Beech Grove City Schools

2018-2019

Agreement

Between

The Board of Education

School City of Beech Grove

and the

Beech Grove Classroom Teachers Association

TABLE OF CONTENTS

TOPIC	PAGE NUMBER
ARTICLE I RECOGNITION AND SCOPE OF AGREEMENT	4
ARTICLE II COMPENSATION MODEL	4
Section A Base Salary Increases, New Hire Salary Placement Schedule, and Salary Placement of New Hires	4
1. 2018-2019 New Teacher Placement Salary Schedule	5
2. Salary Range	5
3. Placement of New Hires on the 2018-2019 Salary Schedule	5
4. Redistribution of Forfeited Salary Increases	6
Section B Extended Contracts	6
Section C Co-Curricular Salary	6
Section D Athletic Coaching Salary	6
Section E Indiana State Teachers Retirement Fund	6
Section F Compensation for Committee Work	6
Section G Miscellaneous Teacher Compensation	7
Section H Criminal Background Checks	7
ARTICLE III GROUP INSURANCE	7
Section A Health Insurance	7
Section B Dental Insurance	8
Section C Vision Insurance	8
Section D Pro-Rating for Part-Time Certified Teachers	8
Section E Life Insurance	8
Section F Long Term Disability Insurance	9
Section G Section 125	9
ARTICLE IV LEAVE DAYS	9
Section A Personal Illness Leave	9
Section B Personal Business Leave	9
Section C Family Illness Leave	9
Section D Emergency Leave	10

Section E Bereavement Leave	10
Section F Professional Leave	10
Section G Association Leave	10
Section H Jury Duty/Trial Witness Leave	11
Section I On-The-Job Injury Leave	11
Section J Professional Coaching Leave	11
Section K Military Leave Guidelines	11
Section L Maternity Leave	11
Section M Paternity Leave and Paternity Benefit	12
Section N Adoption Leave and Adoption Benefit	12
Section O Family and Medical Leave Act	13
Section P Pro-Rating for Part-Time Certified Teachers	13
ARTICLE V SUMMER SCHOOL AND INTERSESSION	13
ARTICLE VI RETIREMENT COMPENSATION	13
Section A IRS Code Section 401(a)	13
Section B IRS Code Section 403(b)	13
Section C VEBA (Voluntary Employee Benefit Association)	14
Section D Sick Leave Bonus	14
ARTICLE VII GRIEVANCE PROCEDURE	14
ARTICLE VIII TERM AND EXECUTION OF AGREEMENT	16
APPENDIX A: CO-CURRICULAR SALARY SCHEDULE	17
APPENDIX B: ATHLETIC SALARY SCHEDULE	19
APPENDIX C: RETIREMENT BUY OUT PROVISIONS	21
APPENDIX D: GRIEVANCE REPORT FORM	22

This Agreement shall be in effect July 1, 2018 and shall continue in effect through June 30, 2019.

ARTICLE I RECOGNITION AND SCOPE OF AGREEMENT

This Agreement made by and between The Board of School Trustees, hereafter referred to as the Board, of Beech Grove City Schools, hereafter referred to as the Corporation, and the Beech Grove Classroom Teachers Association, hereafter referred to as the Association.

The Board recognizes the Association as the exclusive bargaining representative for all certified personnel, hereafter referred to as Teachers, employed by the Corporation except the Superintendent, Assistant Superintendent, Grounds Supervisor, Director of Transportation, Director of Operations, Quality Coordinator, Director of Elementary Education, Director of Secondary Education, College & Career Coordinator, High School Curriculum and Instructional Coordinator, Middle School Curriculum and Instructional Coordinator, South Grove Curriculum and Instructional Coordinator, Central Elementary Curriculum and Instructional Coordinator, Hornet Park Curriculum and Instructional Coordinator, Administrative Assistants, Principals, Assistant Principals, Middle School Athletic Director, Deans, High School Athletic Director, High School Counselors, and Technology Integration Specialists.

ARTICLE II COMPENSATION MODEL

Section A Base Salary Increases, New Hire Salary Placement Schedule, and Salary Placement of New Hires

Due to the lack of available funding, no base salary increases will be granted for the 2018-2019 contract year.

Under IC 20-28-11.5, a teacher rated ineffective or improvement necessary may not receive any raise or increment for the following year except as otherwise provided in IC 20-28-9-1.5(d).

1. **2018-2019 New Teacher Placement Salary Schedule**

Level	Bachelor's Salary Column	Master's Salary Column
A	$40,000.00	$43,000.00
B	$41,375.00	$44,750.00
C	$42,750.00	$46,500.00
D	$44,125.00	$48,250.00
E	$45,500.00	$50,000.00
F	$46,875.00	$51,750.00
G	$48,250.00	$53,500.00
H	$49,625.00	$55,250.00
I	$51,000.00	$57,000.00
J	$52,375.00	$58,750.00
K	$53,750.00	$60,500.00
L	$55,125.00	$62,250.00
M	$56,500.00	$64,000.00
N	$57,875.00	$65,750.00
O	$59,250.00	$67,500.00
P	$60,625.00	$69,250.00
Q	$62,000.00	$71,000.00
R	$63,375.00	$72,750.00
S	$64,750.00	$74,500.00
T	$66,125.00	$76,250.00
U	$67,500.00	$78,000.00

2. **The salary range for the 2018-2019 school year is $40,000 to $78,000.**

3. **Placement of New Hires on the 2018-2019 Salary Schedule**

a. The salary schedule in Article II, Section A, Paragraph Number 1 set forth above shall be used for determining the salary of new hires.

b. Any teacher returning to BGCS will be placed at the level equivalent to his/her salary when he/she left plus additional levels equated to the number of effective or highly effective evaluations earned since leaving that have been obtained from an accredited public school, as established by the new hire criteria list in subparagraph c below. If the teacher has gained no teaching experience equivalent to 120 days in an accredited public school while gone from BGCS or effective/highly effective evaluations, then the teacher will be placed at the same (or equivalent after conversion for existing teachers) level he/she was earning prior to leaving BGCS.

c. Any teacher new to the district will be placed at an initial salary that mirrors a current teacher based on years of experience and education. A mirrored salary is a salary with the same degree (BA or MA) and years of experience in public education in an accredited school. The superintendent has the discretion to place the new hire one or two levels up or down from that initial placement as long as the placement does not place the new hire above level K. If the initial placement would place the new hire at or above K, the Superintendent does not have the discretion to place the new hire on any other level than the initial placement. For example, if a new hire education and experience would place them at Masters Row K, then the Superintendent has to place that individual at Masters Row K and does not have the discretion to place at Level L or Level M. If there are multiple current employees with the same degree level and years of experience, but different amounts, the initial placement shall be determined as the lowest salary amount in the group.

d. A retired teacher who is hired or rehired by the school corporation will be placed no higher than letter K for his/her initial salary.

4. Redistribution of Forfeited Salary Increases

Any salary increases that are required to be forfeited by a teacher evaluated as needs improvement or ineffective will be redistributed equally to the highly effective and effective teachers in the form of a one-time stipend. The Superintendent will notify the CTA President of the number of teachers rated ineffective and needs improvement and the total dollar amount that will be redistributed. This notification provision is being included for informational purposes only and has not been bargained.

Section B Extended Contracts

Teachers working extended contract days will be paid $300.00 a day

Section C Co-Curricular Salary

The parties agree the annual co-curricular salary schedule for Teachers for the duration of this Agreement is accurately reflected in Appendix A.

Section D Athletic Coaching Salary

The parties agree the annual athletic coaching salary schedule for Teachers for the duration of this Agreement is accurately reflected in Appendix B.

Section E Indiana State Teachers Retirement Fund

The Board shall contribute the Teacher's share, which is 3%, of the Indiana State Teachers Retirement Fund in addition to the salary specified in this Agreement.

Section F Compensation for Committee Work – Ancillary Duty Compensation

If Teachers are assigned to team committee work by the administration for the implementation of Curriculum and Instruction, and that and other approved committee work occurs outside of the contract day, the Teachers shall be compensated thirty-five dollars ($35.00) per hour unless otherwise stated in the grant requirement.

Section G Miscellaneous Teacher Compensation – Ancillary Duty Compensation

A teacher may also be paid his/her contracted hourly rate if the teacher is asked to teach in his/her licensed teaching area during his/her regularly scheduled prep time (at the teacher's discretion) to help reduce the teacher to student ratio in a building.

Section H Criminal Background Checks

The School Corporation will pay the cost for current employees of any and all expanded criminal history checks that are required by the school corporation of per I.C. 20-26-5-10.

ARTICLE III GROUP INSURANCE

Section A Health Insurance

HSBT Plan	Plan Coverage	Board Contribution
Plan 2	Single	$6,088
Plan 2	Employee & Spouse	$8,660
Plan 2	Employee & Children	$9,236
Plan 2	Full Family Plan	$9,470
Plan 3	Single	$5,416
Plan 3	Employee & Spouse	$8,732
Plan 3	Employee & Children	$9,320
Plan 3	Full Family Plan	$9,554
HSA Plan 4	Single	$600 to HSA Account as the teacher matches the contribution $4,900
HSA Plan 4	Employee & Spouse	$600 to HSA Account as the teacher matches the contribution $8,300
HSA Plan 4	Employee & Children	$600 to HSA Account as the teacher matches the contribution $8,900
HAS Plan 4	Full Family Plan	$600 to HSA Account as the teacher matches the contribution $9,050

In the event two Teachers are married and both are covered by group health insurance specified in this Agreement, then the Board contribution will be the Full Family Plan contribution (if the couple is participating in the Full Family Plan) or Employee & Spouse plan (if the couple is participating in the Employee & Spouse plan) plus the contribution of the Single plan in the category for which the couple is participating, not to exceed the total cost of the premium of the plan in which the couple is participating. For example: If two teachers are married and are participating in the Plan 3 Employee & Spouse plan, then the Board would contribute $8,732 (contribution of Employee & Spouse for Plan 3) plus $5,416 (contribution of Single for Plan 3), for a total contribution of $14,148 (provided this total does not exceed the total cost of the premium of the plan in which the couple is participating).

If two teachers are married and select Plan 4, the total contribution to the HSA by the School Corporation will be $1,200 if the teachers each match the $600 contribution.

Section B Dental Insurance

The Board shall contribute up to three hundred fifty dollars ($350) annually toward the premium cost of the dental insurance plan selected by a Teacher. In the event two Teachers are married and both are covered by group dental insurance specified in this Agreement the Board contribution shall be the sum of the family plan option contribution and the single plan option contribution.

Section C Vision Insurance

The Board shall contribute the cost of the employee only plan option toward the premium cost of the vision insurance plan selected by a Teacher.

Section D Pro-Rating for Part-Time Certified Teachers

When it is determined by the Superintendent that it is in the best interest of the School District to hire part-time certified teachers, the following provisions shall be in effect:

1) Part-time employment refers to one (1) teaching position less than 100% of one (1) full-time position.

2) Salary will be determined on a pro-rated basis by the Superintendent using the salary placement schedule in Article II, Section A-1. For example, a bachelor's teacher at Level J who is on a 50% contract will earn $26,187.50.

3) Part-time teachers shall be eligible for Board contributions for health and dental insurance according to the following:

Teachers employed on a 75% to 100% base salary contract are eligible for 100% Board contribution;

Teachers employed on a 60% to 74% base salary contract are eligible for 75% Board contribution;

Teachers employed on less than a 60% base salary contract shall have Board contributions toward health insurance and dental insurance pro-rated to the same percentage as their base salary contract. Example: 50% contract will receive 50% Board contribution.

Section E Life Insurance

The Board shall provide Teachers term life insurance in the amount of $100,000. This amount shall be doubled in the event of an accidental death.

Teachers shall have the right to purchase, subject to insurance carrier regulations, additional term life insurance at their own expense. New Teachers to the Corporation must enroll in the program within thirty (30) calendar days following their first contract day to be eligible for this program.

Section F Long Term Disability Insurance

The Board shall provide Teachers long-term disability insurance with one hundred eighty (180) calendar day elimination period and coverage of two-thirds (2/3) base salary. Teachers employed on a Temporary Contract are not eligible for the Long Term Disability Insurance benefit.

Section G Section 125

Teachers shall have the benefits of section 125 of the IRS Act of 1978. An amount not to exceed 50% of salary may be set aside for the election of benefits, under Section 125 of the Internal Revenue code, which includes the non-taxable benefits of major medical, disability, cancer, Section 79 life, non-reimbursed medical, and dependent care.

The fees for generation II benefits shall be the responsibility of the Teacher.

ARTICLE IV LEAVE DAYS

Section A Personal Illness Leave

Teachers shall be entitled to be absent from work on account of personal illness for a total of ten (10) days each school year without loss of compensation. If the teacher has a qualifying FMLA event, personal illness days may be utilized during the twelve (12) week period of time.

Personal illness leave days may be taken in full day or half-day increments. The total number of unused personal illness leave days at the end of a school year shall accumulate to an unlimited total.

Personal illness days accumulated in the last place of employment may be claimed at the rate of three (3) days per year beginning with the second year in a new school Corporation until the accumulated personal illness leave is exhausted.

Section B Personal Business Leave

Teachers shall be entitled to be absent from work on account of personal business for a total of two (2) days each school year without loss of compensation.

Personal business leave days may be taken in full day or half-day increments.

The total number of unused personal business leave days at the end of a school year shall accumulate to a maximum of Five (5) personal business leave days in addition to the annual two (2) day allotment for a maximum of Seven (7) personal business leave days which can be taken in a school year without loss of compensation. Any additional unused personal business leave days shall accumulate as personal illness leave.

Teachers who substitute in a classroom four (4) periods or times will be awarded one (1) personal day. This also applies when students are placed in your classroom for the day or part of a day in K-6 buildings, this is considered one time for subbing per this language. Teachers may accumulate up to the 7 maximum personal days and any excess days will automatically be added to their accumulated sick leave. Teachers can only use 7 personal days during 1 (one) school year.

Section C Family Illness Leave

Teachers shall be entitled to be absent from work on account of illness, surgery, or accident involving an immediate family member a total of five (5) days each school year without loss of compensation. This leave is not accumulative.

An immediate family member is defined as spouse, child, step-children, parent, brother, sister, mother-in-law, father- in- law, or other person whose relationship is sufficiently close in judgment of the Superintendent of Schools to warrant such leave.

If all personal leave, emergency leave, and family illness leave have been used and additional days are required due to serious illness or accident to a family member, the Teacher may make a written request to the Superintendent to use unused personal illness days.

In the event that the emergency leave day has been used and a life or property-threatening situation arises which necessitates immediate action, unused family illness leave may be used.

In the event that all family illness days have been used and additional days are required due to illness of a family member, the Teacher may make a written request to the Assistant Superintendent for Business & Personnel to transfer up to three (3) personal illness days to become family illness days as needed.

Unused family illness leave days will be transferred to the accumulated sick leave at the end of the school year.

Section D Emergency Leave

Teachers shall be entitled to be absent from work on account of an emergency for a total of one (1) day or two (2) half (1/2) days each school year without loss of compensation. An emergency is defined as a sudden, unexpected occurrence demanding immediate attention. Unused emergency leave at the end of a school year shall be added to the accumulation of personal illness days. An emergency leave day may also be used for the purpose of bereavement in respect to a relative or friend.

Section E Bereavement Leave

Teachers shall be entitled to be absent from work on account of death of a family member without loss of compensation for the number of days specified below.

For the purpose of this article, the "immediate family" shall be defined to include child, parent, brother, sister, mother-in-law, father-in law, niece, nephew, aunt, uncle, stepmother, stepfather, stepdaughter, stepson, sister-in-law, brother-in-law, stepsister, stepbrother, daughter-in-law, son-in-law, grandmother, grandfather, spouse's grandmother, spouse's grandfather, granddaughter, step-granddaughter, grandson, step-grandson, legal dependent or any person residing in the same home as the employee.

Bereavement leave days do not need to be used consecutively.

A teacher on temporary contract shall have the same leave benefits as another teacher. A teacher on extended or supplementary contract (Example: Summer School) shall be able to use his/her leave benefits.

Five (5) days: parent, spouse, child, brother, sister, grandparent, grandchild, mother-in-law, father-in-law, stepchild, foster-child, daughter-in-law, son-in-law

Two (2) days: brother-in-law, sister-in-law

One (1) day: aunt, uncle, foster-parent

Bereavement leave must be taken within one (1) year after the date of death. Teachers who must travel three hundred miles (300) or more one way due to the death of a family member are entitled to two additional bereavement days for travel.

Section F Professional Leave

Teachers shall be entitled to be absent from work on account of professional activities for a total of one (1) day each school year without loss of compensation.

The Superintendent of Schools shall determine if the request is approved.

If the request is approved the Board may elect to pay expenses related to the request. Any expenses related to the request not paid by the Board are the responsibility of the Teacher.

Section G Association Leave

The Association is entitled to ten (10) days of Association leave without loss of compensation. Use of Association leave is determined by the Association President. Association leave may be taken in full day or half-day increments. No one Teacher may use more than five (5) days of Association leave in any one school year. Notice of Association leave must be in writing and given to the building principal at least twenty-four (24) hours in advance.

Section H Jury Duty/Trial Witness Leave

Teachers called to serve on jury duty or as a trial witness shall be granted jury duty/trial witness leave without loss of compensation.

Section I On-The-Job Injury Leave

Teachers absent due to injury or disability as a result of an unprovoked assault on school property or on school business, shall not be charged personal illness leave or any other leave provided for in this Agreement. In case of injury or disability which is determined to be compensable under the Workman's Compensation law the Board shall pay the Teacher in full until Workman's Compensation and social security begin. The Board shall pay the difference between Workman's Compensation and social security payments and the contractual salary of the Teacher, but in no case shall the payments made by the Board be paid for a period of more than six (6) consecutive months of disability.

Such benefit shall only be available to Teachers who certify their willingness to file charges and pursue legal avenues in prosecuting such cases. Legal counsel and assistance will be provided the Teacher in prosecuting such cases to their final resolution.

The Board may require an independent medical or psychological examination, at the Board's expense, if there is a question as to the condition of the Teacher during this leave.

Section J Professional Coaching Leave

One (1) professional coaching leave day per year may be granted to each high school or middle school head coach per sport without loss of compensation. The professional coaching leave day shall be used to attend clinics that are designed to improve coaching skills in the sport which they coach, and are presented by a university, state coaching or athletic association.

Section K Military Leave Guidelines

Paid family or personal leave not to exceed ten (10) days may be taken during any contract year, where the Teacher's spouse, child, or parent is enlisted or conscripted into the armed forces of the United States and is on active duty pursuant to a federal order. A Teacher is not entitled to more than the ten (10) days of paid military family leave from any combination of personal or family leave in any school year.

A Teacher may be granted up to fifteen (15) days leave in any calendar year without loss of compensation for National Guard Training, where an absence is necessary in accordance with IC 10-17-4, or other applicable law.

Section L Maternity Leave

Teachers shall be entitled to maternity leave in accordance with state and federal law. (See the School District's FMLA and other related policies for more information.)

Maternity leave and maternity benefit will be defined as follows:

A. Maternity leave utilizes the teacher's available sick leave days. A separate maternity benefit does not utilize the teacher's sick leave days.

B. Maternity leave commences the day following the birth of the child and continues for six (6) weeks. During this 6-week period, the teacher may use up to thirty (30) available sick leave days. If the teacher has fewer than thirty (30) available sick leave days, the teacher may choose to take the remainder of the 6-week period as an unpaid leave or may choose to move on to the maternity benefit. Any changes to the commencement date must be approved by the Superintendent upon submitting a formal written request.
C. The maternity benefit consists of ten (10 consecutive) contractually paid days, which shall not be charged against a teacher's available sick leave.
D. If the birth of a child occurs over the summer break, B and C of Section L will not be granted if the maternity leave and maternity benefit days expires prior to the first day of the school year. If the provision has not expired over the summer break, then the teacher may use any/all of the residual days, beginning with the first day of school and continuing consecutively.
E. If the teacher is medically disabled, as verified by a physician's statement, beyond the provisions cited in this Agreement, the teacher may use more of her available sick leave days to cover the time period of the disability.
F. Uncompensated leave may continue for up to one (1) year following the birth of the child. The teacher granted such a leave have the right to maintain, at her sole expense (paying the full premium), all insurance benefits in which she was enrolled at the time of the request.* A teacher on uncompensated leave is required to return within one (1) year following the birth of the child. The return date may be adjusted beyond the child's first birthday to the first day of the next grading period.
*If a teacher qualifies for FMLA, the district will maintain its financial contribution to health insurance benefits during the 12 week FMLA period.
G. The teacher granted such a leave will be returned to the same assignment or one which is comparable and equal in benefits as determined by the administration.

Section M Paternity Leave and Paternity Benefit

Upon the birth of a child, the father who is a teacher shall be granted ten (10) consecutive contractually paid days of paternity benefit. These days will not be charged against the teacher's available sick leave and shall commence on the day following the birth of the child.

It is understood that in the event of a birth over the summer break, the granting of ten (10) paternity benefit days will not apply unless the number of allowable days overlaps with the beginning of the next school year.

Section N Adoption Leave and Adoption Benefit

A leave of absence for adoption shall be granted by the Board. This leave may be taken without jeopardy to reemployment, retirement, and salary and benefits.

Adoption leave and adoption benefit will be defined as follows:

A. Adoption leave utilizes the teacher's available sick leave days. A separate adoption benefit does not utilize the teacher's sick leave days.
B. Adoption leave commences the day following the placement of the child and continues for six (6) weeks. During this 6-week period, the teacher may use up to thirty (30) available sick leave days. If the teacher has fewer than thirty (30) available sick leave days, the teacher may choose to take the remainder of the 6-week period as an unpaid leave or may choose to move on to the adoption benefit.
C. The adoption benefit consists of ten (10) consecutive contractually paid days, which shall not be charged against a teacher's available sick leave.

D. If the placement of the child occurs over the summer break, the provisions in Section N, Subsections B and C, will not be granted if the adoption leave and adoption benefits days expire prior to the first day of the school year. If the provisions in Article IV, Section N, Subsections B and C have not expired over the summer break, then the teacher may use any/all of the residual days beginning with the first day of school and continuing consecutively.

Section O Family and Medical Leave Act

Teachers shall be eligible for leave under the Family and Medical Leave Act ("FMLA") in accordance with the federal law. (See Teacher Handbook)

Under the FMLA, an eligible employee can take off a combined total of up to 12 weeks in a leave year to care for a newborn child or for adoption of a child. (See Teacher handbook)

Section P Pro-Rating for Part-Time Certified Teachers

Part-time employment refers to one (1) teaching position less than 100% of one (1) full-time position.

Leave days for which a part-time teacher is eligible to receive shall be pro-rated equal to the percentage of the contract served and rounded to the nearest half-day. Leave must be taken in either half-day or full-day portions.

ARTICLE V SUMMER SCHOOL AND INTERSESSION

The Superintendent has decided to bargain supplemental service pay for summer school and intersession. Teachers of summer school and Intersession shall be paid $40 for each hour of instruction in accordance with applicable state statue and regulations governing summer school pay for Teachers.

ARTICLE VI RETIREMENT COMPENSATION

Article VI shall constitute the retirement program of the Corporation and shall be counted as part of the cost of any salary agreement between the Board and the Association. For purposes of this Article and to qualify for total disability, a Teacher must be adjudged permanently disabled by the Indiana State Teachers' Retirement Fund (ISTRF).

Section A IRS Code Section 401(a)

The Corporation shall contribute one percent (.01) of a Teacher's base salary to the Corporation's 401(a) plan.

Teachers shall become vested in this program according to the following schedule. Until such time of becoming vested all monies contributed by the Corporation shall not be available to the Teacher and upon termination of employment for any reason, other than total disability, the non-vested Corporation contributions shall be used to offset the contributions for that year. In the event of termination due to total disability, the affected Teacher shall be considered vested. Early forfeitures will be distributed per the plan document.

Vesting Schedule:	5 years of employment at BGCS	100%

Section B IRS Code Section 403(b)

All Teachers shall be eligible for the 403(b) matching annuity program.

The program shall include provisions allowing matching employer salary contributions and matching employee contributions. Within the provisions of the IRS CODE, the plan shall be fully vested, shall be portable, and shall include the availability of loans and hardship withdrawals.

The Corporation shall match each Teacher's like contributions up to two and one-half percent (.025) of the Teacher's base salary.

There shall be an annual enrollment in the matching annuity program prior to the first day of the school year or within five (5) business days of employment.

Section C VEBA (Voluntary Employee Benefit Association)

The Corporation shall contribute two percent (.02) of a Teacher's base salary to the Corporation's VEBA plan. Early forfeitures will be distributed per the plan document.

Vesting Schedule:	5 years of employment at BGCS	100%

Section D Sick Leave Bonus

Teachers who have accumulated one hundred twenty 120 days of sick leave at the end of the final year of service with the Corporation and are considered vested under the provisions of Sections A and C above shall have the sum of twelve thousand five hundred dollars ($12,500) added to their final teaching contract if they are retiring from Beech Grove City Schools. To receive the sick leave bonus retiring Teachers must submit a written unconditional and irrevocable letter of resignation to the Board no later than May 1st of the calendar year when retirement is to begin. However, in the event a Teacher is unable to give the notice because of an accident, ill health, or for another unforeseen reason, the Teacher may petition the Board for the sick leave bonus. The $12,500 sick leave bonus shall be paid to the Teacher within the remaining pays left on the Teacher's last contract, and this bonus payment shall be included in the Teacher's earnings history reported to ISTRF.

Teachers who have accumulated one hundred twenty 120 days of sick leave at the end of the final year of service with the Corporation, are considered vested under the provisions of Sections A and C above, and submit a written letter of resignation to the Board no later than February 1st of the calendar year when retirement is to begin, then the Teacher will receive an additional $2,500 added to their final teaching contract if they are retiring from Beech Grove City Schools.

Teachers will have to request to be rehired by the Beech Grove Board of Education per Indiana Code IC 5-8-4-1 if they decide not to retire from BGCS after submitting the letter of resignation for the February 1st date or the May 1st date.

ARTICLE VII GRIEVANCE PROCEDURE

A grievance is an alleged violation, misinterpretation, or misapplication of an article or section of this Agreement.

A grievance by a Teacher or the Association shall be resolved in accordance with the grievance procedure outlined below.

At any time during this procedure a Teacher may be accompanied by an Association representative.

Step 1: A grievance shall first be discussed with the building principal in an effort to resolve the issue informally.

Step 2: When the grievance is not resolved in Step 1 it shall be made in writing using the GRIEVANCE REPORT form, (Appendix D). The grievant shall attach any supporting documentation to the grievance report form. The grievance report shall be submitted to the building principal and a copy given to the Association president.

Within ten (10) contract days after receiving the grievance report the building principal shall respond in writing to the grievant.

Step 3: When the grievance is not resolved in Step 2 it may be submitted, within five (5) contract days, to the Superintendent of Schools.

Within ten (10) contract days after receiving the grievance report the Superintendent shall respond in writing to the grievant.

Step 4: When the grievance is not resolved in Step 3 it may be submitted, within five (5) contract days to the Board.

Within fifteen (15) contract days after receiving the grievance report the Board shall respond in writing to the grievant.

ARTICLE VIII TERM AND EXECUTION OF AGREEMENT

The terms of this Agreement shall begin on July 1, 2018 and continue in effect through June 30, 2019 with the exception of those provisions which specifically go into effect and/or expire by their own terms at such other dates.

The parties have ratified this Agreement on the dates set forth below.

Beech Grove City Schools	**BGCTA**
President, Board of School Trustees	Co-President, BGCTA
Secretary, Board of School Trustees	Co-President, BGCTA
Superintendent of Schools	

Ratification Date: **November 13, 2018**

APPENDIX A CO-CURRICULAR SALARY SCHEDULE

ASSIGNMENT	2018-2019
HS Art Department Chair	893
HS Business Department Chair	893
HS English Department Chair	1,342
HS Family/Consumer Science Department Chair	893
HS World Languages Department Chair	893
HS Industrial Technology Department Chair	893
HS Mathematics Department Chair	1,342
HS Music Department Chair	893
HS PE Department Chair	893
HS Science Department Chair	1,342
HS Social Studies Department Chair	1,342
HS Special Education Department Chair	893
HS Media Education Department Chair	445
HS Vocal Music Director	3,354
HS Vocal Music – Spring Spectacular	1,073
HS Vocal Music Choreographer	714
HS Instrumental Music Director	4,958
HS Asst. Instrumental Music Director	2,683
HS Instrumental Music – Spring Spectacular	714
HS Auditorium Director	1,342
HS Drama Sponsor	1,342
HS Flag Corp Sponsor	2,236
HS Winter Guard	2,236
HS Student Council Sponsor	1,342
HS Yearbook Sponsor	935
HS Newspaper Sponsor	935
HS Brain Game Sponsor	625
HS Foreign Student Sponsor	445
HS Academic Competition Coordinator	1,206
HS Robotics Sponsor	625
HS Mathematics Academic Competition Coach	224
HS Science Academic Competition Coach	224
HS English Academic Competition Coach	224
HS Social Studies Academic Competition Coach	224

HS Fine Arts Academic Competition Coach	224
HS Science Olympiad Sponsor	224
HS Prom Coordinator	445
HS Varsity Cheer Leader Sponsor – Seasons	893
HS Reserve Cheer Leader Sponsor – Seasons	893
HS Freshman Cheerleader Sponsor – Seasons	893
HS Wrestlerette Sponsor	893
HS Spell Bowl	224
HS National Honor Society	500
HS Clubs	400
HS FFA	4,000
HS Auditorium Scheduler	1,073
MS Yearbook Sponsor	2,123
MS Newscenter Sponsor	1,342
MS Science Fair Coordinator	266
MS Science Olympiad Sponsor	266
MS Art Show Coordinator	266
MS Academic Competition Coordinator	1,206
MS 7th Grade Cheerleader Sponsor – Seasons	535
MS 8th Grade Cheerleader Sponsor – Seasons	535
MS FFA	2,000
MS Robotics	625
MS Clubs	400
EL Art Show Coordinator	266
EL Music Show Coordinator	266
EL Science Fair Coordinator	266
HP Clubs	400
CE Clubs	400
SG Clubs	400
Mentor Teacher	5,000
Community Service	2,000

NOTE: The above positions may be split to accommodate employment of multiple staff members at the discretion of the Superintendent. There must be ten (10) students in a club to qualify for payment as listed on the salary schedule. There must be ten (10) to fifteen (15) players kept on the middle school basketball teams to pay for an assistant coach for both the 7th and 8th grade boys' and girls' teams.

APPENDIX B ATHLETIC SALARY SCHEDULE

ASSIGNMENT	2018-2019
HS Asst. Athletic Director	5,530
HS Director of Sports Information	2,500
HS Pool Director	1,500
HS Athletic Event Coordinator	2,500
HS Head Girls Basketball	6,390
HS Assistant Girls Basketball	3,832
HS Head Volleyball	4,257
HS Assistant Volleyball	3,192
HS Head Girls Swim	4,257
HS Assistant Girls Swim	3,134
HS Head Softball	3,626
HS Assistant Softball	2,765
HS Head (Girls and Boys) Track	3,294
HS Assistant (Girls and Boys) Track	2,471
HS Head Girls Tennis	2,789
HS Assistant Girls Tennis	2,132
HS Head Girls Cross Country	2,789
HS Head Girls Golf	2,027
HS Head Girls Soccer	3,903
HS Assistant (Girls) Soccer	2,925
HS Assistant Boys Soccer	2,925
HS Head Boys Basketball	6,390
HS Assistant Boys Basketball	3,832
HS Head Football	5,781
HS Assistant Football	3,467
HS Head Wrestling	5,781
HS Assistant Wrestling	3,832
HS Head Boys Swim	4,257
HS Assistant Boys Swim	3,134
HS Head Baseball	3,626
HS Assistant Baseball	2,765
HS Head Boys Tennis	2,511
HS Assistant Boys Tennis	1,918
HS Head Boys Cross Country	2,789
HS Head Boys Golf	3,041
HS Head Boys Soccer	3,903
MS Athletic Event Coordinator	2,500

MS 8th Girls Basketball	3,832
MS 7th Girls Basketball	3,832
MS 8th Girls Basketball Assistant	1,000
MS 7th Girls Basketball Assistant	1,000
MS 8th Volleyball	2,555
MS 7th Volleyball	2,555
MS Head Girls Track	1,975
MS Asst. (Girls and Boys) Track	1,481
MS Head Boys Cross Country	1,672
MS Head Girls Cross Country	1,672
MS Assistant Cross Country	1,000
MS Head (Girls and Boys) Swim	2,511
MS Assistant (Girls and Boys) Swim	1,879
MS 8th Boys Basketball	3,832
MS 7th Boys Basketball	3,832
MS 8th Boys Basketball Assistant	1,000
MS 7th Boys Basketball Assistant	1,000
MS Head Football	3,467
MS Assistant Football	2,600
MS Head Wrestling	3,467
MS Assistant Wrestling	2,600
MS Head Boys Track	1,975
MS Head Baseball (7th and 8th)	1,672
MS Assistant Baseball	1,000
MS Head Softball (7th and 8th)	1,672
MS Assistant Softball	1,000
MS Boys Golf	1,672
MS Girls Golf	1,672
MS Boys Tennis	1,672
MS Girls Tennis	1,672
MS Head Boys' Soccer	1,672
MS Head Girls' Soccer	1,672
EL 6th Girls Basketball	1,066
EL 6th Boys Basketball	1,066
EL 6th Wrestling	1,066

NOTE: The above positions may be split to accommodate employment of multiple staff members at the discretion of the Superintendent.

APPENDIX C RETIREMENT BUY OUT PROVISIONS

Effective August 15, 2004, the parties agree that the following provision shall be enacted for all Teachers employed before August 1, 1998. The Educational Services Company ("ESC") actuarial study will be used by the Corporation to buy out the retirement/severance provisions and health insurance provisions. The provisions of this buy out shall be as follows:

The cost to buy out the qualified Teachers shall be based on the following:

• Assumed Initial Interest Rate	4.00%
• Initial Interest Rate Period	2 years
• Assumed Ultimate Interest Rate	7.50%
• Mortality Table	up 94
• Cash Flow Interest Rate	4.00%
• Cash Flow Mortality Table	no deaths
• Termination Assumption	mutually agreed upon table
• Sick day accruals	4 days
• Assumed Retirement Age	58
• Corporation FICA	No
• Retain Participant FICA	Yes
• Salary Inflation Factor	0.00%
• Health Insurance Premium Rate	$7,200.00

The amounts determined by these calculations shall be distributed in the following manner.

Retirement/Severance Benefits [401(a)]:

- The amount due in this calculation shall be deposited in the 401(a) account as provided for in Article VI, Section A.

Health Insurance Benefits [VEBA]:

- The amount due in this calculation shall be deposited in the Voluntary Employee Benefit Association (VEBA) as provided for in Article VI, Section C.

APPENDIX D GRIEVANCE REPORT FORM

TO: **Building Principal**

FROM: _____, **Grievant**

DATE: _____

On _____, **the following violation, misinterpretation, or misapplication of this Agreement occurred:**
(date of grievance)

_____

_____

This is a violation, misinterpretation, or misapplication of our current Agreement:

ARTICLE
SECTION
PARAGRAPH _____

I recommend this grievance be resolved as follows:

_____

Step 2: GRIEVANCE FILED

Date **Building Principal's Signature**

_____

PRINCIPAL'S RESPONSE (attached)

Date **Grievant's Signature**

Step 3: GRIEVANCE TO SUPERINTENDENT

Date **Superintendent's Signature**

_____

SUPERINTENDENT'S RESPONSE (attached)

Date **Grievant's Signature**

Step 4: GRIEVANCE TO BOARD

Date **Board President's Signature**

_____

BOARD RESPONSE (attached)

Date **Grievant's Signature**

Beech Grove City Schools

2021-2022

Agreement

Between

The Board of Education

School City of Beech Grove

and the

Beech Grove Classroom Teachers Association

TABLE OF CONTENTS

TOPIC	PAGE NUMBER
ARTICLE I RECOGNITION AND SCOPE OF AGREEMENT	4
ARTICLE II COMPENSATION MODEL AND WAGES	4
Section A Base Salary Increases and New Hire Salary Placement Schedule	4
Section B Extended Contracts	7
Section C Co-Curricular Salary	7
Section D Athletic Coaching Salary	7
Section E Indiana State Teachers Retirement Fund	7
Section F Compensation for Committee Work – Ancillary Duty Compensation	7
Section G Miscellaneous Teacher Compensation – Ancillary Duty Compensation	7
Section H Criminal Background Checks	7
ARTICLE III GROUP INSURANCE	7
Section A Health Insurance	7
Section B Dental Insurance	8
Section C Vision Insurance	8
Section D Pro-Rating for Part-Time Certified Teachers	8
Section E Life Insurance	9
Section F Long Term Disability Insurance	9
Section G Section 125	9
ARTICLE IV LEAVE DAYS	9
Section A Personal Illness Leave	9
Section B Personal Business Leave	10
Section C Family Illness Leave	10
Section D Emergency Leave	10
Section E Bereavement Leave	10
Section F Professional Leave	11
Section G Association Leave	11
Section H Jury Duty/Trial Witness Leave	11
Section I On-The-Job Injury Leave	11

Section J Professional Coaching Leave	**12**
Section K Military Leave Guidelines	**12**
Section L Maternity Leave	**12**
Section M Paternity Leave and Paternity Benefit	**13**
Section N Adoption Leave and Adoption Benefit	**13**
Section O Family and Medical Leave Act	**13**
Section P Pro-Rating for Part-Time Certified Teachers	**13**
ARTICLE V SUMMER SCHOOL AND INTERSESSION	**13**
ARTICLE VI RETIREMENT COMPENSATION	**14**
Section A IRS Code Section 401(a)	**14**
Section B IRS Code Section 403(b)	**14**
Section C VEBA (Voluntary Employee Benefit Association)	**14**
Section D Sick Leave Bonus	**14**
ARTICLE VII GRIEVANCE PROCEDURE	**15**
ARTICLE VIII TERM AND EXECUTION OF AGREEMENT	**17**
APPENDIX A: CO-CURRICULAR SALARY SCHEDULE	**18**
APPENDIX B: ATHLETIC SALARY SCHEDULE	**21**
APPENDIX A-1: CO-CURRICULAR SALARY SCHEDULE	**24**
APPENDIX B-1: ATHLETIC SALARY SCHEDULE	**27**
APPENDIX C: RETIREMENT BUY OUT PROVISIONS	**29**
APPENDIX D: GRIEVANCE REPORT FORM	**30**

This Agreement shall be in effect July 1, 2021 and shall continue in effect through June 30, 2022

ARTICLE I RECOGNITION AND SCOPE OF AGREEMENT

This Agreement made by and between The Board of School Trustees, hereafter referred to as the Board, of Beech Grove City Schools, hereafter referred to as the Corporation, and the Beech Grove Classroom Teachers Association, hereafter referred to as the Association.

The Board recognizes the Association as the exclusive bargaining representative for all certified personnel, hereafter referred to as Teachers, employed by the Corporation except the Superintendent, Assistant Superintendent, Grounds Supervisor, Director of Transportation, Director of Operations, Quality Coordinator, Director of Elementary Education, Director of Secondary Education, College & Career Coordinator, High School Curriculum and Instructional Coordinator, Middle School Curriculum and Instructional Coordinator, South Grove Curriculum and Instructional Coordinator, Central Elementary Curriculum and Instructional Coordinator, Hornet Park Curriculum and Instructional Coordinator, Administrative Assistants**,** Principals, Assistant Principals, Middle School Athletic Director, Deans, High School Athletic Director, High School Counselors, and Technology Integration Specialists**.**

ARTICLE II COMPENSATION MODEL

Section A Base Salary Increases and New Hire Salary Placement Schedule

1. General Eligibility Criteria

Under IC 20-28-11.5, a teacher rated ineffective or improvement necessary may not receive any raise or increment for the following year except as otherwise provided in IC 20-28-9-1.5(f).

The teacher must have been employed in the Beech Grove City Schools for at least 120 days in the prior school year, and returned to employment with the Beech Grove City Schools for the current school year.

2. Factors and Definitions

This model maintains a salary schedule using the following two factors:

1. Evaluation: The teacher is not evaluated in the bottom two performance categories in the prior school year.
2. Meeting Academic Needs of Students:

   Definition #1: The importance of retaining particular teachers identified by the parties during bargaining based upon their current salary levels.

   Definition #2: The importance of retaining particular teachers identified by the parties during bargaining who are necessary to provide educational continuity for students.

3. Salary Distribution Description for the 2021-2022 School Year

A. EVALUATION = $1,375 (increase attributed to movement on the salary placement schedule as described above in Section 3)

B. MEETING ACADEMIC NEEDS OF STUDENTS =

Definition #1: Teachers meeting this academic needs definition will receive an additional base salary increase ranging between $375 and $2,125 as agreed by the parties during bargaining.

Definition #2: Teachers meeting this academic needs definition will receive an additional base salary increase ranging between $1,375 and $1,750.

The minimum possible base salary increase that may be received by an eligible returning teacher for the 2021-2022 school year is $1,375, and the maximum possible base salary increase that may be received by an eligible returning teacher for the 2021-2022 school year is $5,250.

There will be no row or column advancement.[1]

4. Placement of New Hires on the 2021-2022 Teacher Placement Salary Schedule

a. The New Teacher Placement Salary Schedule set forth above shall be used for determining the salary of new hires.

b. Any teacher returning to BGCS will be placed at the level equivalent to his/her salary when he/she left plus additional levels equated to the number of effective or highly effective evaluations earned since leaving that have been obtained from an accredited school, as established by the new hire criteria list in subparagraph c below. If the teacher has gained no teaching experience equivalent to 120 days in an accredited school while gone from BGCS or effective/highly effective evaluations, then the teacher will be placed at the same (or equivalent after conversion for existing teachers) level he/she was earning prior to leaving BGCS. For purposes of this provision an "accredited school" shall mean one that is freeway accredited, public school accredited, advanced ed accredited, State accredited, or a school that has been accredited by any other third party accreditation organization if agreed to by the Superintendent and Association President.

c. Any teacher new to the district will be placed at an initial salary that mirrors a current teacher based on years of experience and education. A mirrored salary is a salary with the same degree (BA or MA) and years of experience in education in an accredited school. The superintendent has the discretion to place the new hire one or two levels up or down from that initial placement as long as the placement does not place the new hire above level L. If the initial placement would place the new hire at or above L, the Superintendent does not have the discretion to place the new hire on any other level than the initial placement. For example, if a new hire's education and experience would place them at Masters Row L, then the Superintendent has to place that individual at Masters Row L and does not have the discretion to place at Level M or Level N. If there are multiple current employees with the same degree level and years of experience, but different amounts, the initial placement shall be determined as the lowest salary amount in the group.

d. A retired teacher who is hired or rehired by the school corporation will be placed no higher than letter K for his/her <u>initial</u> salary.

e. New teachers hired prior to ratification of this contract who hired in at a starting salary that was below the new minimum of $45,125 for bachelor's teachers and $46,750 for master's teachers will have their starting salaries adjusted upward to the applicable new starting minimum salary. New teachers with teaching experience who were hired prior to ratification of this contract at a starting salary amount above the new minimum starting salary amounts will

[1] Teachers newly attaining a content area master's degree during the contract term will be compensated through the supplemental payment statute in IC 20-28-9-1.5(a). This is included for informational purposes only and was not bargained.

have their starting salaries adjusted upward in a range between $2,750 and $3,500 as agreed by the parties during bargaining.

5. 2021-2022 New Teacher Placement Salary Schedule

Level	Bachelor's Salary	Master's Salary
A	$45,125	$46,750
B	$46,500	$48,500
C	$47,875	$50,250
D	$49,250	$52,000
E	$50,625	$53,750
F	$52,000	$55,500
G	$53,375	$57,250
H	$54,750	$59,000
I	$56,125	$60,750
J	$57,500	$62,500
K	$58,875	$64,250
L	$60,250	$66,000
M	$61,625	$67,750
N	$63,000	$69,500
O	$64,375	$71,250
P	$65,750	$73,000
Q	$67,125	$74,750
R	$68,500	$76,500
S		$78,250
T		$80,000
U		$81,750

6. Salary Range

The salary range for the 2021-2022 school year before base salary increases are applied is $41,000 to $81,750, not including current year increases or TRF contributions.

The salary range for the 2021-2022 school year after base salary increases are applied is $45,125 to $83,500 (not including TRF contributions).

7. Redistribution of Forfeited Salary Increases for 2021-2022 School Year

Any salary increases that are required to be forfeited by a teacher evaluated as needs improvement or ineffective will be redistributed equally to the highly effective and effective teachers in the form of a one-time stipend. The Superintendent will notify the CTA President of the number of teachers rated ineffective and needs improvement and the total dollar amount that will be redistributed. This notification provision is being included for informational purposes only and has not been bargained.

8. One-Time Stipend for 2021-2022 School Year

Any bachelor's teacher earning a base salary of $68,500 or higher after base salary increases are applied for the current school year will receive a one-time stipend in the amount of $1,375.

Any master's teacher earning a base salary of $83,500 or higher after base salary increases are applied for the current school year will receive a one-time stipend in the amount of $1,750.

Section B Extended Contracts

Teachers working extended contract days will be paid $300.00 a day.

Section C Co-Curricular Salary

The parties agree the annual co-curricular salary schedule for Teachers for the duration of this Agreement is accurately reflected in Appendix A.

Section D Athletic Coaching Salary

The parties agree the annual athletic coaching salary schedule for Teachers for the duration of this Agreement is accurately reflected in Appendix B.

Section E Indiana State Teachers Retirement Fund

The Board shall contribute the Teacher's share, which is 3%, of the Indiana State Teachers Retirement Fund in addition to the salary specified in this Agreement.

Section F Compensation for Committee Work – Ancillary Duty Compensation

If Teachers are assigned to team committee work by the administration for the implementation of Curriculum and Instruction, and that and other approved committee work occurs outside of the contract day, the Teachers shall be compensated thirty-five dollars ($35.00) per hour unless otherwise stated in the grant requirement.

Section G Miscellaneous Teacher Compensation – Ancillary Duty Compensation

A teacher may also be paid his/her contracted hourly rate if the teacher is asked to teach in his/her licensed teaching area during his/her regularly scheduled prep time (at the teacher's discretion) to help reduce the teacher to student ratio in a building.

Section H Criminal Background Checks

The School Corporation will pay the cost for current employees of any and all expanded criminal history checks that are required by the school corporation of per I.C. 20-26-5-10.

ARTICLE III GROUP INSURANCE

Section A Health Insurance

HSBT Plan	Plan Coverage	Board Contribution
Plan 2	Single	$6,665
Plan 2	Employee & Spouse	$10,506
Plan 2	Employee & Children	$10,388
Plan 2	Full Family Plan	$11,837
Plan 3	Single	$7,037
Plan 3	Employee & Spouse	$11,975

Plan 3	Employee & Children	$11,638
Plan 3	Full Family Plan	$13,750
HSA Plan 4	Single	+ $1,000 to HSA Account $6,013
HSA Plan 4	Employee & Spouse	+ $1,000 to HSA Account $10,809
HSA Plan 4	Employee & Children	+ $1,000 to HSA Account $10,628
HSA Plan 4	Full Family Plan	+ $1,000 to HSA Account $12,313

The rates set forth above will be effective December 1, 2021. The HSA contributions will begin January 1, 2022 and will be distributed in 20 pays ($50.00 per pay). Contributions to an HSA account will not begin until the teacher's HSA account is opened. The teacher will forfeit any HSA contributions that would have been deposited but are unable to be deposited because the teacher does not have his/her HSA account open.

In the event two Teachers are married and both are covered by group health insurance specified in this Agreement, then the Board contribution will be the Full Family Plan contribution (if the couple is participating in the Full Family Plan) or Employee & Spouse plan (if the couple is participating in the Employee & Spouse plan) plus the contribution of the Single plan in the category for which the couple is participating. To the extent this Board contribution total exceeds the total cost of the premium of the plan in which the couple is participating, then the overage will be distributed to each individual employee spouse equally through a tax-free contribution to an eligible health savings account.

If two teachers are married and select Plan 4, the total contribution to the HSA by the School Corporation will be $2,000 plus any overage (if there is an overage) as described above.

Section B Dental Insurance

The Board shall contribute up to three hundred fifty dollars ($350) annually toward the premium cost of the dental insurance plan selected by a Teacher. In the event two Teachers are married and both are covered by group dental insurance specified in this Agreement the Board contribution shall be the sum of the family plan option contribution and the single plan option contribution.

Section C Vision Insurance

The Board shall contribute the cost of the employee only plan option toward the premium cost of the vision insurance plan selected by a Teacher.

Section D Pro-Rating for Part-Time Certified Teachers

When it is determined by the Superintendent that it is in the best interest of the School District to hire part-time certified teachers, the following provisions shall be in effect:

1) Part-time employment refers to one (1) teaching position less than 100% of one (1) full-time position.

2) Salary will be determined on a pro-rated basis by the Superintendent using the salary placement schedule in Article II. For example, a bachelor's teacher at Level J who is on a 50% contract will earn $26,375.00.

3) Part-time teachers shall be eligible for Board contributions for health and dental insurance according to the following:

Teachers employed on a 75% to 100% base salary contract are eligible for 100% Board contribution;

Teachers employed on a 60% to 74% base salary contract are eligible for 75% Board contribution;

Teachers employed on less than a 60% base salary contract shall have Board contributions toward health insurance and dental insurance pro-rated to the same percentage as their base salary contract. Example: 50% contract will receive 50% Board contribution.

Section E Life Insurance

The Board shall provide Teachers term life insurance in the amount of $100,000. This amount shall be doubled in the event of an accidental death.

Teachers shall have the right to purchase, subject to insurance carrier regulations, additional term life insurance at their own expense. New Teachers to the Corporation must enroll in the program within thirty (30) calendar days following their first contract day to be eligible for this program.

Section F Long Term Disability Insurance

The Board shall provide Teachers long-term disability insurance with one hundred eighty (180) calendar day elimination period and coverage of two-thirds (2/3) base salary. Teachers employed on a Temporary Contract are not eligible for the Long Term Disability Insurance benefit.

Section G Section 125

Teachers shall have the benefits of section 125 of the IRS Act of 1978. An amount not to exceed 50% of salary may be set aside for the election of benefits, under Section 125 of the Internal Revenue code, which includes the non-taxable benefits of major medical, disability, cancer, Section 79 life, non-reimbursed medical, and dependent care.

The fees for generation II benefits shall be the responsibility of the Teacher.

ARTICLE IV LEAVE DAYS

Section A Personal Illness Leave

Teachers shall be entitled to be absent from work on account of personal illness for a total of ten (10) days each school year without loss of compensation. If the teacher has a qualifying FMLA event, personal illness days may be utilized during the twelve (12) week period of time.

Upon written request, personal illness days may be used to extend a teacher's bereavement leave in the case of the death of the following immediate family members: parent, spouse, child, brother, sister, grandparent, grandchild, mother-in-law, father-in-law, stepchild, foster-child, daughter-in-law, son-in-law.

Personal illness leave days may be taken in full day or half-day increments. The total number of unused personal illness leave days at the end of a school year shall accumulate to an unlimited total.

Personal illness days accumulated in the last place of employment may be claimed at the rate of five (5) days per year beginning with the second year in a new school Corporation until the accumulated personal illness leave is exhausted.

Section B Personal Business Leave

Teachers shall be entitled to be absent from work on account of personal business for a total of two (2) days each school year without loss of compensation.

Personal business leave days may be taken in full day or half-day increments.

The total number of unused personal business leave days at the end of a school year shall accumulate to a maximum of Five (5) personal business leave days in addition to the annual two (2) day allotment for a maximum of Seven (7) personal business leave days which can be taken in a school year without loss of compensation. Any additional unused personal business leave days shall accumulate as personal illness leave.

Teachers who substitute in a classroom four (4) periods or times will be awarded one (1) personal day. This also applies when students are placed in your classroom for the day or part of a day in K-6 buildings, this is considered one time for subbing per this language. Teachers may accumulate up to the 7 maximum personal days and any excess days will automatically be added to their accumulated sick leave. Teachers can only use 7 personal days during 1 (one) school year.

Section C Family Illness Leave

Teachers shall be entitled to be absent from work on account of illness, surgery, or accident involving an immediate family member a total of five (5) days each school year without loss of compensation. This leave is not accumulative.

An immediate family member is defined as spouse, child, step-children, parent, brother, sister, mother-in-law, father- in- law, or other person whose relationship is sufficiently close in judgment of the Superintendent of Schools to warrant such leave.

If all personal leave, emergency leave, and family illness leave have been used and additional days are required due to serious illness or accident to a family member, the Teacher may make a written request to the Superintendent to use unused personal illness days.

In the event that the emergency leave day has been used and a life or property-threatening situation arises which necessitates immediate action, unused family illness leave may be used.

In the event that all family illness days have been used and additional days are required due to illness of a family member, the Teacher may make a written request to the Assistant Superintendent for Business & Personnel to transfer up to three (3) personal illness days to become family illness days as needed.

Unused family illness leave days will be transferred to the accumulated sick leave at the end of the school year.

Section D Emergency Leave

Teachers shall be entitled to be absent from work on account of an emergency for a total of one (1) day or two (2) half (1/2) days each school year without loss of compensation. An emergency is defined as a sudden, unexpected occurrence demanding immediate attention. Unused emergency leave at the end of a school year shall be added to the accumulation of personal illness days. An emergency leave day may also be used for the purpose of bereavement in respect to a relative or friend.

Section E Bereavement Leave

Teachers shall be entitled to be absent from work on account of death of a family member without loss of compensation for the number of days specified below.

For the purpose of this article, the "immediate family" shall be defined to include child, parent, brother, sister, mother-in-law, father-in law, niece, nephew, aunt, uncle, stepmother, stepfather, stepdaughter, stepson, sister-in-law, brother-in-law, stepsister, stepbrother, daughter-in-law, son-in-law, grandmother, grandfather, spouse's grandmother, spouse's grandfather, granddaughter, step-granddaughter, grandson, step-grandson, legal dependent or any person residing in the same home as the employee.

Bereavement leave days do not need to be used consecutively.

A teacher on temporary contract shall have the same leave benefits as another teacher. A teacher on extended or supplementary contract (Example: Summer School) shall be able to use his/her leave benefits.

Five (5) days: parent, spouse, child, brother, sister, grandparent, grandchild, mother-in-law, father-in-law, stepchild, foster-child, daughter-in-law, son-in-law

Two (2) days: brother-in-law, sister-in-law

One (1) day: aunt, uncle, foster-parent

Bereavement leave must be taken within one (1) year after the date of death. Teachers who must travel three hundred miles (300) or more one way due to the death of a family member are entitled to two additional bereavement days for travel.

Section F Professional Leave

Teachers shall be entitled to be absent from work on account of professional activities for a total of one (1) day each school year without loss of compensation.

The Superintendent of Schools shall determine if the request is approved.

If the request is approved the Board may elect to pay expenses related to the request. Any expenses related to the request not paid by the Board are the responsibility of the Teacher.

Section G Association Leave

The Association is entitled to ten (10) days of Association leave without loss of compensation. Use of Association leave is determined by the Association President. Association leave may be taken in full day or half-day increments. No one Teacher may use more than five (5) days of Association leave in any one school year. Notice of Association leave must be in writing and given to the building principal at least twenty-four (24) hours in advance.

Section H Jury Duty/Trial Witness Leave

Teachers called to serve on jury duty or as a trial witness shall be granted jury duty/trial witness leave without loss of compensation.

Section I On-The-Job Injury Leave

Teachers absent due to injury or disability as a result of an unprovoked assault on school property or on school business, shall not be charged personal illness leave or any other leave provided for in this Agreement. In case of injury or disability which is determined to be compensable under the Workman's Compensation law the Board shall pay the Teacher in full until Workman's Compensation and social security begin. The Board shall pay the difference between Workman's Compensation and social security payments and the contractual salary of the Teacher, but in no case shall the payments made by the Board be paid for a period of more than six (6) consecutive months of disability.

Such benefit shall only be available to Teachers who certify their willingness to file charges and pursue legal avenues in prosecuting such cases. Legal counsel and assistance will be provided the Teacher in prosecuting such cases to their final resolution.

The Board may require an independent medical or psychological examination, at the Board's expense, if there is a question as to the condition of the Teacher during this leave.

Section J Professional Coaching Leave

One (1) professional coaching leave day per year may be granted to each high school or middle school head coach per sport without loss of compensation. The professional coaching leave day shall be used to attend clinics that are designed to improve coaching skills in the sport which they coach, and are presented by a university, state coaching or athletic association.

Section K Military Leave Guidelines

Paid family or personal leave not to exceed ten (10) days may be taken during any contract year, where the Teacher's spouse, child, or parent is enlisted or conscripted into the armed forces of the United States and is on active duty pursuant to a federal order. A Teacher is not entitled to more than the ten (10) days of paid military family leave from any combination of personal or family leave in any school year.

A Teacher may be granted up to fifteen (15) days leave in any calendar year without loss of compensation for National Guard Training, where an absence is necessary in accordance with IC 10-17-4, or other applicable law.

Section L Maternity Leave

Teachers shall be entitled to maternity leave in accordance with state and federal law. (See the School District's FMLA and other related policies for more information.)

Maternity leave and maternity benefit will be defined as follows:

A. Maternity leave utilizes the teacher's available sick leave days. A separate maternity benefit does not utilize the teacher's sick leave days.
B. Maternity leave commences the day following the birth of the child and continues for six (6) weeks. During this 6-week period, the teacher may use up to thirty (30) available sick leave days. If the teacher has fewer than thirty (30) available sick leave days, the teacher may choose to take the remainder of the 6-week period as an unpaid leave or may choose to move on to the maternity benefit. Any changes to the commencement date must be approved by the Superintendent upon submitting a formal written request.
C. The maternity benefit consists of ten (10 consecutive) contractually paid days, which shall not be charged against a teacher's available sick leave.
D. If the birth of a child occurs over the summer break, B and C of Section L will not be granted if the maternity leave and maternity benefit days expires prior to the first day of the school year. If the provision has not expired over the summer break, then the teacher may use any/all of the residual days, beginning with the first day of school and continuing consecutively.
E. If the teacher is medically disabled, as verified by a physician's statement, beyond the provisions cited in this Agreement, the teacher may use more of her available sick leave days to cover the time period of the disability.
F. Uncompensated leave may continue for up to one (1) year following the birth of the child. The teacher granted such a leave have the right to maintain, at her sole expense (paying the full premium), all insurance benefits in which she was enrolled at the time of the request.* A teacher on uncompensated leave is required to return within one (1) year following the birth of the child. The return date may be adjusted beyond the child's first birthday to the first day of the next grading period.
   *If a teacher qualifies for FMLA, the district will maintain its financial contribution to health insurance benefits during the 12 week FMLA period.

G. The teacher granted such a leave will be returned to the same assignment or one which is comparable and equal in benefits as determined by the administration.

Section M Paternity Leave and Paternity Benefit

Upon the birth of a child, the father who is a teacher shall be granted ten (10) consecutive contractually paid days of paternity benefit. These days will not be charged against the teacher's available sick leave and shall commence on the day following the birth of the child.

It is understood that in the event of a birth over the summer break, the granting of ten (10) paternity benefit days will not apply unless the number of allowable days overlaps with the beginning of the next school year.

Section N Adoption Leave and Adoption Benefit

A leave of absence for adoption shall be granted by the Board. This leave may be taken without jeopardy to reemployment, retirement, and salary and benefits.

Adoption leave and adoption benefit will be defined as follows:

A. Adoption leave utilizes the teacher's available sick leave days. A separate adoption benefit does not utilize the teacher's sick leave days.
B. Adoption leave commences the day following the placement of the child and continues for six (6) weeks. During this 6-week period, the teacher may use up to thirty (30) available sick leave days. If the teacher has fewer than thirty (30) available sick leave days, the teacher may choose to take the remainder of the 6-week period as an unpaid leave or may choose to move on to the adoption benefit.
C. The adoption benefit consists of ten (10) consecutive contractually paid days, which shall not be charged against a teacher's available sick leave.
D. If the placement of the child occurs over the summer break, the provisions in Section N, Subsections B and C, will not be granted if the adoption leave and adoption benefits days expire prior to the first day of the school year. If the provisions in Article IV, Section N, Subsections B and C have not expired over the summer break, then the teacher may use any/all of the residual days beginning with the first day of school and continuing consecutively.

Section O Family and Medical Leave Act

Teachers shall be eligible for leave under the Family and Medical Leave Act ("FMLA") in accordance with the federal law. (See Teacher Handbook)

Under the FMLA, an eligible employee can take off a combined total of up to 12 weeks in a leave year to care for a newborn child or for adoption of a child. (See Teacher handbook)

Section P Pro-Rating for Part-Time Certified Teachers

Part-time employment refers to one (1) teaching position less than 100% of one (1) full-time position.

Leave days for which a part-time teacher is eligible to receive shall be pro-rated equal to the percentage of the contract served and rounded to the nearest half-day. Leave must be taken in either half-day or full-day portions.

ARTICLE V SUMMER SCHOOL AND INTERSESSION

The Superintendent has decided to bargain supplemental service pay for summer school and intersession. Teachers of summer school and Intersession shall be paid $40 for each hour of

instruction in accordance with applicable state statue and regulations governing summer school pay for Teachers.

ARTICLE VI RETIREMENT COMPENSATION

Article VI shall constitute the retirement program of the Corporation and shall be counted as part of the cost of any salary agreement between the Board and the Association. For purposes of this Article and to qualify for total disability, a Teacher must be adjudged permanently disabled by the Indiana State Teachers' Retirement Fund (ISTRF).

Retired teachers who are hired on or after July 1, 2021 will not be eligible to receive the retirement benefits set forth in Section A (401(a)), Section B (403(b)), Section C (VEBA) and Section D (Sick Leave Bonus) below.

Section A IRS Code Section 401(a)

The Corporation shall contribute one percent (.01) of a Teacher's base salary to the Corporation's 401(a) plan.

Teachers shall become vested in this program according to the following schedule. Until such time of becoming vested all monies contributed by the Corporation shall not be available to the Teacher and upon termination of employment for any reason, other than total disability, the non-vested Corporation contributions shall be used to offset the contributions for that year. In the event of termination due to total disability, the affected Teacher shall be considered vested. Forfeitures from teachers who leave Beech Grove before being vested will be redistributed to teachers with 5+ years of experience in Beech Grove who are vested in the 401a plan per the provisions set forth herein. The forfeitures will be distributed by December 31 of each school year.

Vesting Schedule:	5 years of employment at BGCS	100%

Section B IRS Code Section 403(b)

All Teachers shall be eligible for the 403(b) matching annuity program.

The program shall include provisions allowing matching employer salary contributions and matching employee contributions. Within the provisions of the IRS CODE, the plan shall be fully vested, shall be portable, and shall include the availability of loans and hardship withdrawals.

The Corporation shall match each Teacher's like contributions up to two and one-half percent (.025) of the Teacher's base salary.

There shall be an annual enrollment in the matching annuity program prior to the first day of the school year or within five (5) business days of employment.

Section C VEBA (Voluntary Employee Benefit Association)

The Corporation shall contribute two percent (.02) of a Teacher's base salary to the Corporation's VEBA plan. Early forfeitures will be distributed per the plan document.

Vesting Schedule:	5 years of employment at BGCS	100%

Forfeitures from teachers who leave Beech Grove before being vested will be redistributed to teachers with 5+ years of experience in Beech Grove who are vested in the VEBA plan per the provisions set forth herein. The forfeitures will be distributed on the first pay date in the Fall of each school year.

Section D Sick Leave Bonus

Teachers who have accumulated one hundred twenty 120 days of sick leave at the end of the final year of service with the Corporation and are considered vested under the provisions of

Sections A and C above shall have the sum of twelve thousand five hundred dollars ($12,500) added to their final teaching contract if they are retiring from Beech Grove City Schools. To receive the sick leave bonus retiring Teachers must submit a written unconditional and irrevocable letter of resignation to the Board no later than May 1st of the calendar year when retirement is to begin. However, in the event a Teacher is unable to give the notice because of an accident, ill health, or for another unforeseen reason, the Teacher may petition the Board for the sick leave bonus. The $12,500 sick leave bonus shall be paid to the Teacher within the remaining pays left on the Teacher's last contract, and this bonus payment shall be included in the Teacher's earnings history reported to ISTRF.

Teachers who:

(a) have accumulated one hundred twenty 120 days of sick leave at the end of the final year of service with the Corporation, and

(b) are considered vested under the provisions of Sections A and C above, and

(c) submit a written letter of resignation to the Board no later than February 1st of the school year when retirement is to begin for end of school year retirements or, for mid-school year retirements, by no later than September 1st,

will receive an additional $2,500 added to their final teaching contract if they are retiring from Beech Grove City Schools.

Teachers will have to request to be rehired by the Beech Grove Board of Education per Indiana Code IC 5-8-4-1 if they decide not to retire from BGCS after submitting the letter of resignation under this provision.

Section E Retiree Health Insurance

The School Corporation will provide a group health insurance program under I.C. 5-10-8-2.6(g) to retired teachers:

(1) who will have reached fifty (50) years of age on or before the teacher's retirement date but who will not be eligible on that date for Medicare coverage as prescribed by 42 U.S.C. 1395 et seq.;

(2) who will have completed twenty (20) years of creditable employment with a public employer on or before the teacher's retirement date, ten (10) years of which must have been completed immediately preceding the retirement date; and

(3) who will have completed at least fifteen (15) years of participation in the retirement plan of which the teacher is a member on or before the teacher's retirement date.

The group health insurance program provided under this provision will be equal in coverage to that offered active employees and will permit the retired teacher to participate if: (a) the retired teacher pays the full amount of the premium and (b) if the teacher, within ninety (90) days after the teacher's retirement date, files a written request with the Superintendent's Office for insurance coverage. A retired teacher's eligibility to continue insurance under this provision ends when the teacher becomes eligible for Medicare coverage as prescribed by 42 U.S.C. 1395 et seq., or if the School Corporation terminates the health insurance program. (See Indiana Code 5-10-8-2.6(e) – (g))

ARTICLE VII GRIEVANCE PROCEDURE

A grievance is an alleged violation, misinterpretation, or misapplication of an article or section of this Agreement.

A grievance by a Teacher or the Association shall be resolved in accordance with the grievance procedure outlined below.

At any time during this procedure a Teacher may be accompanied by an Association representative.

Step 1: A grievance shall first be discussed with the building principal in an effort to resolve the issue informally.

Step 2: When the grievance is not resolved in Step 1 it shall be made in writing using the GRIEVANCE REPORT form, (Appendix D). The grievant shall attach any supporting documentation to the grievance report form. The grievance report shall be submitted to the building principal and a copy given to the Association president.

Within ten (10) contract days after receiving the grievance report the building principal shall respond in writing to the grievant.

Step 3: When the grievance is not resolved in Step 2 it may be submitted, within five (5) contract days, to the Superintendent of Schools.

Within ten (10) contract days after receiving the grievance report the Superintendent shall respond in writing to the grievant.

Step 4: When the grievance is not resolved in Step 3 it may be submitted, within five (5) contract days to the Board.

Within fifteen (15) contract days after receiving the grievance report the Board shall respond in writing to the grievant.

ARTICLE VIII TERM AND EXECUTION OF AGREEMENT

The terms of this Agreement shall begin on July 1, 2021 and continue in effect through June 30, 2022 with the exception of those provisions which specifically go into effect and/or expire by their own terms at such other dates.

The undersigned also attest to the following:

A public hearing (Pre-formal Bargaining Hearing) was held in compliance with I.C. & 20-29-6-1(b) on September 14, 2021. Electronic participation was not available.

A public meeting in compliance with I.C. 20-29-6-1(b) was held on October 19, 2021 to discuss the tentative agreement and electronic participation was not available.

A public meeting in compliance with I.C. 20-29-6-1(b) was held by the School Board on October 26, 2021 for ratification of the tentative agreement. Electronic participation was not available.

The parties have ratified this Agreement on the dates set forth below.

Beech Grove City Schools

_____

President, Board of School Trustees

_____

Secretary, Board of School Trustees

_____

Superintendent

Ratification Date: October 26, 2021

BGCTA

_____

President, BGCTA

Ratification Date: _____

APPENDIX A CO-CURRICULAR SALARY SCHEDULE

(Effective 7/1/2021 through 12/31/2021)

ASSIGNMENT	
HS Art Department Chair	1,342
HS Business Department Chair	1,342
HS English Department Chair	1,342
HS Family/Consumer Science Department Chair	1,342
HS World Languages Department Chair	1,342
HS Industrial Technology Department Chair	1,342
HS Mathematics Department Chair	1,342
HS Music Department Chair	1,342
HS PE Department Chair	1,342
HS Science Department Chair	1,342
HS Social Studies Department Chair	1,342
HS Special Education Department Chair	1,342
HS Media Education Department Chair	1,342
SLP Department Chair	1,342
EL Department Chair	1,342
HS Vocal Music Director	3,354
HS Vocal Music – Spring Spectacular	1,073
HS Vocal Music Choreographer	714
HS Instrumental Music Director	4,958
HS Asst. Instrumental Music Director	2,683
HS Instrumental Music – Spring Spectacular	714
HS Auditorium Director	1,342
HS Drama Sponsor	1,342
HS Flag Corp Sponsor	2,236
HS Winter Guard	2,236
HS Student Council Sponsor	1,342
HS Yearbook Sponsor	935
HS Newspaper Sponsor	935
HS Brain Game Sponsor	625
HS Foreign Student Sponsor	445
HS Academic Competition Coordinator	1,206
HS Robotics Sponsor	625

HS Mathematics Academic Competition Coach	224
HS Science Academic Competition Coach	224
HS English Academic Competition Coach	224
HS Social Studies Academic Competition Coach	224
HS Fine Arts Academic Competition Coach	224
HS Science Olympiad Sponsor	224
HS Prom Coordinator	445
HS Varsity Cheer Leader Sponsor – Seasons	893
HS Reserve Cheer Leader Sponsor – Seasons	893
HS Freshman Cheerleader Sponsor – Seasons	893
HS Wrestlerette Sponsor	893
HS Spell Bowl	224
HS National Honor Society	500
HS Clubs	400
HS FFA	4,000
HS Auditorium Scheduler	1,073
MS Department Chair	900
MS Yearbook Sponsor	2,123
MS Newscenter Sponsor	1,342
MS Science Fair Coordinator	266
MS Science Olympiad Sponsor	266
MS Art Show Coordinator	266
MS Academic Competition Coordinator	1,206
MS 7th Grade Cheerleader Sponsor – Seasons	535
MS 8th Grade Cheerleader Sponsor – Seasons	535
MS FFA	2,000
MS Robotics	625
MS Clubs	400
EL Art Show Coordinator	266
EL Music Show Coordinator	266
EL Science Fair Coordinator	266
HP Clubs	400
CE Clubs	400
SG Clubs	400
Mentor Teacher	5,000

Community Service	2,000

NOTE: The above positions may be split to accommodate employment of multiple staff members at the discretion of the Superintendent. There must be ten (10) students in a club to qualify for payment as listed on the salary schedule. There must be ten (10) to fifteen (15) players kept on the middle school basketball teams to pay for an assistant coach for both the 7th and 8th grade boys' and girls' teams. This provision is included for informational purposes and has not been bargained.

APPENDIX B ATHLETIC SALARY SCHEDULE

(Effective 7/1/2021 through 12/31/2021)

ASSIGNMENT	
HS Asst. Athletic Director	5,530
HS Director of Sports Information	2,500
HS Pool Director	1,500
HS Athletic Event Coordinator	2,500
HS Head Girls Basketball	6,390
HS Assistant Girls Basketball	3,832
HS Head Volleyball	4,257
HS Assistant Volleyball	3,192
HS Head Girls Swim	4,257
HS Assistant Girls Swim	3,134
HS Head Softball	3,626
HS Assistant Softball	2,765
HS Head (Girls and Boys) Track	3,294
HS Assistant (Girls and Boys) Track	2,471
HS Head Girls Tennis	2,789
HS Assistant Girls Tennis	2,132
HS Head Girls Cross Country	2,789
HS Head Girls Golf	2,027
HS Head Girls Soccer	3,903
HS Assistant (Girls) Soccer	2,925
HS Assistant Boys Soccer	2,925
HS Head Boys Basketball	6,390
HS Assistant Boys Basketball	3,832
HS Head Football	5,781
HS Assistant Football	3,467
HS Head Wrestling	5,781
HS Assistant Wrestling	3,832
HS Head Boys Swim	4,257
HS Assistant Boys Swim	3,134
HS Head Baseball	3,626
HS Assistant Baseball	2,765
HS Head Boys Tennis	2,511
HS Assistant Boys Tennis	1,918
HS Head Boys Cross Country	2,789
HS Head Boys Golf	3,041
HS Head Boys Soccer	3,903

MS Athletic Event Coordinator	2,500
MS 8th Girls Basketball	3,832
MS 7th Girls Basketball	3,832
MS 8th Girls Basketball Assistant	1,000
MS 7th Girls Basketball Assistant	1,000
MS 8th Volleyball	2,555
MS 7th Volleyball	2,555
MS Head Girls Track	1,975
MS Asst. (Girls and Boys) Track	1,481
MS Head Boys Cross Country	1,672
MS Head Girls Cross Country	1,672
MS Assistant Cross Country	1,000
MS Head (Girls and Boys) Swim	2,511
MS Assistant (Girls and Boys) Swim	1,879
MS 8th Boys Basketball	3,832
MS 7th Boys Basketball	3,832
MS 8th Boys Basketball Assistant	1,000
MS 7th Boys Basketball Assistant	1,000
MS Head Football	3,467
MS Assistant Football	2,600
MS Head Wrestling	3,467
MS Assistant Wrestling	2,600
MS Head Boys Track	1,975
MS Head Baseball (7th and 8th)	1,672
MS Assistant Baseball	1,000
MS Head Softball (7th and 8th)	1,672
MS Assistant Softball	1,000
MS Boys Golf	1,672
MS Girls Golf	1,672
MS Boys Tennis	1,672
MS Girls Tennis	1,672
MS Head Boys' Soccer	1,672
MS Head Girls' Soccer	1,672
EL 6th Girls Basketball	1,066
EL 6th Boys Basketball	1,066
EL 6th Wrestling	1,066

NOTE: The above positions may be split to accommodate employment of multiple staff members at the discretion of the Superintendent. This provision is included for informational purposes and has not been bargained.

The ECA schedule set forth above in Appendix A and Appendix B will remain in effect through December 31, 2021.

A committee will be formed consisting of representatives identified by the BGCTA and relevant administrators to review the ECA schedule. This provision is for informational purposes and has not been bargained.

On January 1, 2022, the new ECA schedule set forth below in Appendix A-1 and Appendix B-1 will become effective and will replace the ECA schedules above. This provision has been included for information purposes only and has not been bargained.

APPENDIX A-1 CO-CURRICULAR SALARY SCHEDULE

(Effective 1/1/2022)

ASSIGNMENT	
HS Art Department Chair	1,413
HS Business Department Chair	1,413
HS English Department Chair	1,413
HS Family/Consumer Science Department Chair	1,413
HS World Languages Department Chair	1,413
HS Industrial Technology Department Chair	1,413
HS Mathematics Department Chair	1,413
HS Music Department Chair	1,413
HS PE Department Chair	1,413
HS Science Department Chair	1,413
HS Social Studies Department Chair	1,413
HS Special Education Department Chair	1,413
HS Media Education Department Chair	1,413
SLP Department Chair	1,413
EL Department Chair	1,413
HS Vocal Music Director	3,634
HS Vocal Music – Spring Spectacular	1,211
HS Vocal Music Choreographer	808
HS Instrumental Music Director	6,056
HS Asst. Instrumental Music Director	2,826
HS Instrumental Music – Spring Spectacular	820
HS Auditorium Director	1,615
HS Drama Sponsor (Per Semester)	1,413
HS Flag Corp Sponsor	2,423
HS Winter Guard	2,423
HS Student Council Sponsor	1,615
HS Yearbook Sponsor	1,009
HS Newspaper Sponsor	1,413
HS Brain Game Sponsor	808
HS Foreign Student Sponsor	606
HS Academic Competition Coordinator	1,211
HS Robotics Sponsor/Coordinator	1,211

HS Mathematics Academic Competition Coach	404
HS Science Academic Competition Coach	404
HS English Academic Competition Coach	404
HS Social Studies Academic Competition Coach	404
HS Fine Arts Academic Competition Coach	404
HS Science Olympiad Sponsor	404
HS Prom Coordinator	606
HS Varsity Cheer Leader Sponsor – Seasons	1,009
HS Reserve Cheer Leader Sponsor – Seasons	929
HS Freshman Cheerleader Sponsor – Seasons	929
HS Wrestlerette Sponsor	1,009
HS Spell Bowl	404
HS National Honor Society	808
HS Clubs	404
HS FFA	5,249
HS Auditorium Scheduler	1,615
MS Department Chair	1,211
MS Yearbook Sponsor	2,124
MS News Center Sponsor	1,413
MS Science Fair Coordinator	267
MS Science Olympiad Sponsor	267
MS Art Show Coordinator	267
MS Academic Competition Coordinator MS Academic Competition Coach	1,211 404
MS 7th Grade Cheerleader Sponsor – Seasons	537
MS 8th Grade Cheerleader Sponsor – Seasons	537
MS FFA	2,019
MS Robotics	626
MS Clubs / MS Spell Bowl Sponsor	404
EL Music Show Coordinator, EL Art Show Coordinator (2 positions)	267
EL Science Fair Coordinator	267
HP/CE/SG Clubs	404
Mentor Teacher and School to Career Positions	5,000
Community Service	2,000

NOTE: The above positions may be split to accommodate employment of multiple staff members at the discretion of the Superintendent. There must be ten (10) students in a club to qualify for payment as listed on the salary schedule. There must be ten (10) to fifteen (15) players kept on the middle school basketball teams to pay for an assistant coach for both the 7th and 8th grade boys' and girls' teams. This provision is included for informational purposes and has not been bargained.

APPENDIX B-1 ATHLETIC SALARY SCHEDULE

(Effective 1/1/2022)

ASSIGNMENT	
HS Asst. Athletic Director	5,653
HS Director of Sports Information	2,624
HS Pool Director	1,615
HS Athletic Event Coordinator	2,624
HS Head Girls Basketball	8,075
HS Assistant Girls Basketball	4,037
HS Head Volleyball	4,845
HS Assistant Volleyball	3,230
HS Head (Girls and Boys) Swim	6,056
HS Assistant Girls Swim	3,230
HS Head Softball	5,047
HS Assistant Softball	3,028
HS Head (Girls and Boys) Track	4,441
HS Assistant (Girls and Boys) Track	2,826
HS Head Girls Tennis	2,826
HS Assistant Girls Tennis	2,019
HS Head (Girls and Boys) Cross Country HS Assistant (Girls and Boys) Cross Country	3,028 2,220
HS Head Girls Golf	3,109
HS Head Girls Soccer	4,441
HS Assistant (Girls) Soccer	3,028
HS Assistant Boys Soccer	3,028
HS Head Boys Basketball	8,075
HS Assistant Boys Basketball	4,037
HS Head Football	8,075
HS Assistant Football	4,239
HS Head Wrestling	5,854
HS Assistant Wrestling	3,836
HS Assistant Boys Swim	3,230
HS Head Baseball	5,047
HS Assistant Baseball	3,028
HS Head Boys Tennis	2,826
HS Assistant Boys Tennis	2,019
HS Head Boys Golf	3,109
HS Head Boys Soccer	4,441

MS Athletic Event Coordinator	2,624
MS 8th Head Girls Basketball	4,038
MS 7th Head Girls Basketball	4,038
MS 8th Girls Basketball Assistant	1,009
MS 7th Girls Basketball Assistant	1,009
MS 8th Volleyball	2,624
MS 7th Volleyball MS 7/8 Assistant Volleyball	2,624 1,009
MS Head Girls Track	2,624
MS Asst. (Girls and Boys) Track	1,615
MS Head Boys Cross Country	2,019
MS Head Girls Cross Country	2,019
MS Assistant Cross Country	1,009
MS Head (Girls and Boys) Swim	2,624
MS Assistant (Girls and Boys) Swim	1,898
MS 8th Boys Basketball	4,038
MS 7th Boys Basketball	4,038
MS 8th Boys Basketball Assistant	1,009
MS 7th Boys Basketball Assistant	1,009
MS Head Football	4,038
MS Assistant Football	2,624
MS Head Wrestling	3,472
MS Assistant Wrestling	2,604
MS Head Boys Track	2,019
MS Head Baseball (7th and 8th)	2,019
MS Assistant Baseball	1,009
MS Head Softball (7th and 8th)	2,019
MS Assistant Softball	1,009
MS Boys Golf	1,716
MS Girls Golf	1,716
MS Boys Tennis	1,716
MS Girls Tennis	1,716
MS Head Boys' Soccer	1,716
MS Head Girls' Soccer	1,716
EL 6th Girls Basketball	1,716
EL 6th Boys Basketball	1,716
EL 6th Wrestling	1,716

APPENDIX C RETIREMENT BUY OUT PROVISIONS

Effective August 15, 2004, the parties agree that the following provision shall be enacted for all Teachers employed before August 1, 1998. The Educational Services Company ("ESC") actuarial study will be used by the Corporation to buy out the retirement/severance provisions and health insurance provisions. The provisions of this buy out shall be as follows:

The cost to buy out the qualified Teachers shall be based on the following:

• Assumed Initial Interest Rate	4.00%
• Initial Interest Rate Period	2 years
• Assumed Ultimate Interest Rate	7.50%
• Mortality Table	up 94
• Cash Flow Interest Rate	4.00%
• Cash Flow Mortality Table	no deaths
• Termination Assumption	mutually agreed upon table
• Sick day accruals	4 days
• Assumed Retirement Age	58
• Corporation FICA	No
• Retain Participant FICA	Yes
• Salary Inflation Factor	0.00%
• Health Insurance Premium Rate	$7,200.00

The amounts determined by these calculations shall be distributed in the following manner.

Retirement/Severance Benefits [401(a)]:

- The amount due in this calculation shall be deposited in the 401(a) account as provided for in Article VI, Section A.

Health Insurance Benefits [VEBA]:

- The amount due in this calculation shall be deposited in the Voluntary Employee Benefit Association (VEBA) as provided for in Article VI, Section C.

APPENDIX D GRIEVANCE REPORT FORM

TO: Building Principal

FROM: _____, Grievant

DATE: _____

On _____, the following violation, misinterpretation, or misapplication of this Agreement occurred:
(date of grievance)

_____

_____

This is a violation, misinterpretation, or misapplication of our current Agreement:

ARTICLE
SECTION
PARAGRAPH _____

I recommend this grievance be resolved as follows:

_____

Step 2: GRIEVANCE FILED

Date Building Principal's Signature

_____

PRINCIPAL'S RESPONSE (attached)

Date Grievant's Signature

Step 3: GRIEVANCE TO SUPERINTENDENT

Date Superintendent's Signature

_____

SUPERINTENDENT'S RESPONSE (attached)

Date Grievant's Signature

Step 4: GRIEVANCE TO BOARD

Date Board President's Signature

_____

BOARD RESPONSE (attached)

Date Grievant's Signature

Beech Grove City Schools

2023-2024

Agreement

Between

The Board of Education

School City of Beech Grove

and the

Beech Grove Classroom Teachers Association

TABLE OF CONTENTS

TOPIC	PAGE NUMBER
ARTICLE I RECOGNITION AND SCOPE OF AGREEMENT	4
ARTICLE II COMPENSATION MODEL AND WAGES	4
Section A Base Salary Increases and New Hire Salary Placement Schedule	4
Section B Extended Contracts	6
Section C Co-Curricular Salary	6
Section D Athletic Coaching Salary	6
Section E Indiana State Teachers Retirement Fund	6
Section F Compensation for Committee Work – Ancillary Duty Compensation	6
Section G Miscellaneous Teacher Compensation – Ancillary Duty Compensation	6
Section H Criminal Background Checks	6
ARTICLE III GROUP INSURANCE	7
Section A Health Insurance	7
Section B Dental Insurance	8
Section C Vision Insurance	8
Section D Pro-Rating for Part-Time Certified Teachers	8
Section E Life Insurance	9
Section F Long Term Disability Insurance	9
Section G Section 125	9
ARTICLE IV LEAVE DAYS	9
Section A Sick Leave	9
Section B Personal Business Leave	10
Section C Emergency Leave	10
Section D Bereavement Leave	10
Section E Professional Leave	11
Section F Association Leave	11
Section G Jury Duty/Trial Witness Leave	11
Section H On-The Job Injury Leave	11
Section I Professional Coaching Leave	11

Section J Military Leave Guidelines	**11**
Section K Maternity Leave	**12**
Section L New Dependent Leave	**12**
Section M Adoption Leave and Adoption Benefit	**13**
Section N Family and Medical Leave Act	**13**
Section O Pro-Rating for Part-Time Certified Teachers	**13**
ARTICLE V SUMMER SCHOOL AND INTERSESSION	**13**
ARTICLE VI RETIREMENT COMPENSATION	**14**
Section A IRS Code Section 401(a)	**14**
Section B IRS Code Section 403(b)	**14**
Section C VEBA (Voluntary Employee Benefit Association)	**14**
Section D Sick Leave Bonus	**14**
Section E Retiree Health Insurance	**15**
ARTICLE VII GRIEVANCE PROCEDURE	**15**
ARTICLE VIII TERM AND EXECUTION OF AGREEMENT	**17**
APPENDIX A: CO-CURRICULAR SALARY SCHEDULE	**18**
APPENDIX B: ATHLETIC SALARY SCHEDULE	**21**
APPENDIX C: RETIREMENT BUY OUT PROVISIONS	**24**
APPENDIX D: GRIEVANCE REPORT FORM	**25**

This Agreement shall be in effect July 1, 2023 and shall continue in effect through June 30, 2024.

ARTICLE I RECOGNITION AND SCOPE OF AGREEMENT

This Agreement made by and between The Board of School Trustees, hereafter referred to as the Board, of Beech Grove City Schools, hereafter referred to as the Corporation, and the Beech Grove Classroom Teachers Association, hereafter referred to as the Association.

The Board recognizes the Association as the exclusive bargaining representative for all certified personnel, hereafter referred to as Teachers, employed by the Corporation except the Superintendent, Assistant Superintendent, Director of Transportation, Director of Operations, Director of Exceptional Learners, Director of Elementary Education, Director of Secondary Education, Principals, Assistant Principals, Middle School Athletic Director, Deans, High School Athletic Director, High School Counselors, and Technology Integration Specialists, Speech Language Pathologists, Director of Personnel, and Director of Communications and Community Engagement.

ARTICLE II COMPENSATION MODEL

Section A Base Salary Increases and New Hire Salary Placement Schedule

1. General Eligibility Criteria

Under IC 20-28-11.5, a teacher rated ineffective or improvement necessary may not receive any raise or increment for the following year except as otherwise provided in IC 20-28-9-1.5(g).

The teacher must have been employed in the Beech Grove City Schools for at least 120 days in the prior school year, and returned to employment with the Beech Grove City Schools for the current school year.

A returning teacher who is a rehired retiree is ineligible to receive a base salary increase.

2. Factors and Definitions

This model maintains a salary schedule using the following two factors:

1. Evaluation: The teacher is not evaluated in the bottom two performance categories in the prior school year.
2. Education: The teacher has a master's degree in a content area as defined by the Indiana Department of Education.

3. Salary Distribution Description for the 2023-2024 School Year

A. EVALUATION = $2,000.00

B. EDUCATION = $1,100.00

The maximum possible negotiated base salary increase that may be received by an eligible returning teacher for the 2023-2024 school year is $3,100.00. The increase attributable to the education factor does not exceed 50% of a teacher's total base salary increase. ($1,100 / $3,100 = 35%)

There will be no row or column advancement in the New Teacher Placement Salary Schedule for returning teachers.

Any teacher who gives notice of separation (that is not a retirement) prior to the Board's

ratification of the teacher contract is not eligible for retroactive pay.

4. Placement of New Hires on the 2023-2024 Teacher Placement Salary Schedule

a. The New Teacher Placement Salary Schedule set forth above shall be used for determining the salary of new hires.

b. Any teacher returning to BGCS will be placed at the level equivalent to his/her salary when he/she left plus additional levels equated to the number of effective or highly effective evaluations earned since leaving that have been obtained from an accredited school, as established by the new hire criteria list in subparagraph c below. If the teacher has gained no teaching experience equivalent to 120 days in an accredited school while gone from BGCS or effective/highly effective evaluations, then the teacher will be placed at the same (or equivalent after conversion for existing teachers) level he/she was earning prior to leaving BGCS. For purposes of this provision an "accredited school" shall mean one that is freeway accredited, public school accredited, advanced ed accredited, State accredited, or a school that has been accredited by any other third party accreditation organization if agreed to by the Superintendent and Association President.

c. Any teacher new to the district will be placed at an initial salary that mirrors a current teacher based on years of experience and education. A mirrored salary is a salary with the same degree (BA or MA) and years of experience in education in an accredited school. If there are multiple current employees with the same degree level and years of experience, but different amounts, the initial placement shall be determined as the lowest salary amount in the group.

d. A retired teacher who is hired or rehired by the school corporation will be placed no higher than letter K for his/her <u>initial</u> salary.

e. New teachers hired prior to ratification of this contract who hired in at a starting salary that was below the starting salary set forth in their applicable education column and level in the 2023-2024 New Hire Teacher Placement Salary Schedule below will have their starting salary adjusted upward to their new applicable salary amount.

5. 2023-2024 New Hire Teacher Placement Salary Schedule

BACHELORS			**MASTERS**		
Level		Placement Yrs.	Level		Placement Yrs.
A	$50,000	0,1,2	A	$51,000	0,1,2
B	$51,700	3,4,5	B	$54,100	3,4,5
C	$53,400	6,7	C	$57,200	6,7
D	$55,100	8,9	D	$60,300	8,9
E	$56,800	10,11	E	$63,400	10,11
F	$58,500	12,13	F	$66,500	12,13
G	$60,200	14,15	G	$69,600	14,15
H	$61,900	16,17	H	$72,700	16,17
I	$63,600	18,19	I	$75,800	18,19
J	$65,300	20,21	J	$78,900	20,21
K	$67,000	22,23	K	$82,000	22,23
L	$70,100	24+	L	$85,100	24+

6. Salary Range

The salary range for the 2023-2024 school year before base salary increases are applied is $48,000 to $85,100, not including current year increases or TRF contributions.

The salary range for the 2023-2024 school year after base salary increases are applied is $50,000 to $85,100 (not including TRF contributions).

7. Redistribution of Forfeited Salary Increases for 2023-2024 School Year

Any salary increases that are required to be forfeited by a teacher evaluated as needs improvement or ineffective will be redistributed equally to the highly effective and effective teachers in the form of a one-time stipend. The Superintendent will notify the CTA President of the number of teachers rated ineffective and needs improvement and the total dollar amount that will be redistributed. This notification provision is being included for informational purposes only and has not been bargained.

8. One-Time Stipends for 2023-2024 School Year

Bachelor's teachers who are at the bachelor's salary cap ($70,100) will receive a one-time stipend of $2,000. Master's teachers who are at the master's salary cap ($85,100) will receive a one-time stipend of $3,100.

Section B Extended Contracts

Teachers working extended contract days will be paid $300.00 a day.

Section C Co-Curricular Salary

The parties agree the annual co-curricular salary schedule for Teachers for the duration of this Agreement is accurately reflected in Appendix A.

Section D Athletic Coaching Salary

The parties agree the annual athletic coaching salary schedule for Teachers for the duration of this Agreement is accurately reflected in Appendix B.

Section E Indiana State Teachers Retirement Fund

The Board shall contribute the Teacher's share, which is 3%, of the Indiana State Teachers Retirement Fund in addition to the salary specified in this Agreement.

Section F Compensation for Committee Work – Ancillary Duty Compensation

If Teachers are assigned to team committee work by the administration for the implementation of Curriculum and Instruction, and that and other approved committee work occurs outside of the contract day, the Teachers shall be compensated thirty-five dollars ($35.00) per hour unless otherwise stated in the grant requirement.

Section G Miscellaneous Teacher Compensation – Ancillary Duty Compensation

A teacher will also be paid his/her contracted hourly rate when the teacher teaches an additional class in his/her licensed teaching area during his/her regularly scheduled prep time to help reduce the teacher to student ratio in a building.

Section H Criminal Background Checks

The School Corporation will pay the cost for current employees of any and all expanded criminal history checks that are required by the school corporation of per I.C. 20-26-5-10.

ARTICLE III GROUP INSURANCE

Section A Health Insurance

HSBT Plan	Plan Coverage	Board Contribution
Plan 2	Single	$7,733
Plan 2	Employee & Spouse	$15,522
Plan 2	Employee & Children	$12,512
Plan 2	Full Family Plan	$17,813
Plan 3	Single	$8,381
Plan 3	Employee & Spouse	$17,315
Plan 3	Employee & Children	$14,302
Plan 3	Full Family Plan	$20,162
HSA Plan 4	Single	+ $1,000 to HSA Account $7,213
HSA Plan 4	Employee & Spouse	+ $1,000 to HSA Account $15,313
HSA Plan 4	Employee & Children	+ $1,000 to HSA Account $13,040
HSA Plan 4	Full Family Plan	+ $1,000 to HSA Account $17,690
HSA Plan 5	Single	+ $1,000 to HSA Account $6,552
HSA Plan 5	Employee & Spouse	+ $1,000 to HSA Account $13,844
HSA Plan 5	Employee & Children	+ $1,000 to HSA Account $11,866
HSA Plan 5	Full Family Plan	+ $1,000 to HSA Account $16,092

The rates set forth above will be effective December 1, 2023. The HSA contributions will begin January 1, 2024 and will be distributed in 20 pays ($50.00 per pay). Contributions to an HSA account will not begin until the teacher's HSA account is opened. The teacher will forfeit any HSA contributions that would have been deposited but are unable to be deposited because the teacher does not have his/her HSA account open.

In the event two Teachers are married and both are covered by group health insurance specified in this Agreement, then the Board contribution will be the Full Family Plan contribution (if the couple is participating in the Full Family Plan) or Employee & Spouse plan (if the couple is participating in the Employee & Spouse plan) plus the contribution of the Single plan in the category for which the couple is participating. To the extent this Board contribution total exceeds the total cost of the premium of the plan in which the couple is participating, then the overage will be distributed to each individual employee spouse equally through a tax-free contribution to an eligible health savings account.

If two teachers are married and select Plan 4 or Plan 5, the total contribution to the HSA by the School Corporation will be $2,000 plus any overage (if there is an overage) as described above.

Section B Dental Insurance

The Board shall contribute annually toward the premium cost of the dental insurance plan selected by a Teacher in accordance with the charts below. In the event two Teachers are married and both are covered by group dental insurance specified in this Agreement the Board contribution shall be the sum of the family plan option contribution and the single plan option contribution.

Dental Core

Plan	Annual Board Contribution
Single	$362
Emp/Spouse	$386
Emp/Child(ren)	$374
Family	$398

Dental Enhanced

Plan	Annual Board Contribution
Single	$374
Emp/Spouse	$398
Emp/Child(ren)	$386
Family	$422

Section C Vision Insurance

The Board shall contribute annually toward the premium cost of the vision insurance plan selected by a Teacher in accordance with the chart below.

Plan	Annual Board Contribution
Single	$96
Emp/Spouse	$91.27
Emp/Child(ren)	$90.72
Family	$97.20

Section D Pro-Rating for Part-Time Certified Teachers

When it is determined by the Superintendent that it is in the best interest of the School District to hire part-time certified teachers, the following provisions shall be in effect:

1) Part-time employment refers to one (1) teaching position less than 100% of one (1) full-time position.

2) Salary will be determined on a pro-rated basis by the Superintendent using the salary placement schedule in Article II.

3) Part-time teachers shall be eligible for Board contributions for health and dental insurance according to the following:

Teachers employed on a 75% to 100% base salary contract are eligible for 100% Board contribution;

Teachers employed on a 60% to 74% base salary contract are eligible for 75% Board contribution;

Teachers employed on less than a 60% base salary contract shall have Board contributions toward health insurance and dental insurance pro-rated to the same percentage as their base salary contract. Example: 50% contract will receive 50% Board contribution.

Section E Life Insurance

The Board shall provide Teachers term life insurance in the amount of $100,000. This amount shall be doubled in the event of an accidental death.

Teachers shall have the right to purchase, subject to insurance carrier regulations, additional term life insurance at their own expense. New Teachers to the Corporation must enroll in the program within thirty (30) calendar days following their first contract day to be eligible for this program.

Section F Long Term Disability Insurance

The Board shall provide Teachers long-term disability insurance with one hundred eighty (180) calendar day elimination period and coverage of two-thirds (2/3) base salary. Teachers employed on a Temporary Contract are not eligible for the Long Term Disability Insurance benefit.

Section G Section 125

Teachers shall have the benefits of section 125 of the IRS Act of 1978. An amount not to exceed 50% of salary may be set aside for the election of benefits, under Section 125 of the Internal Revenue code, which includes the non-taxable benefits of major medical, disability, cancer, Section 79 life, non-reimbursed medical, and dependent care.

The fees for generation II benefits shall be the responsibility of the Teacher.

ARTICLE IV LEAVE DAYS

Section A Sick Leave

Teachers shall be entitled to be absent from work on account of personal illness or for the illness, surgery, or accident involving an immediate family member for a total of fifteen (15) days each school year without loss of compensation. If the teacher has a qualifying FMLA event, then the teacher's sick leave days may be utilized during the twelve (12) week period of time. For purposes of sick leave usage for the illness, surgery or accident involving an immediate family member, an "immediate family member" is defined as spouse, child, step-children, parent, brother, sister, mother-in-law, father- in- law, or other person whose relationship is sufficiently close in judgment of the Superintendent of Schools to warrant such leave.

Upon written request, sick leave days may be used to extend a teacher's bereavement leave in the case of the death of the following immediate family members: parent, spouse, child,

brother, sister, grandparent, grandchild, mother-in-law, father-in-law, stepchild, foster-child, daughter-in-law, son-in-law.

Sick leave days may be taken in full day or half-day increments. The total number of unused sick leave days at the end of a school year shall accumulate to an unlimited total.

Sick leave days accumulated in the last place of employment may be claimed at the rate of five (5) days per year beginning with the second year in a new school Corporation until the accumulated sick leave is exhausted.

Section B Personal Business Leave

Teachers shall be entitled to be absent from work on account of personal business for a total of two (2) days each school year without loss of compensation.

Personal business leave days may be taken in full day or half-day increments.

The total number of unused personal business leave days at the end of a school year shall accumulate to a maximum of Five (5) personal business leave days in addition to the annual two (2) day allotment for a maximum of Seven (7) personal business leave days which can be taken in a school year without loss of compensation. Any additional unused personal business leave days shall accumulate as personal illness leave.

Teachers who substitute in a classroom four (4) periods or times will be awarded one (1) personal day. This also applies when students are placed in your classroom for the day or part of a day in K-6 buildings, this is considered one time for subbing per this language. Teachers may accumulate up to the 7 maximum personal days and any excess days will automatically be added to their accumulated sick leave. Teachers can only use 7 personal days during 1 (one) school year.

Section C Emergency Leave

Teachers shall be entitled to be absent from work on account of an emergency for a total of one (1) day or two (2) half (1/2) days each school year without loss of compensation. An emergency is defined as a sudden, unexpected occurrence demanding immediate attention. Unused emergency leave at the end of a school year shall be added to the accumulation of personal illness days. An emergency leave day may also be used for the purpose of bereavement in respect to a relative or friend.

Section D Bereavement Leave

Teachers shall be entitled to be absent from work on account of death of a family member without loss of compensation for the number of days specified below.

For the purpose of this article, the "immediate family" shall be defined to include child, parent, brother, sister, mother-in-law, father-in law, niece, nephew, aunt, uncle, stepmother, stepfather, stepdaughter, stepson, sister-in-law, brother-in-law, stepsister, stepbrother, daughter-in-law, son-in-law, grandmother, grandfather, spouse's grandmother, spouse's grandfather, granddaughter, step-granddaughter, grandson, step-grandson, legal dependent or any person residing in the same home as the employee.

Bereavement leave days do not need to be used consecutively.

A teacher on temporary contract shall have the same leave benefits as another teacher. A teacher on extended or supplementary contract (Example: Summer School) shall be able to use his/her leave benefits.

Five (5) days: parent, spouse, child, brother, sister, grandparent, grandchild, mother-in-law, father-in-law, stepchild, foster-child, daughter-in-law, son-in-law

Two (2) days: brother-in-law, sister-in-law

One (1) day: aunt, uncle, foster-parent

Bereavement leave must be taken within one (1) year after the date of death. Teachers who must travel three hundred miles (300) or more one way due to the death of a family member are entitled to two additional bereavement days for travel.

Section E Professional Leave

Teachers shall be entitled to be absent from work on account of professional activities for a total of one (1) day each school year without loss of compensation.

The Superintendent of Schools shall determine if the request is approved.

If the request is approved the Board may elect to pay expenses related to the request. Any expenses related to the request not paid by the Board are the responsibility of the Teacher.

Section F Association Leave

The Association is entitled to ten (10) days of Association leave without loss of compensation. Use of Association leave is determined by the Association President. Association leave may be taken in full day or half-day increments. No one Teacher may use more than five (5) days of Association leave in any one school year. Notice of Association leave must be in writing and given to the building principal at least twenty-four (24) hours in advance.

Section G Jury Duty/Trial Witness Leave

Teachers called to serve on jury duty or as a trial witness shall be granted jury duty/trial witness leave without loss of compensation.

Section H On-The-Job Injury Leave

Teachers absent due to injury or disability as a result of an unprovoked assault on school property or on school business, shall not be charged personal illness leave or any other leave provided for in this Agreement. In case of injury or disability which is determined to be compensable under the Workman's Compensation law the Board shall pay the Teacher in full until Workman's Compensation and social security begin. The Board shall pay the difference between Workman's Compensation and social security payments and the contractual salary of the Teacher, but in no case shall the payments made by the Board be paid for a period of more than six (6) consecutive months of disability.

Such benefit shall only be available to Teachers who certify their willingness to file charges and pursue legal avenues in prosecuting such cases. Legal counsel and assistance will be provided the Teacher in prosecuting such cases to their final resolution.

The Board may require an independent medical or psychological examination, at the Board's expense, if there is a question as to the condition of the Teacher during this leave.

Section I Professional Coaching Leave

One (1) professional coaching leave day per year may be granted to each high school or middle school head coach per sport without loss of compensation. The professional coaching leave day shall be used to attend clinics that are designed to improve coaching skills in the sport which they coach, and are presented by a university, state coaching or athletic association.

Section J Military Leave Guidelines

Paid family or personal leave not to exceed ten (10) days may be taken during any contract year, where the Teacher's spouse, child, or parent is enlisted or conscripted into the armed forces of the United States and is on active duty pursuant to a federal order. A Teacher is not entitled

to more than the ten (10) days of paid military family leave from any combination of personal or family leave in any school year.

A Teacher may be granted up to fifteen (15) days leave in any calendar year without loss of compensation for National Guard Training, where an absence is necessary in accordance with IC 10-17-4, or other applicable law.

Section K Maternity Leave

Teachers shall be entitled to maternity leave in accordance with state and federal law. (See the School District's FMLA and other related policies for more information.)

Maternity leave and maternity benefit will be defined as follows:

A. Maternity leave utilizes the teacher's available sick leave days. A separate maternity benefit does not utilize the teacher's sick leave days.
B. Maternity leave commences the day following the birth of the child and continues for six (6) weeks. During this 6-week period, the teacher may use up to thirty (30) available sick leave days. If the teacher has fewer than thirty (30) available sick leave days, the teacher may choose to take the remainder of the 6-week period as an unpaid leave or may choose to move on to the maternity benefit. Any changes to the commencement date must be approved by the Superintendent upon submitting a formal written request.
C. The maternity benefit consists of fifteen (15 consecutive) contractually paid days, which shall not be charged against a teacher's available sick leave. This 15 consecutive day maternity leave benefit may be used only one time in a school year. Nothing will prevent a teacher after exhausting this benefit in a school year from using his/her own accrued time off or any time off the teacher may have available through the FMLA.
D. If the birth of a child occurs over the summer break, B and C of Section L will not be granted if the maternity leave and maternity benefit days expires prior to the first day of the school year. If the provision has not expired over the summer break, then the teacher may use any/all of the residual days, beginning with the first day of school and continuing consecutively.
E. If the teacher is medically disabled, as verified by a physician's statement, beyond the provisions cited in this Agreement, the teacher may use more of her available sick leave days to cover the time period of the disability.
F. Uncompensated leave may continue for up to one (1) year following the birth of the child. The teacher granted such a leave have the right to maintain, at her sole expense (paying the full premium), all insurance benefits in which she was enrolled at the time of the request.* A teacher on uncompensated leave is required to return within one (1) year following the birth of the child. The return date may be adjusted beyond the child's first birthday to the first day of the next grading period.
   *If a teacher qualifies for FMLA, the district will maintain its financial contribution to health insurance benefits during the 12 week FMLA period.
G. The teacher granted such a leave will be returned to the same assignment or one which is comparable and equal in benefits as determined by the administration.

Section L New Dependent Leave

Upon the birth of a child who is a new dependent of a teacher, the teacher shall be granted ten (10) consecutive contractually paid days. These days will not be charged against the teacher's available sick leave and shall commence on the day following the birth of the new dependent child. This 10 consecutive day new dependent leave benefit may be used only one time in a school year. Nothing will prevent a teacher after exhausting this benefit in a school year from using his/her own accrued time off or any time off the teacher may have available through the FMLA.

It is understood that in the event of a birth over the summer break, the granting of ten (10) benefit days under this provision will not apply unless the number of allowable days overlaps with the beginning of the next school year. A teacher who uses the 15 day adoption leave benefit or the 15 day maternity leave benefit pursuant to this Contract will be ineligible to also take "New Dependent Leave."

Section M Adoption Leave and Adoption Benefit

A leave of absence for adoption shall be granted by the Board. This leave may be taken without jeopardy to reemployment, retirement, and salary and benefits.

Adoption leave and adoption benefit will be defined as follows:

A. Adoption leave utilizes the teacher's available sick leave days. A separate adoption benefit does not utilize the teacher's sick leave days.
B. Adoption leave commences the day following the placement of the child and continues for six (6) weeks. During this 6-week period, the teacher may use up to thirty (30) available sick leave days. If the teacher has fewer than thirty (30) available sick leave days, the teacher may choose to take the remainder of the 6-week period as an unpaid leave or may choose to move on to the adoption benefit.
C. The adoption benefit consists of fifteen (15) consecutive contractually paid days, which shall not be charged against a teacher's available sick leave. This 15 consecutive day adoption benefit may be used only one time in a school year. Nothing will prevent a teacher after exhausting this benefit in a school year from using his/her own accrued time off or any time off the teacher may have available through the FMLA.
D. If the placement of the child occurs over the summer break, the provisions in Section N, Subsections B and C, will not be granted if the adoption leave and adoption benefits days expire prior to the first day of the school year. If the provisions in Article IV, Section N, Subsections B and C have not expired over the summer break, then the teacher may use any/all of the residual days beginning with the first day of school and continuing consecutively.

Section N Family and Medical Leave Act

Teachers shall be eligible for leave under the Family and Medical Leave Act ("FMLA") in accordance with the federal law. (See Teacher Handbook)

Under the FMLA, an eligible employee can take off a combined total of up to 12 weeks in a leave year to care for a newborn child or for adoption of a child. (See Teacher handbook)

Section O Pro-Rating for Part-Time Certified Teachers

Part-time employment refers to one (1) teaching position less than 100% of one (1) full-time position.

Leave days for which a part-time teacher is eligible to receive shall be pro-rated equal to the percentage of the contract served and rounded to the nearest half-day. Leave must be taken in either half-day or full-day portions.

ARTICLE V SUMMER SCHOOL AND INTERSESSION

The Superintendent has decided to bargain supplemental service pay for summer school and intersession. Teachers of summer school and Intersession shall be paid $40 for each hour of instruction in accordance with applicable state statue and regulations governing summer school pay for Teachers.

ARTICLE VI RETIREMENT COMPENSATION

Article VI shall constitute the retirement program of the Corporation and shall be counted as part of the cost of any salary agreement between the Board and the Association. For purposes of this Article and to qualify for total disability, a Teacher must be adjudged permanently disabled by the Indiana State Teachers' Retirement Fund (ISTRF).

Retired teachers who are hired on or after July 1, 2021 will not be eligible to receive the retirement benefits set forth in Section A (401(a)), Section B (403(b)), Section C (VEBA) and Section D (Sick Leave Bonus) below.

Section A IRS Code Section 401(a)

The Corporation shall contribute one percent (.01) of a Teacher's base salary to the Corporation's 401(a) plan.

Teachers shall become vested in this program according to the following schedule. Until such time of becoming vested all monies contributed by the Corporation shall not be available to the Teacher and upon termination of employment for any reason, other than total disability, the non-vested Corporation contributions shall be used to offset the contributions for that year. In the event of termination due to total disability, the affected Teacher shall be considered vested. Forfeitures from teachers who leave Beech Grove before being vested will be redistributed to teachers with 5+ years of experience in Beech Grove who are vested in the 401a plan per the provisions set forth herein. The forfeitures will be distributed by December 31 of each school year.

Vesting Schedule:	5 years of employment at BGCS	100%

Section B IRS Code Section 403(b)

All Teachers shall be eligible for the 403(b) matching annuity program.

The program shall include provisions allowing matching employer salary contributions and matching employee contributions. Within the provisions of the IRS CODE, the plan shall be fully vested, shall be portable, and shall include the availability of loans and hardship withdrawals.

The Corporation shall match each Teacher's like contributions up to two and one-half percent (.025) of the Teacher's base salary.

There shall be an annual enrollment in the matching annuity program prior to the first day of the school year or within five (5) business days of employment.

Section C VEBA (Voluntary Employee Benefit Association)

The Corporation shall contribute two percent (.02) of a Teacher's base salary to the Corporation's VEBA plan. Early forfeitures will be distributed per the plan document.

Vesting Schedule:	5 years of employment at BGCS	100%

Forfeitures from teachers who leave Beech Grove before being vested will be redistributed to teachers with 5+ years of experience in Beech Grove who are vested in the VEBA plan per the provisions set forth herein. The forfeitures will be distributed on the first pay date in the Fall of each school year.

Section D Sick Leave Bonus

Teachers who have accumulated one hundred twenty 120 days of sick leave at the end of the final year of service with the Corporation and are considered vested under the provisions of Sections A and C above shall have the sum of twelve thousand five hundred dollars ($12,500) added to their final teaching contract if they are retiring from Beech Grove City Schools. To

receive the sick leave bonus retiring Teachers must submit a written unconditional and irrevocable letter of resignation to the Board no later than May 1st of the calendar year when retirement is to begin. However, in the event a Teacher is unable to give the notice because of an accident, ill health, or for another unforeseen reason, the Teacher may petition the Board for the sick leave bonus. The $12,500 sick leave bonus shall be paid to the Teacher within the remaining pays left on the Teacher's last contract, and this bonus payment shall be included in the Teacher's earnings history reported to ISTRF.

Teachers who:

(a) have accumulated one hundred twenty 120 days of sick leave at the end of the final year of service with the Corporation, and

(b) are considered vested under the provisions of Sections A and C above, and

(c) submit a written letter of resignation to the Board no later than February 1st of the school year when retirement is to begin for end of school year retirements or, for mid-school year retirements, by no later than September 1st,

will receive an additional $2,500 added to their final teaching contract if they are retiring from Beech Grove City Schools. However, the teacher will receive another $2,500 (in addition to the first additional $2,500 noted herein) added to their final teaching contract if they are retiring from Beech Grove City Schools, meet the requirements in subparagraphs (a) and (b) above, and also submit a written letter of resignation to the Board no later than December 1st of the school year when retirement is to begin for end of school year retirements or, for mid-school year retirements, by no later than August 1st,

Teachers will have to request to be rehired by the Beech Grove Board of Education per Indiana Code IC 5-8-4-1 if they decide not to retire from BGCS after submitting the letter of resignation under this provision.

Section E Retiree Health Insurance

The School Corporation will provide a group health insurance program under I.C. 5-10-8-2.6(g) to retired teachers:

(1) who will have reached fifty (50) years of age on or before the teacher's retirement date but who will not be eligible on that date for Medicare coverage as prescribed by 42 U.S.C. 1395 et seq.;

(2) who will have completed twenty (20) years of creditable employment with a public employer on or before the teacher's retirement date, ten (10) years of which must have been completed immediately preceding the retirement date; and

(3) who will have completed at least fifteen (15) years of participation in the retirement plan of which the teacher is a member on or before the teacher's retirement date.

The group health insurance program provided under this provision will be equal in coverage to that offered active employees and will permit the retired teacher to participate if: (a) the retired teacher pays the full amount of the premium and (b) if the teacher, within ninety (90) days after the teacher's retirement date, files a written request with the Superintendent's Office for insurance coverage. A retired teacher's eligibility to continue insurance under this provision ends when the teacher becomes eligible for Medicare coverage as prescribed by 42 U.S.C. 1395 et seq., or if the School Corporation terminates the health insurance program. (See Indiana Code 5-10-8-2.6(e) – (g))

ARTICLE VII GRIEVANCE PROCEDURE

A grievance is an alleged violation, misinterpretation, or misapplication of an article or section of this Agreement.

A grievance by a Teacher or the Association shall be resolved in accordance with the grievance procedure outlined below.

At any time during this procedure a Teacher may be accompanied by an Association representative.

Step 1: A grievance shall first be discussed with the building principal in an effort to resolve the issue informally.

Step 2: When the grievance is not resolved in Step 1 it shall be made in writing using the GRIEVANCE REPORT form, (Appendix D). The grievant shall attach any supporting documentation to the grievance report form. The grievance report shall be submitted to the building principal and a copy given to the Association president.

Within ten (10) contract days after receiving the grievance report the building principal shall respond in writing to the grievant.

Step 3: When the grievance is not resolved in Step 2 it may be submitted, within five (5) contract days, to the Superintendent of Schools.

Within ten (10) contract days after receiving the grievance report the Superintendent shall respond in writing to the grievant.

Step 4: When the grievance is not resolved in Step 3 it may be submitted, within five (5) contract days to the Board.

Within fifteen (15) contract days after receiving the grievance report the Board shall respond in writing to the grievant.

ARTICLE VIII TERM AND EXECUTION OF AGREEMENT

The terms of this Agreement shall begin on July 1, 2023 and continue in effect through June 30, 2024 with the exception of those provisions which specifically go into effect and/or expire by their own terms at such other dates.

The undersigned also attest to the following:

A public hearing (Pre-formal Bargaining Hearing) was held in compliance with Indiana law on September 12, 2023. Electronic participation was not available.

A public meeting in compliance with Indiana law was held on November 8, 2023 to discuss the tentative agreement and electronic participation was not available.

A public meeting in compliance with Indiana law was held by the School Board on the date set forth below for ratification of the tentative agreement. Electronic participation was not available.

The parties have ratified this Agreement on the dates set forth below.

Beech Grove City Schools

_____

President, Board of School Trustees

_____

Secretary, Board of School Trustees

_____

Superintendent

Ratification Date: November 12, 2023

BGCTA

_____

President, BGCTA

Ratification Date: October 25, 2023

APPENDIX A CO-CURRICULAR SALARY SCHEDULE

ASSIGNMENT	
HS Art Department Chair	1,413
HS Business Department Chair	1,413
HS English Department Chair	1,413
HS Family/Consumer Science Department Chair	1,413
HS World Languages Department Chair	1,413
HS Industrial Technology Department Chair	1,413
HS Mathematics Department Chair	1,413
HS Music Department Chair	1,413
HS PE Department Chair	1,413
HS Science Department Chair	1,413
HS Social Studies Department Chair	1,413
HS Special Education Department Chair	1,413
HS Media Education Department Chair	1,413
District Multi-Lingual Department Chair	1,413
HS Asst. Auditorium Director	1,413
Multi-Lingual Case Manager	910
HS Vocal Music Director	3,634
HS Vocal Music – Spring Spectacular	1,211
HS Vocal Music Choreographer	808
HS Instrumental Music Director	6,056
HS Asst. Instrumental Music Director	2,826
HS Asst. Choral Director	2,826
HS Instrumental Music – Spring Spectacular	820
HS Asst. Choral – Spring Spectacular	820
HS Auditorium Director	1,615
HS Drama Sponsor (Per Semester)	1,413
HS Flag Corp Sponsor	2,423
HS Winter Guard	2,423
HS Marching Band Percussion Director	2,423
HS Winter Percussion Director	2,423
HS Student Council Sponsor	1,615
HS Yearbook Sponsor	1,009
HS Newspaper Sponsor	1,413

HS Brain Game Sponsor	808
HS Foreign Student Sponsor	606
HS Academic Competition Coordinator	1,211
HS Robotics Sponsor/Coordinator	1,211
HS Mathematics Academic Competition Coach	404
HS Science Academic Competition Coach	404
HS English Academic Competition Coach	404
HS Social Studies Academic Competition Coach	404
HS Fine Arts Academic Competition Coach	404
HS Science Olympiad Sponsor	404
HS Prom Coordinator	606
HS Varsity Cheer Leader Sponsor – Seasons	1,009
HS Reserve Cheer Leader Sponsor – Seasons	929
HS Freshman Cheerleader Sponsor – Seasons	929
HS Wrestlerette Sponsor	1,009
HS Spell Bowl	404
HS National Honor Society	808
HS Clubs	404
HS FFA	8,000
HS FFA Assistant	3,000
HS Auditorium Scheduler	1,615
HS Art Show Coordinator	267
MS Department Chair	1,211
MS Yearbook Sponsor	2,124
MS News Center Sponsor	1,413
MS Science Fair Coordinator	267
MS Science Olympiad Sponsor	267
MS Art Show Coordinator	267
MS Academic Competition Coordinator MS Academic Competition Coach	1,211 404
MS 7th Grade Cheerleader Sponsor – Seasons	537
MS 8th Grade Cheerleader Sponsor – Seasons	537
MS FFA	2,000
MS Robotics	626

MS Clubs / MS Spell Bowl Sponsor	404
Elementary/Intermediate Yearbook	1,012
EL Music Show Coordinator	267
EL Art Show Coordinator	267
EL Science Fair Coordinator	267
HP/CE/SG Clubs	404
Mentor Teacher and School to Career Positions	5,000
Community Service	2,000
South Grove Intermediate SPED Chair	900
MS Counselor	3,000
SPED Teacher of Record	3,000
MS HEA Lead Teacher	3,000
Greenhouse Coordinator	5,000
Lead Teacher – Early Childhood Center	3,000

NOTE: The above positions may be split to accommodate employment of multiple staff members at the discretion of the Superintendent. There must be ten (10) students in a club to qualify for payment as listed on the salary schedule. This provision is included for informational purposes and has not been bargained.

APPENDIX B ATHLETIC SALARY SCHEDULE

ASSIGNMENT	
HS Asst. Athletic Director	5,653
HS Director of Sports Information	2,624
HS Pool Director	1,615
HS Athletic Event Coordinator	2,624
HS Head Girls Basketball	8,075
HS Assistant Girls Basketball	4,037
HS Head Volleyball (Girls and Boys)	4,845
HS Assistant Volleyball (Girls and Boys)	3,230
HS Head (Girls and Boys) Swim	6,056
HS Assistant Girls Swim	3,230
HS Head Softball	5,047
HS Assistant Softball	3,028
HS Head (Girls and Boys) Track	4,441
HS Assistant (Girls and Boys) Track	2,826
HS Head Girls Tennis	2,826
HS Assistant Girls Tennis	2,019
HS Head (Girls and Boys) Cross Country HS Assistant (Girls and Boys) Cross Country	3,028 2,220
HS Head Girls Golf	3,109
HS Head Girls Soccer	4,441
HS Assistant (Girls) Soccer	3,028
HS Assistant Boys Soccer	3,028
HS Head Boys Basketball	8,075
HS Assistant Boys Basketball	4,037
HS Head Football	8,075
HS Assistant Football	4,239
HS Head Boys Wrestling	5,854
HS Head Girls Wrestling	5,854
HS Assistant Wrestling	3,836
HS Assistant Boys Swim	3,230
HS Head Baseball	5,047
HS Assistant Baseball	3,028
HS Head Boys Tennis	2,826
HS Assistant Boys Tennis	2,019
HS Head Boys Golf	3,109

HS Head Boys Soccer	4,441
MS Athletic Event Coordinator	2,624
MS 8th Head Girls Basketball	4,038
MS 7th Head Girls Basketball	4,038
MS 8th Girls Basketball Assistant	1,009
MS 7th Girls Basketball Assistant	1,009
MS 8th Volleyball	2,624
MS 7th Volleyball MS 7/8 Assistant Volleyball	2,624 1,009
MS Head Girls Track	2,624
MS Asst. (Girls and Boys) Track	1,615
MS Head Boys Cross Country	2,019
MS Head Girls Cross Country	2,019
MS Assistant Cross Country	1,009
MS Head (Girls and Boys) Swim	2,624
MS Assistant (Girls and Boys) Swim	1,898
MS 8th Boys Basketball	4,038
MS 7th Boys Basketball	4,038
MS 8th Boys Basketball Assistant	1,009
MS 7th Boys Basketball Assistant	1,009
MS Head Football	4,038
MS Assistant Football	2,624
MS Head Wrestling	3,472
MS Assistant Wrestling	2,604
MS Head Boys Track	2,624
MS Head Baseball (7th and 8th)	2,019
MS Assistant Baseball	1,009
MS Head Softball (7th and 8th)	2,019
MS Assistant Softball	1,009
MS Boys Golf	1,716
MS Girls Golf	1,716
MS Boys Tennis	1,716
MS Girls Tennis	1,716
MS Head Boys' Soccer	1,716
MS Head Girls' Soccer	1,716
EL 6th Girls Basketball	1,716
EL 6th Boys Basketball	1,716
EL 6th Wrestling	1,716

NOTE: The above positions may be split to accommodate employment of multiple staff members at the discretion of the Superintendent. There must be ten (10) to fifteen (15) players kept on the middle school basketball teams to pay for an assistant coach for both the 7th and 8th grade boys' and girls' teams. This provision is included for informational purposes and has not been bargained.

APPENDIX C RETIREMENT BUY OUT PROVISIONS

Effective August 15, 2004, the parties agree that the following provision shall be enacted for all Teachers employed before August 1, 1998. The Educational Services Company ("ESC") actuarial study will be used by the Corporation to buy out the retirement/severance provisions and health insurance provisions. The provisions of this buy out shall be as follows:

The cost to buy out the qualified Teachers shall be based on the following:

• Assumed Initial Interest Rate	4.00%
• Initial Interest Rate Period	2 years
• Assumed Ultimate Interest Rate	7.50%
• Mortality Table	up 94
• Cash Flow Interest Rate	4.00%
• Cash Flow Mortality Table	no deaths
• Termination Assumption	mutually agreed upon table
• Sick day accruals	4 days
• Assumed Retirement Age	58
• Corporation FICA	No
• Retain Participant FICA	Yes
• Salary Inflation Factor	0.00%
• Health Insurance Premium Rate	$7,200.00

The amounts determined by these calculations shall be distributed in the following manner.

Retirement/Severance Benefits [401(a)]:

- The amount due in this calculation shall be deposited in the 401(a) account as provided for in Article VI, Section A.

Health Insurance Benefits [VEBA]:

- The amount due in this calculation shall be deposited in the Voluntary Employee Benefit Association (VEBA) as provided for in Article VI, Section C.

APPENDIX D GRIEVANCE REPORT FORM

TO: Building Principal

FROM: _____, Grievant

DATE: _____

On _____, the following violation, misinterpretation, or misapplication of this Agreement occurred:
(date of grievance)

_____

_____

This is a violation, misinterpretation, or misapplication of our current Agreement:

ARTICLE
SECTION
PARAGRAPH _____

I recommend this grievance be resolved as follows:

_____

Step 2: GRIEVANCE FILED

Date Building Principal's Signature

_____

PRINCIPAL'S RESPONSE (attached)

Date Grievant's Signature

Step 3: GRIEVANCE TO SUPERINTENDENT

Date Superintendent's Signature

_____

SUPERINTENDENT'S RESPONSE (attached)

Date Grievant's Signature

Step 4: GRIEVANCE TO BOARD

Date Board President's Signature

_____

BOARD RESPONSE (attached)

Date Grievant's Signature

Beech Grove City Schools

2024-2025

Agreement

Between

The Board of Education

School City of Beech Grove

and the

Beech Grove Classroom Teachers Association

TABLE OF CONTENTS

TOPIC	PAGE NUMBER
ARTICLE I RECOGNITION AND SCOPE OF AGREEMENT	4
ARTICLE II COMPENSATION MODEL AND WAGES	4
Section A Base Salary Increases and New Hire Salary Placement Schedule	4
Section B Extended Contracts	6
Section C Co-Curricular Salary	6
Section D Athletic Coaching Salary	6
Section E Indiana State Teachers Retirement Fund	6
Section F Compensation for Committee Work – Ancillary Duty Compensation	6
Section G Miscellaneous Teacher Compensation – Ancillary Duty Compensation	6
Section H Criminal Background Checks	6
ARTICLE III GROUP INSURANCE	7
Section A Health Insurance	7
Section B Dental Insurance	8
Section C Vision Insurance	8
Section D Pro-Rating for Part-Time Certified Teachers	9
Section E Life Insurance	9
Section F Long Term Disability Insurance	9
Section G Section 125	9
ARTICLE IV LEAVE DAYS	9
Section A Sick Leave	9
Section B Personal Business Leave	10
Section C Emergency Leave	10
Section D Bereavement Leave	10
Section E Professional Leave	11
Section F Association Leave	11
Section G Jury Duty/Trial Witness Leave	11
Section H On-The Job Injury Leave	11
Section I Professional Coaching Leave	11

Section J Military Leave Guidelines	**12**
Section K Maternity Leave	**12**
Section L New Dependent Leave	**13**
Section M Adoption Leave and Adoption Benefit	**13**
Section N Family and Medical Leave Act	**14**
Section O Pro-Rating for Part-Time Certified Teachers	**14**
ARTICLE V SUMMER SCHOOL AND INTERSESSION	**14**
ARTICLE VI RETIREMENT COMPENSATION	**15**
Section A IRS Code Section 401(a)	**15**
Section B IRS Code Section 403(b)	**15**
Section C VEBA (Voluntary Employee Benefit Association)	**15**
Section D Sick Leave Bonus	**16**
Section E Retiree Health Insurance	**16**
ARTICLE VII GRIEVANCE PROCEDURE	**17**
ARTICLE VIII TERM AND EXECUTION OF AGREEMENT	**17**
APPENDIX A: CO-CURRICULAR SALARY SCHEDULE	**19**
APPENDIX B: ATHLETIC SALARY SCHEDULE	**22**
APPENDIX C: RETIREMENT BUY OUT PROVISIONS	**25**
APPENDIX D: GRIEVANCE REPORT FORM	**26**

This Agreement shall be in effect July 1, 2024 and shall continue in effect through June 30, 2025.

ARTICLE I RECOGNITION AND SCOPE OF AGREEMENT

This Agreement made by and between The Board of School Trustees, hereafter referred to as the Board, of Beech Grove City Schools, hereafter referred to as the Corporation, and the Beech Grove Classroom Teachers Association, hereafter referred to as the Association.

The Board recognizes the Association as the exclusive bargaining representative for all certified personnel, hereafter referred to as Teachers, employed by the Corporation except the Superintendent, Assistant Superintendent, Director of Transportation, Director of Operations, Director of Exceptional Learners, Director of Elementary Education, Director of Secondary Education, Principals, Assistant Principals, Middle School Athletic Director, Deans, High School Athletic Director, High School Counselors, and Technology Integration Specialists, Speech Language Pathologists, Director of Personnel, and Director of Communications and Community Engagement.

ARTICLE II COMPENSATION MODEL

Section A Base Salary Increases and New Hire Salary Placement Schedule

1. General Eligibility Criteria

Under IC 20-28-11.5, a teacher rated ineffective or improvement necessary may not receive any raise or increment for the following year except as otherwise provided in IC 20-28-9-1.5(g).

The teacher must have been employed in the Beech Grove City Schools for at least 120 days in the prior school year, and returned to employment with the Beech Grove City Schools for the current school year.

A returning teacher who is a rehired retiree is ineligible to receive a base salary increase.

2. Factors and Definitions

This model maintains a salary schedule using the following two factors:

1. Evaluation: The teacher is not evaluated in the bottom two performance categories in the prior school year.
2. Education: The teacher has a master's degree in a content area as defined by the Indiana Department of Education.

3. Salary Distribution Description

A. EVALUATION = $1,700

B. EDUCATION = $1,400

The maximum possible negotiated base salary increase that may be received by an eligible returning teacher for the 2024-2025 school year is $3,100.00. The increase attributable to the education factor does not exceed 50% of a teacher's total base salary increase. ($1,400 / $3,100 = 45%)

There will be no row or column advancement in the New Teacher Placement Salary Schedule for returning teachers.

Any teacher who gives notice of separation (that is not a retirement) prior to the Board's

ratification of the teacher contract is not eligible for retroactive pay.

4. Placement of New Hires on the 2024-2025 Teacher Placement Salary Schedule

a. The New Teacher Placement Salary Schedule set forth above shall be used for determining the salary of new hires.

b. Any teacher returning to BGCS will be placed at the level equivalent to his/her salary when he/she left plus additional levels equated to the number of effective or highly effective evaluations earned since leaving that have been obtained from an accredited school, as established by the new hire criteria list in subparagraph c below. If the teacher has gained no teaching experience equivalent to 120 days in an accredited school while gone from BGCS or effective/highly effective evaluations, then the teacher will be placed at the same (or equivalent after conversion for existing teachers) level he/she was earning prior to leaving BGCS. For purposes of this provision an "accredited school" shall mean one that is freeway accredited, public school accredited, advanced ed accredited, State accredited, or a school that has been accredited by any other third party accreditation organization if agreed to by the Superintendent and Association President.

c. Any teacher new to the district will be placed at an initial salary that mirrors a current teacher based on years of experience and education. A mirrored salary is a salary with the same degree (BA or MA) and years of experience in education in an accredited school. If there are multiple current employees with the same degree level and years of experience, but different amounts, the initial placement shall be determined as the lowest salary amount in the group.

d. A retired teacher who is hired or rehired by the school corporation will be placed no higher than letter K for his/her <u>initial</u> salary.

5. 2024-2025 New Hire Teacher Placement Salary Schedule

BACHELORS			**MASTERS**		
Level		Placement Yrs.	Level		Placement Yrs.
A	$50,000	0,1,2	A	$51,000	0,1,2
B	$51,700	3,4,5	B	$54,100	3,4,5
C	$53,400	6,7	C	$57,200	6,7
D	$55,100	8,9	D	$60,300	8,9
E	$56,800	10,11	E	$63,400	10,11
F	$58,500	12,13	F	$66,500	12,13
G	$60,200	14,15	G	$69,600	14,15
H	$61,900	16,17	H	$72,700	16,17
I	$63,600	18,19	I	$75,800	18,19
J	$65,300	20,21	J	$78,900	20,21
K	$67,000	22,23	K	$82,000	22,23
L	$70,100	24+	L	$85,100	24+

6. Salary Range

The salary range for the 2024-2025 school year before base salary increases are applied is $50,000 to $85,100, not including current year increases or TRF contributions.

7. Redistribution of Forfeited Salary Increases

Any salary increases that are required to be forfeited by a teacher evaluated as needs improvement or ineffective will be redistributed equally to the highly effective and effective teachers in the form of a one-time stipend. The Superintendent will notify the CTA President of the number of teachers rated ineffective and needs improvement and the total dollar amount that will be redistributed. This notification provision is being included for informational purposes only and has not been bargained.

8. One-Time Stipends

Bachelor's teachers who are at the bachelor's salary cap ($70,100) will receive a one-time stipend of $1,700. Master's teachers who are at the master's salary cap ($85,100) will receive a one-time stipend of $3,100.

9. Retroactive pay

A certified teacher must be employed with the district 15 days before the distribution of retroactive pay. If a teacher separates their employment with the district less than 15 days before the retroactive pay date, then the teacher will not receive retroactive pay.

Section B Extended Contracts

Teachers working extended contract days will be paid $300.00 a day.

Section C Co-Curricular Salary

The parties agree the annual co-curricular salary schedule for Teachers for the duration of this Agreement is accurately reflected in Appendix A.

Section D Athletic Coaching Salary

The parties agree the annual athletic coaching salary schedule for Teachers for the duration of this Agreement is accurately reflected in Appendix B.

Section E Indiana State Teachers Retirement Fund

The Board shall contribute the Teacher's share, which is 3%, of the Indiana State Teachers Retirement Fund in addition to the salary specified in this Agreement.

Section F Compensation for Committee Work – Ancillary Duty Compensation

If Teachers are assigned to team committee work by the administration for the implementation of Curriculum and Instruction, and that and other approved committee work occurs outside of the contract day, the Teachers shall be compensated thirty-five dollars ($35.00) per hour unless otherwise stated in the grant requirement.

Section G Miscellaneous Teacher Compensation – Ancillary Duty Compensation

A teacher will also be paid his/her contracted hourly rate when the teacher teaches an additional class in his/her licensed teaching area during his/her regularly scheduled prep time to help reduce the teacher to student ratio in a building.

Section H Criminal Background Checks

The School Corporation will pay the cost for current employees of any and all expanded criminal history checks that are required by the school corporation of per I.C. 20-26-5-10.

ARTICLE III GROUP INSURANCE

Section A Health Insurance

HSBT Plan	Plan Coverage	Board Contribution
Plans 1 and 2	Single	$7,733
Plans 1 and 2	Employee & Spouse	$15,522
Plans 1 and 2	Employee & Children	$12,512
Plans 1 and 2	Full Family Plan	$17,813
Plan 3	Single	$8,561
Plan 3	Employee & Spouse	$17,999
Plan 3	Employee & Children	$14,572
Plan 3	Full Family Plan	$20,990
HSA Plan 4	Single	+ $1,000 to HSA Account $7,381
HSA Plan 4	Employee & Spouse	+ $1,000 to HSA Account $15,879
HSA Plan 4	Employee & Children	+ $1,000 to HSA Account $13,298
HSA Plan 4	Full Family Plan	+ $1,000 to HSA Account $18,404
HSA Plan 5	Single	+ $1,000 to HSA Account $6,800
HSA Plan 5	Employee & Spouse	+ $1,000 to HSA Account $14,426
HSA Plan 5	Employee & Children	+ $1,000 to HSA Account $12,136
HSA Plan 5	Full Family Plan	+ $1,000 to HSA Account $16,794

The rates set forth above will be effective December 1, 2024. The HSA contributions will begin January 1, 2025 and will be distributed in 20 pays ($50.00 per pay). Contributions to an HSA account will not begin until the teacher's HSA account is opened. The teacher will forfeit any HSA contributions that would have been deposited but are unable to be deposited because the teacher does not have his/her HSA account open.

In the event two Teachers are married and both are covered by group health insurance specified in this Agreement, then the Board contribution will be the Full Family Plan contribution (if the couple is participating in the Full Family Plan) or Employee & Spouse plan (if the couple is participating in the Employee & Spouse plan) plus the contribution of the Single plan in the category for which the couple is participating. To the extent this Board contribution total exceeds the total cost of the premium of the plan in which the couple is participating, then the overage will be distributed to each individual employee spouse equally through a tax-free contribution to an eligible health savings account.

If two teachers are married and select Plan 4 or Plan 5, the total contribution to the HSA by the School Corporation will be $2,000 plus any overage (if there is an overage) as described above.

If two teachers are married and select a PPO plan (i.e., Plan 2 or Plan 3), then to the extent the Board's contribution exceeds the full premium for the plan, then the Board's contribution will be reduced to the full premium of the plan minus $1.00.

A Health Insurance Committee will be formed to analyze the current plan structure and engagement with the Hoosier School Benefit Trust. This provision is for informational purposes and was not bargained.

Section B Dental Insurance

The Board shall contribute annually toward the premium cost of the dental insurance plan selected by a Teacher in accordance with the charts below. In the event two Teachers are married and both are covered by group dental insurance specified in this Agreement the Board contribution shall be the sum of the family plan option contribution and the single plan option contribution.

Dental Core

Plan	Annual Board Contribution
Single	$374
Emp/Spouse	$422
Emp/Child(ren)	$398
Family	$446

Dental Enhanced

Plan	Annual Board Contribution
Single	$398
Emp/Spouse	$446
Emp/Child(ren)	$422
Family	$494

Section C Vision Insurance

The Board shall contribute annually toward the premium cost of the vision insurance plan selected by a Teacher in accordance with the chart below.

Plan	Annual Board Contribution
Single	$96
Emp/Spouse	$91.27
Emp/Child(ren)	$90.72

Family	$97.20

Section D Pro-Rating for Part-Time Certified Teachers

When it is determined by the Superintendent that it is in the best interest of the School District to hire part-time certified teachers, the following provisions shall be in effect:

1) Part-time employment refers to one (1) teaching position less than 100% of one (1) full-time position.

2) Salary will be determined on a pro-rated basis by the Superintendent using the salary placement schedule in Article II.

3) Part-time teachers shall be eligible for Board contributions for health and dental insurance according to the following:

Teachers employed on a 75% to 100% base salary contract are eligible for 100% Board contribution;

Teachers employed on a 60% to 74% base salary contract are eligible for 75% Board contribution;

Teachers employed on less than a 60% base salary contract shall have Board contributions toward health insurance and dental insurance pro-rated to the same percentage as their base salary contract. Example: 50% contract will receive 50% Board contribution.

Section E Life Insurance

The Board shall provide Teachers term life insurance in the amount of $100,000. This amount shall be doubled in the event of an accidental death.

Teachers shall have the right to purchase, subject to insurance carrier regulations, additional term life insurance at their own expense. New Teachers to the Corporation must enroll in the program within thirty (30) calendar days following their first contract day to be eligible for this program.

Section F Long Term Disability Insurance

The Board shall provide Teachers long-term disability insurance with one hundred eighty (180) calendar day elimination period and coverage of two-thirds (2/3) base salary. Teachers employed on a Temporary Contract are not eligible for the Long Term Disability Insurance benefit.

Section G Section 125

Teachers shall have the benefits of Section 125 of the IRS Act of 1978. An amount not to exceed 50% of salary may be set aside for the election of benefits, under Section 125 of the Internal Revenue code, which includes the non-taxable benefits of major medical, disability, cancer, Section 79 life, non-reimbursed medical, and dependent care.

The fees for generation II benefits shall be the responsibility of the Teacher.

ARTICLE IV LEAVE DAYS

Section A Sick Leave

Teachers shall be entitled to be absent from work on account of personal illness or for the illness, surgery, or accident involving an immediate family member for a total of fifteen (15) days each school year without loss of compensation. If the teacher has a qualifying FMLA event, then the teacher's sick leave days may be utilized during the twelve (12) week period of time. For purposes of sick leave usage for the illness, surgery or accident involving an immediate family

member, an "immediate family member" is defined as spouse, child, step-children, parent, brother, sister, mother-in-law, father- in- law, or other person whose relationship is sufficiently close in judgment of the Superintendent of Schools to warrant such leave.

Upon written request, sick leave days may be used to extend a teacher's bereavement leave in the case of the death of the following immediate family members: parent, spouse, child, brother, sister, grandparent, grandchild, mother-in-law, father-in-law, stepchild, foster-child, daughter-in-law, son-in-law.

Sick leave days may be taken in full day or half-day increments. The total number of unused sick leave days at the end of a school year shall accumulate to an unlimited total.

Sick leave days accumulated in the last place of employment may be claimed at the rate of five (5) days per year beginning with the second year in a new school Corporation until the accumulated sick leave is exhausted.

Section B Personal Business Leave

Teachers shall be entitled to be absent from work on account of personal business for a total of three (3) days each school year without loss of compensation.

Personal business leave days may be taken in full day or half-day increments.

The total number of unused personal business leave days at the end of a school year shall accumulate to a maximum of Five (5) personal business leave days in addition to the annual two (2) day allotment for a maximum of Seven (7) personal business leave days which can be taken in a school year without loss of compensation. Any additional unused personal business leave days shall accumulate as personal illness leave.

Teachers who substitute in a classroom four (4) periods or times will be awarded one (1) personal day. This also applies when students are placed in your classroom for the day or part of a day in K-6 buildings, this is considered one time for subbing per this language. Teachers may accumulate up to the 7 maximum personal days and any excess days will automatically be added to their accumulated sick leave. Teachers can only use 7 personal days during 1 (one) school year.

Section C Emergency Leave

Teachers shall be entitled to be absent from work on account of an emergency for a total of one (1) day or two (2) half (1/2) days each school year without loss of compensation. An emergency is defined as a sudden, unexpected occurrence demanding immediate attention. Unused emergency leave at the end of a school year shall be added to the accumulation of personal illness days. An emergency leave day may also be used for the purpose of bereavement in respect to a relative or friend.

Section D Bereavement Leave

Teachers shall be entitled to be absent from work on account of death of a family member without loss of compensation for the number of days specified below.

For the purpose of this article, the "immediate family" shall be defined to include child, parent, brother, sister, mother-in-law, father-in law, niece, nephew, aunt, uncle, stepmother, stepfather, stepdaughter, stepson, sister-in-law, brother-in-law, stepsister, stepbrother, daughter-in-law, son-in-law, grandmother, grandfather, spouse's grandmother, spouse's grandfather, granddaughter, step-granddaughter, grandson, step-grandson, legal dependent or any person residing in the same home as the employee.

Bereavement leave days do not need to be used consecutively.

A teacher on temporary contract shall have the same leave benefits as another teacher. A teacher on extended or supplementary contract (Example: Summer School) shall be able to use his/her leave benefits.

Five (5) days: parent, spouse, child, brother, sister, grandparent, grandchild, mother-in-law, father-in-law, stepchild, foster-child, daughter-in-law, son-in-law

Two (2) days: brother-in-law, sister-in-law

One (1) day: aunt, uncle, foster-parent

Bereavement leave must be taken within one (1) year after the date of death. Teachers who must travel three hundred miles (300) or more one way due to the death of a family member are entitled to two additional bereavement days for travel.

Section E Professional Leave

Teachers shall be entitled to be absent from work on account of professional activities for a total of one (1) day each school year without loss of compensation.

The Superintendent of Schools shall determine if the request is approved.

If the request is approved the Board may elect to pay expenses related to the request. Any expenses related to the request not paid by the Board are the responsibility of the Teacher.

Section F Association Leave

The Association is entitled to ten (10) days of Association leave without loss of compensation. Use of Association leave is determined by the Association President. Association leave may be taken in full day or half-day increments. No one Teacher may use more than five (5) days of Association leave in any one school year. Notice of Association leave must be in writing and given to the building principal at least twenty-four (24) hours in advance.

Section G Jury Duty/Trial Witness Leave

Teachers called to serve on jury duty or as a trial witness shall be granted jury duty/trial witness leave without loss of compensation.

Section H On-The-Job Injury Leave

Teachers absent due to injury or disability as a result of an unprovoked assault on school property or on school business, shall not be charged personal illness leave or any other leave provided for in this Agreement. In case of injury or disability which is determined to be compensable under the Workman's Compensation law the Board shall pay the Teacher in full until Workman's Compensation and social security begin. The Board shall pay the difference between Workman's Compensation and social security payments and the contractual salary of the Teacher, but in no case shall the payments made by the Board be paid for a period of more than six (6) consecutive months of disability.

Such benefit shall only be available to Teachers who certify their willingness to file charges and pursue legal avenues in prosecuting such cases. Legal counsel and assistance will be provided the Teacher in prosecuting such cases to their final resolution.

The Board may require an independent medical or psychological examination, at the Board's expense, if there is a question as to the condition of the Teacher during this leave.

Section I Professional Coaching Leave

One (1) professional coaching leave day per year may be granted to each high school or middle school head coach per sport without loss of compensation. The professional coaching leave day shall be used to attend clinics that are designed to improve coaching skills

in the sport which they coach, and are presented by a university, state coaching or athletic association.

Section J Military Leave Guidelines

Paid family or personal leave not to exceed ten (10) days may be taken during any contract year, where the Teacher's spouse, child, or parent is enlisted or conscripted into the armed forces of the United States and is on active duty pursuant to a federal order. A Teacher is not entitled to more than the ten (10) days of paid military family leave from any combination of personal or family leave in any school year.

A Teacher may be granted up to fifteen (15) days leave in any calendar year without loss of compensation for National Guard Training, where an absence is necessary in accordance with IC 10-17-4, or other applicable law.

Section K Maternity Leave

Teachers shall be entitled to maternity leave in accordance with state and federal law. Beech Grove City Schools will adhere to all provisions of the Family Medical Leave Act (FMLA) related to maternity leave for teachers who meet the eligibility criteria. Teachers who meet the criteria for FMLA are also eligible for the Maternity Benefit outlined below in subparagraph C and extended leave up to one year outlined below in subparagraphs F-G. FMLA leave may NOT be taken intermittently unless it is medically necessary due to the serious health condition of the mother or child.

Teachers who do not meet the eligibility criteria for FMLA shall be entitled to maternity leave and the Maternity Benefit as outlined in subparagraphs A-G below. Refer to the School District's FMLA and other related policies for additional information.

Maternity Leave and Maternity Benefit Defined:

A. Maternity Leave utilizes the teacher's accumulated leave days. A separate Maternity Benefit does not utilize the teacher's accumulated leave days.

B. Maternity Leave commences the day following the birth of the child and continues for six (6) consecutive weeks for a traditional birth or eight (8) consecutive weeks for a c-section. During this 6-week or 8-week period, the teacher may use all or some of their accumulated leave days. If the teacher does not have enough accumulated leave days, or chooses not to use their accumulated leave days, then the teacher may choose to take all or some of the Maternity Leave days unpaid. During the 6-week or 8-week Maternity Leave, the District will maintain its financial contribution to the teacher's health insurance benefits.

C. The Maternity Benefit consists of the first fifteen (15) consecutive contractually paid days beginning the day after the birth of the child. These days shall not be charged against the teacher's available accumulated leave days. The Maternity Benefit days run concurrently with the 6-week or 8-week Maternity Leave or FMLA leave. Nothing will prevent a teacher, after exhausting this benefit, from using their own accumulated leave days to be compensated for additional Maternity Leave days or FMLA leave days that they are entitled to under this collective bargaining agreement or law.

D. For teachers who do NOT meet the eligibility criteria for FMLA, if the birth of a child occurs during the summer break, subparagraph B referenced above will not be granted if the Maternity Leave days expire prior to the first contractual day of the new school year. If the provision has not expired over the summer break, then the teacher may use any/all of the residual days, beginning with the first contractual day of school and continuing

consecutively. The teacher will still be entitled to the Maternity Benefit days as defined in subparagraph C above.

E. If the teacher is medically disabled, as verified by a physician's statement, beyond the provisions cited in this Agreement, then the teacher may use more of her accumulated leave days to cover the time period of the disability.

F. A teacher may take uncompensated leave for up to one (1) year following the birth of a child. Teachers do NOT have to qualify for FMLA to qualify for this leave. The teacher granted such a leave has the right to maintain, at her sole expense (paying the full premium), all insurance benefits in which she was enrolled at the time of the request. A teacher would be responsible for the full cost of the monthly insurance premium once the leave has extended past the 6-week or 8-week maternity leave or allotted FMLA leave for qualifying teachers. A teacher on uncompensated leave is required to return within one (1) year following the birth of the child. The return date may be adjusted beyond the child's first birthday to the first day of the next grading period.

G. The teacher granted such a leave will be returned to the same assignment or one which is comparable and equal in benefits as determined by the administration.

Section L New Dependent Leave

Beech Grove City Schools will adhere to all provisions of the Family Medical Leave Act (FMLA) related to New Dependent Leave for teachers who meet the eligibility criteria. FMLA leave may NOT be taken intermittently unless it is medically necessary due to the serious health condition of the mother or child.

Upon the birth of a child who is a new dependent of a teacher, the teacher shall be granted ten (10) consecutive contractually paid days. These days will not be charged against the teacher's available accumulated leave days and shall commence the first contractual day following the birth of the new dependent child. For teachers who meet the eligibility criteria for FMLA, the ten (10) days will be included in the total number of FMLA leave days allotted. This ten (10) consecutive day new dependent leave benefit may be used only one time in a school year. Nothing will prevent a teacher, after exhausting this benefit in a school year, from using his/her own accrued time off or any time off the teacher may have available.

A teacher who uses the 15 day Adoption Leave Benefit or the 15 day Maternity Leave Benefit pursuant to this contract will be ineligible to also take "New Dependent Leave."

Section M Adoption Leave and Adoption Benefit

A leave of absence for adoption shall be granted by the Board. This leave may be taken without jeopardy to reemployment, retirement, and salary and benefits.

Beech Grove City Schools will adhere to all provisions of the Family Medical Leave Act (FMLA) related to Adoption Leave for teachers who meet the eligibility criteria. Teachers who meet the criteria for FMLA are also eligible for the Adoption Benefit outlined in subparagraph C below. FMLA may NOT be taken intermittently unless it is medically necessary due to the serious health condition of the child.

Teachers who do not meet the eligibility criteria for FMLA shall be entitled to Adoption Leave and the Adoption Benefit as outlined in subparagraphs A-D below. Refer to the School District's FMLA and other related policies for additional information.

Adoption Leave and Adoption Benefit will be defined as follows:

A. Adoption Leave utilizes the teacher's accumulated leave days. A separate Adoption Benefit does not utilize the teacher's accumulated leave days.

B. Adoption Leave commences the day following the placement of the child and continues for six (6) consecutive weeks. During this 6-week period, the teacher may use all or some of their accumulated leave days. If the teacher does not have enough accumulated leave days, or chooses not to use their accumulated leave days, then the teacher may choose to take all or some of the Adoption Leave days unpaid. During the 6-week Adoption Leave, the District will maintain its financial contribution to the teacher's health insurance benefits.

C. The Adoption Benefit consists of the first fifteen (15) consecutive contractually paid days beginning the day after the placement of the child. These days shall not be charged against the teacher's available accumulated leave days and run concurrently with the Adoption Leave. For teachers who meet the eligibility criteria for FMLA, the fifteen (15) days will be included in the total number of FMLA leave days allotted. This fifteen (15) consecutive day Adoption Benefit may be used only one time in a school year. Nothing will prevent a teacher after exhausting this benefit in a school year from using his/her own accrued time off or any time off the teacher may have available.

D. For teachers who do NOT meet the eligibility criteria for FMLA, if the placement of a child occurs during the summer break, subparagraph B referenced above will not be granted if the Adoption Leave days expire prior to the first contractual day of the new school year. If the provision has not expired over the summer break, then the teacher may use any/all of the residual days beginning with the first contractual day of school and continuing consecutively. The teacher will still be entitled to the Adoption Benefit days as defined in subparagraph C above.

Section N Family and Medical Leave Act

Teachers shall be eligible for leave under the Family and Medical Leave Act ("FMLA") in accordance with the federal law. (See Teacher Handbook)

Under the FMLA, an eligible employee can take off a combined total of up to 12 weeks in a leave year to care for a newborn child or for adoption of a child. (See Teacher handbook)

If a teacher has to be off work beyond the traditional 12-week FMLA cycle for their own health needs, then the teacher may use their accumulated leave. The intention of this provision is to support the teacher's transition to long-term disability insurance.

Section O Pro-Rating for Part-Time Certified Teachers

Part-time employment refers to one (1) teaching position less than 100% of one (1) full-time position.

Leave days for which a part-time teacher is eligible to receive shall be pro-rated equal to the percentage of the contract served and rounded to the nearest half-day. Leave must be taken in either half-day or full-day portions.

ARTICLE V SUMMER SCHOOL AND INTERSESSION

The Superintendent has decided to bargain supplemental service pay for summer school and intersession. Teachers of summer school and Intersession shall be paid $40 for each hour of instruction in accordance with applicable state statue and regulations governing summer school pay for Teachers.

ARTICLE VI RETIREMENT COMPENSATION

Article VI shall constitute the retirement program of the Corporation and shall be counted as part of the cost of any salary agreement between the Board and the Association. For purposes of this Article and to qualify for total disability, a Teacher must be adjudged permanently disabled by the Indiana State Teachers' Retirement Fund (ISTRF).

Retired teachers who are hired on or after July 1, 2021 will not be eligible to receive the retirement benefits set forth in Section A (401(a)), Section B (403(b)), Section C (VEBA) and Section D (Sick Leave Bonus) below.

Section A IRS Code Section 401(a)

The Corporation shall contribute one percent (.01) of a Teacher's base salary to the Corporation's 401(a) plan.

Teachers shall become vested in this program according to the following schedule. Until such time of becoming vested all monies contributed by the Corporation shall not be available to the Teacher and upon termination of employment for any reason, other than total disability, the non-vested Corporation contributions shall be used to offset the contributions for that year. In the event of termination due to total disability, the affected Teacher shall be considered vested. Forfeitures from teachers who leave Beech Grove before being vested will be redistributed to teachers with 5+ years of experience in Beech Grove who are vested in the 401a plan per the provisions set forth herein. The forfeitures will be distributed by December 31 of each school year.

Vesting Schedule:	5 years of employment at BGCS	100%

Section B IRS Code Section 403(b)

All Teachers shall be eligible for the 403(b) matching annuity program.

The program shall include provisions allowing matching employer salary contributions and matching employee contributions. Within the provisions of the IRS CODE, the plan shall be fully vested, shall be portable, and shall include the availability of loans and hardship withdrawals.

The Corporation shall match each Teacher's like contributions up to two and one-half percent (.025) of the Teacher's base salary. All matching deposits will be considered vested when the teacher has 5 years of employment at BGCS. Forfeitures from teachers who leave Beech Grove before being vested will be redistributed to teachers with 5+ years of experience in Beech Grove who are vested in the 403(b) plan, and such forfeitures will be re-distributed by December 31 of each school year.

There shall be an annual enrollment in the matching annuity program prior to the first day of the school year or within five (5) business days of employment.

Section C VEBA (Voluntary Employee Benefit Association)

The Corporation shall contribute two percent (.02) of a Teacher's base salary to the Corporation's VEBA plan. Early forfeitures will be distributed per the plan document.

Vesting Schedule:	5 years of employment at BGCS	100%

Forfeitures from teachers who leave Beech Grove before being vested will be redistributed to teachers with 5+ years of experience in Beech Grove who are vested in the VEBA plan per the provisions set forth herein. The forfeitures will be distributed on the first pay date in the Fall of each school year.

Section D Sick Leave Bonus

Teachers who have accumulated one hundred twenty 120 days of sick leave at the end of the final year of service with the Corporation and are considered vested under the provisions of Sections A and C above shall have the sum of twelve thousand five hundred dollars ($12,500) added to their final teaching contract if they are retiring from Beech Grove City Schools. To receive the sick leave bonus retiring Teachers must submit a written unconditional and irrevocable letter of resignation to the Board no later than May 1st of the calendar year when retirement is to begin. However, in the event a Teacher is unable to give the notice because of an accident, ill health, or for another unforeseen reason, the Teacher may petition the Board for the sick leave bonus. The $12,500 sick leave bonus shall be paid to the Teacher within the remaining pays left on the Teacher's last contract, and this bonus payment shall be included in the Teacher's earnings history reported to ISTRF.

Teachers who:

(a) have accumulated one hundred twenty 120 days of sick leave at the end of the final year of service with the Corporation, and

(b) are considered vested under the provisions of Sections A and C above, and

(c) submit a written letter of resignation to the Board no later than February 1st of the school year when retirement is to begin for end of school year retirements or, for mid-school year retirements, by no later than September 1st,

will receive an additional $2,500 added to their final teaching contract if they are retiring from Beech Grove City Schools. However, the teacher will receive another $2,500 (in addition to the first additional $2,500 noted herein) added to their final teaching contract if they are retiring from Beech Grove City Schools, meet the requirements in subparagraphs (a) and (b) above, and also submit a written letter of resignation to the Board no later than December 1st of the school year when retirement is to begin for end of school year retirements or, for mid-school year retirements, by no later than August 1st,

Teachers will have to request to be rehired by the Beech Grove Board of Education per Indiana Code IC 5-8-4-1 if they decide not to retire from BGCS after submitting the letter of resignation under this provision.

Section E Retiree Health Insurance

The School Corporation will provide a group health insurance program under I.C. 5-10-8-2.6(g) to retired teachers:

(1) who will have reached fifty (50) years of age on or before the teacher's retirement date but who will not be eligible on that date for Medicare coverage as prescribed by 42 U.S.C. 1395 et seq.;

(2) who will have completed twenty (20) years of creditable employment with a public employer on or before the teacher's retirement date, ten (10) years of which must have been completed immediately preceding the retirement date; and

(3) who will have completed at least fifteen (15) years of participation in the retirement plan of which the teacher is a member on or before the teacher's retirement date.

The group health insurance program provided under this provision will be equal in coverage to that offered active employees and will permit the retired teacher to participate if: (a) the retired teacher pays the full amount of the premium and (b) if the teacher, within ninety (90) days after the teacher's retirement date, files a written request with the Superintendent's Office for insurance coverage. A retired teacher's eligibility to continue insurance under this provision ends when the teacher becomes eligible for Medicare coverage as prescribed by 42 U.S.C. 1395 et seq., or if the

School Corporation terminates the health insurance program. (See Indiana Code 5-10-8-2.6(e) – (g))

ARTICLE VII GRIEVANCE PROCEDURE

A grievance is an alleged violation, misinterpretation, or misapplication of an article or section of this Agreement.

A grievance by a Teacher or the Association shall be resolved in accordance with the grievance procedure outlined below.

At any time during this procedure a Teacher may be accompanied by an Association representative.

Step 1: A grievance shall first be discussed with the building principal in an effort to resolve the issue informally.

Step 2: When the grievance is not resolved in Step 1 it shall be made in writing using the GRIEVANCE REPORT form, (Appendix D). The grievant shall attach any supporting documentation to the grievance report form. The grievance report shall be submitted to the building principal and a copy given to the Association president.

Within ten (10) contract days after receiving the grievance report the building principal shall respond in writing to the grievant.

Step 3: When the grievance is not resolved in Step 2 it may be submitted, within five (5) contract days, to the Superintendent of Schools.

Within ten (10) contract days after receiving the grievance report the Superintendent shall respond in writing to the grievant.

Step 4: When the grievance is not resolved in Step 3 it may be submitted, within five (5) contract days to the Board.

Within fifteen (15) contract days after receiving the grievance report the Board shall respond in writing to the grievant.

ARTICLE VIII TERM AND EXECUTION OF AGREEMENT

The terms of this Agreement shall begin on July 1, 2024 and continue in effect through June 30, 2025 with the exception of those provisions which specifically go into effect and/or expire by their own terms at such other dates.

The undersigned also attest to the following:

A public hearing (Pre-formal Bargaining Hearing) was held in compliance with Indiana law on September 10, 2024. Electronic participation was not available.

A public meeting in compliance with Indiana law was held on October 8, 2024 to discuss the tentative agreement and electronic participation was not available.

A public meeting in compliance with Indiana law was held by the School Board on the date set forth below for ratification of the tentative agreement. Electronic participation was not available.

The parties have ratified this Agreement on the dates set forth below.

[SIGNATURES ON NEXT PAGE]

Beech Grove City Schools **BGCTA**

_____ _____

President, Board of School Trustees President, BGCTA

_____

Secretary, Board of School Trustees

_____

Superintendent

Ratification Date: November 12, 2024 **Ratification Date: October 2, 2024**

APPENDIX A CO-CURRICULAR SALARY SCHEDULE

ASSIGNMENT	
HS Art Department Chair	1,413
HS Business Department Chair	1,413
HS English Department Chair	1,413
HS Family/Consumer Science Department Chair	1,413
HS World Languages Department Chair	1,413
HS Industrial Technology Department Chair	1,413
HS Mathematics Department Chair	1,413
HS Music Department Chair	1,413
HS PE Department Chair	1,413
HS Science Department Chair	1,413
HS Social Studies Department Chair	1,413
HS Special Education Department Chair	1,413
HS Media Education Department Chair	1,413
District Multi-Lingual Department Chair	1,413
HS Asst. Auditorium Director	1,413
Multi-Lingual Case Manager	910
HS Vocal Music Director	3,634
HS Vocal Music – Spring Spectacular	1,211
HS Vocal Music Choreographer	808
HS Instrumental Music Director	6,056
HS Asst. Instrumental Music Director	2,826
HS Asst. Choral Director	2,826
HS Instrumental Music – Spring Spectacular	820
HS Asst. Choral – Spring Spectacular	820
HS Auditorium Director	1,615
HS Drama Sponsor (Per Semester)	1,413
HS Flag Corp Sponsor	2,423
HS Winter Guard	2,423
HS Marching Band Percussion Director	2,423
HS Winter Percussion Director	2,423
HS Student Council Sponsor	1,615
HS Yearbook Sponsor	1,009
HS Newspaper Sponsor	1,413

HS Brain Game Sponsor	808
HS Foreign Student Sponsor	606
HS Academic Competition Coordinator	1,211
HS Robotics Sponsor/Coordinator	1,211
HS Mathematics Academic Competition Coach	404
HS Science Academic Competition Coach	404
HS English Academic Competition Coach	404
HS Social Studies Academic Competition Coach	404
HS Fine Arts Academic Competition Coach	404
HS Science Olympiad Sponsor	404
HS Prom Coordinator	606
Head Coach Cheer	3,280
BGHS Assistant Cheer Coach	2,050
HS Wrestlerette Sponsor	1,009
HS Spell Bowl	404
HS National Honor Society	808
HS Clubs	404
HS FFA	8,000
HS FFA Assistant	3,000
HS Auditorium Scheduler	1,615
HS Art Show Coordinator	267
MS Department Chair	1,211
MS Yearbook Sponsor	2,124
MS News Center Sponsor	1,413
MS Science Fair Coordinator	267
MS Science Olympiad Sponsor	267
MS Art Show Coordinator	267
MS Academic Competition Coordinator MS Academic Competition Coach	1,211 404
Head Coach Yearly Stipend	1,288
Assistant Coach Yearly Stipend	860
MS FFA	2,000
MS Robotics	626
MS Clubs / MS Spell Bowl Sponsor	404

CIS Cheer Coach (Grades 5/6 for Girls & Boys Basketball)	537
Elementary/Intermediate Yearbook	1,012
EL Music Show Coordinator	267
EL Art Show Coordinator	267
EL Science Fair Coordinator	267
HP/CE/SG Clubs	404
Mentor Teacher and School to Career Positions	5,000
Community Service	2,000
South Grove Intermediate SPED Chair	900
MS Counselor	3,000
SPED Teacher of Record	3,000
MS HEA Lead Teacher	3,000
Greenhouse Coordinator	5,000
Lead Teacher – Early Childhood Center	3,000

NOTE: The above positions may be split to accommodate employment of multiple staff members at the discretion of the Superintendent. There must be ten (10) students in a club to qualify for payment as listed on the salary schedule. This provision is included for informational purposes and has not been bargained.

APPENDIX B ATHLETIC SALARY SCHEDULE

ASSIGNMENT	
HS Asst. Athletic Director	5,653
HS Director of Sports Information	2,624
HS Pool Director	1,615
HS Athletic Event Coordinator	2,624
HS Head Girls Basketball	8,075
HS Assistant Girls Basketball	4,037
HS Head Volleyball (Girls and Boys)	4,845
HS Assistant Volleyball (Girls and Boys)	3,230
HS Head (Girls and Boys) Swim	6,056
HS Assistant Girls Swim	3,230
HS Head Softball	5,047
HS Assistant Softball	3,028
HS Head (Girls and Boys) Track	4,441
HS Assistant (Girls and Boys) Track	2,826
HS Head Girls Tennis	2,826
HS Assistant Girls Tennis	2,019
HS Head (Girls and Boys) Cross Country HS Assistant (Girls and Boys) Cross Country	3,028 2,220
HS Head Girls Golf	3,109
HS Head Girls Soccer	4,441
HS Assistant (Girls) Soccer	3,028
HS Assistant Boys Soccer	3,028
HS Head Boys Basketball	8,075
HS Assistant Boys Basketball	4,037
HS Head Football	8,075
HS Assistant Football	4,239
HS Head Boys Wrestling	5,854
HS Head Girls Wrestling	5,854
HS Assistant Wrestling	3,836
HS Assistant Boys Swim	3,230
HS Head Baseball	5,047
HS Assistant Baseball	3,028
HS Head Boys Tennis	2,826
HS Assistant Boys Tennis	2,019
HS Head Boys Golf	3,109

HS Head Boys Soccer	4,441
MS Athletic Event Coordinator	2,624
MS 8th Head Girls Basketball	4,038
MS 7th Head Girls Basketball	4,038
MS 8th Girls Basketball Assistant	1,009
MS 7th Girls Basketball Assistant	1,009
MS 8th Volleyball	2,624
MS 7th Volleyball MS 7/8 Assistant Volleyball	2,624 1,009
MS Head Girls Track	2,624
MS Asst. (Girls and Boys) Track	1,615
MS Head Boys Cross Country	2,019
MS Head Girls Cross Country	2,019
MS Assistant Cross Country	1,009
MS Head (Girls and Boys) Swim	2,624
MS Assistant (Girls and Boys) Swim	1,898
MS 8th Boys Basketball	4,038
MS 7th Boys Basketball	4,038
MS 8th Boys Basketball Assistant	1,009
MS 7th Boys Basketball Assistant	1,009
MS Head Football	4,038
MS Assistant Football	2,624
MS Head Wrestling	3,472
MS Assistant Wrestling	2,604
MS Head Boys Track	2,624
MS Head Baseball (7th and 8th)	2,019
MS Assistant Baseball	1,009
MS Head Softball (7th and 8th)	2,019
MS Assistant Softball	1,009
MS Boys Golf	1,716
MS Girls Golf	1,716
MS Boys Tennis	1,716
MS Girls Tennis	1,716
MS Head Boys' Soccer	1,716
MS Head Girls' Soccer	1,716
EL 6th Girls Basketball	1,716
EL 6th Boys Basketball	1,716
EL 6th Wrestling	1,716

NOTE: The above positions may be split to accommodate employment of multiple staff members at the discretion of the Superintendent. There must be ten (10) to fifteen (15) players kept on the middle school basketball teams to pay for an assistant coach for both the 7th and 8th grade boys' and girls' teams. This provision is included for informational purposes and has not been bargained.

APPENDIX C RETIREMENT BUY OUT PROVISIONS

Effective August 15, 2004, the parties agree that the following provision shall be enacted for all Teachers employed before August 1, 1998. The Educational Services Company ("ESC") actuarial study will be used by the Corporation to buy out the retirement/severance provisions and health insurance provisions. The provisions of this buy out shall be as follows:

The cost to buy out the qualified Teachers shall be based on the following:

• Assumed Initial Interest Rate	4.00%
• Initial Interest Rate Period	2 years
• Assumed Ultimate Interest Rate	7.50%
• Mortality Table	up 94
• Cash Flow Interest Rate	4.00%
• Cash Flow Mortality Table	no deaths
• Termination Assumption	mutually agreed upon table
• Sick day accruals	4 days
• Assumed Retirement Age	58
• Corporation FICA	No
• Retain Participant FICA	Yes
• Salary Inflation Factor	0.00%
• Health Insurance Premium Rate	$7,200.00

The amounts determined by these calculations shall be distributed in the following manner.

Retirement/Severance Benefits [401(a)]:

- The amount due in this calculation shall be deposited in the 401(a) account as provided for in Article VI, Section A.

Health Insurance Benefits [VEBA]:

- The amount due in this calculation shall be deposited in the Voluntary Employee Benefit Association (VEBA) as provided for in Article VI, Section C.

APPENDIX D GRIEVANCE REPORT FORM

TO: Building Principal

FROM: _____, Grievant

DATE: _____

On _____, the following violation, misinterpretation, or misapplication of this Agreement occurred:
(date of grievance)

_____

_____

This is a violation, misinterpretation, or misapplication of our current Agreement:

ARTICLE
SECTION
PARAGRAPH _____

I recommend this grievance be resolved as follows:

_____

Step 2: GRIEVANCE FILED

Date Building Principal's Signature

_____

PRINCIPAL'S RESPONSE (attached)

Date Grievant's Signature

Step 3: GRIEVANCE TO SUPERINTENDENT

Date Superintendent's Signature

_____

SUPERINTENDENT'S RESPONSE (attached)

Date Grievant's Signature

Step 4: GRIEVANCE TO BOARD

Date Board President's Signature

_____

BOARD RESPONSE (attached)

Date Grievant's Signature

Beech Grove City Schools

2019 - 2021

Agreement

Between

The Board of Education

School City of Beech Grove

and the

Beech Grove Classroom Teachers Association

TABLE OF CONTENTS

TOPIC	PAGE NUMBER
ARTICLE I RECOGNITION AND SCOPE OF AGREEMENT	5
ARTICLE II COMPENSATION MODEL AND WAGES	5
Section A Base Salary Increases, New Hire Salary Placement Schedule, and Salary Placement of New Hires for 2019-2020 School Year	5
1. General Eligibility Criteria for 2019-2020 School Year	5
2. Factors and Definitions for 2019-2020 School Year	5
3. Transition to New 2019-2020 Salary Placement Schedule and Base Salary Increases	5
4. Salary Distribution Description for 2019-2020 School Year	6
5. 2019-2020 Teacher Salary Placement Schedule	7
6. Salary Range for 2019-2020 School Year	7
7. Placement of New Hires on Salary Schedule for 2019-2020 School Year	7
8. Redistribution of Forfeited Salary Increases for 2019-2020 School Year	8
Section B Base Salary Increases, New Hire Salary Placement Schedule, and Salary Placement of New Hires for 2020-2021 School Year	8
1. General Eligibility Criteria for 2020-2021 School Year	8
2. Factors and Definitions for 2020-2021 School Year	8
3. Transition to New 2020-2021 Salary Placement Schedule and Base Salary Increases	9
4. Salary Distribution Description for 2020-2021 School Year	9
5. 2020-2021 Teacher Salary Placement Schedule	10
6. Salary Range for 2020-2021 School Year	10
7. Placement of New Hires on Salary Schedule for 2020-2021 School Year	10
8. Redistribution of Forfeited Salary Increases for 2020-2021 School Year	11
9. One-Time Stipend for 2020-2021 School Year	11
Section C Extended Contracts	11
Section D Co-Curricular Salary	11
Section E Athletic Coaching Salary	11
Section F Indiana State Teachers Retirement Fund	11
Section G Compensation for Committee Work – Ancillary Duty Compensation	11
Section H Miscellaneous Teacher Compensation	12

Section I Criminal Background Checks	12
ARTICLE III GROUP INSURANCE	12
Section A Health Insurance	12
Section B Dental Insurance	13
Section C Vision Insurance	13
Section D Pro-Rating for Part-Time Certified Teachers	13
Section E Life Insurance	13
Section F Long Term Disability Insurance	14
Section G Section 125	14
ARTICLE IV LEAVE DAYS	14
Section A Personal Illness Leave	14
Section B Personal Business Leave	14
Section C Family Illness Leave	15
Section D Emergency Leave	15
Section E Bereavement Leave	15
Section F Professional Leave	16
Section G Association Leave	16
Section H Jury Duty/Trial Witness Leave	16
Section I On-The-Job Injury Leave	16
Section J Professional Coaching Leave	16
Section K Military Leave Guidelines	16
Section L Maternity Leave	17
Section M Paternity Leave and Paternity Benefit	17
Section N Adoption Leave and Adoption Benefit	17
Section O Family and Medical Leave Act	18
Section P Pro-Rating for Part-Time Certified Teachers	18
ARTICLE V SUMMER SCHOOL AND INTERSESSION	18
ARTICLE VI RETIREMENT COMPENSATION	18
Section A IRS Code Section 401(a)	18
Section B IRS Code Section 403(b)	19
Section C VEBA (Voluntary Employee Benefit Association)	19

Section D Sick Leave Bonus	**19**
ARTICLE VII GRIEVANCE PROCEDURE	**20**
ARTICLE VIII TERM AND EXECUTION OF AGREEMENT	**22**
APPENDIX A: CO-CURRICULAR SALARY SCHEDULE	**23**
APPENDIX B: ATHLETIC SALARY SCHEDULE	**25**
APPENDIX C: RETIREMENT BUY OUT PROVISIONS	**27**
APPENDIX D: GRIEVANCE REPORT FORM	**28**
APPENDIX E: BACHELOR'S TRANSITION COMPARISON SCHEDULES FOR 2019-2020 SCHOOL YEAR	**29**

This Agreement shall be in effect July 1, 2019 and shall continue in effect through June 30, 2021, subject to a reopener during formal bargaining in the 2020-2021 school year for salary, wages and wage-related fringe benefits. The parties reopened the contract during formal bargaining in the Fall 2020 and have incorporated into this contract all agreements reached during reopener negotiations.

ARTICLE I RECOGNITION AND SCOPE OF AGREEMENT

This Agreement made by and between The Board of School Trustees, hereafter referred to as the Board, of Beech Grove City Schools, hereafter referred to as the Corporation, and the Beech Grove Classroom Teachers Association, hereafter referred to as the Association.

The Board recognizes the Association as the exclusive bargaining representative for all certified personnel, hereafter referred to as Teachers, employed by the Corporation except the Superintendent, Assistant Superintendent, Grounds Supervisor, Director of Transportation, Director of Operations, Quality Coordinator, Director of Elementary Education, Director of Secondary Education, College & Career Coordinator, High School Curriculum and Instructional Coordinator, Middle School Curriculum and Instructional Coordinator, South Grove Curriculum and Instructional Coordinator, Central Elementary Curriculum and Instructional Coordinator, Hornet Park Curriculum and Instructional Coordinator, Administrative Assistants, Principals, Assistant Principals, Middle School Athletic Director, Deans, High School Athletic Director, High School Counselors, and Technology Integration Specialists.

ARTICLE II COMPENSATION MODEL

Section A Base Salary Increases, New Hire Salary Placement Schedule, and Salary Placement of New Hires for 2019-2020 School Year

1. General Eligibility Criteria for 2019-2020 School Year

Under IC 20-28-11.5, a teacher rated ineffective or improvement necessary may not receive any raise or increment for the following year except as otherwise provided in IC 20-28-9-1.5(f).

2. Factors and Definitions for 2019-2020 School Year

This model maintains a salary schedule using the following two factors:

1. Evaluation: The teacher is not evaluated in the bottom two performance categories in the prior school year.
2. Experience: The teacher was employed in the Corporation for at least 120 days in the prior year.

3. Transition to New 2019-2020 Salary Placement Schedule and Base Salary Increases

Effective with the 2019-2020 school year, a new salary placement schedule was bargained that increased the new starting salary in the bachelor's column to $40,375. The increment between each level in the bachelor's column is an equal increment of $1,375.00. Teachers in the bachelor's column who meet the general eligibility criteria and two factors set forth above will be eligible to move down one level in the new 2019-2020 salary placement schedule from their

current salary placement in the 2018-2019 salary placement schedule. For example, a bachelor's teacher whose salary placement in the 2018-2019 salary placement schedule was at level C at $42,750 will move to level D in the 2019-2020 salary placement schedule to $44,500, resulting in a total base salary increase for the 2019-2020 school year of $1,750. (See Appendix E included in this contract as a guide to provide further clarity in how bachelor's teachers will move one level down from their current placement in the 2018-2019 salary placement schedule to their new placement in the 2019-2020 salary placement schedule.)

The master's column in the 2019-2020 salary placement schedule remains the same as it was in the 2018-2019 salary placement schedule, with a starting master's salary of $43,000 and equal increments between levels of $1,750. Teachers in the master's column who meet the general eligibility criteria and factors set forth above will be eligible to move down one level in the master's column in the new 2019-2020 salary placement schedule from their current salary placement in the 2018-2019 salary placement schedule. For example, a teacher during the 2018-2019 school year in the master's column at level C earning $46,500 will move to level D in the 2019-2020 salary placement schedule to $48,250, resulting in a total base salary increase for the 2019-2020 school year of $1,750.

4. Salary Distribution Description for 2019-2020 School Year

Movement on the salary placement schedule occurring by a teacher taking a step down one level (as described in Section 3 above) will result in a total salary i

ncrease of $1,750, which amount is distributed as follows:

A. EVALUATION = $875

B. EXPERIENCE = $875

Teachers who were earning a base salary at Level U in the 2018-2019 school year who meet the general eligibility criteria and the factors set forth above will also receive a base salary increase in the 2019-2020 school year of $1,750 (with $875 being attributable to evaluation and $875 for experience).

No more than 50% of this total salary increase is attributable to the teacher earning an additional year of experience.

No column changes are permitted in this compensation model.[1]

[1] Teachers newly attaining a content area master's degree during the contract term will be compensated through the supplemental payment statute in IC 20-28-9-1.5(a). This is included for informational purposes only and was not bargained.

5. 2019-2020 Teacher Placement Salary Schedule

Level	Bachelor's Salary Column	Master's Salary Column
A	$40,375.00	$43,000.00
B	$41,750.00	$44,750.00
C	$ 43,125.00	$46,500.00
D	$ 44,500.00	$48,250.00
E	$45,875.00	$50,000.00
F	$47,250.00	$51,750.00
G	$48,625.00	$53,500.00
H	$50,000.00	$55,250.00
I	$51,375.00	$57,000.00
J	$52,750.00	$58,750.00
K	$54,125.00	$60,500.00
L	$55,500.00	$62,250.00
M	$56,875.00	$64,000.00
N	$58,250.00	$65,750.00
O	$59,625.00	$67,500.00
P	$61,000.00	$69,250.00
Q	$62,375.00	$71,000.00
R	$63,750.00	$72,750.00
S	$65,125.00	$74,500.00
T	$66,500.00	$76,250.00
U	$67,875.00	$78,000.00

6. Salary Range

The salary range for the 2019-2020 school year is $40,000 to $78,000, not including current year increases or TRF contributions.

The salary range for the 2019-2020 school year, including current year increases, is $40,375 to $79,750.

7. Placement of New Hires on the Salary Schedule

a. The salary schedule in Article II, Section A, Paragraph Number 5 set forth above shall be used for determining the salary of new hires.

b. Any teacher returning to BGCS will be placed at the level equivalent to his/her salary when he/she left plus additional levels equated to the number of effective or highly effective evaluations earned since leaving that have been obtained from an accredited school, as established by the new hire criteria list in subparagraph c below. If the teacher has gained no teaching experience equivalent to 120 days in an accredited school while gone from BGCS or

effective/highly effective evaluations, then the teacher will be placed at the same (or equivalent after conversion for existing teachers) level he/she was earning prior to leaving BGCS. For purposes of this provision an "accredited school" shall mean one that is freeway accredited, public school accredited, advanced ed accredited, State accredited, or a school that has been accredited by any other third party accreditation organization if agreed to by the Superintendent and Association President.

c. Any teacher new to the district will be placed at an initial salary that mirrors a current teacher based on years of experience and education. A mirrored salary is a salary with the same degree (BA or MA) and years of experience in education in an accredited school. The superintendent has the discretion to place the new hire one or two levels up or down from that initial placement as long as the placement does not place the new hire above level K. If the initial placement would place the new hire at or above K, the Superintendent does not have the discretion to place the new hire on any other level than the initial placement. For example, if a new hire education and experience would place them at Masters Row K, then the Superintendent has to place that individual at Masters Row K and does not have the discretion to place at Level L or Level M. If there are multiple current employees with the same degree level and years of experience, but different amounts, the initial placement shall be determined as the lowest salary amount in the group.

d. A retired teacher who is hired or rehired by the school corporation will be placed no higher than letter K for his/her initial salary.

8. Redistribution of Forfeited Salary Increases for 2019-2020 School Year

Any salary increases that are required to be forfeited by a teacher evaluated as needs improvement or ineffective will be redistributed equally to the highly effective and effective teachers in the form of a one-time stipend. The Superintendent will notify the CTA President of the number of teachers rated ineffective and needs improvement and the total dollar amount that will be redistributed. This notification provision is being included for informational purposes only and has not been bargained.

Section B Base Salary Increases, New Hire Salary Placement Schedule, and Salary Placement of New Hires for 2020-2021 School Year

1. General Eligibility Criteria for 2020-2021 School Year

Under IC 20-28-11.5, a teacher rated ineffective or improvement necessary may not receive any raise or increment for the following year except as otherwise provided in IC 20-28-9-1.5(f).

The teacher must have been employed in the Beech Grove City Schools for at least 120 days in the prior school year, and returned to employment with the Beech Grove City Schools for the current school year.

2. Factors and Definitions for 2020-2021 School Year

This model maintains a salary schedule using the following two factors:

1. Evaluation: The teacher is not evaluated in the bottom two performance categories in the prior school year.
2. Meeting Academic Needs of Students: The importance of retaining particular teachers identified by the parties during bargaining who are necessary to provide educational continuity for students.

3. Transition to New 2020-2021 Salary Placement Schedule and Base Salary Increases

Effective with the 2020-2021 school year, a new salary placement schedule was bargained that increased the new starting salary in the bachelor's column to $41,000. The increment between each level in the bachelor's column is an equal increment of $1,375.00. Teachers in the bachelor's column who meet the general eligibility criteria and evaluation factor definition set forth above for the 2020-2021 school year will be eligible to move down one level in the new 2020-2021 salary placement schedule from their current salary placement in the 2019-2020 salary placement schedule. For example, a bachelor's teacher whose salary placement in the 2019-2020 salary placement schedule was at level D in the 2019-2020 salary placement schedule at $44,500 will move to level E in the 2020-2021 salary placement schedule at $46,500, resulting in a base salary increase for the 2020-2021 school year of $2,000. As noted below in the Salary Distribution Description for the 2020-2021 School Year, this $2,000 increase is attributed to the teacher meeting the evaluation factor definition for the 2020-2021 school year.

Also effective with the 2020-2021 school year, the new salary placement schedule increases the new starting salary in the master's column to $43,250. The increment between each level in the master's column is an equal increment of $1,750. Teachers in the master's column who meet the general eligibility criteria and evaluation factor definition set forth above will be eligible to move down one level in the master's column in the new 2020-2021 salary placement schedule from their current salary placement in the 2019-2020 salary placement schedule. For example, a teacher during the 2019-2020 school year in the master's column at level D in the 2019-2020 salary placement schedule at $48,250 will move to level E in the 2020-2021 salary placement schedule at $50,250, resulting in a base salary increase for the 2020 school year of $2,000. As noted below in the Salary Distribution Description for the 2020-2021 School Year, this $2,000 increase is attributed to the teacher meeting the evaluation factor definition for the 2020-2021 school year.

4. Salary Distribution Description for the 2020-2021 School Year

A. EVALUATION = $2,000 (increase attributed to movement on the salary placement schedule as described above in Section 3)

B. MEETING ACADEMIC NEEDS OF STUDENTS = Teachers meeting the academic needs definition may receive an additional base salary increase ranging between $1,375 and $1,750 as agreed by the parties during bargaining.

The minimum possible base salary increase that may be received by an eligible teacher for the 2020-2021 school year is $2,000, and the maximum possible base salary increase that may be received by an eligible teacher for the 2020-2021 school year is $3,750.

No column changes are permitted in this compensation model.[2]

[2] Teachers newly attaining a content area master's degree during the contract term will be compensated through the supplemental payment statute in IC 20-28-9-1.5(a). This is included for informational purposes only and was not bargained.

5. **2020-2021 Teacher Placement Salary Schedule**

Level	Bachelor's Salary Column	Master's Salary Column
A	$41,000	$43,250
B	$42,375	$45,000
C	$43,750	$46,750
D	$45,125	$48,500
E	$46,500	$50,250
F	$47,875	$52,000
G	$49,250	$53,750
H	$50,625	$55,500
I	$52,000	$57,250
J	$53,375	$59,000
K	$54,750	$60,750
L	$56,125	$62,500
M	$57,500	$64,250
N	$58,875	$66,000
O	$60,250	$67,750
P	$61,625	$69,500
Q	$63,000	$71,250
R	$64,375	$73,000
S	$65,750	$74,750
T	$67,125	$76,500
U	$68,500	$78,250

6. **Salary Range**

The salary range for the 2020-2021 school year is $40,375 to $79,750, not including current year increases or TRF contributions.

The salary range for the 2020-2021 school year after base salary increases are applied is $41,000 to $81,750 (not including TRF contributions).

7. **Placement of New Hires on the 2020-2021 Teacher Placement Salary Schedule**

a. The Teacher Placement Salary Schedule in Article II, Section B, Paragraph Number 5 set forth above shall be used for determining the salary of new hires.

b. Any teacher returning to BGCS will be placed at the level equivalent to his/her salary when he/she left plus additional levels equated to the number of effective or highly effective evaluations earned since leaving that have been obtained from an accredited school, as established by the new hire criteria list in subparagraph c below. If the teacher has gained no teaching experience equivalent to 120 days in an accredited school while gone from BGCS or

effective/highly effective evaluations, then the teacher will be placed at the same (or equivalent after conversion for existing teachers) level he/she was earning prior to leaving BGCS. For purposes of this provision an "accredited school" shall mean one that is freeway accredited, public school accredited, advanced ed accredited, State accredited, or a school that has been accredited by any other third party accreditation organization if agreed to by the Superintendent and Association President.

c. Any teacher new to the district will be placed at an initial salary that mirrors a current teacher based on years of experience and education. A mirrored salary is a salary with the same degree (BA or MA) and years of experience in education in an accredited school. The superintendent has the discretion to place the new hire one or two levels up or down from that initial placement as long as the placement does not place the new hire above level L. If the initial placement would place the new hire at or above L, the Superintendent does not have the discretion to place the new hire on any other level than the initial placement. For example, if a new hire's education and experience would place them at Masters Row L, then the Superintendent has to place that individual at Masters Row L and does not have the discretion to place at Level M or Level N. If there are multiple current employees with the same degree level and years of experience, but different amounts, the initial placement shall be determined as the lowest salary amount in the group.

d. A retired teacher who is hired or rehired by the school corporation will be placed no higher than letter K for his/her initial salary.

8. Redistribution of Forfeited Salary Increases for 2020-2021 School Year

Any salary increases that are required to be forfeited by a teacher evaluated as needs improvement or ineffective will be redistributed equally to the highly effective and effective teachers in the form of a one-time stipend. The Superintendent will notify the CTA President of the number of teachers rated ineffective and needs improvement and the total dollar amount that will be redistributed. This notification provision is being included for informational purposes only and has not been bargained.

9. One-Time Stipend for 2020-2021 School Year

Any teacher earning a base salary of $81,750 or higher after base salary increases are applied for the current school year will receive a one-time stipend in the amount of $1,750.

Section C Extended Contracts

Teachers working extended contract days will be paid $300.00 a day.

Section D Co-Curricular Salary

The parties agree the annual co-curricular salary schedule for Teachers for the duration of this Agreement is accurately reflected in Appendix A.

Section E Athletic Coaching Salary

The parties agree the annual athletic coaching salary schedule for Teachers for the duration of this Agreement is accurately reflected in Appendix B.

Section F Indiana State Teachers Retirement Fund

The Board shall contribute the Teacher's share, which is 3%, of the Indiana State Teachers Retirement Fund in addition to the salary specified in this Agreement.

Section G Compensation for Committee Work – Ancillary Duty Compensation

If Teachers are assigned to team committee work by the administration for the implementation of Curriculum and Instruction, and that and other approved committee work occurs outside of

the contract day, the Teachers shall be compensated thirty-five dollars ($35.00) per hour unless otherwise stated in the grant requirement.

Section H Miscellaneous Teacher Compensation – Ancillary Duty Compensation

A teacher may also be paid his/her contracted hourly rate if the teacher is asked to teach in his/her licensed teaching area during his/her regularly scheduled prep time (at the teacher's discretion) to help reduce the teacher to student ratio in a building.

Section I Criminal Background Checks

The School Corporation will pay the cost for current employees of any and all expanded criminal history checks that are required by the school corporation of per I.C. 20-26-5-10.

ARTICLE III GROUP INSURANCE

Section A Health Insurance

HSBT Plan	Plan Coverage	Board Contribution
Plan 2	Single	$6,665
Plan 2	Employee & Spouse	$10,506
Plan 2	Employee & Children	$10,388
Plan 2	Full Family Plan	$11,837
Plan 3	Single	$6,665
Plan 3	Employee & Spouse	$10,835
Plan 3	Employee & Children	$10,894
Plan 3	Full Family Plan	$12,335
HSA Plan 4	Single	$5,665 + $1,000 to HSA Account
HSA Plan 4	Employee & Spouse	$9,777 + $1,000 to HSA Account
HSA Plan 4	Employee & Children	$9.920 + $1,000 to HSA Account
HSA Plan 4	Full Family Plan	$11,078 + $1,000 to HSA Account

The rates set forth above will be effective December 1, 2020. The HSA contributions will begin January 1, 2021 and will be distributed in 20 pays ($50.00 per pay). Contributions to an HSA account will not begin until the teacher's HSA account is opened. The teacher will forfeit any HSA contributions that would have been deposited but are unable to be deposited because the teacher does not have his/her HSA account open.

In the event two Teachers are married and both are covered by group health insurance specified in this Agreement, then the Board contribution will be the Full Family Plan contribution (if the couple is participating in the Full Family Plan) or Employee & Spouse plan (if the couple is participating in the Employee & Spouse plan) plus the contribution of the Single plan in the category for which the couple is participating. To the extent this Board contribution total exceeds the total cost of the premium of the plan in which the couple is participating, then the overage will be distributed to each individual employee spouse equally through a tax-free contribution to an eligible health savings account.

If two teachers are married and select Plan 4, the total contribution to the HSA by the School Corporation will be $2,000 plus any overage (if there is an overage) as described above.

Section B Dental Insurance

The Board shall contribute up to three hundred fifty dollars ($350) annually toward the premium cost of the dental insurance plan selected by a Teacher. In the event two Teachers are married and both are covered by group dental insurance specified in this Agreement the Board contribution shall be the sum of the family plan option contribution and the single plan option contribution.

Section C Vision Insurance

The Board shall contribute the cost of the employee only plan option toward the premium cost of the vision insurance plan selected by a Teacher.

Section D Pro-Rating for Part-Time Certified Teachers

When it is determined by the Superintendent that it is in the best interest of the School District to hire part-time certified teachers, the following provisions shall be in effect:

1) Part-time employment refers to one (1) teaching position less than 100% of one (1) full-time position.

2) Salary will be determined on a pro-rated basis by the Superintendent using the salary placement schedule in Article II. For example, a bachelor's teacher at Level J who is on a 50% contract will earn $26,375.00.

3) Part-time teachers shall be eligible for Board contributions for health and dental insurance according to the following:

Teachers employed on a 75% to 100% base salary contract are eligible for 100% Board contribution;

Teachers employed on a 60% to 74% base salary contract are eligible for 75% Board contribution;

Teachers employed on less than a 60% base salary contract shall have Board contributions toward health insurance and dental insurance pro-rated to the same percentage as their base salary contract. Example: 50% contract will receive 50% Board contribution.

Section E Life Insurance

The Board shall provide Teachers term life insurance in the amount of $100,000. This amount shall be doubled in the event of an accidental death.

Teachers shall have the right to purchase, subject to insurance carrier regulations, additional term life insurance at their own expense. New Teachers to the Corporation must enroll in the program within thirty (30) calendar days following their first contract day to be eligible for this program.

Section F Long Term Disability Insurance

The Board shall provide Teachers long-term disability insurance with one hundred eighty (180) calendar day elimination period and coverage of two-thirds (2/3) base salary. Teachers employed on a Temporary Contract are not eligible for the Long Term Disability Insurance benefit.

Section G Section 125

Teachers shall have the benefits of section 125 of the IRS Act of 1978. An amount not to exceed 50% of salary may be set aside for the election of benefits, under Section 125 of the Internal Revenue code, which includes the non-taxable benefits of major medical, disability, cancer, Section 79 life, non-reimbursed medical, and dependent care.

The fees for generation II benefits shall be the responsibility of the Teacher.

ARTICLE IV LEAVE DAYS

Section A Personal Illness Leave

Teachers shall be entitled to be absent from work on account of personal illness for a total of ten (10) days each school year without loss of compensation. If the teacher has a qualifying FMLA event, personal illness days may be utilized during the twelve (12) week period of time.

Upon written request, personal illness days may be used to extend a teacher's bereavement leave in the case of the death of the following immediate family members: parent, spouse, child, brother, sister, grandparent, grandchild, mother-in-law, father-in-law, stepchild, foster-child, daughter-in-law, son-in-law.

Personal illness leave days may be taken in full day or half-day increments. The total number of unused personal illness leave days at the end of a school year shall accumulate to an unlimited total.

Personal illness days accumulated in the last place of employment may be claimed at the rate of five (5) days per year beginning with the second year in a new school Corporation until the accumulated personal illness leave is exhausted.

Section B Personal Business Leave

Teachers shall be entitled to be absent from work on account of personal business for a total of two (2) days each school year without loss of compensation.

Personal business leave days may be taken in full day or half-day increments.

The total number of unused personal business leave days at the end of a school year shall accumulate to a maximum of Five (5) personal business leave days in addition to the annual two (2) day allotment for a maximum of Seven (7) personal business leave days which can be taken in a school year without loss of compensation. Any additional unused personal business leave days shall accumulate as personal illness leave.

Teachers who substitute in a classroom four (4) periods or times will be awarded one (1) personal day. This also applies when students are placed in your classroom for the day or part of a day in K-6 buildings, this is considered one time for subbing per this language. Teachers may accumulate up to the 7 maximum personal days and any excess days will automatically be added to their accumulated sick leave. Teachers can only use 7 personal days during 1 (one) school year.

Section C Family Illness Leave

Teachers shall be entitled to be absent from work on account of illness, surgery, or accident involving an immediate family member a total of five (5) days each school year without loss of compensation. This leave is not accumulative.

An immediate family member is defined as spouse, child, step-children, parent, brother, sister, mother-in-law, father- in- law, or other person whose relationship is sufficiently close in judgment of the Superintendent of Schools to warrant such leave.

If all personal leave, emergency leave, and family illness leave have been used and additional days are required due to serious illness or accident to a family member, the Teacher may make a written request to the Superintendent to use unused personal illness days.

In the event that the emergency leave day has been used and a life or property-threatening situation arises which necessitates immediate action, unused family illness leave may be used.

In the event that all family illness days have been used and additional days are required due to illness of a family member, the Teacher may make a written request to the Assistant Superintendent for Business & Personnel to transfer up to three (3) personal illness days to become family illness days as needed.

Unused family illness leave days will be transferred to the accumulated sick leave at the end of the school year.

Section D Emergency Leave

Teachers shall be entitled to be absent from work on account of an emergency for a total of one (1) day or two (2) half (1/2) days each school year without loss of compensation. An emergency is defined as a sudden, unexpected occurrence demanding immediate attention. Unused emergency leave at the end of a school year shall be added to the accumulation of personal illness days. An emergency leave day may also be used for the purpose of bereavement in respect to a relative or friend.

Section E Bereavement Leave

Teachers shall be entitled to be absent from work on account of death of a family member without loss of compensation for the number of days specified below.

For the purpose of this article, the "immediate family" shall be defined to include child, parent, brother, sister, mother-in-law, father-in law, niece, nephew, aunt, uncle, stepmother, stepfather, stepdaughter, stepson, sister-in-law, brother-in-law, stepsister, stepbrother, daughter-in-law, son-in-law, grandmother, grandfather, spouse's grandmother, spouse's grandfather, granddaughter, step-granddaughter, grandson, step-grandson, legal dependent or any person residing in the same home as the employee.

Bereavement leave days do not need to be used consecutively.

A teacher on temporary contract shall have the same leave benefits as another teacher. A teacher on extended or supplementary contract (Example: Summer School) shall be able to use his/her leave benefits.

Five (5) days: parent, spouse, child, brother, sister, grandparent, grandchild, mother-in-law, father-in-law, stepchild, foster-child, daughter-in-law, son-in-law

Two (2) days: brother-in-law, sister-in-law

One (1) day: aunt, uncle, foster-parent

Bereavement leave must be taken within one (1) year after the date of death. Teachers who must travel three hundred miles (300) or more one way due to the death of a family member are entitled to two additional bereavement days for travel.

Section F Professional Leave

Teachers shall be entitled to be absent from work on account of professional activities for a total of one (1) day each school year without loss of compensation.

The Superintendent of Schools shall determine if the request is approved.

If the request is approved the Board may elect to pay expenses related to the request. Any expenses related to the request not paid by the Board are the responsibility of the Teacher.

Section G Association Leave

The Association is entitled to ten (10) days of Association leave without loss of compensation. Use of Association leave is determined by the Association President. Association leave may be taken in full day or half-day increments. No one Teacher may use more than five (5) days of Association leave in any one school year. Notice of Association leave must be in writing and given to the building principal at least twenty-four (24) hours in advance.

Section H Jury Duty/Trial Witness Leave

Teachers called to serve on jury duty or as a trial witness shall be granted jury duty/trial witness leave without loss of compensation.

Section I On-The-Job Injury Leave

Teachers absent due to injury or disability as a result of an unprovoked assault on school property or on school business, shall not be charged personal illness leave or any other leave provided for in this Agreement. In case of injury or disability which is determined to be compensable under the Workman's Compensation law the Board shall pay the Teacher in full until Workman's Compensation and social security begin. The Board shall pay the difference between Workman's Compensation and social security payments and the contractual salary of the Teacher, but in no case shall the payments made by the Board be paid for a period of more than six (6) consecutive months of disability.

Such benefit shall only be available to Teachers who certify their willingness to file charges and pursue legal avenues in prosecuting such cases. Legal counsel and assistance will be provided the Teacher in prosecuting such cases to their final resolution.

The Board may require an independent medical or psychological examination, at the Board's expense, if there is a question as to the condition of the Teacher during this leave.

Section J Professional Coaching Leave

One (1) professional coaching leave day per year may be granted to each high school or middle school head coach per sport without loss of compensation. The professional coaching leave day shall be used to attend clinics that are designed to improve coaching skills in the sport which they coach, and are presented by a university, state coaching or athletic association.

Section K Military Leave Guidelines

Paid family or personal leave not to exceed ten (10) days may be taken during any contract year, where the Teacher's spouse, child, or parent is enlisted or conscripted into the armed forces of the United States and is on active duty pursuant to a federal order. A Teacher is not entitled to more than the ten (10) days of paid military family leave from any combination of personal or family leave in any school year.

A Teacher may be granted up to fifteen (15) days leave in any calendar year without loss of compensation for National Guard Training, where an absence is necessary in accordance with IC 10-17-4, or other applicable law.

Section L Maternity Leave

Teachers shall be entitled to maternity leave in accordance with state and federal law. (See the School District's FMLA and other related policies for more information.)

Maternity leave and maternity benefit will be defined as follows:

A. Maternity leave utilizes the teacher's available sick leave days. A separate maternity benefit does not utilize the teacher's sick leave days.
B. Maternity leave commences the day following the birth of the child and continues for six (6) weeks. During this 6-week period, the teacher may use up to thirty (30) available sick leave days. If the teacher has fewer than thirty (30) available sick leave days, the teacher may choose to take the remainder of the 6-week period as an unpaid leave or may choose to move on to the maternity benefit. Any changes to the commencement date must be approved by the Superintendent upon submitting a formal written request.
C. The maternity benefit consists of ten (10 consecutive) contractually paid days, which shall not be charged against a teacher's available sick leave.
D. If the birth of a child occurs over the summer break, B and C of Section L will not be granted if the maternity leave and maternity benefit days expires prior to the first day of the school year. If the provision has not expired over the summer break, then the teacher may use any/all of the residual days, beginning with the first day of school and continuing consecutively.
E. If the teacher is medically disabled, as verified by a physician's statement, beyond the provisions cited in this Agreement, the teacher may use more of her available sick leave days to cover the time period of the disability.
F. Uncompensated leave may continue for up to one (1) year following the birth of the child. The teacher granted such a leave have the right to maintain, at her sole expense (paying the full premium), all insurance benefits in which she was enrolled at the time of the request.* A teacher on uncompensated leave is required to return within one (1) year following the birth of the child. The return date may be adjusted beyond the child's first birthday to the first day of the next grading period.
*If a teacher qualifies for FMLA, the district will maintain its financial contribution to health insurance benefits during the 12 week FMLA period.
G. The teacher granted such a leave will be returned to the same assignment or one which is comparable and equal in benefits as determined by the administration.

Section M Paternity Leave and Paternity Benefit

Upon the birth of a child, the father who is a teacher shall be granted ten (10) consecutive contractually paid days of paternity benefit. These days will not be charged against the teacher's available sick leave and shall commence on the day following the birth of the child.

It is understood that in the event of a birth over the summer break, the granting of ten (10) paternity benefit days will not apply unless the number of allowable days overlaps with the beginning of the next school year.

Section N Adoption Leave and Adoption Benefit

A leave of absence for adoption shall be granted by the Board. This leave may be taken without jeopardy to reemployment, retirement, and salary and benefits.

Adoption leave and adoption benefit will be defined as follows:

A. Adoption leave utilizes the teacher's available sick leave days. A separate adoption benefit does not utilize the teacher's sick leave days.
B. Adoption leave commences the day following the placement of the child and continues for six (6) weeks. During this 6-week period, the teacher may use up to thirty (30) available sick leave days. If the teacher has fewer than thirty (30) available sick leave days, the teacher may choose to take the remainder of the 6-week period as an unpaid leave or may choose to move on to the adoption benefit.
C. The adoption benefit consists of ten (10) consecutive contractually paid days, which shall not be charged against a teacher's available sick leave.
D. If the placement of the child occurs over the summer break, the provisions in Section N, Subsections B and C, will not be granted if the adoption leave and adoption benefits days expire prior to the first day of the school year. If the provisions in Article IV, Section N, Subsections B and C have not expired over the summer break, then the teacher may use any/all of the residual days beginning with the first day of school and continuing consecutively.

Section O Family and Medical Leave Act

Teachers shall be eligible for leave under the Family and Medical Leave Act ("FMLA") in accordance with the federal law. (See Teacher Handbook)

Under the FMLA, an eligible employee can take off a combined total of up to 12 weeks in a leave year to care for a newborn child or for adoption of a child. (See Teacher handbook)

Section P Pro-Rating for Part-Time Certified Teachers

Part-time employment refers to one (1) teaching position less than 100% of one (1) full-time position.

Leave days for which a part-time teacher is eligible to receive shall be pro-rated equal to the percentage of the contract served and rounded to the nearest half-day. Leave must be taken in either half-day or full-day portions.

ARTICLE V SUMMER SCHOOL AND INTERSESSION

The Superintendent has decided to bargain supplemental service pay for summer school and intersession. Teachers of summer school and Intersession shall be paid $40 for each hour of instruction in accordance with applicable state statue and regulations governing summer school pay for Teachers.

ARTICLE VI RETIREMENT COMPENSATION

Article VI shall constitute the retirement program of the Corporation and shall be counted as part of the cost of any salary agreement between the Board and the Association. For purposes of this Article and to qualify for total disability, a Teacher must be adjudged permanently disabled by the Indiana State Teachers' Retirement Fund (ISTRF).

Section A IRS Code Section 401(a)

The Corporation shall contribute one percent (.01) of a Teacher's base salary to the Corporation's 401(a) plan.

Teachers shall become vested in this program according to the following schedule. Until such time of becoming vested all monies contributed by the Corporation shall not be available to the Teacher and upon termination of employment for any reason, other than total disability, the non-vested Corporation contributions shall be used to offset the contributions for that year. In the event of termination due to total disability, the affected Teacher shall be considered vested. Forfeitures from teachers who leave Beech Grove before being vested will be redistributed

to teachers with 5+ years of experience in Beech Grove who are vested in the 401a plan per the provisions set forth herein. The forfeitures will be distributed on the first pay date in the Fall of each school year.

Vesting Schedule:	5 years of employment at BGCS	100%

Section B IRS Code Section 403(b)

All Teachers shall be eligible for the 403(b) matching annuity program.

The program shall include provisions allowing matching employer salary contributions and matching employee contributions. Within the provisions of the IRS CODE, the plan shall be fully vested, shall be portable, and shall include the availability of loans and hardship withdrawals.

The Corporation shall match each Teacher's like contributions up to two and one-half percent (.025) of the Teacher's base salary.

There shall be an annual enrollment in the matching annuity program prior to the first day of the school year or within five (5) business days of employment.

Section C VEBA (Voluntary Employee Benefit Association)

The Corporation shall contribute two percent (.02) of a Teacher's base salary to the Corporation's VEBA plan. Early forfeitures will be distributed per the plan document.

Vesting Schedule:	5 years of employment at BGCS	100%

Forfeitures from teachers who leave Beech Grove before being vested will be redistributed to teachers with 5+ years of experience in Beech Grove who are vested in the VEBA plan per the provisions set forth herein. The forfeitures will be distributed on the first pay date in the Fall of each school year.

Section D Sick Leave Bonus

Teachers who have accumulated one hundred twenty 120 days of sick leave at the end of the final year of service with the Corporation and are considered vested under the provisions of Sections A and C above shall have the sum of twelve thousand five hundred dollars ($12,500) added to their final teaching contract if they are retiring from Beech Grove City Schools. To receive the sick leave bonus retiring Teachers must submit a written unconditional and irrevocable letter of resignation to the Board no later than May 1st of the calendar year when retirement is to begin. However, in the event a Teacher is unable to give the notice because of an accident, ill health, or for another unforeseen reason, the Teacher may petition the Board for the sick leave bonus. The $12,500 sick leave bonus shall be paid to the Teacher within the remaining pays left on the Teacher's last contract, and this bonus payment shall be included in the Teacher's earnings history reported to ISTRF.

Teachers who:

(a) have accumulated one hundred twenty 120 days of sick leave at the end of the final year of service with the Corporation, and

(b) are considered vested under the provisions of Sections A and C above, and

(c) submit a written letter of resignation to the Board no later than February 1st of the school year when retirement is to begin for end of school year retirements or, for mid-school year retirements, by no later than September 1st,

will receive an additional $2,500 added to their final teaching contract if they are retiring from Beech Grove City Schools.

Teachers will have to request to be rehired by the Beech Grove Board of Education per Indiana Code IC 5-8-4-1 if they decide not to retire from BGCS after submitting the letter of resignation under this provision.

Section E Retiree Health Insurance

The School Corporation will provide a group health insurance program under I.C. 5-10-8-2.6(g) to retired teachers:

(1) who will have reached fifty (50) years of age on or before the teacher's retirement date but who will not be eligible on that date for Medicare coverage as prescribed by 42 U.S.C. 1395 et seq.;

(2) who will have completed twenty (20) years of creditable employment with a public employer on or before the teacher's retirement date, ten (10) years of which must have been completed immediately preceding the retirement date; and

(3) who will have completed at least fifteen (15) years of participation in the retirement plan of which the teacher is a member on or before the teacher's retirement date.

The group health insurance program provided under this provision will be equal in coverage to that offered active employees and will permit the retired teacher to participate if: (a) the retired teacher pays the full amount of the premium and (b) if the teacher, within ninety (90) days after the teacher's retirement date, files a written request with the Superintendent's Office for insurance coverage. A retired teacher's eligibility to continue insurance under this provision ends when the teacher becomes eligible for Medicare coverage as prescribed by 42 U.S.C. 1395 et seq., or if the School Corporation terminates the health insurance program. (See Indiana Code 5-10-8-2.6(e) – (g))

ARTICLE VII GRIEVANCE PROCEDURE

A grievance is an alleged violation, misinterpretation, or misapplication of an article or section of this Agreement.

A grievance by a Teacher or the Association shall be resolved in accordance with the grievance procedure outlined below.

At any time during this procedure a Teacher may be accompanied by an Association representative.

Step 1: A grievance shall first be discussed with the building principal in an effort to resolve the issue informally.

Step 2: When the grievance is not resolved in Step 1 it shall be made in writing using the GRIEVANCE REPORT form, (Appendix D). The grievant shall attach any supporting documentation to the grievance report form. The grievance report shall be submitted to the building principal and a copy given to the Association president.

Within ten (10) contract days after receiving the grievance report the building principal shall respond in writing to the grievant.

Step 3: When the grievance is not resolved in Step 2 it may be submitted, within five (5) contract days, to the Superintendent of Schools.

Within ten (10) contract days after receiving the grievance report the Superintendent shall respond in writing to the grievant.

Step 4: When the grievance is not resolved in Step 3 it may be submitted, within five (5) contract days to the Board.

Within fifteen (15) contract days after receiving the grievance report the Board shall respond in writing to the grievant.

ARTICLE VIII TERM AND EXECUTION OF AGREEMENT

The terms of this Agreement shall begin on July 1, 2019 and continue in effect through June 30, 2021 with the exception of those provisions which specifically go into effect and/or expire by their own terms at such other dates. This Agreement was reopened by the parties during formal bargaining in the 2020-2021 school year for salary, wages and wage-related fringe benefits, and all agreements reached during reopener negotiations have been incorporated into this contract.

The parties have ratified this Agreement on the dates set forth below.

Beech Grove City Schools

President, Board of School Trustees

Secretary, Board of School Trustees

Superintendent

Ratification Date: November 10, 2020

BGCTA

President, BGCTA

Ratification Date: October 27, 2020

APPENDIX A CO-CURRICULAR SALARY SCHEDULE

ASSIGNMENT	2019-2021
HS Art Department Chair	900
HS Business Department Chair	900
HS English Department Chair	1,342
HS Family/Consumer Science Department Chair	900
HS World Languages Department Chair	900
HS Industrial Technology Department Chair	900
HS Mathematics Department Chair	1,342
HS Music Department Chair	900
HS PE Department Chair	900
HS Science Department Chair	1,342
HS Social Studies Department Chair	1,342
HS Special Education Department Chair	900
HS Media Education Department Chair	445
HS Vocal Music Director	3,354
HS Vocal Music – Spring Spectacular	1,073
HS Vocal Music Choreographer	714
HS Instrumental Music Director	4,958
HS Asst. Instrumental Music Director	2,683
HS Instrumental Music – Spring Spectacular	714
HS Auditorium Director	1,342
HS Drama Sponsor	1,342
HS Flag Corp Sponsor	2,236
HS Winter Guard	2,236
HS Student Council Sponsor	1,342
HS Yearbook Sponsor	935
HS Newspaper Sponsor	935
HS Brain Game Sponsor	625
HS Foreign Student Sponsor	445
HS Academic Competition Coordinator	1,206
HS Robotics Sponsor	625
HS Mathematics Academic Competition Coach	224
HS Science Academic Competition Coach	224
HS English Academic Competition Coach	224
HS Social Studies Academic Competition Coach	224

HS Fine Arts Academic Competition Coach	224
HS Science Olympiad Sponsor	224
HS Prom Coordinator	445
HS Varsity Cheer Leader Sponsor – Seasons	893
HS Reserve Cheer Leader Sponsor – Seasons	893
HS Freshman Cheerleader Sponsor – Seasons	893
HS Wrestlerette Sponsor	893
HS Spell Bowl	224
HS National Honor Society	500
HS Clubs	400
HS FFA	4,000
HS Auditorium Scheduler	1,073
MS Department Chair	900
MS Yearbook Sponsor	2,123
MS Newscenter Sponsor	1,342
MS Science Fair Coordinator	266
MS Science Olympiad Sponsor	266
MS Art Show Coordinator	266
MS Academic Competition Coordinator	1,206
MS 7th Grade Cheerleader Sponsor – Seasons	535
MS 8th Grade Cheerleader Sponsor – Seasons	535
MS FFA	2,000
MS Robotics	625
MS Clubs	400
EL Art Show Coordinator	266
EL Music Show Coordinator	266
EL Science Fair Coordinator	266
HP Clubs	400
CE Clubs	400
SG Clubs	400
Mentor Teacher	5,000
Community Service	2,000

NOTE: The above positions may be split to accommodate employment of multiple staff members at the discretion of the Superintendent. There must be ten (10) students in a club to qualify for payment as listed on the salary schedule. There must be ten (10) to fifteen (15) players kept on the middle school basketball teams to pay for an assistant coach for both the 7th and 8th grade boys' and girls' teams.

APPENDIX B ATHLETIC SALARY SCHEDULE

ASSIGNMENT	2019-2021
HS Asst. Athletic Director	5,530
HS Director of Sports Information	2,500
HS Pool Director	1,500
HS Athletic Event Coordinator	2,500
HS Head Girls Basketball	6,390
HS Assistant Girls Basketball	3,832
HS Head Volleyball	4,257
HS Assistant Volleyball	3,192
HS Head Girls Swim	4,257
HS Assistant Girls Swim	3,134
HS Head Softball	3,626
HS Assistant Softball	2,765
HS Head (Girls and Boys) Track	3,294
HS Assistant (Girls and Boys) Track	2,471
HS Head Girls Tennis	2,789
HS Assistant Girls Tennis	2,132
HS Head Girls Cross Country	2,789
HS Head Girls Golf	2,027
HS Head Girls Soccer	3,903
HS Assistant (Girls) Soccer	2,925
HS Assistant Boys Soccer	2,925
HS Head Boys Basketball	6,390
HS Assistant Boys Basketball	3,832
HS Head Football	5,781
HS Assistant Football	3,467
HS Head Wrestling	5,781
HS Assistant Wrestling	3,832
HS Head Boys Swim	4,257
HS Assistant Boys Swim	3,134
HS Head Baseball	3,626
HS Assistant Baseball	2,765
HS Head Boys Tennis	2,511
HS Assistant Boys Tennis	1,918
HS Head Boys Cross Country	2,789
HS Head Boys Golf	3,041
HS Head Boys Soccer	3,903
MS Athletic Event Coordinator	2,500

MS 8th Girls Basketball	3,832
MS 7th Girls Basketball	3,832
MS 8th Girls Basketball Assistant	1,000
MS 7th Girls Basketball Assistant	1,000
MS 8th Volleyball	2,555
MS 7th Volleyball	2,555
MS Head Girls Track	1,975
MS Asst. (Girls and Boys) Track	1,481
MS Head Boys Cross Country	1,672
MS Head Girls Cross Country	1,672
MS Assistant Cross Country	1,000
MS Head (Girls and Boys) Swim	2,511
MS Assistant (Girls and Boys) Swim	1,879
MS 8th Boys Basketball	3,832
MS 7th Boys Basketball	3,832
MS 8th Boys Basketball Assistant	1,000
MS 7th Boys Basketball Assistant	1,000
MS Head Football	3,467
MS Assistant Football	2,600
MS Head Wrestling	3,467
MS Assistant Wrestling	2,600
MS Head Boys Track	1,975
MS Head Baseball (7th and 8th)	1,672
MS Assistant Baseball	1,000
MS Head Softball (7th and 8th)	1,672
MS Assistant Softball	1,000
MS Boys Golf	1,672
MS Girls Golf	1,672
MS Boys Tennis	1,672
MS Girls Tennis	1,672
MS Head Boys' Soccer	1,672
MS Head Girls' Soccer	1,672
EL 6th Girls Basketball	1,066
EL 6th Boys Basketball	1,066
EL 6th Wrestling	1,066

NOTE: The above positions may be split to accommodate employment of multiple staff members at the discretion of the Superintendent.

A committee will be reviewing the current extra-curricular schedule during the 2020-2021 school year. This provision has been included for information purposes only and has not been bargained.

APPENDIX C RETIREMENT BUY OUT PROVISIONS

Effective August 15, 2004, the parties agree that the following provision shall be enacted for all Teachers employed before August 1, 1998. The Educational Services Company ("ESC") actuarial study will be used by the Corporation to buy out the retirement/severance provisions and health insurance provisions. The provisions of this buy out shall be as follows:

The cost to buy out the qualified Teachers shall be based on the following:

• Assumed Initial Interest Rate	4.00%
• Initial Interest Rate Period	2 years
• Assumed Ultimate Interest Rate	7.50%
• Mortality Table	up 94
• Cash Flow Interest Rate	4.00%
• Cash Flow Mortality Table	no deaths
• Termination Assumption	mutually agreed upon table
• Sick day accruals	4 days
• Assumed Retirement Age	58
• Corporation FICA	No
• Retain Participant FICA	Yes
• Salary Inflation Factor	0.00%
• Health Insurance Premium Rate	$7,200.00

The amounts determined by these calculations shall be distributed in the following manner.

Retirement/Severance Benefits [401(a)]:

- The amount due in this calculation shall be deposited in the 401(a) account as provided for in Article VI, Section A.

Health Insurance Benefits [VEBA]:

- The amount due in this calculation shall be deposited in the Voluntary Employee Benefit Association (VEBA) as provided for in Article VI, Section C.

APPENDIX D GRIEVANCE REPORT FORM

TO: **Building Principal**

FROM: _____, **Grievant**

DATE: _____

On _____, **the following violation, misinterpretation, or**
(date of grievance)
misapplication of this Agreement occurred:

_____

_____

This is a violation, misinterpretation, or misapplication of our current Agreement:

ARTICLE
SECTION
PARAGRAPH _____

I recommend this grievance be resolved as follows:

_____

Step 2: GRIEVANCE FILED

Date **Building Principal's Signature**

_____

PRINCIPAL'S RESPONSE (attached)

Date **Grievant's Signature**

Step 3: GRIEVANCE TO SUPERINTENDENT

Date **Superintendent's Signature**

_____

SUPERINTENDENT'S RESPONSE
(attached) **Date** **Grievant's Signature**

Step 4: GRIEVANCE TO BOARD

Date **Board President's Signature**

_____

BOARD RESPONSE (attached)

Date **Grievant's Signature**

APPENDIX E – BACHELOR'S TRANSITION COMPARISON SCHEDULES FOR 2019-2020 SCHOOL YEAR

Level	Bachelor's 2018-2019 Salary	Bachelor's 2019-2020 Salary
A	$40,000.00	$40,375.00
B	$41,375.00	$41,750.00
C	$42,750.00	$ 43,125.00
D	$44,125.00	$ 44,500.00
E	$45,500.00	$45,875.00
F	$46,875.00	$47,250.00
G	$48,250.00	$48,625.00
H	$49,625.00	$50,000.00
I	$51,000.00	$51,375.00
J	$52,375.00	$52,750.00
K	$53,750.00	$54,125.00
L	$55,125.00	$55,500.00
M	$56,500.00	$56,875.00
N	$57,875.00	$58,250.00
O	$59,250.00	$59,625.00
P	$60,625.00	$61,000.00
Q	$62,000.00	$62,375.00
R	$63,375.00	$63,750.00
S	$64,750.00	$65,125.00
T	$66,125.00	$66,500.00
U	$67,500.00	$67,875.00

Example 1: Teacher A is currently at Level G in the bachelor's column in the 2018-2019 salary placement schedule earning $48,250. Teacher A meets the general eligibility criteria and factors in the 2019-2020 compensation model to move down one level to Level H in the bachelor's column in the 2019-2020 salary placement schedule earning a new base salary of $50,000, for a $1,750 salary increase.

Example 2: Teacher B is currently at Level F in the bachelor's column in the 2018-2019 salary placement schedule earning $46,875. Teacher B meets the general eligibility criteria and factors in the 2019-2020 compensation model to move down one level to Level G in the bachelor's column in the 2019-2020 salary placement schedule earning a new base salary of $48,625, for a $1,750 salary increase.

2020 CBA COMPLIANCE CHECKLIST

ITEM		Page No.
School employer and exclusive representative identified		5
Bargaining unit description matches the IEERB Order in effect at time of ratification		5
Beginning and ending date of CBA (must end on or before June 30, 2021)		22
Ratification date (must be on or after September 15)		22
General definitions (definitions that apply to the whole CBA)		N/A
Grievance procedure (if arbitration used, must indicate if advisory or binding)		20-21
Contract interpretation provisions (e.g., severability, supremacy, savings clauses)		N/A
Salary for newly hired teacher (amount, schedule, or method of calculation)		7; 10
Wages/compensation for ancillary duties		11; 12
Wages/compensation for extracurricular duties		23-26
Compensation for extended contracts		11
Compensation plan		5-11
If there are no salary increases, CBA includes a statement to that effect		N/A
Statement of annual salary range for returning full-time teachers (don't include current year increases, ISTRF contributions, or salaries of newly hired teachers)		7; 10
Salary increases		
• Statement that teachers rated ineffective/improvement necessary are not eligible		5; 8
• Based on at least two of the five statutory factors		5; 8
• Definitions of factors (e.g. experience, academic needs, instructional leadership)		5; 8
• How much each factor contributes to increase (by points, percentage, amount, etc.)		6; 9
• Amount of increase (flat amount, % amount) or method for calculating amount		6; 9

• The combination of education and experience (excluding increases to reduce the gap and teacher retention catch-up increases) does not exceed 50% of the maximum available salary increase		6
• If using a salary increase to reduce the gap, it must: (1) be clearly identified and (2) actually reduce the gap.		N/A
• If using a teacher retention catch-up salary increase it must: (1) be clearly identified, (2) attributed to the academic needs factor, (3) describe the teachers to whom the catch-up increase applies, (4) describe the increase amount or method of calculating, and (5) describe how the increase amount represents a comparison to the starting salary of new teachers.		N/A
Redistribution provision or a statement explaining why redistribution not necessary		8; 11

Reminders:

1. Clearly identify the Compensation Plan and make sure all salary increases are included and described in the compensation plan.

2. If you include non-bargainable items for informational purposes only (e.g. number of ECA positions, number of extended contract days, etc.), be sure to include a statement to that effect.