennis, Girls, Head	1,798	1,976	2,159	2,336
462 Cross County, Boys/Girls, Head	1,798	1,976	2,159	2,336
463 Volleyball, Girls, Head	2,959	3,253	3,550	3,847
464 Volleyball, Girls, Asst	1,761	1,938	2,116	2,290
466 Softball, Girls, Head	2,959	3,253	3,550	3,847
467 Softball, Girls, Asst	1,761	1,938	2,116	2,290

CHS Total High School		101,723	110,312	118,270	126,843
POSITION		2017-18	CAREER PLACEMENTS		
		Base	5 yrs	10 yrs	15yrs
CMS					
302	Instrumental Music	659	722	787	854
303	National Jr. Honor Society	215	237	259	279
304	Student Council Sponsor	416	455	499	538
305	Newspaper Sponsor	453	500	545	589
307	Vocal Music	724	798	872	941
321	Cheerleader Coach	1,246	1,367	1,496	1,617
322	Cheerleader Asst Coach	484	484	484	484
324	Basketball, Boys 8th, Head	1,935	2,129	2,324	2,516
325	Basketball, Boys 7th, Head	1,935	2,129	2,324	2,516
326	Basketball, Boys 5th 6th, Head	1,812	1,994	2,175	2,359
327	Basketball, Girls 8th, Head	1,935	2,129	2,324	2,516
328	Basketball, Girls 7th, Head	1,935	2,129	2,324	2,516
329	Basketball, Girls 5th 6th, Head	1,812	1,994	2,175	2,359
330	Football, Boys, Head	1,812	1,994	2,175	2,359
331	Football, Boys, Asst	1,008	1,109	1,208	1,309
332	Football, Boys, Asst	0	0	0	0
333	Volleyball, Girls, Head	971	1,065	1,161	1,257
336	Track, Boys, Coach	971	1,065	1,161	1,257
337	Track, Girls, Coach	971	1,065	1,161	1,257
338	Tennis Coach, Boys	686	758	824	892
340	Cross Country, Head, Min of 7	689	761	830	900
341	Volleyball, Girls, Asst	971	1,065	1,161	1,257
342	Tennis Coach, Girls	686	758	824	892
CMS	Total Middle School	40,154	43,447	46,742	50,007
CES					
200	Academic Coach, CES	215	237	259	279
201	Basketball Coach, Boys, CES	1,246	1,367	1,496	1,617
202	Track Coach, Boys, CES	484	532	582	630
203	Track Coach, Girls, CES	484	532	582	630
206	Basketball Coach, Girls, CES	1,246	1,367	1,496	1,617
207	Cheerleader Coach CES	431	474	517	561
210	Student Council Sponsor, CES	228	252	273	297
211	Year Book Sponsor	400			
CES	Total Elementary	10,912	10,969	11,439	11,894
TOTAL EXTRA CURRICULUM		152,789	164,728	176,451	188,744

If there are a sufficient number of students, there will be two (2) teams. If there is only one (1) team, there will be one (1) assistant coach. If there are two (2) teams, each team will have an assistant coach.

**APPENDIX C
GRIEVANCE REPORT FORM**

Distribution of Form:

1. Superintendent
2. Principal
3. Association
4. School Employee

SUBMIT TO PRINCIPAL

BUILDING ASSIGNMENT _____
NAME OF GRIEVANT _____
DATE _____ FILED _____

LEVEL ONE

A. Date Grievance Filed _____

B. 1. Statement of Grievance _____

2. Relief Sought _____

Signature _____ Date _____

DISPOSITION BY PRINCIPAL

Signature _____ Date _____

POSITION OF GRIEVANT
(Acceptance of decision, or appeal of decision)

Signature _____ Date _____

LEVEL TWO

A. Date Received by the Superintendent of Schools _____

B. Disposition of the Superintendent of Schools _____

Signature _____ Date _____

POSITION OF GRIEVANT
(Acceptance of decision, or appeal of decision)

Signature _____ Date _____

LEVEL THREE

A. Date Submitted to the School Board _____

B. Disposition of the School Board _ _____

Signature _____ Date _____

NON-DISCRIMINATION POLICY

It is the policy of the Clarksville Community School Corporation not to discriminate on the basis of race, color, religion, gender, national origin, age, limited English proficiency, or handicapping condition in its programs or employment policies as required by the Indiana Civil Rights Act (I.C. 22-9.1), Title VI and Title VII (Civil Rights Act of 1964), the Equal Pay Act of 1973, Title IX (Educational Amendments), and Sections 504 (Rehabilitation Act of 1973). Any concerns with regard to Section 504/ADA and Title IX, may be directed to the attention of the Superintendent of Schools, 200 Ettels Lane, Clarksville, IN 47129, Phone 812-282-7753.