



Tipton Community School Corporation/Tipton Education Association Tentative Agreement Meeting

Language Changes

Vision Insurance

Vision insurance will be offered in addition to the group insurance program. Participants will pay the entire cost of the premium through payroll deduction. The plan for vision insurance shall be selected by mutual agreement.

Language Changes

Adoptive Leave

Adoptive leave shall be granted for up to a period of one (1) school year and shall be paid at the rate of one cent for the entire period of leave, unless the employee chooses to use a number of their sick days.

Language Changes

Paternity Leave

The father of a newborn shall be granted leave under the Family and Medical Leave Act (FMLA). The father may use paid leave for up to ten (10) days (illness) and/or unpaid level for up to one (1) year. After FMLA expires, the father may be granted an unpaid extension of the leave not to exceed one (1) year upon submission of a written request. Whenever possible, the written request is to be submitted prior to the birth of the child. The Superintendent may grant the extension of the leave upon special request of the teacher.

Language Changes

Summer School Leave

A teacher in summer employment in a certified position shall be eligible to use any of the following days:

- *Unused sick/family illness leave up to two days*
- *Unused personal leave up to one day*
- *Bereavement leave on the same basis as during the school year*

A teacher employed during summer school shall not be entitled to any additional leave days because of such summer employment. For leave purposes only, a summer school day is equivalent to a regular school day.

Language Changes

Rights Upon Return From Leave of Absence

A teacher returning from a leave of absence shall be assigned to the same position held prior to the leave if it still exists. If the position no longer exists, the teacher will be assigned to an equivalent position within the scope of his/her certificate, and shall retain full credit for years of teaching service prior to the leave. Teachers returning from leaves of absence shall retain their status. A teacher on a full year or semester leave shall submit written notification of his/her intent to return or not to return to work at least thirty (30) calendar days prior to the end of the approved leave.

Language Changes

Summer School Pay

1. *Compensation for summer school teachers shall be at the hourly rate of \$37.50.*
2. *Teachers shall have a paid 30-minute prep for every four hours of summer school instruction.*
3. *The following items are being included in this document for information purposes only:*
 - a. *Vacancies for summer school teachers shall be posted via email to all certified staff.*
 - b. *Selection of summer school teachers will be based on best qualified applicants with preference given to current employees prior to considering others.*

Language Changes



C. Preference shall be given to teachers who, during the regular school year, are classroom teachers in TCSC.

D. Previous summer school employment shall be considered with the criteria above, but shall not be construed to assume summer school employment from year to year.

Language Changes

Workplace Specialist

1. *Preference will be given to an individual who currently holds a teacher's license.*
2. *Non-Degree vocational teachers licensed by the state with a Workplace Specialist Certificate:*
 - a. *Shall receive three (3) years credit for actual trade experience on the Bachelor's Degree starting salary grid for three (3) years of work experience.*
 - b. *Additional satisfactory trade experience shall be allotted on two (2) years experience for one (1) year credit on the Bachelor's Degree schedule. **Maximum years credit allowed shall be twelve (12) years.***

Language Changes

3. *Bachelor's Degree vocational teachers licensed by the state with a Workplace Specialist Certificate.*

- a. *The Bachelor's Degree teacher with five (5) years of credited work experience credit shall be placed on the Master's Degree starting grid - three (3) years credit on salary.*
- b. *Additional satisfactory trade experience shall be allotted on two (2) years experience for one (1) year credit on the Master's Degree schedule. **Maximum years credit allowed shall be twelve (12) years.***



***PROFESSIONAL
COMPENSATION
PLAN and BENEFITS***

Compensation



2020-21 Salary Range was \$37,000 to \$70,500.

2021-22 Salary Range is \$39,500 to \$74,000

2022-23 Salary Range will be \$41,500 to \$77,000

Benefits

Beginning with the enrollment/renewal of the health insurance in 2021, the Board will pay a flat dollar amount toward the total premium in accordance with the following schedule.

	Single Plan	Family Plan
Option 6	\$6,672	\$13,678
Option 7	\$6,571	\$13,318
Option 8	\$6,852	\$14,098

Benefits Continued

For the enrollment/renewal of the health insurance for the 2022-23 school year, the Board will increase the amount (percentage) of their contribution of the respective premiums by the amount (percentage) of the increase up to two percent (2%). If the insurance premium goes up more than 2%, there will be a reopener to negotiate only the insurance increase above the 2%.

New Funding from the State

<i>Year</i>	<i>Funding</i>	<i>Increase</i>
<i>2020-2021</i>	<i>\$9,197,300</i>	
<i>2021-2022</i>	<i>\$9,607,000</i>	<i>\$409,700</i>
<i>2022-2023</i>	<i>\$10,051,875</i>	<i>\$444,875</i>

Cost Related to Teacher Raises

<i>Year</i>	<i>\$ Cost of Raise</i>	<i>% of New Funding</i>
<i>2021-2022</i>	<i>\$325,500</i>	<i>79%</i>
<i>2022-2023</i>	<i>\$278,000</i>	<i>62%</i>

Questions?

