

**Notice of Public Hearing**  
**Crawford County Community School Corporation**  
**Administration Office**  
**Meeting**  
**Board of School Trustees**  
**Wednesday, November 8<sup>th</sup>, 2023**

**PUBLIC NOTICE** is hereby given as required by Indiana Code 20-26-5-4.3, 5-3-1-2 and other applicable laws of the State of Indiana, that the Board of Trustees for Crawford County Community School Corporation will hold a public meeting to consider the collective bargaining agreement on the 8<sup>th</sup> day of November, 2023 at 11:00 a.m. in the Crawford County High School 1130 IN-66, Marengo, IN 47140 to discuss and hear public comments.

**0165.1** The meeting site is fully-accessible. Any person requiring further accommodation should contact the Superintendent, at the School Corporation's central office 812-365-2135.

I. 2023-2024 Bargaining Summary

**“This meeting is a meeting of the School Board in public for the purpose of conducting the School Corporation’s business. There will be time for public participation as indicated on the agenda. Each participant must be properly registered under the provisions of Policy 0167.3.”**

## 2023-2024 Bargaining Summary

Date Changes: Pages 1, 2, 4, 5, 21, 22, 23, 24, 25, 26, 27

### ARTICLE II: COMPENSATION AND EXPENSES

Page 4.

B. Teachers who were evaluated during the 2022-2023 school year as Effective or Highly Effective and taught one (1) semester will be moved one step on the compensation model after \$2,550 has been added. Teachers have to be currently employed for the 2023-2024 school year to qualify for compensation.

A teacher receiving an ineffective or improvement necessary performance rating is not eligible for a salary increase, except those who are eligible per IC 20-28-9-1.5 (f).

Page 5.

B. The salary range for the 2023-2024 school year is \$41,450 to \$70,000 and does not include the TRF contribution

I. Dual credit teachers will be compensated \$500 per semester-long dual credit class period taught at the end of each semester. Payments are due the first pay periods in January and June.

J. Teachers will receive a stipend for mandatory professional development completed outside of the contract days at a rate of \$150 per day or \$75 per half-day.

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#### A. SICK LEAVE

1. ...All newly hired Teachers shall be enrolled in the Sick Leave Bank by donating one (1) day.

### ARTICLE III: LEAVES OF ABSENCE

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#### C. BEREAVEMENT LEAVE.

- Added domestic partner to 5 day approved leave

- Added great-grandparent to 2 day approved leave
- D. PARENTAL/ADOPTION LEAVE.

- c. A pregnant Teacher (replaces a female Teacher)
- d. Non-pregnant Teachers (replaces Male Teachers)
- e. A Teacher requesting parental (replaces paternity)

## **ARTICLE IV: SICK BANK**

Pages 10-11

Changing page numbers of Appendix documents due to the deletion of page 24 of the 2022-2023 CBA.

- Appendix D-3 page 32
- Appendix D-4 page 34
- Appendix D-5 page 36

## **ARTICLE V**

### **BRIDGE TO SOCIAL SECURITY BUY-OUT EMPLOYEES WITH A HIRE DATE BEFORE JUNE 1, 2006**

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A 1. 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 premium payment to be made monthly for each succeeding year. If retired teachers fall behind in payments, the school corporation will notify them by letter/email and then certified letter. If the retired teacher falls three payments behind, insurance coverage will be terminated.

## **ARTICLE VI**

### **RETIREMENT SAVINGS PLAN/INSURANCE BENEFIT EMPLOYEES WITH A HIRE DATE AFTER JUNE 1, 2006**

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A 1.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 premium payment to be made monthly for each succeeding year. If retired teachers fall behind in payments, the school corporation will notify them by letter/email

and then certified letter. If the retired teacher falls three payments behind, insurance coverage will be terminated.

C. The Crawford County Community School Corporation shall establish a qualified retirement plan as described in section 401(a) of the Code for ongoing contributions. The Board agrees to contribute annually into each individual's separate 401(a) Ongoing account an amount equal to Two Percent (2%) of salary on the Informational Schedule for employees hired after June 1, 2006. The Board shall make equal monthly contributions throughout the school year, and will complete its contributions on or before August 1<sup>st</sup> of each succeeding school year.

D. 401(a) vesting after year 10 with the corporation

F. The Crawford County Community School Corporation shall contribute to a Voluntary Employees' Beneficiary Association ("VEBA") as described in section 501(c)(9) of the Code. The Board agrees to contribute annually into each individual's separate VEBA account an amount equal to One Percent (1%) of salary on the Informational Schedule for employees hired after June 1, 2006. The Board shall make equal monthly contributions throughout the school year. Each bargaining unit member shall be One Hundred Percent (100%) vested upon the completion of his/her tenth year of continuous employment with the Crawford County Community School Corporation or upon death.

## **ARTICLE VII: INSURANCE**

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C. Certificated Employees will have the ability to choose any insurance product offered and may make that change during open enrollment. Premiums will be determined by the plan chosen. The first year a Certificated Employee chooses a high deductible plan, s/he will receive a \$1,000 deposit in his/her HSA account if enrolled in the single plan, or a \$2,000 deposit if enrolled in a family plan. Certificated Employees currently on a high deductible health plan will receive a deposit into their HSA account of at least \$500 for a single plan and \$1000 for a family plan. The final deposit amounts will be determined by the superintendent and the insurance committee when finalizing rates.

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E. For employees whose spouses may be carved out due to the implementation of a spousal carve out, the spouse will have the option to stay on the corporation's insurance plan for the cost

of a single plan to be paid by the employee. The payment will be collected at the same times as the employee payments.

**APPENDIX A-1: SUPPLEMENTAL PAYMENT 2022-2023**

Page 24 Delete entire page

**APPENDIX A**

Page 23 Salary Schedule

**2023-2024**

Step	Base
0	\$ 44,000
1	\$ 45,350
2	\$ 47,050
3	\$ 48,750
4	\$ 50,450
5	\$ 52,150
6	\$ 53,850
7	\$ 55,550
8	\$ 57,250
9	\$ 58,950
10	\$ 60,650
11	\$ 62,350
12	\$ 64,050
13	\$ 65,750
14	\$ 67,450
15	\$ 69,150
16	\$ 70,850
17	\$ 72,550

**APPENDIX B**

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ELL Coordinator (paid with NESP funds) \$ 2,000

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*NOTE: ECA payments will be paid by the first payroll date corresponding to the end of the season in July, November, January, March, May, or June.*