

Contract

Between

The Board of School Trustees
Of the
South Montgomery Community School Corporation

and

The South Montgomery Community Education
Association

2020-2021

TABLE OF CONTENTS

	Pages
ARTICLE I Recognition, Definitions, Scope and Limitations	4-5
ARTICLE II Association and Teacher’s Rights.....	6
ARTICLE III Individual Education Plans (IEP) Development	7
ARTICLE IV Leaves of Absence	8-12
ARTICLE V Sick Leave Bank	13-15
ARTICLE VI Supplemental Retirement Plan	16-20
ARTICLE VII Early Retirement Incentive Program (ERIP)	21
ARTICLE VIII Wages and Wage Related Benefits	22-24
ARTICLE IX Insurance.....	25-26
ARTICLE X Term of Contract	27
Appendix-A 2020-2021 Non-Athletic Extra Curricular Pay.....	28-29
Appendix-B-1 2020-2021 Athletic Extra Curricular Pay – Fall Sports... ..	30-31
Appendix B-2 2020-2021 Athletic Extra Curricular Pay – Winter Sports	32-33
Appendix B-3 2020-2021 Athletic Extra Curricular Pay – Spring Sports.....	34
Appendix C Medical Insurance Illustrations.....	35

2020-2021

CONTRACT

BETWEEN

THE BOARD OF TRUSTEES
OF THE
SOUTH MONTGOMERY COMMUNITY SCHOOL CORPORATION

AND

THE SOUTH MONTGOMERY COMMUNITY EDUCATION ASSOCIATION

THIS CONTRACT, EFFECTIVE THIS 9th DAY OF NOVEMBER, 2020, BY AND BETWEEN THE BOARD OF TRUSTEES OF THE SOUTH MONTGOMERY COMMUNITY SCHOOL CORPORATION (BOARD), AND THE SOUTH MONTGOMERY COMMUNITY EDUCATION ASSOCIATION, AN AFFILIATE OF THE INDIANA STATE TEACHERS ASSOCIATION, AND THE NATIONAL EDUCATION ASSOCIATION (ASSOCIATION).

WITNESSETH:

WHEREAS: The Board and the Association recognize and declare that providing quality education for the children of the South Montgomery Community School Corporation is their mutual aim and

WHEREAS: The Board and its designated representatives have met with representatives of the Association and entered into extended deliberate negotiations concerning wages, hours and wage related fringe benefits, it is hereby agreed as follows:

ARTICLE I
RECOGNITION, DEFINITIONS, SCOPE & LIMITATIONS

Section 1.1. Recognition & Rights

- 1.1.1 RECOGNITION OF EXCLUSIVE REPRESENTATION: The Board hereby recognizes the South Montgomery Community Education Association as the exclusive representative of all teachers in the School Corporation.
- 1.1.2 NONDISCRIMINATION: The Association agrees to keep its membership open to all teachers in the School Corporation regardless of race, creed, sex, color, or national origin.

Section 1.2 Definitions

- 1.2.1. ASSOCIATION: The term “Association” means the South Montgomery Community Education Association.
- 1.2.2 BOARD: The term “Board” means the Board of Trustees of the South Montgomery Community School Corporation.
- 1.2.3 DAY: Unless otherwise specified, the term “day” means a school day.
- 1.2.4 EMERGENCY: The term “emergency”, when used in this Contract, means a condition or situation which could not have been anticipated under normal circumstances.
- 1.2.5 GENDER: When references are made to male teachers in this Contract, it also includes female teachers.
- 1.2.6 IMMEDIATE FAMILY: The term “immediate family” includes father, mother, brother, sister, husband, wife, child, father-in-law, mother-in-law, son-in-law, daughter-in-law, sister-in-law, brother-in-law, grandparents, grandchildren or a person who has been living as a life-long member of the household of the teacher.
- 1.2.7 SCHOOL CORPORATION: The term “School Corporation” means the South Montgomery Community School Corporation.
- 1.2.8 TEACHER: The term “teacher”, when used in this contract, means all certified personnel specifically employed by the school corporation except the superintendent, assistant superintendent, principals, assistant principals, athletic director, special education coordinator, Director of Curriculum, Instruction, & Teacher Development, Director of Transportation and Safety, Director of Operations & Technology and substitute teachers.

Section 1.3 Limitations & Scope of Contract

- 1.3.1 **EFFECT ON CONTRACT:** The agreements in this Contract shall supersede any rules, regulations, or practices of the Board which are contrary to or inconsistent with the terms recorded herein.
- 1.3.2 **TEACHER CONTRACTS:** Any individual contract between the Board and an individual teacher shall be consistent with the terms and conditions of this Contract. If an individual contract made subsequent to this Contract contains any language inconsistent with this Contract, this Contract shall prevail.
- 1.3.3 **SEVERABILITY:** If any provisions of this Contract or any application of this Contract to any employee or group of employees is held to be contrary to law, by a legislative, administrative agency or court of competent jurisdiction, then such provisions or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications of this Contract shall continue in full force and effect.
- 1.3.4 **COLLECTIVE BARGAINING RIGHTS:** The Board hereby agrees that every teacher as defined elsewhere in this Contract shall have the right to freely organize, join and support a teacher's organization for the purpose of engaging in legally authorized negotiations with the Board. The Board further agrees that it shall not directly or indirectly discourage, deprive, or coerce any teacher in the enjoyment of any rights conferred by this Contract, laws of Indiana, or the Constitutions of Indiana and the United States; that it shall not discriminate against any teacher with respect to hours, wages or terms and conditions of employment by reason of his membership in a teacher's organization, his participation in any legal activities of a teacher's organization, or his institution of any grievance, complaint, or proceeding under this Contract.
- 1.3.5 **TEACHER RIGHTS:** Nothing contained herein shall be construed to deny or restrict any teacher rights s/he may have under the Indiana General School Laws or other applicable laws and regulations.

ARTICLE II
ASSOCIATION AND TEACHER'S RIGHTS

Section 2.1 Payroll Deductions: The following payroll deductions are available to teachers:

2.1.1 Association Dues: The dues for the Association will be processed under the following procedure:

2.1.1.1 IDENTIFICATION AND PROCEDURE: Any time after the beginning of the school year, the Association shall deliver to the Board names of teachers who authorized payroll deductions, the amounts of membership dues, other assessments the Association, including the National Education Association, and the Indiana State Teachers Association. The Board shall deduct such sum in either 4, 6, or 10 equal payments, beginning with the next pay period after receipt of the names from the Association. Additional names may be added anytime until the end of the school year. In cases where there are fewer than fifteen (15) pay periods left, the amount shall be deducted equally from the remaining pay periods.

2.1.1.2 REMITTANCE AND REVOCATION: The deductions shall be remitted not less frequently than monthly to the Association. The authorization for payroll deduction of Association membership dues shall be on a continuing basis unless revoked, in writing, by the teacher through the Association between the dates of August 24 and September 4.

2.1.2 Continuing Membership: The authorization for payroll deduction of Association membership dues shall be on a continuing basis unless revoked in writing by the teacher through the Association by September 15 each year. Upon termination of the contract, the business office shall deduct all unpaid Association dues from the remaining pay checks

2.1.3 Additional Deductions: The following voluntary deductions may also be authorized by teachers:

- | | |
|--------------------------|-------------------|
| a. Teacher's Retirement | e. Insurance |
| b. Tax Sheltered Annuity | f. Savings Bonds |
| c. Credit Union | g. PAC deductions |
| d. United Fund | |

ARTICLE III
INDIVIDUAL EDUCATION PLANS (IEP) DEVELOPMENT

(Any mention of days in this Article are for informational purposes only. This term was not a subject of bargaining)

Section 3.1 High School and Junior High: High school and junior high teachers who are required to develop individual program (IEP) shall be given an extended contract of three (3) days at their per diem rate of pay at the end of each school year for the purpose of developing the IEPs and conducting the IEP conferences.

Section 3.2 Elementary: Elementary teachers who are required to develop individual educational programs (IEP) shall be given an extended contract of two (2) days at their per diem rate of pay at the end of each school year for the purpose of developing the IEP and conducting the IEP conferences.

ARTICLE IV
LEAVES OF ABSENCE

Section 4.1 Sick Leave

- 4.1.1 **BASE SICK LEAVE:** Each teacher shall be entitled to ten (10) sick leave days per school year commencing with the 1990-91 school year, without loss of compensation, for personal illness.
- 4.1.2 **EXTENDED CONTRACTS:** Teachers employed on extended contracts shall accumulate one sick leave day for each twenty (20) work days, or portion thereof in excess of the normal 185-day work year.
- 4.1.3 **ACCRUED SICK LEAVE:** The total unused portion of the annual sick and emergency leave allowance shall be allowed to accumulate to ninety (90) days.
- 4.1.4 **CARRY OVER OF SICK LEAVE UPON RETURN:** Sick leave days accumulated by a teacher prior to leave of absence shall be credited to the teacher upon return.
- 4.1.5 **ATTENDANCE INCENTIVE:** The Corporation will provide to teachers an attendance incentive, (payable at the end of the school year) for the following instances of use for “sick days only”
 - a. Teacher who is absent 0 days shall receive a \$250.00-dollar bonus.
 - b. Teacher who is absent 1-2 days shall receive a \$125.00-dollar bonus.
 - c. Teacher who is absent 3-4 days shall receive a \$75.00-dollar bonus.

Section 4.2 Personal Leave

Three (3) personal leave days shall be granted during the contractual year upon request in writing to the Superintendent, without loss of compensation for such absence. No reason for the three days must be given other than personal business. Additional personal leave may be granted in emergencies. If such additional personal leave is required, a valid reason must be given and approved by the administration. This reason is to become a part of the teacher’s record. No personal leave days shall be granted immediately prior to a school holiday, nor immediately following a school holiday, except in the case of an emergency. All personal business days not used during the school year shall revert to sick leave-maximum of two days per year. In addition to the 3 days personal business allowed at the time a teacher may use 2 sick days as personal business days.

Section 4.3 Staff Development Leave

Teachers may be granted up to five (5) days with pay for the purpose of visiting other schools or attending meetings or conferences of an educational nature. Request must be submitted ten (10) days in advance on prescribed forms. Reasons for leave shall be given at the time the request is made. A follow-up report shall be filed after the leave is completed stating benefits gained.

Section 4.4 Court Leave

Court leave with pay shall be granted to teachers for the time necessary to make appearance (s) in any court proceeding arising out of and in the course of the teacher's employment with the school corporation.

Section 4.5 Jury Duty Leave

Members of the staff shall be excused for Jury Duty and a substitute teacher will be employed as a replacement, when necessary. Compensation for such absence per day will be the difference between their regular salary per day and the payment received per day for jury duty.

Section 4.6 Sabbatical Leave

4.6.1 **APPLICATION FOR SABBATICAL LEAVE:** Sabbatical leave may be requested by any professional staff member who has taught or served as an administrator in South Montgomery Community School Corporation for six or more consecutive years and who holds at least a Master's Degree. Such application shall include the plan for study which must be conducted on a full-time basis at an accredited institution of higher learning. Applications must be submitted to the Superintendent of Schools not later than April 15 of the school year preceding the school year for which leave is requested.

4.6.2 **COMPENSATION WHILE ON SABBATICAL LEAVE:** Staff members approved for such leave shall receive one-half of their scheduled salary for the period for which leave is granted. The amount shall be added to the contract salary for the school year following successful completion of the sabbatical leave program. (Distribution of salary shall be made equally during the first 8 pay periods of the new school year.) In the event the staff member does not choose to return to full-time service in the South Montgomery Community School Corporation upon expiration of the leave, the staff member automatically waives any claim for sabbatical leave salary and no pay will be granted for said leave.

- 4.6.3 **IMPACT ON SALARY INCREMENT AND TENURE:** Regular salary increment qualifications and tenure status of the staff member shall not be impaired for the period of leave.
- 4.6.4 **LIMITATIONS:** Approval for sabbatical leave shall be limited to 2 persons, during any one school year. It will be permissible for 2 teachers who teach in the same field and who are qualified for sabbatical leave to request 1 semester of leave for each teacher during the same school year.
- 4.6.5 **APPROVAL OF APPLICATIONS:** Applications will be recommended by the Superintendent of Schools and approved by the Board of Education only when, in their judgment, the professional competence of the staff member and the instructional program will be improved.

Section 4.7 Maternity and Adoption Leave

- 4.7.1 **MATERNITY -** Any teacher who is pregnant may continue in active employment as late into pregnancy as she desires, if she is able to fulfill the requirements of her position. Temporary disabilities caused by pregnancy shall be governed by the same provisions governing sickness and by the following:
 - 4.7.1.1 **ELIGIBILITY:** Any teacher who is pregnant is entitled to a leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of the child, if, except in a medical emergency, she notifies the Superintendent of the school corporation in which she teaches at least thirty (30) days before the date on which she desires to start her leave. She shall also notify the Superintendent of the expected length of this leave, including with this notice either a physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn, whichever is applicable. In case of a medical emergency caused by pregnancy the teacher shall be granted a leave, as otherwise provided in this section, immediately upon her request and certification of the emergency from an attending physician.
 - 4.7.1.2 **NOTICE:** It is requested that a teacher request to begin leave so that there will be a minimum of disruption to their class/classes and that the teacher request to return from leave so that there is also a minimum amount of disruption to their students.
 - 4.7.1.3 **USE OF SICK LEAVE AND TEACHER RIGHTS:** All or any portion of leave taken by a teacher because of a temporary disability caused by pregnancy may be charged, at her discretion, to her available sick leave. After her available sick leave has been used, the teacher may be absent without pay, subject to sub section

(a) of this section. This leave may be taken without jeopardy to reemployment, retirement and salary benefits, tenure, and seniority rights.

4.7.2 ADOPTION

4.7.2.1 ELIGIBILITY: Leave for the adoption of a child shall begin upon delivery of the child to the adoptive parent or prior to receiving the child if legally necessary in order to fulfill the requirements for adoption. If possible, the teacher will notify the superintendent at least thirty (30) days prior to the date on which the teacher wishes to begin the leave. The teacher may be granted leave of an additional school year upon written request and must inform the superintendent before April 15 of his/her intent to return to the school corporation the following year.

4.7.2.2 USE OF SICK LEAVE AND TEACHER RIGHTS: All or any portion of leave taken by a teacher adopting a child may be charged, at his/her discretion, to his/her available sick leave. After his/her available sick leave has been used, the teacher may be absent without pay. This leave may be taken without jeopardy to reemployment, retirement and salary benefits, tenure and seniority rights.

Section 4.8 General Provisions Governing Leaves of Absence

A teacher returning from a leave of absence shall be given his/her same position in the same school when he/she returns, provided the position still exists. If the position no longer exists, he/she shall be given a comparable position for which the teacher is properly licensed and, on the basis, that his/her evaluation rating on the 4.0 scale is higher than others who apply for the position.

Section 4.9 Bereavement & Pallbearer Leave

4.9.1 FAMILY BEREAVEMENT LEAVE: Each teacher shall be entitled to five (5) school days of absence for death in the immediate family. The first day is the day of death. These days are not to be charged against sick leave.

4.9.2 NON-FAMILY BEREAVEMENT LEAVE: Each teacher shall be granted one (1) day of leave in case of death of a person not in the immediate family but a relative.

4.9.3 **PALLBEARER LEAVE:** Teachers asked to be pallbearers at any funeral shall be excused without loss of compensation for such duty.

Section 4.10. Other Leave

4.10.1 **FAMILY ILLNESS LEAVE:** Teachers shall be entitled to two (2) days absence without loss of any pay for serious illness in the immediate family as defined in Article I, Sec.2, subsection 2.6. These days are not to be charged against sick leave.

4.10.2 **ADDITIONAL LEAVE TREATED AS SICK LEAVE:** Teachers shall also be allowed additional days of absence without loss of any pay for serious illness in the immediate family. These days shall be charged against the teacher's sick leave.

Section 4.11 Personal Injury Leave

Teachers suffering personal injury while acting within the scope of their employment shall sustain no loss in salary by reason of their absence resulting from such injury to the extent hereinafter set out. Teachers shall be granted five (5) days of personal injury leave with pay before having to use accumulated sick leave days. An additional twenty-five (25) days of personal injury leave with pay may be granted after accumulated sick leave days have been used. Nothing in this section shall prevent a teacher from collecting workmen's compensation; however, to the extent that such compensation is payable to the teacher, that teacher's contract salary during the period of disability will be reduced.

Section 4.12 Leave During Summer Employment

Teachers on summer employment shall be eligible to use all leaves in Articles IV and V on the same basis as is used during the regular school year.

ARTICLE V
SICK LEAVE BANK

Section 5.1 Purpose

The purpose of the sick leave bank is to relieve teachers and administrators from undue financial burdens due to absence from work on a long-term basis due to illness, injury, or incapacitation sufficiently severe that it would make their presence in school inadvisable.

Section 5.2 Structure

5.2.1 **PROCEDURE:** The sick leave bank shall have a minimum number of days equal to two (2) times the number of teachers and administrators participating. There shall be an annual “enrollment” period for new hires to join the sick leave bank from the beginning of school until September 30 of each school year. Teachers and administrators donating a day or days shall be considered members of the sick leave bank and shall remain members in good standing until a general re-enrollment is held. In the event that the bank falls below sixty (60) days the employees must donate additional days to remain in good standing. Said “open-membership” event shall be for thirty (30) days and may occur at any time the bank falls below the sixty (60) day balance. New teachers shall be provided with a Sick Leave Bank Enrollment Form which must be filled out and retained by the school corporation noting whether the teacher donated a day or chose not to do so. When an “open enrollment” event is held where all teachers must donate a day to remain a member of the bank in good standing, each teacher shall fill out a Sick Leave Bank Enrollment Form indicating whether the individual teacher chooses to donate a day or not. Said form shall be retained by the Corporation until a subsequent enrollment is held.

5.2.2 **NEW TEACHERS AND ADMINISTRATORS:** New teachers and administrators shall have the opportunity to voluntarily contribute one (1) day each, per year, beginning the first year of their employment.

Section 5.3 Administration

Supervision of the bank shall be administered by a committee comprised of the following members:

- a. Four (4) teachers, none being from the building of the individual concerned, appointed by the president of the South Montgomery Education Association.
- b. Two (2) school board members appointed by the school board president.
- c. One principal, not from the building of the individual concerned,

appointed by the Superintendent of Schools.

Section 5.4 Superintendent

- 5.4.1 **INCAPACITY OF SUPERINTENDENT:** In the event the superintendent is incapacitated, his position on this committee will be filled by the president of the school board, and his powers of appointment will then be invested in the board president. Upon his recovery, the superintendent will resume his position on the committee.
- 5.4.2 **THE VOTES:** In case of a tie vote on a teacher's or administrator's request for use of the sick leave bank, such request shall be automatically denied. Any vote being taken shall be by secret ballot.
- 5.4.3 **OFFICERS:** The entire membership of the committee shall select one (1) of their members to act as chair and one (1) to act as secretary for the duration of the year.
- 5.4.4 **MEETINGS:** The committee will meet as needed.
- 5.4.5 **QUORUM:** A majority of members will be required for official action of the committee.
- 5.4.6 **GENERAL RULES:** The sick leave bank committee may grant, deny or suspend grants of sick days from the bank. Their judgment or decision shall be final. Any grants shall be retroactive, except in hospitalization, nursing home or similar confinement, in which case the committee may grant days in advance when supported by appropriate medical evidence. Each applicant automatically consents to submit to medical examination and/or review of his medical history, if it is deemed necessary by the sick leave bank committee.

Section 5.5 Usage

Application for days to be used from the sick leave bank will be as follows:

- 5.5.1 **EXHAUSTION OF ACCUMULATED SICK AND PERSONAL DAYS:** All sick leave and personal leave days previously accumulated by the individual must be exhausted.
- 5.5.2 **APPLICATIONS:** Applications shall be made in writing to the chair of the sick leave bank committee and must be accompanied by a signed physician's statement describing the nature of the disability, treatment being rendered, prognosis for a return to work.

5.5.2.1 MAXIMUM DAYS ALLOWED: The maximum number of days allowable under the initial request will be twenty-five (25) days.

5.5.2.2 ADDITIONAL REQUESTS; MAXIMUM: After this initial request, any person may apply for additional leave of up to an additional twenty-five (25) days during one school year.

5.5.3 AUTHORIZED REPRESENTATIVE: Application for grant may be made by the personal representative in cases where the individual staff member is unable to do so.

5.5.4 COMMENCEMENT: Days awarded shall begin immediately upon the exhaustion of all sick leave and personal leave days.

5.5.5 ELIGIBILITY: Only those who contribute to the sick leave bank may use it.

ARTICLE VI

SUPPLEMENTAL RETIREMENT PLAN

Section 6.1 Years of Service as of June 30, 2005

- 6.1.1 APPLICATION: This paragraph applies only to teachers employed in the 2004/2005 school year.
- 6.1.2 CANCELLATION OF PRESENT VALUE: For each eligible teacher, the present value of that teacher's years of teaching experience in the South Montgomery Community School Corporation will be calculated as of June 30, 2005, using the following:
 - (i) Actual years of teaching experience at South Montgomery Community School Corporation as of June 30, 2005 (these years need not be consecutive).
 - (ii) Assumed retirement at later of age 60 or eligibility under 6.1.4 below.
 - (iii) Discounted rate of 4% for first 3 years, 7% thereafter.
 - (iv) \$142.50 per year of South Montgomery Community School Corporation teaching experience (gross present value).
 - (v) Subtract 7.65% from gross present value amount to produce net present value.
- 6.1.3 DEPOSIT INTO SECTION 401(a) PLAN: The net present value will be deposited into a 401(a)-plan account for the eligible teacher on or before June 30, 2006.
- 6.1.4 VESTING: These 401(a) accounts will vest at the later of:
 - (i) The completion of twelve years of service in the South Montgomery Community School Corporation (these years need not be consecutive); or
 - (ii) Attainment of age 55 plus TRF service and age equal to 85 or more, attainment of age 60 plus completion of 15 years of TRF service, or attainment of age 65 and completion of 10 years of TRF service.
- 6.1.5 VESTING UPON DEATH: The 401(a) account will 100% vest if the teacher dies while actively employed at South Montgomery Community School Corporation after having completed five or more years of teaching experience at South Montgomery Community School Corporation.

Section 6.2 Years of Service July 1, 2005 and Thereafter

- 6.2.1 APPLICATION: This paragraph applies to all teachers.
- 6.2.2 SUPPLEMENTAL CONTRIBUTIONS: Each year beginning with the 2005/2006 school year, each teacher will receive a supplemental retirement pay contribution for completing a year of teaching experience in the South Montgomery Community School Corporation. This contribution will be made to the teacher's 401(a) plan account at the end of each school year. The amount of the contribution shall be as follows:
- (i) For a teacher who has completed twenty (20) or more years of teaching experience in South Montgomery Community School Corporation at the end of that school year: \$140.00
 - (ii) For a teacher who has completed less than twenty (20) years but ten (10) or more years of teaching experience in South Montgomery Community School Corporation at the end of that school year: \$100.00
 - (iii) For a teacher who has completed less than ten (10) years of teaching experience in South Montgomery Community School Corporation at the end of that school year: \$60.00
- 6.2.3 DEPOSIT: The amount determined in 6.2.2 will be deposited into a 401(a)-plan account for the eligible teacher on or before June 30 of the school year.
- 6.2.4 VESTING: This 401(a) account will vest at the later of:
- (i) The completion of twelve years of service in the South Montgomery Community School Corporation (these years need not be consecutive); or
 - (ii) Attainment of age 55 plus TRF service and age equal to 85 or more, attainment of age 60 plus completion of 15 years of TRF service, or attainment of age 65 and completion of 10 years of TRF service.
- 6.2.5 VESTING UPON DEATH: The 401(a) account will 100% vest if the teacher dies while actively employed at South Montgomery Community School Corporation after having completed five or more years of teaching experience at South Montgomery Community School Corporation.

Section 6.3 Conversion of Sick Days as of June 30, 2005

- 6.3.1 APPLICATION: This paragraph applies only to teachers employed in the 2004/2005 school year.
- 6.3.2 CALCULATION: For each eligible teacher, the present value of that teacher's unused accumulated sick leave over 90 days will be calculated as of June 30, 2005, using the following:
- (i) Unused accumulated sick leave days over 90 as of June 30, 2005.
 - (ii) Assumed retirement at later of age 60 or eligibility under 6.3.4 below.
 - (iii) Discounted rate of 4% for first 3 years and 7% thereafter.
 - (iv) \$40 per day to maximum of 185 days (gross present value amount).
 - (v) Subtract 7.65% from gross present value amount to produce net present value.
- 6.3.3 DEPOSIT: The net present value will be deposited into a 401(a)-plan account for the eligible teacher on or before June 30, 2006.
- 6.3.4 COMPENSATION: This 401(a) account will vest at the later of:
- (i) The completion of twelve years of service in the South Montgomery Community School Corporation (these years need not be consecutive); or
 - (ii) Attainment of age 55 plus TRF service and age equal to 85 or more, attainment of age 60 plus completion of 15 years of TRF service, or attainment of age 65 and completion of 10 years of TRF service.
- 6.3.5 VESTING UPON DEATH: The 401(a) account will 100% vest if the teacher dies while actively employed at South Montgomery Community School Corporation after having completed five or more years of teaching experience at South Montgomery Community School Corporation.

Section 6.4 Annual Conversion of Sick Days July 1, 2005 and Thereafter

- 6.4.1 APPLICATION: This paragraph applies to all teachers.
- 6.4.2 COMPENSATION: At the end of each school year beginning with the 2005/2006 school year, the South Montgomery Community School Corporation will pay the following amounts per each day of unused

accumulated sick leave over 90 days that has not been previously bought out under Section 6.3 or this paragraph:

- (i) For a teacher with 20 or more years of teaching experience in the South Montgomery Community School Corporation. \$40.00
- (ii) For a teacher with at least 10 but less than 20 years of teaching experience in the South Montgomery Community School Corporation. \$35.00
- (iii) For a teacher with less than 10 years of teaching experience in the South Montgomery Community School Corporation. \$25.00

6.4.3 DEPOSIT: The amount determined in 6.4.2 above will be deposited into a 401(a)-plan account for the eligible teacher on or before June 30 of that school year.

6.4.4 VESTING: These 401(a) accounts will vest at the later of:

- (i) The completion of twelve years of service in the South Montgomery Community School Corporation (these years need not be consecutive); or
- (ii) Attainment of age 55 plus TRF service and age equal to 85 or more, attainment of age 60 plus completion of 15 years of TRF service, or attainment of age 65 and completion of 10 years of TRF service.

6.4.5 VESTING UPON DEATH: The 401(a) accounts will 100% vest if the teacher dies while actively employed at South Montgomery Community School Corporation after having completed five or more years of teaching experience at South Montgomery Community School Corporation.

Section 6.5 Conversion of Remaining Days at Retirement

6.5.1 APPLICATION: This paragraph applies to all teachers.

6.5.2 COMPENSATION: At retirement, if the teacher has met the vesting requirements in Subsection 6.2.4 above, at the end of the school year of actual retirement on or after the 2004/2005 school year, the South Montgomery Community School Corporation will pay \$40 for each day of unused accumulated sick leave that has not been previously bought out under Section 6.3 or 6.4 to the teacher's 401(a) plan account.

6.5.3 DEPOSIT: This amount will be deposited on or before June 30 of the school year of the teacher's retirement.

6.5.4 VESTING: These 401(a) accounts will be 100% vested at retirement on or after meeting the vesting requirement in Subsection 6.2.4 above.

ARTICLE VII

EARLY RETIREMENT INCENTIVE PLAN

Section 7.1 ELIGIBILITY: This applies only to employees as of June 30, 2005. An employee must be no less than fifty-five years of age by July 1 of the year the employee applies for the ERIP. Furthermore, the employee must have nineteen years of teaching experience of which 12 years must be in the South Montgomery Community School Corporation. This applies only to employees as of June 30, 2005.

Section 7.2 FISCAL YEAR: The ERIP fiscal year shall be July 1 through June 30. The first year of an employee's participation in the ERIP shall begin July 1 following the last year of service to the South Montgomery Community School Corporation.

Section 7.3 APPLICATION DEADLINE: An employee electing to participate in the ERIP must notify South Montgomery Community School Corporation, in writing, no later than June 1 prior to the last year of service unless emergency conditions arise after this date and board approval has been granted.

Section 7.4 VEBA: The South Montgomery Community School Corporation agrees to establish a VEBA (voluntary employees' beneficiary association) trust account.

Section 7.5 DEPOSIT: The South Montgomery Community School Corporation agrees to deposit into a pooled VEBA trust account an amount equal to \$1,496,758 from the HEA 1120 bond proceeds.

Section 7.6 INDIVIDUAL ACCOUNTS: Once an eligible teacher retires after meeting all the requirements in this paragraph, they will be entitled to have an amount from the pooled VEBA account transferred into an individual VEBA account in their name. The amount shall be the present value of \$7,000 at 5% interest payable annually for each full year between their retirement date and their eligibility for Medicare coverage, but in no event more than 10 years. The requirements are:

- (1) Attainment of age 55,
- (2) Notification pursuant to 7.3 above,
- (3) Completion of requirements in 7.1 of this section, and
- (4) Satisfaction of one of the requirements in Article IX, Section 9.1.

Section 7.7 SUBMITTAL OF MEDICAL EXPENSES: The retiree may then submit qualified medical expenses to the VEBA for reimbursement from their individual VEBA account, so long as there is a balance in that account.

ARTICLE VIII
WAGES AND WAGE-RELATED BENEFITS

Section 8.1 SALARIES

8.1.1. **Salary Range:** The Salary Range for the 2020-2021 school year is \$38,300.00 to \$69,199.00.

8.1.2. **Base Salary Increases:** All teachers receiving an evaluation rating of either effective or highly effective during the 2019-20 school year and employed by the School Corporation for at least 120 days during the 2019-2020 school year will receive an increase in base salary for 2020-2021 in the amount of **One Thousand Five Hundred Dollars (\$1,500.00)**. This increase is effective on September 3, 2020. In order to account for the difference between the actual amount paid from the beginning of the 2020-2021 school year and new base salary (the deficiency amount), the School Corporation will pay all qualifying teachers receiving an increase in their base salaries a lump sum payment on **December 3, 2020** in amount equal to this deficiency amount. Beginning **December 3, 2020**, the periodic payments of salaries for teachers who received an increase in their base salaries will be made on the basis of the new base salary. This base salary increase is attributable as follows:

1. Eighty percent (80%) is attributable to the teacher receiving an evaluation of Either effective or highly effective during the 2019-2020 school year; and
2. Twenty percent (20%) is attributable to experience. Teachers employed by the Corporation for at least 120 days during the 2019-2020 school year or earning one year of experience according to INPRS are eligible for this increase.

8.1.3. **Eligibility:** In order to be eligible for the base salary increase and additional base salary increase, a teacher must receive an evaluation rating of either effective or highly effective in the 2019-2020 school year and must have been employed by the School Corporation for at least 120 days during the 2019-2020 school year. Teachers rated ineffective or improvement necessary in the 2019-2020 school year are not eligible for the base salary increase, and these teachers remain at their 2019-2020 base salary for 2020-2021.

8.1.4. **Redistribution:** Based upon anticipated evaluation results, the parties believe that all funds will be distributed and that no redistribution will be necessary. However, in the event that there are funds that were otherwise allocated for teachers rated ineffective or improvement necessary, those funds will be distributed to all eligible teachers in the form of a stipend.

8.1.5. **Newly Hired Teachers:** For newly hired teachers, compensation will be as follows:

8.1.5.1. **Less than Six Years of Experience:** Newly hired teachers with less than six (6) years of experience will receive the same base salary as other teachers in the Corporation with the same experience (according to the Indiana Public Retirement System) and degree;

8.1.5.2. **Six or More Year of Experience:** Newly hired teachers with six (6) or more years of experience will receive the same base salary as other teachers in the Corporation with the same experience (according to the Indiana Public Retirement System) and degree, unless, in the discretion of the Superintendent, the market for such teachers allows for a lower salary or requires a higher salary. If the Superintendent finds that such circumstances exist, the Superintendent may, in his discretion, enter into a contract with such teachers for less than the same base salary as other teachers in the Corporation with the same experience and degree or a higher base salary, not to exceed \$2,000.00 more than the same base salary as other teachers in the Corporation with the same experience and degree. In this event, the newly hired teacher will receive the base salary provided for in the contract with the teacher.

8.1.6. **Retired Teachers.** Retired teachers who are hired to fill a vacancy will receive the same base salary as other teachers in the Corporation with the same experience (according to the Indiana Public Retirement System) and degree, but the maximum base salary for such retired teacher is \$51,000.

8.1.7. **Payroll Administration**

8.1.7.1. **REGULAR PAY DATES:** Pay periods during the 2020-2021 school year will consist of 24 equal payments with the first beginning September 3, 2020. The pay dates will be on the 3rd and 18th of each month. If the 3rd or 18th fall on a Saturday pay checks will be issued the Friday before this date. If a pay date falls on a Sunday pay checks will be issued on first Monday following the 3rd or the 18th.

8.1.7.2. **TWENTY-PAY ELECTION:** Teachers may elect to receive their pay spread over the first twenty (20) pays listed in Subsection 8.1.7.1.

8.1.7.3. **NEW TEACHER ELECTION:** Teachers new to the corporation have the option of receiving one half of the first pay check on the last pay of August and the other half on the first pay of September of this year. Subsequent years shall be set up accordingly with the first half being two weeks prior to the first pay date of the new school year.

8.1.7.4. **PART-TIME TEACHERS:** Salaries for part-time teachers shall be the appropriate salary amount multiplied by the percentage of a full work day (i.e. 6 hours) worked. e.g. one-half time teacher with a bachelor's degree and no experience.

8.1.7.5 **EXTRA-CURRICULAR PAY:** Teachers who ~~choose to accept~~ perform extra-curricular **services for the** positions listed on Appendix A shall have the option of receiving their extra-curricular salary in one lump sum upon completion of the activity instead of having the salary included in the teacher's regular paycheck. A teacher choosing to exercise this option must notify the school corporation in writing no later than August 1 preceding the school year. **Teachers who perform extracurricular services for the positions listed in Appendix B will be paid on the date or dates provided for in Appendix B.**

8.1.7.6 **INSURANCE:** The insurance program is included as a salary reduction program if the teacher so desires to participate as per federal regulations.

8.1.7.7 **DEDUCTIONS:** Any time there is a change in the deductions from the pay check an itemized list will be included with such paycheck listing all deductions.

8.1.7.8 **ANNUITY DEDUCTIONS:** Teachers will be given a two-week (14 day) period of time after a contract is settled to change payroll deduction amounts for annuities. The teacher should notify the Superintendent in writing.

Section 8.2 DIRECT DEPOSIT OF PAYROLL

8.2.1 All teachers shall move to Direct Deposit no later than January 18, 2015.

8.2.2 Direct deposit dates shall be the same as the pay dates.

Section 8.3 (The below days are for informational purposes only)

Extended contracts for 2020-2021.

Counselors–Jr./Sr.High	195	Days
Vocational Agriculture	240	Days

ARTICLE IX INSURANCE

Section 9.1 Medical Insurance Plan and Options

South Montgomery Community School Corporation is a member of the WV/WCI School Trust with the Corporation contributing 80% of the least expensive single health insurance plan upon approval, \$8,005 for those who choose a family plan and \$9,097 for a family plan with both spouses working in the district during the plan year. Each teacher may choose to accept one (1) of the following insurance options effective September 1 of each year.

Option 1

The group health family coverage, the group dental coverage, the \$50,000 term life insurance coverage with the school corporation paying \$8,005 of the total annual cost and the individual paying the remainder. Family plan shall be:

1. employee, spouse and children
2. employee and children
3. employee and spouse

Option 2

The group health single coverage, the group single dental coverage, the \$50,000 term life insurance coverage, including dependent coverage with the school corporation paying up to 80% of the least expensive single health insurance plan offered through WV/WCI school trust, of the total cost. Each person shall pay a minimum of \$1.00 per year toward the cost of the insurance program.

Option 3

The teacher not participating in the school employee group health coverage may choose any or all of the following insurance policies with the school corporation paying up to 80% of the least expensive single health insurance plan offered through WV/WCI school trust, of the total cost of the insurance program. a) the family or single dental coverage, b) the \$50,000 life insurance coverage including the dependent coverage. Each person shall pay a minimum of \$1.00 toward the cost of the insurance program.

Option 4

Married couples working within the school corporation will receive: either the group health family coverage or may elect two (2) single group health coverage plans, the group dental coverage, two (2) \$50,000 term life insurance policies with the school corporation paying \$9,097 of the total annual cost. The superintendent shall establish a sign-up deadline each year. Teachers who wish insurance coverage must sign-up by

the deadline or become ineligible for the year.

Illustrations of these options are attached to this agreement.

Section 9.2 Dental Program

A teacher may choose to participate in the dental program.

Section 9.3 Long-Term Disability Plan

Teachers shall participate in the Long-Term Disability plan. The corporation shall offer payroll deduction for the premium in after tax salary.

ARTICLE X
TERM OF CONTRACT

This contract shall be effective as of **November 9, 2020** and shall continue in effect through June 30, **2021**. This contract shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

Whenever any notice is required to be given either of the parties to this contract to the other party, either shall do so by registered letter at the following addresses:

If by the Association to
the Board, at

Dr. Shawn Greiner
P.O. Box 8
New Market, IN 47965

If by the Board to
the Association, at

Curtis McVay and Sandy Minick
Southmont Jr-Sr High School
6425 U.S. 231 South
Crawfordsville, IN 47933

This contract is made and entered into at New Market, Indiana on this **9th** day of **November, 2020**, by and between the Board of School Trustees of the South Montgomery Community School Corporation, County of Montgomery, State of Indiana, party of the first part heretofore referred to as the "Board", and the South Montgomery Community Education Association, affiliated with the Indiana State Teachers Association and the National Education Association, party of the second part, heretofore referred to as the "Association."

This contract is so attested to by the parties whose signatures appear below:

Signature of SMCEA Co-Presidents:

Curtis McVay

Sandy Minick

Date: _____

Date: _____

Signature of Board of Trustees President: _____

Brad Monts

Date: _____

APPENDIX A
Non-Athletic Extra Curricular Pay

**(Any numbers outside of salary
are for informational reasons
only)**

***The corporation administration may, consistent with corporation policy, recognize new clubs during the school year and tote compensation for all new clubs will be \$211 (\$205 if certified staff)*

POSITION	Actual Salary	With TRF Paid	PAYDATE
Administrative Assistant @ Ladoga	\$500	\$500	6/18/2020
Administrative Assistant @ New Market	\$500	\$500	6/18/2020
Administrative Assistant @ New Market	\$500	\$500	6/18/2020
Administrative Assistant @ Walnut	\$500	\$500	6/18/2020
Elementary Spell Bowl Coach	\$125	\$125	11/18/2019
7th grade Class Sponsor	\$211	\$205	6/18/2020
8th grade Class Sponsor	\$211	\$205	6/18/2020
Jr High Academic Coach	\$2,146	\$2,083	6/18/2020
Jr. High Art Club Sponsor	\$427	\$415	6/18/2020
Jr. High FCA Sponsor	\$427	\$415	6/18/2020
Jr. High FCCLA Sponsor	\$1,277	\$1,239	6/18/2020
Jr. High FFA Sponsor	\$825	\$801	pd. in contract
Jr. High Honor Society Sponsor	\$427	\$415	6/18/2020
Jr. High Royal Ambassadors Sponsor	\$427	\$415	6/18/2020
Jr. High Team Leader	\$1,186	\$1,150	6/18/2020
Jr. High Team Leader	\$1,186	\$1,150	6/18/2020
Jr. High Yearbook	\$1,277	\$1,239	6/18/2020
9th grade Class Sponsor	\$211	\$205	6/18/2020
10th grade Class Sponsor	\$211	\$205	6/18/2020
Junior Class Sponsor	\$825	\$801	6/18/2020
Senior Class Sponsor	\$645	\$626	6/18/2020
Sr. High Academic Coach	\$2,146	\$2,083	6/18/2020
Sr. High Art Club Sponsor	\$645	\$626	6/18/2020
Sr. High BPA Sponsor	\$427	\$415	6/18/2020
Sr. High Dept. Head – Level I	\$825	\$801	6/18/2020
Sr. High Dept. Head – Level II	\$881	\$856	6/18/2020
Sr. High Dept. Head – Level III	\$937	\$911	6/18/2020
Sr. High Dept. Head – Level IV	\$993	\$966	6/18/2020
Sr. High Dept. Head – Level V	\$1,049	\$1,021	6/18/2020
Sr. High FCA Sponsor	\$427	\$415	6/18/2020
Sr. High FCCLA Sponsor	\$1,277	\$1,239	6/18/2020
Sr. High FFA Sponsor	\$1,277	\$1,239	6/18/2020

Sr. High German Club Sponsor	\$211	\$205	6/18/2020
Sr. High Key Club Sponsor	\$211	\$205	6/18/2020
Sr. High National Honor Society Sponsor	\$427	\$415	6/18/2020
Sr./Jr. High Play Director (Spring)	\$825	\$801	6/18/2020
Sr./Jr. High Assistant Play Director (Spring)	\$645	\$626	6/18/2020
Sr. High royal Ambassador Sponsor	\$427	\$415	6/18/2020
Sr. High SADD Sponsor	\$211	\$205	6/18/2020
Sr. High Science Club Sponsor	\$211	\$205	6/18/2020
Sr. High Spanish Club Sponsor	\$211	\$205	6/18/2020
Sr. High Spell Bowl Sponsor	\$211	\$205	6/18/2020
Sr. High Student Council Sponsor	\$825	\$801	6/18/2020
Sr. High Yearbook Sponsor	\$1,277	\$1,239	6/18/2020
Sr. High 3-D Innovators Club Sponsor	\$211	\$205	6/18/2020
Band Director	\$2,786	\$2,704	Paid in contract
Marching Band Director	\$3,044	\$2,954	6/18/2020
Choir Director	\$2,786	\$2,704	6/18/2020
Interact Club	\$211	\$205	6/18/2020
Computer Science Club	\$211	\$205	6/18/2020
French Club	\$211	\$205	6/18/2020
Japanese Club	\$211	\$205	6/18/2020

Driver's Education \$25/hour

Curriculum

Elementary (2 teachers /grade level – 14 maximum)	\$20/hour – Maximum \$400
Junior High (up to 4 teachers + 1 special education teacher)	\$20/hour – Maximum \$400
Senior High (up to 5 teachers + 1 special education teacher)	\$20/hour – Maximum \$400

APPENDIX B-1
Athletic Extra Curricular Pay - Fall Sports

(Any numbers in APPENDIX B outside of salary
are for informational reasons only)

POSITION	Salary	With TRF paid	PAY DATE
Varsity Football Coach	\$6,316	\$6,127	pd. in contract
Varsity Assistant Football Coach	\$2,800	\$2,716	11/18/2020
Varsity Assistant Football Coach	\$2,800	\$2,716	11/18/2020
Varsity Assistant Football Coach	\$2,800	\$2,716	11/18/2020
Varsity Assistant Football Coach	\$2,800	\$2,716	11/18/2020
Varsity Assistant Football Coach	\$2,800	\$2,716	11/18/2020
7th grade Football Coach	\$1,920	\$1,862	11/18/2020
7th grade Assistant Football Coach	\$1,654	\$1,604	11/18/2020
8th grade Football Coach	\$1,920	\$1,862	11/18/2020
8th grade Assistant Football Coach	\$1,654	\$1,604	11/18/2020
6 th grade Football Coach	\$1,053	\$1,021	11/18/2020
6 th grade Football Coach	\$1,053	\$1,021	11/18/2020
Varsity Volleyball Coach	\$5,000	\$4,850	11/18/2020
Varsity Assistant Volleyball Coach	\$2,000	\$1,940	11/18/2020
JV Volleyball Coach	\$1,654	\$1,604	11/18/2020
Freshman Volleyball Coach	\$1,123	\$1,089	11/18/2020
7th grade Volleyball Coach	\$1,500	\$1,455	11/18/2020
8th grade Volleyball Coach	\$1,500	\$1,455	11/18/2020
6 th grade Volleyball Coach	\$814	\$790	11/18/2020
Varsity Boys Soccer Coach	\$4,000	\$3,880	11/18/2020
Varsity Assistant Boys Soccer Coach	\$1,334	\$1,294	11/18/2020
Jr. High Soccer Coach	\$1,500	\$1,455	11/18/2020
Varsity Girls Soccer Coach	\$4,000	\$3,880	11/18/2020
Varsity Assistant Girls Soccer Coach	\$1,334	\$1,294	11/18/2020
Jr. High Girls Soccer Coach	\$1,500	\$1,455	11/18/2020
Varsity Boys Tennis Coach	\$3,139	\$3,045	11/18/2020
Varsity Assistant Boys Tennis Coach	\$1,334	\$1,294	11/18/2020
Jr. High Boys Tennis Coach	\$1,053	\$1,021	11/18/2020

Varsity Girls Golf Coach	\$2,639	\$2,560	11/18/2020
Varsity Girls Assistant Golf Coach	\$1,334	\$1,294	11/18/2020
Cheerleading Sponsor	\$675	\$655	11/18/2020
Jr. Varsity Cheerleading Sponsor	\$475	\$461	11/18/2020
Jr. High Cheerleader Sponsor	\$475	\$461	11/18/2020
Varsity Cross Country Coach	\$2,639	\$2,560	11/18/2020
Varsity Asst. Cross Country Coach	\$1,334	\$1,294	11/18/2020
Junior High Cross Country Coach	\$814	\$790	11/18/2020

APPENDIX B-2
Athletic Extra Curricular Pay - Winter Sports

POSITION	Salary	With TRF Paid	PAY DATE
Varsity Boys Basketball Coach	\$6,316	\$6,127	3/18/2021
Varsity Assistant Boys Basketball Coach	\$3,000	\$2,910	3/18/2021
JV Boys Basketball Coach	\$2,800	\$2,716	3/18/2021
Freshman Boys Basketball Coach	\$1,920	\$1,862	3/18/2021
7th grade Boys Basketball Coach	\$1,750	\$1,698	3/18/2021
8th grade Boys Basketball Coach	\$1,750	\$1,698	3/18/2021
6 th grade Boys Basketball Coach	\$1,053	\$1,021	3/18/2021
Ladoga Intramural	\$475	\$461	3/18/2021
New Market Intramural	\$475	\$461	3/18/2021
New Market Intramural	\$475	\$461	3/18/2021
Walnut Intramural	\$475	\$461	3/18/2021
Varsity Girls Basketball Coach	\$6,316	\$6,127	3/18/2021
Varsity Assistant Girls Basketball Coach	\$3,000	\$2,910	3/18/2021
JV Girls Basketball Coach	\$2,800	\$2,716	3/18/2021
Freshman Girls Basketball Coach	\$1,920	\$1,862	3/18/2021
7th grade Girls Basketball Coach	\$1,750	\$1,698	3/18/2021
8th grade Girls Basketball Coach	\$1,750	\$1,698	3/18/2021
6 th Grade Girls Basketball Coach	\$1,053	\$1,021	3/18/2021
*Varsity Boys Swimming Coach	\$2,639	\$2,560	3/18/2021
*Varsity Girls Swimming Coach	\$2,639	\$2,560	3/18/2021
*If one person coaching both	\$4,000	\$3,880	3/18/2021
Varsity Assistant Swimming Coach	\$1,334	\$1,294	3/18/2021
Varsity Assistant Swimming Coach	\$1,334	\$1,294	3/18/2021
Jr. High Swimming Coach	\$1,500	\$1,455	3/18/2021
Jr. High Assistant Swimming Coach	\$1,053	\$1,021	3/18/2021

Varsity Gymnastics Coach	\$3,139	\$3,045	3/18/2021
Varsity Assistant Gymnastics Coach	\$1,334	\$1,294	3/18/2021
Varsity Wrestling Coach	\$5,000	\$4,850	3/18/2021
Varsity Assistant Wrestling Coach	\$2,000	\$1,940	3/18/2021
JV Wrestling Coach	\$1,654	\$1,604	3/18/2021
Jr. High Wrestling Coach	\$1,500	\$1,455	3/18/2021
Jr. High Assistant Wrestling Coach	\$1,053	\$1,021	3/18/2021
Cheerleading Sponsor	\$675	\$655	3/18/2021
Jr. Varsity Cheerleading Sponsor	\$475	\$461	3/18/2021
Jr. High Cheerleader Sponsor	\$475	\$461	3/18/2021

APPENDIX B-3
Athletic Extra Curricular Pay - Spring Sports

POSITION	Salary	With TRF Paid	PAYDATE
Varsity Baseball Coach	\$5,000	\$4,850	6/18/2021
Varsity Assistant Baseball Coach	\$2,000	\$1,940	6/18/2021
JV Baseball Coach	\$1,654	\$1,604	6/18/2021
Varsity Softball Coach	\$5,000	\$4,850	6/18/2021
Varsity Assistant Softball Coach	\$2,000	\$1,940	6/18/2021
JV Softball Coach	\$1,654	\$1,604	6/18/2021
*Varsity Boys Track	\$2,639	\$2,560	6/18/2021
*Varsity Girls Track	\$2,639	\$2,560	6/18/2021
<i>*If one person coaching both</i>	<i>\$4,000</i>	<i>\$3,880</i>	<i>6/18/2021</i>
Varsity Assistant Boys & Girls Track Coach	\$1,334	\$1,294	6/18/2021
Varsity Assistant Boys & Girls Track Coach	\$1,334	\$1,294	6/18/2021
Varsity Assistant Boys & Girls Track Coach	\$1,334	\$1,294	6/18/2021
Varsity Assistant Boys & Girls Track Coach	\$1,334	\$1,294	6/18/2021
Jr. High Track Coach	\$1,500	\$1,455	6/18/2021
Jr. High Assistant Track Coach	\$1,053	\$1,021	6/18/2021
Jr. High Assistant Track Coach	\$1,053	\$1,021	6/18/2021
Varsity Girls Tennis Coach	\$3,139	\$3,045	6/18/2021
Varsity Assistant Girls Tennis Coach	\$1,334	\$1,294	6/18/2021
Jr. High Girls Tennis Coach	\$1,053	\$1,021	6/18/2021
Varsity Boys Golf Coach	\$2,639	\$2,560	6/18/2021
Varsity Assistant Boys Golf Coach	\$1,334	\$1,294	6/18/2021
Jr. High Coed Golf Coach	\$1,053	\$1,021	6/18/2021
Cheerleading Sponsor	\$675	\$655	6/18/2021
Open Gym - Boys	\$1,726	\$1,674	6/18/2021
Open Gym - Girls	\$1,726	\$1,674	6/18/2021
Weight Program	\$1,726	\$1,674	6/18/2021

**APPENDIX
C
Medical
Insurance
Illustrations**