

TENTATIVE AGREEMENT SUMMARY

September 22, 2021

1. Compensation Model Amendments (Section 8)

- Change from 500 to 800 career points and 150 to 200 career points.
- Add hard to fill and “any exceptional situation” to the language.
- Add “former teacher who is rehired” language to this section.

New Language:

Section 8. Placement of New Teachers on Salary Schedule. New teachers hired by the School Corporation who possess a Bachelor’s degree will be credited with 50 career points for each year of teaching experience they have for a maximum cap of **800 possible career points**.

New teachers hired by the School Corporation who possess a Master’s degree will be credited with 70 career points for each year of teaching experience they have for a maximum cap of 1,100 possible career points.

The Superintendent shall have the flexibility, in his/her sole discretion, to award up to an additional **200 career points**, never to exceed the maximum caps stated herein, to teachers hired to fill 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 exceptional situation** and mid-year hires.

For a new teacher to be credited with an additional year of experience, 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 career points 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 800 points. Points for experience from other school corporations will be awarded at 50 points per year for Bachelor’s degree and 70 points for a Master’s degree (up to the 800 point cap).

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 his/her input prior to making the salary placement.

2. Teachers who have been employed with the Clay Community Schools for 25 years or more who are still ineligible for either of the retirement stipends (because of how they were placed on the salary schedule in 2013) will, after submitting their 5 year notice of intent to retire, will be placed at 2,000 points and will be placed on Step 7 for the teacher's remaining time in CCS (i.e., their last 5 years). These teachers will then be eligible to receive the retirement stipends.
3. All ECA stipends will be increased 5% across the board. The calculated increase will be rounded up to the closest even \$50.00 amount. Example: Elementary Clubs \$175.00 (5% = \$8.75) will be rounded up to \$200.00.
4. ECA stipend for the MS band director for summer work: \$2,000.00.
5. Take Robotics from a \$700 to a \$1000 stipend.
6. Change the current title "District Music Director" to "Northview/North Clay Campus Music Director."
7. Add an ECA position for Sports Events Managers at \$25.00 per hour. There will be an accumulative pay cap for all Event Managers collectively at \$12,000.
8. FFA Stipend will remain \$675.00. In Appendix B (Extended Contracts Index for Agriculture) the number of extended contract days will be modified to 10 days.
9. Appendix B: Extended contracts. Convert current index number to number of days.
10. Base salary: Teachers who qualify to take a step on the salary schedule will take a step. In addition, the schedule will be increased across the board by \$2,500 and all eligible teachers who qualify for a base salary increase will receive the across the board increase.
11. Ancillary duty pay: Teachers who forfeit their prep time to cover classes when subs cannot be found will be paid \$29.00. This pay will expire at the end of the 2021-2022 contract.