

CONTRACTUAL AGREEMENT BETWEEN

CLOVERDALE COMMUNITY SCHOOL CORPORATION

BOARD OF SCHOOL TRUSTEES

THE CLOVERDALE EDUCATION ASSOCIATION

2023-2024

ACADEMIC YEAR

RECOGNITION AND DEFINITIONS
TERMS OF THE AGREEMENT

The term of this agreement shall begin on July 1, 2023 and shall continue until June 30, 2024 for all sections.

This agreement is made and entered into at Cloverdale, by and between the Cloverdale Community School Corporation Board of School Trustees, heretofore referred to as the "School Board" and the Cloverdale Education Association, heretofore referred to as the "Association".

The term "teacher" when used in this contract shall refer to all certificated personnel employed by the Board except as follows: Superintendent, Principals, Assistant Principals, Director of Guidance, Director of Student Services, Behavior Coaches/Interventionists, Technology Integrators-Behavior Interventionists, Administrative Assistants, Athletic Directors, Instructional Coaches, Curriculum Coordinators-Interventionists, and Certified Employees appointed by the school employer to an "acting" capacity in any of the above excluded positions, for the duration of such "acting" appointment.

Should any article, section, or clause of this agreement be declared illegal by a court of competent jurisdiction, said article, section, or clause, as the case may be, shall be automatically deleted from this agreement to the extent that it violates the law, but the remaining articles, sections and clauses shall remain in effect for the duration of the agreement, if not affected by the deleted article, section, or clause.

The undersigned also attest to the following:

- a. A public hearing (Pre-formal Bargaining Hearing) was held in compliance with Indiana law on September 13, 2023. Electronic participation was not available.
- b. A public meeting in compliance with Indiana law was held on October 9, 2023 to discuss the tentative agreement and electronic participation was not available.
- c. A public meeting in compliance with Indiana law was held on the date below by the Board for ratification of the tentative agreement. Electronic participation was not available.

The Board representatives and Association representatives attest to paragraph (a) above and the Board representatives attest to paragraphs (b) and (c) above.

This agreement is to be attested to by the parties whose signatures appear below:

[SIGNATURES ON FOLLOWING PAGE]

Board of Trustees of Cloverdale Comm Schools: Cloverdale Education Association:

Quinn M. Altschuler
Board President

[Signature]
Association Co-President

Donna J. Jidder
Board Secretary

[Signature]
Association Co-President

[Signature]
Superintendent

Ratification Date: 10/10/23

Ratification Date: 11/13/23

II. COMPENSATION AND EXPENSES

1. Salaries (2023-2024)

- A. The 2023-2024 salary schedule is set forth in Appendix A-1. For 2023-2024, base salary increases will be granted in accordance with the Compensation Model set forth in Appendix A-2. The extra-curricular activity base pay for the length of this contract is set forth in Appendix B.
- B. The range of salaries for 2023-2024 is set forth in Appendix A-2.
- C. Cloverdale Compensation Model – The Cloverdale compensation model is set forth in Appendix A-2.
- D. Pay Options. Returning teachers will be paid in twenty-six (26) equal installments in accordance with the schedule contained in Appendix C. New hire teachers in the 2023-2024 school year will be paid in twenty-seven (27) equal installments.
- E. If an assistant coach is not found by ten (10) coaching days into the sports season, then the head coach shall receive the stipend for the assistant coaching position as well as the head coaching position.
- F. The Board agrees to pay the teachers share of the ISTRF contribution. The Board agrees to pay whatever is stated in state statute.
- G. Ancillary Duty Pay: Teachers doing approved or directed school related work outside the normal workday may be compensated at their regular hourly rate. Knoy compensation (voluntary) will be at \$25 per hour. The voluntary nature of this assignment is for informational purposes only and was not bargained.
- H. A teacher who is required to forfeit his/her preparation period 6 times in a school year to cover another teacher's class will receive one additional personal leave day. A teacher who is required to forfeit his/her preparation period 12 times in a school year to cover another teacher's class will receive two additional personal leave days. The individual preparation period being forfeited must be at least 45 minutes in length to count for purposes of this benefit. (The reference to minutes in this paragraph is for informational purposes and was not bargained.) Any personal leave days earned under this provision that are unused at the end of the school year in which they are earned will be forfeited by the teacher.

III. FRINGE BENEFITS

1. SICK LEAVE

Each teacher because of illness or quarantine shall be entitled to eleven (11) days the first year employed in the corporation and ten (10) days annually thereafter.

Sick leave days shall be granted in half day increments if requested.

Teachers may use sick days in partial increments in order to supplement partial paid day leaves under pandemic relief laws so that the combination of the partial paid day through pandemic relief and partial sick days equal a full day of pay for pandemic relief qualified leaves.

2. PREGNANCY LEAVE (BY STATUTE)

- A. A teacher who is pregnant may continue in active employment as late into pregnancy as she wishes, if she can fulfill the requirements of her position.

Temporary disability caused by pregnancy shall be governed by the following:

1. Any teacher who is pregnant shall be granted leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of the child, if she notifies the Superintendent at least thirty (30) days before the date on which she wishes to start her leave. She shall 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. However, in the case of a medical emergency caused by pregnancy, the teacher shall be granted a leave, as otherwise provided in this section, immediately on her request and the certification of the emergency from an attending physician.
2. All or part of a leave taken by a teacher because of a temporary disability caused by pregnancy may be charged, at her discretion, to her available sick days. However, the teacher is not entitled to take accumulated sick leave days when the teacher's physician certifies that the teacher is capable of performing the teacher's regular teaching duties. The teacher is entitled to complete the remaining leave without pay. However, the teacher may receive compensation for the pregnancy leave pursuant to a collective bargaining agreement or, if the teacher is not represented by an exclusive representative, by board policy.
3. A teacher resigning for pregnancy reasons may request a letter from the School Board stating that she will be considered for re-employment if a vacancy exists in her area of certification. Re-employment shall be based upon current administrative evaluations and recommendation.

3. ADOPTIVE LEAVE

Adoptive leave shall be granted for up to a period of one (1) school year. Upon initial application of the adoption, the teacher shall notify the Superintendent of his/her intent in writing to take adoptive leave, setting out the beginning and ending dates when possible. The period of leave shall commence when the child is physically turned over to the parent-teacher.

4. PERSONAL LEAVE

- A. Each teacher shall be entitled to at least three (3) days of personal leave each year without loss of pay. Unused personal leave days will be transferred to sick leave days at the end of the school year.
- B. Two (2) unused personal leave days may be transferred annually to accumulate as additional personal leave days, thus entitling each teacher to a maximum of five (5) personal leave days.
- C. Personal leave days shall be granted in half day segments upon request.

5. EMERGENCY LEAVE

- A. In the case of death in the immediate family of the teacher, the teacher is entitled to be absent without loss of compensation for up to five school days. The teacher may take these days as needed within 60 school days. "Immediate family" is interpreted as including spouse, parent, child, stepchild, sibling, step-sibling and parent-in-law, grandparent, grandchild, daughter-in-law, son-in-law, or any other person who at the time of death was living as a member of the household of the teacher or for whom the teacher is the primary care giver or legal guardian.
- B. In the case of death of uncle, aunt, first cousin, niece, nephew, brother-in-law, sister-in-law, grandparent-in law, not living in the household of the teacher, the teacher is entitled to be absent two (2) days without loss of compensation.
- C. Teachers asked to serve as pallbearers or honorary pallbearers will be excused without loss of compensation for such duty.
- D. A teacher shall be entitled to five (5) days of leave per year in case of illness of spouse, parent, child, parent-in-law, or any other person living within the household of the teacher. These days are to be used for actual illness and not routine and prearranged medical or dental appointments. Recurring appointments or referrals for continuing medical problems may be included. Ten days of accumulated sick leave may also be used for family illness.
- E. The emergency leave days in A, B, C, and D are non-cumulative.

- F. If a teacher is called from a classroom due to an emergency because of accident, or serious illness of a family member, the corporation will arrange a substitute for one-half day.

6. EMPLOYMENT INJURY LEAVE

Time needed for a teacher to recuperate from any personal injury arising out of an injury suffered during the course of his/her employment shall result in no loss of salary or sick leave days for the remainder of the current teacher's employment contract year, or until the teacher becomes eligible for long term disability benefits, whichever comes first. If the injury is covered under workman's compensation, the teacher will receive his/her current salary minus the workman's compensation amount.

The board reserves the right to require the teacher to submit to a physical examination by a physician chosen by the board, and to receive a complete verified report of such an examination.

If the injury is the result of an assault and battery (physical attack), necessary leave days shall not be charged against the teacher's accumulated sick leave.

7. HEALTH LEAVE

In those instances where a teacher's health warrants it, a health leave shall be available to all teachers who have five (5) years of service with the corporation. Prior to the granting of this leave, the teacher must have on file in the corporation administrative office a written statement from a practicing physician that the leave is necessary for health reasons. This statement must be in the administrative office by July 1 and be for the following year. The maximum length of leave is for one year and is available one time only. Additional leave above one year would be at the discretion of the Board.

8. JURY DUTY LEAVE

When teachers are called to jury service or are subpoenaed as witnesses in court, they shall receive the difference between their salary and the amount they receive for their service in court less actual expense for parking.

9. COURT LEAVE

Court leave with pay shall be granted to teachers for the time necessary to make appearance(s) in court resulting from a civil suit against the teacher relating to the teacher's employment with Cloverdale Community Schools.

10. PROFESSIONAL LEAVE

Teachers may be granted, with the approval of the School Board, leave with pay for the purpose of visiting other schools or attending meetings or conferences of an educational nature.

11. RETIREMENT BUY-OUT - SEVERANCE

- A. This Section applies only to teachers who were employed for the 2004/2005 school year at Cloverdale Community School Corporation.
- B. An eligible teacher must meet the following requirements to be eligible for a benefit under this Section:
Retire from Cloverdale Community School Corporation (i) after attaining age 60 plus completing 15 years of teaching at Cloverdale Community School Corporation, or (ii) after attaining age 55 and completing 30 years of teaching, plus completing 15 years of teaching at Cloverdale Community School Corporation. The present value of this benefit will be determined based on the following:
 - 1. Years of Service with Cloverdale Community School Corporation, plus a projection for years of service with Cloverdale Community School Corporation to assumed retirement age;
 - 2. Assumed retirement age of 59
 - 3. Assumed discount rate of 4½% for 2 years, 5½% for 2 years and 7% thereafter;
 - 4. Use \$50 per accumulated sick leave day as of June 30, 2005 over 70 days with a maximum of 192 days;
 - 5. Use \$100 per year of service with Cloverdale Community School Corporation as of June 30, 2005 and years projected to assumed retirement age;
 - 6. Subtract the amount of contributions the School Corporation deposited under Section 13 in years through the 2004/2005 school year;
 - 7. Calculate the present value using 7.65% reduction for FICA taxes.
- C. The present value of this benefit will be determined based on the following:
 - 1. Years of Service with Cloverdale Community School Corporation, plus a projection for years of service with Cloverdale Community School Corporation to assumed retirement age;
 - 2. Assumed retirement age of 59
 - 3. Assumed discount rate of 4½% for 2 years, 5½% for 2 years and 7% thereafter;
 - 4. Use \$50 per accumulated sick leave day as of June 30, 2005 over 70 days with a maximum of 192 days;
 - 5. Use \$100 per year of service with Cloverdale Community School Corporation as of June 30, 2005 and years projected to assumed retirement age;
 - 6. Subtract the amount of contributions the School Corporation deposited under Section 13 in years through the 2004/2005 school year;
 - 7. Calculate the present value using 7.65% reduction for FICA taxes.
- D. Each eligible teacher's present value amount will be deposited into a 401(a) plan account for the teacher in 2005 from the SB 199 bond proceeds.
- E. This account will be vested at the earlier of (i) attainment of age 60 and completion of 15 or more years of teaching, or (ii) attainment of age 55 and completion of 30 or more years of teaching. If an eligible teacher dies while in active service with Cloverdale Community School Corporation, their account will be vested and paid pursuant to the 401(a) plan.
- F. Each school year thereafter, the School Corporation shall buyout any accumulated sick leave days over 70 at the rate of \$55 per day. This

amount shall be deposited into a 401(a) plan account for the teacher. This account shall be 100% vested at all times.

- G. At retirement after having met the requirements in E, the teacher will be paid \$65 per remaining accumulated sick leave day. This amount will be deposited into a 401(a) plan account for the teacher. This account shall be 100% vested at all times.

12. RETIREMENT BUY-OUT (SB 199 BUYOUT)

- A. This Section applies only to teachers who are employed for the 2004/2005 school year who do not retire by the end of the 2009-2010 school year, but who retire having met the following requirements: Retirement from Cloverdale Community School Corporation (i) after attaining age 60 plus completing 15 years of teaching at Cloverdale Community School Corporation, or (ii) after attaining age 55 and completing 30 years of teaching, plus completing 15 years of teaching at Cloverdale Community School Corporation.

1. At retirement, an eligible teacher is eligible for a deposit to an individual VEBA account in an amount equal to the lesser of (i) the annual School Corporation cost of single medical coverage at the time of that teacher's retirement under the PPO 750 plan option or (ii) \$5,000, times a factor equal to the number of years (to nearest month) between the eligible teacher's actual age at retirement and Medicare eligibility as prescribed by 42 USC 1395, *et. seq.*, and as in effect on June 30, 2005. The teacher must have been on a family or single medical coverage plan with Cloverdale Community School Corporation at the time of that teacher's retirement to be eligible for this benefit.
2. The VEBA account balance will then be available for any qualified medical expenses, as determined under the Internal Revenue Code.

- B. The School Corporation shall fund a pooled VEBA account, which shall be used to fund the individual VEBA accounts at retirement under this Section.

13. SUPPLEMENTAL CONTRIBUTIONS

- A. Each employee shall have the option of investing the tax-deferred annuities to the maximum allowable under federal law in a 403(b) vehicle, of which up to five hundred dollars (\$500) of the employee's salary shall be matched by the employer on a dollar for dollar basis. The employer matching contribution will be made to a 401(a) plan account. Teachers at the top of each salary schedule (BS or MS) shall have \$550 contributed to the teacher's 401(a) plan. The employer shall deposit matching funds during the month of June for each employee into an account for the employee.

- B. School employees will have the option of continuing to invest their dollars in tax deferred annuities for which money is already being deducted from the employee's salary.
- C. All contributions made by the employee and the employer on behalf of the employee are vested.

14. GROUP HOSPITAL AND MEDICAL INSURANCE

- A. The Board of School Trustees shall continue to offer either a single or family plan. For 2023-2024 the amounts shall be as follows:

Plans (All Employees)	Number of Employees	Total Premium Cost	Annual Amount Paid by Corporation Per Employee	Annual Amount Paid by Employee	Total Annual Corporation Amount
Plan 6 Single (Teachers)	17	\$ 10,176.00	\$ 8,553.00	\$ 1,623.00	\$ 145,401.00
Plan 6 Family (Teachers)	20	\$ 23,208.00	\$ 18,555.00	\$ 4,653.00	\$ 371,100.00
Plan 7 Single (Teachers)	1	\$ 8,796.00	\$ 7,496.00	\$ 1,300.00	\$ 7,496.00
Plan 7 Family (Teachers)	4	\$ 18,804.00	\$ 15,055.00	\$ 3,749.00	\$ 60,220.00
Plan 8 PPO Single (Teachers)	3	\$ 12,384.00	\$ 9,313.00	\$ 3,071.00	\$ 27,939.00
Plan 8 PPO Family (Teachers)	4	\$ 28,224.00	\$ 19,811.00	\$ 8,413.00	\$ 79,244.00

The Association recognizes the need for compliance with HEA 1260 and agrees to not place the Corporation in a position above 108%. Therefore, the parties agree that should any of the contributions listed above create a violation of HEA 1260, the contributions will be adjusted through mutual agreement to assure compliance with the law at the level of 108%.

- B. Any part-time teacher on a regular teaching contract wishing to participate in the health insurance plan sponsored by the Cloverdale Community Schools may do so, but the Cloverdale School Corporation will prorate the amount of its contribution for that teacher according to the percent of time that teacher is employed in the school corporation.
- C. The School Board will not make any contribution toward the premium of health insurance carried by any teacher other than the group plan approved by the School Board.
- D. When refunds are made by insurance companies on teacher group policies, such refunds shall be returned to the teachers who paid the premiums on a prorated basis.

15. GROUP TERM LIFE INSURANCE & SECTION 125 PLAN

- A. A fifty thousand dollar (\$50,000.00) group life insurance plan shall be available for each full time teacher employed by the Cloverdale Community School Corporation. Teachers desiring to participate shall contribute one dollar (\$1.00) annually toward the annual premium and the Board of School Trustees shall contribute the remainder of the annual premium.
- B. An enrollment form shall be filed by each teacher wishing to participate in group term life insurance with the Superintendent of Schools by September 15th of each year. Employee must file within 30 days of first day of employment for health, life and LTD.
- C. The school corporation will institute a Section 125 plan with a second generation. (Cancer coverage option - subject to availability).
- D. Retired teachers shall have the option of maintaining the life insurance at their own expense until age seventy (70). The value of the policy shall be in accordance with the policies of the insurance carrier.

16. LONG TERM DISABILITY

The Board shall purchase an LTD program that includes a 66 2/3% benefit to age 65. The Board shall pay all but \$1.00 of the cost.

17. SICK LEAVE BANK

The purpose of the Sick Leave Bank is to relieve its members of undue financial burdens due to illness, injury, or incapacitation sufficiently severe to make his/her presence in school inadvisable.

- A. Membership in the Sick Leave Bank shall be open to all certificated school personnel in the Cloverdale Community School Corporation. Participation shall be on a voluntary basis.
- B. To become a member, certificated school personnel shall contribute one (1) day to the Sick Leave Bank. A Sick Leave Bank contribution form shall be signed and filed in the superintendent's office. New members must file the form by October 1st.
- C. The total number of sick leave bank days shall be set at 100 in the bank and 50 in escrow. Additional days may be added to the escrow by teachers joining the sick leave bank. In the event that days held in escrow are insufficient to return the bank to one hundred (100) days, members will donate another day.
- D. Days not used and those held in escrow will be carried over to the next year.
- E. Only members of the Sick Leave Bank may qualify for the use of the days in it.

- F. A member shall not use more than sixty (60) days from the Sick Leave Bank in a contractual year with a lifetime cap of one hundred twenty (120) days. Members of the Sick Leave Bank may apply for no more than twenty (20) days at one time. If more days are needed once the first twenty (20) days have been used, the member may apply for up to twenty (20) more. The Sick Leave Bank committee will reconvene to determine if additional days will be granted. Each time days are granted, the member must first go five (5) days without pay. This process can occur three times in one contractual year. Sick Leave Bank days shall not be used during the summer employment in the Cloverdale Community Schools.
- G. A member shall not collect from the Sick Leave Bank while collecting under Workman's Compensation provision in Article III, paragraph 6 (Employment Injury Leave) of the Master Contract.
- H. A member on maternity leave may use accumulated sick leave days as part of her leave if necessary. Once a member on maternity leave meets the criteria in paragraph 17-I below, she may apply for sick leave bank days to extend her leave to six weeks after the birth. The teacher will not be eligible for using sick leave bank days beyond six weeks after the birth of the child unless a doctor documents a medical complication after birth.
- I. A member may apply for use of days in the Sick Leave Bank ONLY after the following terms are met: (1) his/her own sick leave and personal leave days have been used, and (2) five consecutive school days have passed and consequent loss of pay has occurred.
- J. All applications for the use of days from the Sick Leave Bank must be submitted in triplicate on the Sick Leave Bank request form with one (1) copy to be returned to the applying member with the Governing Board's decision, one (1) copy to remain in the files of the Secretary of the Cloverdale Education Association, and one (1) copy for the files of the Superintendent of the Cloverdale Community School Corporation. In cases of serious illness, making it impossible for the requesting member to complete the request form, the next of kin may make the application.
- K. A doctor's statement of the illness and an estimation of time needed before the member can return to work must accompany the application.
- L. The Governing Board of the Sick Leave Bank shall consist of the Superintendent of the Cloverdale Community School Corporation, one School Board Member, and three members (one from each building) of the Sick Leave Bank to be appointed by the Executive Committee of the Cloverdale Education Association. The Governing Board of the Sick Leave Bank shall elect a Chairperson who shall be responsible for calling all meetings when notified of a request by the Superintendent's office.

- M. The Sick Leave Bank Governing Board may grant, deny, or suspend grants of sick leave days from the Sick Leave Bank. Its judgment and/or decision shall be final. Three members of the Sick Leave Bank Governing Board shall constitute a majority.
 - N. A copy of accumulated Sick Leave Bank days as established in this contract will be kept in the Superintendent's office and with the CEA President.
18. COMPENSATED RELEASE TIME – ANCILLARY DUTY COMPENSATION
- A. Teachers serving on a textbook adoption committee/grade level shall have one half day release time for that purpose. This time shall be scheduled by the administration.
 - B. Teachers who must write IEP's shall have one-day release time for that purpose. This time shall be scheduled with the building administration and may be in one-half (1/2) day increments.
19. ASSOCIATION DAYS
- A. The President of the CEA or CEA designee will be granted eight days per school year to conduct Association business as long as the day is verified and identified through the Superintendent's office.
20. PATERNITY LEAVE
- A. When a child is born to the wife of a male teacher, he shall be granted five days paternity leave with pay.
21. EARLY RETIREMENT INCENTIVE
- A. If the School Board would decide to offer an early retirement incentive to teachers during the 2023-2024 school year, then the Superintendent will notify eligible teachers of the terms of the early retirement incentive by no later than the last school day before Spring Break begins in 2024. If an early retirement incentive would be offered by the School Board during the 2023-2024 school year and an eligible teacher would like to accept the incentive, then such eligible teacher must notify the Administration of his/her intention to accept the early retirement incentive by no later than May 1, 2024.
22. ATTENDANCE INCENTIVE
- A. If a teacher uses zero (0) or one (1) day of sick/personal leave days per nine weeks, then the corporation shall provide the amount of two hundred dollars (\$200) for that nine weeks to be deposited into the teacher's 401(a) account prior to the beginning of the following school year.
23. The Board agrees to pay the cost for current employees of any and all expanded criminal history checks and expanded child protection checks that are required by the School Corporation per I.C. 20-26-5-10. This provision shall only apply to current employees and is inapplicable to applicants for employment.

**APPENDIX A-1
CLOVERDALE COMMUNITY SCHOOL CORPORATION
SALARY SCHEDULE
2023-2024**

<u>Levels</u>	<u>Bachelors</u>	<u>Masters</u>
0	\$44,900	\$47,100
1	\$46,000	\$48,200
2	\$47,100	\$49,300
3	\$48,200	\$50,400
4	\$49,300	\$51,500
5	\$50,400	\$52,600
6	\$51,500	\$53,700
7	\$52,600	\$54,800
8	\$53,700	\$55,900
9	\$54,800	\$57,000
10	\$55,900	\$58,100
11	\$57,000	\$59,200
12	\$58,100	\$60,300
13	\$59,200	\$61,400
14	\$60,300	\$62,500
15	\$61,400	\$63,600
16		\$64,700
17		\$65,800
18		\$66,900
19		\$68,000
20		\$69,100
21		\$70,200
22		\$71,300
23		\$72,400
24		\$73,500
25		\$74,600
26		\$75,700

APPENDIX A-2

COMPENSATION MODEL

General Eligibility Criteria for 2023-2024 School Year:

1. The teacher must have been evaluated as highly effective or effective in the prior school year, unless eligible under I.C. 20-28-9-1.5(g).
2. The teacher must have been employed at least 120 days in the prior school year.

Factors and Definitions:

The Cloverdale Community School Corporation Compensation Model is based upon the following factors:

Factor 1: Teacher Evaluation

The teacher was not evaluated as needs improvement or ineffective in the prior school year (unless eligible under I.C. 20-28-9-1.5(g)).

Factor 2: Education

The teacher attained a master's degree after ratification of the 2022-2023 contract in a content area as defined by the Indiana Department of Education.

Factor 3: Meeting Academic Needs

The importance of retaining all teachers in the School Corporation to provide educational continuity for students.

Salary Distribution Plan for the 2023-2024 School Year: The parties bargained a \$2,200 across the board increase to the salary schedule in Appendix A-1. There will be row and column advancement on the salary schedule.

a. 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: \$1,100

b. A teacher in the master's column who satisfies the evaluation rating will advance a row in the master's column: \$1,100

c. 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 after ratification of the 2022-2023 contract) will advance to the master's column, but remain in the same row: \$1,100 (evaluation) + \$1,100 (education) = \$2,200

d. Meeting academic needs: \$2,200 (across the board increase to salary schedule)

The highest possible base salary increase a teacher may earn through this compensation model in the 2023-2024 school year is \$4,400.

The education factor does not account for more than 50% of the total possible base salary increase. ($\$1,100/\$4,400 = 25\%$)

Base salary increases for the 2023-2024 school year will be paid retroactively to July 1, 2023. A retro check will be issued to teachers.

One-Time Stipend:

Teachers at the salary cap in their respective degree column in the salary schedule will receive a one-time stipend in the sum of \$1,100.

Salary Range:

Base salaries for 2023-2024, prior to any increases, range from \$42,700 to \$73,500.

Base salary for 2023-2024, after increases are applied, range from \$44,900 to \$75,700.

Redistribution Plan for 2023-2024 School Year:

The money that would otherwise have been allocated for the salary increase of a teacher rated Ineffective or Improvement Necessary shall be equally distributed to teacher rated Effective or Highly Effective, in the form of a stipend. Those teachers not eligible for a salary increase will remain at their prior year's base salary.

New Hire Salary Placement:

Beginning teachers without any experience will begin at the lowest base salary. Any teacher joining staff at CCSC with previous experience will be placed at a step that mirrors a current teacher at Cloverdale based on years with INPRS (TRF) as well as education. New teachers may qualify for a signing bonus in hard to fill positions up to a maximum of \$1,500, which bonus will be paid as determined by the Superintendent.

All new hires Bachelors and Masters teachers hired prior to ratification will have their initial starting salaries adjusted upward by \$2,200. A new hire's initial starting salary can only increase and shall not be reduced.

7-8 Boys Track	1,927.62
7-8 Girls Track	1,927.62
Head Volleyball	4,031.17
Asst. JV Volleyball	2,474.25
8th Grade Volleyball	2,069.62
7th Grade Volleyball	2,069.62
Varsity Wrestling	4,345.32
Asst. JV Wrestling	2,422.72
7-8 Wrestling	1,927.62
Asst. 7-8 Wrestling	1,927.62
Varsity Cheerleaders	2,199.05
7-8 Grade Cheerleaders	1,325.71
Weight Room (4) \$5825.50	3,000.13
	3,000.13
HS Student Council	2,131.19
HS Student Council	1,339.54
MS Student Council	517.72
Elem. Student Council	187.23
HS Band	3,750.95
MS Band	1,308.12
HS Choir	1,275.45
MS Choir	889.67
~~Payable June 7th unless marked for all below~~	
Ambassadors	388.29
CES Adademic Coach	376.98
CES Adademic Coach	376.98
CES Destination Imagination	376.98
CMS Academic Coach Coord	753.96
CMS Academic Coach Lang	376.98
CMS Academic Coach Math	376.98
CMS Academic Coach Spell	376.98
CHS Academic Coach Coord	753.96
CHS Academic Coach LA	376.98
CHS Academic Coach Math	376.98
CHS Academic Coach Science	376.98

CHS Academic Coach Soc Studies	376.98
CHS Academic Coach Fine Arts	376.98
CHS Speech/Debate	376.98
Edmentum Online Teacher	5,150.00
HS Applied Arts Lead Teacher	647.15
HS Fine Arts Lead Teacher	647.15
HS Health/PE Lead Teacher	647.15
HS Language Arts Lead Teacher	647.15
HS Math Lead Teacher	647.15
HS Science Lead Teacher	647.15
HS Social Studies Lead Teacher	647.15
HS Sp. Ed. Lead Teacher	647.15
MS Health/PE Lead Teacher	647.15
MS Language Arts Lead Teacher	647.15
MS Math Lead Teacher	647.15
MS Science Lead Teacher	647.15
MS Social Studies Lead Teacher	647.15
MS Applied Arts Lead Teacher	647.15
MS Special Ed	647.15
Kindergarten Lead Teacher	647.15
1st Grade Lead Teacher	647.15
2nd Grade Lead Teacher	647.15
3rd Grade Lead Teacher	647.15
4th Grade Lead Teacher	647.15
Elem. PE/Health Lead Teacher	647.15
Elem. Sp. Ed. Lead Teacher	647.15
12th Grade Sponsor	468.71
12th Grade Sponsor	468.71
11th Grade Sponsor	653.43
11th Grade Sponsor	653.43
10th Grade Sponsor	233.73
9th Grade Sponsor	233.73
FCCLA	282.74
BPA	282.74
Winter Guard	387.03
Chess Club/ Competition team	628.30
Science Club	233.73
Spanish Club	233.73
National Art Honor Society	233.73
National Spanish Honor Society	233.73
National Honor Society	824.00
FCA	233.73
Yearbook	1,287.50
MS Yearbook	700.40

**APPENDIX B
EXTRA-CURRICULAR BASE
2023-2024**

POSITION	Rate
Assistant JV Baseball	2,474.25
Head Varsity Baseball	4,031.17
Assistant JV Baseball	2,000.00
Assistant JV Softball	2,474.25
Head Varsity Softball	4,031.17
Assistant JV Softball	2,000.00
Boys Varsity Basketball	7,395.09
Boys JV Basketball	3,791.16
Boys 9th Grade Basketball	3,286.01
Boys 8th Grade Basketball	2,650.17
Boys 7th Grade Basketball	2,650.17
Boys 6th Grade Basketball	1,210.11
Boys 5th Grade Basketball	775.32
Girls Varsity Basketball	7,395.09
Girls JV Basketball	3,791.16
Girls Asst. Varsity Basketball	3,791.16
Girls 8th Grade Basketball	2,650.17
Girls 7th Grade Basketball	2,650.17
Girls 6th Grade Basketball	1,210.11
Girls 5th Grade Basketball	775.32
Cross Country	4,031.17
MS Cross Country	1,869.82
Varsity Football	7,553.42
Asst. Varsity Football	3,470.73
Asst. Varsity Football	3,470.73
Asst. Varsity Football	3,470.73
9th Grade Football	3,332.50
7th Grade Football	2,245.54
8th Grade Football	2,245.54
7-8 Assistant Football	1,995.48
Boys Golf	4,031.17
Girls Golf	4,031.17
Boys Track	4,031.17
Boys Asst Track	2,474.25
Girls Track	4,031.17
Girls Asst Track	2,474.25

Grade 5 Leader	647.15		
Grade 6 Leader	647.15		
Grade 7 Leader	647.15		
Grade 8 Leader	647.15		
Ap Coordinator	647.15		
Thespians	1,686.36		
Robotics Team Coach	1,507.92		
MS Drama Director	986.43		
MS Drama Assistant	628.30		
MS Drama Assistant	628.30		
Choice Director	647.15		
CPI Trained Teachers	376.98	x 21*	\$7,916.58
RTI Committee Members	376.98	x 15**	\$5,654.70
TIC Committee Members	753.96	x 6**	\$4,523.76
Safety Coordinator	3,769.80		
Citizen One	3,090.00		
504 Coordinator(1 each bldg)	647.15		

Teachers with an ECA amount of \$1,000 or less shall receive their full payment at the end of the season or end of the school year, once the task has been completed.

*The number of CPI Trained Teachers is for informational purposes and has not been bargained.

**The number of RTI Committee Members and Technology Integration Committee (TIC) Members is for informational purposes and has not been bargained. For the TIC Committee for the 2023-2024 school year, the cap will be set at 2 teachers per building. The per building cap is for informational purposes and has not been bargained.

APPENDIX C – INCLUDED FOR INFORMATIONAL PURPOSES ONLY AND WAS NOT BARGAINED.

CERTIFIED PAY SCHEDULE 2023-2024