

THE AGREEMENT
BETWEEN THE
BOARD OF SCHOOL TRUSTEES
OF THE
SCHOOL CITY OF HOBART
AND
HOBART TEACHERS ASSOCIATION

2015 NEGOTIATING TEAMS

FOR THE TEACHERS:

Mr. David Smith, ISTA UniServ Director
Mrs. Nancy Mast, Chief Negotiator
Mrs. Alice Hunt-Lounges
Mrs. Beth York
Mr. Jon Brumley
Ms. Janice Hamady
Mrs. Sheri Evans
Mrs. Tammy Rassbach
Mrs. Jan Osika
Mr. Ryan Turley

FOR THE BOARD:

Dr. Peggy Buffington, Superintendent
Mr. Ted Zembala, Business Manager
Mr. Jon Mock, Director of HR &
Compliance
Ms. Karen Robbins, President
Mr. Michael Rogers, Vice President
Mrs. Rikki Guthrie, Secretary

OFFICERS OF THE HOBART TEACHERS ASSOCIATION

Co-President – Ms. Alice Hunt-Lounges
Co-President – Ms. Beth York
Secretary – Ms. Sheri Evans
Treasurer – Mr. Jon Brumley

BOARD OF SCHOOL TRUSTEES

Ms. Karen J. Robbins, President
Mr. Michael J. Rogers, Vice President
Ms. Rikki A. Guthrie, Board Secretary
Mr. Dave Bigler, Member
Mr. Donald H. Rogers, Member
Mr. Terry D. Butler, Member
Mr. Stuart Schultz, Member

SCHOOL ATTORNEYS

Mr. Peter Goerges
Mrs. Monica Conrad

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AGREEMENT

This agreement is made and entered into this 1st day of October, 2015, by and between the Hobart Teachers Association (Indiana State Teachers Association, National Education Association), hereinafter referred to as the "Association," and the Board of School Trustees of the School City of Hobart, hereinafter referred to as the "Board."

ARTICLE I RECOGNITION

- 1.1 The Board hereby recognizes the Association as the exclusive representative for all members of the bargaining unit. The Board agrees not to negotiate with any other "school employee organization" as that term is defined in IC 20-29-2-14 representing employees of the unit set forth for the duration of this Agreement unless otherwise ordered by the Indiana Education Employment Relations Board (IEERB).
- 1.2 The term "school employee" shall be consistent with the definition set forth in IC 20-29-2-13, as hereinafter amended, supplemented or superseded. The bargaining unit shall consist of certificated school employees, hereinafter referred to as "teacher," except the following: superintendent, assistant superintendent(s), business manager, directors, principals, assistant principals, deans, athletic director and coordinators.

ARTICLE II PROFESSIONAL GRIEVANCE PROCEDURE

- 2.1 Definition and Procedure
 - A. "Grievance" - A claim by a teacher, teachers or the Association verified by a signed grievance form alleging there has been a violation, misinterpretation or misapplication of any express provisions of the Agreement may be processed as a grievance as hereinafter provided.
 - B. "Work Day" shall be any day when teachers are required to be in attendance during the regular school term and each day during the summer except Saturdays, Sundays, and legal holidays.

During the summer recess, either party may request, in writing, an extension of the time limits set forth in this Article including the reason(s) for such request; such request will be granted upon submission of the above written request. Normally such time limits will not be extended more than thirty (30) days unless by mutual agreement of the parties.
 - C. As grievances arise, good morale is maintained by sincere efforts of all persons concerned to work toward constructive solutions in an atmosphere of courtesy and cooperation. The purpose of the grievance procedure is to secure, at the lowest possible administrative level, equitable solutions to

the problems which may from time to time arise. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

- D. Any teacher has the right to be represented at any step of the grievance procedure by representatives of the Association. The grievant and the principal will be limited to the total of two (2) representatives at the Informal Level and Formal Level One.

2.2 Time Limits, Compliance and Submission of Grievance

- A. If an individual teacher has a complaint which he/she wishes to discuss with any member of the school administration, he/she is free to do so without any recourse to the grievance procedure.
- B. No additional evidence, material, allegation, remedy, or defense may be submitted by either party, which has not been disclosed to the opposite party within twenty-one (21) calendar days of an arbitration hearing unless agreed to by both parties.

The superintendent may refer the matter to the principal for an amended answer of the Step I grievance.

- C. The time limits provided for in this Article shall be strictly observed in processing a grievance. The grievance must be processed in accordance with the time limits at each step or the grievance will be considered withdrawn and may not be re-filed. The parties may by mutual written agreement extend the time limits. In the event of illness of a grievant, it is agreed that the time limit will be extended until the grievant returns to work or, in case of extended illness, the Association may pursue the grievance in the grievant's absence.

2.3 Procedure

- A. Informal Grievance

In the event a grievant believes there is a basis for a grievance, he/she must request in writing a meeting to discuss the grievance within twenty (20) work days of when he/she knew or should have known of facts giving rise to the alleged grievance. A mutually agreeable time and place for such a meeting will be established within ten (10) work days of the request. The grievance must be filed with the building principal or his/her designee in the school building in which the alleged grievance arose or occurred.

- B. Formal Step I

- 1. If the grievant and/or Association is not satisfied with the disposition of the grievance by the building principal or if no

disposition has been made within five (5) days of such meeting(s), the grievance may be submitted to Formal Step I if such grievance is filed within five (5) work days of the answer or after five (5) days from the date of the meeting(s) if no disposition has been made by the principal. The grievant shall set forth the following in writing on the form:

- a. the article(s) and section(s) of the Agreement that allegedly have been violated;
 - b. the date the alleged violation occurred;
 - c. the known facts that support the alleged violation; and
 - d. the remedy sought.
2. Within five (5) work days after receiving the formal grievance, the principal and the grievant at a mutually agreeable time and place shall meet to discuss the grievance. Within five (5) work days after such meeting, the principal will communicate his/her answer in writing to the grievant(s) on the proper form.

2.4 Formal Step II - Superintendent

- A. In the event that the grievance is not resolved at Formal Step I, or if no written decision has been rendered within the time limit provided, the grievant may appeal the decision to Step II provided said appeal is filed with the superintendent within twenty-five (25) work days of receipt of the written answer at Step I or within thirty (30) days if no disposition is forthcoming from the building principal. The appeal on the Step II Grievance Form shall include a copy of all materials and evidence previously submitted and a copy, at the same time, shall be given to the building principal.
- B. The superintendent or his/her designee shall meet with the grievant and/or the representative of the Association at a mutually agreeable time on the grievance within ten (10) work days of the receipt of the grievance. Within ten (10) work days from the meeting on the grievance, the superintendent shall render a written decision to the grievant and the Association as to the resolution of the grievance. The superintendent may hold a formal hearing(s) prior to the rendering of the written decision, and additional time, not to exceed ten (10) work days shall be allowed if the superintendent determines further investigation is necessary.
- C. If the grievance involves alleged violation(s) of the contract in more than one (1) school building, the grievance may be filed at Formal Step II in writing within twenty-five (25) days of its occurrence. An additional five (5) days may be taken by the superintendent to submit his/her written answer to the grievant's presentation or grievance. Additionally, affected principals may attend the grievance meeting.

2.5 Step III – Arbitration

If the Association is not satisfied with the disposition of the grievance, or if no disposition has been made within the period provided in Step II, the grievance shall, upon motion of the Association be submitted to binding arbitration before an impartial arbitrator. The parties shall not submit any grievances to arbitration except those defined by IC 20-28-9 as topics within the scope of bargaining. The Association shall serve written notice to the superintendent of its intent to arbitrate by submitting a copy of its Request for Arbitration Panel from the Federal Mediation and Conciliation Service (FMCS) within twenty (20) work days after receiving the Step II answer. The Board recognizes the right of the Association to initiate a request for a panel submission and that FMCS is authorized to provide such panel upon such request.

Following submission of a panel of arbitrators to each party by the FMCS, a representative of each party shall within five (5) days of receipt of said panel strike the names of any arbitrators who are unacceptable and number the names of those remaining in order of preference. Within seven (7) days of receipt of the panel from FMCS, the two (2) representatives shall confer either in person or by phone for the purpose of selecting the arbitrator. The numerical ratings of the remaining arbitrators shall be added together with the arbitrator having the lowest total numerical rating being the arbitrator who will hear the case unless that arbitrator disqualifies himself/herself. In the event an arbitrator disqualifies himself/herself, the arbitrator with the next lowest total numerical rating will be requested to hear the case. This procedure shall be followed until an arbitrator is selected.

The conduct of all proceedings hereunder shall be in accordance with the Code of Professional Responsibility for Arbitrators of Labor-Management Disputes as adopted by the National Academy of Arbitrators, the American Arbitration Association and the FMCS.

- A. The arbitrator shall have no authority to add to, subtract from, disregard, or alter any of the terms from this Agreement.
- B. The arbitrator shall have no power to establish new salary structures. No decision in any one (1) arbitration shall require a retroactive wage adjustment for any other member(s) of the bargaining unit if the facts are different.
- C. No formal grievance shall be adjusted without prior notification to the Association and opportunity for an Association representative to be present, nor shall any adjustment of a grievance be inconsistent with the terms of this Agreement, unless by mutual agreement of the parties.
- D. The arbitrator shall have no power to make any decision or recommendation which would require the commission of an act inconsistent with or prohibited by law.

- E. The fees and expense of the arbitrator shall be shared equally by the school employer and the grievant or the grievant's representative. All other expenses shall be borne by the party incurring them, and neither party shall be responsible for the expenses incurred by the other.
- F. The arbitrator shall have no power to substitute his/her judgment for that of the school employer as to the reasonableness of any practice, policy, or any action taken by the school employer not in violation of the express terms of this Agreement.

2.6 Miscellaneous

- A. Decisions rendered at any step of this procedure shall be in writing.
- B. All documents, communications, and records solely contained in the grievance process shall be maintained in a grievance file separate from the participants' personnel file(s).
- C. The forms for filing and processing grievances and other necessary documents shall be provided by the superintendent and made available through the building principals, the building representatives and the officers of the Association. The forms are also available on the School City of Hobart's website.
- D. Any hearing at the various steps shall be held during non-teaching hours unless the parties agree otherwise. In the event that the parties mutually schedule an arbitration hearing during the teaching hours, teachers who are required to attend such hearings will be given release time without loss of pay to the extent of their necessary participation.

Prior to any arbitration hearing or administrative hearing, the parties shall determine the timelines and the amount of release time necessary.

- E. The election of the grievant and the Association to process a grievance to Step III shall constitute an election of remedies and bar it from pursuing the dispute in other forums, including, but not limited to, courts, the IEERB, and any federal, state or local administrative agency.

**ARTICLE III
PROFESSIONAL AND PERSONAL LEAVES**

3.1 Personal Leave - Three (3) personal leave days for personal business shall be granted during the contractual year upon request in writing to the superintendent at least twenty-four (24) hours before taking such leave (except in case of emergency). Such requests shall be made on a Personal Leave Form. Such leaves shall be without loss of compensation for such absence. Unused personal leave shall accumulate from year to year to a maximum of six. Those personal days, in excess of six, unused shall be added to the accumulated sick leave days on August 1 at the start of the school year in which they are accumulated. Use of personal leave by any one teacher shall not exceed six (6) days in any given school year.

3.2 Bereavement Leave – A leave of up to seven (7) work days shall be granted following the death of an employee's spouse, parent, child, brother, sister, mother-in-law, father-in-law, or for which any person the teacher and his/her spouse are responsible. If more than one (1) death in the immediate family should occur, seven (7) full work days shall be granted for each. Leave up to five (5) work days shall be granted for death of aunt, uncle, niece, nephew, grandparent, grandparent-in-law, grandchild, brother-in-law, sister-in law, daughter-in-law, and son-in-law. An employee may request leave from the superintendent to attend the funeral of someone not listed above.

If the employee begins such leave during the first half of the teacher day, that day will be counted as the first day of bereavement. If the employee leaves after that time, the first day begins the following day. These days are not cumulative. If a teacher is an administrator or executor of the estate of a deceased person, two (2) of the bereavement days may be used for that purpose within one (1) year of the date of death.

3.3 Educational Conference Attendance - All staff members shall be eligible for two (2) days conference attendance with pay. Teachers shall be required to file written requests with the superintendent through his/her designee setting forth the nature of the conference. Requests should be filed, if at all possible, by September 30 of each school year, but in no event later than two (2) weeks prior to the conference. The superintendent has the discretion to approve conference attendance. Such approval shall not be unreasonably withheld. A conference may be announced with less than two (2) weeks' notice; and in such instances, the superintendent may waive the notice requirement. Such dates and days of leave may be extended by approval of the superintendent. Further, teachers may be requested to report the nature of the conference/professional meeting(s) attended and content of the program.

Conference Expenses - Since the School City of Hobart encourages professional growth, the School City of Hobart will pay in part the expenses incurred at professional conferences, workshops and seminars. These expenses would

include the cost of hiring a substitute for the teacher(s) involved. This does not include the ISTA Conference.

- 3.4 Court Appearance Leave - Leave of absence without loss of pay or other leave days shall be granted for any court appearance where attendance of the teacher is requested by the school administration or prosecutor. A teacher called for jury duty or subpoenaed as a witness in a work-related matter shall be compensated for the difference between the teaching pay and the pay received for the performance as a juror or a witness.

In the event a teacher is subpoenaed to appear in court on a non-work related matter, the teacher who is subpoenaed may elect to reimburse the school corporation for the cost of the substitute and not use a day of personal business leave.

A leave of absence without loss of pay or other leave days shall be granted for required testimony by a teacher in a criminal proceeding involving an alleged assault and battery committed against a teacher at school or school function.

- 3.5 Serious Injury or Illness in the Family – Teachers shall be allowed up to six (6) work days leave per year with pay (not accumulative but deductible from sick leave days) for absences occasioned by such serious illness or injury of the employee's spouse, parent(s), children or any person for whom the teacher is responsible and up to three (3) work days leave for absences occasioned by serious illness or injury of the employee's mother-in-law or father-in-law. If a teacher has used all of his/her available family illness days for a given school year and still needs access to additional accumulated sick leave days, he/she may make a request to use additional sick leave days for family illness to the superintendent who shall have the discretion to grant or deny such request.
- 3.6 Association Business Leave - The Association will be granted up to twelve (12) days, for the purpose of lobbying during the long session of the Indiana General Assembly and eight (8) days for such purpose during the short session. In addition, the Association will be granted ten (10) days every year for Association business other than lobbying. The Association President must coordinate the leave with the superintendent. The request will not be unreasonably denied. The Association will reimburse the school employer for the costs of substitutes. These days will not include any days provided under Article II.
- 3.7 The School City of Hobart will comply with the provisions of the Family Medical Leave Act of 1993, as supplemented, superseded or amended (herein referred to as FMLA).

**ARTICLE IV
ILLNESS AND DISABILITY**

- 4.1 For absences caused by illness or physical disability of the teacher, each teacher shall be allowed ten (10) days for each year of employment accumulative to 200 days. However, any teacher who has more than 200 accumulated days as of September 1, 2015 shall have that total number of accumulated days as their personal limit. In the event a new teacher shall have accumulated one or more sick leave days in a prior school corporation of this state, then there shall be added for the second year and each succeeding year 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 be exhausted. The school employer may require the submission of a physician's certificate of treatment and nature of incapacitation or illness in cases where illness has been frequent or where a reasonable suspicion of abuse exists.
- 4.2 Absence due to injury incurred in the course of the teacher's employment shall be charged against the teacher's sick leave days provided that portion of the sick leave days covered by the Indiana Worker's Compensation Act be returned to the teacher. When a teacher has used his/her total accumulation of sick leave days prior to the end of the school year, the Board shall pay to such teacher the difference between his/her salary and benefits received under the Indiana Worker's Compensation Act for a total of not more than thirty (30) additional school days or until Long Term Disability (LTD) insurance commences.

**ARTICLE V
INSURANCE PROTECTION**

5.1 Insurance

The basic group insurance programs consist of health insurance, dental insurance, prescription drug coverage and vision insurance.

If a spouse of a teacher is employed by another employer, the spouse will enroll in the single plan of his/her employer as the primary carrier if the employer permits enrollment.

Teachers may only enroll during the first thirty (30) days of employment in the insurance plan of the school corporation and will only be permitted to enroll or change to a family plan in the case of a significant life qualifying event.

- 5.2 In the case of both a husband and wife employed in the bargaining unit, the Board will contribute 100% of all insurance premiums.

Where two teachers are married and enrolled in one (1) family plan or in (2) two single plans where that is the most economical for the basic group insurance program, one (1) spouse-teacher shall be entitled to receive the annuity payment

in section 5.4. This paragraph only applies to teachers hired prior to the 2006-2007 school year.

- 5.3 The basic group insurance programs shall continue the health insurance, dental insurance, prescription drug coverage and vision insurance. The Board of School Trustees agrees to implement a Section 125 Plan to defer payments of premiums, unreimbursed medical expenses and child care. The school corporation will select the qualifying carrier with the most competitive offer with respect to charges for services of administering this plan.

The Board will contribute 90% of the single or family premium for the basic group insurance program with the teacher contributing 10%.

- 5.4 The Board shall continue to contribute Five Hundred Dollars (\$500.00) annually for those who do not participate in the basic group insurance program for a tax sheltered annuity or alternative plan if the annuity is not available.

A teacher electing this option must submit proof of medical/hospital insurance or execute a waiver of coverage in case of future non-insurability.

- 5.5 Term Life Insurance

The Board will provide, at the cost of One Dollar (\$1.00), a term life insurance policy in the amount of Fifty Thousand Dollars (\$50,000.00) and provides double indemnity coverage for accidental death.

- 5.6 Long Term Disability

The Board will provide without cost to the employee, an LTD group insurance plan with 66 2/3% of regular salary benefit after a One Hundred Twenty (120) calendar day waiting period.

- 5.7 Employee Assistance Program (EAP)

An EAP shall be available. (It is understood that employee participation shall be voluntary.)

- 5.8 Miscellaneous Medical Examination

The cost of any medical examination or any other examination required by the Board or the law shall be paid by the Board. The Board reserves the right to designate the licensed physician to administer such medical examination.

ARTICLE VI PROFESSIONAL COMPENSATION

6.1 Work schedule

The Association agrees that teachers will be expected from time to time to perform the following responsibilities beyond the regular school day:

- A. Faculty and Departmental Meetings.
- B. Teacher-parent or teacher-teacher conference.
- C. Teacher-administrator conference.
- D. Curriculum, Textbook, Planning, and Program Meetings (in cases where volunteers have been traditionally sought, such practice will continue unless sufficient volunteers are not obtained).
- E. Hearings regarding student discipline.
- F. Open Houses to introduce new facilities or new programs.
- G. Presentation on school-related programs or events to the Board of School Trustees.
- H. The school administration will inform teachers assigned to the duties listed herein of the expected time for reporting and leaving.

6.2 Basic Salary

The basic salary of teachers covered by this Agreement are set forth in Appendix B which is attached to, and incorporated in this Agreement. Such salary schedule shall remain in effect during the designated period.

- A. A teacher on a temporary contract is considered part of the bargaining unit.
- B. Credentials: All credits shall be from a college or university approved by North Central Association of Colleges and Secondary Schools and/or NCATE or a reciprocal accrediting agency.
- C. A teacher shall be placed on the compensation model the equivalency of their credentials.
- D. The superintendent is authorized by the Board to evaluate the training and experience of all applicants, in accordance with training and experience requirements as set forth by the Commission of Teacher Licensing and Certification of the State of Indiana and shall place teachers on the compensation model according to qualifications and/or need.

6.3 Compensation Model

A. Definition of Terms for the Compensation Model

Base Salary – this number is the salary at which individual Certified Staff members were paid during the prior school year less any stipend. The new starting base salary is \$36,010 for a Bachelors; \$37,296 for a Bachelors +15; and \$39,063 for a Masters with the highest base salary amount at \$68,806. Certified Staff who are making less than the new starting base salary for their education level would be moved to the new base salary schedule amount indicated in Appendix B, Row 1 and the educational attainment level achieved.

Base Salary Increase – increase to salary for Certified Staff above the level earned during the prior school year or the new base salary.

Compensation Increase – Base Salary Increase or Stipend.

Performance Evaluation – the final categorization (highly effective, effective, improvement necessary, ineffective) given to each staff member based on the Marzano Teacher Causal Model as defined by the School City of Hobart.

Performance Appeal – Certified Staff who will not receive an increase due to Performance Evaluation results may request a private conference with the Superintendent.

Education –additional content area degrees and credit hours beyond the requirements for employment that are approved and meet the following criteria as indicated by Appendix B Salary Schedule:

1. It shall be of high quality from an accredited institution, requiring the best efforts of the teacher.
2. It shall be at the graduate level in the licensed content area
3. It shall contribute to the continuous improvement of instruction in the classroom.
4. It shall reflect intelligent planning on the part of the teacher concerning personal educational needs, weaknesses and goals.
5. A written request for additional compensation for credit earned must be approved in writing by the Superintendent prior to July 1 and verification of having received a grade of C or its equivalent received by September 1 if payment is to be received during the following school year. If the plan complies with the provisions of this Article, the Superintendent shall approve it.

Academic Needs – providing consistent instruction to students through exemplar attendance.

Projected Budget– the amount of General fund money that is projected for the school year after estimated expenses are deducted from estimated revenues which is necessary for determining unlawful deficit financing. *For the purposes of determining the projected budget surplus, School City of Hobart’s Administration will run simulations through the IDOE tuition support worksheet to determine revenues and will use historic averages to determine expenses.

Deficit Financing – a budget year’s actual expenditures exceeding the employer’s current year actual general fund revenue IC 20-29-6. The time frame for deficit financing should be analyzed using a fiscal year which is consistent with a contract term, which cannot extend past the state budget biennium. The equation is as follows DOE Certification plus miscellaneous revenue minus non-bargaining unit costs/operating expenses equals money available for the total package of the bargaining unit.

Total Package – includes but not limited to Salary, FICA, TERF, 401a, Health Insurance Plan, Life Insurance, Long Term Disability, Extra-Duty Costs, Leave Costs, and Retirement.

Stipend – one-time payment of a fixed sum of money.

B. Specific Guidelines for Teacher Compensation Increases

Per IC 20-28-9, School City of Hobart will use Performance Evaluation results and Education in determining the Compensation Increase for the current school year.

Per IC 20-28.11.5, Certified Staff rated ineffective or improvement necessary for the prior school year cannot receive any Compensation Increase for the current school year. The certified staff member may do a Performance Appeal. The amount of compensation that would have been available to said teachers will be divided equally and distributed to eligible effective and highly effective teachers who are actively employed at the time of distribution as a stipend.

Per IC 20-29-6-3 Certified Staff cannot receive salary increases that would make the school corporation be in Unlawful Deficit Financing:

Sec. 3. (a) It is unlawful for a school employer to enter into any agreement that would place the employer in a position of deficit financing due to a reduction in the employer's actual general fund revenue or an increase in the employer's expenditures when the expenditures exceed the employer's current year actual general fund revenue. (b) A contract that provides for deficit financing is void to that extent, and an individual teacher's contract executed under the contract is void to that extent.

The Compensation Model is awarded based on factors that would not yield deficit financing as defined in this agreement. In the event that the

Compensation Model base salary increases are not fiscally feasible to award due to not receiving the amount needed to fund the increase, the amount of monies available would be awarded as a stipend for highly effective and effective teachers.

C. Certified Staff Base Salary Increases

1. Highly Effective and Effective Certified Staff are eligible for a compensation increase above the base salary earned during the prior school year or the new base salary as defined in the salary schedule (Appendix B).
2. There are two salary schedules based on the grandfathered clause for education (Appendix B).
 - A. Salary Schedule A – The 2013-2014 Certified Staff with a Bachelors or Bachelors + 15 and new certified staff hired in and beyond 2014.
 - B. Salary Schedule B – The 2013-2014 Certified Staff with advanced degrees including the masters and beyond.—The 2013-2014 Certified Staff who started course work for an advanced degree before July 1, 2011 and completed it before September 2, 2014.
3. Only Highly Effective and Effective Teachers are eligible for salary increases. Salary increases are based on Performance Evaluation, Education, and Academic Needs
 - A. When Education degrees or credits remain constant as defined, a base salary increase is based on 100% for Performance Evaluation (vertical movement on salary schedule in Appendix B).
 - B. When Education degrees or credits occur according to the approved definition, a base salary increase is based on 67% for Performance Evaluation and 33% for Education (horizontal movement on salary schedule in Appendix B).
 - C. Academic Needs are met by the following:
 1. Exemplary teacher attendance of no more than three (3) total missed days in said contract year (excludes professional development), a stipend of \$500 will be given at the end of a school year.
 2. Excellent teacher attendance of no more than five (5) total missed days in said contract year (excludes professional development), a stipend of \$250 will be given at the end of a school year.

6.4 Extra Duty Contracts (See Appendix C)

6.5 Personal Automobile Use

Teachers required as part of their assignment to drive personal automobiles from one school to another school shall receive a car allowance equal to the maximum deduction permitted by the IRS. A standard approved mileage figure shall set forth the distance between building assignments. As an alternative to the computation of mileage, a traveling teacher may submit an approved log sheet setting forth the date, number of trips and the standard mileage figure.

**ARTICLE VII
SEC. 401(a) CONTRIBUTION**

7.1 Retirement Savings Section 401(a)

The School Corporation agrees to maintain an IRS Code Section 401(a) plan for all members of the bargaining unit. The School Corporation shall contribute to individual accounts in the name of the respective existing certificated school employee an amount equal to 2.5% of the base salary. Base salary is defined as the individual teacher's current contract without supplement salary amounts.

**ARTICLE VIII
RETIREMENT**

8.1 Effective September, 1992, the Board will pay the 3% teacher contribution for the Teacher Retirement Fund (TRF).

8.2 Severance Benefit

Upon written request to the Superintendent before the respective April 1 (See C below) by a certificated school employee who:

- A. has reached age 50 by the end of the succeeding school year;
- B. has or will have in the succeeding school year 15 years' experience in the School City of Hobart;
- C. the next school year will be the employee's last year of employment by the School Corporation; and
- D. timely provides the Superintendent with the required notice.

The School Corporation shall pay Two Thousand Dollars (\$2,000.00) of regular severance benefit to the certificated school employee prior to the end of the fiscal year. The Superintendent may waive the notice requirement as a result of the certificated school employee's serious ill health, serious accident; unforeseen emergency; or initial school year implementation of the section.

**ARTICLE IX
EFFECT AND TERM OF AGREEMENT**

This agreement supersedes and cancels all previous agreements, verbal and written or based on alleged past practices, between the school employer and the exclusive representative and constitutes the entire Agreement between the parties.

This Agreement may not be changed or amended except by a written instrument signed by both parties.

- 9.1 All bargainable issues have been discussed during negotiations leading to this Agreement and no additional bargaining on said issues will be conducted on any item, whether contained herein or not, during the life of this Agreement, except by mutual agreement or by order of any court or the IEERB.
- 9.2 The Board shall be responsible for the electronic reproduction of the Agreement on the district's website no more than thirty (30) days subsequent to formal Board ratification.
- 9.3 In the event that a section or provision is canceled due to a court ruling or a legislative act, either the Association or the Board may reopen negotiations to prevent the resultant cancellation of a right or benefit to either minimize the impact of such ruling or act, or to maintain such right or benefit by amendment.
- 9.4 This Agreement shall be effective the 1st day of September 2015, and shall remain in effect through the 30th day of June, 2017. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated subject to the provisions of IC 20-29 *et seq.*
- 9.5 This Agreement is so attested to by the parties' presidents, secretaries, and members' signatures which appear below and is made and entered into at Hobart, Indiana, on the 1st day of October 2015.

SCHOOL CITY OF HOBART
TEACHERS ASSOCIATION

BOARD OF SCHOOL
TRUSTEES OF THE
SCHOOL CITY OF HOBART

BY: _____
Alice Hunt-Lounges, Co-
President

BY: _____
Karen J. Robbins, President

BY: _____
Beth York, Co-President

BY: _____
Michael J. Rogers, Vice President

BY: _____
Sheri Evans, Secretary

BY: _____
Rikki A. Guthrie, Secretary

BY: _____
Jon Brumley, Treasurer

BY: _____
Dave Bigler, Member

BY: _____
Nancy Mast, Member
Chief Negotiator

BY: _____
Terry D. Butler, Member

BY: _____
Stuart Schultz, Member

BY: _____
Donald H. Rogers, Member

APPENDIX A-1

GRIEVANCE REPORT FORM

Grievance # _____

SCHOOL CITY OF HOBART GRIEVANCE REPORT

Name of Grievant _____ Date Filed _____

Building _____ Assignment _____

STEP I (INFORMAL)

A. Date cause of Grievance occurred: _____

B. (1) Statement of Grievance: _____

(2) Relief sought: _____

Signature Date

If additional space is needed in reporting Section B-1 & 2 of Step I, attach on additional sheet.

Grievance # _____

SCHOOL CITY OF HOBART GRIEVANCE REPORT

Name of Grievant _____ Date Filed _____

Building _____ Assignment _____

STEP I (FORMAL)

A. Date cause of Grievance occurred: _____

B. (1) Statement of Grievance: _____

(2) Relief sought: _____

Signature Date

Grievance # _____

SCHOOL CITY OF HOBART GRIEVANCE REPORT

Name of Grievant _____ Date Filed _____

Building _____ Assignment _____

STEP II

Submit to Superintendent in TRIPLICATE:

A. Position of Grievant: _____

Signature Date

B. Date received by Superintendent or Designee: _____

C. Disposition by Superintendent or Designee: _____

Signature Date

Grievance # _____

SCHOOL CITY OF HOBART GRIEVANCE REPORT

Name of Grievant _____ Date Filed _____

Building _____ Assignment _____

STEP III

Submit to Arbitrator in TRIPLICATE:

A. Position of Grievant: _____

Signature Date

B. Date submitted to Arbitration: _____

C. Disposition and award of Arbitrator: _____

Signature of Arbitrator Date of Decision

APPENDIX A-2

GRIEVANCE REPORT FORM (BOARD)

Grievance # _____

SCHOOL CITY OF HOBART GRIEVANCE REPORT

Name of Grievant _____ Date Filed _____

Building _____ Assignment _____

STEP I (INFORMAL)

A. Date cause of Grievance occurred: _____

B. (1) Statement of Grievance: _____

(2) Relief sought: _____

Signature Date

If additional space is needed in reporting Section B-1 & 2 of Step I, attach on additional sheet.

Grievance # _____

SCHOOL CITY OF HOBART GRIEVANCE REPORT

Submit to Superintendent in TRIPLICATE:

Name of Grievant _____ Date Filed _____

Building _____ Assignment _____

BOARD STEP

A. Position of Grievance: _____

Signature Date

B. Date received by Board of Trustees or Designee: _____

C. Disposition by Board of Trustees: _____

Signature Date

APPENDIX B**SALARY SCHEDULE**

Salary Schedule A – The 2013-2014 Certified Staff with a Bachelors or Bachelors+15 and new certified staff hired in and beyond 2014.

Salary Schedule B – The 2013-2104 Certified Staff with advanced degrees including the masters and beyond. The 2013-2014 Certified Staff who started course work for an advanced degree before July 1, 2011 and completes it before September 2, 2014.

Schedule A				Schedule B			
Row	BS	B15	MS	Row	MS	M15	M30
1	\$ 36,010	\$ 37,296	\$ 39,063	1	\$ 40,237	\$ 41,079	\$ 41,931
2	\$ 37,184	\$ 38,481	\$ 40,275	2	\$ 41,644	\$ 42,529	\$ 43,376
3	\$ 38,361	\$ 39,684	\$ 41,460	3	\$ 43,188	\$ 44,070	\$ 44,923
4	\$ 39,541	\$ 40,875	\$ 42,661	4	\$ 44,734	\$ 45,586	\$ 46,468
5	\$ 40,725	\$ 42,073	\$ 44,052	5	\$ 46,286	\$ 47,135	\$ 48,016
6	\$ 42,001	\$ 43,400	\$ 45,332	6	\$ 47,836	\$ 48,681	\$ 50,047
7	\$ 43,297	\$ 44,696	\$ 46,832	7	\$ 49,344	\$ 50,196	\$ 51,127
8	\$ 44,693	\$ 46,128	\$ 48,471	8	\$ 50,946	\$ 51,801	\$ 52,684
9	\$ 45,899	\$ 47,699	\$ 49,499	9	\$ 52,609	\$ 53,485	\$ 54,346
10	\$ 47,106	\$ 48,906	\$ 50,706	10	\$ 54,266	\$ 55,152	\$ 56,046
11	\$ 48,313	\$ 50,112	\$ 51,912	11	\$ 55,955	\$ 56,812	\$ 57,668
12	\$ 49,519	\$ 51,319	\$ 53,119	12	\$ 57,625	\$ 58,482	\$ 59,339
13	\$ 50,726	\$ 52,525	\$ 54,325	13	\$ 59,392	\$ 60,283	\$ 61,140
14	\$ 51,932	\$ 53,732	\$ 55,532	14	\$ 59,989	\$ 60,879	\$ 61,769
15	\$ 53,139	\$ 54,939	\$ 56,738	15	\$ 60,586	\$ 61,476	\$ 62,366
16	\$ 54,345	\$ 56,145	\$ 57,945	16	\$ 61,184	\$ 62,073	\$ 62,963
17	\$ 55,552	\$ 57,352	\$ 59,151	17	\$ 61,781	\$ 62,671	\$ 63,560
18	\$ 56,758	\$ 58,558	\$ 60,358	18	\$ 62,378	\$ 63,268	\$ 64,158
19	\$ 57,965	\$ 59,765	\$ 61,565	19	\$ 62,975	\$ 63,865	\$ 64,755
20	\$ 59,172	\$ 60,971	\$ 62,771	20	\$ 63,573	\$ 64,462	\$ 65,352
21	\$ 60,378	\$ 62,178	\$ 63,978	21	\$ 64,170	\$ 65,060	\$ 65,949
22	\$ 61,585	\$ 63,385	\$ 65,185	22	\$ 64,767	\$ 65,657	\$ 66,547
23	\$ 62,792	\$ 64,592	\$ 66,392	23	\$ 65,364	\$ 66,254	\$ 67,144
24	\$ 63,999	\$ 65,799	\$ 67,599	24	\$ 65,961	\$ 66,851	\$ 67,741
25	\$ 65,206	\$ 67,006	\$ 68,806	25	\$ 66,558	\$ 67,448	\$ 68,338

*All bargaining unit members begin new base salary increases using their current 2014-2015 Base Salary or the new established Base Salary.

*Rows are **NOT** equivalent to years of experience.

*Educational attainment results in horizontal column movement and is calculated using 67% for the Performance Evaluation and 33% for the Education achievement.

APPENDIX C
EXTRA-DUTY SCHEDULE

(If teachers share an extra duty position, the salary is split 50/50.)

ATHLETICS	School	Step 0-1	Step 2-3	Step 4-5	Step 6+
COACHING POSITIONS:					
BASEBALL VARSITY	HS	3,500	4,000	4,500	5,000
ASSISTANT VARSITY/BASEBALL	HS	2,963	2,978	2,993	3,009
JUNIOR VARSITY/BASEBALL	HS	2,867	2,899	2,931	2,962
9TH GRADE BASEBALL	HS	1,558	1,932	2,335	2,866
GIRLS SOFTBALL VARSITY	HS	3,500	4,000	4,500	5,000
ASSISTANT SOFTBALL/GIRLS	HS	2,963	2,978	2,993	3,009
JUNIOR VARSITY/SOFTBALL GIRLS	HS	2,867	2,899	2,931	2,962
BOYS BASKETBALL VARSITY	HS	5,835	6,370	6,901	7,428
ASSISTANT VARSITY/BOYS BB	HS	4,533	4,606	4,679	4,758
JUNIOR VARSITY/BOYS BB	HS	3,250	3,677	4,104	4,532
9TH GRADE/BOYS BB	HS	2,750	2,916	3,082	3,249
9TH GRADE/BOYS BB	HS	2,750	2,916	3,082	3,249
8TH GRADE BOYS A BASKETBALL	MS	1,517	1,911	2,346	2,749
8TH GRADE BOYS B BASKETBALL	MS	1,517	1,911	2,346	2,749
7TH GRADE BOYS A BASKETBALL	MS	1,517	1,911	2,346	2,749
7TH GRADE BOYS B BASKETBALL	MS	1,517	1,911	2,346	2,749
GIRLS BASKETBALL VARSITY	HS	5,835	6,370	6,901	7,428
ASSISTANT VARSITY/GIRLS BB	HS	4,533	4,606	4,679	4,758
JUNIOR VARSITY/GIRLS BB	HS	3,250	3,677	4,104	4,532
9TH GRADE/GIRLS BB	HS	2,750	2,916	3,082	3,249
9TH GRADE/GIRLS BB	HS	2,750	2,916	3,082	3,249
8TH GRADE GIRLS A BASKETBALL	MS	1,517	1,911	2,346	2,749
8TH GRADE GIRLS B BASKETBALL	MS	1,517	1,911	2,346	2,749
7TH GRADE GIRLS A BASKETBALL	MS	1,517	1,911	2,346	2,749
7TH GRADE GIRLS B BASKETBALL	MS	1,517	1,911	2,346	2,749
BOYS CROSS COUNTRY VARSITY	HS	3,400	3,623	3,846	4,068
BOYS CROSS COUNTRY ASST.	HS	2,768	2,934	3,100	3,267
MIDDLE SCHOOL BOYS CC	MS	1,511	1,926	2,334	2,767
MIDDLE SCHOOL BOYS CC	MS	1,511	1,926	2,334	2,767
MIDDLE SCHOOL BOYS CC	MS	1,511	1,926	2,334	2,767
GIRLS CROSS COUNTRY VARSITY	HS	3,400	3,623	3,846	4,068
GIRLS CROSS COUNTRY ASST.	HS	2,768	2,934	3,100	3,267
MIDDLE SCHOOL GIRLS CC	MS	1,511	1,926	2,334	2,767
MIDDLE SCHOOL GIRLS CC	MS	1,511	1,926	2,334	2,767
MIDDLE SCHOOL GIRLS CC	MS	1,511	1,926	2,334	2,767

FOOTBALL VARSITY	HS	5,835	6,370	6,901	7,428
ASSISTANT VARSITY/FB	HS	4,400	4,483	4,566	4,650
ASSISTANT VARSITY/FB	HS	4,400	4,483	4,566	4,650
ASSISTANT VARSITY/FB	HS	4,400	4,483	4,566	4,650
JUNIOR VARSITY/FB	HS	3,501	3,795	4,089	4,383
JUNIOR VARSITY/FB	HS	3,501	3,795	4,089	4,383
9TH GRADE HEAD/FB	HS	3,250	3,333	3,416	3,500
9TH GRADE/FB	HS	2,750	2,916	3,082	3,249
9TH GRADE/FB	HS	2,750	2,916	3,082	3,249
7TH GRADE FOOTBALL	MS	1,517	1,911	2,346	2,749
7TH GRADE/FB	MS	1,517	1,911	2,346	2,749
8TH GRADE/FB	MS	1,517	1,911	2,346	2,749
8TH GRADE/FB	MS	1,517	1,911	2,346	2,749
BOYS GOLF VARSITY	HS	2,132	2,394	2,657	2,919
JUNIOR VARSITY/BOYS GOLF	HS	891	1,183	1,659	2,131
GIRLS GOLF VARSITY	HS	2,132	2,394	2,657	2,919
GIRLS JV GOLF	HS	891	1,183	1,659	2,131
GIRLS GYMNASTIC VARSITY	HS	3,180	3,715	4,246	4,776
ASSISTANT VARSITY/GIRLS GYM	HS	1,685	2,081	2,506	2,962
8TH GRADE/GIRLS GYM	MS	1,526	1,932	2,335	2,770
7TH GRADE/GIRLS GYM	MS	1,526	1,932	2,335	2,770
6TH GRADE/GIRLS GYM	MS	1,526	1,932	2,335	2,770
BOYS SOCCER VARSITY	HS	3,000	3,387	3,774	4,161
BOYS SOCCER JUNIOR VARSITY	HS	1,500	1,888	2,276	2,663
GIRLS SOCCER VARSITY	HS	3,000	3,387	3,774	4,161
GIRLS SOCCER JUNIOR VARSITY	HS	1,500	1,888	2,276	2,663
BOYS SWIMMING VARSITY	HS	4,000	4,333	4,666	5,000
ASSISTANT VARSITY/BOYS SWIM	HS	1,783	2,179	2,609	3,120
DIVING ASSISTANT/BOYS	HS	774	1,168	1,503	2,130
GIRLS SWIMMING VARSITY	HS	4,000	4,333	4,666	5,000
ASSISTANT VARSITY/GIRLS SWIM	HS	1,783	2,179	2,609	3,120
DIVING ASSISTANT/GIRLS	HS	774	1,168	1,503	2,130
BOYS TENNIS VARSITY	HS	3,000	3,387	3,774	4,161
JUNIOR VARSITY/BOYS TENNIS	HS	1,500	1,888	2,276	2,663
GIRLS TENNIS VARSITY	HS	3,000	3,387	3,774	4,161
JUNIOR VARSITY/GIRLS TENNIS	HS	1,500	1,888	2,276	2,663

BOYS TRACK VARSITY	HS	4,000	4,333	4,666	5,000
ASSISTANT TRACK/BOYS	HS	2,774	2,940	3,106	3,273
ASSISTANT TRACK/BOYS	HS	2,774	2,940	3,106	3,273
MIDDLE SCHOOL BOYS TK	MS	1,648	1,985	2,344	2,773
MIDDLE SCHOOL BOYS TK	MS	1,648	1,985	2,344	2,773
MIDDLE SCHOOL BOYS TK	MS	1,648	1,985	2,344	2,773
MIDDLE SCHOOL BOYS TK	MS	1,648	1,985	2,344	2,773
GIRLS TRACK VARSITY	HS	4,000	4,333	4,666	5,000
ASSISTANT TRACK/GIRLS	HS	2,774	2,940	3,106	3,273
ASSISTANT TRACK/GIRLS	HS	2,774	2,940	3,106	3,273
MIDDLE SCHOOL GIRLS TK	MS	1,648	1,985	2,344	2,773
MIDDLE SCHOOL GIRLS TK	MS	1,648	1,985	2,344	2,773
MIDDLE SCHOOL GIRLS TK	MS	1,648	1,985	2,344	2,773
MIDDLE SCHOOL GIRLS TK	MS	1,648	1,985	2,344	2,773
GIRLS VOLLEYBALL VARSITY	HS	4,000	4,333	4,666	5,000
JUNIOR VARSITY/GIRLS VB	HS	3,320	3,380	3,440	3,500
9TH GRADE/GIRLS VB	HS	2,820	2,986	3,152	3,319
9TH GRADE/GIRLS VB	HS	2,820	2,986	3,152	3,319
8TH GRADE GIRLS A VB	MS	1,526	1,932	2,335	2,819
8TH GRADE GIRLS B VB	MS	1,526	1,932	2,335	2,819
7TH GRADE GIRLS A VB	MS	1,526	1,932	2,335	2,819
7TH GRADE GIRLS B VB	MS	1,526	1,932	2,335	2,819
BOYS WRESTLING VARSITY	HS	5,000	5,403	5,806	6,250
ASST VARSITY/BOYS WR	HS	3,500	3,666	3,832	4,000
JUNIOR VARSITY/BOYS WR	HS	3,271	3,318	3,365	3,413
9TH GRADE/BOYS WR	HS	2,771	2,937	3,103	3,270
8TH GRADE/BOYS WR	MS	1,526	1,932	2,335	2,770
8TH GRADE/BOYS WR	MS	1,526	1,932	2,335	2,770
7TH GRADE/BOYS WR	MS	1,526	1,932	2,335	2,770
6TH GRADE/BOYS WR	MS	1,526	1,932	2,335	2,770
ATHLETIC TRAINER	HS	8,000	8,416	8,832	9,250
ASSISTANT TRAINER	HS	4,000	4,283	4,566	4,850
CONDITIONING DIRECTOR	HS	4,180	5,145	6,110	7,076
ASSISTANT (SEPT-NOV)	HS	482	641	805	965
ASSISTANT (DEC-FEB)	HS	482	641	805	965
ASSISTANT (MAR-MAY)	HS	482	641	805	965
ASSISTANT (JUNE-AUG)	HS	482	641	805	965
CARDIO LAB	MS	3,639			
CARDIO LAB	HS	3,639			

In the case of new coaches hired without experience in Hobart, placement on the lane division may be consistent with outside experience in a comparable position in the sport.

Years of experience within a sport as a coach will count towards experience for any position within a sport, except head coach; however, previous experience as head coach of that sport shall be creditable toward any subsequent service as head coach of such sport.

	School	Step 0-1	Step 2-3	Step 4-5	Step 6+
DRAMATICS:					
PUBLIC PERFORMANCES:					
DRAMATICS DIRECTOR	HS	1,242	1,242	1,242	1,681
ASST. DRAMATICS DIRECTOR	HS	442	705	972	1,241
AUDITORIUM DIRECTOR:					
AUDITORIUM DIRECTOR:	HS	3,410			
SPONSORS:					
CHEERLEADER-VARSITY	HS	2,476	3,009	3,536	
CHEERLEADER-ASSISTANT	HS	1,337	1,715	2,122	
DANCE TEAM	HS	2,476	3,009	3,536	
PEP CLUB SPONSOR	MS	457	594	731	
PEP CLUB SPONSOR	HS	916	1,187	1,461	
SENIOR CLASS/SPON	HS	916	1,187	1,461	
JUNIOR CLASS/SPON	HS	916	1,187	1,461	
SOPHOMORE CLASS/SPON	HS	734	1,006	1,280	
FRESHMAN CLASS/SPON	HS	734	1,006	1,280	
8TH GRADE/SPON	MS	367	548	734	
7TH GRADE/SPON	MS	367	548	734	
6TH GRADE/SPON	MS	367	548	734	
STUDENT COUNCIL	HS	1,280	1,644	2,011	
STUDENT COUNCIL	HS	1,280	1,644	2,011	
STUDENT COUNCIL	MS	1,280	1,644	2,011	
STUDENT COUNCIL (enrollment > 600)	EL	1,152	1,152	1,152	
STUDENT COUNCIL	EL	856	856	856	
STUDENT COUNCIL	EL	856	856	856	
STUDENT COUNCIL	EL	856	856	856	
STUDENT COUNCIL	EL	856	856	856	
HONOR SOCIETY	HS	1,097	1,367	1,644	
HONOR SOCIETY	MS	1,097	1,367	1,644	
GERMAN EX CHANGE COORDINATOR	HS	854			

GERMAN CLUB	HS	434			
FRENCH CLUB	HS	346			
SPANISH CLUB	HS	346			
PSYCHOLOGY CLUB	HS	346			
KEY CLUB	HS	346			
DECA CLUB	HS	1,341			
GENESIUS CLUB	HS	688			
MIDDLE SCHOOL CLUBS:	MS	25.00	/Hour		
ELEM SCHOOL CLUBS:	EL	25.00	/Hour		
ACADEMIC COMPETITION COORD	HS	2,438			
QUIZ BOWL COACH	HS	1,287			
ACADEMIC COMPETITION COORD	MS	1,428			
DEBATE TEAM	HS	1,287			
CAREER LIAISON COORDINATOR	HS	5,421			
SUBJECT AREA COACHES:					
ENGLISH	HS	1,341			
ENGLISH	MS	671			
MATH	HS	1,341			
MATH	MS	671			
SCIENCE	HS	1,341			
SCIENCE	MS	671			
SOCIAL STUDIES	HS	1,341			
SOCIAL STUDIES	MS	671			
MUSIC AND ART	HS	1,287			
ACADEMIC SPELL BOWL	HS	1,002			
ACADEMIC SPELL BOWL	MS	498			
YOUTH & GOVERNMENT	HS	1,002			
			Step	Step	Step
	School	0-1	2-3	4-5	6+
GUIDANCE:					
DIRECTOR/GUIDANCE	HS	1,826	2,377	3,016	3,654
DIRECTOR/GUIDANCE	MS	1,097	1,644	2,281	2,925
TEAM LEAD:					
TEAM LEAD	HS	346	346	346	346
TEAM LEAD	HS	346	346	346	346

	School	Step 0-1	Step 2-3	Step 4+
SCHOOL PUBLICATIONS:				
SPONSOR, NEWSPAPER	HS	1,280	1,644	2,011
SPONSOR, YEARBOOK	HS	1,280	1,644	2,011
BUS. MGR., YEARBOOK	HS	456	638	916
SPONSOR, NEWSPAPER	MS	1,280	1,644	2,011
SPONSOR, YEARBOOK	MS	1,280	1,644	2,011

In determining creditable experience, service in any position within the following areas shall be credited to another position within that individual area:

1. Guidance
2. School Publications
3. Class Sponsor

For example, service in middle school guidance as a Director shall be creditable to the high school guidance position; however, service in guidance will not be creditable to a school publication position.

	School	Step 0-1	Step 2-3	Step 4+
INTRAMURALS	MS/EL	13.96	17.42	20.92
SUMMER RECREATION	ALL	12.20	16.32	19.61
DRIVERS EDUCATION		24.52		

Extra Duty – Supervision (Evening Event)	20.00 /event
Extra Duty - Instruction (Homebound) SCOH	hourly rate
Extra Duty - Instruction (Credit Recovery/Supervision) BS-Row 1	32.62
Extra Duty - Professional Development	Pro-rated 100.00 /day
Extra Duty - Extended Calendar	hourly rate
Extra Duty - Extended Day - Zero Hour - Instruction	hourly rate

The following positions are considered co-curricular positions which have regular courses assigned in combination with an extra duty position and are to be considered consolidated as a regular curricular position and are to be considered consolidated as a regular curricular and extra-curricular position. The teacher cannot resign from this extra duty position and retain the regular curricular position:

	School	Step 0-1	Step 2-3	Step 4-5	Step 6+
MUSIC:					
BAND	HS	5,702	6,031	6,667	7,343
BAND	MS	4,016	4,384	4,934	5,483
BAND ASSISTANT	HS	2,011	2,467	2,834	3,289

BAND ASSISTANT	MS	2,011	2,467	2,834	3,289
VOCAL	HS	2,011	2,467	2,834	3,289
VOCAL	MS	1,097	1,367	1,736	2,011
AUXILIARY CORPS	HS	1,280	1,461	1,826	2,195

**Step
School 0-1**

MUSICALS:

VOCALS	HS	346
PIT	HS	346

In determination of creditable experience, service in any position within this area shall be credited to another position within that individual area.

(Note: The persons holding these positions will not be required to have more public performances than the average number for the past five years.)

	School	Step 0-1	Step 2-3	Step 4+
DEPARTMENT CHAIRPERSONS:				
2 - 5 FTE MEMBERS	HS	820	1,006	1,367
+ 6 FTE MEMBERS	HS	1,367	1,644	2,011
CURRICULUM COORDINATORS:				
1.5 - 4 FTE MEMBERS	MS	734	916	1,280
+ 5 FTE MEMBERS	MS	1,280	1,553	1,826
TEAM LEADERS:				
+ 4 MEMBERS OF TEAM	MS	734	916	1,280
ELEMENTARY GRADE LEVEL:				
SYSTEM COORDINATORS - K-5		1,367	1,644	2,011
FINE ARTS COORDINATOR		1,049	1,280	1,645