

2021-2023 Northeast Dubois County School Corporation

Tentative Agreement

Change all dates to the current years. Pages included: Cover page, Table of Contents, pages 1, 13, 15, 21, 22, 23, and 24.

UniServ Director will complete IEERB Checklist

Article I Recognition Clause: Submit the paperwork that was completed last year to IEERB so they will find us compliant on the recognition clause. UD will file.

Article VI Professional Compensation

The Board and the Association of the Northeast Dubois County School Corporation agree to negotiate monies for the compensation model at the expiration of the contract. Eligibility, factors, definitions, and distribution are outlined in Appendix A-1. Base salaries are listed in Appendix A-2. Teachers eligible for the increase will move four spaces on the model for a total of \$2,000 added to their base salary each year of the two-year agreement. The new starting salary will be \$40,000. All teachers currently employed that are not currently at \$43,000 will be moved to \$43,000 and receive the \$2000 increase for the 2021-2022 school year for a total salary of \$45,000.

G. Certificated Employees shall annually receive Fifteen Dollars (**\$15.00**) for all accumulated sick days above one hundred sixty (160) to be deposited into a 401(a) account for that Certificated Employees prior to July 1, for that school year. It is understood that sick leave days required to be donated by all participants to the sick leave bank do not cause a Certificated Employee to forfeit this sick leave incentive pay. In addition, Certificated Employees shall receive Fifteen Dollars (**\$15.00**) for all remaining one hundred sixty (160) days deposited into a 401(a) account upon retirement.

ARTICLE VIII A

SUPPLEMENT FOR OTHER EMPLOYEES

2. **Four Hundred Dollars (\$400.00)** to a VEBA account for every Certificated employee.

Appendix A-1

I. SALARY RANGE (Changes for contract compliance)

The salary range for the 2021-2022 school year is \$37,000 to \$69,500. This range does not include the 3% ISTRF contribution or the increase for the 2021-2022 school year. The salary range for the

2022-2023 is \$40,000 to \$71,500 and does not include the 3% ISTRF contribution or the increase for the 2022-2023 school year.

Adjust scale to remove numbers less than add spaces to the top and reletter.

ECA Appendix B-1

Add spirit club for an amount of \$600

Beta Club will be changed to \$1068

Remove the first column from the ECA Schedule

Add professional development rate of \$100.00/day with an asterisk. Asterisk explanation at the bottom will be: Requires prior approval from an administrator and does not apply to contracted days.

Date: September 15, 2021

Superintendent

President