

MASTER AGREEMENT

between the

BOARD OF SCHOOL TRUSTEES

of the

SOUTH RIPLEY COMMUNITY SCHOOL CORPORATION

and the

SOUTH RIPLEY CLASSROOM TEACHERS ASSOCIATION

2019-2021

DEFINITIONS

- A. **SCHOOL CORPORATION.** The term shall refer to the South Ripley Community School Corporation.
- B. **TEACHER.** The term "teacher", when used, refers to both male and female teachers.
- C. **CERTIFICATED EMPLOYEES.** An individual fully licensed to teach in a subject area or areas in the Public Schools of Indiana.
- D. **EXTENDED CONTRACTS.** Those contracts which are written for periods of time over and above the 185 day regular teaching contract.
- E. **SCHOOL BOARD.** The Board of School Trustees or the governing body of the School Corporation and any person(s) authorized to act on its behalf.
- F. **ASSOCIATION.** The term shall refer to the South Ripley Classroom Teachers Association and any person(s) authorized to act on its behalf.
- G. **DAY.** The term shall refer to calendar day, unless specifically stated otherwise.

ARTICLE II - LEAVES

Each certificated employee shall be entitled to be absent from work without loss of compensation as follows:

A. SICK LEAVE.

On account of personal illness of the employee, a total of twelve (12) days during the first year of employment and ten (10) days thereafter for each year of employment with the South Ripley Community School Corporation, cumulative to a total of two hundred twenty (220) days. At the start of each school year, a teacher will have his/her accumulation up to maximum, plus the yearly leave entitlement for that school year. Any sick days exceeding the maximum 220 days at the end of the school year will be compensated at a rate of \$50 per unused day to the employee's 403b account. This will be paid by June 30th of each contract year.

A certificated employee may also move three (3) days per year from previous employment (if accumulated) after the first year of employment with the South Ripley Community School Corporation.

The Corporation shall provide teachers with a written accounting of accumulated sick leave days with each pay during the school year. The accumulated figures shall be stated on a two week delay.

Sick days may be taken in full or half day increments.

B. PERSONAL LEAVE.

All certificated personnel will be entitled to two (2) days of personal or business leave. Application or request must be made in writing prior to the effective date; except in case of an emergency, either to the Building Principal or at the Office of the Superintendent for approval. Any other days that are not provided by this Agreement or by law should be requested by the individual through the building principal and submitted to the Office of the Superintendent for approval. The Corporation shall provide teachers with a written accounting of accumulated personal leave days with each pay during the school year. The accumulated figures shall be stated on a two week delay.

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

C. UNUSED PERSONAL LEAVE.

In the event that a unit member has one-half or more personal leave days unused at the end of a school year, such one-half day, but no more than two (2) days, shall be transferred to personal leave for future use. In no case shall a teacher have more than five (5) personal leave days available for such use in any one school year. Any remaining unused personal day(s), or fraction thereof, beyond the transfer to personal leave usage shall be transferred to the sick leave

I. OTHER EXTENDED LEAVES.

Sabbatical leaves, health leaves, military leaves, travel leaves, care for a sick or infirm relative, or any other type of extended leave may be granted by the Board of Trustees only upon written request to them and within the limitations of statutory authority.

J. PREGNANCY/CHILDBIRTH LEAVE.

1. Notice and Length of Leave - Any teacher who is pregnant is entitled to a leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of the child, if, except in a medical emergency, she notifies the Superintendent in writing at least thirty (30) days before the date on which she desired to start her leave. She shall also notify the Superintendent of the expected length of this leave, including with this notice either a physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn, whichever is applicable. In case of a medical emergency caused by pregnancy, the teacher shall be granted a leave, as otherwise provided in this section, immediately upon her request and certification of the emergency from an attending physician.
2. Time of Leave - Any teacher who is pregnant may continue in active employment as late in pregnancy as she desires, if she is able to fulfill the requirements of her position. A certificate of the teacher's physician to this effect shall be provided the Corporation, if requested by the Superintendent. Temporary disabilities caused by pregnancy shall be governed by the same provisions governing sickness.
3. Notice of Return to Teaching - At the time the teacher notifies the School Corporation of her intent to take pregnancy/childbirth leave, or as soon as reasonably determinable, the teacher shall notify the Superintendent, in writing, of the date of return to teaching, or of the fact such teacher does not intend to resume teaching. Unless waived by the Superintendent, a teacher shall not be entitled to return to teaching duties on the date specified above unless at least two (2) calendar weeks written notice is given the Superintendent prior to the date of return as granted in the leave. Such notice shall be accompanied by a certificate from the teacher's physician stating that the teacher is able to resume teaching.

If a teacher on pregnancy/childbirth leave desires to return sooner than the date of return set forth in the leave as granted in the preceding paragraph of this Article, she shall notify the Superintendent, in writing, at least seventeen (17) calendar days prior to the desired date of early return. Such request shall be accompanied by a certificate from the teacher's physician stating that the teacher is able to resume teaching. Such seventeen (17) calendar days shall be counted beginning with the official receipt of the request by the Superintendent or his/her designee. In no event shall such early return be allowed in the last ten (10) calendar days of any grading period.

Temporary contracts for teachers replacing those on Major Disability Leave shall contain a provision which provides for the early termination of such contract upon five (5) calendar days written notice.

2. Limitations - No leave for major disability may be granted for a period exceeding one (1) year, unless extended by the Corporation.
3. Use of Sick Leave - Any teacher taking leave of absence hereunder shall use any days of sick leave which the teacher has accumulated. Once the teacher has used all of his/her accumulated sick leave days, he has the right to complete the remainder of the leave without pay.
4. Sub-Section L - The provisions of Sub-Section L of this Article shall be a condition for this leave.

L. INSURANCE COVERAGE.

If the teacher wishes to continue insurance coverage(s) during the period when there is no compensation - (a) leave of absence, (b) professional study leave, (c) pregnancy/childbirth leave, and (d) major disability leave, it shall be the responsibility of the teacher to make arrangements in advance with the business office to continue such insurance coverage(s) at the individual's expense. A failure to make and follow through with such advance arrangements will result in the individual being dropped from the group plan(s).

M. STAFF DEVELOPMENT.

The South Ripley Community School Corporation will offer the following Professional days:

1. Two (2) days to attend professional meetings.
2. One paid observation day is approved for each teacher each year to make a visitation to another school program, a Model program, or a University or College visitation for professional information or advancement. Proper request must be made to the Building Principal.
3. An in-service Professional Day by the South Ripley Classroom Teachers' Association, if requested, will be approved for the next school year and held within the Corporation Schools. Attendance is mandatory in order to be paid or a personal leave day may be used for non-attendance in order to be compensated.

N. ADOPTIVE LEAVE.

An adoptive leave of up to one (1) year shall be granted a teacher who adopts a child. Notice of intent to take adoptive leave shall be given to the Superintendent at the time the teacher

ARTICLE III - SICK LEAVE BANK

The South Ripley Community School Corporation and the South Ripley Classroom Teachers' Association agrees to the establishment of a sick leave bank under the following provisions:

A. Membership in the bank will be voluntary and open to all bargaining members who are South Ripley certificated employees. New employees, and those employees hired after the beginning of a school year shall have the opportunity to enter the program, providing the employee submits the proper authorization within thirty (30) school days of the first day of employment. Current employees who are not members of the Sick Leave Bank may join the Bank within thirty (30) calendar days of the beginning of the school year by submitting the proper authorization form.

B. Membership in the Bank shall be on a continuing basis for those members enrolled and those members shall not be required to contribute any additional days except as required in Section G of this Article.

Days placed in the Bank shall not be reclaimed. Unused days will be carried over to the next school year.

C. Each participant in the bank may contribute one day each year. The maximum number of days in the bank shall not exceed triple the eligible participants.

In the event that the Sick Leave Bank reaches its maximum of three times the eligible participants, any new participant shall be allowed to join the Bank and contribute his/her day, thereby increasing the maximum number by that number only.

D. Prior to October 15, the South Ripley Classroom Teachers' Association shall provide the Superintendent's Office with a list of all members participating in the Sick Leave Bank for the current school year.

E. The South Ripley Classroom Teachers' Association shall have sole responsibility for the administration of the sick leave bank and will supply the Superintendent's Office with their guidelines so that efficient administration can take place.

F. The sick leave bank may be used for illness of a participating member only after he has exhausted his/her accumulated sick leave and used three (3) uncompensated sick leave days. The maximum eligible sick days of any individual shall not exceed his/her accumulated sick leave at the beginning of the school year. The days paid for shall be contracted days.

G. Should the number of days in the Sick Leave Bank drop below fifty (50) days during the year, participating members will be required to contribute one (1) additional day to the Bank. This requirement is waived for any participating member who does not have a sick leave day available to contribute at the time the request is made.

This provision may be used only once per school year.

of each calendar year for those active teachers enrolled in the plan for January coverage. No prorations or payments will be made between each annual payment.

2. One Pay Health Insurance Premium Holiday

Teachers who participate in the health insurance plan through the Indiana School Insurance Consortium will receive a one-payroll premium holiday from their health insurance deduction. This will take place for the November 22, 2019 payroll. For the 2020-2021 contract, a one-payroll premium holiday will take place for the November 20, 2020 payroll. The amount of teacher and corporation contributions will be paid with funds from Fund Number 3952-Insurance Settlement Fund.

It is agreed by the parties to the Master Agreement that the one-time premium holiday stated above is specifically excluded from Public Law 217 and is not subject to any status-quo provision.

3. Two (2) married teachers employed in the Corporation may choose to direct the Corporation's contribution in paragraph 1 above toward the cost of one (1) plan of their choosing.
4. The selection of either the Employee, or Employee/Dependents plan shall be at the sole discretion of the teacher(s).
5. Two (2) married teachers without dependents, employed in the Corporation and who participate in the Corporation's Medical Insurance Plan are encouraged to select two (2) single plans. In such an instance, the Board will pay one hundred percent (100%) of the single premium.
6. Any change from participation in the Southeast Indiana School Insurance Consortium will be by mutual agreement.
7. The anniversary date of the medical insurance shall be January 1.

B. LIFE INSURANCE.

1. A fifty thousand dollar (\$50,000) natural death and one hundred thousand dollars (\$100,000) accidental death group term life insurance plan shall be provided for each teacher by the Board. The Board shall pay the cost of such insurance plan less one dollar (\$1) to be paid annually by the teacher. This policy has conversion privileges and is available to all active, full-time employees.

The Board will pay the fee for the Trust Account, and all other fees will be paid by the participating employee(s).

H. VISION CARE.

Each teacher and the teacher's dependents shall be covered by a vision care insurance program that provides for eye examinations every 12 months and lenses and frames every 24 months. This coverage has an annual deductible of ten dollars (\$10.00) which shall be paid by the teacher. Effective July 1, 2019, the Corporation shall pay \$11.15 per month (\$133.80 annually) for this vision care insurance for teacher or teacher and dependent coverage.

The teacher and the teacher's dependents will be entitled to receive prepaid coverage from a participating network of providers. The recipient who selects a participating provider will be provided full coverage, less the deductible, for a comprehensive eye examination and quality glasses.

Recipients who select a non-participating provider for vision services will be reimbursed according to a set schedule of allowances to be determined. Contact lens and cosmetic contact allowances will be available up to the amount provided in the plan.

For the term of this contract, in addition to the amount contributed above, the board will assume any dollar cost increase for the plan. The dollar amount so derived shall be the figure used in any status-quo contract which may occur at the conclusion of this contract.

I. DENTAL CARE

Each teacher and the teacher's dependents shall be covered by a dental care insurance program. Effective July 1, 2019, the Corporation shall pay 100% of dental premium up to:

Single Plan	\$22.09 per month.
Employee and one or more dependents	\$59.06 per month.

Effective December 1, 2019, these rates are as follows:

Single Plan	\$20.32 per month.
Employee and one or more dependents	\$54.34 per month

**ARTICLE V - RETIREMENT, SEVERANCE, DEATH AND HEALTH INSURANCE
BRIDGE TO SOCIAL SECURITY**

A. RETIREMENT SEVERANCE PAY.

Teachers in the South Ripley Community School Corporation, upon retirement, and in accordance with statutes regulating retirement in the Laws of the State of Indiana, shall receive additional compensation at the end of their last contractual year.

1. The retiree must be at least 50 years of age.
2. At least the last ten (10) years of teaching experience must be with the Corporation.
3. Severance pay for unused sick leave or unused personal leave that has accumulated will be reimbursed at the rate of ninety dollars (\$90.00) per day.
4. In recognition of service to the Corporation, the Board of School Trustees will add one hundred dollars (\$100.00) to the retirement payment for each year of teaching in the Corporation.
5. Notice of intent to retire shall be submitted, in writing, to the office of the Superintendent at least sixty (60) days prior to the end of the school year at which time the employee wishes to retire. In the event an eligible teacher is unable to give the required notice of retirement and is forced to retire as a result of an accident or ill health, the Superintendent may waive the required notice of retirement and, if such waiver is granted, pay the retirement severance allowance by the appropriate adjustment of the teacher's current contract, if one exists.

If requested by the Superintendent, the teacher shall be required to provide a physician's statement as to the extent of such injury or illness.

6. Permanent retirement must be evidenced by ISTRF approval of retirement benefits for the retiring teacher.
7. Teachers employed less than full-time shall receive these benefits on a pro-rated basis during the years teachers actually worked less than full-time.
8. The retiring teacher will receive Retirement Severance benefits in accordance with the following:
 - a. All of the benefits due, up to a maximum of Two Thousand dollars (\$2,000.00) on or before July 1 of the year of retirement, with any balance

5. The teacher may continue under any of the group insurance plans offered by the Corporation during the period the teacher's Health Insurance Bridge payment is received. Such coverage is at the teacher's own expense unless otherwise provided in this Contract. Arrangements for such insurance must be made with the Corporation's Business Office, in advance, and is subject to the approval of the insurance carrier(s). In the event that the premiums reach an amount over that to be received in Section 4 (whole or pro-rated), the teacher shall be responsible for payment as specified in the second and third sentences of this paragraph.
6. In order to be eligible for this Health Insurance Bridge to Social Security provision, the retiring teacher must notify the Superintendent of Schools, in writing of his/her intention to retire.
 - a. Such notice, in writing, must be received by the Superintendent at least sixty (60) days prior to the end of the school year when retirement shall begin.
 - b. In case of unusual circumstances, the Board may waive the required sixty (60) calendar day notice of intent to take early retirement.
7. The benefits provided in this section take effect on the date ratified by the parties for those teachers who retire after such date. Further, under no circumstances may a previous employee qualify for Health Insurance Bridge benefits retroactively.
8. The Board shall continue to insure the participating teacher through the Corporation's life insurance plan until the teacher reaches the age of sixty-five (65). Such insurance shall be at the Board's expense with the teacher paying one dollar (\$1.00) per year. In case of the death of such early retiree prior to the receipt of all of the benefits heretofore stated in sections C4 of this Article, the named beneficiary shall receive the benefits provided by the life insurance policy. Further, all such premium payments by the Corporation shall cease immediately, and the Corporation shall have no further obligations to pay benefits under this Article.

D. RETIREMENT SAVINGS PLAN

1. Each employee shall have the option of investing in the 403(b) plan up to the maximum allowable under Federal law. The Board shall match such employee contributions on a dollar basis up to two and one-half percent (2.5%) of the employee's regularly scheduled salary.
2. The employer shall deposit employer contributions for each employee into an individual account for the employee in the tax-deferred program. Such deposits shall be made on a monthly basis.
3. The administrator of employer and employee contributions to the Tax-Deferred Annuity program shall be chosen by mutual agreement between the South Ripley Community School Corporation and the Association.

ARTICLE VI - PROFESSIONAL COMPENSATION

A. SALARY RANGE.

The basic salary range of Teachers covered by this Agreement shall be on a regular teacher contract year basis and is set forth in Appendix A, included in this Agreement. Adjustments in teacher pay, including any stipends, shall be made in accordance with the Compensation Model Program as it may be adjusted from time to time by agreement of the Superintendent and the SRCTA Bargaining Team. Adjustments in a Teacher's pay shall not be retroactive, for whatever cause except where retroactivity has been specifically bargained in the fall negotiation process.

B. EXTRA-CURRICULAR SCHEDULE/EXTENDED CONTRACT.

The extra-curricular salaries for teachers for each school year and those with extended contracts shall be in accordance with the schedule set forth in Appendix "B".

C. EXTRA-CURRICULAR PAY.

1. Teachers who are assigned extra duties shall be paid in addition to their basic salary the amount or amounts stipulated in Appendix "B". The stipend includes pay for services rendered before school starts, during vacation periods, after school closes, or other non-school day time, according to the assignment of the school employer.
2. A teacher's appointment to an extra-duty assignment(s) shall be on a year-to-year basis at the sole discretion of the school employer and through the Administrator, in the area of the teacher's interests.

D. LUMP SUM REQUEST.

Teachers may elect to receive all monies due for the regular school year on the pay day following the end of the regular school year, provided that the teacher has requested such, in writing, to the office of the Superintendent, no later than July 31 prior to the beginning of the school year.

E. NUMBER OF PAYS.

The payrolls for certificated employees shall be paid in two-week intervals, twenty-six times per year. Exceptions will be made for school recesses and holidays for convenience purposes.

H. Nothing contained herein shall be construed to deny or restrict to any teacher rights he may have under the Indiana General School Laws or other applicable laws and regulations.

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 provide a receipt for the same.

B. In addition to and not in substitution for Step Three A above, the Superintendent, or his/her designated representative, shall meet with the grievant within five (5) teaching days of receipt of the written grievance in an effort to resolve the grievance as long as the grievant requests of the Superintendent or his/her designated representative that such a meeting be held.

C. The Superintendent, or his/her designated representative, shall give the grievant an answer in writing no later than ten (10) teaching days after either of the following two (2) events which ever last occurs:

1. receipt of any written grievance properly filed with the Superintendent's office in which no meeting occurred between the parties, or
2. a meeting between the Superintendent, or his/her designated representative, as contemplated in Step Three B above.

Step Four

A. Within ten (10) teaching days after receiving the decision of the Superintendent, or his/her designated representative, an appeal from the decision may be made to the Board, through its president. Within twenty (20) calendar days after an appeal is made to the Board, the Board shall hold a hearing on the grievance and within ten (10) calendar days thereafter, the Board shall render its decision in writing to the grievant which decision shall be final, binding, and conclusive.

B. The Board may not consider any material, allegation, or remedy that was not presented in Step Three.

SECTION 3. HEARINGS.

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.

Requests for transcripts or recordings of any such hearing under Step Four may be made by either the grievant or the Board. The party making such request shall assume the costs of the same and both parties shall share the costs equally where a joint request is made.

SECTION 4. TIME LIMITS

A. Time limits herein may be extended only by mutual agreement, signed by the parties.


ARTICLE VIII - TERM AND GENERAL PROVISIONS

1. **Term** This Contract shall be effective as of July 1, 2019, and shall continue in effect through June 30, 2021.
2. **Entire Agreement** This Contract supersedes and cancels all previous contracts or agreements, oral or written or based on alleged past practices, between the school employer and the exclusive representative and constitutes the entire agreement between the parties. Any amendment or agreement supplemental hereto shall not be binding upon either party unless executed in writing by the parties hereto.
3. **Severability** Should any Article, Section, or Clause of this Contract, or any rider hereto, be declared illegal by any court or tribunal of competent jurisdiction, said Article, Section, or Clause, as the case may be, shall be automatically deleted from this Contract to the extent that it violates the law, but the remaining Articles, Sections, and Clauses shall remain in full force and effect for the duration of this Contract, except as affected by the deleted Article, Section, or Clause.
4. **Waiver** All bargainable issues have been discussed during the bargaining leading to this Contract.

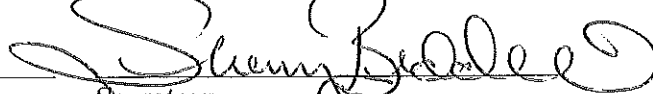
In witness thereof, the parties have executed this Agreement by their duly authorized representatives this 5th day of November, 2019.

Executed this 5th day of November, 2019.

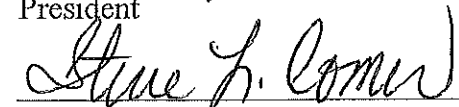
SOUTH RIPLEY CLASSROOM TEACHERS ASSOCIATION



President

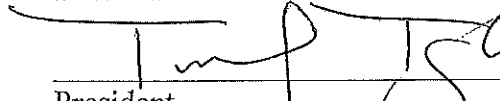


Secretary




Chief Negotiator

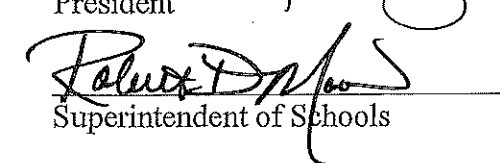
BOARD OF SCHOOL TRUSTEES OF THE SOUTH RIPLEY COMMUNITY SCHOOL CORPORATION



President



Secretary



Superintendent of Schools

first student day of the 2019-2020 school year) will advance to the Master's column, and will advance one row.

In the 2019-2020 school year, South Ripley will increase the Salary Schedule by \$1,000 in each row for the Bachelor's column, and by \$1,500 in each row for the Master's column. In the 2019-2020 school year, the total increase for advancing a row in the Bachelor's column is \$2,000. In the 2019-2020 school year, the total increase for advancing a row in the Master's column is \$2,500. The increase for advancing a column (but staying in the same row) is \$2,000.

4. Evaluation - \$2,000
5. Education-(Education = 50% of the increase)
 - a. Possessed a content-area Master's degree in the 2018-2019 school year: \$500
 - b. First year of possessing a content-area Master's degree (completed prior to the start of the 2019-2020 school year)-\$2,000

Above gives Bachelor Teachers a \$2,000 base salary increase and Masters Teachers a \$2,500 base salary increase. If a teacher attains an approved content area Master's Degree prior to the first student day of the 2019-2020 school year, and the teacher receives an Effective or Highly Effective evaluation for the 2018-2019 school year, the teacher will move from the Bachelor's column to the Master's column across, and then move down one level. (This will provide a total increase of \$4,000. \$2,000 for Masters and \$2,000 for Evaluation).

Teachers Seeking to Obtain a Master's Degree

Teachers who have not yet started work toward a Master's Degree will have the course of study approved in advance by the Superintendent. Teachers who have completed the requirements for a Master's Degree will inform the Superintendent in writing prior to the first student day of school in the school year in which the teacher will be eligible to move to the Master's column. Column changes will be made retroactive to the start of the school year after the most recent evaluation has been finalized. The teacher will provide the Superintendent with proper certification of completion of the Master's Degree within a reasonable period of time. Column changes will not be made at semester.

Redistribution

Except for teachers in their first two school years of instructing students as outlined earlier in this plan, a teacher rated improvement necessary or ineffective may not receive any base salary increase for the following school year if the teacher's employment contract is continued. The dollars associated with a base

3. Academic Needs-The academic needs factor is a teacher retention catch-up and is defined as the need to retain teachers who attain a content-area Master's degree and whose base salary is less than the base salary of a new teacher hired to South Ripley with the same education and experience.

Distribution-Advancing on the Salary Scale (See 2020-2021 Salary Scale)

1. A teacher in the Bachelor's column who satisfies the evaluation rating but does not possess a content area Master's degree will advance a row in the Bachelor's column.
2. A teacher in the Master's column who satisfies the evaluation rating will advance a row in the Master's column.
3. A teacher in the Bachelor's column who satisfies the evaluation rating and is in the first year of possessing a content area Master's degree (completed prior to the first student day of the 2020-2021 school year) will advance one row and will advance to the Master's column.
4. In the 2020-2021 school year, South Ripley will increase the Salary Schedule by \$500 in each row for the Bachelor's column and for the Master's column. In the 2020-2021 school year, the total increase for advancing a row in the Bachelor's column and in the Master's column is \$1,500. The increase for advancing a column (but staying in the same row) is \$2,000.
5. Evaluation - \$1,500
6. Academic Needs - \$2,000

Above gives Bachelor Teachers and Masters Teachers a \$1,500 base salary increase, and a \$2,000 increase for advancing to the Master's column.

Redistribution

Except for teachers in their first two school years of instructing students as outlined earlier in this plan, a teacher rated improvement necessary or ineffective may not receive any base salary increase for the following school year if the teacher's employment contract is continued. The dollars associated with a base salary increase that would otherwise have been allocated for the salary increase of teachers rated improvement necessary or ineffective, shall be equally allocated and paid as a stipend for compensation to teachers rated effective or highly effective to be paid at the end of the school year.

Indiana State Teachers Retirement Fund (ISTRF)

The Corporation shall pay the three percent (3%) teacher contribution to the Indiana State Teacher Retirement Fund (ISTRF). Such payment is to be made over and above the salaries reflected in the compensation model.

2020-2021 SALARY SCALE

A	\$37,500	\$39,500
B	\$38,500	\$40,500
C	\$39,500	\$41,500
D	\$40,500	\$42,500
E	\$41,500	\$43,500
F	\$42,500	\$44,500
G	\$43,500	\$45,500
H	\$44,500	\$46,500
I	\$45,500	\$47,500
J	\$46,500	\$48,500
K	\$47,500	\$49,500
L	\$48,500	\$50,500
M	\$49,500	\$51,500
N	\$50,500	\$52,500
O	\$51,500	\$53,500
P	\$52,500	\$54,500
Q	\$53,500	\$55,500
R	\$54,500	\$56,500
S	\$55,500	\$57,500
T	\$56,500	\$58,500
U	\$57,500	\$59,500
V		\$60,500
W		\$61,500
X		\$62,500
Y		\$63,500
Z		\$64,500
AA		\$65,500
BB		\$66,500
CC		\$67,500
DD		\$68,500
EE		\$69,500

Assistant Track	\$1,492	1
JH Track	\$1,137	1
Golf	\$1,492	1
Varsity Soccer Coach	\$2,500	1
Assistant Soccer Coach	\$1,215	1
JH Soccer Coach (B&G)	\$1,342	1
Varsity Cross Country (B&G)	\$3,064	1
Assistant Cross Country (B&G)	\$1,492	1
JH Cross Country (B&G)	\$1,280	1
Bowling (B&G)	\$1,750	1
Assistant Bowling (B&G)	\$850	1
HS Swimming (B&G)	\$2,800	1
Assistant Swimming (B&G)	\$1,360	1
JH Swimming (B&G)	\$1,342	1
Archery Head (B&G)	\$750	1
Archery Assistant (B&G)	\$365	1

GIRLS SPORTS

Varsity Basketball	\$6,129	1
Assistant Basketball	\$3,502	1
Summer Basketball	\$3,060	1
Freshman Basketball-or "C" team. May be paid as an additional assistant if no freshman or "C" team.	\$2,311	1
Varsity Volleyball	\$3,064	1
Assistant Volleyball	\$1,492	1
Varsity Track	\$3,064	1
Assistant Track	\$1,492	1
Varsity Softball	\$3,239	1
Assistant Softball	\$1,492	1
JH Softball	\$1,342	1
Golf	\$1,492	1
JH Basketball - 7	\$1,750	1
JH Basketball - 8	\$1,750	1
Basketball - 5	\$962	1
Basketball - 6	\$962	1
JH Volleyball - 7	\$1,137	1
JH Volleyball - 8	\$1,137	1
JH Track	\$1,137	1
Varsity Soccer Coach	\$2,500	1
Assistant Soccer Coach	\$1,215	1

OTHER ACTIVITIES

Health Careers Club	\$300	1
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2019-2020 and 2020-2021 EXTENDED CONTRACTS:

The days and positions listed below were not bargained, but are included for informational purposes only.

Band Director	195 days
Guidance	195 days
Guidance	195 days
Librarians	195 days
Vocational Agriculture	195 days
Special Education Coordinator(s)	190 days

It is agreed by the parties to this Master Agreement that the Extended Contracts listed here are for the 2019-2021 school years and, further, that these extended days are not subject to any status-quo provisions of Public Law 217.

Work by certificated personnel at High School basketball games, H.S. track meets, and other supervisory assignments at the High School level when not a part of the school calendar, school program, or extra-curricular assignment will be paid for at the rate of \$10.35 per hour for a set number of hours when they are approved by the H.S. Principal, his/her designee, or the Athletic Director, and the work performance is verified by signature of the person.

The Corporation shall pay the three percent (3%) teacher contribution to the Indiana State Teachers Retirement Fund (ISTRF). Such payment is to be made over and above the salaries reflected in the EXTRA-CURRICULAR/EXTENDED CONTRACT PAY SCHEDULE.

D. Position of Grievant and/or Association:

Date _____ Signature _____

STEP III

A. Date Received by Superintendent or Designee: _____

B. Disposition by Superintendent or Designee: _____

Date _____ Signature _____

C. Position of Grievant and/or Association: _____

Date _____ Signature _____

STEP IV

A. Date Submitted to Board: _____

B. Disposition and Award of Board: _____

Date _____ Signature _____

Note: If additional space is needed, attach additional sheet(s).



SOUTH RIPLEY COMMUNITY SCHOOL CORPORATION

"Home of the Raiders"

Robert D. Moorhead, Superintendent

Lana M. Miller, Business Manager

207 W. Tyson Street, PO Box 690, Versailles, IN 47042

(812) 689-6282

(812) 689-6760 (Fax)

www.sripley.k12.in.us

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) is entered into this 17th day of May, 2021, to memorialize the Agreement between the South Ripley Community School Corporation (the "School Corporation") and the South Ripley Classroom Teachers Association (the "Association") regarding provisions which have become necessary after the deadline for completion of Collective Bargaining due to the national pandemic of COVID-19.

WHEREAS, the Novel Coronavirus (COVID-19) is impacting our region, state, and nation;

WHEREAS, due to the coronavirus pandemic, bargaining unit members undertook extensive additional duties which were designed to help keep staff and students safe and to provide flexibility to respond to and adapt to changes within the school environment, and which did not exist before, and were necessitated by, the coronavirus pandemic.

WHEREAS, the School Corporation and the Association desire to provide compensation for the resulting increase in work time and effort necessitated by these additional duties through a one-time stipend for bargaining unit members who were employed during the 2020-2021 school year; and

WHEREAS, such a stipend is a form of a salary/wage that must be negotiated between the Parties but that could not have been anticipated during the 2020-2021 bargaining season.

NOW, THEREFORE, the Parties, in consideration of the mutual covenants and agreements in this MOU, agree as follows regarding this matter:

All full-time bargaining unit members who are actively employed on both of the dates of December 18, 2020 and May 21, 2021 will receive a one time stipend of \$1,000 in recognition of the increase in work time and effort necessitated by multiple extra duties prompted by the COVID-19 pandemic. All full-time bargaining unit members who are actively employed on only one of the dates of December 18, 2020 and May 21, 2021 will receive a one time stipend of \$500.

Agreed on this 17th day of May, 2021.

SRCSC Superintendent

SRCTA President

"South Ripley educates students today, to become responsible citizens of tomorrow."