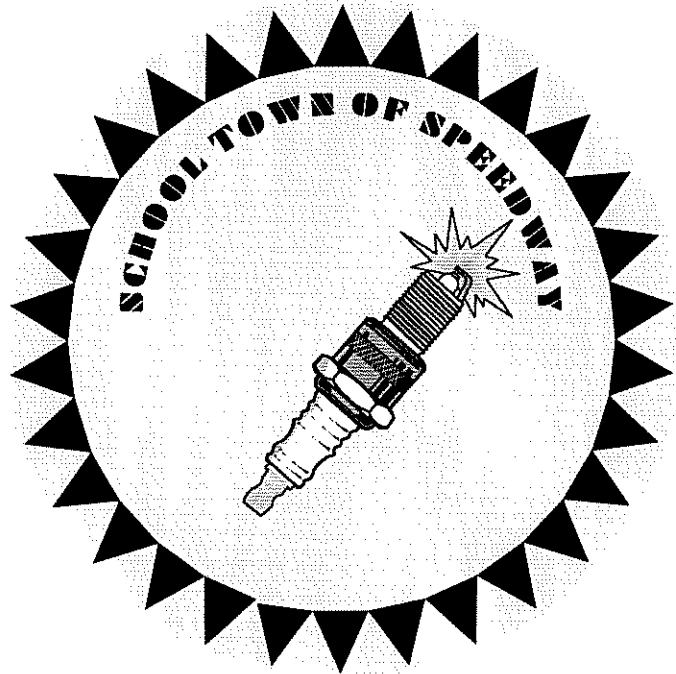


CONTRACT
BETWEEN THE
BOARD OF TRUSTEES
OF
SCHOOL TOWN OF SPEEDWAY



AND THE
SPEEDWAY CLASSROOM
TEACHERS' ASSOCIATION

2015 - 2017

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ARTICLE I

RECOGNITION

- A. The Board of Trustees of the School Town of Speedway, the employer, hereby recognizes the Speedway Classroom Teachers' Association as the exclusive representative of the bargaining unit for bargaining purposes and for any and all items negotiated in this agreement. This recognition is granted as a result of 1975 certification by the Indiana Education Employment Relations Board under provisions of Public Law 217.
- B. The bargaining unit shall consist of certificated personnel employed by the School Town of Speedway under regular teachers' contract or on leave, who have no administrative or supervisory responsibilities. Excluded from the bargaining unit shall be supervisors, confidential employees, employees performing security work, any school employee whose employment is not dependent upon the holding of a license or permit, and all other personnel as excluded in IC 20-7.5-1-1-14. Those specifically excluded from the bargaining unit are the superintendent, assistant superintendents, curriculum director, principals, assistant principals, psychologist, director of exceptional learners, the director of student services, high school athletic director, high school head varsity baseball, basketball and football coaches, and any certificated employee appointed to an "acting" position for any designated excluded position.

ARTICLE II

LEAVES

A. ILLNESS LEAVE

Each teacher may be absent from work on account of personal illness, quarantine, or family illness for a total of ten (10) days during each year of employment in this school district without loss of compensation.

Sick leave can be used in one-half (1/2) day segments for illness occurring during the school day or for medical or dental appointments whenever it is not practical to arrange for the appointment on non-school time.

Sick leave may accumulate to one hundred eighty-seven (187) days to be used exclusively for personal illness.

Beginning with the second year of employment in Speedway, three (3) days of sick leave accumulated by the teacher while employed in another Indiana school corporation will be added each year until the accumulated sick leave days from the previous employment have been exhausted.

In the event that a teacher is incapacitated by catastrophic illness or accident sufficiently severe to make the performance of their duties impossible for a period which extends beyond the period covered by accumulated sick leave, the Board will pay him/her an amount equal to the difference between the teacher's base salary and a non-contracted substitute's pay, for such time as he/she is

unable to resume his/her duties, up to but not exceeding forty-five (45) days.

During each year of employment in this school district, a teacher may use up to two (2) days of sick leave for religious holidays.

B. PERSONAL BUSINESS LEAVE

Each teacher shall be permitted two (2) days for the transaction of personal business and/or conduct of personal or civic affairs during each year of employment as permitted by law. These days may be used in whole or in one-half (1/2) day segments.

Unused personal business leave days will be added to the illness leave if needed to accumulate to one hundred eighty-seven (187) days.

Teachers cannot use personal business leave days preceding or following a vacation or holiday to extend the vacation or holiday (except in emergencies). Justification for personal business leave shall follow the intent of the law.

C. BEREAVEMENT LEAVE

In case of death in the immediate family at a time when school is in session, the employed teacher shall be allowed leave with full pay for up to five (5) working days immediately following the date of such death. The immediate family is defined to include the following: husband, wife, child, grandchild, parents or guardian, grandparents, sister, brother, each similar relationship established by marriage, and any other legal dependent. A teacher shall be allowed one (1) day's leave of absence with full pay to attend the funeral of an aunt, uncle, niece or nephew, and each similar relationship established by marriage.

A teacher shall be allowed up to one additional day's leave of absence per year with full pay when the teacher is acting as the executor of the estate of a member of the immediate family.

One day's leave with full pay shall be granted to a teacher who serves as a pallbearer for the funeral of someone not listed above.

In the event a teacher has used his/her accumulated personal business days and desires additional days to attend the funeral of a friend or attend to extended executor duties, the teacher may submit a written request to the Superintendent and may be granted additional days for this purpose which will be taken from his/her accumulated sick leave.

D. JURY DUTY LEAVE - TRIAL WITNESS LEAVE

Full salary will be paid any teacher who presents himself/herself in court in response to a summons or subpoena to serve as a juror or as a witness provided that such teacher agrees to return to the Board all pay received for services rendered to the court.

E. FAMILY MEDICAL LEAVE

The current federal and Indiana statutes concerning family and medical leave will be followed. Family medical leave includes qualified leave for the birth of a child or the placement of a child with a teacher for adoption or foster care.

F. EDUCATIONAL CONFERENCE EXPENSES

Provided permission has been granted and arrangements for Board approval have been made with the Superintendent in advance, a teacher is paid his/her regular salary plus pre-approved expenses incurred while attending educational meetings or workshops. Claim form 505 with itemized receipts attached must be submitted for reimbursements.

G. EMPLOYEES UNDER SUMMER CONTRACT

The leave days provided under the provisions of this contract for sick leave, personal business leave, family illness leave, bereavement leave, and jury duty leave may be used during the summer while the teacher is employed under a summer contract.

ARTICLE III

INSURANCE BENEFITS

A. HEALTH/HOSPITALIZATION/DENTAL/VISION/RX INSURANCE

A Major Medical/Hospitalization, Dental, Vision, and Covered Prescriptions (Rx) Plan (the "Comprehensive Plan") mutually agreed to by the Association and the Board shall be made available to employees. Additionally, a second plan limited to providing only Major Medical/Hospitalization/Rx (the "Limited Plan") also mutually agreed to by the Association and the Board shall be made available to employees. Both of the plans may be reviewed annually by the Association and the Board. The Board and the Association will monitor available cost-saving options and wellness techniques to ensure broad coverage at an efficient cost. They may approve cost-saving modifications during the course of the contract and adjust the benefits of one or both of the plans. A teacher may elect only one (1) of the plans provided by the Board.

For full-time teachers: the Board shall contribute the sum of Six Thousand Five Hundred Dollars (\$6,500.00) for a single plan; or the sum of Fifteen Thousand Seven Hundred Fifty Dollars (\$15,750) for a single plus one (1) plan; or the sum of Eighteen Thousand Five Hundred Four Dollars (\$18,504.00) for a family plan.

For part-time teachers: the Board shall contribute a *pro rata* percentage of the amount paid for one of the three (3) levels of contribution set forth above for full-time teachers, with the *pro rata* contribution based upon the amount of teaching hours worked.

B. LIFE INSURANCE

The Board will provide term life insurance, which will provide death benefits to the designated beneficiary equal to two (2) times the annual base salary rounded to the nearest one thousand

dollars (\$1000.00) up to a maximum benefit of fifty thousand dollars (\$50,000). The computation will be made annually based on the individual's salary in effect on January 1. The plan provides dismemberment benefits and double indemnity in case of accidental death. No physical examinations are required and people who choose to participate will pay one dollar (\$1.00) per month. The remainder of the total monthly premium costs will be paid by the Board.

C. **WORKMAN'S COMPENSATION**

Any lost time due to a work-related injury and compensated for under Workman's Compensation shall not be deducted from a teacher's accumulated sick leave. He/she shall be paid his/her regular pay minus the workman's compensation pay.

D. **LONG TERM DISABILITY INSURANCE**

The Board will provide a Long Term Disability Insurance Plan, which will provide income protection for sixty-six and two-thirds percent (66 2/3%) of the individual's annual earnings, up to a maximum benefit of six thousand dollars (\$6,000) per month. The Social Security Normal Retirement Age (SSNRA), in compliance with ADEA, will be used to determine the duration of benefits. A qualifying period of six months is required and people who choose to participate will pay one dollar (\$1.00) per month. The remainder of the total monthly premium costs for the plan will be paid by the Board.

E. **SECTION 125**

Beginning with school year 2007-2008, the Board established an IRS Section 125 Flexible Benefit Plan Generation One for the teacher's share of premium paid for any combination of benefits under Article VI, and an IRS Section 125 Flexible Benefit Plan Generation Two for non-reimbursable medical expenses. The participating teacher will pay the cost of the plan.

ARTICLE IV

PROFESSIONAL COMPENSATION

- A. Teachers receiving a rating of Highly Effective or Effective for the previous school year on the school corporation instrument (90% evaluation) and who have been paid for a minimum of 120 days of employment (10% experience) in the previous school year shall be eligible for the following increases in bases compensation:

2015/2016 - \$1,800.00 increase in the 2014/2015 base salary.

The lowest full-time salary would equal \$43,384.

The highest full-time salary would equal \$85,002.

2016/2017 - 2% increase above the 2015/2016 base salary.

The lowest full-time salary would equal \$44,252.

The highest full-time salary would equal \$86,702.

- B. The school corporation determines the compensation of teachers new to the school corporation inside these salary parameters. Several factors will contribute to the determination of such a salary including education, experience, licensure, prior salary, comparable salaries in the school corporation, demand for the teacher, supply of qualified applicants for the position or subject area, and need of the students in a specific school.

- C. Teachers involved in extra-duty assignments, as set forth in Appendix A, which is attached to and

made part of this contract, shall be compensated in accordance with the provisions of this contract.

A schedule of pay for extra-curricular assignment does not mandate that the program be offered.

- D. Each teacher will receive his/her salary in twenty-six (26) pays. The amount of payment may be calculated to the nearest dollar amount and adjusted to the exact total at the end of the calendar and fiscal year.
- E. The Board shall create a merit pay fund in an amount equal to the number of bargaining unit members as of September 1 multiplied by the sum of Five Hundred Dollars (\$500.00). The merit pay fund shall be used for a one-time performance-based stipend paid to a qualifying unit member based upon the member being a faculty member of a school earning or maintaining an A Grade or elevating the school's grade by at least one letter grade. A qualifying unit member must have been employed by the school corporation during the year the school letter grade was earned and be employed by the school corporation in the year in which the award was provided. Only one (1) performance-based stipend shall be paid to a qualifying unit member. Any unit member who receives a state placement rating of "Needs Improvement" or "Ineffective" is not eligible for the one-time performance-based stipend. The one-time performance-based stipend shall be paid to a qualifying unit member on the first payroll thirty (30) occurring days after the Indiana Department of Education releases the final school rating for each school. An itinerant qualifying teacher who splits instructional time between one or more schools shall be eligible for the one-time performance-based stipend, but the stipend shall be prorated based upon the percentage of time the qualifying teacher spends in each school as well as the school's grade described above. An itinerant qualifying teacher who splits instructional time between one or more schools shall not receive more than the equivalent of the one-time performance-based stipend paid to a qualifying member who teaches only at one (1) school. Any funds remaining in the merit pay fund after the initial distribution of funds due to the non-qualification of members shall be equally redistributed to qualifying members before the end of the current school year.

ARTICLE V

RETIREMENT SEVERANCE PAY

- A. A teacher retiring from the Speedway Public Schools who has acquired at least ten (10) years experience in the Speedway Public Schools, has attained age fifty (50), and has given written notification to the Superintendent prior to February 1 of the calendar year in which the teacher plans to retire (minimum notification of ninety (90) days), will be eligible for Retirement Severance Pay and Insurance benefits.

An eligible retiring teacher will receive Retirement Severance Pay benefits according to the following table:

Age at Retirement	Years Service in Speedway	Benefit Factor
55 and Over	10	100%
54	10	90%
53	10	80%
52	10	70%
51	10	60%
50	10	50%

Benefits will be paid in a lump sum according to the following schedule as adjusted by the above table:

(a) \$225/year of service in the Speedway Public Schools

(b) And \$70 for each day of accumulated sick leave up to a maximum of one hundred eighty-seven (187) days leave at time of retirement.

- B. Board agrees to establish and maintain a qualified 403(b) Post Separation Plan for severance benefits earned under Section A of this Article.
- C. Retirement Severance Pay benefits will be paid into the teacher's 401(a) Employer Retirement Plan account in the event a teacher dies in active service, provided the teacher would have otherwise been eligible (excluding the notification requirement) for this retirement severance pay at the time of death. If no 401(a) Employer Retirement account had been established for the teacher then the lump sum will be paid to the named beneficiary on file with the Indiana State Teacher's Retirement Fund.
- D. No one individual retiree will be paid Retirement Severance Pay benefits more than once. The maximum Board contribution on Retirement Severance Pay will be \$20,000.
- E. Certificated personnel with at least ten years experience in the Speedway Public Schools who retire at or after age fifty-five (55) may remain in the group health, hospital, and major medical insurance program until eligible for Medicare or death.

The Board will pay up to a maximum of \$3300 (per school year) towards the annual premiums of eligible personnel, pro rated on a monthly basis, after the retirement date for those electing to remain in the plan. The maximum board contribution on Retirement Insurance Premiums will be \$33,000.

- F. Sections A, B, C, D and E above of ARTICLE VIII apply only to teachers employed under a regular teacher contract with Speedway Public Schools on, or before January 1, 2007.
- G. The Board agrees to establish and maintain a qualified 401(a) Employee Retirement Plan for all certified employees under this agreement, as follows:
 - For any teacher hired before January 1, 2007 the Board shall contribute an additional one (1) percent (.01) of the teacher's base salary on a monthly basis to the Corporation's 401(a) Employee Retirement Plan; or
 - For any teacher hired after January 1, 2007, the Board shall contribute an additional two (2) percent (.02) of the teacher's base salary on a monthly basis to the Corporation's 401(a) Employee Retirement Plan.

Teachers shall become vested in this Plan following the completion of ten years of service in the Corporation. A year of service in the school Corporation is equal to a year of service as defined by the Indiana Teacher Retirement Fund. Termination of employment prior to vesting for any reason, other than total disability, shall result in the Corporation funds and interest on those funds being forfeited back to the qualified 401(a) Employer Retirement Plan and used to offset future deposits by the Corporation to the Plan. In the event of total disability, the affected Teacher shall be considered vested.

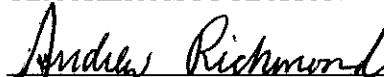
- H. Certificated personnel employed after January 1, 2007, with at least ten years experience in the Speedway Public Schools who retire at or after the age of fifty-five may remain in the group health, hospital and major medical insurance program until eligible for Medicare or death in accordance with Indiana Code provided the teacher pays one hundred percent of the annual plan premium.

ARTICLE VI

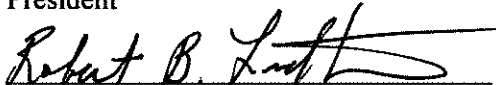
TERMS OF AGREEMENT

- A. Except for the specific dated sections and/or provisions, this agreement shall be effective as of August 1, 2015 and shall continue in effect through July 31, 2017.
- B. The parties mutually agree that the terms and conditions set forth in this contract represent the full and complete understanding and commitment between the parties hereto which may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of the parties in an amendment hereto.
- C. Should any Article, Section, or Clause of this agreement be declared illegal by a court of competent jurisdiction, said Article, Section, or Clause, as the case may be, shall automatically be deleted from this agreement to the extent that it violates the law; but the remaining Articles, Sections, and Clauses shall remain in full force and effect for the duration of the agreement if not affected by the deleted Article, Section, or Clause.
- D. This agreement is made and entered into at Speedway, Indiana, on the 11th day of August, 2015 by and between the Board of Trustees of the School Town of Speedway, County of Marion, State of Indiana, party of the first part, heretofore referred to as the "Board", and the Speedway Classroom Teachers Association, party of the second part, heretofore referred to as the "Association" and can be altered only with the voluntary mutual consent of the "Board" and the "Association."
- E. Any individual contract between the Board and an individual teacher shall be subject to the terms and conditions of this contract.
- F. This agreement is so attested to by the parties whose signatures appear below.

SPEEDWAY CLASSROOM
TEACHER ASSOCIATION

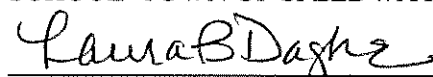


President



Negotiating Chairperson

BOARD OF TRUSTEES
SCHOOL TOWN OF SPEEDWAY



President



Negotiating Chairperson

APPENDIX A
2015-2017
EXTRA DUTY PAY

AREA	LEVEL	POSITION	PAY
ACADEMIC COMPETITION			
Academic Competition	SH	Head Coach	\$2,000
Academic Competition	JH	Head Coach	\$1,300
Academic Competition	JH	Asst. Coach	\$1,200
Academic Competition	SH	Asst. Coach	\$1,040
Academic Competition	SH	Asst. Coach	\$1,040
ATHLETIC ASSISTANTS			
Athletic Assistants	SH	Athletic Trainer	\$10,400
Athletic Assistants	SH	Weight Room - Fall	\$1,000
Athletic Assistants	SH	Weight Room - Winter	\$1,000
Athletic Assistants	SH	Weight Room - Spring	\$1,000
Athletic Assistants	SH	Intramural Supervisor-Fall	\$900
Athletic Assistants	SH	Intramural Supervisor-Winter	\$900
Athletic Assistants	SH	Intramural Supervisor-Spring	\$900
ATHLETIC MANAGEMENT			
Athletic Management	SH	Asst. Athletic Director	\$5,000
Athletic Management	JH	Athletic Director	\$8,000
BASEBALL			
Baseball	JH	Assistant Coach	\$800
Baseball	JH	Head Coach	\$1,114
Baseball	SH	9th Grade Coach	\$2,000
Baseball	SH	Assistant Coach	\$2,300
BASKETBALL			
Basketball	JH	Eight Boys	\$2,228
Basketball	SH	Assistant Coach Girls (3)	\$3,453
Basketball	SH	Assistant Coach Boys (3)	\$3,453
Basketball	SH	Ninth Boys	\$2,306
Basketball	SH	Ninth Girls	\$2,306
Basketball	JH	Seventh Boys	\$2,228
Basketball	JH	Seventh Girls	\$2,228
Basketball	JH	Eight Girls	\$2,228

CHEERLEADER SPONSORS

Cheerleader Sponsors	SH	Head Coach	\$2,800
Cheerleader Sponsors	SH	Asst Coach	\$1,600
Cheerleader Sponsors	JH	Coach	\$1,800

CHORAL, DRAMA, AND BAND

Choral, Drama & Band	JH	Pep Band	\$557
Choral, Drama & Band	JH	Musical Director	\$900
Choral, Drama & Band	JH	Asst. Musical Director	\$700
Choral, Drama & Band	SH	Drama Chair	\$3,008
Choral, Drama & Band	SH	Drama Assistant	\$1,225
Choral, Drama & Band	SH	Director Musical & Choral Band Director-	\$1,560
Choral, Drama & Band	SH	Football/Musical	\$3,008
Choral, Drama & Band	SH	Stage/Props/Equip Mgr	\$2,172
Choral, Drama & Band	SH	Choreographer	\$1,114

**DEPARTMENT
CHAIRPERSONS**

Department Chairpersons	SH	English	\$1,050
Department Chairpersons	SH	Arts & Languages	\$1,050
Department Chairpersons	SH	Math	\$1,050
Department Chairpersons	SH	Social Studies	\$1,050
Department Chairpersons	SH	Career & Technical Education	\$1,050
Department Chairpersons	SH	Science	\$1,050
Department Chairpersons	SH	Physical Education	\$643
Department Chairpersons	SH	Special Education	\$1,050
Department Chairpersons	SH	Guidance and Counseling	\$3,120
Department Chairpersons	JH	Math	\$557
Department Chairpersons	JH	Science	\$557

ELEMENTARY POSITIONS

Elementary	W	Computer Liason	\$445
Elementary	F	Computer Liason	\$445
Elementary	A	Computer Liason	\$445
Elementary	N	Computer Liason	\$445
Elementary	W	Safety Patrol	\$832
Elementary	F	Safety Patrol	\$832
Elementary	A	Safety Patrol	\$832
Elementary	N	Safety Patrol	\$832
Elementary	W	Academic Coach (2)	\$750
Elementary	F	Academic Coach (2)	\$750
Elementary	A	Academic Coach (2)	\$750
Elementary	N	Academic Coach (2)	\$750

Elementary	W	Special Projects	\$1040
Elementary	F	Special Projects	\$1040
Elementary	A	Special Projects	\$1040
Elementary	N	Special Projects	\$1040

FOOTBALL

Football	JH	Eighth Head Coach	\$2,228
Football	JH	Seventh Head Coach	\$2,228
Football	SH	Ninth Grade Coach (2)	\$2,800
Football	SH	Asst. Coach (5)	\$3,200
Football	JH	Seventh Asst. Coach	\$1,894
Football	JH	Eighth Asst. Coach	\$1,894
Football	JH	Sports Equipment Manager	\$891

GOLF

Golf	JH	Coach	\$1,114
Golf	SH	Head Coach - Boys	\$2,300
Golf	SH	Assistant Coach - Boys	\$1,150
Golf	SH	Head Coach - Girls	\$2,300
Golf	SH	Assistant Coach - Girls	\$1,150

INTRAMURAL SPORTS

Intramural Sports	JH	Bowling	\$360
Intramural Sports	JH	Bowling	\$360
Intramural Sports	JH	Basketball	\$360

PUBLICATIONS

Publications	SH	Sponsor	\$1,448
Publications	JH	Sponsor	\$750

SOCCER

Soccer	SH	Asst. Coach - Boys	\$2,100
Soccer	SH	Head Coach - Boys	\$3,320
Soccer	SH	Head Coach - Girls	\$3,320
Soccer	SH	Asst. Coach - Girls	\$2,100

SOFTBALL

Softball	JH	Head Coach	\$1,114
Softball	JH	Assistant Coach	\$800
Softball	SH	Head Coach	\$5,610
Softball	SH	Assistant Coach	\$2,300
Softball	SH	9th Grade Coach	\$2,000

SPONSORS

Sponsors	SH	Freshman Class	\$557
Sponsors	SH	Freshman Mentor	\$557

Sponsors	SH	Multicultural Club	\$557
Sponsors	SH	Junior Class	\$1,114
Sponsors	SH	Key Club	\$600
Sponsors	SH	Senior Class Asst.	\$669
Sponsors	SH	Senior Class	\$1,114
Sponsors	SH	National Honor Society	\$1,114
Sponsors	SH	Sophomore Class	\$557
Sponsors	SH	Student Council	\$835
Sponsors	JH	Student Council	\$557
Sponsors	SH	Junior Class Asst.	\$669
Sponsors	SH	Freshman Mentor Asst.	\$445
Sponsors	SH	Speech	\$1,800
Sponsors	SH	Robotics	\$1,800
Sponsors	JH	Robotics	\$1,200
Sponsors	JH	International Club	\$1,200
Sponsors	JH	Special Projects (4)	\$1,200
Sponsors	SH	Special Projects (4)	\$1,200

SWIMMING

Swimming	SH	Asst. Coach	\$2,228
Swimming	SH	Pool Director	\$2,228
Swimming	SH	Asst. Coach	\$2,228
Swimming	JH	Asst. Coach	\$1,336
Swimming	JH	Head Coach	\$2,142
Swimming	SH	Head Coach	\$4,512

TENNIS

Tennis	SH	Head Coach - Girls	\$2,300
Tennis	SH	Assistant Coach - Girls	\$1,600
Tennis	SH	Head Coach - Boys	\$2,300
Tennis	SH	Assistant Coach - Boys	\$1,600

TRACK AND CROSS COUNTRY

Track and Cross Country	SH	Cross Country Head	\$2,300
Track and Cross Country	SH	Track Asst. Coach	\$1,783
Track and Cross Country	JH	Track Head Coach	\$1,894
Track and Cross Country	JH	Cross Country Coach	\$1,894
Track and Cross Country	SH	Track Asst. Coach	\$1,783
Track and Cross Country	JH	Track Asst. Coach	\$1,336
Track and Cross Country	JH	Track Asst. Coach	\$1,336
Track and Cross Country	SH	Track Head Coach	\$3,787
Track and Cross Country	SH	Cross Country Asst.	\$1,150
Track and Cross Country	JH	Track Asst. Coach	\$1,336
Track and Cross Country	SH	Track Asst. Coach	\$1,783

VOLLEYBALL

Volleyball	JH	Seventh Coach	\$2,142
Volleyball	JH	Eighth Coach	\$2,142
Volleyball	SH	Asst. Coach	\$2,228
Volleyball	SH	Head Coach	\$3,320

WRESTLING

Wrestling	JH	Head Coach	\$1,894
Wrestling	SH	Asst. Coach	\$2,228
Wrestling	JH	Asst. Coach	\$1,336
Wrestling	SH	Head Coach	\$3,453

APPENDIX B

The School Town of Speedway is committed to equal opportunity. It is an Equal Opportunity-Affirmative Action Employer and does not discriminate on the basis of age, race, color, religion, sex, handicapping conditions, or national origin, including limited English proficiency, in any employment and/or educational opportunity. No person is excluded from participation in, denied the benefits of, or otherwise subjected to unlawful discrimination on such basis under any educational program or student activity.

For further information, clarification, or complaint please contact the following person:

Title IX and Section 504 Coordinator

Patti Bock, Assistant Superintendent

5335 W. 25th Street

Speedway, Indiana 46224

Telephone: (317) 244-0236

The information included above is for informational purposes only and shall not be construed to make this a bargainable item under Public Law 217 or to require the parties hereto to bargain about such subject during the term of or after the expiration of this contract.