

# BCCTA & BCCSC Board of Trustees Tentative Agreement

All proposed changes are Underlined and in Bold font

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## ARTICLE III SUPPLEMENTAL RETIREMENT

This Section applies to teachers employed before June 30, 2001. The teacher shall receive an amount equal to \$150.00 for each year of service in the Brownstown Central Community School Corporation. To be eligible for such amount, a teacher must be 55 years or older, or have 20 years of teaching service before the date set for retirement. This amount shall be paid from a 457(b) Plan. As a professional courtesy, the teacher must submit to the superintendent of schools a letter of resignation, on or before **March 1** of the teacher's last contracted year of service. The retirement will be announced at the next scheduled Board of School Trustees meeting.

**G. The Board will pay to the Indiana Public Retirement System(INPRS) the teacher's three percent (3%) contribution obligation to INPRS.** A teacher's gross wages will include all or any of the following:

1. The teacher compensation amounts schedule, as Appendix C shows,
2. The ECA schedule, as Appendix B shows,
3. To the extent allowed by law any additional pay for extended contract days or assignments.

## ARTICLE IV – PROFESSIONAL COMPENSATION

**A.** The base salaries of teachers covered by this contract **are** reflected in Appendix A, the Teacher Pay Step Schedule. The salary range **is** \$40,000-\$75,000.

### **B. . New Hires**

A newly hired teacher's beginning salary **is** determined by his/her degree and experience on the Teacher Pay Step Schedule, Appendix A. **After consultation with the Association President, the Superintendent will place the teacher to a step** comparable with the degree, license, and experience in relation to the Teacher Pay Step Schedule as shown in Appendix A.

#### **1. . Hard To Fill Position**

- a. A "hard to fill position" occurs whenever a vacancy for a teaching position is posted and either zero applicants respond or the responding applicants are deemed unqualified to fill the position.
- b. Whenever the Superintendent determines that a vacant teaching position meets the criteria of being "hard to fill", the Superintendent shall notify the President of the Association. Upon notification, the Superintendent shall have the exclusive authority and discretion to seek a qualified person for the hard-to-fill position. The newly hired teacher's beginning salary will be determined by his/her degree and experience on the Teacher Pay Step Schedule, Appendix A. **After consultation with the Association President, the Superintendent will place the teacher to a step** comparable with the

degree, license, and experience of the new hire in relation to the Teacher Pay Step Schedule as shown in Appendix A. The Superintendent shall have discretion to place a teacher hired for a hard-to-fill position up to \$2,000 above the salary step reflective of such teacher's degree and experience. In addition, the Superintendent shall have discretion to grant a one-time stipend payment of up to \$2,000 to a teacher hired for a hard-to-fill position, and the stipend will be payable in one separate pay item on the first pay date of the contract year for which the teacher was hired.

## ARTICLE IV – PROFESSIONAL COMPENSATION

### C. Compensation Model

#### a. General Eligibility:

##### i. To be eligible for a salary increase in the current year a teacher:

- must not have been rated ineffective or improvement necessary in the prior school year, and
- must have been employed as under a teacher contract by the corporation for at least 120 days in the prior school year
  - Teachers in their first two full years of instructing students are exempt from the evaluation rating eligibility requirement and are eligible for a salary increase regardless of their evaluation rating in the prior school year.

#### b. Factors and Definitions

- i. Evaluation rating – The teacher received a Highly Effective or Effective evaluation rating for the prior year.
- ii. Possess a content area Master's degree – The teacher earned Master's degree in a content area as defined by the Indiana Department of Education after January 1, 2018.
- iii. Reduce the gap years of experience – Teachers in rows A-L receive this full increase; teachers in row M-V receive half of this increase and teachers in rows W-CCC (BA/BS) and W-BBB (MA/MS) do not receive this increase. This differentiation based on years of experience is to reduce the gap between the minimum and average teacher salary amounts within the overall salary range.

#### c. Distribution – Advancing on the Salary Schedule (See Teacher Pay Step Scale attached as Appendix A)

- i. A teacher in the Bachelor's column who satisfies the evaluation rating but does not possess a content area Master's degree will advance a row in the Bachelor's column based on evaluation (\$500) and the reduce the gap experience increase (\$500, \$250, or \$0, see Appendix A)

- ii. A teacher in the Master's column who satisfies the evaluation rating will advance a row in the Master's column based on evaluation (\$500) and the reduce the gap experience increase (\$500, \$250, or \$0, see Appendix A)
  - iii. A teacher in the Bachelor's column who satisfies the evaluation rating and is in the first year of possessing a content area Master's degree (completed after January 1, 2018) will advance a row based on evaluation (\$500) and the reduce the gap experience increase (\$500, \$250, or \$0) *and* will advance to the Master's column \$500 increase for first year of possessing this content area degree. The compensation for obtaining a content area master's degree is \$1,500. In the event the advancement on the pay schedule does not meet \$1,500, the difference will be paid in a yearly stipend. This stipend will be a one-time lump sum payment awarded by the end of the calendar year.
  - iv. A teacher who has reached row CCC on the Bachelor's column or BBB on the Master's column will not receive an increase to their base salaries.
  - v. The total available salary increase is \$1,500. \$500 is for evaluation rating, up to \$500 is for the reduce the gap experience increase and \$500 is for the first year of possessing a content area Master's degree. (Education = 33.3% of the increase)
- d. Redistribution - Any funds otherwise allocated for teachers who were rated Ineffective or Improvement Necessary will be equally redistributed to all teachers rated Effective or Highly Effective. The redistribution will be in the form of a stipend that will be paid at the end of the contract year.
- e. While the parties anticipate ongoing use of this compensation model, the parties acknowledge that if sufficient funding is not available to fund the operation of this model in a particular year, then movement on the salary schedule will not occur and contract salary provisions will be negotiated for that year as required by Indiana law.
- f. Reduce the gap salary increases under this agreement result in the following:

|   |  |
|---|--|
| 2017-18 salary range                      | \$38,519-\$74,962  |
| Current Average salary                    | $(\$38,519 + \$74,962) / 2 = \$56,740.50$                          |
| Current Gap                               | $\$56,740.50 - \$38,519 = \$18,221.50$                             |
| <b><u>Current salary range</u></b>        | <b><u>\$40,000-\$75,000</u></b>                                    |
| <b><u>New Average salary</u></b>          | <b><u><math>(\\$40,000 + \\$75,000) / 2 = \\$57,500</math></u></b> |
| <b><u>New Gap</u></b>                     | <b><u><math>\\$57,500 - \\$40,000 = \\$17,500</math></u></b>       |
| <b><u>Amount gap has been reduced</u></b> | <b><u><math>\\$18,221.50 - \\$17,500 = \\$721.50</math></u></b>    |

As a result of the salary increase for the experience factor, the gap has been reduced by **\$721.50**

**ARTICLE IV – PROFESSIONAL COMPENSATION**

**G. TUITION REIMBURSEMENT**

After a teacher has taught in the Brownstown Central Community School Corporation for one year, he or she will be eligible for a tuition reimbursement of an amount up to **\$2,100.00** for successful completion of 3 hours of course work per year. If a teacher takes more than 3 hours of approved work in any one year, the additional hours may accumulate so that he/she will be reimbursed for tuition for a maximum of three more years. This work must be pre-approved by the superintendent or his designee and be either in Content Area Credentialing, Advance Placement requirements, Administration degree, or Master’s Degree. This reimbursement, upon providing supporting documentation (proof of paid tuition bill and proof of course completion) will be a one-time lump sum payment provided in September of the following year. If the teacher leaves before the end of the contract year, the teacher will reimburse the tuition reimbursement paid for that contractual year. The minimum number of approved hours of credit to receive this benefit for any year is three hours. No teacher rated Ineffective or Needs Improvement will be eligible to receive this benefit the following year.

**ARTICLE V – INSURANCE PROTECTION**

The Board’s health insurance contributions shall be:

**2019-2020**

|                   |                            |
|-------------------|----------------------------|
| For a single plan | <b>\$6,750.00</b> annually |
| For a family plan | <b>\$8,900.00</b> annually |

The Board and **the** Association will mutually agree on plan designs and not on the insurance provider.

*Park Worden*

BCCTA President

*Melanie B. Preston*

BCCTA Chairperson

*[Signature]*  
Superintendent