

Elwood Tentative Agreement Summary
October 14, 2021

1. Term: 2021-2022 school year
2. Base Salary: Each returning teacher who was highly effective or effective in the prior school year will receive a \$3,750 base salary increase. Teachers newly attaining a content area master's degree (as defined by IDOE) will receive an additional \$250 base salary increase. Certain teachers impacted by salary compression who have been identified by the parties during bargaining will receive an additional amount added to their base salary in a range of \$500 - \$2,500. The salary range for all teachers after base salary increases are granted for the 2021-2022 school year is \$40,000 to \$66,750.
3. Each returning certified teacher who was highly effective or effective during the 2020-2021 school year will receive a \$1,000 stipend (before deductions). This stipend will be funded by the savings in the Education Fund due to ESSER. The funding source for this benefit is for informational purposes and has not been bargained.
4. COVID leave: For the 2021-2022 school year, a vaccinated teacher who is positive and/or showing symptoms and is mandated by the school corporation to quarantine shall be placed on paid administrative leave for the duration of the quarantine or up to a maximum of 10 days, whichever is less. When a teacher qualifies for this benefit, no sick leave days shall be deducted from the teacher's sick leave accumulation. If there is still a COVID global pandemic during the 2022-2023 school year, then this language can be reopened during formal bargaining in the 2022-2023 school year. This benefit for the 2021-2022 school year is effective upon ratification of the contract.
5. Notification of Master's Degree Attainment: All certified staff members who anticipate earning a degree or additional credit which would qualify them for a salary increase prior to the start of the next semester should note the following: Fall Semester - Notify the central office in writing as follows: If the coursework or degree is completed by September 1 and verification is received by the central office by September 30, the teacher's salary will be adjusted accordingly. Spring Semester - Notify the central office in writing as follows: If the coursework or degree is completed by January 1 and verification is received by the central office by January 31, the teacher's salary will be adjusted accordingly. Salary adjustments made under this provision will be effective back to the beginning of the semester in which the degree or additional credit are earned.
6. Readjustment of New Hire Starting Salaries: New hires employed prior to the ratification of this contract will have their starting salary adjusted upward by \$3,250.
7. Maternity Leave: Indiana Law provides teachers with up to one (1) year of unpaid maternity leave. Teachers may also use their accumulated days to take paid maternity leave as is permitted by Indiana law.
8. The attendance stipend will be deleted.
9. The following provision will be added to the Short Term Leaves section: Any time during a federal, state, or local illness outbreak/pandemic, if a teacher must quarantine they will use their accumulated sick days for quarantine before using their current year's sick days. The parties

acknowledge that if a teacher is eligible for paid administrative leave days pursuant to paragraph 12 below in this Contract, then the teacher will first use any paid administrative leave days he/she is eligible for before being required to use his/her accumulated sick days, if any, and then thereafter his/her current year's sick leave days, if any. This provision will be effective upon ratification.

10. Personal Leave: Each year, full time teachers shall be entitled to three (3) days of absence, without loss of compensation, for personal reasons. If, in any one school year, the teacher does not use all of their three (3) days, two (2) of those days may roll over to the next year. Teachers may not hold any more than five (5) days of personal leave in a year. The remaining other day shall be transferred to the teacher's accumulated sick leave. To use all five (5) personal days consecutively, the teacher must get Superintendent approval.

11. ECAs:

Varsity Asst Football (cap at \$3000 per person)	\$10,000
Varsity Boys Track	\$3,500
Varsity Girls Track	\$3,500
EJSHS Dept Chair	\$2,000
Varsity Swimming Asst	\$1,500
Varsity Boys Track Asst	\$1,500
Varsity Girls Track Asst	\$1,500
Athletic Supervisor	\$3,500

12. Health Insurance: Continue with the 78.32% Board contribution for Plan 1 and Plan 2 and 80% Board contribution for Plan 3. The HSA contribution will be increased from \$1,000 to \$1,500.

13. The following language will be added to the Salary Placement for New Hires provision: If the Superintendent deviates outside of the new hire placement rules in this agreement, then he/she will gain the approval of the Association President or designee by providing information of how many years of service the new hire has completed in public schools, charter schools, and private schools. This information will be shared via email or text messaging. The method of communication specified herein is for informational purposes and has not been bargained.

14. Pay Schedule for Extra Pays: All extra pay (ancillary duty, retirement stipends, ECAs) will be paid on a quarterly basis (Sept. 30th, Dec.30th, March 30th, June 30th). If ECAs finish less than a week after the quarterly pay date, the pay will go on the quarter that just finished instead of being paid the next quarter. Summer School and retirement stipends will be paid on June 30th.

15. New attestations clauses added per new Indiana law.