

Contractual Agreement

between

**The Baugo Community Schools
Board of School Trustees**

and the

**Baugo Education Association
Elkhart, Indiana**

2022-2023



Small School Feel~World Class Education

Article 1 – Recognition

- 1.1 The Board of School Trustees of the Baugo Community School Corporation hereby recognizes the Baugo Education Association as the exclusive representative of the teachers in the bargaining unit for the purpose of collective bargaining. **The bargaining unit shall consist of all full-time certified employees and all teachers who teach less than a full day, excluding supervisors, the athletic director, confidential employees, employees performing security work, speech language pathologists, and all non-certified employees.**

Article 10 – Medical Health Insurance Benefits

- 10.1 Effective January 1, 2022 the Board will pay annually toward the cost of the basic hospital, surgical, and major medical insurance plan \$ 8,933.94 for a single plan and \$20,529.98 for a family plan, and teachers will pay annually \$600.00 for a single plan, or if they elect to participate in a family plan, \$3,258.09 for a family plan. For school year 2021-22, if the insurance premium exceeds the above total the Board shall be responsible for the additional cost.

Effective January 1, 2023 the Board will pay annually toward the cost of the basic hospital, surgical, and major medical insurance plan \$8,933.94 for a single plan and \$20,529.98 for a family plan, and teachers will pay annually **\$838.35** for a single plan, or if they elect to participate in a family plan, **\$3,852.77** for a family plan. For school year 2022-23, if the insurance premium exceeds the above total the Board shall be responsible for the additional cost.

- 10.2 The Board shall make an annual contribution of up to \$750.00 into the Health Savings Account (HSA) on behalf of any teacher electing to participate in the single plan. The Board shall make an annual contribution of up to \$1,500.00 into the Health Savings Account (HSA) on behalf of any teacher electing to participate in the family plan. The contribution to the Health Savings Account (HSA) is contingent upon participation in the health and wellness screening.

A teacher that is not eligible for a Health Savings Account (HSA) that participates in a single plan shall receive a **stipend** in the amount of up to \$750.00. A teacher that is not eligible for a Health Savings Account (HSA) that participates in a family plan shall receive a **stipend** in the amount of up to \$1500.00. The **stipend** is contingent upon participation in the health and wellness screening.

The annual contributions to the Health Savings Accounts (HSA)/cash payments shall be made on a monthly basis.

A teacher who teaches less than a full day shall receive a pro-rated share of the Board's contribution to the Health Savings Accounts (HSA) based upon the pro-rated number of hours worked.

Effective January 1, 2020, if a teacher has a single plan and does not participate in the health and wellness screening the teacher will not receive an annual contribution of \$375.00 into the Health Savings Account (HSA) nor will the teacher receive a cash payment of \$375.00. Effective January 1, 2020, if a teacher has a single plan and does not meet the requirements of the Outcome Benefit Reward the teacher will not receive an additional annual contribution of \$375.00 into the Health Savings Account (HSA) nor will the teacher receive an

additional cash payment of \$375.00. Effective January 1, 2020, if a teacher has a family plan and does not participate in the health and wellness screening the teacher will not receive an annual contribution of \$750.00 into the Health Savings Account (HSA) nor will the teacher receive a cash payment of \$750.00. If a teacher has a spouse, the teacher's spouse must also participate in the health and wellness screening in order to receive the annual contribution of \$750.00 into the Health Savings Account (HSA) or a cash payment of \$750.00. Effective January 1, 2020, if a teacher has a family plan and the teacher and the teacher's spouse, do not meet the requirements of the Outcome Benefit Reward the teacher will not receive an additional annual contribution of \$750.00 into the Health Savings Account (HSA) nor will the teacher receive an additional cash payment of \$750.00.

- 10.3 A teacher hired subsequent to January 1, 1986, who teaches less than a full day shall receive a pro-rated share of the Board's contribution toward the medical health insurance benefits based upon the pro-rated number of hours worked.
- 10.4 Hospital, surgical, and major medical insurance benefits will continue through August 31 for a teacher who severs his/her employment relationship with the Baugo Community School Corporation at the end of a school year.
- 10.5 ~~At the request of either party, but not more often than yearly, An insurance committee will be formed~~ **meet on a regular basis** to review the **health of the** basic hospital, surgical, and medical plan; the dental insurance plan; and the long-term disability plan. Any changes in coverage shall be mutually agreed to by the Association and the Board. The Board will select the carrier which offers the best service at the most reasonable rates.
- 10.6 ~~Effective January 1, 2008,~~ The following language shall apply to married couples who elect to participate in a family plan when both employees are employed full-time by the Baugo Community Schools:

The Board will pay toward the cost of the basic hospital, surgical, and major medical insurance plan \$21,409.27 – ninety percent (90%) of the cost for a family plan and the employees will pay \$2,378.81 – ten percent (10%) of the cost of the family plan.

Article 20 – Personal Leave

- 20.1 Upon reporting for one full workday each school year, a teacher shall be entitled to three (3) days paid personal leave for transaction of personal business. A teacher who teaches less than a full school year shall receive a prorated number of personal leave days rounded to the next full day. A personal leave day request should be submitted to the substitute management system at least one (1) hour prior to the close of the normal school day.
- 20.2 A teacher may use paid personal leave in order to extend (by a single day) a holiday or scheduled recess so long as the teacher follows the procedure set out in **20.1** above. However, the teacher will be required to relinquish two (2) days of his/her paid personal leave in exchange for the approval of the requested leave.

Article 24 – Personal Illness Leave

- 24.1 Upon reporting for one full workday, each school year a teacher shall be entitled to be absent from work on account of illness, physical disability, surgery, or quarantine for a total of ten (10) days without loss of compensation. A teacher who teaches less than a full school year shall receive a prorated number of sick leave days.
- 24.2 If, in any one (1) school year, the teacher shall be absent for illness, physical disability, or surgery less than the number of days to which h/she is entitled by virtue of **Section 24.1**, the unused days shall be accumulated up to a maximum of one hundred (100) days (See **Article 25** Attendance Stipend).
- 24.3 In the event a teacher shall have accumulated one (1) or more days of sick leave in another school corporation and shall thereupon become employed by the Baugo Community Schools, there shall be added for the second year, and each succeeding year of such employment up to three (3) 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. This provision is subject to written verification from the most recent employer.
- 24.4 In the event that the employer has reason to believe that abuse of the personal illness leave by the teacher exists; said employer may require the teacher to verify such illness, disability, etc., affirming that the teacher is unable to fulfill his/her normal assigned duties because of such illness or disablement.
- 24.5 Teachers may donate up to two (2) sick leave days in a given school year. These days may be donated to any teacher who, in the case of extended illness, has exhausted his/her sick leave days and personal leave days. A request for such donations will be made through the president of the Association. With the consent of the teacher making the request, the Association will convey the request to teachers and will circulate the appropriate form among teachers. Completed forms will be submitted to the Superintendent by the president of the Association. A doctor's certificate will confirm the illness. The maximum number of days that may be donated to a given teacher in a given school year is the number of days it would take to enable that teacher to be eligible for long term disability insurance up to a maximum of sixty (60) days in a given school year.
- 24.6 **Maternity leave shall be granted to teachers in accordance with the provisions of applicable State law. The use of the teacher's available paid leave time will be limited to 6 weeks (30 working days) for natural childbirth and 8 weeks (40 working days) for a C-section delivery.**

24.7 ~~A teacher shall be entitled to use up to thirty (30) days of personal illness leave for the adoption of a child. The leave shall be used for the care of the newly adopted child and shall commence immediately following the placement of the child. If both parents of the adopted child are employed by the Baugo Community Schools the parents shall be limited to a combined total of thirty (30) days of personal illness.~~

Adoption Leave. Except in the case of a child sought to be adopted by a step-parent, a teacher who adopts a preschool child shall be entitled to a leave of absence. The use of the teacher's available paid leave time will be limited to 6 weeks (30 working days) The teacher concurrently with the adoption application, shall notify the Superintendent of the expected length of this leave and attach thereto a statement from a duly licensed child placing agency, or the applicable county department of public welfare, certifying that the teacher has made an adoption application. If there are two teachers in the family, up to five (5) days leave shall be available for the second teacher for the purpose of adoption. These days of absence with pay must take place within five (5) working days of the adoption. Used adoption leave days for the second teacher will be deducted from the teacher's available paid leave time.

Parent Leave. Up to five (5) days of paternity leave shall be available to a teacher immediately following the birth or adoption of his/her child. These days must take place within five (5) working days of the birth or return home from the hospital. Parent Leave taken will be deducted from personnel illness leave.

24.8 Summer school teachers (other than teachers of driver's education) shall receive one (1) sick day to be used, during a given summer school session, on account of illness physical disability, surgery, or quarantine without loss of compensation. This on (1) sick day shall not be added to a teacher's accumulated days of unused during a summer school session. In addition to this one (1) sick day, summer school teachers (other than teachers of driver's education) shall be eligible to use two (2) sick leave days credited but not used during the previous regular school year. If necessary, these days shall be pro-rated on the bases to two (2) hours equal one-half (1/2) day and four (4) hours equal one (1) day. A teacher that is going to be absent during summer school shall be responsible for notifying the summer school principal as soon as practicable.

Article 29 – Term of Contract

29.1 This contract shall be effective as of July 1, 2022, and shall continue in effect through June 30, 2023. This contract shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

29.2 A public hearing was held on August 17, 2022, in compliance with IC 20-29-6-1(b), and electronic participation from the parties and/or public was not permitted; and

A public hearing was held on October 27, 2022, in compliance with IC 20-29-6-19 to discuss the tentative agreement and electronic participation for the governing body and/or public was/was not permitted.

29.3 This contract is made and entered into at Elkhart, Indiana on this ___ day of November, 2022, by and between the Board of School Trustees of the Baugo Community Corporation, County of Elkhart, State of Indiana, and the Baugo Education Association, an affiliate of the Indiana State Teachers' Association and the National Education Association.

BAUGO EDUCATION ASSOCIATION

BOARD OF SCHOOL TRUSTEES
BAUGO COMMUNITY SCHOOLS

BY: _____
President

BY: _____
President

BY: _____
Secretary

BY: _____
Secretary

APPENDIX A

BAUGO COMMUNITY SCHOOLS

Teacher Compensation Model (Salary Range: \$40,000 - \$72,000)

1. General Eligibility

A teacher who received an evaluation rating of Needs Improvement or Ineffective during the prior school year shall not be eligible for any salary increase and remains at their prior year salary.

2. Factors and Definitions

- a. Evaluation rating – The teacher received a highly effective or effective evaluation rating for the prior year.
- b. Possess a content area master’s degree – The teacher earned a master’s degree in a content area as defined by the Indiana Department of Education.
- c. Academic Needs-The academic needs factor is a teacher retention catch-up to catch up our existing employees to new hires placed on the salary schedule.

3. Distribution – Advancing on the Salary Schedule (See Salary Schedule attached as Appendix B) For the 2022-2023 school year the above factors and definitions were used to place teachers on the Salary Schedule. For years following the current school year the following language will apply:

- 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.
- b. A teacher in the master’s column who satisfies the evaluation rating will advance a row in the master’s column.
- b. 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 will advance to the master’s column, but remain in the same row.

The increase for advancing a row in either column is \$1,000.

The increase for advancing a column (but staying in the same row) is \$2,000. \$1,000 is for the evaluation rating, and \$1,000 is for the first year of possessing a content area master’s degree. (Education = 50% of the increase).

4. Redistribution

Any funds otherwise allocated for teachers who were rated Needs Improvement or Ineffective will be equally redistributed to all teachers rated effective or highly effective.

5. New Teacher Placement

New teachers will be placed on the salary schedule commensurate to a teacher at the Baugo Community Schools with the same experience and education. Years of experience will be given according to the years given by the Indiana Teachers Retirement Fund.

In the event a new teacher is hired in a hard to fill teaching assignment, the superintendent may grant an addition to the base salary in increments of \$1,000.00 up to maximum of \$3,000.00. This provision shall not apply to a new teacher who has been employed by the Baugo Community School Corporation under a regular or temporary teacher contract within the past two (2) school years. In the event a new teacher is hired in a hard to fill teaching assignment, the superintendent with the agreement of the Association may grant up to \$72,000.00, an addition to the base salary in increments of \$1,000.00 above the maximum of \$3,000.00.

6. For the 2022-2023 school year teachers that receive a raise of less than \$500.00 will receive a one-time stipend in the amount of the difference between \$500.00 and the amount of the raise the teacher receives.

APPENDIX B
SALARY SCHEDULE
Effective 2022-2023 School Year

ROWS	BS/BA	MA/MS
A	40,000	42,000
B	41,000	43,000
C	42,000	44,000
D	43,000	45,000
E	44,000	46,000
F	45,000	47,000
G	46,000	48,000
H	47,000	49,000
I	48,000	50,000
J	49,000	51,000
K	50,000	52,000
L	51,000	53,000
M	52,000	54,000
N	53,000	55,000
O	54,000	56,000
P	55,000	57,000
Q	56,000	58,000
R	57,000	59,000
S	58,000	60,000
T	59,000	61,000
U	60,000	62,000
V	61,000	63,000
W	62,000	64,000
X	63,000	65,000
Y	64,000	66,000
Z	65,000	67,000
AA	66,000	68,000
BB	67,000	69,000
CC	68,000	70,000
DD	69,000	71,000
EE	70,000	72,000

APPENDIX C
BAUGO COMMUNITY SCHOOLS
EXTRA DUTY SCHEDULE
SCHOOL YEAR 2022-2023

COMPENSATION ON THE EXTRA-DUTY SCHEDULE SHALL BE DETERMINED BY MULTIPLYING THE BASE SALARY ON THE TEACHER'S SALARY SCHEDULE BY THE APPROPRIATE INDEX. AN ASSISTANT IS ONE WHO AIDES A HEAD COACH IN ANY GIVEN SPORT. THIS POSITION MUST BE SOMEONE OTHER THAN THE HEAD COACH IN THE SPORT.

SCHOOL YR.
2022-2023

BASE SALARY
\$31,344

SPORTS-BOYS	POSITION	INDEX	SALARY
SPORTS-BOYS			
FOOTBALL	Head Coach	0.260	\$ 8,149.44
FOOTBALL	Assistant Coach	0.104	\$ 3,265.20
FOOTBALL	Jr. High Head	0.067	\$ 2,112.60
FOOTBALL	Jr. High Assistant	0.064	\$ 2,006.02
BASKETBALL	Head Coach	0.260	\$ 8,149.44
BASKETBALL	Assistant Coach	0.106	\$ 3,307.80
BASKETBALL	9th Grade	0.088	\$ 2,758.27
BASKETBALL	Jr. High Coach	0.061	\$ 1,912.00
BASKETBALL	6th Grade Coach	0.040	\$ 1,254.00
BASKETBALL	6th Grade Assistant Coach	0.028	\$ 878.00
BASKETBALL	Boys' Basketball Camp Ass't	0.022	\$ 691.00
TRACK	Head Coach	0.150	\$ 4,702.00
TRACK	Assistant Coach	0.059	\$ 1,850.40
TRACK	Jr. High Coach	0.030	\$ 940.32
TRACK	Boys/Girls Jr. High Track Camp Coach	0.020	\$ 629.00
TRACK	Boys/Girls Jr. High Track Camp Assistant Coach	0.010	\$ 313.44
WRESTLING	Boys/Girls Head Coach	0.160	\$ 5,015.04
WRESTLING	Assistant Boys	0.065	\$ 2,037.36
WRESTLING	Assistant Girls	0.065	\$ 2,037.36
WRESTLING	Jr. High Head Coach	0.046	\$ 1,455.90
SWIMMING	Boys/Girls Head Coach	0.150	\$ 4,702.00
SWIMMING	Boys/Girls Assistant Coach	0.059	\$ 1,850.00
SWIMMING	Jr. High Head Coach	0.046	\$ 1,456.00
SWIMMING	Jr. High Assistant	0.032	\$ 1,000.00

SOCCKER	Head Coach	0.150	\$ 4,702.00
TENNIS	Head	0.075	\$ 2,351.00
TENNIS	JV Head Coach	0.038	\$ 1,191.07
GOLF	High School Head Coach	0.063	\$ 1,960.70
GOLF	High School Assistant	0.020	\$ 626.88
CROSS COUNRTY	High School Head Coach	0.069	\$ 2,156.00
CROSS COUNRTY	Jr. High Head Coach	0.032	\$ 1,003.01
BASEBALL	Head Coach	0.160	\$ 5,015.04
BASEBALL	Assistant Coach	0.065	\$ 2,037.36
SPORTS-GIRLS			
VOLLEYBALL	Head Coach	0.150	\$ 4,702.00
VOLLEYBALL	Assistant Coach	0.070	\$ 2,209.40
VOLLEYBALL	Jr. High Head Coach	0.040	\$ 1,254.00
VOLLEYBALL	6th Grade Head Coach	0.040	\$ 1,253.76
VOLLEYBALL	6th Grade Assistant Coach	0.035	\$ 1,081.50
VOLLEYBALL	Volleyball Camp Ass't Coach	0.030	\$ 937.00
BASKETBALL	Head Coach	0.260	\$ 8,149.44
BASKETBALL	Assistant	0.106	\$ 3,307.80
BASKETBALL	9th Grade Head Coach	0.088	\$ 2,758.27
BASKETBALL	Jr. High Head Coach	0.061	\$ 1,912.00
BASKETBALL	6th Grade Head Coach	0.040	\$ 1,254.00
BASKETBALL	6th Grade Assistant	0.028	\$ 878.00
BASKETBALL	Girls Basketball Camp Ass't	0.022	\$ 691.00
SOFTBALL	Head Coach	0.160	\$ 5,015.04
SOFTBALL	Assistant Coach	0.065	\$ 2,037.36
TRACK	Head Coach	0.150	\$ 4,702.00
TRACK	Assistant Coach	0.059	\$ 1,850.40
TRACK	Jr. High Head Coach	0.030	\$ 940.32
TENNIS	High School Head Coach	0.075	\$ 2,351.00
TENNIS	JV Head Coach	0.038	\$ 1,191.07
CROSS COUNTRY	High School	0.069	\$ 2,156.00
CROSS COUNTRY	Jr. High Coach	0.032	\$ 1,003.00
BOWLING	High School Coach - Boys/Girls	0.021	\$ 658.22
GOLF	High School Head Coach	0.063	\$ 1,961.00
GOLF	High School Assistant	0.020	\$ 626.88
SWIMMING	Head Coach	0.150	\$ 4,702.00
SWIMMING	Assistant Coach	0.059	\$ 1,850.00
SWIMMING	Jr. High Head Coach	0.046	\$ 1,456.00
SWIMMING	Jr. High Assistant	0.032	\$ 1,000.00

SOC CER	Head Coach	0.150	\$ 4,702.00
ACTIVITY			
9TH GRADE	Sponsor	0.020	\$ 627.00
10TH GRADE	Sponsor	0.020	\$ 627.00
11TH GRADE	Sponsor	0.045	\$ 1,410.48
12TH GRADE	Sponsor	0.045	\$ 1,410.48
DRAMA CLUB	Sponsor	0.020	\$ 629.00
PLAYS	High School Play Dir (Per Play)	0.050	\$ 1,567.20
PLAYS	High School Ass't Play Dir (Per Play)	0.027	\$ 846.29
MUSICALS	High School Musical Dir (Per Performance)	0.060	\$ 1,881.00
MUSICALS	High School Ass't Musical Director (Per Performance)	0.030	\$ 940.32
THEATRICAL	Jr. High Theatrical Director(Per Play/Musical)	0.050	\$ 1,567.20
THEATRICAL	Intermediate Musical/Play Director(Per Performance)	0.013	\$ 407.47
ORCHESTRA	Orchestra Pit Director	0.022	\$ 690.00
LIGHTS/SOUND	Stage Manager-System wide	0.078	\$ 2,444.83
YEARBOOK	High School	0.070	\$ 2,206.00
YEARBOOK	Jr. High	0.056	\$ 1,768.00
YEARBOOK	Intermediate	0.027	\$ 839.00
YEARBOOK	Elementary	0.027	\$ 839.00
DESIGNEE	Principal Designee	0.030	\$ 940.32
STUDENT COUN	High School	0.033	\$ 1,026.50
STUDENT COUN	Jr. High	0.020	\$ 626.88
STUDENT COUN	Elementary	0.025	\$ 781.00
CHEERLEADERS	Sideline Coach (fall)	0.066	\$ 2,053.00
CHEERLEADERS	Assistant Sideline Coach (fall)	0.033	\$ 1,410.48
CHEERLEADERS	Sideline Coach (winter)	0.066	\$ 2,053.00
CHEERLEADERS	Assistant Sideline Coach (winter)	0.033	\$ 1,026.50
CHEERLEADERS	Junior High		\$1,097.00
COLOR GUARD	High School	0.038	\$ 1,195.75
GROUP	National Honor Society	0.031	\$ 982.50
AUDIO/VISUAL	A.V. Director	0.058	\$ 1,818.00
BAND	Band Director	0.073	\$ 2,288.11
BAND	Assistant Band Director		\$ 1,000.00
BAND	JJRH Band Director	0.069	\$ 2,164.00
BAND	JJRH Assistant Band Director		\$ 500.00
BAND	PEP Band Director		\$ 1,000.00

MARCHING BAND	Director	0.160	\$ 5,015.04
MARCHING BAND	Assistant Director	0.065	\$ 2,037.36
FALL PERCUSSION	Director	0.020	\$ 626.88
WINTER PERCUSSION	Director	0.020	\$ 626.88
WINTER GUARD	Director	0.020	\$ 626.88
VOCAL MUSIC	Director	0.071	\$ 2,226.66
VOCAL MUSIC	Director Junior High School	0.020	\$ 627.00
FHA	Sponsor	0.020	\$ 627.00
MARKETING	DECA Sponsor	0.060	\$ 1,881.00
SPORTS COORD.	Junior High	0.160	\$ 5,015.04
SPORTS COORD.	Intermediate	0.035	\$ 1,097.04
COMPUTER	High School Coordinator	0.085	\$ 2,664.24
COMPUTER	Jr. High Coordinator	0.085	\$ 2,664.24
SPORTS	Athletic Trainer	0.160	\$ 5,015.04
BUSINESS LAB	Cooperative Office Education	0.040	\$ 1,254.00
CLUB	Problem Solvers	0.020	\$ 627.00
CLUB	Foreign Language	0.020	\$ 627.00
CLUB	Art	0.020	\$ 627.00
CLUB	Tennis	0.020	\$ 627.00
SPELLING BOWL	High School	0.020	\$ 627.00
SPELLING BOWL	Jr. High	0.020	\$ 627.00
ACADEMIC	Academic Team Coord. High School	0.030	\$ 940.32
ACADEMIC	Academic Team Coach	0.020	\$ 627.00
ACADEMIC	Academic Team Coord. Jr. High	0.030	\$ 940.32
ACADEMIC	Jr. High Team Coach	0.020	\$ 627.00
ACADEMIC/SPELLBOWL	Academic Coord./Spell Interm	0.030	\$ 940.32
ROBOTICS	Head Coach High School	0.100	\$ 3,134.40
ROBOTICS	Assistant Coach High School	0.041	\$ 1,285.10
ROBOTICS	Junior High School	0.066	\$ 2,068.70
ROBOTICS	Intermediate	0.066	\$ 2,068.70
FITNESS CENTER	Fall	0.020	\$ 627.00
FITNESS CENTER	Winter	0.020	\$ 627.00
FITNESS CENTER	Spring	0.020	\$ 627.00
FITNESS CENTER	Summer	0.020	\$ 627.00
FLUID POWER	Junior High	0.040	\$ 1,254.00
TEAM LEADER		0.046	\$ 1,442.00

TICKET OFFICE MANAGER	High School (Fall)		\$ 1,440.00
TICKET OFFICE MANAGER	High School (Winter)		\$ 1,440.00
TICKET OFFICE MANAGER	High School (Spring)		\$ 1,360.00
TECHNOLOGY INTEGRATION	Elementary	0.020	\$ 627.00
TECHNOLOGY INTEGRATION	Intermediate	0.020	\$ 627.00
TECHNOLOGY INTGRATION	Junior High School	0.020	\$ 627.00
TECHNOLOGY INTEGRATION	High School	0.020	\$ 627.00