

SALEM COMMUNITY SCHOOLS

Collective Bargaining Agreement

Between Salem Community Schools and Salem
Classroom Teachers' Association

2023-2025

This Agreement is effective from July 1, 2023 through June 30, 2025

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This Contract is made by and between the Board of School Trustees of the Salem Community Schools, as the school employer, and the Salem Classroom Teachers' Association, as the exclusive representative of certified employees.

This contract supersedes and cancels all previous agreements whether verbal or written between the school corporation and the association.

ARTICLE I. RECOGNITION

The Board hereby recognizes the Association as the exclusive representative of certified teaching personnel in the Salem Community Schools except for the superintendent, assistant superintendent, director of assessment, principals, assistant principals, supervisors, and non-certified employees.

ARTICLE II. DEFINITIONS

As used in this Contract:

- A. "Board means the Board of School Trustees of the Salem Community Schools and any person(s) authorized to act for said body in dealing with its employees.
- B. "School Corporation" means the Salem Community Schools of the County of Washington of the State of Indiana.
- C. "Superintendent" means the chief administrative officer of this School Corporation, and any person(s) designated by her to act in her behalf in dealing with certified school employees.
- D. "Certified school employees" and "teacher(s)" mean the certified personnel employed by the Board in the bargaining unit as defined in Article I of this Contract.
- E. "Association" means the Salem Classroom Teachers Association, which has been recognized as the exclusive representative of said certified school employees or the person or persons duly authorized to act on behalf of such representative.
- F. When the masculine gender is used, it shall include the feminine wherever required by the context in which a specific provision of this Contract is applied.
- G. Experience refers to working at least 120 days of an individual school year.
- H. "Days" mean calendar days unless otherwise specified.
- I. "Year of Experience" means having been employed by the school for at least 120 days in the prior school year.

ARTICLE III. PROFESSIONAL COMPENSATION

SALARY

The base salaries and additional compensation model for teachers are set forth in Attachment A-2 for school year 2023-2024 and in Attachment A-3 for school year 2024-2025. Attachment A-2 and A-3 shall remain in effect during the term of this contract.

SUPPLEMENTAL CONTRACTS

For informational purposes only, not bargained. Compensation for summer school programs shall be paid at the teacher's hourly rate. The hourly rate shall be calculated based upon 6-hours. Supplemental Instructional Rate (e.g. Home bound instruction) – shall be paid at the teacher's hourly rate. The hourly rate shall be calculated based upon 6-hours.

EXTRA-CURRICULAR ASSIGNMENTS AND OTHER DUTIES

Extra-curricular assignments shall be paid in accordance with Attachment B.

SPORTS EVENT PAYMENTS

Teachers shall be paid at a rate of \$20.00 for each required attendance at sports events. Teachers may be assigned or sign up to serve for these events on a rotating basis.

PAYMENT SCHEDULE

Basic salary for a teacher shall be paid in twenty-six (26) equal gross payments. In the event a legal holiday falls on a payday, a teacher shall receive that check on the last school day prior to the holiday, excluding Christmas. The pay schedule for a teacher shall provide for the first (1st) check for the school year to be paid on a date established by the Superintendent after recommendation by the Association and the remaining checks paid in succeeding alternate weeks. In no event shall there be more than three (3) calendar weeks between the 26th pay of one (1) school year and the first (1st) pay of the succeeding year unless the number of pays for January 1st through December 31st calendar year would exceed 26 pays.

INDIANA STATE TEACHERS RETIREMENT FUND

The corporation paid Teacher Retirement Fund (TRF) is in addition to the amounts contained in (1) the teacher compensation model herein contained in ATTACHMENT A-1 and ATTACHMENT A-2, and the extra duty assignment pay schedule herein contained in ATTACHMENT B. The corporation TRF is to be paid directly to the Indiana State Teachers Retirement Fund by the Board on behalf of each affected teacher.

DUAL CREDIT AND CAREER ADVANCEMENT TUITION REIMBURSEMENT

Teachers teaching dual credit, preparing to teach dual credit, or preparing to enter advanced positions with required or additional graduate coursework may apply to receive a stipend in the amount of \$1,000 for a single school year. Teachers that teach at least one dual credit or

advanced placement will receive \$500 annually. Teachers must be properly credentialed to receive payment.

- A. Areas of "high need" must be identified and approved by the superintendent. The superintendent may seek advice from a committee of administrators and teachers to help determine "high need" areas and reach out to possible educators who may take advantage of such opportunities.
- B. Such "high need" areas *may* include high school subject areas (ex: chemistry, physics, mathematics, foreign language, etc.), administrative licensing courses, counseling licensing courses, gifted and talented licensing courses, and special education licensing courses, or any other area for which the corporation may need a licensed teacher.
- C. This stipend would be given as a partial reimbursement for tuition for the approved subject or licensing course and materials for those classes if they are not provided on a no-cost basis. Teachers are not eligible for this incentive if a course they are taking is being paid through state funded initiatives or through grant monies.

Teachers must apply for this reimbursement to the superintendent. Applications will be approved by the superintendent based on need and total available funds for reimbursement.

- A. Teachers in their application process must submit proof of their course enrollments and tuition and materials costs that were personally paid for by the teacher.
- B. Reimbursement will be given to the teacher in a stipend once proof of course completion is demonstrated. This will be a one-time per school year stipend.
- C. If the teacher is approved for this stipend, successfully completes the course, and receives the stipend, the teacher must then agree to work for Salem Community Schools for at least five more consecutive years. Failure to do so will require repayment of any stipend money received.

ARTICLE IV. LEAVE POLICIES

PERSONAL TIME OFF

Each teacher shall be granted fourteen (14) days of personal time off during the first year of his/her employment and thirteen (13) days each succeeding year. Personal time off shall accumulate to 194 days. The School Corporation shall have the authority, under certain conditions (such as prolonged illness or hospitalization), to request a doctor's release before a teacher can return to work after using personal time off.

SICK LEAVE BANK

A sick leave bank shall be established to relieve teachers from undue financial burdens resulting from long-term illness, injury, or incapacitation that may exhaust their accumulated sick leave.

1. Participation by teachers will be strictly voluntary.
2. Each teacher who chooses to participate shall donate two (2) days the first year only.
3. In the event the sick leave bank is exhausted during a school year, participating members shall replenish the bank by donating one (1) additional day of their own sick days to maintain active membership in the sick leave bank program.
4. Once days are donated to the bank, they may not be withdrawn.
5. Enrollment in the sick leave bank must be offered annually. Enrollment shall be completed by the 15th day of the school year.
6. All days in the sick leave bank shall carry over from year to year.
7. The sick leave bank shall remain in force under these terms from year to year unless the Association and School Corporation agree upon mutual changes.
8. Participating members are eligible to request days from the common pool up to the number of days needed to qualify for long-term disability.

PROFESSIONAL LEAVE

Teachers will be allowed, upon the approval of the Superintendent, to attend professional development opportunities without loss of compensation.

BEREAVEMENT LEAVE

In case of death in the immediate family during a time when school is in session, teachers will be allowed leave for up to five (5) working days with full pay. "Immediate family" includes: husband, wife, child, grandchild, parents, grandparents, sister, brother, each similar relationship established by marriage, and a legal dependent living with the teacher. Up to two (2) days leave with full pay will be granted to the teacher to attend the funeral of an aunt, uncle, niece, nephew, first cousin, and each similar relationship established by marriage.

ASSOCIATION LEAVE

The Association President(s) and/or his designee may be granted Association leave each year for Association business. The Association President(s) will notify the building principal and the Superintendent at least one (1) day in advance of leave. The Association shall reimburse the School Corporation for pay of the substitute.

FAMILY MEDICAL LEAVE

A teacher must use qualifying accrued leave days as described in this contract. Use of leave days that qualifies for family medical leave will be counted as part of the teacher's twelve (12) total weeks of family medical leave entitlement. Leave for the teacher's immediate family will be permitted. Immediate family includes spouse, child, grandchild, parents,

grandparents, sister, brother, each similar relationship established by marriage, and a legal dependent living with the teacher.

ARTICLE V. INSURANCE

HEALTH INSURANCE

For each employee who qualifies and enrolls in the School Corporation's group medical plan, SCS will contribute a pre-determined amount towards the annual premium of a single policy, employee/children policy, employee/spouse policy, and a family policy (see Attachment 6).

LIFE INSURANCE

All full-time active teachers of the School Corporation shall receive a life insurance policy based on twice their annual salary in multiples of \$1,000.00 carried to the nearest \$1,000.00. The annual cost to a teacher for this insurance benefit shall be \$1.00.

DISABILITY INSURANCE

All active teachers of the School Corporation shall be provided, at an annual cost of \$1.00 to the individual, a long-term disability insurance protection that provides a minimum benefit of two-thirds (2/3) of their salary to the age of Medicare eligibility after a ninety (90) day waiting period.

VISION INSURANCE

Active teachers will be provided Vision Insurance paid by this School Corporation, for the teacher only, at an annual cost of \$1.00. A teacher may pay for the cost of a family plan if he/she so desires.

LIABILITY INSURANCE

All teachers of the School Corporation shall be included in the Board's "Base Liability Insurance Policy" and the extended "Umbrella Liability Addendum" for duties performed within the scope of their employment.

INSURANCE – RETIREMENT AND LEAVE OF ABSENCE

Subject to the approval, procedures and all requirements of the insurance carrier(s) (1) a teacher who permanently retires from teaching while in service to this School Corporation, or (2) a teacher who has been granted an unpaid leave of absence by the Board, and who was a member of this School Corporation's group health insurance plan and/or group term life insurance plan at the time of such retirement or leave of absence may continue his coverage in such plan(s) at his own expense as follows:

1. Retire – Health insurance coverage may continue until eligible for Medicare benefits.

2. Leave of Absence – Coverage may continue until expiration of such leave. Such teacher shall be responsible for remitting the full or partial premium amount due in accordance with procedures and requirements as established by this School Corporation.

I.R.S. SECTION 125

A teacher may participate in the School Corporation's flexible benefits plan. Prior to determination and adoption of the plan by the Board under the provision of Section 125 of the Internal Revenue Service Code, the Association shall be given the opportunity to review and have input on the plan through a joint committee. The plan will provide for salary reduction agreements for the employee share of group insurance premiums.

DENTAL INSURANCE

A teacher may enroll in the School Corporation's group dental insurance plan at the teacher's sole expense. The plan shall be mutually agreed upon by the Board and the Association.

ARTICLE VI. RETIREMENT

Eligibility for retirement begins at age 50 and older with 15 continuous years of experience at Salem Community Schools.

CONDITIONS

The conditions for eligible teachers taking retirement are as follows:

1. A teacher intending to retire at the close of a school year will notify the Superintendent with a letter of retirement/resignation by March 1st of the teacher's last contract year.
2. In the event a teacher is unable to give timely notice of retirement because of ill health, accident, or other unforeseen events, the required notice of retirement may be waived by the Board.

EARLY RETIREMENT INCENTIVE

The Salem Community Schools Board of School Trustees has the authority to offer an early retirement incentive.

RETIREMENT SEVERANCE BENEFIT

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

GROUP HEALTH INSURANCE

Immediately following severance, the teacher and his spouse, if any, shall have the option of remaining in the Corporation's current group health insurance plan if all of the following conditions are met as of the date of severance and thereafter.

- The teacher was enrolled in the Corporation's group health insurance plan during the school year immediately before the severance;
- 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 prior to the due date each month or, at the teacher's option, on an annual basis prior to the start of each school year. Payment must be made to the School Corporation's business office.

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 those 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, Indiana Code 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.

403(b) RETIREMENT ANNUITY PLAN

1. Each teacher may elect to make a salary reduction election and make tax deferred contributions, to a plan described in section 403(b) of the Internal Revenue Code (the "Code") to the maximum limits allowed by the Code. The Board shall forward salary reduction money to the Third-Party Administrator each payday.
2. The School Corporation shall maintain a list of three approved investment vendors for the salary reduction contributions made to 403(b) Plan.

RETIREMENT SAVINGS 401(a) ANNUITY

1. The Board agrees to contribute 1.5% of each bargaining unit member's base salary into each individual's separate 401(a) account. Each employee may determine how his/her account shall be invested among the investment options made available by the investment vendor for the 401(a) Plan. The single investment vendor for the 401(a) plan shall be Security Benefit. The Board shall make equal monthly contributions throughout the school year and will complete its contributions by August 31st of each succeeding year.

2. Each bargaining unit member is considered vested in these individual 401(a) accounts upon signing the sixth consecutive contract.
3. 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.

WELFARE BENEFITS PLAN (VEBA)

1. The school corporation shall establish a qualified Welfare Benefits Plan (VEBA) as described in section 501(c) 9 of the IRS Code.
2. The Board agrees to contribute 0.5% of each bargaining unit member's base salary into each individual's separate Welfare Benefits Account (VEBA). The Board shall make equal monthly contributions throughout the school year, and will complete its contributions on or before August 31st of each succeeding year. Each employee may determine how his account shall be invested among the investment options made available by the investment vendor for the Welfare Benefits Plan (VEBA). The Third-Party Administrator for the plan shall be Mid America.
3. Each bargaining unit member is considered vested in these individual Welfare Benefit accounts (VEBA) upon signing the sixth consecutive contract.

ARTICLE VII. GRIEVANCE PROCEDURE

Definitions

A "grievance" is a claim by a teacher or the Association that there has been a violation, misinterpretation, or misapplication of any provision of this collective bargaining agreement.

A "day", as used in this grievance procedure, shall mean a calendar day.

- A. **STEP ONE** -In the event a teacher believes that there has been a violation, misinterpretation, or misapplication of any provision of this collective bargaining agreement, he or she shall file the grievance with the building principal within thirty (30) days of the date the grievant knew or should have known of the alleged violation. The grievance must identify the date on which the alleged contract violation occurred, the contract section(s) alleged to have been violated, and the facts supporting the alleged grievance and the relief sought.

Within five (5) days of receipt of the grievance, the principal shall meet with the grievant in an effort to resolve the grievance. Thereafter, the principal shall provide a written response to the grievant within ten (10) days of such meeting.

- B. **STEP TWO-** If the grievant is not satisfied with the principal's disposition of the grievance, or if the building principal fails to respond within the time limits set forth above, the grievant may appeal the grievance to the superintendent within five (5) days of receipt of the principal's answer or within ten (10) days of the initial filing of the grievance, whichever shall be later.

Within seven (7) days of the receipt of the grievance, the superintendent, or his or her designee, shall meet with the grievant. Within five (5) days after such meeting, the superintendent shall respond in writing to the grievance.

- C. **STEP THREE-** If the grievant is not satisfied with the Superintendent's disposition of the grievance, the grievant may file a written appeal to the Board, or if no disposition has been made within five (5) days of the date the grievant meets with the superintendent.

Within fifteen (15) days of receipt of the grievance, the Board shall meet with the grievant. The superintendent may attend this meeting. The Board shall respond in writing to the grievance within fifteen (15) days following this meeting.

- D. In the event the grievance is not resolved at Step Three, or if no written decision has been rendered within the time limit provided, the Association may submit the grievance to arbitration provided the Association gives written notice to the Superintendent of such intent within ten (10) days of the Board's decision.
- E. Upon receipt of said notice of appeal to arbitration, the appealing party shall request the American Arbitration Association to submit to the parties a panel of arbitrators. Selection of the arbitrator and the rules which govern the arbitration proceedings, except where such rules are in conflict with the express provisions of this Contract, shall be in accordance with the rules of the American Arbitration Association.
- F. If requested by the Board, the arbitrator shall first rule on the arbitrability of the grievance. With such ruling by the arbitrator that the grievance is not arbitrable, the grievances shall be deemed resolved by the Board's answer at the previous level and abandoned.

POWERS OF THE ARBITRATOR

It shall be the function of the arbitrator, and he/she shall be empowered except as his/her powers are limited below, after due investigation, to make an advisory recommendation in cases of an alleged violation of the express Articles or Sections of this Contract.

- G. He/she shall have no power to add to, subtract from, supplement, disregard, alter, or modify any of the terms of this Contract;
- H. His/her powers shall be limited to (1) deciding whether the Board, the grievant, or the

Association has violated the express Article or Section of this Contract, and (2) recommending the remedy for such violation;

- I. He/she shall have no power to make any decision which would require the commission of an act inconsistent with or prohibited by law or which is violative of the terms of this Contract;
- J. If the Board elects to separate the arbitrability issue from the merits, the arbitrator shall first hear the arbitrability issue and shall render a decision on such before considering the merits of the grievance.
- K. Each of the parties shall bear the expense of preparing and presenting its own case in arbitration. The filing fee and costs and expenses of the arbitrator shall be borne equally by the parties. Each party shall bear the fees and expenses of its respective witnesses and/or attorneys and other costs for arbitration.
- L. The arbitrator's decision shall be advisory only.
- M. The grievant may be accompanied by an Association representative at any step of this procedure.
- N. The time limits set forth in this procedure may be extended by written agreement of the parties. The parties may also mutually agree in writing to bypass steps in this procedure.
- O. All documents dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.
- P. If, in the judgment of the Association, a grievance affects a group of employees, the Association may submit such grievance, in writing, to the superintendent or his or her designee directly, and the proceeding of such grievance shall be commenced at Step Two of the grievance procedure.
- Q. An employee engaged during the school day in the investigation, preparation, or presentation of a grievance, or who is a witness for a grievance, shall be released from regular duties without loss of pay or other benefits.

ARTICLE VIII. EFFECT AND TERM OF AGREEMENT

- A. This agreement is effective from July 1, 2023 through June 30, 2025.
- B. The CBA was ratified by both parties on November 13, 2023.
- C. The undersigned also attest to the following:
 - 1. A public hearing (Pre-formal Bargaining Hearing) was held in compliance with I.C. & 20-29-6-1(b) on ___September 7, 2023. Electronic participation was not available.
 - 2. A public meeting in compliance with I.C. 20-29-6-1(b) was held on __November 8, 2023 to discuss the tentative agreement and electronic participation was not available.
 - 3. A public meeting in compliance with I.C. 20-29-6-1(b) was held on _November 13, 2023 for ratification of the tentative agreement. Electronic participation was not available.

**SALEM CLASSROOM TEACHERS
ASSOCIATION**

BOARD OF SCHOOL TRUSTEES

President

President

Negotiations Chairperson

Superintendent

ATTACHMENT A-1

Salem Community Schools

Compensation Model for July 1, 2023 through June 30, 2025

The compensation model bargained between the Salem Community Schools and the Salem Classroom Teachers Association is set forth below. Under IC 20-28-0-1.5, a compensation model must use a combination or at least two of the following factors: Possession of content area degrees and content area credit hours beyond the requirement for employment and years of experience (which cannot account for more than 50% of a teacher's salary increase); teacher evaluation; instructional leadership roles; and meeting academic needs of students. This model uses teacher evaluation and experience to earn a base salary increase. Definitions of these factors are set forth below:

Teachers will be placed in either career path one or career path two. Teachers in career path one currently hold a bachelor's degree. Teachers in career path two currently hold a master's degree in their content area.

A. General Eligibility Criteria:

1. Under Indiana Code 20-28-9-1.5 a teacher rated "Ineffective" or "Improvement Necessary" may not receive any raise or increment for the following year unless eligible for the increase in accordance with Indiana Code 20-28-9-1.5(f). In other words, should a teacher's evaluation rating fall into one of the bottom two performance categories, the teacher's salary will remain the same the previous year, or for all practical purposes the salary amount is frozen
2. Teachers must have been compensated for at least 120 days in the Salem Community Schools in the previous school year.

B. Factors and Definitions:

1. Evaluation – To satisfy the "evaluation" factor and be eligible for a base salary increase, the teacher must be rated as effective or highly effective on the Salem teacher performance evaluation for the previous school year with the exception of those teachers eligible, per Indiana Code 20-28-9-1.5 (f).
2. Experience – To satisfy the "experience: factor the teacher must have been employed by the school for at least 120 days in the prior school year.
3. 2023-2024 and 2024-2025 Base Salary Increases – Teachers who meet the eligibility requirements for the following factors will be entitled to move up

a level for the 2023-2024 and 2024-2025 school years. In addition, \$700.00 will be added to each level of the salary schedule each school year during the contract period.

C. Weight Assigned to Factors

The weight assigned to the factors identified above shall be as follows:

1. Evaluation – The teacher receives a rating of highly effective or effective the prior year. This is 50%.
2. Experience – The teacher was employed with the Salem Community Schools for at least 120 days in the prior school year. This is 50%.

D. Attendance Incentive – A stipend of \$500 may be paid to any teacher having missed 0, ½, or 1 leave day the first semester or \$250 for missing 1.5 to 3 days. A stipend of \$500 may be paid to any teacher having missed 0, ½, or 1 leave day the second semester or \$250 for missing 1.5 to 3 days. Leave for professional development, bereavement, jury duty, or military duty will not be included in the attendance percentage calculation. If a stipend is warranted, it will be included with the second pay in January for the first semester and the second pay in June for the second semester. The employee will be responsible for notifying the Central Office of this accomplishment.

E. Disqualification - A teacher who receives an evaluation rating of Ineffective or Improvement Necessary on the Salem teacher performance evaluation for the previous school year will not be eligible to receive an increase in base compensation for the current school year, except those teachers eligible per Indiana Code 20-28-9-1.5(f). Also, any teacher who does not work 120 days during the previous school year will not qualify for an increase.

F. Redistribution - Any amounts allocated for base salary increases for teachers who receive evaluation ratings of Ineffective or Improvement Necessary on the annual Salem teacher performance evaluation for the previous school year will be reallocated and redistributed equally as stipends among the salaries of teachers who received an evaluation rating of Effective or Highly Effective on their annual Salem teacher performance evaluation for the previous school year.

G. Time of Payment

The Board will pay the base salary increases and redistribution stipends described herein not later than 60 days after all State data that is part of the Salem evaluation rubric is received from the State of Indiana and evaluations for the preceding school year have been completed. Base salary increases will be applied retroactively to the start of the 2023-2024 school year.

H. Salary Range

The salary range is \$40,000.00 to \$73,200.00 prior to this contract. Consequent to this contract, the salary range will be \$40,700 to \$73,900 for the 2023-2024 school year and \$41,400 to \$74,600 for the 2024-2025 school year.

I. New Hires

Initial placement on the Salem Community Schools Placement Schedule is determined as follows:

1. Any new teacher without any years of teaching experience with a Bachelor's degree shall begin at the entry level salary of \$40,700 for 2023-2024 and \$41,400 for 2024-2025 or \$43,900 for 2023-2024 and \$44,600 for 2024-2025 with a Master's degree.
2. Any new teacher with prior years of teaching experience will be placed at a level consistent with and which mirrors the salaries of teachers currently employed by Salem Community Schools subject to the following provisions:
 - a. A teacher holding a Bachelor's Degree will be placed in Career Path 1 on the Salary Placement Schedule at a salary which mirrors the salaries of teachers with comparable education and experience currently employed by Salem Community Schools.
 - b. A teacher holding a Master's Degree will be placed in Career Path 2 on the Salary Placement Schedule at a salary which mirrors the salaries of teachers with comparable education and experience currently employed by the Salem Community Schools.
 - c. Teachers with verified out-of-state teaching experience recognized by the Indiana Department of Education will be credited with the same experience as a teacher at Salem Community Schools.
 - d. A teacher with post-secondary service within an accredited institution will be credited with the same teaching experience as a teacher with the Salem Community Schools.
 - e. Lack of Funding - If sufficient funding is not available in any future year to fund complete movement on the salary schedule of all teachers who would otherwise meet the requirements to move on the schedule, then the parties will negotiate an alternative compensation arrangement that is compliant with Indiana law and comports with the funding available (if any) at that time.

**Attachment A-2
Salem Community Schools
2023-2024**

Level	Career Path I	Career Path II
A	40700	43900
B	41700	44900
C	42700	45900
D	43700	46900
E	44700	47900
F	45700	48900
G	46700	49900
H	47700	50900
I	48700	51900
J	49700	52900
K	50700	53900
L	51700	54900
M	52700	55900
N	53700	56900
O	54700	57900
P	55700	58900
Q	56700	59900
R	57700	60900
S	58700	61900
T	59700	62900
U	60700	63900
V	61700	64900
W	62700	65900
X	63700	66900
Y		67900
Z		68900
AA		69900
BB		70900
CC		71900
DD		72900
EE		73900

**Attachment A-3
Salem Community Schools
2024-2025**

Level	Career Path I	Career Path II
A	41400	44600
B	42400	45600
C	43400	46600
D	44400	47600
E	45400	48600
F	46400	49600
G	47400	50600
H	48400	51600
I	49400	52600
J	50400	53600
K	51400	54600
L	52400	55600
M	53400	56600
N	54400	57600
O	55400	58600
P	56400	59600
Q	57400	60600
R	58400	61600
S	59400	62600
T	60400	63600
U	61400	64600
V	62400	65600
W	63400	66600
X	64400	67600
Y		68600
Z		69600
AA		70600
BB		71600
CC		72600
DD		73600
EE		74600

Attachment A-4 Schedule B Coaching

SPORTS EVENT PAYMENTS:

Teachers shall be paid at a rate of \$20 for each required attendance at sports events. Teacher may be assigned or sign up to serve for these events on a rotating basis.

Position	Rate 23-24	Rate 24-25	Position	Rate 23-24	Rate 24-25
Band	3278	3376	Football Grade 7	2404	2476
Band Assistant	1311	1350	Football Grade 7 Asst	1420	1463
Baseball Varsity	3934	4052	Golf Boys Varsity	3278	3376
Baseball JV	1967	2026	Golf Girls Varsity	3278	3376
Basketball Boys Varsity	6665	6865	Golf MS	1202	1238
Basketball Boys Assistant	2732	2814	Guard Color	1530	1576
Basketball Boys JV	3497	3602	Guard Winter	1530	1576
Basketball Boys Freshman	2732	2814	Soccer Boys Varsity	3278	3376
Basketball Boys 8 th	2404	2476	Soccer Boys Varsity Asst	1420	1463
Basketball Boys 7 th	2404	2476	Soccer Girls Varsity	3278	3376
Basketball Boys 6 th	1311	1350	Soccer Girls Varsity Asst	1420	1463
Basketball Boys 5 th	1311	1350	Softball	3934	4052
Basketball Boys Summer	2513	2588	Softball Assistant	1967	2026
Basketball Girls Varsity	6665	6865	Swimming Boys Varsity	3278	3376
Basketball Girls Assistant	2732	2814	Swimming Girls Varsity	3278	3376
Basketball Girls JV	3497	3602	Swimming Girls MS	1420	1463
Basketball Girls Freshman	2732	2814	Tennis Boys Varsity	3278	3376
Basketball Girls 8 th	2404	2476	Tennis Girls Varsity	3278	3376
Basketball Girls 7 th	2404	2476	Tennis Boys MS	1202	1238
Basketball Girls 6 th	1311	1350	Tennis Girls MS	1202	1238
Basketball Girls 5 th	1311	1350	Track Boys Varsity	3934	4052
Basketball Girls Summer	2513	2588	Track Boys Varsity Asst	1748	1800
Cheerleading HS	1967	2026	Track Girls Varsity	3934	4052
Cheerleading HS Assistant	1202	1238	Track Girls Varsity Asst	1748	1800
Cheerleading MS	1202	1238	Track Boys MS	1748	1800
Cheerleading 6th grade	1002	1032	Track Boys MS Asst	1202	1238
Cross Country Boys HS	3278	3376	Track Girls MS	1748	1800
Cross Country Girls HS	3278	3376	Track Girls MS Asst	1202	1238
Cross Country MS	1420	1463	Volleyball Varsity	3934	4052
Football Varsity	6665	6865	Volleyball JV	1967	2026
Football Varsity Asst 1	3497	3602	Volleyball Freshman	1748	1800
Football Varsity Asst 2	3497	3602	Volleyball 8th Grade	1530	1576
Football Varsity Asst 3	3497	3602	Volleyball 7th Grade	1530	1576
Football Varsity Asst 4	3497	3602	Volleyball 6th Grade	1202	1238
Football Summer	2513	2588	Weight Training Supervisor	2732	2814
Football Grade 8	2404	2476	Wrestling Varsity	3278	3376
Football Grade 8 Asst	1420	1463	Wrestling Assistant	1420	1463

Wrestling MS	1748	1800
SCS Videographer	3000	3090

**Attachment A-5
Schedule B ECA**

Position	Rate 23-24	Rate 24-25	Position	Rate 23-24	Rate 24-25
Chair Business Dept HS	273	281	Sponsor Tri Hi Y	656	676
Chair English Dept HS	273	281	Sponsor Shooting Club	656	676
Chair Fine Arts Dept HS	273	281	Sponsor Spanish Club HS	656	676
Chair Foreign Lang Dept HS	273	281	Sponsor Senior Class	546	562
Chair Health/PE Dept HS	273	281	Sponsor Junior Class	546	562
Chair Math Dept HS	273	281	Sponsor Sophomore Class	273	281
Chair Science Dept HS	273	281	Sponsor Freshman Class	273	281
Chair Soc Studies Dept HS	273	281	Chair Fine Arts MS	273	281
Chair Spec Ed Dept HS	273	281	Chair Health/PE MS	273	281
Chair Vocal Dept HS	273	281	Chair LA Dept MS	273	281
Choir HS	1639	1688	Chair Math Dept MS	273	281
Dramatics HS	1967	2026	Chair Science Dept MS	273	281
IMC Director HS	273	281	Chair Soc Studies Dept MS	273	281
Pub/Newspaper HS	2605	2683	Dramatics MS	984	1014
Sponsor Honor Program HS	273	281	IMC Director MS	273	281
Sponsor Acad. Decathlon	656	676	Publications MS	853	879
Sponsor Archery Club	656	676	Sponsor Gr 8 DC Trip	273	281
Sponsor Art Club HS	656	676	Sponsor NJHS MS	600	618
Sponsor Booster Club HS	656	676	Sponsor SADD MS	600	618
Sponsor BPA HS	656	676	Sponsor Student Gov MS	600	618
Sponsor Dance Team HS	656	676	Chair Grade Level K	273	281
Sponsor eSports Club	656	676	Chair Grade Level 1	273	281
Sponsor Fishing Club	656	676	Chair Grade Level 2	273	281
Sponsor FCCLA HS	656	676	Chair Grade Level 3	273	281
Sponsor FFA HS	656	676	Chair Grade Level 4	273	281
Sponsor French Club HS	656	676	Chair Grade Level 5	273	281
Sponsor Guitar Club HS	656	676	Choir Elementary	820	845
Sponsor Hi Y Club HS	656	676	IMC Director Elementary	273	281
Sponsor NHS HS	656	676	Robotics (2)	656	676
Sponsor SADD HS	656	676	Lions Unified	656	676
Sponsor Science Club HS	656	676	Sponsor Spell/Math Bowl		
Sponsor Student Council HS	656	676	(2)	656	676

Attachment A-6

**Salem Community Schools
Insurance Contributions**

Salem Community Schools will contribute the following yearly amounts towards insurance plans for employees during calendar year 2024.

SCS Yearly Contribution Amounts will be as follows:

Plan Category:	Plan 3.	Plan 4.
A. Single	\$4944.24	\$4852.80
B. Emp. + Children	\$6145.08	\$5989.44
C. Emp. + Spouse	\$6504.60	\$6280.20
D. Emp. + Dependents	\$6739.80	\$6465.84

Salem Community Schools will contribute the following yearly amounts towards insurance plans for employees during calendar year 2025.

SCS Yearly Contribution Amounts will be as follows:

Plan Category:	Plan 3.	Plan 4.
E. Single	\$4944.24	\$4852.80
F. Emp. + Children	\$6145.08	\$5989.44
G. Emp. + Spouse	\$6504.60	\$6280.20
H. Emp. + Dependents	\$6739.80	\$6465.84