

**2023-2024
BETWEEN
THE BOARD OF SCHOOL TRUSTEES
OF THE
SOUTH VERMILLION COMMUNITY SCHOOL CORPORATION
AND THE
SOUTH VERMILLION EDUCATION ASSOCIATION**

THE AGREEMENT, ENTERED INTO THIS 2ND DAY OF NOVEMBER, 2023, BY AND BETWEEN THE BOARD OF SCHOOL TRUSTEES OF THE SOUTH VERMILLION COMMUNITY SCHOOL CORPORATION, HEREINAFTER CALLED THE "BOARD" AND THE SOUTH VERMILLION EDUCATION ASSOCIATION, HEREINAFTER CALLED THE "ASSOCIATION".

WITNESSETH:

WHEREAS the Board and its designated representatives have met with representatives of the Association and entered into negotiations concerning wages, and wage related benefits, it is hereby agreed as follows:

ARTICLE I: RECOGNITION /INTRODUCTION

The South Vermillion Education Association, hereinafter called the Association, is hereby recognized by the South Vermillion School Corporation, hereinafter called the Board, as the Bargaining Agent for the bargaining unit for all certificated school employees under teaching contracts with South Vermillion Community School Corporation except the Superintendent, Assistant Superintendent, Director of Curriculum, Instruction and Assessment, Director of Instructional Technology, Principals, Assistant Principals, High School and Middle School Athletic Directors, Boys Head Basketball Coach, Girls Head Basketball Coach, Head Football Coach and Aquatics Director.

ARTICLE II: COMPENSATION/SALARY & WAGES

1. PAYMENT SCHEDULE

The Board shall pay teachers in twenty-six (26) equal payments. Paydays shall not require the Board to pay any employee more than he/she has earned or require the Board to make twenty-seven (27) pays in any one

calendar year. Teachers will be notified of the scheduled paydays for the coming school year annually.

2. **TWENTY PAY SCHEDULE**

Instead of the pay schedule outlined in Section 2 supra, a teacher may choose to receive his/her pay, equally, in the first twenty (20) pay periods.

3. **PAYMENT BALANCE**

Any teacher terminating his/her employment with the School Corporation may ask for, and receive, the remainder of his/her salary in one (1) total payment for the number of days worked.

4. **EXTRA CURRICULAR SALARY**

The compensation of teachers for extra-curricular activities are set forth for information purposes only in Appendix A and is attached hereto and made a part thereof as if written herein.

5. **STIPENDS**

5.1 **Longevity Stipend**

Teachers who attain consecutive years of service with South Vermillion Community School Corporation as a “teacher” will be eligible for a “Longevity” stipend as outlined below:

05 Years	\$500
10 Years	\$500
15 Years	\$500
20 Years	\$1000
25 Years	\$1000
30 Years	\$1500
35 Years	\$1500
40 Years	\$2500

5.1.1 To be eligible to receive the Longevity stipend, the teacher must be employed through June 30th of the year the stipend is in effect.

5.2 **Attendance Incentive * (effective January 1, 2023)**

5.2.1 A teacher who has used zero (0) leaves days per semester shall receive a \$250 contribution to their 401(a) account no later than January 31st for the first semester and June 30th for the second semester.

5.2.2 A teacher who has used one (1) or two (2) leave days per semester, shall receive a \$150 contribution to their 401(a) account no later than January 31st for the first semester and June 30th for the second semester.

6. **SOUTH VERMILLION COMPENSATION MODEL**

6.1 **Salary Range**

6.1.1 At the beginning of the 2023-2024 school year, the salaries of returning full-time teachers were between \$40,000 and \$75,000

6.1.2 Under the 2023-2024 compensation plan, teacher will receive a \$2,750 salary increase.

6.1.3 After salary increases are awarded, full-time teachers will be earning \$42,750 to \$77,750.

6.2 **2022-2023 SALARY GRID**

	LEVEL I	LEVEL II
Base *	\$42,750	\$45,250
A	\$44,000	\$46,500
B	\$45,250	\$47,750
C	\$46,500	\$49,000
D	\$47,750	\$50,250
E	\$49,000	\$51,500
F	\$50,250	\$52,750
G	\$51,500	\$54,000
H	\$52,750	\$55,250
I	\$54,000	\$56,500
J	\$55,250	\$57,750
K	\$56,500	\$59,000
L	\$57,750	\$60,250
M	\$59,000	\$61,500
N	\$60,250	\$62,750
O	\$61,500	\$64,000
P	\$62,750	\$65,250
Q	\$64,000	\$66,500
R	\$65,250	\$67,750
S	\$66,500	\$69,000
T		\$70,250
U		\$71,500
V		\$72,750
W		\$74,000
X		\$75,250
Y		\$76,500
Z		\$77,750

6.3 Eligibility

Teachers employed by South Vermillion Community School Corporation will move on the salary grid based on the following:

- 6.3.1 A teacher who receives an evaluation rating of “Highly Effective” or “Effective” on his/her prior school year evaluation with South Vermillion Community School Corporation.
- 6.3.2 A teacher who receives an evaluation rating of “Ineffective” or “Improvement Necessary” during the prior school year is not eligible for any salary increase and remains at their prior year salary.

6.4 Factors and Definitions

- 6.4.1 **Evaluation Rating:** A teacher that satisfies the required rating of “Highly Effective” or “Effective” evaluation for the prior school year with South Vermillion Community School Corporation.
- 6.4.2 **Education:** A teacher who earns a Masters’ Degree in a content area during the previous school year as defined by the Indiana Department of Education after January 1 of the previous school year.
- 6.4.3 **Academic Need (for Stipends Only):** A teacher who has achieved consecutive years employment with South Vermillion at the designated years of service (Appendix B) will receive a stipend in the amount as outlined.

6.5 Placement of the 2023-2024 Salary Schedule

A teacher who satisfies the evaluation factor will transition to the 2023-2024 salary schedule in the same row or column.

6.6 Distribution and Movement

- 6.6.1 **Teacher in Bachelors’ Column (Level I):** A teacher in the Bachelors’ column who satisfies the evaluation rating factor but does not possess a content area Masters’ Degree as defined in 9.4(b) above will advance one row in the Bachelors’ Degree column.
- 6.6.2 **Teacher in Masters’ Column (Level II):** A teacher in the Masters’ column who satisfies the evaluation rating factor will advance one row in the Masters’ Degree column.

6.6.3 Movement from Bachelors' Column to Masters' Column (Level I to Level II): A teacher in the Bachelors' column satisfies the evaluation rating factor and who attains a content area Masters' Degree as defined in 9.4(b) above will advance to the masters' column but remain in the same row.

6.6.3.1. The increase for advancing a row in either column is \$1,250.

6.6.3.2. The increase for advancing a column (but remain in the same row) is \$2,500.

6.6.3.2.1. \$1,250 is for the evaluation rating (50%)

6.6.3.2.2. \$1,250 is for the first year of possessing a content area master's degree (education 50%).

6.6.4 Teachers at the Top of Columns: A teacher who has reached the top step of either the Bachelors' Degree column or the Masters' Degree column will not receive an increase to their base salary, but will receive a stipend in an amount equal to the base salary increase received by other teachers in the teacher's salary column.

6.7 Disqualification

Except as provided by Indiana Code 20-28-9-1.5(d), a teacher who receives an evaluation rating of Ineffective or Improvement Necessary shall not be eligible to receive a base salary increase and shall continue to receive his/her prior school year salary.

6.8 Redistribution

Any funds otherwise allocated for teachers who received evaluation ratings of Ineffective or Improvement Necessary will be equally distributed as a stipend among teachers who receive an evaluation rating of "Highly Effective" or "Effective" for the same evaluation period.

6.9 Time of Payment

The Board will pay the base salary increases not later than sixty (60) days after the State data that is part of the South Vermillion Community School Corporation 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 school year.

6.10 Lack of Funding

If sufficient funding is not available in any future year to fund complete movement on the salary grid of all teachers who would otherwise meet the requirements to move on the schedule, 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.

6.11 New Hires

- 6.11.1 Any "New Teacher" without any experience shall begin at the "Base" entry level of \$42,750 for a Bachelors' Degree or \$45,250 for a Masters' Degree for the 2023-2024 school year.
- 6.11.2 Any "New Teacher" to the South Vermillion Community School Corporation with prior years of experience will be placed at a level consistent with current teachers within the South Vermillion Community School Corporation in which they "mirror" under the following guidelines:
 - 6.11.2.1 Teacher holding a Bachelors' Degree up to ten (10) years of experience.
 - 6.11.2.2 Teachers holding a Masters' Degree up to fifteen (15) years of experience.
- 6.11.3 Retired teachers receiving INPRS pension at Masters' Degree between ten (10) and fifteen (15) years of experience.
- 6.11.4 Teachers with verified out-of-state teaching experience dating back to the 2011-2012 academic year will be granted one (1) year of experience on the salary grid for every two (2) years of out-of-state teaching experience.
- 6.11.5 Teachers with verified experience at an accredited higher education institution dating back to the 2020-2021 academic year will be granted one (1) year of experience on the salary grid for every two (2) years of experience.

7. **"Hard To Fill" Vacancies**

7.1 Defined as any teaching position for which four (4) or fewer appropriately licensed applicants apply during the initial vacancy period.

7.2 Any teacher employed to a new position classified as "Hard To Fill" may qualify for a one-time 401(a) contribution in an amount up to (\$2,500) as determined by the Superintendent after discussion with the SVEA.

7.2.1 The one-time 401(a) contribution will be made on the final day of the school year (June 30) of the third year of employment.

8. **SECTION 125**

The Board shall provide a Section 125 program that includes both Generation I and Generation II provisions. Fees related to enrollment in the Generation II program shall be borne by the teacher.

9. **INVESTMENT COMMITTEE**

The current investment manager, management company, investment vehicles, and investment plans will be reviewed each year by the formation of a jointly appointed committee. The committee shall review the insurance plans, explore options and make recommendations each year as needed. Other benefits such as Life and Disability Insurance shall be reviewed upon mutual consent of both parties. The Association shall appoint three (3) members and the Board will appoint two (2) administrators.

The committee shall be chaired by the Association President or his/her designee. The committee will meet at least quarterly. The committee will submit an annual report to the Board and the Association. Other reports can be made as needed.

ARTICLE III: WAGE/SALARY-RELATED FRINGE BENEFITS

1. **LEAVE DAYS**

1.1 The Board shall provide thirteen (13) days annually until a total of ninety (90) days has been accumulated.

1.1.1 Upon request, teachers shall be given a written accounting of accumulated leave by October 1 of each school year.

1.1.2 Leave days accumulated by a teacher prior to a leave of absence shall be credited to the teacher upon return.

- 1.2 Leave days, which are not used during the school year, shall be allowed to accumulate as follows:
 - 1.2.1 A teacher may accumulate ninety (90) days and be compensated for any unused days at the end of the school year which would exceed ninety (90) at the substitute pay rate.
- 1.3 Leave days may be taken in full or half day units.
- 1.4 No more than five (5) school days may be used consecutively more than once per school year. Should the teacher request more than three (3) consecutive days after the first occurrence, the administration may request rationale and/or reason for those days granted and shall not be used for the sole and exclusive purpose of extending Fall Break, Thanksgiving Break, Christmas Break, Spring Break or shortening the end of the school year.
 - 1.4.1 Should a teacher request to use a Leave Day immediately preceding and/or immediately following Fall Break, Thanksgiving Break, Christmas/New Year's Break, Spring Break, or immediately prior to the end of the school year, said Leave Day will count as two (2) Leave Days. Should extenuating circumstances arise, the teacher shall submit, in writing, the rationale for the request to the Superintendent. The Superintendent may approve the request without a "Two for One" impact.
- 1.5 Should a teacher voluntarily resign at any time prior to the end of their contract, any unused Leave days will be forfeited and not be eligible to be compensated for such days.

3. **BEREAVEMENT LEAVE**

In case of death(s) in the immediate family, the teacher shall be provided with five (5) consecutive school days beyond the date of death(s).

- 3.1 Upon request of the teacher, or his/her designee, a maximum of two (2) of the five (5) bereavement days may be used at any time within thirty (30) calendar days of the date of death.
- 3.2 The immediate family is defined as father, mother, husband, wife, son, son-in-law, daughter, daughter-in-law, brother, sister, father-in-law, mother-in-law, grandparents, and grandchildren.
- 3.3 Others may be approved by the Superintendent, or his/her designee, in conference with the teacher or his/her designee.

- 3.4 Leave, not to exceed three (3) consecutive calendar days, may be granted for the deaths of close relatives at the discretion of the Superintendent, or his/her designee, in conference with the teacher.
- 3.5 One day may be provided to teachers for other relatives not specifically covered above.
- 3.6 Two additional days may be given in addition to the one at the discretion of the Superintendent, or his/her designee, in conference with the teacher, or his/her designee.

3.6.1 Such request must be submitted in writing.

4. **JURY DUTY LEAVE**

- 4.1 When requested, a teacher shall serve on jury duty. The Board will pay the teacher his full salary, minus the regular daily stipend paid by the court.
- 4.2 JUDICIAL ORDER. Teachers subpoenaed to appear before the courts in job related proceedings will be granted Professional Leave time.

5. **EMERGENCY ILLNESS IN THE FAMILY LEAVE**

- 5.1 Each teacher shall be allowed up to five (5) school days leave per year, with pay, not accumulated and not charged to leave days. This leave is to be used in case of serious illness, accident, surgery, or anything else that requires hospitalization within in the immediate family.
- 5.2 The immediate family is defined as father, mother, husband, wife, son, son-in-law, daughter, daughter-in-law, brother, sister, father-in-law, mother-in-law, grandparents, and grandchildren.
- 5.3 Others may be approved by the Superintendent, or his/her designee, in conference with the teacher or his/her designee. Each instance requires hospitalization. Outpatient surgery will also qualify the day of the surgery.
- 5.4 Teachers shall be allowed to use their accumulated days to care for an immediate family member whose illness is severe or life-threatening as defined by the Family Medical Leave Act.
 - 5.4.1 If more than three (3) days are used consecutively, a doctor's note may be required.

- 5.5 The immediate family is defined as father, mother, husband, wife, son, son-in-law, daughter, daughter-in-law, brother, sister, father-in-law, mother-in-law, grandparents, and grandchildren.
- 5.6 The use of leave days for other family members may be approved by the Superintendent, or his/her designee, in conference with the teacher or his/her designee.

6. **LEGISLATIVE LOBBYING LEAVE**

- 6.1 The Association shall be granted three (3) days of leave each school year to be used by teachers, without loss of pay, to speak with legislators about issues of educational concern.
- 6.2 The President of the Association shall notify the Superintendent's Office 48 hours before the use of these days, except in cases of emergency, of the individuals who will be using these days.

7. **PROFESSIONAL LEAVE DAYS**

- 7.1 Teachers may be granted professional leave days each school year without loss of pay for the purpose of attending professional conferences, seminars, conventions, or workshops or for traveling to their schools to observe different teaching methods, curriculum, organization, etc.

8. **PARENTAL LEAVE**

- 8.1 A teacher may use up to thirty (30) days of accumulated paid leave for the birth or adoption of a child.
- 8.2 A teacher requesting paid Parental Leave must submit a notice which includes the expected length of this leave, and a copy of the birth certificate of the newborn or applicable adoption documents.
- 8.3 A teacher's right to paid Parental Leave will be coordinated with the teacher's rights under the Family Medical Leave Act and any applicable leave policies adopted by the Board.

9. **SICK LEAVE BANK**

- 9.1 A voluntary Sick Leave Bank shall be maintained to relieve contributors from the undue financial burdens resulting from exhausted leave days due to the absence from work on a long-term basis as a result of the employee's serious health condition or upon the birth or adoption of a child, as defined by the Family Medical Leave Act. The maximum amount of days a member may request is

twenty-five (25) days. After one's initial request within the school year he/she may make a second request up to twenty-five (25) days, however, in no case will any teacher receive more than fifty (50) days from the Sick Leave Bank during a given school year. Use of the Sick Leave Bank may be used for maternity leave consistent with the applicable provisions of the Family Medical Leave Act. The Bank rules and guidelines are as follows:

- 9.1.1 Personal illness, injury, incapacitation, and family illness so severe/life threatening that it would make the contributor's presence in the school inadvisable are conditions of the contributor for which Sick Leave Bank days will be considered.
- 9.1.2 Beginning with the 2023-2024 school year, should a teacher receive twenty-five (25) days or more during any given school year, said teacher will be asked to contribute one (1) day for every five (5) days taken the previous year(s) up to a maximum of five (5) days given back, before receiving any new days from the sick bank In the future.
- 9.2 A committee shall be formed to administer the Bank and the business administration of the Superintendent's Office will maintain the records.
 - 9.2.1 The Committee shall be composed of one person from each of the five buildings in the school corporation. Two of the persons will be appointed by the Association President, two persons will be appointed by the Superintendent, and a fifth member of the committee will be jointly appointed by the Association President and Superintendent. All persons of the committee are to be Bank contributors.
 - 9.2.2 The Committee shall be empowered to adopt rules and regulations and to make decisions required to administer the Bank so long as the rules, regulations, and decisions do not modify the agreement contained herein.
 - 9.2.3 The Committee may grant, deny, or suspend grants from the Bank. Any judgments or decisions will be final, but an applicant shall have the right to request a reconsideration by the Committee.
 - 9.2.4 A majority of the Committee members will be required for any official action of the Committee.
 - 9.2.5 Regular written Committee reports are to be given to the Association Executive Council.

- 9.2.6 The Committee, after consultation with the Association President, will be responsible for informing the Bargaining Unit members of the rules and regulations of the Sick Leave Bank imposed beyond those stated in this Agreement, after consultation with the Association President.
- 9.3 The Bank will be operated on a voluntary participant basis for all professional employees in the bargaining unit who are vested in the Bank by donating two (2) days of one's leave days initially and maintaining that vested interest with additional days of donation when requested due to the Bank Account falling below two hundred (200) days. The enrollment period shall be from the first day of a school year until September 15th of each school year.
- 9.4 Retiring teachers may donate any or all of their accumulated leave days to the Sick Leave Bank.
- 9.5 All days once donated to the Bank become the property of the Bank.
- 9.6 All requests to receive grants from the Bank must be received in writing to the Committee.
- 9.6.1 Any person submitting a request to use the Bank must have made the proper donation of days and met eligibility requirements.
- 9.6.2 If a person is physically unable to submit a written request, the request may be submitted by proxy.
- 9.6.3 Days from the Bank can only be used after one's own accumulated leave days have been depleted and the Committee has granted/approved the usage.
- 9.6.4 Days granted from the Bank may be used only for those workdays that the individual contributor is employed under a regular teacher contract in that school year.
- 9.6.5 Days granted from the Bank may not be granted for periods of disability for which monies are paid to the employee under the Worker's Compensation Law or Disability Insurance Payments.
- 9.7 The Committee will generally consider a long-term absence as one that involves ten (10) or more working days.
- 9.8 The Committee reserves the right, if necessary, to limit the number of days granted.

- 9.9 The Committee will make its decision within ten (10) working days of receiving the written request.
- 9.10 Management and maintenance of the Bank will be reviewed by the Committee:
- 9.10.1 If the number of days fall below two hundred (200) days, each participant will be required to donate one (1) additional day of his/her accumulated leave to the Bank. If a contributor has used all leave days, the additional day will be donated as soon as new leave days are granted.
 - 9.10.2 The Superintendent's Office will notify the Committee when the Bank falls below two hundred (200) days.
 - 9.10.3 The Committee will solicit the requests for additional days.
 - 9.10.4 Regular contributions for the Bank to establish membership will be solicited by the Committee within two (2) weeks of the beginning of the school year.
 - 9.10.5 The Corporation will inform the Committee by August 1 of the number of days in the Bank, current membership, and activity during the past 12 months. This information will be supplied the Committee upon its request at any other time as needed.
 - 9.10.6 The Committee will review and present to the Superintendent's Office approval or denial of all requests within ten (10) working days after the request is received by the Committee. The Committee will also inform the teacher making the request within the same time frame.

9.11 Member Acknowledgement

Each member of the Sick Leave Bank specifically acknowledges and agrees that the granting of the days from the Sick Leave Bank shall be the sole discretion of the Committee. Each member further agrees to abide by such decision and to indemnify and hold harmless South Vermillion Community School Corporation and the South Vermillion Education Association and the Committee and all of their agents for any loss they may sustain as a result of any claim or legal proceedings the member may bring against any of them with respect to a decision made by any of them concerning this request/application. The

member further acknowledges and agrees that the administration of the Bank and decision made by the Committee shall not be subject to the Grievance Procedure.

10. **MEDICAL INSURANCE PAYMENT**

The Board agrees to make the following premium contributions for the health insurance plan selected by the teacher:

Plan	Plan 6 HSA \$3,350/\$6,700	Plan 7 HSA \$6,000/\$12,000	HSA Contribution	Plan 8 PPO \$750/\$2,250
Single	\$732 per month	\$722 per month	\$500	\$800 per month
Family	\$1,461 per month	\$1,431 per month	\$1000	\$1,652 per month

10.1 Effective August 1, 2016, the current “Married Couples” Health Benefits clause will be phased out. Those under the current benefit clause will be “grandfathered” at the 2015-2016 Board contribution rates.

10.2 Beginning with the 2016-2017 Academic Year, future increases in health benefit rates will be borne by the current married couples under this benefit, equivalent to those under the CBA that are not “Married Couples”. This benefit will not be extended to any future marrying couples.

10.3 *The amount contributed to the employee’s HSA is to be determined annually. The corporation’s contribution to the HSA accounts for the 2022-2023 school year will be \$500/single plan and \$1,000/family plan.

11. **RETIREE’S INSURANCE**

The Board will give a retiring teacher the option of continuing his/her hospitalization plan under the present group policy until the employee becomes eligible for Medicare (per IC 5-10-8-2). The total premium is to be borne by the individual and payment is due monthly.

12. **LIFE INSURANCE**

The Board shall pay all but one dollar (\$1.00) of the cost of double “I” term life insurance in the amount of fifty thousand dollars (\$50,000.00) for each certificated employee upon application and authorization. This will be effective October 1, provided the teacher enrolls by September 15.

13. **LONG TERM DISABILITY INSURANCE**

The Board shall pay all of the premium for a long-term disability insurance program paid for by the Board. The level of benefits and the carrier of the insurance shall be mutually agreed upon by the Board and by the Association.

14. **MATCHING ANNUITY**

The Board shall provide a South Vermillion Community School Employer Employee Matching Annuity Savings Plan. Implementation of such savings plan shall be according to provisions set forth in the Internal Revenue Code Sections 401A and 403B.

14.1 BOARD CONTRIBUTION

14.1.1 The Board shall match a teacher's contribution on a dollar for dollar basis up to a maximum of Five Hundred Twenty-Five Dollars (\$525.00) per teacher.

14.1.2 The Board shall make its contribution for the contract year in monthly payments so long as the individual teacher contributes his/her matching portion.

14.2 PLAN PROVISIONS

The provisions for such a program shall be set forth in a plan document. Copies of the plan document shall be made available to teachers upon request at the Office of the Superintendent. One copy shall be placed in each school.

15. **RETIREMENT PAY**

15.1 NOTIFICATION

Teachers shall notify the Superintendent of Schools in writing by June 30 of the year prior to retirement of their intention to retire. In the event a teacher is unable to give timely notice of retirement as required and is forced to retire as a result of ill health, accident, or other unforeseen events, then and in such event the requirements shall be waived by the Board. For any other reason timely notice is not given, the Board has the right to delay payment for one (1) year.

15.2 RETIREMENT PROCEDURE

Teachers shall be provided benefits under one of the following retirement plans according to the criteria outlined in each.

15.2.1 Plan One: Retirement pay shall be granted to eligible professional employees who, upon their retirement, accept the benefits of the Indiana State Teacher Retirement system. Retirement pay shall be granted to any teacher who has completed ten (10) years of Indiana public school service, the last five (5) of which must be continuous in the South Vermillion Community School Corporation, and who has a total of fifteen (15) of teaching experience. The amount of retirement pay shall be computed at the rate of two hundred fifty dollars (\$250.00) per year of service in the South Vermillion School Corporation. The Board's portion shall be paid directly to the employee.

Upon the death of any employee eligible for retirement pay, the amount that such employee would be entitled to receive, had (s)he survived, shall be paid directly in a lump sum to the employee's estate.

15.2.2 Plan Two: With twenty (20) years of Indiana public school service, and achieving the INPRS Rule of 85, the Board will pay 45% of the last year's salary plus an amount not to exceed \$4,000 per year, until Medicare eligibility, for a medical insurance plan of the teacher's choice. The Board will give a retiring teacher the option of continuing his/her hospitalization plan under the present group policy until the employee becomes eligible for Medicare (per IC 5-10-8-2). This contribution shall be deposited into a VEBA or similar medical protected account. The total premium is to be borne by the individual and payment is due monthly. The Board's portion of the retirement benefit will be paid in four (4) payments based on the following schedule:

15.3 June of the year of retirement: \$2,000 will be paid directly to the retiree when paying off the retiree's current teaching contract. This is the maximum allowable by the Indiana State Teachers Retirement Fund to raise salary average and boost retirement benefits.

15.4 July 15th of the year of retirement: One third (1/3) of the remainder will be paid to the retiree by depositing this 1/3 into a Post Separation 403(b) Plan.

15.5 Remaining balance to be paid in two (2) subsequent payments on January 15th of each of the two succeeding years to the retiree by depositing these payments into the Post Separation 403(b) Plan as described in #2.

- 15.6 Note: Exceptions may be made to the dates above in order to accommodate late notification by retiring teachers.
- 15.7 In order to qualify, a teacher must complete the last ten (10) years of his/her teaching career with the South Vermillion School Corporation in continuous service.
- 15.8 The parties agree that these plans in existence prior to the 2001-02 school year shall be phased out and replaced with a qualified 401(a) Plan. The phase out of these plans shall be in accordance with the procedures listed below. Hereafter, these plans shall be referred to as the pre 2001-2002 Retirement Plans.
- 15.9 The replacement program will be a qualified 401(a) 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 401(a) Plan contributions will commence with the 2001-2002 contract year and continue each contract year thereafter. The contribution that will be made to the 401(a) Plan by the Board shall be one point five (1.5%) percent of each teacher's instructional salary.
- 15.10 The investment manager, management company, and investment vehicles will be selected by mutual agreement between the Board and the Association.
- 15.11 In the event, due to market fluctuations, a certified employee's 401(a) Plan account experiences a loss, the Board's responsibility under the Retirement Pay Plan during the period prior to its termination shall be the amount which the employee would have received under the Retirement Pay Plan less the amount previously contributed by the Board under the 401(a) Plan.
- 15.12 The parties agree that the 401(a) Plan shall replace the pre 2001-2002 Retirement plans which are found above. The parties further agree that all contributions made to the 401(a) Plan by the Board shall be considered as additional funds and be counted as part of any salary increases negotiated for the certified employees.
- 15.13 All eligible employees shall be fully vested in the 401(a) Plan upon completion of three (3) years of service with the employer. Any funds in a teacher's account that have not met the vesting requirement shall revert back to fund balances.
- 15.14 The pre 2001 retirement plan remains in effect until such time that a retired certified employee receives a greater return from the 401(a)

Plan. All money accumulated in an employee's 401(a) Plan will be used to offset the Board's retirement plan obligation.

15.15 The 401(a) Plan shall:

15.15.1 Be subject to all applicable Internal Revenue regulations.

15.15.2 Have no contract initiation fees charged to the employee.

15.15.3 Have no administrative or Plan Document charge to the Board.

ARTICLE IV: TERM OF AGREEMENT

This contract shall be effective as of July 1, 2023 and shall continue in effect through June 30, 2024. This contract shall not be extended orally, and it is expressly understood that it shall expire on the indicated date. Whenever any notice is required to be given either of the parties to this contract to the other party, either shall do so by letter at the following addresses:

If by the Association to the Board, at:

Mr. David A. Chapman, Superintendent,
P.O. Box 387
800 W. Wildcat Drive, Clinton, IN 47842.

If by the Board to the Association, at:

Jill Wright, SVEA President
421 E 1250 S
Clinton, IN 47842

This Contract is made and entered into at Clinton, Indiana, on this 2nd day of November, 2023, by and between the Board of School Trustees of the South Vermillion Community School Corporation, County of Vermillion, State of Indiana, party of the first party, heretofore referred to as the School Employer, and the South Vermillion Education Association, affiliated with the Indiana State Teachers Association and the National Education Association, party of the second part, heretofore referred to as the Bargaining Agent.

The undersigned attest to the following:

1. A public hearing was held in compliance with I.C. 20-29-6-1(b) on September 5, 2023, and electronic participation from the parties and/or public was permitted

2. A public meeting was held in compliance with I.C. 20-29-6-19 on October 30, 2023, to discuss the tentative agreement. Electronic participation from the governing body and/or public was permitted.
3. A public meeting was held in compliance with IC 20-29-6-19 on November 2, 2023, to discuss the ratification of the collective bargaining agreement. Electronic participation from the governing body and/or public was permitted.

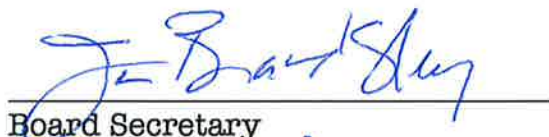
This Contract is so attested to by the parties whose signatures appear below:

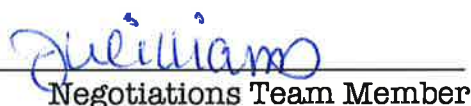
Board of School Trustees
South Vermillion Community School
Corporation

South Vermillion Education
Association


Board President

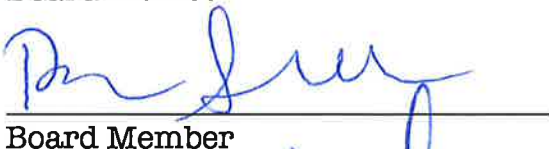

Association President

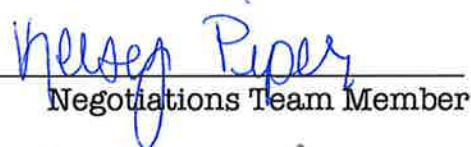

Board Secretary


Negotiations Team Member


Board Member


Negotiations Team Member

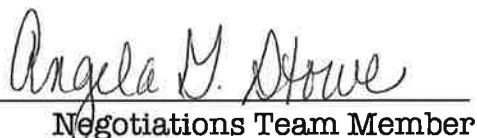

Board Member


Negotiations Team Member


Board Member

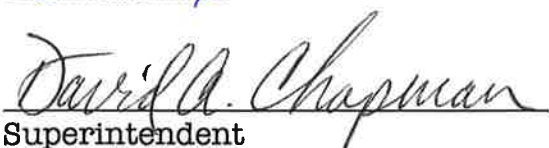

Negotiations Team Member

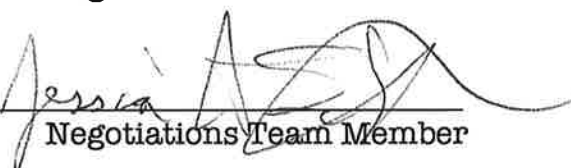

Board Member


Negotiations Team Member


Board Member

Negotiations Team Member


Superintendent


Negotiations Team Member

APPENDIX A:
SVCS EXTRACURRICULAR PAY SCHEDULE

Activity/Sport	Level	Description	New Amt.
Academic	Elem	Academic Coach	\$500.00
Basketball	Elem	Boys Intramural	\$1,000.00
Basketball	Elem	Girls Intramural	\$1,000.00
Intervention Coordinator	Elem	Conference Coordinator	\$1,750.00
Supervisor	Elem	A.M. Bus Supervision	\$750.00
Technology Assistant	Elem	After Hours Tech Assistance	\$2,000.00
Community Art Stipend	K-12	Art Show Stipend	\$600.00
Timers	K-12	Athletics	\$35.00
Ticket Takers	K-12	Athletics	\$35.00
Corporation Librarian	K-12	Library Director	\$2,000.00
Academic	HS	Academic Coach	\$800.00
Academic	HS	Competition Coordinator	\$1,250.00
Academic	HS	Academic Excellence Coord.	\$500.00
Academic	HS	Spell Bowl Coordinator	\$1,000.00
Auditorium Manager	HS	Event Coordinator/Manager	\$1,000.00
Band	HS/MS	Director	\$3,500.00
Band	HS/MS	Assistant Director	\$2,000.00
Baseball	HS	Head Coach	\$3,500.00
Baseball	HS	Assistant Coach	\$2,000.00
Basketball	HS	Assistant Coach (Boys)	\$2,750.00
Basketball	HS	Assistant Coach (Girls)	\$2,750.00
Cheer	HS	Coach	\$2,500.00
Cheer	HS	Assistant Coach	\$1,500.00
Choir	HS/MS	Director	\$2,000.00
Class Sponsor	HS	9th Grade	\$375.00
Class Sponsor	HS	10th Grade	\$375.00
Class Sponsor	HS	11th Grade	\$850.00
Class Sponsor	HS	12th Grade	\$500.00
Cross Country	HS	B/G Head Coach (combined)	\$4,500.00
Dept. Chair	HS	English/Language Arts	\$700.00
Dept. Chair	HS	Science	\$600.00
Dept. Chair	HS	Social Studies	\$600.00
Dept. Chair	HS	Math	\$700.00
Dept. Chair	HS	Related Arts	\$700.00
Dept. Chair	HS	Special Education	\$600.00
Dept. Chair	HS	Tech/Vocational	\$700.00
Supervisor	HS	After School Supervision	\$35.00/Hr.
Supervisor	HS	Saturday School Supervision	\$35.00/Hr.
Theatre	HS	Production Director	\$2,000.00
Theatre	HS	Asst. Director	\$1,500.00
Drill Team	HS	Sponsor	\$3,000.00
Drill Team	HS/MS	Assistant	\$600.00
FFA	HS	Sponsor	\$750.00
Football	HS	Assistant Coach	\$2,750.00
Golf	HS	Head Coach (Boys)	\$2,500.00
Golf	HS	Head Coach (Girls)	\$2,500.00
Guidance	HS	Counselor	Daily rate
National Honor Society	HS	Sponsor	\$750.00
Soccer	HS	Head Coach (Boys)	\$3,250.00
Soccer	HS	Head Coach (Girls)	\$3,250.00
Soccer	HS	Assistant Coach	\$1,750.00
Softball	HS	Head Coach	\$3,500.00
Softball	HS	Assistant Coach	\$2,000.00

Student Council	HS	Sponsor	\$1,500.00
Sports Activities Supv.	HS	Supervisor at Athletic Events	\$2,000.00
Supervision	HS	A.M. Bus Supervision	\$750.00
Swimming	HS	B/G Head Coach (combined)	\$4,500.00
Swimming	HS	Assistant Coach (Boys)	\$2,000.00
Swimming	HS	Assistant Coach (Girls)	\$2,000.00
Technology Assistant	HS	After Hours Tech Assistance	\$2,000.00
Tennis	HS	Head Coach (Boys)	\$3,000.00
Tennis	HS	Head Coach (Girls)	\$3,000.00
Track & Field	HS	B/G Head Coach (combined)	\$4,500.00
Track & Field	HS	Assistant Coach	\$1,750.00
Vocational Agriculture	HS	10 extra days	Daily rate
Vocational Bldg. Trades	HS	5 extra days	Daily rate
Volleyball	HS	Head Coach	\$3,750.00
Volleyball	HS	Assistant Coach	\$2,000.00
Wrestling	HS	Head Coach	\$3,750.00
Wrestling	HS	Assistant Coach	\$2,000.00
Yearbook	HS	Sponsor	\$1,500.00
Academic	MS	Competition Coordinator	\$1,000.00
Academic	MS	Academic Coach	\$700.00
Basketball	MS	7th & 8th Grade Coach (Boys)	\$2,250.00
Basketball	MS	7th & 8th Grade Coach (Girls)	\$2,250.00
Basketball	MS	6th Grade Coach (B/G)	\$1,250.00
Basketball	MS	5th Grade Coach (B/G)	\$1,250.00
Cheer	MS	7th & 8th Grade Coach	\$1,250.00
Cheer	MS	6th Grade Coach	\$1,250.00
Guidance	MS	Counselor	\$500.00
Cross Country	MS	Head Coach	\$1,250.00
Drill Team	MS	Coach	\$750.00
Fall/Winter Sports	MS	Supervision	\$1,250.00
Football	MS	Head Coach	\$1,750.00
Football	MS	Assistant Coach	\$1,250.00
Student Council	MS	Sponsor	\$1,100.00
Supervisor	MS	After-School Detention	\$35.00/Hr.
Supervisor	MS	Saturday School Supervision	\$35.00/Hr.
Supervisor	MS	A.M. Bus Supervision	\$750.00
Swimming	MS	Head Coach	\$1,000.00
Team Leader	MS	Grade Level/Related Arts	\$500.00
Technology Assistant	MS	After Hours Tech Assistance	\$1,875.00
Track & Field	MS	Head Coach	\$1,750.00
Track & Field	MS	Assistant Coach	\$1,250.00
Volleyball	MS	Coach	\$1,250.00
Volleyball	MS	5th Grade (Spring)	\$750.00
Wrestling	MS	Head Coach	\$1,500.00
Wrestling	MS	Assistant Coach	\$850.00
Yearbook	MS	Sponsor	\$750.00
NON-CBA POSITIONS			
Football	HS	Head Coach	\$7,500.00
Basketball	HS	Head Coach (Boys)	\$7,000.00
Basketball	HS	Head Coach (Girls)	\$7,000.00
Aquatics Director	HS	Event/Supv/Maint.	\$2,500.00
Summer Supervision	HS	Supervise Summer OTAs	\$2,250.00
Weight Room Supervision	HS	Strength & Conditioning	\$3,000.00

Disclaimer:

The above Extracurricular Schedule is provided for informational purposes only. It is not to be considered as a component of the Collective Bargaining Agreement. Both parties agree to establish a working committee to meet at minimum of three (3) times between January and April of 2024 to consider further increases to the ECA schedule.

The Administration reserves the right to make final adjustments based upon the level of student participation

If the Corporation is unable to fill an assistant's position in a sport with a total staff of head coach and assistant, the head coach will receive a stipend equal to $\frac{1}{2}$ what would have been paid to the assistant.

For Vocational Agriculture and Building Trades, the extended contract days were not bargained between the two parties. They were included for informational purposes only.

APPENDIX B: LONGEVITY STIPEND

Teachers who attain consecutive years of service with South Vermillion Community School Corporation as a teacher will be eligible for a Longevity Stipend as outlined below:

05 Years	\$500
10 Years	\$500
15 Years	\$1000
20 Years	\$1000
25 Years	\$1000
30 Years	\$1500
35 Years	\$1500
40 Years	\$2500

To be eligible to receive the Longevity Stipend, the teacher must be employed on the final day of school year (June 30) of the year the bonus is in effect.

APPENDIX C: SVCS TEACHER'S RETIREMENT BENEFIT WORKSHEET

Name: _____

Date of Birth: _____

Age: _____

Total Years of Experience: _____ (a) Year of Retirement: _____

Experience in South Vermillion: _____ (b)

Last Year's Salary: _____ (c)

Accumulated Sick Days: _____ (d)

Balance of Teacher's 401(a)(Profit Sharing Plan Account: _____ (e)

Plan 1 Benefits: If (b) is at least 10 and if (a) is at least 15 but less than 20 and if teacher has worked the last 5 years in SVSC then complete Plan 1 Benefits portion below:

$$\$250 \times \frac{\text{(b)}}{\text{(b)}} = \text{(f) Total Plan 1 Benefit}$$

$$\frac{\text{(f)}}{\text{(f)}} - \frac{\text{(e)}}{\text{(e)}} = \text{Remaining Plan 1 Benefit to be paid directly to Employee}$$

The retiree will continue on the following insurance plan(s):

Yes _____ No _____

Health Insurance Plan _____

Family _____ Current Premium _____

Single _____ Current Premium _____

Dental Insurance Plan _____

Family _____ Current Premium _____

Single _____ Current Premium _____

(Retiree's payment for premium to be received monthly by the 5th of the month.)

Plan 2 Benefits: If (a) is at least 20 and if teacher meeting the ISTRF Rule of 85 complete Plan 2 Benefits portion below:

$$\begin{array}{rcl}
 .45 \times \underline{\hspace{2cm}} & = & \underline{\hspace{2cm}} \\
 \text{(c)} & & \text{(g) Total Plan 2 Benefit} \\
 \hline
 \underline{\hspace{2cm}} & - & \underline{\hspace{2cm}} = \underline{\hspace{2cm}} \\
 \text{(g)} & \text{(e)} & \text{(h)} \\
 & & \text{Remaining Plan 2 Benefit Still} \\
 & & \text{to be paid to Teacher}
 \end{array}$$

Method/Date(s) of Payment:

1. \$2,000 shall be reported as additional salary for the school year to ISTRF. \$2,000 shall be paid to the teacher in June, _____:

$$\begin{array}{rcl}
 & \text{And} & \\
 \underline{\hspace{2cm}} & - \$2,000 = & \underline{\hspace{2cm}} \\
 \text{(h)} & & \text{(i)}
 \end{array}$$

$$\begin{array}{rcl}
 & \text{Then} & \\
 \underline{\hspace{2cm}} & \text{divided by 3} = & \underline{\hspace{2cm}} \\
 \text{(i)} & & \text{(j)}
 \end{array}$$

An amount equal to _____ shall be paid into
(j)
the teacher's post-separation 403(b) account on the following dates:

2. July 15, _____
3. on or about January 15, _____
4. and on or about January 15, _____

Insurance for Plan 2:

The Board will deposit \$4,000 per year, until Medicare eligibility into a VEBA starting on or about September 15th of the year of retirement and continuing each year until Medicare eligibility.

The retiree will continue on the following insurance plans: Yes _____ No _____

Health Insurance Plan _____

Family _____ Current Premium _____

Single _____ Current Premium _____

Dental Insurance Plan _____

Family _____ Current Premium _____

Single _____ Current Premium _____

(Retiree's payment for premium to be received one month in advance by
_____ day of the month.

