

2023-2025 Collective Bargaining Agreement

➤ Article IV – Salary/Wages

- **Attendance Stipend (Section 3.B. p. 3)**
 - \$500 if no more than 4 absences are taken
 - FMLA absences that do not count against (and for this year, COVID days)
 - Not right before or after a school break UNLESS documented

- **Teacher Appreciation Grant (TAG) (Section 3.C. p. 4)**
 - Stipend given by the state. Must be 25% different between Highly Effective & Effective
 - Paid in December

- **Mile Reimbursement for Traveling Teachers (Section 8. p. 4)**
 - Teachers who are assigned to more than one building and teachers who do homebound instruction

- **Compensation for Class Coverage (Section 10. p. 5)**
 - Cover for when a sub is not available and causes:
 - Students to be added to your room
 - You miss your Special due to the Related Arts teacher not having a sub
 - You are “asked” to cover in the classroom
 - ALL CBA members qualify (even if they do not have a prep or students assigned to them)
 - Includes eLearning Days

- **Compensation for helping a long-term sub or teacher on a long-term leave (section 10 p. 5)**
 - First two weeks are not compensated (NOTE: Teachers going on a long-term leave are expected to provide two weeks’ worth of lesson plans.)
 - Waiver of 10-day exception if starting off the school year helping
 - After the two weeks, 15% of base salary daily rate per day until assignment is no longer needed
 - Do not currently have a form to fill out. Document work done and time spent.
 - Speak to principal and have him/her request the compensation.

- **Dual Credit Stipend (Section 11. p. 5-6)**
 - Each year a dual credit course is taught
 - One time stipend of \$1,000 for having a master’s which qualifies a teacher to teach Dual Credit
 - Paid within 30 days of the end of the school year.
 - If hired in second semester, only earns half of stipend.

- **Special Ed Stipend – Intense Intervention and Emotional Disabled (Section 12. p. 6)**
 - Yearly stipend of \$1,500 paid 30 days after the end of the first semester as long as still employed.
 - For self-contained classes only
 - If hired in second semester, only earns half of stipend.

- **Multi-Grade Elementary General Education Class (Section 13. p. 6)**
 - For “split” classrooms (i.e. 2nd / 3rd grade split)
 - Yearly stipend of \$1,500 paid 30 days after the end of the first semester.
 - Paid on a daily rate basis for the number of days teaching a split class

➤ **Article VI Leave of Absence with Pay**

- **Personal Illness Leave [sick days] (Section 2. p. 7)**
 - 10 new days each year
 - Accumulate up to 120
 - Used for personal illness, disability, medical appointment, or quarantine
 - Sick days do not have to be approved by administration. However, documentation of illness or appointment can be requested.
 - Days over 120
 - Compensated at 100% of sub pay per day into VEBA account
 - Option to sell back to 90 days
 - Compensated at 100% of sub pay per day into VEBA account
 - Once a teacher sells back, cannot accumulate more than 90 sick days
 - Retiring teachers are only compensated for days over their maximum (90 or 120)
 - (Recommend selling back years prior to retiring.)
- **Family Illness Days (Section 3. p. 8)**
 - Three days each year (not part of personal sick days)
 - Do not carry over or accumulate
 - Use for:
 - illness, injury, medical appointment for a family member
 - spouse
 - child or parent (including in-law and step)
 - or person living in the teacher’s household as part of the family
 - life-threatening injury/illness, hospitalization, or out-patient surgery of:
 - grandparent, grandchild, sibling (including in-law)
 - If additional days are needed, teacher can use 10 personal sick days with approval.
 - Not to be used to “babysit” or go on vacation with member who does not live in the household
- **Personal Business Days (Section 4. p. 8)**
 - Three days each year
 - Two days can carry over for a maximum of five days in a year
 - Days over maximum not used are bought back at 100% sub pay into VEBA account.
 - Personal days do not need approval from administration.
- **Bereavement Leave (Section 5. p. 8 – 9)**
 - Must use within 60 days of death or submit written request to HR Director to extend
 - Five (5) days
 - spouse, child, step-child, step-parent, parent-in-law, brother, sister, or person living in household as part of family

- Do not have to be taken consecutively
 - Three (3) days
 - Grandparent, grandparent-in-law, grandchild, son-in-law, brother- or sister-in-law
 - One (1) day
 - Any family member not listed above
- **Court Responsibilities (Jury Duty) (Section 6. p. 9)**
- Allen County does two groups:
 - A.M. – Put in for a sub, call Jury Hotline night before (5 p.m.)
 - If needed, go to jury duty.
 - If not needed, cancel sub and report to work
 - P.M. – Put in for ½ day sub in PM, report to work in A.M, call Jury Hotline after 11 a.m.)
 - If needed, report to jury duty.
 - If not needed, stay at work. Sub will be reassigned.
 - If paid for jury duty, the amount of payment will be deducted from teacher’s pay
- **Adoptive Leave (Section 10. p. 10)**
- Five (5) days paid leave are given (does not deduct from personal or illness leave_
 - Additional 5 sick days can be used
 - Must be used within 42 days of custody
 - Doesn’t have to be consecutive
- **Parental Leave (Section 11. p. 11)**
- Non-childbearing parent shall use up to 10 sick days within a year of the birth of a child
 - These are deducted from accumulated sick leave

➤ **Article VII – Sick Leave Bank (p. 11)**

- Donate one day
- *From SLB Guidelines – 60 SLB days per year, lifetime max 180 days
 - Must have one day unpaid before SLB days start

➤ **Article VIII – Leave of Absence Without Pay**

NOTE: Only leave of absence without pay currently being approved by District: Childbearing/childrearing, adoptive leave, and FMLA leave.

- **FMLA Leave**
 - Not paid leave, must use sick days to be paid (personal days can be used)
 - Maximum of 12 weeks in a year can be used for FMLA and during this time the teacher’s job is protected.
 - After FMLA leave is exhausted, job protection is not guaranteed.
 - Board contributions continue for insurance premiums, but teacher must continue paying their share. If non-payment occurs, teacher will be responsible for the Board’s contribution towards premiums.

➤ **Article IX – Insurance (pp. 13 – 16)**

- **Lines out types of insurance, Board Contributions, and Coverage**

➤ **Article X Retirement Plans/Contributions (p. 16 - 17)**

- **VEBA** (account used when retire for insurance premiums and medical costs)
 - District contributes \$650 per year
 - **VESTED**
 - Hired prior to July 1, 1999
 - 30 years of EACS service OR eligible to retire according to INPRF (Age 50+ with 15 years in Indiana)
 - If less than 30 years and younger than 50, lose VEBA if leave EACS
 - Hired after July 1, 1999
 - 10 years of EACS service
 - If total disability or death, 100% vested
- **Year of retirement (Section 5. p. 17)**
 - Sick days are not “bought back”
 - Retiree does get compensation into VEBA based on the number of days taken in the year of retirement
 - Compensated for days over maximum (90 or 120) at 100% of sub pay per day into VEBA