

**MASTER CONTRACT**  
**BETWEEN**  
**THE BOARD OF SCHOOL TRUSTEES**  
**OF THE**  
**CLAY COMMUNITY SCHOOLS**  
**AND**  
**CLAY COMMUNITY CLASSROOM**  
**TEACHERS ASSOCIATION**  
**EFFECTIVE**  
**July 1, 2024 through June 30, 2025**

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MASTER CONTRACT  
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OF THE  
CLAY COMMUNITY SCHOOLS  
AND  
CLAY COMMUNITY CLASSROOM TEACHERS ASSOCIATION

THIS MASTER CONTRACT entered into by and between the Board of School Trustees of Clay Community Schools, hereinafter called the "Board", and the Clay Community Classroom Teachers Association, hereinafter sometimes called the "Local Association", an affiliate of the Indiana State Teachers Association and the National Education Association, hereinafter called the "Association".

WITNESSETH:

ARTICLE I  
Recognition

Section 1. The Board hereby recognizes the Clay Community Classroom Teachers Association as the exclusive representative of all teachers in the School Corporation.

Section 2. Definitions

- A. The term "teacher", when used in this Contract shall refer to all certificated personnel employed by the Board except as follows: Superintendent, Assistant Superintendent, Curriculum Coordinator, Director of Special Services, Director of Technology, Director of Human Resources, Principals, Assistant Principals, Deans, Administrative Assistants who assist in evaluation of teachers, Secondary Guidance Directors, and Certified Employees appointed by the school employer by Board resolution to an "acting" capacity in any of the above excluded positions, for the duration of such "acting" appointment.
- B. The terms "Board" and "Association" shall include authorized officers, representatives, and agents.
- C. The term "School Corporation", when used in this Contract, shall refer to the Clay Community Schools comprised of Clay County (excluding Lewis Township) and Jackson Township in Parke County.
- D. The term "emergency", when used in this Contract, shall refer to a condition or situation which could not have been anticipated under normal circumstances.

- E. When references are made to male teachers in this Contract, it also includes female teachers.

ARTICLE II  
Ancillary Duty Compensation

Section 1. Department Heads. All Department chairpersons will receive compensation in the amount of 1% of Step 1 of the current salary schedule. In addition, each department chairperson will be granted, if requested, excused days with pay to perform departmental responsibilities, based on the number of sections taught within that department as per the following schedule:

Section	Excused Day
5-15	1.0
16-30	2.0
31-45	3.0
46 +	4.0

Section 2. Mentor Teachers. Any teacher who agrees to be a mentor teacher and who registers with the State as a mentor teacher, meets State requirements and serves as a mentor teacher shall be paid a stipend of Three Hundred Dollars (\$300.00) in one lump sum in the last pay of the contract year.

Section 3. Lunch Periods. Teachers shall be provided at least thirty (30) minutes duty free lunch time between the hours of 10:00 A.M. and 2:00 P.M. each day during which the teacher shall have no assigned duty. In the event the teacher is assigned duties on any given day, and does not receive the thirty (30) minute period, the teacher shall be allowed one-half (1/2) hour of compensatory time after notification to the building principal.

Section 4. Compensation for Teachers Teaching an Extra Class Period. If a teacher teaches 7 periods in lieu of a preparation period, then the teacher will receive 15% extra pay for each extra class taught in lieu of his/her preparation period.

Section 5. Extra-Duty Pay.

- A. Curricular Committees approved by the Superintendent or his/her designee will be paid at the rate of \$35.00 per hour with the chair receiving \$45.00 per hour.
- B. All Extra-Duty Pay will be prorated over 26 pays.

Section 6. Adult Education (HSE) Rate. Adult education (HSE) courses approved by the Superintendent or his/her designee will be paid at the rate of \$29.00 per hour.

Section 7. Compensation for School Counselors. Bargaining unit members who are assigned by the School Corporation to school counselor positions at any level (elementary, jr. high or high school) will receive a stipend in the sum of \$1,000. The assignment aspect of this provision is for informational purposes and was not bargained.

Section 8. After School Detention Supervision. Bargaining unit members who are assigned by the School Corporation to perform after school detention supervision will be compensated at the rate of \$25.00 per hour. The assignment aspect of this provision is for informational purposes and was not bargained.

### ARTICLE III Leaves

#### Section 1. Sick Leave

The Board reserves the right to ask for and be given evidence satisfactory to it of the authenticity of the reasons given for any absence for which sick leave is requested. All absences shall be in one half day or full day increments. A leave of absence may be granted for a period not exceeding one (1) year to a teacher for sick leave.

- A. Each teacher shall be entitled to be absent from work on account of illness or quarantine for a total of ten (10) days for the first year of employment and eight (8) days in each succeeding year without loss of compensation
- B. If in any one (1) school year the teacher shall be absent for such illness or quarantine less than the prescribed number of days, the remaining days shall be accumulative.
- C. Sick leave accumulation shall increase each year with the equivalent of unused personal and unused sick leave days. For teachers first hired before November 4, 2004, at the end of any school year in which that teacher's sick leave accumulation has exceeded one hundred twenty (120) days, that excess shall either be paid to the teacher at an amount of \$70.00 per day no later than the four weeks after the end of the school year or alternatively the teacher may elect to donate the unused days exceeding the 120 day accumulation cap to the sick leave bank. For teachers first hired on or after November 4, 2004, at the end of any school year in which that teacher's sick leave accumulation has exceeded ninety (90) days, that excess shall either be paid to the teacher at an amount of \$70.00 per day no later than the four weeks after the end of the school year or alternatively the teacher may elect to donate the unused days exceeding the 90 day accumulation cap to the sick leave bank.

- D. In the event any teacher shall have accumulated one (1) or more days of sick leave and shall thereupon become employed in this School Corporation, there shall be added for the second year through the fifth year up to three (3) days of sick leave each of those years. Once the teacher enters his/her 6<sup>th</sup> year of employment with the school corporation, the teacher can then transfer 100% of all remaining sick leave days from the prior public school employer. If this transfer results in an accumulation of sick leave in an amount that exceeds the teacher's allowable accumulation pursuant to paragraph C in any year, that entire excess shall be paid to the teacher at an amount of \$70.00 per day no later than the four weeks after the end of the school year.
- E. Work Related Injury. In the event a teacher is assaulted and incurs physical injury as a result of the faithful and responsible performance of the teacher's duty, the teacher can receive up to 30 sick leave days for documented physical injuries without those days being charged against the teacher's sick leave day accumulation. The Board shall have the right to ask for medical verification of the requested leave days.

## Section 2. Bereavement Leave.

- A. Up to five (5) working days of bereavement leave within ten (10) calendar days will be granted to teachers for a death in the immediate family beginning on the day the death occurs. Immediate family is defined as teacher's spouse, parent, child, grandchild, sister, brother (including step-parent, step-child, step-grandchild, step-sister, step-brother) or parent-in-law, daughter-in-law, son-in-law, grandparent (including step-parent-in-law, step-daughter-in-law, step-son-in-law, step-grandparent) or others living in the home as a member of the unit. One (1) estate day may be taken when needed for the employee to perform required legal obligations as the result of the death for which the above leave is granted.
- B. If requested by the teacher, one day of funeral leave will be granted for the death of the teacher's first cousin, brother-in-law, sister-in-law, grandparent-in-law, niece, nephew, aunt or uncle, great aunt, great uncle, great grandparents or such relationship created by marriage. One (1) additional day may be taken when needed for the employee to perform required legal obligations and/or travel (a 300 mile or greater round trip) as the result of the death for which the above leave is granted.

Section 3. Personal Leave. Each teacher shall be entitled to three (3) days for the transaction of personal business and/or the conduct of personal or civic affairs during each year of such employment. Unused personal days may accumulate to five (5). At the option of the teacher, unused personal days beyond five (5) may be either added to the teacher's accumulated sick days or donated to the sick leave bank. A written request shall be submitted to the principal two days in advance and forwarded to the Superintendent of Schools setting forth the date of such absence. Emergency situations

will be taken into consideration. Teachers are encouraged not to use personal leave days for the sole and exclusive purpose of extending holiday or vacation periods. Teachers may not take more than three (3) personal leave days consecutively or take more than three (3) personal leave days within one work week unless approved by the Superintendent or the Superintendent's designee.

Section 4. Sick Leave Bank. The Sick Leave Bank is a continuous year to year entity. Said bank of days shall be for the use of teachers who, after having first used all their annual and accumulated leave days may apply to the Superintendent for additional days leave with pay, to be deducted from the bank of days, in case of serious illness, major surgery or serious accident involving a teacher. The Bank may be used only by the individual contributor for his/her own illness/disability. The teacher must apply in writing to the Superintendent to qualify for these days and all medical documentation must be in place for these days to be granted. A teacher must be employed by Clay Community Schools for at least 12 months to be eligible to use the sick bank.

- A. Each member teacher of the Sick Leave Bank must contribute one sick leave day to the Bank at the beginning of the 2015-2016 school year. The Sick Leave Bank shall be sustained thereafter by voluntary participation and voluntary donations of one (1) sick leave day by teachers who then become members of the Sick Leave Bank. If the balance of days remaining in the Sick Leave Bank account is below 250 days during the first 30 days at the beginning of a school year, an obligatory assessment of one (1) sick leave day shall be made upon all current members of the Bank. Any and all donated days lose their identity and become the property of the Sick Leave Bank. Any teacher who is leaving the teaching profession or leaving the state may contribute any number of his/her accumulated days to the sick leave bank.
- B. Any teacher in the bargaining unit as defined in the Recognition Clause of this Contract who has been employed by Clay Community Schools for at least 12 months shall be eligible to become a member of the Sick Leave Bank provided he/she complies with all rules of the Sick Leave Bank. The Bank shall be open for teachers to become members for thirty (30) working days following the opening of school each year. During the enrollment period teachers who have been employed by the School Corporation may become members by paying all back assessments due had the teacher joined the Bank when that teacher first had the opportunity.
- C. The Sick Leave Bank Committee will consist of three teachers appointed by the Association and the Human Resources Director for the Clay Community Schools. The three teachers on the Committee will have voting rights on the Committee. The Human Resources Director will be an ex-officio member of the Committee and will have no voting rights.
- D. A teacher must make application to the Sick Leave Bank Committee to qualify for the receipt of said days. Each application to the Sick Leave Bank must be acted

upon by the entire Committee, and any decision to grant sick leave days must be decided by a majority vote of the Committee. It shall be the responsibility of the Sick Leave Bank Committee to notify the teacher within five (5) working days as to whether his/her request is granted or denied. The decision of the Sick Leave Bank Committee shall be final. Article III, Section 4 (Sick Leave Bank) is not subject to the Grievance Procedure.

- E. Use of the sick leave bank days must be supported by a written request for its use from the employee or by his designated representative. A physician's statement shall be provided as to the nature of the illness and a prognosis report for returning to work. The use of sick leave bank shall not be retroactive. The medical statements must be on file before a grant of sick leave bank days can be authorized.
- F. A teacher may begin to use the sick leave bank on the sixth consecutive day following the expiration of all sick and personal leave days. In addition, teachers receiving monetary benefits under a disability policy shall be ineligible to receive sick leave bank days. All other contractual leave days shall be waived while drawing from the sick leave bank.
- G. Use of sick leave bank shall typically be limited to twenty-five (25) school days per teacher per school year and shall not extend beyond the contractual year. If a teacher uses the first twenty-five (25) sick leave bank days granted to him/her and desires to request additional sick leave bank days, then the teacher may make a request for additional days up to a maximum of twenty-five (25) additional days. The Sick Leave Bank will only grant additional days beyond the initial twenty-five (25) day limit in extraordinary circumstances. Under no circumstances will a teacher be granted more than fifty (50) school days of sick bank leave in a single school year.
- H. Sick leave bank days shall not be used during summer school employment.
- I. Provided a teacher has not reached the fifty (50) day limit in paragraph G above, a teacher may request in writing from the Sick Leave Bank Committee additional sick leave bank days, not to exceed the fifty (50) day limit, in full or half-day increments to cover periodic therapies needed as a result of serious illness, major surgery or serious accident. Such request must be supported by medical documentation including a stated number of therapeutic treatments anticipated.

Section 5. Maternity and Adoption Leave. A teacher shall be entitled to request a maternity or adoption leave of absence for up to a period of one (1) year. This leave shall begin at such time as is determined by the teacher and the attending physician. Said teacher shall notify the Superintendent in writing of the intention to take such leave and, except in case of emergency, shall give notice, at least sixty (60) days prior to the date on which the leave is to begin. The teacher shall notify the Administration Office so that necessary arrangements may be made for any special problem. A teacher



may elect to return as soon as released by her doctor. If a teacher chooses to continue on maternity leave beyond her disability time, she must provide to her Principal at least ten (10) school days' notice prior to her return from leave. For purposes of this notice requirement, the parties agree that "school days" shall mean days in which students are in session and excludes weekends, holidays and school breaks.

Section 6. Court and Jury Duty Leave. Teachers who are called for jury duty or who are subpoenaed for witnesses in a trial in which they are not a party or in which the School Corporation or any member of the Board is not a party, will be paid their regular salary less the amount they are paid for the service they are called to render.

Section 7. Peace Corps Leave. Leave of absence of up to one (1) year (without reimbursement) may be granted to any tenured teacher who joins the Peace Corps, and who is a full-time participant in such program.

Section 8. Public Office Leave. Leaves of absence may be granted to serve in public office. The Board will grant a temporary leave of absence to a teacher (without reimbursement) who has been elected to the General Assembly of the State of Indiana. Such leave shall be for the length of time the General Assembly is in session.

Section 9. Sabbatical Leave. A leave of absence may be granted for a period not exceeding one (1) year for a sabbatical leave on the following conditions. A sabbatical leave may be granted a teacher, upon written request to the Superintendent, for improvement of professional skills through advanced study, work experience, teacher exchange programs, or approved educational travel. Such time on sabbatical leave, if granted, shall be credited toward the teacher's tenure and retirement. Partial compensation may be granted for a leave of absence for sabbatical leave in an amount determined by the School Corporation. However, should the teacher during a sabbatical leave serve any employer that agrees to reimburse the School Corporation the amount of the teacher's regular salary, the School Corporation may grant full compensation. A contract is required for a sabbatical leave granted under this Section. A teacher, after taking a sabbatical leave, shall return for a period of time equal to the length of time of the sabbatical leave granted.

Section 10. Involuntary Disability or Illness Leave. With or without a written request, the School Corporation may place a teacher on leave of absence for a period not exceeding one (1) year because of disability or illness. However, any such teacher placed on involuntary disability or illness leave shall have the right to a hearing on such action in accordance with the applicable statute.

Section 11. Professional Leave.

- A. Professional leave days with pay may be granted to teachers upon their request for the purpose of attending or participating in educational activities, including but not limited to workshops, seminars, academic or extra-curricular seminars, or conferences.

- B. Teachers may, if requested, be granted up to three (3) non-transferable days for any given school year.
- C. Teachers shall be reimbursed by the Board for each workshop, seminar, or conference a maximum of \$300.00 per day (subject to the limitations in paragraph B above) for documented registration fees and mileage. Meal costs, other travel arrangements, and room expenses shall be the responsibility of the teacher. All other requests will be handled on an individual basis.

Section 12. Association Leave. With one day's notice to the principal, or principal's designee, the President of the Association and/or his/her designee, shall be allowed nine days leave, with pay, in one-half or full day increments, at his/her request for Association business.

Section 13. Civic duty leave: Teachers who are trained and certified by the local Election Board to test and install voting machines for the Primary and General Election will be permitted to have one excused day off with pay for each election on the day they are needed to test and install the voting machines. This excused paid leave day does not apply to any day off the employee has to take off for the training that is necessary to earn the certification.

#### ARTICLE IV Closing of School

Section 1. Closing of School. If during the term of the teacher's contract, the school is closed by order of the school authorities, or health authorities, or through no fault of the teacher school cannot be held, the teacher shall receive regular payments during that time. However, whenever a canceled student instructional day (as defined by IC 20-30-2-2) is rescheduled to comply with IC 20-30-2 et seq. each teacher shall work on that rescheduled day without additional compensation.

#### ARTICLE V Compensation Model, Salary Range, Stipends and Expenses

Section 1. Compensation Model Transition Description. To address the IEERB's general comment in the May 2024 audit report, the parties have negotiated a new compensation model. The new model will include a single column salary schedule set forth below that has step increments between each row equal to \$1,000.

### 2024-2025 Salary Schedule

Step	Salary
A	\$45,500
B	\$46,500
C	\$47,500
D	\$48,500
E	\$49,500
F	\$50,500
G	\$51,500
H	\$52,500
I	\$53,500
J	\$54,500
K	\$55,500
L	\$56,500
M	\$57,500
N	\$58,500
O	\$59,500
P	\$60,500
Q	\$61,500
R	\$62,500
S	\$63,500
T	\$64,500
U	\$65,500
V	\$66,500
W	\$67,500
X	\$68,500
Y	\$69,500
Z	\$70,500
AA	\$71,500
BB	\$72,500
CC	\$73,500
DD	\$74,500
EE	\$75,500
FF	\$76,500

In transitioning into the new 2024-2025 salary schedule, each returning teacher will be placed in the schedule in accordance with the Transition Placement Chart below. As can be seen in the Transition Placement Chart, each returning teacher is placed into the new 2024-2025 salary schedule based upon their 2023-2024 salary placement and their points accrued coming into the 2024-2025 school year.

### Transition Placement Chart

<b>2023-2024 Salary Placement</b>	<b>Points Accrued Entering 2024-2025 School Year*</b>	<b>2024-2025 Salary</b>	<b>Base Salary Increase</b>
\$45,374	75 points – 145 points	\$46,500	\$1,126
\$45,374	170 points – 190 points	\$47,500	\$2,126
\$45,374	225 points – 290 points	\$48,500	\$3,126
\$48,059	225 points – 290 points	\$48,500	\$441
\$48,059	300 points – 360 points	\$49,500	\$1,441
\$48,059	380 points – 450 points	\$50,500	\$2,441
\$48,059	455 points – 500 points	\$51,500	\$3,441
\$48,059	535 points – 550 points	\$52,500	\$4,441
\$52,086	600 points – 670 points	\$53,500	\$1,414
\$52,086	705 points – 740 points	\$54,500	\$2,414
\$52,086	750 points – 810 points	\$55,500	\$3,414
\$52,086	840 points – 860 points	\$56,500	\$4,414
\$56,113	825 points	\$56,500	\$387
\$56,113	900 points – 970 points	\$57,500	\$1,387
\$56,113	980 points – 1,040 points	\$58,500	\$2,387
\$56,113	1,050 points – 1,115 points	\$59,500	\$3,387
\$56,113	1,130 points – 1,165 points	\$60,500	\$4,387
\$60,140	1,125 points	\$60,500	\$360
\$60,140	1,200 points – 1,260 points	\$61,500	\$1,360
\$60,140	1,280 points – 1,340 points	\$62,500	\$2,360
\$60,140	1,350 points – 1,420 points	\$63,500	\$3,360
\$60,140	1,440 points – 1,490 points	\$64,500	\$4,360
\$60,140	1,540 points	\$65,500	\$5,360
\$65,509	1,590 points – 1,650 points	\$66,500	\$991
\$65,509	1,665 points – 1,700 points	\$67,500	\$1,991
\$65,509	1,730 points – 1,790 points	\$68,500	\$2,991
\$65,509	1,800 points – 1,850 points	\$69,500	\$3,991
\$65,509	1,880 points – 1,900 points	\$70,500	\$4,991
\$65,509	2,000 points	\$71,500	\$5,991
\$65,509	2,050 points – 2,095 points	\$72,500	\$6,991
\$72,220	2,090 points – 2,095 points	\$72,500	\$280
\$72,220	2,100 points – 2,450 points	\$73,500	\$1,280
\$72,220	2,500 points – 2,900 points	\$74,500	\$2,280
\$72,220	3,000 points – 3,450 points	\$75,500	\$3,280
\$72,220	3,500 points – 4,085 points	\$76,500	\$4,280

\*At the beginning of the 2024-2025 school year, each returning teacher was provided with notification of their accrued points coming into the 2024-2025 school year. Therefore, returning teachers know their current point accumulation, which will allow them to know where they fall on the Transition Placement Chart above.

There were no teachers evaluated as needs improvement or ineffective for the 2023-2024 school year; therefore, all teachers are being placed in the new 2024-2025 salary schedule in accordance with this transition plan. The eligibility criteria, factors and

distribution plan for the transition base salary increases are set forth immediately hereafter.

Eligibility Criteria: Teachers rated ineffective or improvement necessary in the prior school year are not eligible for any salary increase in the current year, except those who are eligible per IC 20-28-9-1.5(g).

Factors and Definitions:

Evaluation: The teacher was not evaluated as needs improvement or ineffective in the prior school year, except those who qualify under I.C. 20-28-9-1.5(g).

Meeting Academic Needs of Students: Defined as the need to retain all teachers important to the School Corporation to provide educational continuity for students.

Distribution Plan Description: For 2024-2025, all teachers meeting the evaluation factor will receive a base salary increase in the amount of \$280.00. In addition, the Superintendent shall have the discretion to increase an eligible teacher's salary by up to an additional \$6,711.00 in accordance with the Transition Placement Chart above for satisfying the meeting academic needs of students factor. There will be no additional base salary increases for the 2024-2025 school year beyond these transition increases described in this distribution plan.

Redistribution Plan: Any amount that would otherwise have been allocated for the salary increase of teachers rated ineffective or improvement necessary shall be allocated for compensation to teachers rated effective or highly effective, in the form of a stipend.

Salary Range: The salary range prior to any base salary increases being applied is \$45,374 to \$87,220.

Section 2. Placement of New Teachers on Salary Schedule. New teachers hired by the School Corporation who have no prior teaching experience and possess a Bachelor's degree or Master's degree in their content area shall be placed at Step A in the salary schedule. New teachers hired by the School Corporation who have prior teaching experience will be placed at the step in the salary schedule that mirrors a currently employed teacher with the same education, years of experience and content area. For purposes of this section, years of experience shall be defined as the number of years of service credited to the teacher through INPRS.

The Superintendent shall have the flexibility, in their sole discretion, to award up to five steps of additional credit, never to exceed the maximum steps stated herein, to teachers hired in hard-to-fill positions, which are defined as teaching positions in the following areas: advance math, advance science; technology; vocational; foreign language; special education (EH and severe/moderate); any exception situation; and

mid-year hires. For a new teacher to be credited with an additional step(s), the teacher must have worked a minimum of 120 days during the school year under a regular teacher's contract or a temporary teacher's contract (and days worked as a substitute teacher do not count).

Any former CCS teacher who is rehired will be awarded their step from the date of their last day of service with CCS. In addition, the former CCS rehired teacher may be credited for each additional year of teaching experience they earned from another school corporation up to a maximum cap of an additional step.

In certain exceptional situations and at the recommendation of the Director of Human Resources and the approval of the Superintendent, teachers hired from other corporations in hard-to-fill positions can be placed on the salary schedule by using their previous years of experience from other school corporations. In the event any exceptional situation would arise, then the Superintendent will discuss the exceptional situation with the Association President and seek their input prior to making the salary placement.

Section 3. Pay Periods. Teachers shall receive 26 payments over the 2024-2025 contract year. See Appendix D.

Section 4. Longevity Stipend. If a teacher has been employed by CCS for at least 10 years and is at step BB of the salary schedule and submits their irrevocable notice of retirement that they intend to retire within 5 years, then the teacher will receive a \$10,000 longevity stipend. For purposes of this provision, the minimum 10 years of CCS service experience requirement does not have to be consecutive years of CCS service. The Board will make available standardized forms to help facilitate this process. (This provision regarding the standardized form was not bargained and is included for informational purposes only.) Teachers must submit an unedited form by August 1 to be eligible to receive this Longevity Stipend.

Section 5. Service Appreciation Stipend. If a teacher has been employed by CCS for at least 10 years, is at step BB of the salary schedule and is in their final year of service with Clay Community Schools, then they may receive one (but not both) of the Service Appreciation Stipends set forth below, provided that the teacher submits his/her retirement notice to the Superintendent (or their designee) by August 1 of the teacher's final year of service.

Option 1: The teacher may trade in 30 sick leave days and receive a \$12,500 stipend; or

Option 2: The teacher may trade in 60 sick leave days and receive a \$15,000 stipend.

For purposes of this provision, the minimum 10 years of CCS service experience requirement does not have to be consecutive years of CCS service. Any teacher who receives a Service Appreciation Stipend in their final year of employment with Clay

Community Schools will be ineligible to receive the Longevity Stipend set forth in Article V, Section 4 above.

Section 6. Compensation of Long Term Substitutes. An individual who holds a professional license or provisional license and serves as a substitute teacher in the same teaching position for more than fifteen (15) consecutive school days shall be compensated on the regular pay schedule for teachers as follows: (a) \$210.00 per day for individuals who have a bachelor's degree; and (b) \$250.00 per day for individuals who have a master's degree. To qualify for compensation under this provision, the long term substitute teacher must possess a current valid teaching license.

Section 7. Compensation for Part-Time Teachers. Teachers hired for the first time by Clay Community Schools on a part-time contract for the 2013-2014 school year based upon a 7 period day shall be compensated on a pro-rata basis as follows:

1 Period	15%
2 Periods	30%
3 Periods	45%
4 Periods	60%
5 Periods	75%
6 Periods	100%

Teachers who were employed by the Clay Community Schools during the 2012-2013 school year and continue to be continuously employed by the School Corporation on a part-time contract thereafter will be compensated on a pro-rata basis based upon 1/7 + 5%. To illustrate, a teacher employed on a part-time contract for Clay Community Schools during the 2012-2013 school year who is re-employed each school year thereafter on a part-time contract to teach 1 period would be compensated on a pro-rata basis of 1/7 (15%) + 5%. This extra 5% provision applies only to part-time teachers who were hired during the 2012-2013 school year or before and meet the other criteria set forth herein.

Section 8. Early Payoff. Teachers may request an early payoff on a first-come first-serve basis in relation to a positive General Fund cash flow. The request must be in writing to the Business Office on or before May 1. In the event of an early payoff, all summer deductions will be taken from the final payoff check issued on the first pay in June.

Section 9. Mileage Reimbursement. Beginning December 1, 2008, mileage reimbursement for a teacher who is not provided with a car and who is authorized to use his/her own automobile in pursuance of assigned school duties, including serving on a committee, at the request of the Superintendent or Board of Trustees, shall be reimbursed at the rate set by the Board of School Trustees, but shall not be set at a rate less than fifty-five cents (\$.55) per mile.

Section 10. National Board Certification Stipend. A teacher shall receive an annual stipend of \$2,000 for each year that he/she maintains National Board Certification.

Section 11. Expanded Criminal History Background Check. The school corporation shall pay the cost for current employees of any and all expanded criminal history checks and expanded child protection index checks that are required by the school corporation of per I.C. 20-26-5-10.

Section 12. Extra Pay Schedule. The stipends for extracurricular activities are listed in Appendix A. All extra-curricular stipends in Appendix A will be prorated over 26 pays.

## ARTICLE VI Fringe Benefits – Health Insurance

Section 1. Health Insurance. Starting on January 1, 2012, and for each calendar year thereafter, the board shall contribute a sum of \$1,573,000 towards the costs of health insurance for active employees for that calendar year. This contribution may be split between health insurance premiums and Health Savings Account contributions for eligible employees. Health Savings Account deposits will be made four times a year - in January, April, July and October - by the second payroll in each of these months.

Section 2. Contributions Above Amounts Listed in Section 1. After determining the annual Census in Section 4, the Health Insurance Committee shall calculate the total board cost of health insurance and HSA contributions of the enrolled individuals for the upcoming year. Any costs above this amount shall be split equally between the teachers and the board.

Section 3. Health Insurance Committee. A Health Insurance Committee shall be formed in order to maximize the best value of the contributions indicated in Section 1 and Section 2. This committee shall consist of 4 members appointed by the association and 3 members appointed by the board. This committee may set teacher contribution rates based on classification.

Section 4. Determination of Census. The Business Manager shall certify to the association and the board by no later than seven (7) days after open enrollment closes the number of active teaching employees enrolled in each type of health insurance (ex. Single or Family). This shall be the census used to calculate rates for the following year. This date may be changed by mutual agreement of both parties.

Section 5. Calculation of Board Costs. The amounts stated in this section act as basis for initial determination of the Board's contributions. They do not necessarily reflect final amounts as determined in Section 3. The Calculation for determining the board costs indicated in Section 2 shall be the following.

1. 90% of the Single Plan for Every active teacher enrolled in the Health Insurance Plan



2. 60% of the Family Plan for every active teacher enrolled in the Health Insurance Plan
3. A \$750.00 Board contribution into an individual's Health Savings Account for every teacher enrolled on the Single Plan.
4. A \$1,500.00 Board Contribution into an individual's Health Savings Account for every teacher enrolled on the Family Plan.
5. Reduced by \$6,000 for every Teacher who is receiving the Longevity Stipend under Article V or Service Appreciation Stipend under Article V, Section 6.

Section 6. Eligibility for Health Insurance. To be eligible for health insurance benefits through the School Corporation, a secondary teacher must teach 5 periods or more per school day and an elementary teacher must have at least a 75% contract. All teachers who were under a 75% contract during the 2012-2013 school year and were enrolled on the School Corporation's health insurance plan will be grandfathered under this contract and will continue to be permitted to remain enrolled on the School Corporation's health insurance plan provided these teachers continue to meet all other plan requirements.

Section 7. Health Insurance Committee. The parties agree that all decisions related to health insurance will be made by the Health Insurance Committee through guidelines developed by the Health Insurance Committee that are consistent with this Master Contract. This provision is included for informational purposes only.

## Article VII Other Fringe Benefits

Section 1. Life Insurance. Teachers who are age 55 or older as of July 1, 2014 shall be grandfathered into the \$30,000 Life and Accidental Death and Dismemberment Insurance Plan that was in existence on July 1, 2013. The Board shall continue to pay all of the cost of this plan for the grandfathered teachers less one dollar per month until the grandfathered teacher's retirement.

For all other teachers who are not grandfathered as defined above, starting June 1, 2014 the Board shall pay all of the cost less one dollar per month of a Term Life and Accidental Death and Dismemberment Insurance policy, which term life policy will have a face value of \$50,000.

Section 2. Section 125 Provisions. The benefits provided to employees by Section 125 of the Revenue Act of 1978 shall be made available to any bargaining unit member. The benefits offered under this program shall include both Generation I and Generation II provisions. Members may enroll in insurance-related programs including, but not limited to medical, long-term disability and Section 79 life. Employees will have the option to enroll in any of the above mentioned insurance programs. Any addition made in the designated enrollments must be made in writing to the Central Office no later than September 30 of any year. Employees beginning employment the second

semester may enroll between January 15 and January 30 of any year. The employees agree to pay the monthly fee for those teachers choosing to take part in this program.

Section 3. Dental Insurance. The Board agrees to pay six dollars and fifty cents (\$6.50) per month towards a dental program for all employees within this bargaining unit.

Section 4. Effective August 1, 2000, any teacher who is eligible for retirement under the ISTRF Rule of 85, and who has served as a teacher in Clay Community Schools for 20 years, may elect to receive the Corporation's health insurance plan until the age of Medicare eligibility at the same premium rate as paid by the teacher on a single plan; provided, however, that this coverage shall not be available to Group A or Group B teachers (as defined below) who retire after November 4, 2004. Coverage of the employee's spouse may be received at the retiree's expense.

Teachers who retired prior to August 1, 1997, and teachers who will retire prior to August 2, 2000, and who are age fifty (50) or older may elect to receive the Corporation's Health and Accident Insurance with the premium for the employee only paid by the Board until age 65. Coverage for spouse may be received at the retiree's expense.

The Corporation's obligation to contribute toward the cost of retiree health insurance coverage described in the first two paragraphs of this Section 4 shall be eliminated for Group A and Group B teachers who retire on or after November 4, 2004, and shall be replaced by contributions to a Voluntary Employees' Beneficiary Association ("VEBA"), as described in section 501(c) (9) of the Internal Revenue Code, established by the Corporation and to which the Corporation shall make the contributions described in Subsection A below. For this purpose, a Group A teacher is any teacher employed by the Corporation on or before November 3, 2004. A Group B teacher is any teacher who is first employed by the Corporation on or after November 4, 2004.

A teacher who, as of November 4, 2004, is less than two (2) years from satisfying the eligibility requirements set forth in the first sentence of this (Section 4) may opt out of being treated as a Group A teacher by notifying the Corporation of his or her decision to opt out no later than December 31, 2004.

Any teacher who elects to opt out as a Group A teacher may elect to receive the Corporation's health insurance plan until they qualify for Medicare benefits at the same premium rate as paid by the teacher on the single plan. Coverage of the employee's spouse may be received at the retiree's expense until the teacher qualifies for Medicare benefits.

The terms and conditions of the VEBA shall be as follows:

- A. The amount contributed for each Group A or Group B teacher will be invested in a separate account. There will be no commingling of

accounts, and each Group A or Group B teacher may determine how his or her account shall be invested among the investment options made available by the vendor for the VEBA.

- B. Effective August 1, 2010, each Group A and Group B teacher shall vest in his/her individual VEBA account immediately provided the VEBA vendor permits immediate vesting. Each Group A and Group B teacher understands that he/she shall have no access to the assets held in his/her individual VEBA account until the teacher has either retired or otherwise become eligible to access the assets in his/her individual account under IRS rules and regulations.
- C. Following retirement, a retired teacher may use the amounts held in his/her separate VEBA account to pay all amounts permitted by the IRS and the VEBA vendor including but not limited to health insurance premiums, term life insurance premiums, and to be reimbursed for unreimbursed medical expenses of the teacher, spouse, and dependents. Furthermore, following the death of an employee who had otherwise satisfied the requirements of Subsection C of this Article, any amounts remaining in the deceased teacher's VEBA account may continue to be used to pay these premiums and expenses of the teacher's spouse and dependents. Should any money remain in the account following the death of the teacher and his/her dependents, the remainder shall pass on as a taxable death benefit to the named beneficiary. At no time may the VEBA make loans to a teacher, his/her spouse, or his/her dependents.

#### ARTICLE VIII Terminal Leave Pay

Section 1. In addition, each retiring teacher shall receive an additional amount of \$70.00 for each unused sick leave day – maximum 120 days.

Section 2. Any teacher retiring shall give a letter of resignation effective at the end of the final teaching contract. Said resignation shall be presented to the Superintendent of Schools by April 1 of the final year to be eligible for the severance benefit. Any teacher who is not eligible to retire at the end of the final teaching contract (June 30) but would be eligible to retire before the start of the next school year, may also give a letter of intent to retire by April 1 and said teacher would be allowed to retire with all severance benefits for which they are eligible. Any teacher retiring effective at the end of the first semester must give notice by October 1 of the final semester to be eligible for the severance benefit. Base severance pay will then be added to the teacher's final contract and final payment is to be made before June 30 following completion of the school year.

If there are unforeseen events that preclude a teacher from meeting the above guidelines, the Superintendent may waive the notice requirement upon request.

Section 3. Upon the demise of any employee eligible for severance pay, said severance pay such employee would have been entitled to receive, had he/she survived, shall be paid directly, in a lump sum, to the employee's estate.

Section 4. For purposes of this Article VIII (Terminal Leave Pay), retirement is defined as full retirement without reduced benefits from the Indiana Public Retirement System (INPRS) under the Teacher's Retirement Fund. This includes the Rule of 85 (Ages 55 to 59 when age added to years of service totals at least 85), Age 65+ with 10+ years of service, and Age 60+ with 15+ years of service.

#### ARTICLE IX Transition Retirement Savings Plan

Section 1. Transition Retirement Savings Plan. The Board shall establish and maintain a retirement Annuity Plan (hereinafter referred to as Retirement Annuity (RA)) for each employee. Implementation of such RA shall be according to provisions set forth in the Internal Revenue Code Sections 401A and 403B.

- A. Employees may continue to invest in any other qualified 403(b) plan.
- B. Once contributions are credited to the plan, all assets of the account become the property of the employee and, in the event of death, his/her estate.

Section 2. The parties agree that this article of the contract will not be re-opened for negotiations, unless mutually agreed to by both parties.

#### ARTICLE X Grievance Procedure

Section 1. Definitions.

- A. A "grievance" is an alleged violation or claimed misinterpretation of a specific article or section of this Agreement.
- B. The term "teacher" includes any individual or group of individuals in the bargaining unit.
- C. The term "day" when used in this Article shall mean teacher days (as that term is used in the school calendar or 180 days). During the summer recess, the term shall mean week days (Monday through Friday).

Section 2. Grievant and Representation. An individual employee, or group of employees, may present a grievance and may do so through the exclusive representative, and the exclusive representative may thus be given an opportunity to be

present at all stages of the grievance machinery. The adjustment of all grievances shall not be inconsistent with the terms of this Contract.

### Section 3. Procedure.

#### Step One

1. A grievance may be initiated in one (1) of the following ways:
  - A. A teacher shall approach the building principal concerned and discuss the matter on his/her own behalf.
  - B. The grievance may be filed at an appropriate level above the principal if the grievance does not involve a violation individually at the building level.
  - C. The grievance may be filed by the Association President at an appropriate level on behalf of teachers, if the contractual violation involves three or more teachers.
2. The teacher shall have a representative of the Association accompany him or her, and in such case the building principal shall not initiate any consultation with the grievant prior to any scheduled meeting at which the representative is to be present.
3. The informal step of the grievance procedure shall be initiated within twenty (20) working days of the time the teacher knew or should have known of the contractual violation.
4. Within five (5) working days after presentation of the grievance at the informal step, the principal shall give his written answer to the teacher.

#### Step Two

In the event the grievance is not resolved in Step One, the grievant within five (5) working days of receipt of this answer, may file a formal grievance in writing with the appropriate administrator. Any grievance not so presented in writing in Step Two shall be deemed waived and shall not be processed.

1. The grievance form shall be filed in quadruplicate with one (1) copy for the Association, the grievant, the building principal if appropriate, and the School Central Office.
2. The grievance shall (1) name the employee(s) involved, (2) state the facts giving rise to the grievance, (3) identify the specific provisions of this Agreement alleged to have been violated or misinterpreted, (4) state the contention of the grievant with

respect to the grievance, (5) indicate the specific relief requested, and (6) be signed by the employee(s).

3. The teacher may request a meeting with the appropriate administrator, and the Association representative may accompany the grievant. In any event, within five (5) days of receipt of the answer, the teacher may appeal to the Superintendent, or his/her designee, by filing the grievance and the answer, along with a written response of the teacher, if desired, with the Office of the Superintendent. Any such response by the grievant shall be attached to the grievance. This section is waived if the grievance was filed initially with the Superintendent.

### Step Three

1. If the grievance is not resolved in Step Two, the teacher may, within five (5) days of receipt of the answer, appeal to the Superintendent, or his/her designee, by filing the grievance and the answer, along with a written response of the teacher, if desired, with the Office of the Superintendent. Such answer shall be attached to the grievance.

2. The teacher shall request a meeting with the Superintendent or his/her designated representative, and the Association representative shall accompany the grievant. The Superintendent or his/her designated representative, shall give the teacher an answer in writing no later than five (5) days after receipt of the written grievance properly filed with the Office of the Superintendent. Such answer shall be attached to the grievance.

Section 4. Time limits herein may be extended only by mutual agreement, signed by the parties.

## ARTICLE XI

### Summer Teaching Employment

Section 1. Compensation. Compensation for summer school programs shall be paid at Step 2 on the adopted salary schedule set forth in Article V, Section 1. The hourly rate shall be calculated based upon a 6.5 hour day. The parties acknowledge that this rate was negotiated with the Superintendent.

Section 2. Sick Leave. Summer school teachers will be allowed to use a maximum of one (1) sick leave day from their annual accumulation on the basis that one (1) summer school day absence equals one half day from the annual accumulation. (Teacher can miss two (2) summer school days and be deducted one (1) sick leave day). No additional accumulation of leave days is earned during summer school.

## ARTICLE XII

### Employer/Employee Savings Plan

Section 1. Contribution Amounts. Teachers who contribute at least 1% of their base salary into a 403(b) account will receive a Corporation match of two percent (2%) of

their base salary contributed into a 401(a) account. Once a teacher receives the Longevity Stipend or the Service Appreciation Stipend, the Corporation match will be based upon the Step 7 salary of the career ladder.

The deferred salary plus interest fully vests in the 401(a) when a teacher reaches seven years of service in Clay Community Schools.

Section 2. Employee Contributions. Employees shall be allowed to enroll and/or make vendor and contribution changes in April, August and December with respective effective months of May, September and January.

Data on the number of enrollments and/or changes for September, January and May shall be maintained through 2011. After 2011 the number of times employees will be allowed to enroll and/or make vendor and contribution changes shall be reduced to twice a year (August and December with respective effective months of September and January) unless the parties agree to keep it three times a year.

The Board shall deposit employee payroll deductions into the employee specified account within 15 business days following the last payroll of the month. The Board does not warrant that the monies deposited will be credited by the vendor to the employees' individual accounts by this deadline. There shall be no minimum annual or paycheck contribution unless required by the investment management firm.

Section 3. Permissive Service Credit Transfers. If an eligible employee is also a participant in a tax-qualified defined benefit governmental plan (as defined in Section 414(d) of the Internal Revenue Code) that provides for the acceptance of plan-to-plan transfers with respect to the employee, then the employee may elect to have any portion of the employee's account balance transferred to the defined benefit governmental plan provided the transferor vendor permits such transfers. A transfer under this (Section 3) may be made before the employee has severed employment with Clay Community School Corporation.

A transfer may be made under this (Section 3) only if the transfer is either for the purchase of permissive service credit (as defined in Section 415(n)(3)(A) of the Internal Revenue Code) under the receiving defined benefit governmental plan or a repayment to which Section 415 of the Internal Revenue Code does not apply by reason of Section 415(k)(3) of the Internal Revenue Code.

Section 4. Catch-up Contributions. Employees may make catch-up contributions to their deferred compensation plan to the extent allowed by the IRS, which currently include age 50 catch-up contributions and catch up contributions for employees with fifteen (15) years of service.

Section 5. Roth Contributions. Contributions into a Roth 403(b) shall be allowed provided that the individual investment management firm's contract allows it.

Section 6. Hardship Withdrawals. Hardship withdrawals shall not be allowed.

Section 7. Loans, In-service Withdrawals, and Transfers. Except as otherwise permitted in Section 3 of this Article, loans, in-service withdrawals, and in-service transfers shall not be allowed under the Corporation's 403(b) plan for the duration of the contract. Prior to the end of any contract, should the Association submit a letter by June 1 indicating their desire to add one or more of these features, a third party administrator (TPA) shall be hired if the Board in its sole discretion deems it necessary to hire a TPA.

Transfers out of the plan shall be permitted when an employee severs employment with the Corporation.

Section 8. Rollovers and Exchanges. Rollovers or Exchanges shall be allowed.

Section 9. Optional Addition to Annuity. The Corporation shall deposit into each teacher's annuity account an amount equal to fifty percent (50%) of any compensation received by teachers in accordance with Article III, Section 1C.

### ARTICLE XIII Retired Teachers

Retired teachers will be hired under the following terms and conditions:

Section 1. Retired teachers from Clay Community Schools or other school corporations who are hired will be placed on the salary schedule in accordance with Article V, Section 8 ("Placement of New Teachers on Salary Schedule").

Section 2. Retired teachers from Clay Community Schools or other school corporations who are hired back will be permitted to participate in the Corporation's health and dental insurance plans and will receive their regular Corporation contributions toward those insurance plans provided they teach at least 5 periods each school day.

Section 3. Retired teachers from Clay Community Schools who are hired back shall not be eligible to receive 403(b) contributions.

Section 4. Retired teachers from Clay Community Schools or other school corporations will receive leave days that are able to be accumulated to a maximum of ninety (90) days. Upon a retired teachers last day of service with CCS, unused accumulated leave days will be bought out at \$70.00 per day up to the accumulation cap.

Section 5. Retired teachers returning to service at CCS will be excluded under the sick bank provision under Article III, Section 4.

Section 6. Compensation of Long Term Substitutes Who Are Rehired Retirees. An individual who is a rehired retiree, holds a professional license or provisional license and



serves as a substitute teacher in the same teaching position for more than fifteen (15) consecutive school days shall be compensated on the regular pay schedule for teachers as follows: (a) \$210.00 per day for individuals who have a bachelor's degree; and (b) \$250.00 per day for individuals who have a master's degree. To qualify for compensation under this provision, the rehired retiree long term substitute teacher must possess a current valid teaching license.

ARTICLE XIV  
Term of Agreement

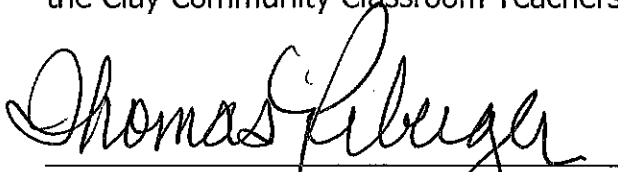
The Contract shall be effective as of July 1, 2024 and shall continue in effect through June 30, 2025.

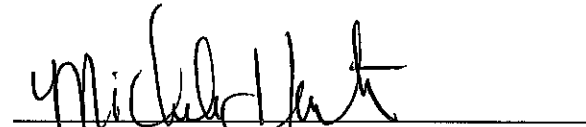
The undersigned also attest to the following:

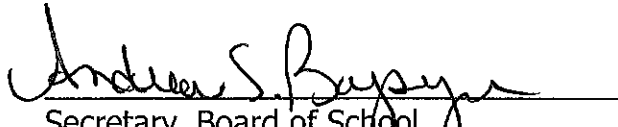
- a. A public hearing (Pre-formal Bargaining Hearing) was held in compliance with Indiana law on September 12, 2024. Electronic participation was not available.
- b. A public meeting in compliance with Indiana law was held on September 24, 2024 to discuss the tentative agreement and electronic participation was not available.
- c. A public meeting in compliance with Indiana law was held on October 1, 2024 for ratification of the tentative agreement. Electronic participation was not available.


[SIGNATURES TO FOLLOW ON NEXT PAGE]

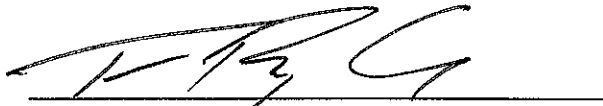
Agreed by and between the Board of School Trustees of the Clay Community Schools and the Clay Community Classroom Teachers Association on the dates set forth below.

  
\_\_\_\_\_  
President, Board of School  
Trustees, Clay Community Schools

  
\_\_\_\_\_  
President, Clay Community  
Classroom Teachers Association

  
\_\_\_\_\_  
Secretary, Board of School  
Trustees, Clay Community Schools

  
\_\_\_\_\_  
Secretary, Clay Community  
Classroom Teachers Association

  
\_\_\_\_\_  
Superintendent, Board of School  
Trustees, Clay Community Schools

Ratification Date: October 1, 2024

Ratification Date: September 19, 2024

# APPENDICES

## APPENDIX A

Any information in Appendix A beyond wages was not bargained and is included for information purposes only.

### EXTRA-CURRICULAR SCHEDULE

- A. In the event that a teacher as defined in this Agreement is performing the duties assigned to any position contained on this Extra-Curricular Salary Schedule, such teacher shall be paid the amount specified in the Extra-Curricular Salary Schedule. No teacher will be expected to perform the duties of a position contained on this Extra-Curricular Salary Schedule without being paid as described in the preceding sentence.
- B. During the school year should a teacher be completely unable to fulfill his/her extra-curricular contract assignment due to illness and/or other personal reasons and should this action result in a replacement teacher/lay person taking over the extra-curricular assignment, the individual shall forfeit his/his extra-curricular payment.

Should a teacher be unable to fulfill his/her extra-curricular contract assignment due to illness and/or other personal reasons and this occurs at the beginning of the extra-curricular contract assignment or after the activity has begun, the stipend will be pro-rated after the individual has missed more than 25% of the days of the season. The number of days in a season shall be in accordance with the number of days in the season per the IHSAA rules and guidelines. After an individual has missed more than 25% of days during an ECA season, the principal and central office administration will determine that the ECA assignment has not been fulfilled. The person will be "docked" for any days over the 25% threshold that are missed. That compensation may be offered to a replacement coach on a per day rated basis. The following schedule sets forth the number of days for each sport that may be missed before pro-rating shall begin:

Sport	Number of days in season per IHSAA rules and guidelines	¼ of season in days	If number of days missed in the season exceeds the number of days noted in this column, then the stipend shall be pro-rated
Girls Golf	45	11.25 Days	11 Days
Boys Tennis	56	14 Days	14 Days
Boys Cross Country	62	15.5 Days	16 Days
Girls Cross Country	62	15.5 Days	16 Days
Boys Soccer	60	15 Days	15 Days

Girls Soccer	66	16.5 Days	17 Days
Volleyball	72	18 Days	18 Days
Football	83	20.75 Days	21 Days
Wrestling	70	17.5 Days	18 Days
Girls Basketball	96	24 Days	24 Days
Boys Basketball	102	25.5 Days	26 Days
Boys Track	82	20.5 Days	21 Days
Girls Track	80	20 Days	20 Days
Girls Tennis	60	15 Days	15 Days
Softball	72	18 Days	18 Days
Boys Golf	73	18.25 Days	18 Days
Baseball	72	18 Days	18 Days

ALL EXTRA-CURRICULAR SALARIES WILL BE PRORATED OVER 26 PAYS.

**APPENDIX A  
EXTRA CURRICULAR SCHEDULE  
2024-2025**

Any information in Appendix A beyond wages was not bargained and is included for information purposes only.

**HIGH SCHOOL**

**Drama Theater**

Director of Music*	\$1,250
Director of Musical Performance**	\$1,800
Asst. Director of a Musical Performance	\$550
Drama – 1 Play	\$1,250
Play Assistant	\$550

\* Entails the singing and choreography aspects of the musical performance and not just changing a CD or playing the piano. These duties are included for informational purposes and have not been bargained.

\*\* The individual who is overall in charge of the musical, including but not limited to directing the acting, choreography and vocals. These duties are included for informational purposes and have not been bargained.

**Music Department**

Northview/North Clay Campus Music Director	\$5,250
Band Director	\$7,900
Assistant Marching Band Director – NCMS	\$2,000
Assistant Band Director – NV	\$4,200
Assistant Marching Band Director – NV	\$2,850
Assistant Marching Band Director – CC	\$2,850
Drill Team Director – NV	\$1,600
Drill Team Director – CC	\$1,200
Marching Band – Percussion	\$1,450
Asst. Drill Team – NV	\$950
Winter Guard – NV	\$2,100
Winter Guard – CC	\$1,050
Vocal	\$4,200

**Academic Clubs**

Academic Decathlon and J.E.T.S.	\$400
BPA / DECA	\$1,000
Builders Club	\$400
Business Club	\$300

Excaliburs	\$300
Foreign Language Club	\$300
FFA	\$750
FCCLA	\$750
History/Science Club	\$300
Honor Society	\$550
Computer Art Drama	\$300
Class Sponsor – Freshman	\$550
Class Sponsor – Sophomore	\$550
Class Sponsor – Junior	\$1,050
Class Sponsor – Senior	\$750
Key Club	\$750
Science Olympiad	\$400
Spell Bowl	\$400
Super Bowl	\$400
Student Council	\$1,450
Thespian/Varsity/SADD Clubs	\$300
Yearbook	\$1,450
Robotics	\$1,000
Chess Club	\$350

#### **Interscholastic Activities**

Athletic Director (North Clay and Northview)	\$6,300
Football JV Head Coach	\$3,550
Football Varsity Head Coach	\$6,650
Football Varsity Assistant Coach	\$2,400
Football – 9 <sup>th</sup> Head Coach	\$2,500
Football – 9 <sup>th</sup> Assistant Coach	\$1,450
Basketball Head Coach	\$7,400
Basketball Varsity Assistant	\$2,500
Basketball Junior Varsity Head Coach	\$3,550
Basketball – 9 <sup>th</sup> Grade Head Coach	\$2,500
Baseball Head Coach	\$5,250
Baseball – B Team	\$2,900
Baseball – C Team	\$2,900
Cheerleader Head Coach	\$2,100
Cheerleader Assistant Coach	\$1,050
Cross Country Head Coach	\$2,500
Cross County Assistant Coach	\$1,050
Golf Head Coach	\$2,500
Soccer Varsity Head Coach	\$2,650
Soccer Jr. Varsity Head Coach	\$1,350
Softball Varsity Head Coach	\$5,250
Softball – B Team	\$2,900
Softball – C Team	\$2,900

Tennis Head Coach	\$2,400
Tennis Assistant Coach	\$1,050
Track Head Coach	\$4,200
Track Assistant Coach	\$2,100
Volleyball Head Coach	\$5,250
Volleyball Assistant Coach	\$2,800
Volleyball – 9 <sup>th</sup> Grade Head Coach	\$2,500
Wrestling Head Coach	\$3,550
Wrestling Assistant Coach	\$1,850
Unified Sports Head Coach	\$2,100
Unified Sports Assistant Coach	\$1,050

### **MIDDLE/JR HIGH SCHOOL**

Band	\$2,900
Drill Team	\$1,050
Clubs	\$200
8 <sup>th</sup> Grade Sponsor	\$150
7 <sup>th</sup> Grade Sponsor	\$150
FCCLA	\$400
Student Council – NC	\$1,050
Vocal	\$1,800
Yearbook	\$300
Ambassadors	\$300

### **Interscholastic Athletics**

Athletic Director (North Clay)	\$2,000
Basketball – 8 <sup>th</sup>	\$2,100
Basketball – 7 <sup>th</sup>	\$1,800
Basketball – 6 <sup>th</sup>	\$1,800
Cheerleader – Head	\$1,050
Cross Country – Head	\$1,050
Football – 8 <sup>th</sup> Head	\$2,100
Football – 8 <sup>th</sup> Asst.	\$1,450
Football – 7 <sup>th</sup> Head	\$2,100
Football – 7 <sup>th</sup> Asst.	\$1,450
Track – Head	\$2,100
Track – Asst.	\$1,050
Volleyball – 8 <sup>th</sup>	\$2,100
Volleyball – 7 <sup>th</sup>	\$2,100
Volleyball – 6 <sup>th</sup>	\$1,050
Wrestling – Head	\$1,450
Wrestling – Assistant	\$1,050

### **ELEMENTARY**

Book Fair	\$150
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Choir/Drama	\$650*
Clubs	\$200
Media Fair – Chair	\$200
Newspaper/Media	\$550
Science Fair – Building	\$300
Science Fair – Corp.	\$500
Sports	\$550
Student Council	\$650

### **District Interscholastic Athletics**

Sports Event Managers	\$25.00 per hour
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\*If the same person is performing both the Choir and the Drama positions, then the person will receive a \$650 for each position for a total stipend of \$1,300. To receive a stipend for either of these positions, at least one student performance must be conducted.

Note: The teacher receiving the \$6,300 stipend for the "Athletic Director (North Clay and Northview and North Clay)" position will not receive the \$2,000 stipend for the "Athletic Director (North Clay)" position.

Traveling Teachers. Teachers who do not receive a preparation period due to required travel between buildings will be compensated as follows:

- A. Teachers traveling between Clay City and Brazil. Teachers who are required as a part of their daily teaching assignment to travel between Clay City and Brazil will receive a stipend payment of \$375.00 per month during the academic year.
- B. Teachers traveling between Cumberland Academy, North Clay and Northview. Teachers who are required as a part of their daily teaching assignment to travel between Cumberland Academy, North Clay and Northview will receive a stipend payment of \$65.00 per month during the academic year.
- C. Teachers traveling from Cumberland Academy, North Clay or Northview to Another School Building(s) in Brazil. Teachers who are required as a part of their daily teaching assignment to travel from Cumberland Academy, North Clay or Northview to another school building(s) in Brazil will receive a stipend payment of \$125.00 per month during the academic year.
- D. In addition, each school nurse and elementary counselor will receive a stipend of \$300 per year for the use of their automobile.
- E. Each teacher that teaches a dual credit course or an Advanced Placement course shall receive a \$500 stipend per semester (regardless of the number of dual credit or AP courses being taught by the teacher that semester). The

stipend will be pro-rated if the teacher does not teach the course the entire semester.

## **APPENDIX A-1**

### **2024-2025: Athletic Coaches Extended Season Extra Duty Pay**

Any information in Appendix A-1 beyond wages was not bargained and is included for information purposes only.

1. **Purpose and Scope** This provision outlines the eligibility and terms for the distribution of the Athletic Coaches Extended Season Extra Duty Pay to Clay Community Schools athletic coaches for practices and competitions beyond the sectional championship in Indiana High School Athletic Association (IHSAA) sanctioned sports.
2. **Eligibility**
  - The sport must be participating in the Indiana High School Athletic Association (IHSAA) championship series.
  - The Extended Season Extra Duty Pay applies only for the IHSAA sanctioned championship series, which may include competition at the Regional, Semi-State, and State championship.
  - All board-approved contracted coaches for the high school who assist with the varsity team, excluding volunteer and supplemental coaches, are eligible.
3. **Stipend Amounts**
  - Head coaches may receive Extended Season Extra Duty Pay earnings of \$25 per hour with a maximum of \$50 per day for each day of practice and competition beyond the sectional championship.
  - Assistant coaches may receive Extended Season Extra Duty Pay earnings of \$12.50 per hour with a maximum of \$25 per day for each day of practice and competition beyond the sectional championship.
4. **Distribution of Extended Season Extra Duty Pay for Split Positions**
  - If the head or assistant coaching position is shared by multiple coaches, each coach will receive a percentage of the Extended Season Extra Duty Pay earnings proportional to the percentage of the assistant coaching contract they hold.
5. **Exclusions**
  - The Extended Season Extra Duty Pay earnings are not applicable to coaching non-school sanctioned teams, including but not limited to all-star teams.
6. **Administration and Payment**
  - The Extended Season Extra Duty Pay earnings hours shall be documented on an extra-earnings sheet that shall be turned in weekly by the coach to the athletic director.
  - The athletic director shall turn in the extra earnings forms weekly to the building principal.
  - Extended Season Extra Duty Pay earnings will be calculated and paid following the conclusion of the IHSAA championship series for the respective sport.
  - The athletic director is responsible for verifying the number of hours and days the coach was eligible for the Extended Season Extra Duty Pay earnings and ensuring compliance with the eligibility criteria.

**APPENDIX B  
EXTENDED CONTRACTS  
2024-2025 SCHOOL YEAR**

<u>Position</u>	<u>Index</u>
Athletic Director (NV/NC)	35 days
Guidance Counselor	8 days
Media Specialist	1 – 5 days
Building Trades	10 – 40 days
Marketing Education	5 – 10 days
Agriculture	10 days
Psychologist	5 – 15 days

Extended contract days shall be paid at the teacher's daily rate.

The positions and number of extended days set forth above are included for informational purposes only and have not been bargained.

**APPENDIX C**  
**GRIEVANCE FORM**

\_\_\_\_\_  
Date

NAME OF TEACHER(S) SEEKING RELIEF: \_\_\_\_\_

NAME OF OTHER EMPLOYEE(S) INVOLVED, IF ANY: \_\_\_\_\_

IDENTIFICATION OF SPECIFIC PROVISIONS OF AGREEMENT VIOLATED  
MISINTERPRETED: \_\_\_\_\_

STATEMENT OF FACTS GIVING RISE TO THE GRIEVANCE AND CONTENTION OF THE  
GRIEVANT WITH RESPECT TO THE GRIEVANCE:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

SPECIFIC RELIEF REQUESTED: \_\_\_\_\_

SIGNATURE OF TEACHER(S) SEEKING RELIEF: \_\_\_\_\_

**APPENDIX D -**

**SCHEDULE OF PAY DATES  
2024-2025**

August 16, 2024

August 30, 2024

September 13, 2024

September 27, 2024

October 11, 2024

October 25, 2024

November 8, 2024

November 22, 2024

December 6, 2024

December 20, 2024

January 4, 2025

January 17, 2025

January 31, 2025

February 14, 2025

February 28, 2025

March 14, 2025

March 28, 2025

April 11, 2025

April 25, 2025

May 9, 2025

May 23, 2025

June 6, 2025

June 20, 2025

July 4, 2025

July 18, 2025

August 1, 2025

Appendix D is included for informational purposes only and was not bargained.