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2 **CONTRACT**

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4 **BETWEEN**

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6 **THE BOARD OF SCHOOL TRUSTEES**

7  
8 **OF THE**

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10 **GREENSBURG COMMUNITY SCHOOL CORPORATION**

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12 **AND**

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14 **GREENSBURG TEACHERS ASSOCIATION**

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16 **2023-2024**

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25 **THIS CONTRACT ENTERED INTO THIS October 10, 2023 BY AND BETWEEN THE BOARD OF**  
26 **SCHOOL TRUSTEES OF THE GREENSBURG COMMUNITY SCHOOL CORPORATION AND THE**  
27 **GREENSBURG TEACHERS ASSOCIATION.**

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## ARTICLE I

This agreement (“Agreement”) entered into this day of by and between the Board of School Trustees of Greensburg Community School Corporation County of Decatur, State of Indiana (the “School Employer”, “GCSC” or “Greensburg”) and the Greensburg Teachers Association (the “Association”, “exclusive representative” or “GTA”).

## ARTICLE II Recognition

The School Employer recognizes the Greensburg Teachers Association as the exclusive representative of all full time certificated school employees who teach in the Greensburg Community School Corporation, excluding the following positions: Superintendent, Assistant Superintendent, Director of Curriculum/Instruction, Principals, Assistant Principals, Athletic Directors, Football Head Coach, Basketball Head Coach (Boys/Girls), Special Education Director, High School, Junior High School, and Elementary Deans of Students,

## ARTICLE III Salary and Wage

**Salary** 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 C, attached to 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 GTA Bargaining Team. Adjustments in a Teacher's pay shall not be retroactive, for whatever cause. The teacher's contract salary shall be paid in twenty-six (26) installments. For the 2023-2024 school year, the first pay of the school year will be August 4, 2023.

**Compensation for Class Coverage** Teachers will receive compensation when they give up coproration-designated preparation periods for class coverage due to the absence of another teacher. Teachers will receive \$20.00 per class coverage.

**ECA** The schedule of additional teacher compensation for extra-curricular time and responsibilities is set forth in Appendix B, attached to this Agreement. The number of ECA positions is not negotiated in this contract.

**Professional Development** The following ancillary duties were not bargained and are provided for informational purposes only. A Teacher shall be paid one hundred dollars (\$100.00) for work performed outside the contractual day when attending mandatory administratively approved professional development activities. A Teacher shall be paid one payment of one hundred fifty dollars (\$150.00) for time spent preparing a presentation made to the staff if approved by the building principal. In addition, for preparation for all subsequent workshops on the same topic, the Teacher presenter will be paid a stipend of fifty dollars (\$50.00) per presentation. If the same Teacher presents on a new topic, then the payment will again apply for the initial preparation of the new topic.

- Adjustments for special off-campus professional development may be approved by the Superintendent and may result in an additional stipend being paid.
- Teachers are only paid for attending mandatory PD assigned outside of the workday by the School Corporation. PD that is voluntary will have mileage and registration paid by the School Corporation if approved by the Superintendent before enrolling.
- New Teachers who attend the orientation shall be paid according to this provision.

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96 **ARTICLE III**  
97 **Qualified Plans and TRF**  
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101 **Plan funded by PL199 bonds**  
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103 Each eligible Teacher has a separate account and may direct how his or her account is invested  
104 among the available investment options provided by the Plan Administrator. With respect to such individual account  
105 the following conditions apply:  
106

- 107 a. Vesting. Until such time that a Teacher has satisfied the eligibility requirements set forth below,  
108 the Teacher shall not have access to the assets held for his or her benefit in this 401(a) Plan.
- 109 i. In the fiscal year (July 1 through June 30) of the Teacher's retirement, the retiring Teacher  
110 must be at least fifty-five (55) years of age.
- 111 ii. Immediately prior to retirement, the Teacher must have completed not less than twenty  
112 (20) years of teaching experience for which credit has been granted by the School  
113 Employer, the last fifteen (15) of which have been with the Greensburg Community School  
114 Corporation.
- 115 iii. The retiring Teacher must provide evidence of permanent retirement from teaching.
- 116 b. Forfeiture. If a plan participant's employment is severed before satisfaction of the requirements set  
117 forth in a. (i), (ii) and (iii), for any reason, the plan participant's 401(a) Plan account shall be  
118 forfeited. The forfeited amounts shall not be returned to the School Corporation, but shall be  
119 allocated among the participants under this 401(a) plan.
- 120 c. Distributions. Following retirement and the satisfaction of the requirements set forth above, a retired  
121 Teacher may elect to take distributions from his 401(a) Plan account. If a Teacher dies after having  
122 satisfied the conditions set forth above, the deceased Teacher's 401(a) Plan account shall be  
123 distributed to the decedent's designated beneficiary or, if none, to his/her estate. At no time may a  
124 participant borrow from his 401(a) Plan account.
- 125 d. Costs. The School Corporation shall not be paid any compensation for its services performed on  
126 behalf of the 401(a) Plan. All costs incurred in the administration of the 401(a) Plan and investment  
127 fees shall be paid from the 401(a) Plan assets held either in the separate accounts of the Teachers or  
128 otherwise under the 401 (a) plan in a reasonable manner as determined by the School Corporation.

129 **401(a) Plan**  
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131 The School Corporation shall continue to contribute one percent (1 %) of each Teacher's base salary per  
132 school year, to each Teacher's 401(a) retirement account. Such contributions shall be made in two equal payments in  
133 August and January of each school year. The Vendor for the 401(a) Plan or its agent shall be the sole administrator  
134 of employer contributions to the 401(a) Plan. Teachers shall have the option of investing their dollars in tax-deferred  
135 annuities for which money is payroll deducted from the Teacher's salary, if any, or the tax-deferred annuity offered  
136 by the Vendor. The contributions made by the Board on behalf of the Teacher become the property of the Teacher  
137 upon his/her signing of his 6<sup>th</sup> consecutive regular teacher contract with the School Corporation. In the event of the  
138 Teacher's death, if said Teacher has signed his 6<sup>th</sup> consecutive contract with the School Corporation, all assets of the  
139 accounts become the property of the Teacher's beneficiary or estate.

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**403(b) Plan**

The School Board has established a 403(b) Plan providing for voluntary Teacher contributions. The School Board does not contribute to this Plan. Such Plan shall continue during the term of this Agreement upon the same terms as in the past..

**Indiana State Teachers Retirement Fund - TRF**

The amounts contained in (1) the salary schedule and (2) the extra duty pay schedule include three percent (3.00%) of said amounts to be paid directly to the Indiana State Teachers Retirement Fund by the school employer on behalf of each affected Teacher for payment of the Teacher's share of such retirement contribution. Thus, the individual Teacher's contract for each affected Teacher shall be written for the amount of compensation payable which is less the said three percent (3.00%). In addition, the School Corporation agrees to pay such additional amount to TRF as is legally required as that amount changes from time to time.

**ARTICLE IV**  
**Wage Related Fringe Benefits**

**Medical Insurance** Up to the amount specified below, not to exceed the cost of the premium for the applicable policy less one dollar (\$1.00), will be paid by the School Employer toward the cost of hospital, surgical, and medical care type insurance, either the single policy or the family policy, for each full-time Teacher employed under a regular teacher contract and enrolled in the school corporation's group medical insurance plan, with the Teacher paying not less than one dollar (\$1.00) per year.

Maximum School Employer Payment Per Policy:

- Plan A\*\*
  - Single-Up to \$8,600.00
  - EE/child- Up to \$14,250.00
  - EE/Spouse-Up to \$16,235.00
  - Family- Up to \$26,350.00
  - Doubles- Up to \$29,400.00
- Plan B\*\*
  - Single-Up to \$8,800.00
  - EE/child- Up to \$14,700.00
  - EE/Spouse-Up to \$16,575.00
  - Family- Up to \$26,050.00
  - Doubles- Up to \$28,300.00
- Maximum School Employee Payment Per Policy:
  - Plan C (HSA)
    - Single-As per Federal Rate for minimum essential coverage.
- Maximum School Employer Payment Per Policy:
  - Plan C\*\* (HSA)
    - EE/child- Up to \$12,500.00
    - EE/Spouse-Up to \$14,150.00
    - Family- Up to \$22,350.00
    - Doubles- Up to \$25,100.00

**\*\* For employees or spouses hired on or after January 1, 2022 that are both considered full time employees under GCS are not eligible to elect "doubles" coverage. Participant can elect either single, employee + spouse,**

190 or family coverage and pay applicable per pay rate. If a current employee leaves employment with GCS and  
191 returns to employment after January 1, 2022, the new hire date will apply and therefore said employee cannot  
192 elect “doubles” coverage.  
193

194 **Term Life Insurance** The School Employer will pay up to \$165.00 per school year for \$100,000 term  
195 life insurance through the school corporation’s group plan per full-time Teacher employed under a regular teacher  
196 contract, with each Teacher paying not less than one dollar (\$1.00) per year.  
197

198 **Long Term Disability Insurance** Each full-time Teacher employed under a regular teacher  
199 contract and enrolled in the school corporation’s group LTD program shall be covered by a long term disability  
200 insurance program. The school employer shall pay all but One Dollar (\$1.00) of the LTD premium.  
201

202 **PTO Incentive Recognition** During the school year, a Teacher who uses two (2) PTO days or less  
203 in the prior school year shall receive a silver, family GCSC ALL EVENTS CARD for the upcoming school year.  
204

205 **Sick Days (PTO)** ( maximum total for new hires to 90 days).

206 Those above 90 will keep what they have at the present time.

207 \*No new days will be given to anyone until they fall below the 90 level.

- 208 a. 91-205 (no new days)
  - 209 b. Less than 90 (up to 10 days to make whole at 90). \*This applies to a teachers last year before  
210 retirement.
  - 211 c. Less than 80 days (10 days added)
  - 212 d. 10 PTO (Paid Time Off ) days will be given. Unused convert to saved sick days.
  - 213 e. PTO days are used for personal business, personal sickness, family illness, or other absence from  
214 duties.
  - 215 f. Sick bank will be used to bridge the difference between accumulated sick days and the start of  
216 LTD.
  - 217 g. Up to 90 sick days will be paid at one hundred dollars (\$100) per day upon retirement from GCS  
218 with 15 years experience in GCS as a certified employee. (\$9,000 maximum)
- 219 2. LTD is engaged after 90 days of absence due to illness.
  - 220 3. PTO time may not be used before or after breaks or holidays to extend time off. Requests must be approved  
221 by the Superintendent. Any days approved will be unpaid days.
  - 222 4. PTO days must be used before an employee can use their accumulated sick days. An employee must use  
223 up to the first seven (7) each year for illness. Three (3) days from PTO may be saved for personal use once  
224 seven (7) have been used. If these three (3) saved PTO days have not been used by the end of the school  
225 year they will be converted to accumulated sick days.

226 **Sick Leave Bank** A voluntary sick leave bank shall be established whereby a certificated school  
227 employee, as defined herein in Article I, who is absent from assigned duties due to personal illness and who has  
228 utilized all sick leave, personal leave, and all other paid leave benefits of whatever nature may petition a committee,  
229 as established herein, for sick leave days from the bank under the following conditions:  
230

231 The number of accumulated days in the bank shall not exceed two hundred (200) days provided,  
232 however, that (a) a veteran Teacher who is not a current member of the bank may become a member by  
233 contributing one (1) sick leave day to the bank not earlier than August 1<sup>st</sup> nor later than September 15<sup>th</sup> of  
234 any school year, and (b) a Teacher who is newly hired in the school corporation shall have fifteen (15) days  
235 from the date of initial duty assignment, or until September 15<sup>th</sup> of any school year, whichever is later, during  
236 which time such Teacher may choose to participate in the bank by contributing one (1) sick leave day, even  
237 though such contribution by such veteran or newly hired Teacher would cause an accumulation of days in  
238 excess of the maximum specified herein.  
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240 Said employee may be granted days from the bank under the following conditions:

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- a. The Teacher must have chosen to become a current member of and participate in such bank by contributing one (1) sick leave day to the bank not earlier than August 1<sup>st</sup> nor later than September 15<sup>th</sup> each year, and such day contributed shall be non-returnable to the employee. However, in the event that the number of accumulated days in the bank at the beginning of a school year is of sufficient number that a contribution of one (1) sick leave day by all Teachers who are current members of the bank would cause the maximum number of days specified hereinabove in Paragraph 1 to be exceeded, the current year's contribution by all such current members shall be suspended, except that in case the bank is depleted during the school year, the current year's contribution shall be assessed at the time of such depletion;
- b. The Teacher must have utilized and exhausted all paid leave benefits of whatever nature, including said Teacher's own accumulated sick leave and personal leave;
- c. Written certification will be provided from said Teacher's physician substantiating the illness and certifying that the absence will continue during a period of at least ten (10) consecutive days following the utilization and exhaustion of all said paid leave benefits as provided herein;
- d. Written application must be made no later than twelve (12) days after exhaustion of said paid leave benefits;
- e. The Teacher must have been absent for at least four (4) consecutive duty days after exhaustion of said paid leave benefits; which may be reimbursed by the sick leave bank;
- f. Upon resumption of employment after using days from the bank, said Teacher shall repay the number of days owed to the bank (number of days borrowed minus number of days contributed) at the rate of three (3) sick leave days per year, plus said Teacher shall continue to contribute one (1) day per year as provided hereinabove in Paragraph 2(a). Teachers will be required to pay back seventy five percent (75%) of the days used to the sick leave bank;
- g. If a Teacher leaves employment of the school corporation, any days owed to the bank shall be waived.

A three (3) member sick leave bank committee shall be established to receive written requests and allot days from the bank according to the provisions herein, under guidelines established by the committee. The committee shall be composed of two (2) persons appointed by the association and one (1) person appointed by the Superintendent. Days allotted by the committee to an individual employee shall be available for use beginning with the fifth (5<sup>th</sup>) consecutive day of absence after exhaustion of the employee's said paid leave benefits, and such allotment to a Teacher by the committee shall not exceed a fixed maximum as is established by the committee. The committee shall be limited to a total allotment of two hundred (200) days per year.

Any days granted by the committee to an individual Teacher shall terminate effective the earliest date as hereinafter provided:

- a. The day after the last day of the term of employment for the school year, or
- b. The day after the last day of allotted number of days granted by the committee, or
- c. The first day of return to employment subsequent to the granting of days by the committee.

**Leave of Absence Including Maternity Leave** Any compensation received in advance for unworked contract days must be returned to the Corporation in whole if the days of the contract are not fulfilled.

**Leave of absence will only be granted for time allowed under the FMLA. No longer leaves will be**

297 **granted by the School Board except as required by law. If a longer leave than required by law is taken there**  
298 **are no guarantees of being rehired to said teacher's current position in the Corporation. An Exception is to**  
299 **this is one year leave due to Pregnancy. The year of pregnancy leave is required by IC 20-28-10-5.**  
300  
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302 **Bereavement Leave** In the case of death in the immediate family of a regularly employed Teacher,  
303 the Teacher is entitled to be absent without loss of compensation for a period extending beyond such death for not  
304 more than the number of consecutive school days provided below, for the purpose of attending the last  
305 burial/memorial rites and attending to other personal matters of the immediate family member provided, however,  
306 that said burial/memorial rites occur while said Teacher is performing duties as assigned by the school employer  
307 under a valid Teacher's contract; and that said burial/memorial rites do not occur during the time when said Teacher  
308 is absent from assigned duties due to vacation, or leaves of absence, or sick leaves which may have been previously  
309 granted or approved by the school employer. (School holidays except for Christmas and Spring Break shall not be  
310 counted as school days.)  
311

- 312 • In the case of death of a:  
313
  - 314 a. Spouse, child, step child, father, mother, not more than  
315 five (5) days;
  - 316 b. Son-in-law, daughter-in-law, grandchild, grandparent, father-in-law, mother-in-law, brother,  
317 sister, or any other relative residing in the Teacher's household, not more than three (3) days;
  - 318 c. Any other relative of the Teacher or the Teacher's spouse no further removed than  
319 first (1<sup>st</sup>) cousin, not more than one (1) day.
- 320 • In the case of death of an employee of the school employer, time off for attendance at the last burial/memorial  
321 rites may be allowed to a limited number of other employees, such number to be consistent with the necessary  
322 operation of the school corporation as determined by the school employer.  
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327 **Jury Duty Leave** A Teacher called for grand or petit jury duty shall, during the required period of  
328 absence from assigned duty by the school employer, be paid full regular salary, provided the total amount of per  
329 diem allowance earned by such Teacher for jury duty is remitted to the school employer.  
330

331 **Temporary Disability Leave** Upon application, and approval by the school employer, a temporary  
332 disability leave of absence shall be granted to Teachers of this school corporation on the following basis:

333 1. Application of Provisions:

- 334 a. This provision shall apply to leave in all cases where a Teacher is unable to teach because of a  
335 disability substantial in nature or duration, including major surgery, pregnancy, childbirth,  
336 physical or mental illness, or injury.  
337
- 338 b. In case of a temporary disability caused by pregnancy, said Teacher is entitled to a leave of  
339 absence any time between the commencement of her pregnancy and one (1) year following the  
340 birth of the child, provided said Teacher submits with the timely notice as provided herein, a  
341 physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn,  
342 whichever is applicable. If said Teacher elects to utilize her sick leave under the provisions of  
343 Paragraph 3(b) herein, and said sick leave is exhausted during her temporary disability caused  
344 by pregnancy, said Teacher may be absent without pay subject to all other provisions contained  
345 herein.  
346

347 2. Notification:

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349 After determination that such leave is imminent, the Teacher shall give timely notice to the Office  
350 of the Superintendent, in writing, of the anticipated date the Teacher wishes to commence said leave  
351 of absence and anticipated date of return.

352  
353 3. General Provisions Covering Said Leaves Are As Follows:  
354

- 355 a. If said Teacher desires to continue the Teacher's duty assignment prior to the commencement  
356 of said leave, such notice must include a written statement from the Teacher's physician  
357 attesting to the Teacher's ability to continue performing the full schedule of the duties and  
358 responsibilities of the Teacher's position and assignments. The Teacher will be permitted to  
359 continue on full active duty until such date, provided the Teacher does perform the full duties  
360 and responsibilities of the Teacher's position and assignments.  
361
- 362 b. Said Teacher may elect to utilize the Teacher's accumulated sick leave during the Teacher's  
363 period of temporary physical disability provided the Teacher submits, at the option of the school  
364 employer, a physician's statement and certification of physical disability. While on said leave,  
365 sick leave days will be paid only for the number of assigned duty days the Teacher is absent  
366 which occur during the Teacher's current contract term, for which said Teacher is physically  
367 disabled, limited to the extent of the number of sick leave days accumulated by the Teacher at  
368 the time said leave commences.  
369
- 370 c. In all cases the school employer reserves the right to require certification by a physician of the  
371 Teacher's fitness (1) to continue performing the full schedule of the duties and responsibilities  
372 of the Teacher's position and assignments, and/or (2) to return to employment and resume the  
373 full performance of the duties and responsibilities to which the Teacher may be assigned.  
374
- 375 d. If said leave extends beyond the first day of May of any year, the granting of said leave by the  
376 school employer shall not prevent the school employer from serving notice to said Teacher on  
377 or before May 1<sup>st</sup> that said Teacher's contract will not be renewed, nor will the granting of said  
378 leave prevent the school employer from invoking, initiating, and utilizing the procedures  
379 established by law for the cancellation of any indefinite contract with a permanent Teacher.  
380
- 381 e. Except for a temporary disability caused by pregnancy as is provided in Paragraph 1(b) herein,  
382 no leave under this provision shall be granted for a period exceeding one (1) year  
383

384 **Mileage** Reimbursement for authorized travel shall be at the IRS rate per approved mile.  
385

386 **Section 125** A Teacher may participate in this school corporation's flexible benefits plan, with all  
387 monthly administration fees paid by the participating Teacher(s). Such plan shall be solely determined and adopted  
388 by the school employer under the provisions of Section 125 of the Internal Revenue Service Code. The plan will  
389 provide for the following benefits, through salary reduction agreements: The employees share of group insurance  
390 premiums; medical care reimbursement accounts; dependent care assistance accounts; and other benefits provided  
391 through the plan.  
392

393 If allowed by the school corporation's plan and approved by statute and the I.R.S., retirees shall be allowed  
394 to participate in the plan.  
395

396 **ARTICLE V**  
397 **Deductions**  
398

399 Upon appropriate written authorization from the employee, and consistent with the requirements of state  
400 law and/or any contracts the Board has with vendors, the Board shall deduct from the salary of Teacher and make  
401 timely remittances for insurance coverage, credit union, checking, savings, tax sheltered annuities, ISTA dues and to  
402 firms mutually agreed to by the Board and the Association.  
403

404 **ARTICLE VI**  
405 **Grievance Procedure**  
406



407 This grievance procedure, (the "Procedure"), describes the process to be followed when an employee or the  
408 Association (the "grievant") believes an alleged violation of an express article or section of this Contract during its  
409 term has occurred (a "grievance"). The grievant may be represented by any person(s) of the grievant's own choosing  
410 at all levels of the Procedure, limited, however, to a total of two (2) representatives.  
411

412 There shall be no additional evidence, material, allegation, or remedy submitted by or on behalf of the  
413 grievant once a formal grievance has been filed at Formal Level One, provided, however, that the superintendent shall  
414 accept additional evidence or material upon request of the grievant if the grievant substantiates such evidence or  
415 material was either not known or not available to the grievant at the time said grievance was filed at Formal Level  
416 One.  
417

## 418 Procedure

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420 A "Day" is defined as (1) Teacher work day during the school year, and (2) Monday through Friday during  
421 the summer break. The number of days indicated at each level should be considered as a maximum. The time limits  
422 may, however, be extended by prior mutual agreement of the grievant and school employer.  
423

### 424 1. Informal Grievance:

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426 Within fifteen (15) days of the time the grievant first knew or should have known of the  
427 act or condition upon which it is based, the grievant must present the grievance to the grievant's  
428 principal by meeting with the principal individually in an informal manner during non-teaching  
429 hours. The grievant may be accompanied by a representative as provided herein, provided the  
430 principal is informed in advance of the grievant's desire to have a representative present. Failure to  
431 so meet and discuss said alleged grievance as provided herein shall prevent the grievant from filing  
432 said alleged grievance at the formal grievance level. Within seven (7) days after presentation of the  
433 grievance, the principal shall give the principal's answer orally to the grievant.  
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### 435 2. Formal Grievance:

#### 436 a. Level One - Superintendent

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439 1. In the event that the grievance is not resolved at the informal Grievance Level, or if no  
440 oral answer has been rendered within the time limit provided, the grievant may appeal the  
441 informal decision to Level One by filing it with the Superintendent within ten (10) days  
442 of the receipt of the oral answer at the Informal Grievance Level. The appeal shall include  
443 a copy of all materials and evidence previously submitted.  
444
- 445 2. The grievant shall submit the written claim, signed by him to the Superintendent of Schools  
446 with a copy to the principal involved. Within ten (10) days from the receipt of the grievance  
447 the Superintendent shall provide his written decision to the grievant. The Superintendent  
448 shall hold a formal hearing(s) prior to the rendering of the written decision, and an  
449 additional fourteen (14) days beyond the ten (10) days shall be allowed if the  
450 superintendent determines further investigation is necessary.

#### 451 c. Level Two - Board

- 452  
453 1. In the event the grievance is not resolved at Level One, or if no written decision has been  
454 rendered within the time limit provided, the grievant may submit the grievance to the Board  
455 provided the grievant files said written appeal with the school employer within seven (7)  
456 days of the receipt of the Superintendent's written answer, or, if no written answer has been  
457 rendered by the Superintendent within thirty-one (31) days after presentation of the  
458 grievance at Level One. The Board shall, if requested by the grievant, hold a hearing on  
459 the grievance within thirty (30) days of the receipt of said appeal to consider and finally  
460 rule on the disposition of the grievance. A written decision shall be rendered to the grievant  
461 either within thirty (30) days of the receipt of said appeal or within thirty (30) days after

462 such hearing, whichever is applicable.  
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### 466 **Miscellaneous** 467

468 Decisions rendered at Formal Level One and Level Two of this Procedure shall be in writing. All  
469 documents, communications and records dealing with the processing of a grievance shall be filed separate from the  
470 personnel files of the grievant.

- 471 1. All necessary forms for grievance procedures set forth in this Procedure shall be provided by the  
472 Superintendent.  
473
- 474 2. Failure at any level of this Procedure to render the decision on a grievance within the specified time  
475 limits shall permit the grievant to proceed to the next level, unless said time limits be extended by  
476 mutual consent of both parties. However, the grievance must be appealed by the grievant to the next  
477 level within the specified time limit for that level or said grievance shall be deemed resolved by the  
478 school employer's answer at the previous level and abandoned.  
479
- 480 3. Any hearing at the Informal Level and at Formal Level One and Level Two shall be held during non-  
481 teaching hours unless otherwise directed by the school employer.  
482
- 483 4. No certificated school employee shall use this Procedure to appeal any decision by the school employer  
484 or administration for which there is another remedial procedure or forum established by law or by  
485 regulation having the force of law.  
486
- 487 5. This Procedure supersedes and cancels all previous grievance policies or procedures, oral or written or  
488 based on alleged past practices or procedures, and constitutes the entire Procedure for the processing of  
489 grievances.  
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### 495 **ARTICLE VII** 496 **Term and General Provisions** 497

498 **Term** This Contract shall be effective as of October 10, 2023, and shall continue in effect through **June**  
499 **30, 2024.**  
500

501 **Entire Agreement** This Contract supersedes and cancels all previous contracts or agreements, oral or  
502 written or based on alleged past practices, between the school employer and the exclusive representative and  
503 constitutes the entire agreement between the parties. Any amendment or agreement supplemental hereto shall not be  
504 binding upon either party unless executed in writing by the parties hereto.  
505

506 **Severability** Should any Article, Section, or Clause of this Contract, or any rider thereto, be declared  
507 illegal by any court or tribunal of competent jurisdiction, said Article, Section, or Clause, as the case may be, shall  
508 be automatically deleted from this Contract to the extent that it violates the law, but the remaining Articles, Sections,  
509 and Clauses shall remain in full force and effect for the duration of this Contract, except as affected by the deleted  
510 Article, Section, or Clause.  
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**Waiver** All bargainable issues have been discussed during the bargaining leading to this Contract.

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

Board of School Trustees of the Greensburg  
Community School Corporation

Greensburg Teachers Association



GCSC Board President  
Mr. Mark Bower

GTA President  
Mr. Jeremiah Harris



Chief Negotiator of the School  
Employer's Negotiating Team  
Mr. Tom Hunter

**ATTESTATION:** The undersigned attest to the following:

1. A public hearing was held in compliance with I.C. § 20-29-6-1(b) on August 8, 2023, and electronic participation from the parties and/or public was not permitted; and
2. A public meeting in compliance with I.C. § 20-29-6-19 was held on October 3, 2023, to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

**APPENDIX A  
COMPENSATION PLAN  
2023-2024**

**I. Salary Range**

\$41,000.00 to \$74,000.00 not including current year increases or TRF contributions.

**II. Base Salary Increases**

**A. General Eligibility:** Teachers rated Effective or Highly Effective in the prior school year are eligible for salary increases in the current year. A teacher who does not satisfy the eligibility criteria remains at his/her current base salary.

**B. Factors and Definitions / Distribution**

Evaluation Rating: A teacher rated highly effective or effective in the prior school year will receive a three thousand dollar (\$3,000) increase to their base salary from 2022-2023.

Academic Needs of Students: Teacher Retention Catch-Up

The need to retain returning teachers with one or more years of experience whose current salary is less than the starting salary placement in Appendix B, 2023-2024 Starting Salary Placement. The teacher shall receive a flat dollar increase after accounting for the base salary increase under the Evaluation factor equivalent to the difference from the salary placement that corresponds with the teacher's experience and education level in Appendix B, 2023-2024 Starting Salary Placement. The salary increase for academic needs is a teacher retention catch-up which is exempt from the 50% calculation despite including an education and experience component.

Teacher Retention Catch-Up New Teacher Salary Comparison:  
2022-2023 New Teacher Starting Minimum Salary = \$41,000.00  
2023-2024 New Teacher Starting Minimum Salary = \$46,000.00

Increase in New Teacher Starting Minimum Salary = \$5,000.00

**C. Redistribution:** Based on anticipated evaluation results, the parties believe that all funds will be distributed and that no redistribution will be necessary. However, in the event that there are funds that were otherwise allocated for teachers rated ineffective or improvement necessary, those funds will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be paid as a stipend in the last payroll of the school year.

**D. New Hires:** Newly hired teachers shall be hired at a salary comparable to current employees with equal years of effective service and degree within the Starting Salary Placement. The Superintendent may place a bargaining unit member who occupies a hard-to-fill position at a level above his/her years of effective experience within the salary range.

**APPENDIX B  
ECA SCHEDULE  
2023-2024**

	Base	ECA Amount +3% for TRF		Base	ECA Amount +3% for TRF
ASSIGNMENT	2023-2024	2023-2024	ASSIGNMENT	2023-2024	2023-2024
	Stipends	Stipends+3%		Stipends	Stipends+3%
<b>Athletic Coaches:</b>					
<b>Football</b>			<b>Swimming</b>		
Offensive Coordinator	\$3,976	\$4,095	High School Boys Head	\$3,116	\$3,209
Defensive Coordinator	\$3,976	\$4,095	High School Girls Head	\$3,116	\$3,209
Assistant Varsity (3)	\$3,778	\$3,891	High School Boys Assistant	\$1,880	\$1,938
Assistant Varsity & Head 9th	\$3,563	\$3,670	High School Girls Assistant	\$1,880	\$1,938
Assistant Varsity & Asst 9th	\$3,563	\$3,670	Junior High Swim Coach	\$1,457	\$1,501
Head 8th	\$2,879	\$2,965	Junior High Assistant Coach	\$1,294	\$1,333
Head 7th	\$2,879	\$2,965	<b>Basketball</b>		
Assistant 8th	\$2,075	\$2,137	Girls Varsity Assistant	\$4,175	\$4,300
Assistant 7th	\$2,075	\$2,137	Girls Reserve	\$3,563	\$3,670
Summer Program	\$2,000	\$2,060	Girls Freshmen	\$3,338	\$3,438
<b>Volleyball</b>			Boys Varsity Assistant	\$4,175	\$4,300
Head	\$7,000	\$7,210	Boys Reserve	\$3,563	\$3,670
Reserve	\$2,218	\$2,285	Boys Freshman	\$3,338	\$3,438
Assistant Varsity	\$1,630	\$1,679	Girls Head 8th	\$2,994	\$3,084
8th	\$1,630	\$1,679	Boys Head 8th	\$2,994	\$3,084
7th	\$1,630	\$1,679	Boys Head 7th	\$2,994	\$3,084
6th (4)	\$523	\$539	Girls Head 7th	\$2,994	\$3,084
<b>Soccer</b>			Boys Assistant 7th	\$1,500	\$1,545
Boys Head	\$2,835	\$2,920	Boys Assistant 8th	\$1,500	\$1,545
Girls Head	\$2,835	\$2,920	Girls Assistant 7th	\$1,500	\$1,545
Boys Assistant	\$1,321	\$1,361	Girls Assistant 8th	\$1,500	\$1,545
Girls Assistant	\$1,321	\$1,361	Girls & Boys Summer Program (2)	\$2,000	\$2,060
Junior High Soccer Coach	\$1,500	\$1,545	<b>Baseball</b>		
Junior High Soccer Assistant	\$1,000	\$1,030	Head	\$3,889	\$4,006
<b>Cross Country</b>			Varsity Assistant	\$2,800	\$2,884
Boys Head	\$2,507	\$2,582	Reserve	\$2,594	\$2,672
Girls Head	\$2,507	\$2,582	Freshman	\$2,056	\$2,118
High School Asst	\$1,500	\$1,545	Junior High (3)	\$1,030	\$1,061
Jr. High	\$1,379	\$1,420	<b>Softball</b>		
Jr. High Assistant	\$1,044	\$1,075	Head	\$3,889	\$4,006
<b>Golf</b>			Varsity Assistant	\$2,800	\$2,884
Boys Head	\$2,687	\$2,768	Reserve	\$2,594	\$2,672
Girls Head	\$2,687	\$2,768	Freshman	\$2,056	\$2,118
Jr. High Boys	\$1,588	\$1,636	Junior High (3)	\$1,030	\$1,061
Jr. High Girls	\$1,588	\$1,636	<b>Track</b>		
<b>Tennis</b>			Boys Head	\$3,075	\$3,167
Boys Head	\$2,603	\$2,681	Girls Head	\$3,075	\$3,167
Girls Head	\$2,603	\$2,681	Boys Assistant	\$1,946	\$2,004
Boys Assistant	\$1,448	\$1,491	Girls Assistant	\$1,946	\$2,004
Girls Assistant	\$1,448	\$1,491	Jr Hi Head	\$2,319	\$2,389
<b>Wrestling</b>			Jr Hi Assistant (3)	\$1,492	\$1,537
Head	\$4,085	\$4,208	<b>Archery</b>		
Varsity Assistant	\$2,980	\$3,069	High School Head	\$773	\$796
Reserve Coach	\$2,980	\$3,069	High School Assistant	\$400	\$412
Reserve Assistant	\$2,614	\$2,692	Junior High	\$773	\$796
Jr. High Head	\$2,347	\$2,417	Elementary	\$773	\$796
Jr High Assistants (2)	\$1,630	\$1,679			
Head Elementary	\$1,142	\$1,178			

**APPENDIX B  
ECA SCHEDULE  
2023-2024**

ASSIGNMENT	2023-2024	2023-2024		ASSIGNMENT	2023-2024	2023-2024
	Stipends	Stipends+3%			Stipends	Stipends+3%
<b>Extra Responsibilities:</b>						
<b>High School</b>				<b>Jr. High</b>		
Head Band Director	\$8,093	\$8,338		Jr High eSports Coach	\$1,545	\$1,591
H.S. Head Cheer Coach	\$2,532	\$2,608		Jr Hi Vocal Music	\$1,330	\$1,370
H.S. Assistant Cheer Coach	\$1,500	\$1,545		Music Assistant GHS/GJHS	\$3,000	\$3,090
Booster Club Sponsor/Spirit Shop	\$1,500	\$1,545		Jr Hi Lighting	\$818	\$843
Concessions Manager	\$2,533	\$2,609		Jr Hi Drama Director (2)	\$493	\$508
Drama Director	\$1,327	\$1,367		Jr Hi Boys Cheerleader-Football	\$428	\$441
Publications Head	\$4,202	\$4,328		Jr Hi Boys Cheerleader-Basketball	\$857	\$883
Auditorium Technician	\$4,202	\$4,328		Jr Hi Girls Cheerleader-Basketball	\$440	\$453
Student Council (2)	\$950	\$979		Jr Hi Pom Pom	\$1,209	\$1,245
BPA Coordinator	\$1,045	\$1,076		Jr Hi Assistant Pom Pom	\$756	\$779
H.S. Science Fair	\$1,828	\$1,883		Jr. Hi Student Council	\$706	\$727
Academic Coach/Coordinator	\$1,686	\$1,737		Jr Hi Academic Team (2)	\$534	\$550
Academic Coach/Assistant	\$843	\$868		Jr Hi Spell Bowl Sponsor	\$269	\$277
Subject Area Coaches (5)	\$479	\$493		Jr High Concessions	\$800	\$824
H.S. Speech & Debate	\$2,533	\$2,609		Jr High Robotics	\$500	\$515
Assistant HS Speech	\$1,267	\$1,305		Jr Hi Speech	\$1,109	\$1,142
Jr/Sr Prom Sponsor (2)	\$194	\$200		Jr Hi Department Heads (6)	\$670	\$690
Senior Class Sponsor (2)	\$319	\$329		Jr Hi Grade Level Team Leaders (4)	\$670	\$690
Junior Class Sponsor (2)	\$319	\$329		Mentors	\$500	\$515
Sophomore Class Sponsor	\$400	\$412		National Honor Society Sponsor	\$400	\$412
Freshman Class Sponsor	\$400	\$412				
Department Heads (8)	\$670	\$690		<b>Elementary</b>		
Robotics Advisor	\$2,000	\$2,060		Science Fair Coordinator	\$507	\$522
H.S. Spirit Crew Advisor	\$500	\$515		Spell Bowl Sponsor (2)	\$253	\$261
SADD Club Sponsorship	\$1,000	\$1,030		Student Council Sponsor	\$492	\$507
Graduation Sponsor (2)	\$250	\$258		Team Leaders (8)	\$670	\$690
Assistant Band Director	\$5,231	\$5,388		Robotics Sponsor	\$500	\$515
Mentors	\$500	\$515		Math Bowl	\$464	\$478
GHS eSports Coach	\$1,545	\$1,591		Drama/ Musical Director	\$1,545	\$1,591
Head Pirateer Coach	\$1,600	\$1,648		Mentors	\$500	\$515
Assistant Pirateer Coach	\$933	\$961		National Honor Society Sponsor	\$400	\$412
H.S. Vocal Music	\$3,136	\$3,230				
Assistant Musical Director	\$1,225	\$1,262				
National Honor Society Sponsor	\$400	\$412				

**\*\*Only Salary was negotiated, not the number of positions.\*\***

**APPENDIX C**  
**SALARY PLACEMENT SCHEDULE**  
**2023-2024**

<u>Experience</u>	<u>Bachelors</u>	<u>Experience</u>	<u>Masters</u>
0	\$ 46,000.00	0	\$ 48,000.00
1	\$ 47,000.00	1	\$ 49,000.00
2	\$ 48,000.00	2	\$ 50,000.00
3	\$ 49,000.00	3	\$ 51,000.00
4	\$ 50,000.00	4	\$ 52,000.00
5	\$ 51,000.00	5	\$ 53,000.00
6	\$ 52,000.00	6	\$ 54,000.00
7	\$ 53,000.00	7	\$ 55,000.00
8	\$ 54,000.00	8	\$ 56,000.00
9	\$ 55,000.00	9	\$ 57,000.00
10	\$ 56,000.00	10	\$ 58,000.00
11	\$ 57,000.00	11	\$ 59,000.00
12	\$ 58,000.00	12	\$ 60,000.00
13	\$ 59,000.00	13	\$ 61,000.00
14	\$ 60,000.00	14	\$ 62,000.00
15	\$ 61,000.00	15	\$ 63,000.00
16	\$ 62,000.00	16	\$ 64,000.00
17	\$ 63,000.00	17	\$ 65,000.00
18	\$ 64,000.00	18	\$ 66,000.00
19	\$ 65,000.00	19	\$ 67,000.00
20	\$ 66,000.00	20	\$ 68,000.00
21	\$ 67,000.00	21	\$ 69,000.00
22	\$ 68,000.00	22	\$ 70,000.00
23	\$ 69,000.00	23	\$ 71,000.00
24	\$ 70,000.00	24	\$ 72,000.00
25	\$ 71,000.00	25	\$ 73,000.00
26	\$ 72,000.00	26	\$ 74,000.00
27	\$ 73,000.00	27	\$ 75,000.00
28	\$ 74,000.00	28	\$ 76,000.00
29	\$ 75,000.00	29	\$ 77,000.00
30	\$ 76,000.00	30	\$ 78,000.00
31	\$ 77,000.00	31	\$ 79,000.00
32	\$ 78,000.00	32	\$ 80,000.00

Greensburg Community School Corporation  
Indiana Code Requirements for Teacher Contracts  
2023-2024 Teacher Contract  
October 3, 2023

**ATTESTATION:** The undersigned attest to the following:

1. A public hearing was held in compliance with I.C. § 20-29-6-1(b) on August 8, 2023, and electronic participation from the parties and/or public was not permitted; and
2. A public meeting in compliance with I.C. § 20-29-6-19 was held on October 3, 2023, to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

**Signatures:**

**Thomas Hunter**                      **Superintendent**



**Jeremiah Harris**                      **GTA President**



**Emily McNulty**                      **Board Vice-President**



**Attest:**



**Secretary, Board of School Trustees**  
**Greensburg Community Schools**