

## CLAY COMMUNITY SCHOOLS

### SEPTEMBER 22, 2022 TENTATIVE AGREEMENT SUMMARY

1. Article V, Section 1 (Salaries): The base salary ladder will be increased at each step by 4.5%. In addition, the value of 100 points will be increased by \$56.00. For the new adjusted salary ladder, see the attachment.
2. Article III, Section 12 (Inclusions): Delete due to redundancy.
3. Article V, Section 3, Category 3-A – Meeting Academic Needs – Due to an IEERB comment, the parties will remove this provision from the compensation model. However, the Board will continue providing this benefit through a Board resolution to the particular teachers impacted. The parties have identified the impacted teachers through bargaining.
4. Article V, Section 7 (Compensation of Long Term Substitutes): Increase the pay amount for bachelor's teachers to \$210.00 per day. Increase the pay amount for master's teachers to \$250.00 per day.
5. Article XIII (Retired Teachers), Section 4: Will be amended to state as follows:

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 \$65.00 per day up to the accumulation cap.

6. Article XIII (Retired Teachers): A new Section 6 will be added to state as follows

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.

(Note: A Board resolution will be passed that provides these same daily pay rates - \$210.00 (B) and \$250.00 (M) - to rehired retired teachers who have no longer kept their teaching license active but are hired by the district to serve as long-term substitutes. Because these individuals would no longer be in the bargaining unit once their license would lapse, the pay will be addressed through the Board resolution.)

7. Dates and required attestation clauses (confirming occurrence of pre-formal bargaining hearing and Board TA discussion meeting) will be updated.
8. A Board resolution will be approved providing a \$250 stipend for each member of the bargaining unit who possesses a content area master's degree. Content area is as defined by the Indiana Department of Education.
9. Appendix D – Schedule of Pay Dates – Will be updated for the 22/23 school year.
10. Appendix A – 2022-2023 ECA Schedule:
  - a. A stipend will be added at all levels (elementary, middle and high school) for bargaining unit members assigned as school counselors in the amount of \$1,000.
  - b. Boys Volleyball and Girls Wrestling are new “emerging” sports recognized by IHSAA. The stipends for volleyball and wrestling are already contained in the current ECA schedule and will be equally applicable moving forward to coaches of boys' volleyball and girls' wrestling.
11. Appendix B (Extended Contracts): Extended days for Guidance Counselor will be amended from 20 days to 8 days.