

2020-2021

CONTRACT AGREEMENT

BETWEEN

THE BOARD OF SCHOOL TRUSTEES  
OF THE  
CENTERVILLE-ABINGTON COMMUNITY SCHOOLS

AND

THE CENTERVILLE-ABINGTON EDUCATION ASSOCIATION

THIS AGREEMENT ENTERED INTO THIS 11th DAY OF NOVEMBER, 2020 BY AND BETWEEN  
THE BOARD OF SCHOOL TRUSTEES OF THE CENTERVILLE-ABINGTON COMMUNITY SCHOOLS, HEREINAFTER  
CALLED THE "BOARD", AND THE CENTERVILLE-ABINGTON EDUCATION ASSOCIATION, HEREINAFTER  
CALLED THE "ASSOCIATION".

T.A. : D. AL 10/15/20

T.A. : W. M. G. 10/15/20

TABLE OF CONTENTS

	Page	
Article I	<u>Recognition - Definitions</u>	
	A. Public Law 217.....	4
	B. Definitions.....	4
Article II	<u>Compensation Provisions</u>	
	A. Compensation .....	5
	B. Extra-Duty.....	5
	C. Additional Training.....	5
	D. National Board Certification.....	5
	E. Health Insurance.....	5
	F. Dental Insurance.....	6
	G. Vision Insurance.....	6
	H. Life Insurance.....	6
	I. Retirement Benefit.....	6
	J. Teaching Experience.....	7
	K. Military Experience.....	7
	L. 403(b) Early Retirement Plan.....	7
	M. Buy out Contributions.....	8-11
	N. Ongoing Retirement Savings VEBA Plan....	11-12
	O. Long Term Disability.....	12
	P. Section 125.....	12
	Q. Part Time Teachers.....	12
	R. 401(a) Matching Annuity Plan.....	13
	S. Unused Sick Day reimbursement.....	14
	T. Mentor teacher reimbursement.....	14
	U. Wellness Center teacher benefit.....	14
	V. Summer School Compensation .....	14
	W. Mileage Reimbursement.....	14
	X. Technology Training .....	14
	Y. English as a Secondary Language teacher.	15
	Z. Teaching dual credit courses.....	15
	AA. Criminal background checks.....	15
Article III	<u>Leave of Absence</u>	
	A. Personal-Emergency Leave.....	15
	B. Sick Leave/Family Illness Days.....	16
	C. Jury Duty.....	16
	D. Bereavement Leave.....	16
	E. Sabbatical Leave.....	16
	F. Sick Leave Donation Days.....	17
	G. Adoptive Leave or Birth Leave.....	17

Article IV	<u>Grievance Procedure</u>	
	A. Definition.....	18
	B. Procedure.....	18
	C. Hearings.....	18
	D. Time Limits.....	20
Article V	<u>Signature Page</u> .....	20
Appendix A	<u>Compensation Schedule</u> .....	21-24
Appendix B	<u>Extra Duty Compensation Schedule</u> .....	25-28
Appendix C	<u>Memorandum of Understanding on Federal Tax</u> <u>Law on Wages</u> .....	28-33
ARTICLE VI	<u>Signature Page</u> .....	33

## ARTICLE I

### Recognition - Definitions

A. In accordance with I.C. 20-29 the Centerville-Abington Board of School Trustees hereby recognizes the Centerville-Abington Education Association as the exclusive representative, for purposes of collective bargaining and discussion, of certificated employees in the bargaining unit. Included in the bargaining unit are all certificated employees as defined in I.C. 20-29 except superintendents, assistant superintendents, administrative assistants, business managers, supervisors, athletic directors, directors with corporation wide responsibility, principals, assistant principals, department heads who have responsibility for evaluating teachers, director of guidance, school psychologist, counselors, confidential employees, employees performing security work within the meaning of I.C. 20-29, substitute teachers, any employee who may be appointed by the employer to serve in an acting supervisory or confidential capacity, any supervisory position that is subsequently created by the school employer.

#### B. Definitions

1. The term "teacher", when used in this contract, shall mean an employee represented by the Centerville-Abington Education Association pursuant to Article I Section A of this contract.
2. The term "Board", when used in this contract, shall refer to the governing body of the school corporation and its authorized representative(s).
3. The "Association" shall refer to the Centerville-Abington Education Association which is the organization that has been recognized as the exclusive representative and includes any person or persons authorized to act on behalf of such organization.
4. The term "school corporation", when used in this contract, shall refer to the Centerville-Abington Community Schools of the County of Wayne of the State of Indiana.
5. When references are made to male teachers in this contract, it also includes female teachers.
6. Stipends are provided outside of the compensation plan in accordance with the IEERB Teacher CBA Compliance Rubric, Updated 6/2016, p.7

## ARTICLE II

### Compensation Provisions

#### A. Compensation Schedule

The teacher compensation schedule listed in Appendix "A". Teachers will be placed on the appropriate schedule and in the appropriate column upon certification to the Superintendent of the attainment of an eligible content area graduate degree or content area graduate college credit hours beyond the requirements for employment. Eligible content areas are any content area (as defined by the IDOE) in which the teacher currently teaches or any other content area approved by the superintendent.

The compensation range for 2019-2020 is from \$37,697 - \$70,128.  
The compensation range for 2020-2021 is from \$37,697 - \$70,128.

- B. For the 2020-2021 school year, all eligible teachers will receive a pay increment based on the teacher compensation schedule listed in Appendix "A". Additionally, a 4% increase in the Boards contribution to health insurance will be added to all eligible teachers who currently take the school's insurance. 85% of the total State Tuition Support Fund will be used for compensation to the teachers including the salary increment, 4% increase in insurance, and any additional funds being divided evenly between all eligible teachers in the form of a stipend.

- C. The extra-duty compensation schedule is listed in Appendix "B".

For the 2020-2021 contract year, the teacher extra-duty compensation schedule will remain the same.

- D. All adjustments to compensation, as a result of the attainment of eligible content area graduate college credit hours beyond the requirements for employment, shall be effective at the beginning of each semester. Eligible content areas are any content area (as defined by the IDOE). Any increase in the teacher's base compensation as a result of the attainment of content area graduate college credit hours is subject to the requirements of the Compensation Model listed in Appendix A herein. This will not apply for teachers who are rated ineffective or needs improvement.

- E. Teachers completing and receiving the National Board Certification shall receive a one-time stipend in the amount of \$1500 in the year the teacher receives and presents proof of attainment of the certification to the Superintendent. Stipends are provided outside of the compensation plan in accordance with the IEERB Teacher CBA Compliance Rubric, Updated 6/2016, and p.7.

- F. The Board will provide a health insurance plan which will include a \$1,000,000 limit major medical addendum with a \$2,500 Stop Loss provision. The Board will pay premiums only to the company selected by the Board. Necessary policies to administer the program will be the responsibility of the Board. Any insurance plan provided by the Board will be subject to the rules and regulations of the underwriters.

EFFECTIVE December 1, 2020 (For plan year 2021)

1. The Board agrees to pay a maximum amount of \$8450 for a single policy for each full time teacher employed under regular contract. A teacher will be responsible for any amount above the maximum amount paid by the corporation.
  2. The Board agrees to pay a maximum amount of \$17,858 for a family policy for each full time teacher employed under regular contract. If both teachers are employed by the corporation the maximum amount to be paid for the family plan shall not exceed \$21,314. A teacher will be responsible for any amount above the maximum amount paid by the corporation.
  3. The Board agrees to pay an annual stipend of \$1,300 in lieu of health insurance coverage. One half of this pay will be made the second pay in May and one half the second pay in December.
  4. The Board agrees to pay those on the single plan an additional \$800 on the first pay after the plan year ends.
- G. The East Central Insurance Trust Dental Insurance plan will be provided to each eligible teacher employed under regular contract. All premiums will be paid by the teacher. Any insurance plan provided will be subject to the rules and regulations of the underwriters or carriers. The plan will be administered through a Section 125, Flexible Benefits Plan.
- H. The East Central Insurance Trust Optical Insurance plan will be provided, if available, to each eligible teacher employed under regular contract. All premiums will be paid by the teacher. Any insurance plan provided will be subject to the rules and regulations of the underwriters or carriers. The plan will be administered through a Section 125, Flexible Benefits Plan.
- I. The Board shall provide for each qualifying teacher a group life insurance plan which shall pay the teacher's designated beneficiary the sum of up to seventy-five thousand dollars (\$75,000) in the event of death; and in the event of an accidental death, a sum of not less than two (2) times that amount shall be paid.

The board shall pay all premiums except for one (1) cent which shall be paid by the qualifying teachers. Eligible teachers will have 30 days after the start of school or 30 days after signing their contract; whichever comes last, to complete application for this coverage. The sole authority for the selection of the insurance carrier shall be with the Board. Any insurance plan provided by the Board shall be subject to the rules and regulations of the underwriters or carriers.

J. Retirement Benefit - An individual who is employed as a bargaining unit member at the time of retirement from employment will be eligible for the following retirement benefits provided the teacher has otherwise satisfied the requirements and conditions described below.

1. Group Health Insurance - immediately following retirement the teacher and his/her spouse, if any, shall have the option of remaining on the Corporation's current health insurance plan if all of the following conditions are met as of the date of retirement and thereafter:
  - a. while the retired teacher and spouse, if any, remain enrolled in the health insurance plan, the retired teacher and spouse shall pay the entire insurance

premium applicable to the insurance coverage, with the monthly payment to be made on or before the 25<sup>th</sup> day of the month for the succeeding month; and

- b. within ninety (90) days of the retirement date, the teacher has provided a written request to the School Corporation for continuing insurance coverage for the teacher and spouse, if any.

When a retired teacher first becomes eligible for Medicare, the teacher's eligibility to continue to participate in the Corporation's group health insurance plan shall terminate, if not earlier terminated according to applicable law. (The same termination of eligibility shall also apply when a retired teacher's spouse first becomes eligible for Medicare) It is acknowledged that the parties intend these provisions to comply with applicable federal and state laws that establish an eligible teacher's right to continue health insurance for the teacher and spouse, including if otherwise applicable, I.C. 5-10-8-2.6. Therefore, this right to extended coverage shall not override any rights to continuing health care coverage as required by COBRA.

2. Term Life Insurance - If an individual was employed as a bargaining unit member for at least then (10) consecutive years at the time of retirement, and the retired teacher otherwise qualifies under the eligible class for retirement as defined by the school corporation's term life insurance carrier, the retired teacher may continue to participate in the school corporation's term life insurance coverage program. To continue this coverage, the retired teacher must pay the entire insurance premium applicable to the term life insurance coverage. Such premium payment shall be made monthly on or before the 25<sup>th</sup> day of the month.
  3. A flat sum severance payment of \$1,500 will be paid to any teacher leaving the school corporation who has fifteen (15) or more years of experience in the school corporation and is not eligible for retirement.
- K. All years of teaching experience will be accepted for compensation schedule purposes when a teacher is employed, providing this experience was earned in an elementary or secondary school accredited by a State Department of Education requiring a teaching license and can be documented by the previous employers. Any teacher with years of experience of 0.5 or greater will be rounded up to the next full year of service for purposes of placement on the compensation model.
- L. For purposes of state tuition support as well as placement on a compensation model, the school corporation shall translate military experience of a person licensed to teach in Indiana into teaching experience as follows:
1. Eight months of either military service or military service combined with teaching experience shall be equivalent to one year teaching experience provided such service shall occur within the school year beginning July 1 and ending June 30.
  2. Military experience substituted shall not exceed four years.
  3. The provisions of this section shall apply to all veterans who took the oath of allegiance, wore the uniform, served in either combat or noncombat units, and were discharged under honorable conditions.
  4. It is the responsibility of the teacher to furnish the school corporation with all documentation necessary to substantiate the claim for military experience prior to the time a teacher signs the teaching contract.

- M. 403(b) Annuity Plan-Each teacher may elect to make a compensation reduction election and make tax deferred contributions to the plan described in section 403(b) of the Internal Revenue Code to the maximum limits allowed by the Code. The Board shall forward compensation reduction money to the appropriate vendor once a month.

The school corporation shall maintain a list of no more than seven approved investment vendors for the compensation reduction contributions to the 403(b) Plan.

The 403(b) Plan shall:

1. Be subject to all applicable Internal Revenue regulations, including non-discrimination tests.
2. Have no contract initiation fees charged to the employee.
3. Have no administrative or plan document charge to the Board.

The Vendor shall:

1. Not be allowed to sell other insurance products as part of the agreement under this contract.
2. Provide all third party administration for the 403(b) Plan at no cost to the employee and employer.
3. Provide a legal plan document and all necessary amendments to always cause the Plan to be in compliance with the IRS codes and regulations.
4. Provide for fixed and variable investment opportunities to the parties.
5. For the last three (3) years have at least two of the following: Best Rating; A+, Standard and Poor's: AA; Moody's: A2, and Duff & Phelps:AA.

N. Buy Out Contributions.

1. Entitlement to Retirement Benefits and Vesting Requirements

Upon retirement from the Centerville-Abington Community Schools, a teacher shall be fully vested in the retirement benefits described in this Article if the retiring teacher has satisfied the following requirements:

- a. the retiring teacher must be at least fifty-five (55) years of age on or before July 1 of the year of retirement;
- b. the retiring teacher must be eligible for and accept the benefits of the Indiana State Teachers' Retirement Fund;
- c. the retiring teacher must be a teacher in the Centerville-Abington Community Schools at the time of retirement; or was impacted by "Reduction in Force" after 25 years of service in the corporation and must retire from another school corporation.



d. the sum of the retiring teacher's age and years of experience at Centerville-Abington Community Schools must equal at least seventy-five (75).

2. VEBA. The school corporation shall contribute to a voluntary employees' beneficiary association ("VEBA") as described in section 501(c)(9) of the Code, fifty percent (50%) of the amount representing the present value of that calculated for all employees under subsection 3 above. A jointly approved vendor shall be the organization administering the VEBA and shall be the single investment vendor for the VEBA. The terms and conditions for the administration and operations of the VEBA shall be as follows:

The amount calculated for each employee will be invested in a separate account. There will be no commingling of accounts and each employee may determine how his or her account shall be invested among the investment options made available by the vendor for the VEBA.

Until such time that an employee has retired and satisfied the eligibility requirements set forth in subsection Q-1 of this Article V, the employee shall have no access to the assets held in his or her separate VEBA account.

Following retirement and the satisfaction of the requirements set forth in subsection Q-1 of this Article, a retired employee may use the amounts held in his/her separate VEBA account to pay health insurance premiums, group term life insurance premiums, and to be reimbursed for unreimbursed medical expenses of the employee, spouse, and dependents. Furthermore, following the death of an employee who had otherwise satisfied the requirements of subsection Q-1 of this Article, any amounts remaining in the deceased employee's VEBA account may continue to be used to pay these premiums and expenses of the employee's spouse and dependents. If the deceased has no living dependents the money will be distributed evenly to current staff in the VEBA Plan. At no time may the VEBA make loans to an employee, his/her spouse, or his/her dependents.

If an employee retires or otherwise terminates employment before satisfaction of the requirements set forth in section Q of subsection 1 of this Article, the terminated employee's VEBA account shall be forfeited. Forfeited amounts shall be reallocated at the end of each plan year only among the then remaining separate VEBA accounts. This reallocation shall be in a manner similar to that used by the ISTA Financial Services Corporation or jointly approved vendor in initially determining the present value calculations.

Forfeited amounts shall be reallocated at the end of each plan year only among the then remaining separate VEBA plan accounts in a manner similar to that used in initially determining the present value calculations. Therefore, the VEBA plan accounts of the following employees will not share in the reallocation of a forfeiture of a VEBA plan account:

- Employees who forfeited their VEBA plan accounts in the same year;
- Employees who previously forfeited their VEBA plan accounts; and
- Employees who have attained age of fifty-seven (57) and terminated employment in or before the year of the reallocated forfeiture.

Furthermore, VEBA plan accounts of employees who have attained the age of fifty seven (57), but have not terminated employment may share in the reallocated forfeiture, but on a reduced basis equal to their percentage of full Social Security benefits.

The school corporation shall not be paid any compensation for its services performed on behalf of the VEBA. All costs incurred in the administration of the VEBA and investment fees shall be paid from the VEBA assets.

401(a) Plan. The school corporation shall establish a qualified retirement plan as described in section 401(a) of the Code. Fifty percent (50%) of the total sum of the amount calculated by Educational Services Corporation as the present value for the retirement pay and severance benefits shall be contributed by the school corporation to the 401(a) plan as a non-matching contribution when funds become available.

The 401(a) Plan shall:

1. Be subject to all applicable Internal Revenue regulations, including non-discrimination tests.
2. Have no contract initiation fees charged to the employee.
3. Have no administrative or plan document charge to the Board.

The Vendor shall:

1. Not be allowed to sell other insurance products as part of the agreement under this contract.
2. Provide all third party administration for the 401(a) Plan at no cost to the employee and employer.
3. Provide a legal plan document and all necessary amendments to always cause the Plan to be in compliance with the IRS codes and regulations.
4. Provide for fixed and variable investment opportunities to the parties.
5. For the last three (3) years have at least two of the following: Best Rating; A+, Standard and Poor's: AA; Moody's: A2, and Duff & Phelps:AA.

The amount calculated for each employee will be invested in a separate account. There will be no commingling of accounts and each employee may determine how his or her account shall be invested among the investment options made available by the investment vendor for the 401(a) Plan.

Until such time that an employee has retired and satisfied the eligibility requirements set forth in subsection R-1 of this Article, the employee shall have no access to the assets held in his or her separate 401(a) plan account.

Following retirement and the satisfaction of the requirements set forth in subsection R-1 of this Article, a retired employee may elect to commence distributions from his 401(a) plan account. If an employee dies after having satisfied the requirements of subsection Q-1 of this Article, the deceased employee's 401(a) plan account shall be distributable to the decedent's designated beneficiary or to his/her estate if no beneficiary designation has been made. At no time may a participant borrow from his 401(a) plan account.

If an employee retires or otherwise terminates employment before satisfaction of the requirements set forth in subsection Q-1 of this Article, the terminated employee's 401(a) plan account shall be forfeited. The forfeited amounts shall be reallocated at the end of each plan year only among the then remaining separate 401(a) plan

accounts in a manner similar to that used in initially determining the present value calculations. Therefore, the 401(a) plan accounts of the following employees will not share in the reallocation of a forfeiture of a 401(a) plan account:

Employees who forfeited their 401(a) plan accounts in the same year;  
Employees who previously forfeited their 401(a) plan accounts; and  
Employees who have attained age of fifty-seven (57) and terminated employment in or before the year of the reallocated forfeiture.

Furthermore, 401(a) plan accounts of employees who have attained the age of fifty seven (57), but have not terminated employment may share in the reallocated forfeiture, but on a reduced basis equal to their percentage of full Social Security benefits.

The school corporation shall not be paid any compensation for its services performed on behalf of the 401(a) plan. All costs incurred in the administration of the 401(a) plan and investment fees shall be paid from the 401(a) plan assets.

### 3. Future Adjustments

The parties agree that Article V, or any other provision of this Agreement, does not constitute an expectation of receiving the enumerated retirement benefits by any current employee, future employee, prospective employee or applicant beyond the expiration of this Agreement. Therefore, except as otherwise limited by applicable law, it is understood that the Board and Association may in the future bargain modifications of any kind to this provision, provided however, that the future revision of this Section shall not affect the retirement benefits of teachers already receiving benefits pursuant to this Section.

### M. Ongoing Retirement Savings VEBA Plan

Upon retirement from the Centerville-Abington School Corporation, a teacher shall be fully vested in the retirement benefits described in this Article if in the year (September 1 through August 31) of the teacher's retirement, the retiring teacher must satisfy either of the following:

1. The teacher is at least age fifty-five (55) in the year of retirement and reached the rule of eighty-five set by the state of Indiana.
2. Immediately prior to retirement, the teacher must have completed not less than ten (10) full years of service as a professional educator with the Centerville-Abington Community Schools and is at least age fifty-five.

The retiring teacher must submit a written unconditional and irrevocable letter of resignation to both the Board and the Superintendent. If, at the date of the death of a Participant, he or she is eligible to receive any medical benefits subject to Article VIII of the VEBA Master Plan Document, and if such deceased Participant's Spouse or other Dependents are also eligible to receive such medical benefits, the Administrator will make available to the Spouse or the other Dependents of the deceased Participant a one-time irrevocable election to transfer all or a portion of the balance remaining in the deceased Participant's Other Benefits Account to a Health Reimbursement Account for such Spouse and Dependents. If the deceased has no living dependents the money will be distributed evenly to current staff in the VEBA plan. At no time may the VEBA make loans to an employee, his/her spouse, or his/her dependents.

Beginning with the 2005-06 school year and each succeeding year the Board agrees to:

1. Pay into the individual teacher's VEBA account 1.0% of each bargaining unit member's base compensation. The Board shall make equal monthly contributions throughout the school year, and will complete its contributions on or before September 15, of each succeeding year.
2. Provide a matching contribution of up to .5% to the teacher's 401(a) plan or VEBA plan, to be determined as follows:
  - a. all teachers born July 1, 1954 or earlier and with 10 years of teaching experience with the Centerville-Abington Community Schools shall have the contribution made to their VEBA account.
  - b. all teachers born after July 1, 1954 shall have the contribution made to their 401(a) account.

The Board shall make equal monthly contributions throughout the school year, and will complete its contributions on or before September 15 of each succeeding year.

Each employee may determine how his or her account shall be invested among the investment options made available by the investment vendor for the VEBA Plan. The single investment vendor for the VEBA plan shall be by a jointly agreed vendor.

Eligible employees whose birthday is before July 1, 1954, shall be vested 100% immediately in their account in the VEBA plan. Employees whose birthday is after July 1, 1954, shall be vested based on the vesting table. Years of service at the Centerville-Abington Community Schools will be determined by ISTRF years of service rules.

#### VESTING TABLE

	1-2 yrs service	3-4 years service	5 years service
VESTING	0%	50%	100%

Money not received because of failure to vest shall be placed in a forfeiture account and distributed equally to current staff in the VEBA plan on an F.T.E. basis when the account reaches \$5,000.

Effective with the 2005-06 school year and each succeeding year no teacher may accumulate more than 90 sick days. If a teacher qualifies for LTD insurance and receives payments the Board will make up the difference in compensation between their LTD gross insurance distribution and what the teacher's normal compensation would be up to 122 work days.

- N. A long term disability insurance plan will be provided to each eligible teacher employed under regular contract. The Board agrees to pay 100% of the premium less one (1) cent which will be paid by the teacher. The Board will pay premiums only to the company selected by the board. Any insurance plan provided will be subject to the rules and regulations of the underwriters or carriers.
- O. A teacher may participate in the Centerville-Abington School Corporation flexible benefits plan approved and adopted by the Board under the provisions of Section 125 of the internal revenue code. This Plan is defined in the Board's "FLEXIBLE BENEFITS PLAN".

P. Except as listed below, part time teachers included in the bargaining unit as defined in Article I Section A of this agreement shall receive all benefits provided by this agreement. The Board's contribution to the following benefits, rounded up to the nearest 25%, shall be adjusted to reflect the proportion of a part time teacher's assigned duties to a full time teacher's assigned duties:

1. Compensation pursuant to Article V Section A and Appendix A;
2. Health insurance pursuant to Article V Section F;
3. Severance payment pursuant to Article V Section J;

Q. 401(a) Matching Annuity Plan

The Board agrees to establish and maintain a qualified 401(a) Annuity Plan (hereinafter referred to as the "401(a) Plan") for all certified employees covered under this collective bargaining agreement. The 401(a) Plan shall be available for all certified employees.

The Board shall also maintain a 403(b) Plan (hereinafter referred to as the "403(b) Plan") for all certified employees covered under this collective bargaining agreement. The 403(b) Plan will include provisions for pre-tax compensation reduction contributions which will be matched up to 3% by equal Board contributions to the 401(a) Plan on a monthly basis.

In order to qualify for the matching contribution, the certified employee must make a minimum contribution to a 403(b) plan or additional contributions to the employee's Indiana Teachers Retirement Fund equal to 2.5%. The contributions made by the certified employee and matched by the Board shall be an amount which reflects the appropriate percent of the certified employees base compensation as set forth on the certified employee's Teacher's Contract which corresponds to his or her placement on the Compensation Schedule.

Eligible employees as of August 18, 1997, shall be vested 100% immediately in their account in the 401(a) Plan. Employees hired after August 18, 1997, shall only be eligible for the 401(a) Plan and shall be vested based on the vesting table. Years of service at Centerville-Abington Community Schools will be determined by ISTRF years of service rules.

**VESTING TABLE**

	1-2 yrs service	3-4 years service	5 years service
VESTING	0%	50%	100%

Money not received because of failure to vest fully shall be placed in a forfeiture account and distributed equally to current teaching staff in the 401(a) Plan on a F.T.E. basis when the account reaches \$5,000.

The 401(a) and 403 (b) Plan shall:

- a. be subject to all applicable Internal Revenue regulations, including non-discrimination tests.
- b. have no contract initiation fees charged to the employee.

c. have no administrative or plan document charge to the Board.

The Vendor of the annuity for the 401(a) and 403(b) Plan shall be selected by mutual agreement of the parties to this agreement. The Vendor shall:

- a. not be allowed to sell other insurance products as part of the agreement under this contract.
- b. provide all third party administration for the 401(a) Plan and the 403(b) Plan at no cost to the employee and employer.
- c. provide a legal plan document and all necessary amendments to always cause the Plan to be in compliance with the IRS codes and regulations.
- d. provide for fixed and variable investment opportunities to the parties.
- e. For the last three (3) years have at least two of the following:  
Best Rating; A+, Standard and Poor's: AA; Moody's: A2, and Duff & Phelps:AA.

- R. Any teacher with unused leave days at or above eighty (80) accumulated days will be paid a one-time stipend of two hundred dollars (\$200) the last pay period in May after the school year ends.
- S. Mentor teachers are to be paid a \$600 stipend, per assignment, in two (2) payments of \$300 each. The first half of the stipend is to be paid on the last pay in December and the second half of the stipend will be paid the first pay in May.
- T. Beginning with the 2008-09 school year and each succeeding school year the Board agrees to provide membership for each teacher to the Centerville Wellness Center.
- U. A summer school compensation will be based on the teacher compensation model at the appropriate place on the compensation model for the individual teacher with one (1) hour of summer school counting as 1/6th of a teacher's daily rate multiplied by the number of hours taught. The amendments further provide that the superintendent shall establish the rate of pay for a teacher on a supplemental service contract.
- V. Any approved mileage which may be authorized to be paid to teachers shall be based on the current I.R.S. reimbursement rate.
- W. Technology training

Teachers may earn an additional day of pay by attending at least 7.5 hours outside the normal teaching day or calendar during the school year. This day is in approved technology instruction/training program(s) that expands or upgrades the teacher's skills and/or knowledge of technology for use in the classroom.

1. Instruction/training will be pre-approved by the Superintendent or his designee. It will include but not be limited to: corporation-sponsored programs.

Teachers who have completed at least 7.5 hours of approved technology instruction/training will receive a stipend equivalent to 1/183rd of their annual compensation on the compensation model by the next payroll. The amendments further provide that the superintendent shall establish the rate of pay for supplemental compensation.

After school and weekend training technology credit will be given in the ratio of one hour of technology training to one hour of technology credit. Technology hours will be credited for college credit classes at the rate of 2.5 hours of technology credit per one hour of college credit.

Technology training will be paid to the teacher upon completion of the 7.5 hours.

- X. An English as a Secondary Language teacher will be based upon their annual salary with one hour counting as 1/8 of the teachers daily rate multiplied by the number of hours worked.
- Y. Teachers who teach a dual credit course will receive a \$250 stipend per semester per section. The stipend is to be paid at the end of each semester once in the second pay in January and the last pay in May.
- Z. The board agrees to pay the costs associated with obtaining criminal background checks for currently-employed teachers.

### ARTICLE III

#### Leave of Absence

##### A. Personal - Emergency Leave

1. Teachers will be allowed four (4) days of personal leave each year. If unused, one of the unused personal days will be carried over to the next year. A teacher will not have more than five (5) personal days per year. Other unused personal days will be allowed to accumulate as sick leave.

The following guidelines will be used:

- a. a written request will be submitted to the superintendent through the building principal.
  - b. prior notification of intent to be absent is strongly recommended to insure that the classroom program can be properly covered.
  - c. personal days will not be used before or after a school holiday or vacation to extend a teacher's personal vacation or holiday—any other request will be honored.
  - d. a teacher will not be charged for personal leave on a day that school is canceled or closed for emergency reasons.
  - e. personal leave may be used as sick leave if the teacher has exhausted all accumulated sick leave.
  - f. personal leave shall not be used in support of any job action by an employee group.
2. Teachers will be allowed one day of emergency leave each year. The following regulations will govern the administration of such leave:
    - a. a request which describes the exact nature of the emergency will be submitted to the superintendent through the building principal.

- b. to facilitate covering the teacher's responsibilities, notification of intent to be absent for emergency reasons will be given at the earliest possible time.
- c. an emergency will be defined as those situations which could not have been anticipated and for which prior planning was not possible.

#### B. Sick Leave/Family Illness Days

All teachers will be allowed ten (10) days of sick leave/family illness days for their first year in the corporation and seven (7) days of sick leave in each year thereafter. Unused sick leave may be accumulated to ninety (90) days. As indicated under the preceding paragraph, three (3) days of unused personal leave may be allowed to accumulate as sick leave. Teachers that have sick days accumulated, then leave the corporation and return to teach again in Centerville, will be entitled to all sick leave days accumulated on their prior years in the corporation. A teacher may not claim more than one first year credit of ten (10) days sick leave against this corporation.

A teacher will not be charged for sick leave on a day that school is canceled or closed.

Teachers who are on a supplemental contract for summer work and are absent due to illness be allowed one additional day of sick leave. For any days thereafter, teachers will have one-half day deducted from their leave for each day missed unless they teach more than three hours per day in which case one day will be deducted from their leave. The one additional day will not accumulate.

#### C. Jury Duty

The school district will pay a teacher required to serve on jury duty the difference between their regular per day compensation and the per diem received for jury duty. The following regulations will govern the administration of such leave:

1. An initial written request will be submitted to the superintendent through the building principal immediately following the receipt of a summons.
2. The teacher will advise the principal when he is dismissed from jury duty.

#### D. Bereavement Leave

1. In the case of death in the immediate family of the teacher, the teacher is entitled to be absent for five (5) school days, within fourteen (14) calendar days of the death in the immediate family, without loss of compensation. The immediate family is defined as: husband, wife, father, stepfather, mother, stepmother, brother, sister, child, father-in-law, mother-in-law, any person living as a member of the household of the teacher or for whom ever a teacher is appointed to be attorney in fact through power of attorney.
2. In the case of death involving grandparents, grandchild, aunt, uncle, brother-in-law, sister-in-law, daughter-in-law, son-in-law, or close friend, the teacher is entitled to be absent for two (2) school days without loss of compensation.



#### E. Sabbatical Leave

The Board of School Trustees, upon the recommendation of the superintendent of schools, may grant a sabbatical leave, up to one school year in length for study purposes (without compensation) to qualified instructional personnel who hold a tenure contract with the school district. Recipients of a sabbatical leave must file written notification with the superintendent by March 15 of their intent to return for the school year following their leave.

#### F. Sick Leave Donation Days

When a teacher has an illness or accident that causes that teacher to miss more than his/her allotted sick leave days, the teacher may request sick leave donation days. The following procedures and guidelines shall be followed:

1. The request for sick leave donation days may originate with the teacher.
2. It then shall be the responsibility of the teacher will submit the following information and submit the request to the superintendent or his designee:
  - a. the name of the requesting teacher
  - b. the date of absence
3. A teacher may donate no more than two (2) sick days each school year and a teacher may receive no more than sixty (60) donated days for an illness or disability.
4. The sick day shall be donated on a day to day basis as needed.
5. Donated days will be deducted from the donating teacher's sick leave days.

#### G. Adoptive Leave or Birth Leave

The Family Medical Leave Act (FMLA) allows a teacher 12 weeks or 60 days of unpaid leave. Paid personal days can be used to extend the 12 weeks or 60 days. A teacher may not use sick leave to extend FLMA beyond 12 weeks or 60 days. Therefore, teachers may not request sick leave donations to extend the 12 week or 60 day period.

If a teacher does not receive an evaluation because of FMLA leave, they are not eligible for advancement on the compensation schedule and they are not eligible for the Teacher Appreciation Grant. In accordance with Indiana Code 20-28-11.5, a teacher rated ineffective or improvement necessary may not receive any raise the following year, except for those that are eligible per I.C. 20-9-1-1.5(d). A teacher should request an evaluation before FMLA leave if they will not be returning to school as a result of a pregnancy leave. A teacher shall be granted an evaluation prior to the end of school after returning from birth leave if requested.

Adoptive and birth leave shall be granted for up to a period of one (1) school year without pay. In the case of adoption, the teacher shall notify the superintendent of his/her intent upon initial application for the adoption. The period of leave shall commence when the child is physically turned over to their home. In the case of a birth, the teacher shall notify the Superintendent of his/her intent within eight weeks of the child's birth. The period of leave shall commence when the child is physically turned over to the teacher/parent.

## ARTICLE IV

### Grievance Procedure

#### A. Definition

A grievance is an alleged violation or claimed misinterpretation of a specific article or section of this agreement.

#### B. Procedure

##### Step One

Within ten (10) working days of the time that the grievant knew, or reasonably should have known of the grievance, the grievant, who may be accompanied by an association representative, shall present the grievance to the building principal during non-teaching hours. Within three (3) working days after the presentation of the grievance, the building principal shall orally answer the grievant, who may be accompanied by an association representative.

##### Step Two

1. Within five (5) working days of the oral answer, if the grievance is not resolved, it shall be stated in writing, signed by the grievant and submitted to the building principal on the form provided by the administration.
2. The grievance shall (a) name the employee involved, (b) state the facts giving rise to the grievance, (c) identify the specific provisions of this agreement alleged to be violated, (d) state the contention of the grievant with respect to the grievance, and (e) indicate the specific relief requested.
3. Within five (5) working days after receiving the written grievance, the principal may request a meeting with the grievant. Within five working days after this meeting, or with five working days after receipt of the grievance if no meeting is held, the principal shall communicate his answer in writing to the grievant.

##### Step Three

1. If the grievance is not resolved in Step Two, the grievant may, within five (5) working days of receipt of principal's answer, appeal to the superintendent by filing the grievance and the principal's answer along with any written response of the grievant to the answer of the principal, with the office of the superintendent, which shall receipt therefore.
2. The superintendent, or his designated representative, shall, within ten (10) working days after the receipt of a grievance, meet with the grievant, who may be accompanied by an association representative, to discuss the grievance.
3. The superintendent, or his designated representative, shall give the grievant an answer in writing no later than ten (10) working days after meeting with the grievant.

#### Step Four - Arbitration

1. Within twenty (20) working days after receipt of the decision of the Superintendent, the Association may submit the grievance to arbitration under and in accordance with the rules of the American Arbitration Association.
  2. The arbitrator shall have no power:
    - a. to render an award which in any way infringes upon the responsibility and authority of the board to manage and direct the operations and activities of the school corporation as such responsibilities and activities are defined in IC 20-29.
    - b. to add to, subtract from, disregard, alter, or modify any of the terms of this agreement.
    - c. to rule on the termination of services or failure to reemploy any employee to a position on the extracurricular schedule, on the coaching staff, as department chairman, or any other position which has a compensation or time-off or extra-time bonus.
    - d. in regard to the dismissal of, or the renewal or non-renewal of, any contract.
    - e. in regard to any claim or complaint for which there is another remedial procedure or course established by law or by regulation having the force of law, including but not limited to any matter subject to the procedures specified in the Equal Employment Opportunity Act, or other legislation, unless the grievant has submitted an express and effective waiver to any such rights or procedures and has specifically stated in such written waiver agreement to be bound by the decision of the arbitrator.
    - f. to change any practice, policy, or rule of the board or to substitute his judgment for that of the board as to the reasonableness of any such practice, policy, rule, or any action taken by the board.
  3. If either party disputes the arbitrability of any grievance under the terms of this agreement, the arbitrator shall have no jurisdiction to act until the matter has been determined by a court of competent jurisdiction. In the event that a case is appealed to an arbitrator on which he has no power to rule, it shall be referred back to the parties without decision or recommendation on its merits.
  4. The decision of the Arbitrator shall be advisory. The Board may implement the decision in whole or in part or may meet with the Association to discuss other alternatives.
  5. The cost of the Arbitrator shall be shared equally by the School Corporation and the Association.
- C. Hearings shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons, including witnesses, entitled to be present to attend. Hearings shall be conducted during non-school hours, unless there is mutual agreement for other arrangements.
- D. Time Limits

1. The term "working day" as used in the grievance procedure shall refer to all days except Saturdays, Sundays, and holidays.
2. Time limits herein may be extended only by mutual agreement, signed by the parties.
3. If there is a failure at any step to communicate the decision on a grievance within the specified time limit, the grievant shall then have the right to appeal at the next step of the procedure.
4. Any grievance not advanced from one step to the next within the time limits, shall be deemed resolved by the answer at the previous step.
5. Any grievance which arose prior to the effective date of the current agreement shall be processed under the provisions of the current agreement.
6. Any grievance not presented in Step One within ten (10) working days of the time the grievant knew or reasonably should have known of the grievance, or any grievance not submitted in writing in Step Two within six (6) working days of its submission in Step One, shall be deemed waived and shall not be processed.

E. State and Federal Law

1. Nothing contained herein shall deny to any employee rights under State or Federal Constitutions and laws.
2. No certificated employee may use the grievance procedure in any way to appeal discharge or a decision by the Board not to renew such employee's contract.
3. No tenure employee shall use the grievance procedure to dispute any action by the Board which is in accordance with the State Tenure Laws.
4. No employee shall use the grievance procedure to appeal any decision of the Board or Administration if such decision is pursuant to any order of or written agreement with any State or Federal Regulatory Commission or Agency.

The terms and conditions of this agreement shall become effective on **July 1, 2020** and shall continue in effect through **June 30, 2021** with all issues having been considered and agreed upon.

Therefore, this agreement is made and entered into this **2<sup>th</sup> day of October**, by and between the Board and the Association, as defined herein, and is attested to by the representatives whose signatures appear below:

ARTICLE IV  
Signature Page

CENTERVILLE-ABINGTON  
EDUCATION ASSOCIATION

CENTERVILLE-ABINGTON  
COMMUNITY SCHOOL CORPORATION

\_\_\_\_\_  
Chief Negotiator of the Association Team  
Date \_\_\_\_\_

\_\_\_\_\_  
President, Board of School Trustees  
Date \_\_\_\_\_

President, Centerville Education Association Superintendent of Schools  
Date \_\_\_\_\_ Date \_\_\_\_\_

#### APPENDIX "A" COMPENSATION SCHEDULE CRITERIA

Compensation will be paid according to the compensation schedule listed below.

##### 1. General Eligibility

To be eligible for a salary increase, a teacher:

1. Must not have been rated ineffective or improvement necessary in the prior year, AND
2. Must have been employed at least 120 days in the prior year.
3. A true first and second year teacher, per Indiana Code 20-28-9-1.5(e)(f), that is ineffective or needs improvement will be eligible to move diagonally or vertically on compensation schedule.

A teacher who does not satisfy these eligibility criteria remains at their prior year salary.

##### 2. Increases are based upon a combination of the following factors:

Evaluation - The teacher was not rated ineffective or improvement necessary in the prior year or is a teacher under Indiana Code 20-28-9-1.5(e)(f).

Instructional Leadership, as defined in #16 below.

Academic need is defined as the need to retain Centerville-Abington Community School teachers. Academic Need B - The teachers with 19 or 21 evaluations that have MA, MA+15 or MA+30 are important to the corporation. Academic need is defined as the need to retain these teachers. The difference in increment for the teachers with 19 or 21 evaluations is contributed to this Academic Need.

Academic Needs 1 is defined as having earned a Master's Degree.

Academic Needs 2 is defined as having earned BA+6.

Academic Needs 3 is defined as having earned BA+15.

Academic Needs 4 is defined as having earned BA+30.

Academic Needs 5 is defined as having earned MA+15.

Academic Needs 6 is defined as having earned MA+30.

##### 3. In accordance with Indiana Code 20-28-11. 5, a teacher rated ineffective or improvement necessary may not receive any raise for the following year, except for those that are eligible per IC20-28-9-1.5 (d).

##### 4. A teacher may move on the 2018-2019 compensation schedule in one of the following manners: Moving on the same row does not give the teacher more money than moving down.

##### 5. A teacher will move diagonally from the BA Column to the BA+6 Column if:

1. The teacher meets the evaluation factor \$1033) and,
2. The teacher meets the Academic Needs 2 requirement (\$189).

6. A teacher will move diagonally from the BA+6 Column to the BA+15 Column if:
  1. The teacher meets the evaluation factor (\$1033) and,
  2. The teacher meets the Academic Needs 3 requirement (\$146).
7. A teacher will move diagonally from the BA+15 Column to the BA+30 Column if:
  1. The teacher meets the evaluation factor (\$1033) and,
  2. The teacher meets the Academic Needs 4 requirement (\$335).
8. A teacher will move diagonally from the BA+30 Column to the MA Column if:
  1. The teacher meets the evaluation factor (\$1033) and,
2. The teacher has accumulated the number of instructional leadership points that equals the number of evaluation row that the teacher is on before any movement (\$189/point) and,
3. The teacher meets the Academic Needs 1 requirement (\$633).
9. A teacher will move diagonally from the MA Column to the MA+15 Column if:
  1. The teacher meets the evaluation factor (\$1033) and,
  2. The teacher meets the Academic Needs 5 requirement (\$347) and,
  3. The teacher meets the instructional leadership requirement (\$189).
10. A teacher will move diagonally from the MA+15 Column to the MA+30 Column if:
  1. The teacher meets the Academic Needs (\$1033) and,
  2. The teacher meets the Academic Needs 6 requirement (\$348) and, the teacher meets the instructional leadership requirement (\$189).
11. A teacher will move vertically if:
  1. The teacher meets the evaluation factor and, and,
  2. The teacher does not meet the instructional leadership requirement or,
  3. The teacher does not meet the any Academic Needs 1 - 6 requirements.
12. Redistribution: The amounts that would otherwise have been allocated for the salary increase of teachers rated ineffective or improvement necessary shall be allocated within the compensation 2020-2021 school year, \$332,878 has been bargained for base compensation and will be distributed among teachers according to the compensation plan and since all monies will be distributed according to the compensation plan, no redistribution will be necessary.
13. Teachers will enter the compensation schedule according to their current compensation amount. New teachers with no previous experience shall enter the compensation schedule and be placed in row 1 and the appropriate degree column. Teachers being hired with previous experience shall be placed in the appropriate column that matches their current degree/education and on the row that matches their current year of experience from Indiana TRF as well as other verified years of teaching in Indiana and any other state that matches their current education level and on the row that matches their current year of experience/evaluation from the former school.

14. Instructional Leadership is defined as documented: fulfillment/participation in at least one (1) of the following that demonstrates instructional leadership. These leadership opportunities are documented and approved: by the building principal:

- The teacher is a member of a professional organization that attends 12 hours of a professional development opportunity
- The teacher supervises a student teacher for college field experience in the classroom
- The teacher receives fifteen documented Professional Growth Points (PGPs) that are not tied to an education degree or credit hours and if the teacher is not already compensation within this contract
- The teacher serves on one assigned school improvement committees.

**Appendix A**  
**Centerville-Abington Community Schools 2020-2021 Compensation Schedule**

Number of Eligible Evaluations	BA	BA+6	BA+15	BA+30	MA	MA+15	MA+30
1	37697	37886	38032	38367	39000	39347	39695
2	38730	38919	39065	39400	40222	40569	40917
3	39763	39952	40098	40433	41444	41791	42139
4	40796	40985	41131	41466	42666	43013	43361
5	41829	42018	42164	42499	43888	44235	44583
6	42862	43051	43197	43532	45110	45457	45805
7	43895	44084	44230	44565	46332	46679	47027
8	44928	45117	45263	45598	47554	47901	48249
9	45961	46150	46296	46631	48776	49123	49471
10	46994	47183	47329	47664	49998	50345	50693
11	48027	48216	48362	48697	51220	51567	51915
12	49060	49249	49395	49730	52442	52789	53137
13	50093	50282	50428	50763	53664	54011	54359
14	51126	51315	51461	51796	54886	55233	55581
15	52159	52348	52494	52829	56108	56455	56803
16	53192	53381	53527	53862	57330	57677	58025
17	54225	54414	54560	54895	58552	58899	59247
18	55258	55447	55593	55928	59774	60121	60469
19	56291	56480	56626	56961	60996	61343	61691
20	57324	57513	57659	57994	63257	63605	63953
21	58357	58546	58692	59027	64479	64827	65175
22	59390	59579	59725	60060	69432	69779	70128

APPENDIX "B"  
 CENTERVILLE-ABINGTON COMMUNITY SCHOOLS  
 2020-2021 EXTRA DUTY COMPENSATION SCHEDULE

Head Football Boys HS	7,192
Head Basketball Boys HS	7,192
Head Basketball Girls HS	7,192
Band Director HS	4,859
Head Swim HS	4,859
Head Track Boys HS	4,171
Head Track Girls HS	4,171
Head Volleyball Girls HS	4,171
Head Baseball Boys HS	4,171
Head Wrestling HS	4,171
Cross Country Boys/Girls HS	4,171
Head Tennis Boys HS	4,171
Head Tennis Girls HS	4,171
Head Golf Boys HS	4,171
Head Golf Girls HS	4,171
Head Soccer Boys	4,171
Head Soccer Girls	4,171
Head Girls Softball	4,171
Asst. Basketball Girls HS	3,413
Asst. Basketball Boys HS	3,413
Reserve Boys Basketball HS	3,413
Reserve Girls Basketball HS	3,413
Cheerleading HS	3,413
Asst. Football Coach(3 sponsors)*	3,413
Freshman Basketball Boys	2,602
Freshman Basketball Girls	2,602
Asst. Swim HS	2,602
Asst. Track Boys HS	2,602
Asst. Track Girls HS	2,602
Asst. Wrestling Boys HS	2,602
Asst. Cross Country HS	2,602
Asst. Baseball Boys HS	2,602
Asst. Volleyball Girls HS	2,602
Asst. Softball HS	2,602
Reserve Baseball	2,602
Reserve Softball	2,602



Head Jr. High Football Boys	2,602
Head Jr. High Basketball Boys 7th	2,602
Head Jr. High Basketball Boys 8th	2,602
Head Jr. High Basketball Girls 7th	2,602
Head Jr. High Basketball Girls 8th	2,602
Asst. Swimming HS(Diving)	1,970
Head Jr. High Golf Coach	1,970
Head Freshman Football Coach	1,970
Head Jr. High Wrestling Boys	1,970
8th Grade Volleyball	1,970
7th Grade Volleyball	1,970
Head Jr. High Track Boys/Girls	1,970
Head Jr. High Swim Boys/Girls	1,970
Head Jr. High Cross Country B/G	1,970
Choral Director HS	1,970
Show Choir Director HS	1,970
Yearbook Sponsor HS	1,970
Asst. Band Director HS	1,970
Speech Team Coach HS	1,970
School Improvement Chair	1,970
Asst. Jr. High Swim Coach Boys/Girls	1,419
Asst. Jr. High Football Boys	1,419
Asst. Jr. High Track Boys	1,419
Asst. Jr. High Track Girls	1,419
Asst. Jr. High Wrestling	1,419
Head Jr. High 7 <sup>th</sup> Grade Football Boys	1,419
Asst. Cheerleading HS	1,419
Elementary Intramurals	1,419
Academic Competition Coordinator HS	1,419
Jr. High Head Tennis Coach	1,419
Athletic Supervision (2 sponsors)*	1,144
Newspaper HS	1,144
Play Director HS (Fall)	1,144
Play Director HS (Spring)	1,144
Musical Choral Director HS	1,144
5th/6th Boys Basketball	1,144
5th/6th Girls Basketball	1,144
Student Council HS	1,144
Sr. Class Sponsor Chairman HS (2 sponsors)*	1,144
Jr. Class Sponsor Chairman HS (2 sponsors)*	1,144
JH Play Director	732
Play Set Director HS (Fall)	732
Play Set Director HS (Spring)	732
Foreign Language Coordinator HS	732

English Coordinator HS	732
Math Coordinator HS	732
Social Studies Coordinator HS	732
Science Coordinator HS	732
Physical Ed. Coordinator HS	732
Special Education Coordinator	732
Technical Education Coordinator	732
Jr. High Cheerleader Sponsor (2 sponsors)*	732
Elementary Cheerleader Sponsor	732
Jr. High Guard	732
Jr. High Student Council Advisor	732
Elem. Music C-A Elementary	732
Elem. Music R-H Elementary	732
Asst. Speech Team HS	732
Green Club HS	732
Musical Instrumental Director HS	732
Musical Technical Director	732
CAE Play Set Director	732
CAE Play Set Director	732
Sophomore Class Sponsor (2 sponsors)*	732
Freshman Class Sponsor (2 sponsors)*	732
 <b>High School</b>	
Academic Coaches HS (6 sponsors)*	424
Bulldog Network Club	424
Bowling Club	424
Chess Club	424
French Club	424
FCA	424
Key Club Sponsor	424
Leo Club	424
National Honor Society	424
Spanish Club	424
State Foreign Language Competition	424
S.A.D.D.	424
 <b>Junior High</b>	
Jr. High Choral Sponsor	424
Science Fair	424
Jr. High National Honor Society	424
Spell Bowl	424
 <b>Centerville-Abington Elementary</b>	
History Club (2 sponsors each)*	424
Math Club (2 sponsors)*	424
Spell Bowl (2 sponsors)*	424
Student Council (2 sponsors)*	424

Science Fair (2 sponsors)*	424
Safety Patrol (1 sponsor)*	424
Green Club (2 sponsors)*	424
Star Volunteers (2 sponsors)*	424

Jr. High Academic Super Bowl(4 sponsors)*	308
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Bulldog Barks (3 sponsors)*	185
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Junior Class Assistant Sponsors (7 sponsors)*	185
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**\*Please note:** A number of positions were not bargained but included merely for informational purposes.

APPENDIX "C"  
CENTERVILLE-ABINGTON COMMUNITY SCHOOLS  
Memorandum of Understanding

Federal Tax Law on Wages

- A. All contracts which are nine months or more in length will be paid in one of the following methods:
- a. a twenty-six (26) installments with pay periods scheduled for alternating weeks.
  - b. in twenty-six (26) installments with bi-weekly pay periods; provided, however, that the final six installments will be paid in a single lump sum payment with the pay period in June.
  - c. a twenty (20) installment bi-weekly pay periods.
1. Beginning for the 2008/2009 school year and for each school year thereafter, each teacher is required to elect a pay schedule by completing and submitting a *NOTICE OF ELECTION FOR ANNUALIZED COMPENSATION* to the superintendent or designee prior to May 30<sup>th</sup> preceding the applicable school year. The teacher's election is irrevocable for next school year and remains in effect until changed. Newly hired teachers are required to complete and submit an election form within thirty (30) days after hire, but no later than the first day of work.
  2. Teachers who have a separation from service within the meaning of Section 409A of the Internal Revenue Code and the underlying regulations (which includes voluntary or involuntary termination of employment for any reason, including death, resignation, and retirement) will receive any balance due on the first regular pay period following the date they have separation from the service.
  3. Teachers who fail to complete and submit a timely written election form for a school year to the Superintendent will be paid in twenty-six (26) equal installments with bi-weekly pay periods.
  4. Summer School work will be paid in bi-weekly installments during the teaching time for the program, with bi-weekly pay periods.
  5. Extra-Curricular work will be paid according to: (a) Fall activities will be paid in one sum at the last pay in December; (b) Spring activities will be paid in one sum at the last pay in May; and (c) Activities that cover both fall and spring will be paid one half of the sum at the last pay in December and the other half at the last pay in May. All Extra-Curricular work will be paid in the calendar year in which the work is done. (See Extra-Curricular List)

**Extra Duty Payment  
Schedule**

Head Football Boys HS	Dec.
Head Basketball Boys HS	Dec/May
Head Basketball Girls HS	Dec/May
Band Director HS	Dec/May
Head Swim HS	Dec/May
Head Track Boys HS	May
Head Track Girls HS	May
Head Volleyball Girls HS	Dec.
Head Baseball Boys HS	May
Head Wrestling HS	Dec/May
Cross Country Boys/Girls HS	Dec.
Head Tennis Boys HS	Dec.
Head Tennis Girls HS	May
Head Golf Boys HS	May
Head Golf Girls HS	Dec.
Head Soccer Boys	Dec.
Head Soccer Girls	Dec.
Head Girls Softball	May
Asst. Basketball Girls HS	Dec/May
Asst. Basketball Boys HS	Dec/May
Reserve Boys Basketball HS	Dec/May
Reserve Girls Basketball HS	Dec/May
Asst. Football Boys HS	Dec.
Asst. Football Boys HS	Dec.
Asst. Football Boys HS	Dec.
Cheerleading HS	Dec/May
Freshman Basketball Boys	Dec/May
Freshman Basketball Girls	Dec/May
Asst. Swim HS	Dec/May
Asst. Track Boys HS	May
Asst. Track Girls HS	May
Asst. Wrestling Boys HS	Dec/May
Asst. Cross Country HS	Dec.
Reserve Baseball	May
Reserve Softball	May
Asst. Baseball Boys HS	May
Asst. Volleyball Girls HS	Dec.

Asst. Softball HS	May
Head Jr. High 8 <sup>th</sup> Gr. Football Boys	Dec.
Head Jr. High Basketball Boys 7th	Dec/May
Head Jr. High Basketball Boys 8th	Dec/May
Head Jr. High Basketball Girls 7th	Dec/May
Head Jr. High Basketball Girls 8th	Dec/May
Asst. Swim HS (Diving)	Dec/May
Head Freshman Football Coach	Dec.
Head Jr. High Wrestling Boys	May
8th Grade Volleyball Girls	Dec.
7th Grade Volleyball Girls	Dec.
Head Jr. High Track Boys/Girls	May
Head Jr. High Swim Boys/Girls	Dec.
Head Jr. High Cross Country B/G	Dec.
Choral Director HS	Dec/May
Show Choir Director HS	Dec/May
Yearbook Sponsor HS	Dec/May
Asst. Band Director HS	Dec/May
Speech Team Coach HS	Dec/May
School Improvement Chair	Dec/May
Asst. Jr. High 8 <sup>th</sup> Gr. Football	Dec.
Asst. Jr. High Track Boys	May
Asst. Jr. High Track Girls	May
Asst. Jr. High Wrestling	May
Head Jr. High 7 <sup>th</sup> Grade Football	Dec.
Head Jr. High Golf Coach	May
Asst. Cheerleading HS	Dec/May
Elementary Intramurals CAE (Split)	Dec.
Elementary Intramurals RH (Split)	May
Academic Competition Coordinator HS	Dec/May
Athletic Supervision (2)	Dec/May
Newspaper HS	Dec/May
Play Director HS (Fall)	Dec.
Play Director HS (Spring)	May
Musical Choral Director HS	Dec.
5th/6th Boys Basketball	Dec/May
5th/6th Girls Basketball	Dec/May
Student Council HS	Dec/May
Play Set Director HS (Fall)	Dec.
Play Set Director HS (Spring)	May
Foreign Language Coordinator HS	Dec/May
English Coordinator HS	Dec/May
Math Coordinator HS	Dec/May

Social Studies Coordinator HS	Dec/May
Science Coordinator HS	Dec/May
Physical Ed. Coordinator HS	Dec/May
Technical Education Coordinator	Dec/May
Special Education Coordinator	Dec/May
Jr. High Cheerleader Sponsor (2)	Dec/May
Sr. Class Sponsor Chairman HS	Dec/May
Jr. Class Sponsor Chairman HS	Dec/May
Jr. High Guard	Dec/May
Jr. High Student Council Advisor	Dec/May
Elem. Music C-A Elementary	Dec/May
Elem. Music R-H Elementary	Dec/May
Asst. Speech Team HS	Dec/May
Green Club HS	Dec/May
Musical Instrumental Director HS	Dec.
Musical Technical Director	Dec.
CAE Play Set	
Director	
Elementary	
Cheerleader Sponsor	Dec/May
CAE Play Director	May

**HIGH SCHOOL**

Academic Coaches HS (6)	Dec/May
Bulldog Network Club	Dec/May
Bowling Club	Dec/May
Chess Club	Dec/May
French Club	Dec/May
FCA	Dec/May
Key Club Sponsor	Dec/May
Leo Club	Dec/May
National Honor Society	Dec/May
Spanish Club	Dec/May
State Foreign Language Competition	Dec/May
Sophomore Class Sponsor	Dec/May
Freshman Class Sponsor	Dec/May
S.A.D.D.	Dec/May

**JR. HIGH**

Jr. High Choral Sponsor	Dec/May
Science Fair	May
Junior High Spell	
Bowel	
Junior High Super	
Bowel	Dec.

**CENTERVILLE -  
ABINGTON ELEMENTARY**

History Club	Dec/May
Math Club	May
Safety Patrol	Dec/May
Spell Bowl	May
Student Council	Dec/May
Science Fair	May
Green Club	Dec/May
Star Volunteers	Dec/May
Play Set Director	May
Bulldog Barks (3)	Dec/May
Junior Class Assistant Sponsors (7)	May

**ARTICLE VI  
Signature Page**

CENTERVILLE-ABINGTON  
EDUCATION ASSOCIATION

CENTERVILLE-ABINGTON  
COMMUNITY SCHOOL CORPORATION

\_\_\_\_\_  
Chief Negotiator of the Association Team  
Date \_\_\_\_\_

\_\_\_\_\_  
President, Board of School Trustees  
Date \_\_\_\_\_

\_\_\_\_\_  
President, Centerville Education Association  
Date \_\_\_\_\_

\_\_\_\_\_  
Superintendent of Schools  
Date \_\_\_\_\_