

**Certified Employees**  
**Master Contract**  
between

**Tippecanoe School**  
**Corporation**

and the

**Tippecanoe Education**  
**Association**



**2018-2019**

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## **ARTICLE I RECOGNITION**

The Board of School Trustees hereby recognizes the Tippecanoe Education Association as the exclusive and sole bargaining representative of all certificated employees as defined in Public Law 48-2011, in the Tippecanoe School Corporation schools of Tippecanoe County, Indiana, except for the Central Office Administration Personnel, Administrative Assistants, Principals, Assistant Principals, High School Athletic Directors, Attendance Officers, Substitute Teachers, Non-Certificated Employees, and all Certificated Employees appointed by the School employer to an "Acting" capacity in any of the above positions.

The Board agrees not to negotiate with any teachers' organization other than the Tippecanoe Education Association for the duration of this Agreement.

The rights and privileges of the Association, acting as the representative of teachers, as set forth in this Contract, shall be granted only to the Association in accordance with Public Law 48-2011.

## **ARTICLE II GRIEVANCE PROCEDURE**

### **Section 1. Definitions and Time to File Grievance.**

- A. A grievance is hereby defined as: A claim against, or a dispute with, the Employer by a teacher or teachers or the Exclusive Representative involving the interpretation, application, or violation of the express terms of this Agreement.
- B. A formal grievance should be filed as soon as possible, but any grievance not presented in writing in Step One within thirty (30) calendar days of the time the grievant knew of the grievance shall be deemed waived and shall not be processed.
- C. The term "day" when used as a time limitation shall mean calendar days. The term "working day" when used as a time limitation shall mean days when school is in session during the regular school year. During the summer recess, the term shall mean weekdays (Monday through Friday), except holidays when the office of the Superintendent is closed.
- D. Grievances which affect the entire bargaining unit, or a substantial portion of it in various buildings, may be directly initiated at Step Two of this procedure.

### **Section 2. Purpose.**

The purpose of this grievance procedure is to settle any grievance equitably at the lowest possible administrative level. Both parties agree that these procedures shall be kept as confidential as may be appropriate at each level of procedure.

### **Section 3. Rights and Duties of Grievant.**

Nothing contained herein shall be construed to prevent any individual teacher from presenting a grievance and having the grievance adjusted, but only if the adjustment is consistent with the terms of this Contract and only if the Association has been notified of any adjustment by the grievant.

It is the responsibility of the grievant to notify the Association of the processing of a grievance beyond Step One of the grievance procedure. The Superintendent will notify the Association President of any grievance appealed to Step Two. Failure to do so shall not adversely affect the rights of any party in the grievance being processed wherein the failure to notify occurred.

### **Section 4. Procedure.**

#### Step One

A grievance shall be reduced to writing and submitted to the building principal as set forth on the approved grievance form. If the grievant and the principal meet to discuss the grievance, the grievant may be accompanied by a representative of the Association. Within ten (10) working days after receiving the written grievance, the building principal shall communicate his/her disposition in writing to the aggrieved.

#### Step Two

If the grievance is not satisfactorily resolved in Step One, or if the principal fails to answer the grievance as they're required, it may be appealed within seven (7) working days to the Superintendent by delivery of a copy of the written grievance to the Superintendent's office, which shall receipt therefore. Failure of the aggrieved to appeal said grievance within seven (7) working days shall result in waiver of the grievance. Within seven (7) days of receipt of the grievance, the Superintendent shall meet with the grievant. The Superintendent must communicate his answer within seven (7) days of the date of such meeting.

#### Step Three

If the grievance is not satisfactorily resolved in Step Two, or the Superintendent fails to answer the grievance as required, the Association may within ninety (90) working days of receipt of the Superintendent's decision, appeal to a court of competent jurisdiction. Failure of the Association to file such an appeal within ninety (90) working days shall result in waiver of the grievance and any appeal thereof.

### **Section 5. Other Provisions Relating to the Grievance Procedure.**

- A. The grievance shall (1) name the employee involved, (2) state the facts giving rise to the grievance, (3) identify the specific provisions of this Contract alleged to be violated, (4) state the contention of the grievant with respect to the grievance and, (5) indicate the specific relief requested as provided on the grievance form.

- B. All documents, records, and material relevant to a grievance which is on file shall be made available to the grievant.
- C. In the event a grievance is filed so that sufficient time as indicated under all steps of the procedure cannot be provided before the last day of the school term and should it be necessary to pursue the grievance to all steps of the appeals, then said grievance shall be resolved under the terms of this Contract and this Article, and not under the succeeding contract.

**ARTICLE III  
LEAVES**

**Section 1. Sick Leave.**

Sick leave for certified and licensed personnel is accumulated at the rate of nine (9) days annually, ten (10) days for the first year of employment, by the Tippecanoe School Corporation up to a maximum of two hundred days (200). In the event any teacher shall have accumulated one (1) or more days of sick leave in another school corporation in Indiana, then there shall be added for the second year and each succeeding year of such employment up to five (5) days of sick leave until the number of accumulated days to which said teacher was entitled in the last place of employment shall be exhausted. The same will apply to TSC teachers who resign, do not transfer out their unused sick leave, and are subsequently rehired by TSC.

**Section 2. Sick Leave Bank.**

The term "qualified individual" shall include all members of the bargaining unit.

The Association shall have the full right and responsibility to promulgate the rules and regulations governing use of Sick Leave Bank days and to administer the Sick Leave Bank except as restricted by this Master Contract or by applicable law.

Rules and regulations governing use of Sick Leave Bank days shall be in writing. The Association shall provide a copy of such rules and regulations to any qualified individual upon reasonable request, and shall provide a copy to the Superintendent of Schools. The Association shall advise the Superintendent in writing of any changes in such rules and regulations.

Each qualified individual shall contribute one (1) sick leave day to the Sick Leave Bank Account on or about the beginning of the teacher's employment and one (1) additional day in each subsequent school year.

Days which are thus placed in the Sick Leave Bank, if unused, shall accumulate from school year to school year without limit.

The Association shall certify in writing to the Corporation any person who is eligible to receive Sick Leave Bank benefits and shall notify the Corporation of the dates that such benefits are to begin and to cease. Benefits to any individual shall cease if the available days in the Sick Leave Bank become exhausted.

The Association shall provide monthly statements of account to the Corporation indicating the number of Bank days used during the preceding month, and by whom, as well as indicating the balance of days remaining in the Bank according to the Association records.

As to this section, the Association agrees to hold the Corporation harmless against any action at law, in equity, or before administrative or enforcement agencies of competent jurisdiction in which the Corporation, its officers, administrators, or Board is made a party should such actions involve questions concerning the propriety of rules or regulations issued here under by the Association, the administration of such Sick Leave Bank, and/or the making of payments by the Corporation at the direction of the Association which payments are found to be improper by state administrative agencies of competent jurisdiction or state officials similarly empowered, and specifically the following:

That in the event of such action aforementioned in this section, the Association agrees to provide a defense to the Corporation by providing counsel of the Association's choosing to defend the Corporation in such action, and the Association agrees to pay the entire legal costs of such representation and of any money judgment against the Corporation which might result from such action.

The Association will consider adding a "re-payment" provision to the Sick Leave Bank.

### **Section 3. Personal Business Leave.**

Teachers shall be granted three (3) days for personal business leave without loss of pay per school year. Personal leave days available to a teacher and not used may accumulate as personal business leave in the succeeding school year to a maximum of eight (8) days. Any unused personal business days, which cause the accumulation to exceed eight (8), shall accumulate as sick leave days.

Personal business leave used on the last day immediately prior to, or the first day immediately following Fall, Winter, or Spring breaks, for the purpose of extending the break by leaving early or returning late, will be counted as double. When the leave day requested is the day before or the day after Fall, Winter, or Spring breaks, it may be used for matters, which cannot reasonably be schedule outside of school hours. A written statement shall be given to the building principal and submitted to the Superintendent of Schools, setting forth the reason for such absence. This statement should be in advance of leave.

### **Section 4. Bereavement Leave.**

Up to seven (7) consecutive calendar days of absence, without loss of pay, commencing with the day of death or with the day after death, shall be granted a teacher for a death in the immediate family. Immediate family is defined as a teacher's spouse, parents, children, grandchildren, brother, sister, grandparents, corresponding step relatives or corresponding in-laws. The term "immediate family" shall also include family members not included above but residing in the teacher's home and individuals, whether or not related by blood, who reared the teacher as a foster parent, guardian, or surrogate parent for a substantial number of the teacher's childhood years. In any one school year a teacher shall be granted one (1) day of absence for the purpose of attending the funeral of any other relative or a close friend. Funeral leave other than listed must be approved by the Superintendent.

A teacher may also use personal leave for these reasons, but any other leave beyond the provisions of this section and the section on personal leave must be approved by the Superintendent and would be without pay.

**Section 5. Jury Duty Leave.**

When requested, a teacher may serve on jury duty. The Board shall pay the teacher the difference between jury pay and the normal daily salary.

**Section 6. Court Leave.**

Court leave with pay shall be granted to teachers for the time necessary to make appearance(s) in any court proceeding resulting from activities relating to the teacher's employment with the School Corporation, except when the teacher is a plaintiff, or in court proceedings to enforce IC 20-29, or other litigation by and between the School Corporation and the Tippecanoe Education Association unless the teacher is called by the School Corporation as its witness.

**Section 7. Family Illness Leave.**

Each teacher may use a total of one (1) day per year with pay in the event that illness in his/her immediate family requires his/her absence from work. Additionally, each teacher may use eight (8) days per year with pay in the event of illness in the immediate family with such days being deducted from the teacher's accumulated sick leave. For this purpose the immediate family shall be deemed to mean the teacher's spouse, children, or other relative residing in the teacher's home on a full-time basis, or mother and father regardless of their domicile.

A teacher who has exhausted all accumulated personal business leave may, upon a written showing of emergency of the nature that there was no other individual who was reasonably available, use family illness leave under the broader definition of immediate family contained in Article III, Section 4, of this Agreement.

**Section 8. Association Leave.**

The Association shall have eight (8) paid leave days plus two (2) days for which the TEA will reimburse TSC for substitute teacher costs, to be taken as determined by the Association President or his/her designee, for the purpose of dealing with matters of the local Association. Notice of this leave shall be given to the appropriate building principal and the Superintendent at least twenty-four hours in advance of the leave. The association shall also have two additional days for the sole purpose of joint lobbying efforts of the board and association. The request for these days shall be made by the association president to the Superintendent.

**Section 9. Injury Leave.**

If a teacher, injured in the course of employment, is eligible to receive benefits under the Indiana Worker's Compensation Act, the Board shall pay such teacher the difference between his/her salary and the worker's compensation benefits received and shall charge up to three (3) days against the teacher's sick leave days (not including the date of injury).

**ARTICLE IV  
SALARIES AND WAGES**

**Section 1. Extra Duty Compensation Schedule.**

Attached as Appendix A and incorporated herein as part of this Agreement is the extra duty compensation schedule.

**Section 2. Compensation Model.**

Attached as Appendix B and incorporated herein as part of this Agreement is the Compensation Model.

**Section 3. Veteran Teacher Salary Range.**

2018-2019 : \$37,248 to \$77,000

**Section 4. Hiring Placement Guidelines.**

- A. Faculty will be offered a competitive salary commensurate with the needs of the district and the qualifications of the candidates.
- B. Salary placement will be made based on the following schedule:

2018-2019

BS 0	\$37,248	MS 0	\$38,943
BS 1	\$37,962	MS 1	\$39,873
BS 2	\$38,676	MS 2	\$40,803
BS 3	\$39,390	MS 3	\$41,322
BS 4	\$40,005	MS 4	\$41,718
BS 5	\$40,718	MS 5	\$42,091
BS 6	\$40,767	MS 6	\$43,143
BS 7	\$40,862	MS 7	\$43,590
BS 8	\$42,183	MS 8	\$45,751
BS 9	\$43,834	MS 9	\$46,363
BS 10	\$44,775	MS 10	\$47,807
BS 11	\$45,883	MS 11	\$49,249
BS 12	\$46,483	MS 12	\$50,692
BS 13	\$47,038	MS 13	\$52,136
BS 14	\$51,020	MS 14	\$52,871
BS 15	\$52,145	MS 15	\$55,024
BS 16+	\$500 each additional year	MS 16+	\$500 each additional year

- C. The superintendent has the authority to hire staff at a reduced rate if both parties are in agreement.



D. The superintendent has the authority to hire staff at a rate above the range, not to exceed the current salary range of a veteran teacher, if it is necessary based on the need of the district.

**Section 5. Group Insurance Coverage.**

- A. All full-time teachers are eligible for a \$50,000 term life insurance plan with AD&D, and the Board will pay all but one dollar (\$1.00) of the annual premium cost.
- B. All full-time teachers are eligible for a Board contribution toward the individual employee’s group health insurance coverage carried through the Tippecanoe School Corporation. Dependent coverages may be added to the group health insurance plan and the Board will contribute to these as follows:

<u>Board Contribution (per month)</u>	
Employee Only	\$509.93
Emp. + Spouse	\$954.76
Emp. + Children	\$785.96
Emp. + Family	\$1,302.96

For all insurance coverages, the Board will not contribute more than the amount allowed by IC 20-26-17. The parties agree that the Board’s contribution shall be adjusted to comply with IC 20-26-17.

Based on current plan designs the monthly Board contributions are as follows:

<u>PPO</u>	
Employee only	\$509.93
Emp + Spouse	\$954.76
Emp + Children	\$785.96
Emp + Family	\$1,302.96

<u>HDHP1</u>	
Employee only	\$472.43 in premium and \$37.50 in the teacher’s HSA
Emp + Spouse	\$942.26 in premium and \$12.50 in the teacher’s HSA
Emp + Children	\$773.46 in premium and \$12.50 in the teacher’s HSA
Emp + Family	\$1,290.46 in premium and \$12.50 in the teacher’s HSA

<u>HDHP2</u>	
Employee only	\$430.77 in premium and \$79.16 in the teacher’s HSA
Emp + Spouse	\$921.42 in premium and \$33.34 in the teacher’s HSA
Emp + Children	\$752.62 in premium and \$33.34 in the teacher’s HSA
Emp + Family	\$1269.62 in premium and \$33.34 in the teacher’s HSA

In addition to Article IV, Section 5 Part B above, the board shall contribute into a teacher’s TSC Health Savings Account (HSA) if the teacher meets the IRS requirements for contributions and is enrolled in a TSC High Deductible Health Plan (HDHP) on or before January 1. The contribution shall consist of the following amounts and shall take place on or before January 20:

Employee Only	\$1,200
Emp. + Spouse	\$2,400
Emp. + Children	\$2,400
Emp. + Family	\$2,400

- C. Long Term Disability Insurance (LTD). All full-time teachers may participate in the optional group long-term disability insurance plan carried through the Tippecanoe School Corporation. The Board will contribute all but \$1 per year toward the cost of the plan.
- D. Vision and Dental Insurance - All full-time teachers may participate in the optional group dental/vision insurance plan carried through the Tippecanoe School Corporation. The Board will contribute all but \$1 toward the cost of the plan.
- E. General Provisions Concerning Group Insurance Coverage:
  1. For all group insurance programs, employees become insured on the first day of the month following the first full pay period of the school year. Thus, if an employee starts to work at the beginning of the school year, the insurance premium will be deducted from the September pays and the insurance coverage will start October 1.
  2. Part-time teachers may obtain coverage under the group life, health, dental/vision, and long-term disability plans. For part-time teachers electing to participate in such plans, the Board will pay a share of the percentage of the premium payment which the Board pays for full-time teachers. This share will meet the affordability guideline under the Patient Protection and Affordable Care Act (PPACA).
  3. All teachers who are participants in the group life and health insurance plans and who receive a Board approved leave of absence, may continue their coverage under the plans during the term of the leave by paying the full premium amounts.
  4. All dependents added to the employee's group health insurance coverage will have the same benefits as the individual employee.
  5. The School Corporation health insurance coverage will be a comprehensive major medical plan. The TEA agrees that the Board may change the health insurance plan design and specifications after considering options presented by the Insurance Committee. The Board will provide the teachers with a health insurance plan design equal to the plan design selected by the Board for all other employee groups.

**Section 6. Teachers' Retirement Fund (TRF).**

The corporation agrees to pay the teachers' portion (3%) of the Teachers' Retirement Fund contribution.

**Section 7. Retirement Pay.**

- A. The Tippecanoe School Corporation shall contribute 1.50% of the teacher's base contract pay into a plan qualified under Internal Revenue Code Section 401(a).

- B. Any teacher who qualified for the retirement benefits set forth in Article IX, Section 8 of the 2010-2011 collective bargaining agreement shall continue to be eligible to receive the benefits described therein.

**Section 8. Section 125 Plan.**

- A. The School Corporation shall maintain a plan to provide benefits under Section 125 of the Internal Revenue Code for any eligible employee and any eligible retiree so requesting. The School Corporation shall be held harmless by the carrier for the plan, from any liability to teachers who enroll in the plan arising out of the carrier's performance of its obligations and responsibilities under the plan.
- B. Employees scheduled to work at least seventeen and one half (17 ½) hours per week shall be eligible to participate in the Section 125 Plan as of the first day of the month following their completion of one (1) month of service. Retirees shall be eligible to participate in the Section 125 Plan as of the October 1 next following the date of retirement if at retirement the retiree (1) has reached the age of fifty-five (55), (2) has at least ten (10) years of Tippecanoe School Corporation service, and (3) qualifies for benefits under the Indiana State Teachers Retirement Fund. Eligible retirees shall continue to be eligible to participate in the Section 125 Plan until the date the retiree becomes eligible for full Medicare benefits.
- C. Any eligible employee or eligible retiree may make allowable benefit elections for a plan year only on an election form provided by the School Corporation and only during the open enrollment period for that plan year. Any valid election form submitted by an eligible employee or an eligible retiree shall remain in effect until the earlier of: (1) the date the eligible employee or eligible retiree terminates participation in the Section 125 Plan, or (2) the effective date of a subsequently filed valid election form.
- D. For each eligible retiree during the term of the 2001-04 contract and before, the School Corporation shall contribute to such retiree's Section 125 Plan account an amount equal to the lesser of (1) the annual premium for a single health insurance policy, less one dollar, or (2) the \$3,550 amount as provided in year three of the 2001-04 Master Contract. The yearly enhancement of \$300 above the pre – 7/1/01 amount (\$3,250) will be placed in Fund 63 to comply with 2001 legislation and a audit exception. For retirees under the 2004-07 agreement, the Board will continue to contribute \$3,550 annually until August, 2007, when this provision will expire and the Board contribution amount reverts to the pre – 7/1/01 amount of \$3,250.

The retiree may elect annually during the open enrollment period (1) to apply the Section 125 contributions toward the cost of group health insurance, (2) to use the Section 125 contributions for dependent care reimbursement and/or medical care reimbursement to the extent permitted under the Section 125 Plan with any remaining amount being paid as a taxable cash lump sum, or (3) to receive the Section 125 contributions annually as a taxable cash lump sum. If the cost of any group health insurance elected exceeds the amount of the Section 125 Plan contribution, the retiree must pay the difference, on an after-tax basis, in order to maintain coverage. Such contributions by the School Corporation shall continue to be paid to the retiree's Section 125 Plan account until the date the retiree becomes eligible for full Medicare benefits.

- E. Once an eligible retiree elects to receive an annual lump sum payment, the retiree will continue to receive the annual lump sum until the retiree is no longer eligible to participate in the Section 125 Plan (i.e. until the earlier of becoming eligible for full Medicare benefits or death), and the retiree shall cease

to be eligible to receive group health insurance, dependent care reimbursement benefits, or medical care reimbursement benefits. During the annual enrollment period for the year the retiree elects to receive the annual lump sum, and each subsequent annual enrollment period, the retiree shall notify the School Corporation of any change of address.

**Section 9. Mileage Rate.**

Teachers required in the course of their work to drive personal automobiles from one school building to another during a school day or to conduct school business shall receive a car allowance equal to the current IRS mileage rate.

**Section 10. Military Service Credit.**

In order to translate the military experience into teaching experience, eight (8) months of either military service or military service combined with school teaching experience shall be deemed equivalent to one (1) year of teaching experience, provided that such service shall take place within the regular school year, from August 1st to July 31st. Provided, further, that military experience substituted for teaching experience shall not exceed four (4) years. The above shall apply to all veterans who took the oath of allegiance, wore the uniform, served in either combat or noncombat units, and were honorably discharged.

**Section 11. Criminal Background Checks.**

The school corporation shall pay the costs associated with conducting the required expanded criminal history checks of current employees per I.C. 20-26-5-10.

**ARTICLE V  
EFFECT OF AGREEMENT**

**Section 1. Effect of Agreement.**

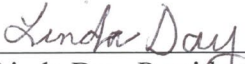
This Agreement shall supersede any rules, regulations, or practices by the Board which shall be contrary to or inconsistent with terms contained within this Agreement. The parties mutually agree that the terms and conditions set forth in this Agreement represent the understanding and commitment between the parties. This Agreement replaces and cancels the TSC-TEA Master Contract for 2017-2018, effective November 8, 2017 through ratification of this Agreement. Any amendment or agreement supplemental hereto shall not be binding upon either party unless executed in writing by the parties hereto.


**Section 2. Term of Agreement.**

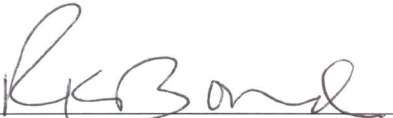
The term of this Agreement shall begin July 1, 2018 and terminate on June 30, 2019.

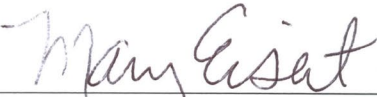
This Contract is made and entered into at Lafayette, Indiana, on October 10, 2018 by and between the Board of Trustees of Tippecanoe School Corporation, heretofore referred to as the "Board," and the Tippecanoe Education Association, affiliated with the Indiana State Teachers Association, and the National Education Association, heretofore referred to as the "Association."


This Agreement is so attested by the parties who signatures appear below:

  
\_\_\_\_\_  
Linda Day, President  
Tippecanoe School Corporation

  
\_\_\_\_\_  
Joe Margraf, Bargaining Chairperson  
Tippecanoe Education Association

  
\_\_\_\_\_  
Randy Bond, Vice President  
Tippecanoe School Corporation

  
\_\_\_\_\_  
Mary Eisert, President  
Tippecanoe Education Association

  
\_\_\_\_\_  
Jane Smith, Secretary  
Tippecanoe School Corporation

**APPENDIX A**  
**Tippecanoe School Corporation**  
**2018-2019**  
**Extra Duty Position Placement**

HS HEAD BASEBALL	\$4,899	HS DEBATE	\$1,638
HS HEAD BOYS BASKETBALL	\$9,778	HS DRAMA	\$1,310
HS HEAD BOYS GOLF	\$3,795	HS INTRAMURALS	\$1,544
HS HEAD BOYS TENNIS	\$2,810	HS MUSICAL	\$1,475
HS HEAD CROSS COUNTRY	\$3,358	HS NEWSPAPER	\$1,965
HS HEAD FOOTBALL	\$9,675	HS RECYCLING	\$655
HS HEAD GIRLS BASKETBALL	\$9,263	HS INTEGRATE	\$655
HS HEAD GIRLS GOLF	\$2,168	HS ROBOTICS	\$2,796
HS HEAD GIRLS TENNIS	\$3,434	HS SPEECH	\$2,948
HS HEAD GYMNASTICS	\$4,374	HS SPELL BOWL	\$1,310
HS HEAD SOCCER	\$4,227	HS STUDENT COUNCIL	\$1,310
HS HEAD SOFTBALL	\$4,947	HS SUPER BOWL	\$2,621
HS HEAD SWIMMING	\$4,775	HS WEBMASTER	\$720
HS HEAD TRACK	\$4,803	HS YEARBOOK	\$1,965
HS HEAD VOLLEYBALL	\$4,529	HS CAREER TECH STU ORG	\$1,500
HS HEAD WRESTLING	\$5,146	JR CLASS SPONSOR	\$1,180
HS ASST BASEBALL	\$2,737	SR CLASS SPONSOR	\$1,180
HS ASST BOYS BASKETBALL	\$4,041	MS BASKETBALL	\$2,306
HS ASST BOYS GOLF	\$2,353	MS FOOTBALL	\$2,306
HS ASST BOYS TENNIS	\$1,698	MS VOLLEYBALL	\$2,087
HS ASST CHORUS	\$1,494	MS ACADEMIC TEAMS	\$1,180
HS ASST CROSS COUNTRY	\$1,849	MS ACTIVITIES DIRECTOR	\$943
HS ASST DANCE	\$786	MS ATH DIRECTOR	\$5,950
HS ACADEMIC TEAMS	\$1,293	MS INTRAMURALS	\$1,544
HS ASST FOOTBALL	\$4,034	MS BAND	\$1,965
HS ASST GIRLS BASKETBALL	\$3,828	MS CHEERLEADERS	\$1,398
HS ASST GIRLS GOLF	\$1,344	MS CHORUS	\$1,573
HS ASST GIRLS TENNIS	\$2,076	MS CLUBS/ACTIVITIES	\$655
HS ASST GYMNASTICS	\$2,275	MS RECYCLING	\$655
HS ASST MUSIC	\$2,909	MS INTEGRATE	\$655
HS ASST SOCCER	\$2,302	MS SPEECH	\$1,747
HS ASST SOFTBALL	\$2,737	MS STUDENT COUNCIL	\$943
HS ASST SUPER BOWL	\$983	MS TRACK	\$1,976
HS ASST SWIMMING	\$2,580	MS WEBMASTER	\$720
HS ASST TRACK	\$2,450	MS WRESTLING	\$2,196
HS ASST VOLLEYBALL	\$2,593	MS YEARBOOK	\$838
HS ASST WRESTLING	\$2,830	NATIONAL BOARD CERTIFY *	\$4,594
HS QUIZ BOWL	\$2,796	ELEM CLUBS/ACTIVITIES	\$655
HS AGRI-SCIENCE ADVISOR	\$5,189	ELEM RECYCLING	\$655
HS ASST AD	\$2,964	ELEM INTEGRATE	\$655
HS TRAINER	\$12,518	ELEM WEBMASTER	\$720
WEIGHT TRAINING SUPRVSR	\$2,223	ELEM INTRAMURALS	\$1,544
HS AUDITORIUM SUPRVSR	\$1,573	CORPORATION WEBMASTER	\$720
HS BAND	\$6,683	DEPARTMENT CHAIR A	\$1,022
HS CHEERLEADERS	\$2,840	DEPARTMENT CHAIR B	\$1,180
HS CHORUS	\$2,909	DEPARTMENT CHAIR C	\$1,336
HS CLUBS/ACTIVITIES	\$655	HOMEBOUND INSTRUCTION	\$45/HOUR
HS DANCE TEAM	\$1,573		
HS NATIONAL HONOR SOCIETY	\$655		
HS UNIFIED TRACK & FIELD	\$2,450		

\*Teacher certified by National Board for Professional Teaching Standards

**APPENDIX B**  
**Tippecanoe School Corporation**  
**Compensation Model**  
**2018-2019**

Amount available for compensating teachers: \$605,000

Factors used to determine Salary Increase:

**A. Years of experience**

0-15 years of completed experience	0.30
16+ years of completed experience	0.10
16+ years of completed experience and a content area Master's Degree	0.30 [.10 experience and .20 degree]

A year of completed experience is defined as 120 days of paid service in the previous contract period.

**B. Evaluation Rating**

Evaluation rating of Highly Effective	0.70
Evaluation rating of Effective	0.58
Evaluation of Improvement Necessary or Ineffective	0

For the term of this Agreement, an evaluation of Effective or Highly Effective will equal 0.70. This provision expires on June 30, 2019.

**C. Other Criteria**

A teacher must complete a year of service as defined by INPRS to be eligible for a salary increase.

A teacher who receives a summative evaluation rating of "improvement necessary" or "ineffective" does not qualify for a salary increase, except for the first two full school years that a teacher provides instruction to students, the teacher is not prohibited from receiving a raise for the following year if the teacher receives a rating of ineffective or improvement necessary.

Compensation earned by a teacher on a partial contract will be awarded on a pro-rata basis.

Verification of successful completion of degree program must be submitted to the TSC Personnel Office by September 1 in order for the degree to be reflected in the contract year compensation calculation.

The pool of funds will be divided by the total points earned by teachers. The resulting point value will be multiplied by the number of points each teacher earned to determine the individual salary increase. As such, all funds will be distributed and no redistribution plan is required.