

South Dearborn h



Collective bargaining Agreement 2021-2023

**AGREEMENT
between
THE BOARD OF SCHOOL TRUSTEES
and the
SOUTH DEARBORN EDUCATION ASSOCIATION**

This agreement entered into this 18th day of October 2021, by and between the Board of School Trustees of the South Dearborn Community School Corporation and the South Dearborn Education Association.

WITNESSETH:

That in consideration of the mutual covenants and agreements herein contained, the parties hereto agree as follows:

ARTICLE I - RECOGNITION AND DEFINITIONS

A. RECOGNITION

The Board of School Trustees of the South Dearborn Community School Corporation hereby recognizes the South Dearborn Education Association, pursuant to **Ind. Code 20-29-2-14**, as the exclusive bargaining representative for all teachers as hereinafter defined.

B. DEFINITIONS

1. The term "teacher," when used in this Agreement, shall refer to all full-time certified employees as defined in **Ind. Code 20-29-2-13**, except for: Superintendent, Administrative Assistant, Building Principals, Assistant Building Principals, Athletic Director, Director of High School Guidance, Director of Curriculum and IT Director. This definition of the bargaining unit shall not prevent either party from seeking a unit clarification under applicable law.
2. The term "Board" or "Corporation," when used in this agreement, shall refer to the Board of School Trustees of the South Dearborn Community School Corporation and any person(s) authorized to act on its behalf in dealing with employees.
3. The term "Association," when used in this Agreement, shall refer to the South Dearborn Education Association and any person(s) authorized to act on its behalf.
4. When references are made to a male teacher in this Agreement, such references also include female teachers unless otherwise specified.
5. In the event that a teacher is employed for a period of time less than the periods of the regular school day, that teacher shall be provided salary and benefits on a pro-rata basis.

ARTICLE II - GENERAL PROVISIONS

A. NEGOTIATION PROCEDURE

Negotiations for a successor Agreement shall be conducted under the provisions of I.C. §20-29.

B. SCOPE OF AGREEMENT

This Agreement supersedes and cancels all previous agreements, whether verbal or written, between the Corporation and the Association as well as any alleged past practices of the Corporation, and this Agreement constitutes the entire Agreement between the parties.

Any individual contract between the Board and an individual teacher shall be consistent with the terms and conditions of this Agreement. If an individual contract made subsequent to this Agreement contains any language inconsistent with this Agreement, this Agreement shall prevail.

C. SEPARABILITY

Should any Article, Section or Clause of this Agreement be declared illegal by a court of competent jurisdiction or by any legislative act, said Article, Section or Clause, as may be the case, shall be automatically deleted from this Agreement to the extent that it violates the law, but the remaining Articles, Sections or Clauses shall remain in full force and effect for the duration of this Agreement, if not affected by the deleted Article, Section or Clause.

D. DUES DEDUCTION

In a manner which shall not be inconsistent with Section 8 of Indiana Public Law 217, the Board agrees to deduct SDEA association dues and other contributions authorized by the teacher(s) as designated from the salaries of those Association members who have completed and delivered a proper written authorization for such deductions to the Association.

Upon request to the Association, the Association shall provide the Board with a list of those Association members authorizing dues deductions. Such dues deductions shall be made in Twenty-Six (26) equal installments. Any new teacher hired after the beginning of the school year who joins the Association and completes the proper authorizations shall have dues deductions begin immediately upon notification to the Human Resources Director by the president or their designee. The authorization to take dues deductions shall continue on a continuous basis unless revoked, in writing, by the employees to the Corporation Business Office and/or the South Dearborn Education Association.

In the event of any overcharge or undercharge of dues deductions, the Board shall, after receiving written notice of such, make a correction during the next succeeding pay period. In the event of any overcharge already remitted to the Association, it shall be the responsibility of the Association alone to adjust the matter with the Association member overcharged.

The Corporation shall remit the dues deductions to the Association not less frequently than monthly, to a member so designated by the Association.

ARTICLE III – LEAVES

A. PAID DAYS OFF

Each teacher will be granted thirteen (13) paid days off. Paid days off are to be used at the teacher's discretion. Paid days off must be exhausted before the teacher may use their accumulated sick leave days. An exception to this would be in case of a required quarantine due to Covid-19. In such an instance, appropriate documentation must be provided. At that time, a teacher may choose to use no more than eight (8) accumulated sick days to fulfill the quarantine requirement. A physician's note is required to use accumulated sick days for either the teacher or the teacher's immediate family. Paid days off may not be scheduled on designated professional development days or on days before or after an extended break.

At the end of the school year, all unused paid days off will be added to the accumulated sick leave bank of each employee.

B. BEREAVEMENT LEAVE

In case of death in the immediate family when school is in session, a teacher shall be entitled to a leave without loss of compensation, for a period extending not more than five (5) school days beyond such death. In computing this leave, the day of, or the day immediately following (at the discretion of the teacher) the death shall be counted as the first day and all five (5) days shall fall within a ten (10) calendar day period. Immediate family shall be defined as: husband, wife, children, step- children, parents, step-parents, step-parents- in-law, brother, sister, father-in-law, mother-in- law, son-in-law, daughter-in law, and any relative (including foster child) residing as a permanent member of the teacher's home. Two (2) school days without loss of compensation shall be allowed a teacher for the death of a brother-in-law, sister-in-law, grandchildren, grandfather, grandmother, step-grandparents, grandmother-in-law, grandfather-in-law, step-grandparents-in-law, aunt, uncle, niece or nephew. Such days shall fall within the period beginning with the day of, or the day after (at the discretion of the teacher) the death through the day after the funeral.

C. PROFESSIONAL STUDY LEAVE AND LEAVE OF ABSENCE

The Corporation, upon written request to the Superintendent of the Corporation, may grant a leave of absence without pay for a period not exceeding one (1) year to any teacher for study or professional improvement that benefits South Dearborn Community School Corporation students.

The teacher requesting the leave, in writing, shall notify the Superintendent of the Corporation of the beginning and duration of the leave as well as when the leave will be concluded. It is to be assumed the teacher will return to teaching duties at the conclusion of the leave, unless during the leave, the teacher notifies the Superintendent, in writing, to the contrary. Unless the Corporation agrees otherwise after written request is made by the teacher to the Superintendent during the leave, the teacher shall not be permitted to return to his regular teaching duties within the Corporation prior to the time the leave is to end as stated in the written request for the leave.

Upon a teacher's return to work, the Corporation shall assign the teacher the same position held by the teacher when the leave commenced or to a substantially similar position, except in the following instance: Where the position and such substantially similar position have been filled by a teacher pursuant to a temporary or regular teaching contract. In either such event, the teacher shall be assigned to a teaching position in the following order of preference: to any available position for which the teacher is qualified; or, to a position as a full-time substitute on a regular contract at the teacher's salary level. Such alternate assignment shall extend to the end

of the current school year. In any case, the teacher, if otherwise entitled to a contract at the commencement of the next school year, shall be assigned in accordance with the policies and applicable law governing reassignments as though the teacher had taken no leave of absence, subject, however, to dismissal for reduction of staff in accordance with the procedure under applicable law.

No leave of absence granted hereunder shall change the rights of a permanent teacher.

This leave shall be limited to two (2) persons at any one time.

This leave shall be granted for a period of one (1) full school year or one-half (1/2) school year only.

Notification of intent to return to work from a sabbatical leave must be in writing to the school corporation by April 1st of the year before the employee returns to work in August. When a semester leave is granted, the employee must submit in writing a notification of intent to return at least forty-five (45) calendar days before the end of the semester that the employee is taking the leave of absence. If the employee does not submit an intent to return from sabbatical leave within these stated guidelines, the school corporation will terminate the employment of the employee at the end of the leave.

D. STAFF DEVELOPMENT LEAVE

Teachers may be granted leave, with pay, by the Superintendent for the purpose of visiting other schools, attending educational conferences and workshops, or any other purpose that will improve the instructional program of the South Dearborn Community Schools.

Teachers will be compensated for corporation approved professional development that occurs beyond the contracted days. The following compensation schedule is for approved professional development.

1. \$150.00 = 8 plus hours and overnight
2. \$100.00 = 4 to 8 hours
3. \$50.00 = Up to 4 hours

In addition, the Board may make allowances for expenses such as travel, registration fees, food and lodging.

Application for Staff Development Leave shall be made on forms available at each principal's office. Such request must be submitted at least three (3) calendar weeks prior to the date(s) requested or as soon as possible.

E. PREGNANCY/CHILDBIRTH LEAVE

1. Notice and Length of Leave

Any teacher who is pregnant is entitled to a leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of the child, if, except, in a medical emergency, she notifies the Superintendent in writing at least thirty (30) days before the date on which she desires to start her leave. She shall also notify the Superintendent of the expected length of this leave, including with this notice either a physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn, whichever is applicable. In case of a medical emergency caused by pregnancy, the teacher shall be granted a leave, as otherwise provided in this section, immediately upon her request and certification of the emergency from an attending physician.

2. Time of Leave

Any teacher who is pregnant may continue in active employment as late in pregnancy as she desires, if she is able to fulfill the requirements of her position. A certificate of the teacher's physician to this effect shall be provided the Corporation, if requested by the Superintendent. Temporary disabilities caused by pregnancy shall be governed by the same provisions governing sickness.

3. Notice of Return to Teaching

At the time the teacher notifies the Corporation of her intent to take Pregnancy/Childbirth Leave, or as soon as reasonably determinable, the teacher shall notify the Superintendent, in writing, of the date of return to teaching, or of the fact that such teacher does not intend to resume teaching. Unless waived by the Superintendent, a teacher shall not be entitled to return to teaching duties on the date specified above unless at least two (2) calendar weeks written notice is given the Superintendent prior to the date of return as granted in the Leave. Such notice shall be accompanied by a certificate from the teacher's physician stating that the teacher is able to resume teaching.

If a teacher on Pregnancy/Childbirth Leave desires to return sooner than the date of return set forth in the Leave as granted in the preceding paragraph of this Article, she shall notify the Superintendent, in writing, at least seventeen (17) calendar days prior to the desired date of early return. Such request shall be accompanied by a certificate from the teacher's physician stating that the teacher is able to resume teaching. Such seventeen (17) calendar days shall be counted beginning with the official receipt of the request by the Superintendent or his designee.

In no event shall such early return be allowed in the last ten (10) calendar days of any grading period.

Temporary contracts for teachers replacing those on Pregnancy/Childbirth leave shall contain a provision which provides for the early termination of such contract upon five (5) calendar days' written notice.

4. Position to Which Teacher Returns

A teacher returning from this leave shall be assigned to her former teaching position or to a teaching position for which she is certified or qualified to teach.

5. Limitations

No leave for Pregnancy/Childbirth may be granted for a period exceeding the provisions of this Section, unless extended by the Corporation.

6. Protected Rights

This leave may be taken without jeopardy to re-employment, retirement and salary benefits, tenure, and seniority rights.

7. Use of Sick Leave

All or part of a leave taken by a teacher because of a temporary disability caused by pregnancy may be charged, at her discretion, to her available sick days. However, the teacher is not entitled to take accumulated sick leave days when the teacher's physician certifies that the teacher is capable of performing the teacher's regular teaching duties. The teacher is entitled to complete the remaining leave without pay.

F. MAJOR DISABILITY LEAVE

Leave for major disability without pay, except as may be allowable under paragraph six (6) hereof, shall apply to leave in all cases except pregnancy and childbirth, in which case the teacher is unable to perform his/her duties owing to disablement for any period greater than three (3) weeks. Such major disability shall include, among other disabilities, incapacity arising from major surgery, physical illness, mental illness, or emotional disturbance.

1. Time of Leave

Where disability can reasonably be anticipated, as in the case of a scheduled operation, the teacher requesting a leave shall notify the Superintendent of the Corporation, in writing, of the expected time of leave as soon as reasonably possible. The leave of absence shall begin at the end of a grading period, except in case of emergency, or in case the teacher's health presents a serious problem in the opinion of the Corporation based on consultation with the teacher and a statement from the teacher's physician as to the teacher's health and ability to continue teaching.

2. Notice of Return to Teaching

At the time the teacher notifies the Corporation of his intent to take Disability Leave or as soon as reasonably determinable, the teacher shall notify the Superintendent, in writing, of a requested date of return to teaching, or of the fact that such teacher does not intend to resume teaching duties. The date of return to teaching, following the leave, shall be the one which was mutually agreed upon, in writing, by the Superintendent and the teacher at the time such leave was requested and consequently granted. The Superintendent may postpone such date of return, but by no more than ten (10) working days beyond the scheduled date of return to teaching by the teacher. This shall not prevent the Superintendent from allowing the teacher to return to teaching prior to the requested date, if the teacher expresses a desire to return early.

If a teacher on this leave desires to return sooner than the date of return set forth in the leave, as granted in the preceding paragraph of this article, he shall notify the Superintendent, in writing, at least seventeen (17) calendar days prior to the desired date of early return. Such request shall be accompanied by a certificate from the teacher's physician stating that the teacher is able to resume teaching. Such seventeen (17) calendar days shall be counted beginning with the receipt of the request by the Superintendent or his designee.

In no event, shall such early return be allowed in the last ten (10) calendar days of any grading period.

Temporary contracts for teachers replacing those on Major Disability Leave shall contain a provision which provides for the early termination of such contract upon five (5) calendar days' written notice.

3. Position to which teacher Returns

A teacher returning from this leave shall be assigned to his former teaching position or to a teaching position for which he is certified or qualified to teach. In any case, the teacher, if otherwise entitled to a contract at the commencement of the next school year, shall be assigned in accordance with the policies and applicable law governing reassignment as though the teacher had taken no leave; subject, however, to dismissal for reduction of staff in accordance with the procedures under applicable law.

4. Limitations

No leave for major disability may be granted for a period exceeding one (1) year, unless extended by the Corporation.

5. Use of Sick Leave

Any teacher taking leave of absence hereunder, may use any days of sick leave which the teacher has accumulated. Once the teacher has used all of his accumulated sick leave days, he has the right to complete the remainder of the leave without pay. At his discretion, the Superintendent may ask for medical documentation for used sick leave days during this leave time.

G. JURY DUTY LEAVE

Employees will not be penalized to serve on a jury. When employees serve on a jury, the employee will receive the full amount of his/her regular salary minus the received amount for said duties as per diem. At the conclusion of jury duty, the employee shall turn over the warrant for serving on the jury to the Director of Human Resources. Employees will be paid the difference between the regular pay and the stipend they are paid while on jury duty. The employee shall provide a copy of the check received by the governmental body for adjustment to payroll. Please note, this transaction may take place after the jury duty date.

H. COURT LEAVE

Any teacher subpoenaed to appear in court shall be paid the teacher's full salary by the Board. This shall not count against the teacher's leave days.

I. ADOPTIVE LEAVE

Adoptive leave shall be granted for up to a period of one (1) school year. Upon initial application for the adoption, the teacher shall notify the Superintendent of his/her intent. The period of leave shall commence when the child is physically turned over to the teacher-parent, or sooner, if required by the adoptive agency. The provisions of this Article VII, Section G (3) Notice of Return to Teaching, (4) Position to Which Teacher Returns, (5) Limitations, (6) Protected Rights, (8) Rights of Non- Permanent, Semi-Permanent and Permanent Teachers, and (9) Sub-Section L, shall apply to adoptive leaves.

J. ASSAULT LEAVE

If a teacher is physically assaulted while on duty with resulting injuries that cause the teacher to be disabled and this is established to the satisfaction of the Corporation by a medical doctor's statement, then the Board will grant the teacher a leave of absence and pay the teacher the difference between the worker's compensation payments the teacher receives and the teacher's base salary for the period the teacher qualifies for the leave, up to a maximum of thirty (30) calendar days. Any days the teacher misses under this provision shall not be deducted from the teacher's accumulated sick leave.

The Corporation's decision in determining the disability is final, binding and exempt from the grievance procedure. If the Corporation and/or teacher choose to prosecute, the affected parties, teacher and corporation shall cooperate in such prosecution.

Time for appearance before a judicial body or legal authority as a result of physical assault by a student or

outsider will not result in loss of wages or in reduction of accumulated sick or personal leave of the teacher.

K. INSURANCE COVERAGE

If the teacher wishes to continue insurance coverage(s) during the period when there is no compensation - (a) Leave of absence, (b) Professional Study Leave, (c) Pregnancy/Childbirth Leave, (d) Major Disability Leave, or (e) Adoptive Leave, it shall be the responsibility of the teacher to make arrangements in advance with the Business Office to continue such coverage(s) at the individual's expense. A failure to make and follow through with such advance arrangements will result in the individual being dropped from the group plan(s).

L. VOLUNTARY SICK LEAVE BANK

The purpose of the Voluntary Sick Leave Bank (hereinafter referred to as the Bank) is to provide personal illness leave to contributors to the Bank after their accumulated personal illness leave has been exhausted -- and more specifically to provide such leave from the Bank in case of prolonged illnesses. The Bank rules and guidelines are as follows:

M. VOLUNTARY SICK BANK COMMITTEE

1. Committee Membership

- a. The Bank will be operated on a voluntary basis. A committee shall be formed to administer the Bank and to provide the information whereby the Business Office of the South Dearborn Community School Corporation will keep the records. The committee shall be empowered to adopt rules and regulations and to make decisions required to administer the Sick Leave Bank, so long as these rules, regulations and decisions do not modify the Agreement contained herein. The committee will be titled the "Voluntary Sick Bank Committee" (hereafter referred to as the SBC). The SBC shall be composed of the following five (5) persons:
 - 1) Superintendent of Schools of the South Dearborn Community School Corporation or his designee.
 - 2) President of the South Dearborn Education Association or his designee.
 - 3) One (1) South Dearborn Community School Corporation administrator. The member is to be appointed by the Superintendent of Schools.
 - 4) Two (2) bargaining unit members. These members are to be appointed by the Association President.
- b. Should a vacancy occur on the SBC, a replacement for the vacant position shall be appointed by the authority making the original appointment.
- c. One (1) of the bargaining unit SBC representatives will be selected to act as chairperson of the SBC. The SDEA President will designate the chairperson prior to the first meeting of the SBC.
- d. The SBC will be responsible for developing the forms needed to operate the Bank.

2. Effective Date

The effective date of the Bank will be the first contract day of the current school year. Enrollment in the Bank by bargaining unit members will begin April 1 of the preceding school year and end on September 30 of the current school year, or only during the first four (4) weeks following the first day of employment for any licensed personnel employed after September 30.

The Bank will become operational only after 40% or more of the members of the bargaining unit have shown their willingness to participate in the Bank by contributing the individually required number of days to the Bank. The individually required number of days is set forth in Rule 4-c.

3. Membership

The Bank shall be established for all bargaining unit members of the South Dearborn Community School Community School Corporation who indicate their desire to participate by contributing the individually required number of days as indicated in Rule 4-c.

4. Guidelines

The Bank shall be administered by the SBC in accordance with the following provisions:

- a. The Bank may be used only by the individual contributor for his or her personal illness.
- b. Days from the Bank may be used only for those work days that the individual contributor is employed under a Regular Teacher Contract.
- c. Any person desiring to participate in the Bank will initially donate one (1) day of his or her accumulated personal illness leave to the Bank. Additional days will be requested by the SBC as required by Rule 4-d. Days donated to the bank shall not be counted against the attendance bonus.
- d. If the number of days in the Bank falls below fifteen (15) days prior to May 1 of any year, each participant will be required to donate one (1) additional day of his or her accumulated personal illness leave to the Bank. If a member has used all his or her personal illness leave, the additional day will be donated as soon as new personal illness leave is granted.
- e. All days, once donated to the Bank, become the property of the Bank. Unused days will be carried over to the next year.
- f. The maximum dollar expenditure during each school year is \$12,500.00. If this amount is reached at any time during such year, the Bank will cease to operate for the remainder of the year.
- g. All requests to receive grants from the Bank must be submitted, in writing, to the SBC on the prescribed Form SBC- 1. The earliest effective date shall be the date that Form SBC-1 is received by the SBC.
- h. Any person submitting a request to use the Bank must have his or her proper contribution and met all eligibility requirements. If a person is physically unable to submit this Form, the Form may be submitted by a proxy.

- i. A person will not be able to withdraw days from the Bank until his or her own accumulated personal illness leave is depleted.
- j. Days granted from the Bank can only be used for extended illness or disability. (The SBC will generally consider an extended illness one that involves ten (10) or more working days.) Once the teacher returns to work and the school year has ended, all unused days shall be returned to the Sick Leave Bank.
- k. Periodic reviews by the SBC of all Bank use will be made. No use may extend more than twenty (20) working days without approval of the SBC.
- l. Days granted from the Bank may not be granted for the period of disability when monies are paid to the employees under the Workmen's Compensation Law.
- m. Days granted will be reimbursed at a rate equal to the per diem rate of pay on the adopted salary schedule for the individual granted the days. After the thirty (30) day review, the SBC reserves the right to change the percentage rate of payment.
- n. The SBC will review and present to the South Dearborn School Corporation Community School Corporation Business Office approval or denial of all requests to draw on the Bank within ten (10) working day after such request is received by the Committee. The information should be received by the Business Office on the same day the service records are received from the building principals. The committee will also make its decision known to the applicant, within a ten (10) day period.

5. Appeal Board

- a. An Appeal Board will be established composed of the following six (6) persons:
 - 1) The Superintendent of the South Dearborn Community School Corporation or his designee.
 - 2) The Associate President or his designee.
 - 3) Four (4) members will be appointed - two (2) each by the Superintendent of Schools and the Association President.
 - 4) No appointed member of the SBC may, at the same time, be a member of the Appeal Board.
- b. The Association President or his designee will act as chairperson of the Appeal Board.
- c. If a request for use of personal illness leave days is denied by the SBC, then the applicant may appeal the committee's decision to the Appeal Board within ten (10) working days after the denial. Any decision by the Appeal Board must be by a majority vote. A tie vote will automatically support the SBC decision. All decisions of the Appeal Board are final and binding.
- d. The Appeal Board will rule on any appeal within ten (10) working days after receiving the appeal in writing.
- e. The Voluntary Sick Leave Bank is excluded from the Grievance Procedure.

6. Member's Agreement

A member shall be required to furnish a medical report from a licensed physician at any time before or during the time of use of the Leave Bank. The medical report will be at the member's expense. The SBC will review each case as required. The SBC reserves the right, if necessary, to limit the number of days granted.

- a. A person who has used days from the Bank will be required to repay these days to the Bank at the rate of three (3) days per year until all the days have been paid back. If an employee:
 - 1) Leaves the employment of the Corporation before the total number of days is paid back, then the remaining days owed will be deducted from the employee's total accumulated personal illness leave at that time. However, at no time, will the equivalent of the remaining days be deducted from the teacher's salary.
 - 2) Retires or dies before all days owed are paid back, the employee will not be required to pay back the balance owed.
 - 3) Remains an employee of the South Dearborn Community School Corporation and decides to withdraw from the Bank, any days donated remain the property of the Bank and any days owed to the Bank shall be deducted the same as if the person were continuing to be an active member.

Repayment will begin with the school year immediately following withdrawal of days from the Bank.

- b. In consideration of the benefits of participating in the Bank, each applicant for membership in the Bank shall, as a condition to such application, agree in writing substantially as follows:

"I voluntarily acknowledge and agree that the granting of days from the Voluntary Sick Leave Bank shall be at the sole discretion of the Sick Bank Committee or, in the case of an appeal, the Appeal Board, and that all decisions of the Sick Bank Committee or the Appeal Board will be final and binding and not subject to grievance. I further agree to abide by such decision and to indemnify, and hold harmless the South Dearborn Community School Corporation, the Corporation Board of Trustees, The South Dearborn Education Association, the Sick Bank Committee, the Appeal Board, and all of their agents for any loss they may sustain as a result of any claim or legal proceeding I may bring against any of them with respect to a decision made by any of them concerning the application."

- c. When an employee donates days to the Bank, he agrees to the above stated Rules for administration of the Bank and agrees to abide by the Stated Rules.

N. ATTENDANCE BONUS

1. A teacher who uses zero (0) paid days off in a school year shall receive a bonus of seven hundred fifty dollars (\$750.00).

2. A teacher who uses one-half (1/2) but not more than two (2) paid days off in a school year shall receive a bonus of four hundred dollars (\$400).
3. Such additional pay for which a teacher qualifies shall be paid not later than July 31 of the school year. It is also understood and agreed to that no teacher shall lose any attendance bonus due to days donated to the sick leave bank.

ARTICLE IV - FRINGE BENEFITS

A. MEDICAL INSURANCE

1. The Board shall pay toward the cost for the Corporation's individual medical insurance plan up to a maximum of \$5,275.00 in each year of this Agreement (pro-rated per month).
2. The Board shall pay toward the cost for the Corporation's employee/dependent or employee/spouse medical insurance plan up to a maximum of \$9,600.00 in each year of this Agreement (pro-rated per month).
3. The Board shall pay toward the cost for the Corporation's family medical insurance plan up to a maximum of \$10,325.00 in each year of this Agreement (pro-rated per month).
4. Two married teachers employed in the Corporation as of October 3, 2016, may each choose to direct the Board's contribution of \$18,575.00 toward the full cost of one (1) family plan. This benefit shall not be available to teachers employed after October 3, 2016.
5. Two married teachers employed in the Corporation as of November 14, 2017 may choose to direct the Board's contribution of \$15,600.00 (1 family + 1 single) toward the full cost of (1) family plan. If two teachers do not meet the criteria to be on a family plan, they shall each be allowed to be on a single plan and will each receive a single contribution from the corporation.
6. The selection of either the individual or family insurance plan or exercise of the option in paragraph 4 and 5 shall be at the sole discretion of the teacher(s).
7. The board shall contribute the following amount to employees who have chosen a HDHP plan for the 2022 and 2023 medical insurance renewal. The HSA contribution will be made to an approved corporation vendor. The HSA funds will be deposited on a monthly basis with the annual amount totaling the following:

Single: \$375	Family: \$750
Employee/Spouse: \$650	Teacher/Teacher: \$1000
Employee/Child: \$650	New Teacher/Teacher: \$850

8. The board shall contribute the following amounts, in addition to the amounts listed in paragraphs 1 through 3, to employees who have chosen the PPO plan for the 2022 and 2023 medical insurance renewal:

Single: \$375	Family: \$750
Employee/Spouse: \$650	Teacher/Teacher: \$1000
Employee/Child: \$650	New Teacher/Teacher: \$850

B. LIFE INSURANCE

A group life insurance plan shall be provided by the Board for each teacher choosing to participate as follows:

Sixty thousand dollars (\$60,000.00) natural death and one hundred twenty thousand dollars (\$120,000.00) accidental death.

Employees, at their option, may purchase additional term life insurance at the corporation's rate. Such additional insurance shall be at the employee's expense.

C. TRAVEL REIMBURSEMENT

Teachers who, after reporting to work for the day, are required in the course of their work to drive their personal automobiles from one school building to another, for field trips, or other business of the Corporation shall be reimbursed at the Internal Revenue Service rate per mile in effect July 1 for travel between June 1 and December 31 and January 1 for travel between January 1 and June 30, provided that mileage claims are filed within ninety (90) days after the mileage occurs.

D. COMPLIMENTARY ACTIVITIES PASS

The Board shall provide all Corporation teachers with complimentary, nontransferable activity passes good for one (1) individual only. Such passes will allow each individual teacher in the Corporation to attend, without charge, regularly scheduled school functions sponsored by the school and involving student participation and help in Corporation facilities.

The high school principal may exclude three (3) events per year from this provision. Teachers will be notified by October 1 of each school year which three (3) activities are exempt.

E. DENTAL INSURANCE

1. The Board shall pay toward the cost of the Corporation's Dental Insurance Plan for either single or family coverage up to a maximum of \$180.00 in each year of this agreement (pro-rated per month).
2. Those teachers that are employed and currently eligible for this benefit in 2022 and 2023 shall continue to have this benefit. Two married teachers, employed in the Corporation may choose to direct the Board's contribution in paragraph 1 toward the full cost of one (1) family dental plan.
3. The selection of either the employee only or family dental insurance plan or exercise of the option in paragraph 3 shall be the sole discretion of the teacher(s).
4. Changes in carrier and/or benefits shall be by mutual agreement.

F. LONG-TERM DISABILITY INSURANCE

The Board will pay toward the cost of the Corporation's LTD insurance plan up to a maximum of \$165.00 in each year of this Agreement.

G. VISION INSURANCE

The Board will pay toward the cost of the Corporation's Vision Insurance Plan for either single or family coverage up to a maximum of \$180.00 in each year-of this Agreement (pro- rated per month).

H. WELLNESS INCENTIVE

A certified employee may qualify for the Wellness Incentive if:

- a. The certified employee has a sick and personal leave accumulation on June 30 that is equal to or greater than two hundred twenty (220) days per Article VII – A, and
- b. The certified employee has not used all of the current annual allotment of paid days off of thirteen (13) days.

If a certified employee qualifies for the Wellness Incentive, they shall be paid seventy dollars (\$70.00) per unused day of the thirteen annual allotment that are in excess of the maximum accumulation of two hundred and twenty (220) per Article VII – A.

Such additional pay for which a teacher qualifies shall be paid not later than August 1, after the close of the school year. Unused days compensated for by the Wellness Incentive shall not accumulate.

I. IRS SECTION 125

A teacher may participate in this School Corporation's flexible benefits plan with all administration fees paid by the School Corporation. Such plan shall be solely determined and adopted by the Board under the provisions of Section 125 of the Internal Revenue Service Code. The plan will provide for the following benefits, through salary reduction agreements: The employee share of group insurance premiums; medical care reimbursement accounts; dependent care assistance accounts; and other benefits provided through the plan.

J. RETIRED TEACHER - INSURANCE

Subject to the approval, procedures and all requirements of the insurance carrier, a teacher who permanently retires from teaching while in service to this School Corporation's group medical, life and dental insurance plans may continue his single or family coverage as follows:

- a. The teacher must be at least age fifty-five (55) but not older than the age the teacher qualifies for Medicare Insurance coverage;
- b. The teacher must have at least fifteen (15) years of service in this School Corporation; and
- c. The teacher shall be solely responsible for remitting the entire (total) premium(s) due in accordance with procedures and requirements as established by this School Corporation.

K. INSURANCE CARRIERS

Insurance carriers, with the exception of the medical insurance carrier, may be changed upon mutual agreement.

L. BACKGROUND CHECKS

The school corporation shall pay the cost of any and all expanded criminal history checks and expanded child protection index checks that are required by the school corporation or per IC 20-26-5-10.

ARTICLE V - RETIREMENT BENEFITS

A. SEVERANCE PROGRAM

Upon retirement, a teacher shall be entitled to be paid for service in the South Dearborn Community School Corporation as follows:

1. One hundred thirty dollars (\$130.00) per year of service; and
2. Forty dollars (\$40.00) per unused accumulated sick leave day.

To be eligible the teacher must have taught a total of ten (10) years or more in the schools now constituting the South Dearborn Community School Corporation. The minimum age to qualify will be at least fifty-five (55). Verification of Service Credit shall be based on official records on file in the Superintendent's Office. Military Service Credit, not to exceed four (4) years, shall be credited.

3. The method of payment shall be as follows:
 - a. The eligible teacher shall file with the Superintendent a letter stating to the effect the teacher will retire at the end of the next school year, which letter shall, unless waived by the Superintendent, be filed on or before May 1.
 - b. When a teacher retires with the Corporation and receives compensation for both years of service and unused sick days, the Corporation shall report to ISTRF a salary that is two thousand dollars (\$2,000) more than the teacher's contract amount. If the teacher's severance/retirement pay is less than two thousand dollars (\$2,000), the Corporation shall report to ISTRF a salary that is the amount equal to the teacher's severance/retirement pay and the teacher's contract amount. The total severance/retirement compensation shall be deposited in the teacher's 403(b) account within thirty (30) days of the teacher's last day of employment.
 - c. In the event an eligible teacher is unable to give the required notice of retirement and is forced to retire as a result of an accident or ill health, or because of the teacher's death, the Superintendent is authorized to waive the required notice of retirement and pay the retirement allowance by appropriate adjustment of the teacher's current contract.
 - d. When a teacher in active service dies, the retirement pay benefit shall be paid in a lump sum to his named beneficiary or estate, if the teacher would otherwise have been eligible for the retirement pay benefit as of the date of death and the teacher has further met the provision of Section 1 of the Article. The named beneficiary shall be filed with the Indiana State Teachers' Retirement Fund and the Corporation's business office.

B. RETIREMENT SAVINGS PROGRAM

The Board agrees to establish and maintain a qualified 401(a) Annuity Plan (hereinafter referred to as the "401(a) Plan" for all certified employees covered under this collective bargaining agreement. The 401(a) Plan shall be available for all certified employees. The Board shall also maintain a 403(b) Plan (hereinafter referred

to as the “403(b) Plan” for all certified employees covered under this collective bargaining agreement. The 403 (b) Plan will include provisions for pre-tax salary reduction contributions which will be matched by equal Board contributions to the 401(a) Plan. The 401(a) Plan contributions will commence with the 1999-2000 contract year and continue each contract year thereafter. The contribution that will be made to the 401(a) Plan by the Board will be as follows:

Contract Year	Employer Match
2021-2022	2.5%
2022-2023	2.5%

The contributions made by the certified employees and matched dollar for dollar by the Board shall be an amount which reflects the appropriate percent of the certified employee’s base salary as set forth on the certified employee’s Teacher’s Contract which corresponds to his or her placement on the Salary Schedule.

The parties further agree that all contributions made to the 401(a) Plan by the Board shall be considered as additional funds and be counted as part of any package increases negotiated for the certified employees.

The 401(a) Plan shall:

1. Be subject to all applicable Internal Revenue regulations.
2. Have no contract initiation fees charged to the employee.
3. Have no administrative or Plan Document charge to the Board.
4. Be selected by mutual agreement of the parties.

Payment will be sent to the vendor(s) within 5 business days of the pay date.

ARTICLE VI - PROFESSIONAL COMPENSATION

A. SDCSC COMPENSATION MODEL

The salaries of teachers for the designated 2021-2023 school year shall be in accordance with the applicable model set forth in Appendix "A".

B. EXTRA-CURRICULAR SCHEDULE

The extra-curricular salaries for teachers in the designated school year shall be in accordance with the applicable schedule set forth in Appendix “B”.

C. PAY PERIODS

1. Each teacher’s pay shall be delivered by direct deposit to a financial institution designated by each teacher. Such delivery shall occur on the payday. On each payday, each teacher shall be presented

a printed paystub or have online access to his/her paystub.

2. The teachers will be entitled to twenty-six (26) equal pay periods. The only exception to this allows the corporation's business manager to make two (2) payments over five (5) weeks to prevent overpayment due to payroll creep.
3. Teachers are to sign accurate individual teacher contracts and ECA contracts within ten (10) business days of being tendered. If there is a problem with either contract, teachers are to notify the central office within five (5) business days.

D. MILITARY CREDIT

Credit on the salary schedule will be given for each year of military service, up to a maximum of three (3) years.

E. INDIANA STATE TEACHERS RETIREMENT FUND

In addition to the base salary of each teacher, the Board shall also pay the Indiana State Teachers' Retirement Fund (ISTRF) an additional Three Percent (3%) of each Teacher's salary as that Teacher's contribution to the ISTRF.

F. EXTRA-CURRICULAR PAY

1. Payment for extra-curricular services shall be in, twenty-six (26) payments as part of the teacher's regular pay.
2. The first and the last teacher day of the 183 day teacher contract will be listed on the ECA contract.

G. TRANSFERRING DAYS

Teachers who are hired new to the corporation may transfer up to 40 days per year from their previous employer.

ARTICLE VII - GRIEVANCE PROCEDURE

SECTION 1. PURPOSE AND DEFINITION

It is the objective of the Board and the Association to have all grievances as hereinafter defined, resolved informally or at the earliest possible stage of the grievance procedure. However, both parties recognize that the procedure must be available without any fear of discrimination because of its use.

A "Grievance" is an alleged violation or claimed misinterpretation or misapplication of a specific Article or Section of this Agreement.

A "Grievant" is any teacher in the bargaining unit covered by this Agreement who submits a grievance, or a group of teachers in the bargaining unit who submit a grievance, or on whose behalf a grievance is submitted.

"Day" during the school year means assigned duty day of the teacher, provided, however, that "day" shall mean week day (excluding Saturday and Sunday) during the summer recess.

SECTION 2. PROCEDURE

I. INFORMAL PROCEDURE

A. STEP ONE

Within ten (10) teaching days of the time that the Grievant knew or reasonably should have known of the Grievance, the Grievant shall present the Grievance to the building principal during non-teaching hours, meaning planning periods, duty-free time, lunch periods, and before or after school, at which time the Grievant and the building principal may attempt to resolve the Grievance informally through discussion. In any event, within three (3) teaching days after presentation of the Grievance, the building principal shall answer the Grievant.

II. FORMAL PROCEDURE

B. STEP TWO

1. Within five (5) teaching days of the oral answer, if the Grievance is not resolved, it shall be stated in writing, signed by the Grievant and submitted to the building principal on the form supplied by the administration and approved by both the administration and the Association. (See Appendix "C")
2. The Grievance shall: (1) Name the Grievant involved, (2) state the facts giving rise to the Grievance, (3) identify the specific provisions of this Agreement alleged to have been violated, (4) include a general statement of the Grievance, and (5) indicate the specific relief requested.
3. Within five (5) teaching days after receiving the written Grievance, the principal shall communicate his answer, in writing, to the Grievant.

C. STEP THREE

1. If the Grievance is not resolved in step Two, the Grievant may, within five (5) teaching days of receipt of the principal's answer, appeal to the Superintendent by filing the Grievance and the principal's answer along with any written response of the Grievant(s) to the answer of the principal, with the Office of the Superintendent, which shall provide a receipt for the same.
2. In addition to, and not in substitution for, Step Three A above, the Superintendent, or his designated representative, shall meet with the grievant within five (5) teaching days of receipt of the written Grievance in an effort to resolve the Grievance as long as the Grievant requests of the Superintendent or his designated representative that such a meeting be held.
3. The Superintendent, or his designated representative, shall give the Grievant an answer in writing, no later than ten (10) teaching days after either of the following two events, whichever last occurs:

- a. Receipt of any written Grievance properly filed with the Superintendent's office in which no meeting occurred between the parties, or
 - b. A meeting between the Superintendent, or his designated representative, as contemplated in Step Three B above.
- D. *STEP FOUR*
 1. Within ten (10) teaching days after receiving the decision of the Superintendent, or his designated representative, an appeal from the decision may be made to the Board through its President. Within thirty (30) calendar days after an appeal is made to the Board, the Board shall hold a hearing on the Grievance, and within ten (10) calendar days thereafter, the Board shall render its decision, in writing, to the Grievant which decision shall be final, binding and conclusive.
 2. The board may not consider any material, allegation, or remedy that was not presented in Step Three.

SECTION 3. HEARINGS

Hearings shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons, including witnesses, entitled to attend. Hearings shall be conducted during non-school hours, unless there is mutual agreement for other arrangements.

Requests for transcripts or recordings of any such hearing under Step Four may be made by either the Grievant or the Board. The party making such request shall assume the costs of the same and both parties shall share the costs equally where a joint request is made.

At any hearing under Step Four above, either party may have a representative and/or counsel of his own choosing in attendance at such hearing.

SECTION 4. TIME LIMITS

1. Time limits herein may be extended only by mutual agreement, signed by the parties.
2. If there is a failure at any step to communicate the decision on a grievance within the specific time limits, the Grievant shall then have the right to appeal at the next step of the procedure.
3. Any Grievance not presented in Step One within ten (10) teaching days of the time the Grievant knew or reasonably should have known of the Grievance, shall be deemed waived and shall not be processed.
4. Any Grievance not advanced from one step to the next within the time limitation, or within the time limitation as extended, shall be deemed resolved by the answer at the previous step.
5. Any Grievance which arose prior to the effective date of this Agreement or after the termination date of this Agreement shall not be processed.

SECTION 5. STATE AND FEDERAL LAW

1. Nothing contained herein shall deny to any teacher rights under State or Federal Constitutions and Laws.

2. No teacher may use the grievance procedure in any way to appeal discharge or a decision by the Board not to renew such teacher's contract.
3. No teacher shall use the grievance procedure to dispute any action by the Board which is in accordance with the state Tenure Laws.
4. No teacher shall use the grievance procedure to appeal any decision of the Board or Administration if such decision is pursuant to any order of, or written agreement with, any State or Federal Regulation.

SECTION 6. MISCELLANEOUS

1. All documents, written communications and records dealing with the processing of a Grievance shall be filed separately from the personal file of the Grievant and are not a valid basis for evaluation.
2. The Association may submit a Grievance, as heretofore defined. If such Grievance is limited to one (1) school building, the Grievance shall be submitted to the building principal according to Steps One and Two. Otherwise, such grievance shall be submitted beginning at Step Three.

ARTICLE VII - TERMS OF AGREEMENT

This Agreement shall be effective July 1, 2021 and shall continue in full force and effect through June 30, 2023.

In witness, whereof, the parties have executed this Agreement by their duly authorized representatives this 18th day of October, 2021.

South Dearborn Community School
Corporation

By _____
President

Attest:

Secretary

Bargaining Chairperson

South Dearborn Education Association

By _____
President

Attest:

Secretary

Bargaining Chairperson



SDCSC Compensation Model

Appendix A

Compensation Model Salary Schedule

Row	Bachelor's Degree	Bachelor's Degree +15	Master's Degree	Master's Degree +15
0	\$42,000.00	\$43,000.00	\$44,000.00	\$45,000.00
1	\$43,000.00	\$44,000.00	\$45,000.00	\$46,000.00
2	\$44,000.00	\$45,000.00	\$46,000.00	\$47,000.00
3	\$45,000.00	\$46,000.00	\$47,000.00	\$48,000.00
4	\$46,000.00	\$47,000.00	\$48,000.00	\$49,000.00
5	\$47,000.00	\$48,000.00	\$49,000.00	\$50,000.00
6	\$48,000.00	\$49,000.00	\$50,000.00	\$51,000.00
7	\$49,000.00	\$50,000.00	\$51,000.00	\$52,000.00
8	\$50,000.00	\$51,000.00	\$52,000.00	\$53,000.00
9	\$51,000.00	\$52,000.00	\$53,000.00	\$54,000.00
10	\$52,000.00	\$53,000.00	\$54,000.00	\$55,000.00
11	\$53,000.00	\$54,000.00	\$55,000.00	\$56,000.00
12	\$54,000.00	\$55,000.00	\$56,000.00	\$57,000.00
13	\$55,000.00	\$56,000.00	\$57,000.00	\$58,000.00
14	\$56,000.00	\$57,000.00	\$58,000.00	\$59,000.00
15	\$57,000.00	\$58,000.00	\$59,000.00	\$60,000.00
16	\$58,000.00	\$59,000.00	\$60,000.00	\$61,000.00
17	\$59,000.00	\$60,000.00	\$61,000.00	\$62,000.00
18	\$60,000.00	\$61,000.00	\$62,000.00	\$63,000.00
19	\$61,000.00	\$62,000.00	\$63,000.00	\$64,000.00
20	\$62,000.00	\$63,000.00	\$64,000.00	\$65,000.00
21	\$63,000.00	\$64,000.00	\$65,000.00	\$66,000.00
22	\$64,000.00	\$65,000.00	\$66,000.00	\$67,000.00
23	\$65,000.00	\$66,000.00	\$67,000.00	\$68,000.00
24	\$66,000.00	\$67,000.00	\$68,000.00	\$69,000.00
25	\$67,000.00	\$68,000.00	\$69,000.00	\$70,000.00
26	\$68,000.00	\$69,000.00	\$70,000.00	\$71,000.00
27	\$69,000.00	\$70,000.00	\$71,000.00	\$72,000.00
28		\$71,000.00	\$72,000.00	\$73,000.00
29			\$73,000.00	\$74,000.00
30				\$75,000.00

A. Indiana Public Retirement Fund

In addition to the salary schedule amounts indicated, the Board shall pay the teacher's three percent (3%) contribution to the Indiana Public Retirement System (formerly known as the Indiana State Teachers Retirement Fund (ISTRF)).

B. Returning Teachers and Initial Placement

1. The teacher will be placed in the column that meets the degree and/or additional credits that the teacher

has obtained.

2. A returning teacher will be placed in a cell in the respective column that represents a minimum of a 6% increase to his or her base salary.

C. Eligibility

1. To be eligible for an increase to his/her base salary, a teacher must have earned a year of creditable service for the previous school year. Creditable service is defined as working 120 days per year per the requirements of INPRS, regular teaching service, School Board approved leaves of absence, FMLA, military service credit or other leaves of absences that the School Board approves to benefit the educational community of South Dearborn Community School Corporation.
2. Evaluation: If a teacher is rated as Ineffective or Needs Improvement, that teacher is not eligible for an increase to his/her base salary. The exception would be those that are eligible for a raise per IC 20-28-9-1.5(f).
3. Leadership: A teacher must receive three (3) leadership points.
4. If a teacher does not meet the eligibility criteria listed in 1-3, that teacher will remain at his/her previous year's base salary.

D. Factors

1. Evaluation: The teacher must not have been rated as Ineffective or Needs Improvement, except for those that are eligible per IC 20-28-9-1.5(f).
2. Education: The teacher obtains fifteen (15) additional credit hours or a degree in a content area as defined by the Indiana Department of Education.
3. Leadership – A teacher must receive three (3) leadership points.

E. Movement of the salary schedule can occur for the following reasons:

1. Movement down one (1) row if the teacher
 - a. does not satisfy the Education Factor,
 - b. earns three (3) Leadership Points, and
 - c. Is not rated as Needs Improvement or Ineffective, except for those that are eligible per IC 20-28-9-1.5(f).
2. Movement over to the right one (1) or more columns if the teachers
 - a. satisfies the Education Factor
 - b. earns three (3) Leadership Points, and
 - c. Is not rated as Needs Improvement or Ineffective, except for those that are eligible per IC 20-28-9-1.5(f).
 - d. Teachers who move to the right must submit their credentials by August 1st of the upcoming school year.

F. New teachers with no previous experience shall be placed on the salary schedule using the following method:

1. The teacher will be placed in the column that meets the degree and/or additional credits that the teacher has obtained.
2. New teachers, with 0 years of experience, will be placed in row 0.

G. New teachers to the corporation with previous experience shall be placed on the salary schedule using the following method:

1. The teacher will be placed in the column that meets the degree and/or additional credits that the teacher has obtained.
2. The row will be determined by the following factors.
 - a. Professional experience: Comparison of salary data using currently employed SDCSC teachers with similar professional experience.
 - b. An exception for a new hire's salary may occur if there is mutual agreement between the association bargaining chairperson or his/her designee and the superintendent.

H. Redistribution

Money that would have been paid to a teacher receiving an Ineffective or Improvement Necessary rating will be distributed equally among all of those teachers receiving an Effective or Highly Effective rating. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

I. Salary Range

\$35,500.00 - \$69,339.16 not including current year increases or TRF contributions. Teachers at the top step of a column level who satisfy the evaluation and eligibility factors will receive a stipend equal to the amount of the base salary increase received by the other teachers. Stipends for those who qualify will be paid out in June.

J. Leadership Points

Each of the following is equal to one (1) leadership point with the exceptions to sections regarding coaches/sponsors and chairing a committee.

- Achieves a 98% attendance rate or misses no more than four (4) days.
This requirement excludes the following:
 1. Bereavement, Corporation approved FMLA, Jury Duty, Professional Days, Military Leave
 2. This excludes Covid-19 absences due to contract tracing or positivity for up to eight (8) days for the 2021-2022 contract and the 2022-2023 contract.
- Supervises a student teacher for a minimum of nine (9) weeks
- Participates as a SDCSC coach/activity sponsor = 1 point No more than two (2) leadership points will be awarded for extracurricular activities in a school year.
- Serves on a committee at the building or corporation level
- Chairs a committee at the building or corporation level = 2 points
- Attends 100% of the professional development opportunities scheduled each school year

- Serves as an Intersession or Summer School Teacher
- Receives pre-approved certification/additional state teacher licensure (i.e. Advanced Placement (AP), Advanced College Project (ACP), Ivy Tech, National Board Certification, High Ability, Reading, ESL) or teaches a dual credit course for the year. 1 = point
- Serve as a volunteer at SDCSC events and activities 2 events = 1 Leadership Point
- Serve as a volunteer for a minimum of eight (6) hours during SDCSC events or activities outside of the contracted day 6 hours = 2 Leadership Points



South Dearborn High School

2021-2022 Extracurricular Salary Schedule

Appendix B

Football		
Head Football Coach	1	6995
Head Football Coach - Summer	1	4283
Varsity Assistant Coach	1	4198
Varsity Assistant Coach	1	4198
Varsity Assistant Coach	1	4198
Varsity Assistant Coach	1	4198
Reserve Coach	1	4198
Reserve Coach	1	4198
Freshman Coach	1	2801
Freshman Assistant Coach	1	2273
Volleyball		
Head Coach	1	3594
Varsity Assistant Coach	1	1921
Reserve Coach	1	1921
Freshman Coach	1	1921
Boys Soccer		
Head Coach	1	3594
Varsity Assistant Coach	1	1921
Head Reserve Coach	1	1921
Reserve Assistant Coach	1	1233
Girls Soccer		
Head Coach	1	3594
Varsity Assistant Coach	1	1921
Head Reserve Coach	1	1921
Reserve Assistant Coach	1	1233
Cross Country		
Head Coach	1	3720
Assistant Coach - Boys	1	1921
Assistant Coach - Girls	1	1921
Boys Tennis		
Head Coach	1	2273
Varsity Assistant	1	1233
Golf		
Girls Golf - Head Coach	1	2273
Boys Basketball		
Head Basketball Coach	1	6995
Head Basketball Coach - Summer	1	4283
Varsity Assistant Coach	1	4198
Reserve Coach	1	4198
Freshman Coach	1	2801
Freshman Coach	1	2801
Girls Basketball		
Head Basketball Coach	1	6995
Head Basketball Coach - Summer	1	4283
Varsity Assistant Coach	1	4198
Reserve Coach	1	4198
Freshman Coach	1	2801
Freshman Coach	1	2801
Hourly Wages		
After-School Detention Supervisor	1	\$15.15
Friday School Supervisor	1	\$15.15

Wrestling		
Head Coach	1	3594
Assistant Coach	1	1921
Reserve Coach	1	1921
Summer Program - Freestyle	1	2273
Swimming		
Head Coach	1	5263
Assistant Coach	1	1921
Assistant Coach	1	1921
Assistant Coach	1	1921
Baseball		
Head Coach	1	3594
Varsity Assistant Coach	1	1921
Reserve Coach	1	1921
Reserve Coach	1	1921
Softball		
Head Coach	1	3594
Varsity Assistant Coach	1	1921
Reserve Coach	1	1921
Reserve Coach	1	1921
Track		
Head Coach	1	3875
Assistant Coach	1	1921
Assistant Coach	1	1921
Assistant Coach	1	1921
Assistant Coach	1	1921
Golf		
Boys Golf - Head Coach	1	2273
Girls Tennis		
Head Coach	1	2273
Varsity Assistant	1	1233
Cheerleading		
Head Coach	1	2398
Reserve Coach	1	1815
Freshman Coach	1	1233
Music		
Band Director	1	6847
Assistant Band Director	1	3594
Drill Corps	1	1156
Choir		
Choral Director	1	2097
Show Choir Director	1	1966
Show Choir Asst. Director	1	616
Show Choir Instrumental Dir	1	616
Directors		
Auditorium Director	1	4035
Pool Director	1	2329
Strength/Cond. Director	1	5263
Miscellaneous Services		
District Adv. Ed. Data Com.	NA	250
Dual Credit Stipend	NA	500
First Responder	1	1453
Learn to Swim Program	1	759

Clubs		
Archery Club	1	616
Art Club	1	616
Chess Club	1	616
Computer Club	1	616
FFA	1	1966
Fellowship of Christian Athletes	1	616
Future Homemakers of America	1	616
Future Business Leaders	1	616
Garden Club	1	616
History Club	1	616
Math Club	1	616
Pep Club	1	616
SADD Club	1	616
Science Club	1	616
International Club	1	616
Video Club	1	616
Musicals		
Drama Production	1	1441
Drama Production Assistant	1	953
Musical	1	1807
Musical Choreographer	1	857
Musical Producer	1	857
Technical and Scenic Director	1	857
Sponsorships		
Head Concessions	1	2273
Concessions	1	1441
Concessions	1	1441
Concessions	1	1441
Concessions	1	1441
Grade 9 Sponsor	1	616
Grade 10 Sponsor	1	616
Grade 11 Sponsor	1	1135
Grade 12 Sponsor	1	1135
Intramural - Fall	1	857
Intramural - Winter	1	857
Intramural - Spring	1	857
National Honor Society	1	1233
Newspaper	1	1233
Stars Mentor Program	1	616
Stars Mentor Program	1	616
Student Government	1	1921
Student Government Assistant	1	616
Variety Show	1	616
Yearbook	1	1921
Academic Team		
Head Coach	1	1921
Assistant Coach	1	1156
Special Assistant	1	616
Special Assistant	1	616
Special Assistant	1	616
Special Assistant	1	616
Special Assistant	1	616
Spelling Team	1	616
Spelling Team	1	616
Technology/Audio/Video/Other		
eSports Head Coach	1	1441
Robotics	1	616
Broadcasting Club	1	616
Instructional Leader		
Instructional Leader	6	1441

The number provided next to the extracurricular activity is for informational purposes only.



South Dearborn Middle School

2021-2022 Extracurricular Salary Schedule

Appendix

Football		
Head Coach	1	2273
8 th Grade Assistant	1	1924
8 th Grade Assistant	1	1924
7 th Grade Assistant	1	1924
7 th Grade Assistant	1	1924
Boys Basketball		
8 th Grade Head Coach	1	2273
8 th Grade Assistant Coach	1	2273
7 th Grade Head Coach	1	2273
7 th Grade Assistant Coach	1	2273
Girls Basketball		
8 th Grade Head Coach	1	2273
8 th Grade Assistant Coach	1	2273
7 th Grade Head Coach	1	2273
7 th Grade Assistant Coach	1	2273
Volleyball		
8 th Grade Head Coach	1	1441
7 th Grade Head Coach	1	1441
Track		
Boys Head Coach	1	1441
Boys Asst. Coach	1	735
Girls Head Coach	1	1441
Girls Asst. Coach	1	735
Golf		
Head Coach – Boys and Girls	1	1441
Hourly Wages		
Friday School Supervisor	1	\$15.15

Wrestling		
Head Coach	1	1441
Assistant Coach	1	735
Cross Country		
Head Coach	1	1441
Assistant Coach	1	735
Swimming		
Head Coach	1	1441
Assistant Coach	1	735
Cheerleaders		
Head Coach	1	1815
Assistant Coach	1	1233
Sponsorships		
Concessions	1	1441
Concessions	1	1441
Drama Production	1	857
Drama Production Assistant	1	616
First Responder	1	1453
Intramural-Fall	1	857
Intramural-Winter	1	857
National Junior Honor Society	1	616
Newspaper	1	857
Pep Club	1	616
S.A.D.D.	1	616
Student Government	1	616
Yearbook	1	616
Grade 7 Sponsor	1	616
Grade 8 Sponsor	1	616
Robotics	1	616

Instructional Leader		
Instructional Leader	1	1441
Instructional Leader	1	1441
Instructional Leader	1	1441
Instructional Leader	1	1441
Academic Team		
Head Coach	1	1441
Assistant Coach	1	857
Special Assistant	1	616
Special Assistant	1	616
Special Assistant	1	616
Special Assistant	1	616
Band/Musicals		
Band Director	1	3594
Asst. Band Director	1	1687
Choral Director	1	1085
Drill Corps	1	616
Show Choir Director	1	983
S. Choir Choreographer	1	616
Musicals	1	1096
Musicals Assistant	1	616
Clubs		
Computer Club	1	616
Archery Club	1	616
Student Activity Club	1	616
Art Club	1	616
Math Club	1	616
Science Club	1	616
Garden Club	1	616
Girls Who Code	1	616

S.D.C.S.C. Elementary Schools

2021-2022 Extracurricular Salary Schedule

Appendix B



5 th /6 th W. Boys Basketball	1	1441
5 th /6 th R. Boys Basketball	1	1441
5 th /6 th W. Girls Basketball	1	1441
5 th /6 th R. Girls Basketball	1	1441
Academic Coach	1	616
Archery Club	1	616
Cheerleading	1	735
Cheerleading Assistant	1	616
Computer Club	1	616
Concessions	1	616
Instructional Leader	1	1441
Instructional Leader	1	1441
Math Club	1	616
Music Director	1	857
Newspaper	1	616
Student Government	1	616
Volleyball	1	616
Robotics	1	616
Garden Club	1	616

5 th /6 th Boys Basketball	1	1441
5 th /6 th Girls Basketball	1	1441
Archery Club	1	616
Cheerleading	1	735
Computer Club	1	616
Concessions	1	616
Instructional Leader	1	1441
Instructional Leader	1	1441
Math Club	1	616
Music Director	1	857
Newspaper	1	616
Student Government	1	616
Volleyball	1	616
Robotics	1	616
Garden Club	1	616

5 th /6 th Boys Basketball	1	1441
5 th /6 th Girls Basketball	1	1441
Archery Club	1	616
Cheerleading	1	735
Computer Club	1	616
Concessions	1	616
Instructional Leader	1	1441
Instructional Leader	1	1441
Math Club	1	616
Music Director	1	857
Newspaper	1	616
Student Government	1	616
Volleyball	1	616
Robotics	1	616
Garden Club	1	616

The number provided next to the extracurricular activity is for informational purposes only.



South Dearborn High School

2022-2023 Extracurricular Salary Schedule

Appendix B

Football		
Head Football Coach	1	7065
Head Football Coach - Summer	1	4326
Varsity Offensive Coordinator	1	4051
Varsity Defensive Coordinator	1	4051
Varsity Assistant Coach	1	2043
Varsity Assistant Coach	1	2043
Varsity Assistant Coach	1	2043
Varsity Assistant Coach	1	2043
Varsity Assistant Coach	1	2043
Varsity Assistant Coach	1	2043
Varsity Assistant Coach	1	2043
Freshman Head Coach	1	2043
Freshman Assistant Coach	1	2043
Freshman Assistant Coach	1	2043
Volleyball		
Head Coach	1	3630
Varsity Assistant Coach	1	1941
Reserve Coach	1	1941
Freshman Coach	1	1941
Boys Soccer		
Head Coach	1	3630
Varsity Assistant Coach	1	1941
Head Reserve Coach	1	1941
Reserve Assistant Coach	1	1246
Girls Soccer		
Head Coach	1	3630
Varsity Assistant Coach	1	1941
Head Reserve Coach	1	1941
Reserve Assistant Coach	1	1246
Cross Country		
Head Coach	1	3758
Assistant Coach - Boys	1	1941
Assistant Coach - Girls	1	1941
Boys Tennis		
Head Coach	1	2296
Varsity Assistant	1	1246
Golf		
Girls Golf - Head Coach	1	2296
Boys Basketball		
Head Basketball Coach	1	7065
Head Basketball Coach - Summer	1	4326
Varsity Assistant Coach	1	4240
Reserve Coach	1	4240
Freshman Coach	1	2830
Freshman Coach	1	2830
Girls Basketball		
Head Basketball Coach	1	7065
Head Basketball Coach - Summer	1	4326
Varsity Assistant Coach	1	4240
Reserve Coach	1	4240
Freshman Coach	1	2830
Freshman Coach	1	2830
Hourly Wages		
After-School Detention Supervisor	1	16
Friday School Supervisor	1	16

Wrestling		
Head Coach	1	3630
Assistant Coach	1	1941
Reserve Coach	1	1941
Summer Program - Freestyle	1	2296
Swimming		
Head Coach	1	5316
Assistant Coach	1	1941
Assistant Coach	1	1941
Assistant Coach	1	1941
Baseball		
Head Coach	1	3630
Varsity Assistant Coach	1	1941
Reserve Coach	1	1941
Reserve Coach	1	1941
Softball		
Head Coach	1	3630
Varsity Assistant Coach	1	1941
Reserve Coach	1	1941
Reserve Coach	1	1941
Track		
Head Coach	1	3914
Assistant Coach	1	1941
Assistant Coach	1	1941
Assistant Coach	1	1941
Assistant Coach	1	1941
Golf		
Boys Golf - Head Coach	1	2296
Girls Tennis		
Head Coach	1	2296
Varsity Assistant	1	1246
Cheerleading		
Head Coach	1	2422
Reserve Coach	1	1834
Freshman Coach	1	1246
Music		
Band Director	1	6916
Assistant Band Director 1	1	1515
Assistant Band Director 2	1	707
Assistant Band Director 3	1	704
Assistant Band Director 4	1	704
Drill Corps	1	1168
Choir		
Choral Director	1	2118
Show Choir Director	1	1986
Show Choir Asst. Director	1	623
Show Choir Instrumental Dir.	1	623
Directors		
Auditorium Director	1	4076
Pool Director	1	2353
Strength/Cond. Director	1	5316
Miscellaneous Services		
District Adv. Ed. Data Com.	NA	253
Dual Credit Stipend	NA	505
First Responder	1	1468
Learn to Swim Program	1	767

Clubs		
Archery Club	1	623
Art Club	1	623
Chess Club	1	623
Computer Club	1	623
FFA	1	1986
Fellowship of Christian Athletes	1	623
Future Homemakers of America	1	623
Future Business Leaders	1	623
Garden Club	1	623
History Club	1	623
Math Club	1	623
Pep Club	1	623
SADD Club	1	623
Science Club	1	623
International Club	1	623
Video Club	1	623
Musicals		
Drama Production	1	1456
Drama Production Assistant	1	963
Musical	1	1826
Musical Choreographer	1	866
Musical Producer	1	866
Technical and Scenic Director	1	866
Sponsorships		
Head Concessions	1	2296
Concessions	1	1456
Concessions	1	1456
Concessions	1	1456
Concessions	1	1456
Grade 9 Sponsor	1	623
Grade 10 Sponsor	1	623
Grade 11 Sponsor	1	1147
Grade 12 Sponsor	1	1147
Intramural - Fall	1	866
Intramural - Winter	1	866
Intramural - Spring	1	866
National Honor Society	1	1246
Newspaper	1	1246
Stars Mentor Program	1	623
Stars Mentor Program	1	623
Student Government	1	1941
Student Government Assistant	1	623
Variety Show	1	623
Yearbook	1	1941
Academic Team		
Head Coach	1	1941
Assistant Coach	1	1168
Special Assistant	1	623
Special Assistant	1	623
Special Assistant	1	623
Special Assistant	1	623
Special Assistant	1	623
Spelling Team	1	623
Spelling Team	1	623
Technology/Audio/Video/Other		
eSports Head Coach	1	1456
Robotics	1	623
Broadcasting Club	1	623
Instructional Leader		
Instructional Leader	6	1456



South Dearborn Middle School

2022-2023 Extracurricular Salary Schedule

Appendix B

Football		
8 th Grade Head Coach	1	1881
8 th Grade Assistant	1	1577
8 th Grade Assistant	1	1577
7 th Grade Head Coach	1	1881
7 th Grade Assistant	1	1577
7 th Grade Assistant	1	1577
Boys Basketball		
8 th Grade Head Coach	1	2296
8 th Grade Assistant Coach	1	2296
7 th Grade Head Coach	1	2296
7 th Grade Assistant Coach	1	2296
Girls Basketball		
8 th Grade Head Coach	1	2296
8 th Grade Assistant Coach	1	2296
7 th Grade Head Coach	1	2296
7 th Grade Assistant Coach	1	2296
Volleyball		
8 th Grade Head Coach	1	1456
7 th Grade Head Coach	1	1456
Track		
Boys Head Coach	1	1456
Boys Asst. Coach	1	743
Girls Head Coach	1	1456
Girls Asst. Coach	1	743
Golf		
Head Coach – Boys and Girls	1	1456
Hourly Wages		
Friday School Supervisor	1	16

Wrestling		
Head Coach	1	1456
Assistant Coach	1	743
Cross Country		
Head Coach	1	1456
Assistant Coach	1	743
Swimming		
Head Coach	1	1456
Assistant Coach	1	743
Cheerleaders		
Head Coach	1	1834
Assistant Coach	1	1246
Sponsorships		
Concessions	1	1456
Concessions	1	1456
Drama Production	1	866
Drama Production Assistant	1	623
First Responder	1	1468
Intramural-Fall	1	866
Intramural-Winter	1	866
National Junior Honor Society	1	623
Newspaper	1	866
Pep Club	1	623
S.A.D.D.	1	623
Student Government	1	623
Yearbook	1	623
Grade 7 Sponsor	1	623
Grade 8 Sponsor	1	623
Robotics	1	623

Instructional Leader		
Instructional Leader	1	1456
Instructional Leader	1	1456
Instructional Leader	1	1456
Instructional Leader	1	1456
Academic Team		
Head Coach	1	1456
Assistant Coach	1	866
Special Assistant	1	623
Special Assistant	1	623
Special Assistant	1	623
Special Assistant	1	623
Band/Musicals		
Band Director	1	3630
Asst. Band Director	1	1704
Choral Director	1	1096
Drill Corps	1	623
Show Choir Director	1	993
S. Choir Choreographer	1	623
Musicals	1	1107
Musicals Assistant	1	623
Clubs		
Computer Club	1	623
Archery Club	1	623
Student Activity Club	1	623
Art Club	1	623
Math Club	1	623
Science Club	1	623
Garden Club	1	623
Girls Who Code	1	623

S.D.C.S.C. Elementary Schools

2022-2023 Extracurricular Salary Schedule

Appendix B



5 th /6 th W. Boys Basketball	1	1456
5 th /6 th R. Boys Basketball	1	1456
5 th /6 th W. Girls Basketball	1	1456
5 th /6 th R. Girls Basketball	1	1456
Academic Coach	1	623
Archery Club	1	623
Cheerleading	1	743
Cheerleading Assistant	1	623
Computer Club	1	623
Concessions	1	623
Instructional Leader	1	1456
Math Club	1	623
Music Director	1	623
Newspaper	1	866
Student Government	1	623
Volleyball	1	623
Robotics	1	623
Garden Club	1	623

5 th /6 th Boys Basketball	1	1456
5 th /6 th Girls Basketball	1	1456
Archery Club	1	623
Cheerleading	1	743
Computer Club	1	623
Concessions	1	623
Instructional Leader	1	1456
Math Club	1	623
Music Director	1	623
Newspaper	1	866
Student Government	1	623
Volleyball	1	623
Robotics	1	623
Garden Club	1	623

5 th /6 th Boys Basketball	1	1456
5 th /6 th Girls Basketball	1	1456
Archery Club	1	623
Cheerleading	1	743
Computer Club	1	623
Concessions	1	623
Instructional Leader	1	1456
Math Club	1	623
Music Director	1	623
Newspaper	1	866
Student Government	1	623
Volleyball	1	623
Robotics	1	623
Garden Club	1	623

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