

# AGREEMENT BETWEEN

THE BOARD OF SCHOOL TRUSTEES OF THE  
DELPHI COMMUNITY SCHOOL CORPORATION

AND

THE DELPHI CLASSROOM TEACHERS' ASSOCIATION

This Agreement is Effective From  
July 1st, 2021- June 30th, 2023

THIS AGREEMENT ENTERED INTO THIS 25th DAY OF OCTOBER 2021, BY AND BETWEEN THE BOARD OF SCHOOL TRUSTEES OF THE DELPHI COMMUNITY SCHOOL CORPORATION, HEREINAFTER CALLED THE "BOARD", AND THE DELPHI CLASSROOM TEACHERS ASSOCIATION, HERE IN AFTER CALLED THE "ASSOCIATION".

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## **BARGAINING UNIT AND SCOPE OF AGREEMENT**

A. Recognition Clause & Bargaining Unit - The Board recognizes the Delphi Classroom Teachers Association as the exclusive representative of all teachers in the Delphi Community School Corporation (hereinafter referred to as the "School Corporation").

It is hereby agreed that the bargaining unit shall be comprised of all classroom teachers, department chairs, instructional coaches, guidance counselors and media specialists.

B. Amendment - The parties agree that the terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties here to which may be altered, changed, added to, deleted from, or modified only through an amendment executed in writing by each of the parties here to.

C. Conflicting Contracts - Any individual contract between the Board and an individual teacher, whether executed heretofore or in the future, shall be subject to and made subject to and consistent with the terms and provisions of this Agreement. If an individual contract contains any language inconsistent with the Agreement, this Agreement, during its duration, shall be controlling.

D. No Waiver - The Association does not waive any possible future right to negotiation subjects mandated by further amendments to or enactments of collective bargaining statutes.

E. If any provision of this Agreement is held contrary to law, then the parties will negotiate over that provision to the extent necessary to be in compliance with law; provided that the remaining terms of this Agreement shall continue in full force according to their terms.

## **ARTICLE I - Compensation and Benefits**

Compensation Plan: The parties Compensation Plan is attached in Appendix A.

A. Compensation - New teachers shall be employed by the Board of Education and their base salary shall be determined as set forth in Appendix A which is attached to and incorporated in this agreement. The board shall pay the teachers' portion of the Teacher's Retirement Fund (TRF) contribution.

B. Negotiated Extracurricular Paid Activities - The pay for negotiated extracurricular activities during the term of this Agreement shall be as set forth in APPENDIX B attached hereto and made a part hereof. The parties understand that the Board has the right to hire, promote, assign, transfer, retain, or remove any person from any or to any position for which additional compensation is paid. Such rights shall be exercised consistently with the corporation's duty to bargain. Teachers employed in qualified extracurricular positions shall receive compensation at the conclusion of the activity. The compensation shall be one lump sum payment in a separate payroll check. Teachers in 12 month positions may have their compensation spread over the 26 pays. A teacher who requests for an ECA position to be shared with another employee may submit their request to the building principal and/or Athletic Director for consideration. Any granted request will only be applicable for the school year in which it was granted. The employer shall maintain a list of shared positions for each school year. The stipend for all shared positions shall be divided equally.

C. Execution of Addendum to Regular Contract - Any addendum to a teacher's regular contract for any activity designated in APPENDIX B shall be executed at the time of execution of such teacher's regular contract.

D. Car Allowance - A teacher who is not provided with a car by the School Corporation and who is authorized by a designee of the Board, in writing, to use his/her own automobile in pursuance of assigned school duties, shall be reimbursed at the maximum IRS allowable rate. Teachers who are assigned to more than one building and who must travel between buildings during the school day shall be paid this car allowance.

E. Military Service - Credit shall be given for each year of military service up to a maximum of four (4) years when determining the salary of a new teacher.

F. Payment of Salary and Pay Days - Basic salaries for teachers shall be paid in twenty six (26) equal payments by a direct deposit. Pay days shall continue on every other Friday throughout the year. See the payment schedule in Teacher Compensation. The Board shall post the schedule of pay dates on the school website prior to the start of the school year.

G. Liability Protection - The Board shall continue in force throughout the term of this Agreement the existing liability insurance policy that the Board has. Such insurance policy includes coverage for teachers who transport students in such teacher's personal automobile, provided however, such transportation must have been authorized in writing prior to its occurrence by the Superintendent or his/her designee.

H. Payroll Deductions - The School Corporation agrees to withhold from the salary of any teacher an amount of money specified by such teacher for any insurance program, savings program or tax sheltered annuity program in which at least ten (10) teachers are participating and to pay such withheld sums, along with the sums withheld for similar purposes, from the salaries of other teachers to the appropriate institution providing the insurance program, savings program, or tax deferred annuity program, subject to the following conditions:

1. It is understood that the deduction need not be specifically designated on the teacher's payroll check but may appear on the teacher's payroll check as a miscellaneous deduction.
2. The School Corporation shall, at the time of any withholding pursuant to this provision, have on file from the requesting teacher a current payroll deduction authorization which conforms to the requirements of state law.
3. The School Corporation shall be obligated only to pay the total sum withheld for all teachers under this section to the appropriate institution in one lump payment for each deduction period.
4. The School Corporation shall be obligated to make specified withholding for any teacher no sooner than three weeks after the School Corporation receives the appropriate payroll deduction authorization or authorization change. Should any teacher desire that a deduction in which he/she has previously authorized be halted, such teacher shall give the School Corporation at least three weeks' notice.
5. Deductions shall be made under any teacher's valid authorization, from each payroll check for such teacher which follows the three week phasing-in period and in equal amounts from each check.
6. Teachers will be furnished with a written and detailed explanation of deductions that have been withheld as miscellaneous deductions.

I. Employment of Teachers - For teachers newly hired after the effective date of the agreement, credit for salary purposes only, will be granted in accordance with state statute. For new hires, experience shall be defined as the years in which a teacher worked in an accredited preK-12 or K-12 Indiana public school or a public school in another state or territory which has a reciprocity agreement with the Indiana Teachers Retirement Fund. The

teacher shall provide written verification of those years of experience at a school not participating in the Indiana Public Retirement System.

J. New Teacher Orientation - Newly hired teachers shall receive a \$100 stipend for each day of attendance at New Teacher training prior to the first teacher day of school.

K. Extended Contracts - A teacher on an extended contract shall receive his/her per diem wage for each extended day of the contract. A list of all extended contracts appears in Appendix C.

L. Per Diem Wage - Per Diem wage shall be calculated as the teacher's annual salary divided by one hundred eighty four (184).

M. Hourly Wage - Hourly wage shall be determined as the per diem wage divided by seven (7).

N. Athletic Pass - A teacher who shows their school identification badge at a school corporation sponsored athletic event shall receive free admittance.

O. Background Checks - The School Corporation shall pay the cost of any expanded criminal history checks and expanded child protection index checks that are required by the School Corporation or statute.

## **ARTICLE II - Fringe Benefits**

### **Procedures:**

Part Time Teacher- The board may hire teachers on a part time basis. Any teacher employed by the board on less than a full time basis (1 FTE) shall receive salary on a prorated basis in proportion to the percentage of one full time equivalent (1 FTE) for which the teacher is employed.

A Teacher must be contracted for a minimum of .66 FTE to be eligible for insurance benefits including life, long term disability and health insurance. The board's contribution toward the cost of the insurance programs for which part time teachers are eligible shall be prorated to the percentage of one full time equivalent (1 FTE) for which the part time teacher is employed

Example: A part time teacher hired on a .75 FTE contract receives .75 of the salary compensation amount and a board contribution toward insurance plans of .75 of the amount the board provides to a full time (1 FTE) teacher. A part time teacher hired on a .50 FTE contract would receive .50 of the salary compensation amount and the board would not contribute toward the insurance plan because the part time teacher would not be eligible through the insurance provider.

Deductions for a teacher's day absence not covered by leave provisions shall be prorated based on the number of contract days.

A. Health Insurance - Beginning January 1, 2022, the board's contribution to the cost of teacher health insurance premiums will meet the MASE standard of 80% at a minimum for all single plans. Contributions for all other plans appear in Appendix D. All teacher participants shall pay not less than one dollar per year for the health insurance coverage they elect. Should the board contribution for a high deductible healthcare plan exceed the premium the board shall contribute the difference into a health savings plan. Coverage begins the first day of the month after the initial hire date. For the 2022-2023 calendar years, the school corporation shall

cover the first 2% of any insurance percentage increase and the employee will cover the remaining percentage of any increase. For example: if insurance increases 10%, the school corporation will pay the first 2% increase and the employee covers the remaining 8% of the increase. This will remain the same for a family or single plan.

B. Insurance Refund - In the event of any refunds by insurance companies of premiums paid by a teacher on a teacher related policy, such refund shall either be paid to the teacher who paid the premiums on a pro-rata basis or be applied to adjusted future premium payments on such insurance plan.

C. Group Life Insurance - The School Corporation agrees to obtain group term life insurance totalling \$100,000 for all teachers (who work a minimum of 30 hours per week) with double indemnity in the event of accidental death. The insurance shall be payable to the teacher's designated beneficiary. Each teacher shall contribute One Dollar (\$1.00) per school year toward the cost of such insurance. The Board agrees to pay the remainder of the cost of the insurance effective with hires after June 30, 2007. The increased coverage will begin January 1, 2022.

The Board shall select the carrier to provide this insurance and the effective date of such policy for teachers not employed the preceding year shall be September 1. If employed in the School Corporation the preceding year, coverage shall be continuous.

D. Dental Insurance - The Board shall pay seventy-four percent (74%) of the cost of a single plan major dental insurance policy and seventy percent (70%) of the cost of a family major dental policy. If insurance rates increase, the Board shall increase its contribution by an amount equal to 75% of such increase. Employees will be responsible for the remaining twenty-five percent (25%) of such increases. In the event both spouses are employed in the School Corporation and each is entitled to the major dental coverage, the Board shall pay the entire cost per month toward a full family plan major dental insurance policy for such employees. The teacher electing to be covered by the major dental insurance policy may select either the single plan or the full family plan and shall pay any necessary difference for the premium, and if no difference exists, shall pay One Dollar (\$1.00) per year toward the cost.

The coverage shall be the same coverage now provided. The Board agrees that the Association shall be represented in negotiations on this package prior to the policy anniversary date.

The effective date for dental insurance for teachers not employed in the School Corporation the preceding year shall be September 1 of each year. If employed the preceding year, coverage shall be continuous.

E. Insurance for Retiring Teachers - All teachers who retire from the Delphi Community School Corporation shall have the option of continuing in the group health insurance programs as they may change from time to time at their own expense until they reach Medicare eligibility.

F. Long Term Disability Insurance - The Board shall provide long term disability insurance for each teacher. The Board agrees that the Association shall be represented in negotiations on obtaining this insurance. Any LT insurance shall provide for a benefit of sixty-six and two-thirds percent (66 2/3%) of monthly salary and begin following a 90 day elimination period.

The teachers shall pay the monthly premium for this insurance.

G. Section 125 Employee Benefits - The School Corporation will provide a Section 125 Employee Benefit Plan for the purpose of a pre tax benefit on qualifying insurance premiums.

H. Vision Insurance - The board shall offer the vision plan available to all Delphi employees and pay seventy-nine percent (79%) of the cost of a single plan vision insurance policy and seventy-six percent (76%) of the cost of a family vision insurance policy for each teacher. In the event both spouses are employed in the School Corporation and each is entitled to vision insurance coverage, the Board shall pay the entire cost per month toward a full family plan vision insurance policy for such teachers. The coverage shall be not less than that provided by the current plan.

### **ARTICLE III - Retirement 401(a) Plan**

1. The Corporation has agreed to maintain a qualified retirement plan as described in Section 401(a) of the Internal Revenue Code.
2. The Corporation agrees to contribute one percent (1%) of a teacher's base salary into each teacher's separate 401(a) plan account.
3. Each teacher shall be vested in these individual 401(a) Plan accounts upon the completion of five (5) years of service with the Corporation.
4. Amounts that have not been vested at the time the teacher terminates employment (or, in the case of a teacher involuntarily terminated as part of a workforce reduction, as of the date the teacher's recall rights expire) shall be forfeited. Monies shall be placed in the General Fund and used to reduce future Corporation contributions.
5. The Board will work with the Association to investigate new options and services to meet the needs of teachers on 401(a) investment plans.

Teachers will make a good faith effort to notify the Superintendent of retirement plans as early as possible during their final year of teaching.

### **ARTICLE IV - Sick, Emergency and Other Leaves**

A. Personal Sick Leave - Each full time teacher shall be entitled to be absent from work on account of personal illness injury, health related appointments/procedures or quarantine for a total of ten (10) days the first year of employment and ten (10) days in each succeeding year without loss of compensation.

If in any one school year the teacher shall be absent for such illness or quarantine less than the prescribed number of days, the remaining days shall accumulate. A teacher employed under regular contract for only a portion of the school year shall be entitled to a proportionate number of days of sick leave, and unused days will be accumulative as specified herein. During the regular school year, accumulated sick leave may be used for personal illness, injury or quarantine.

In the event any teacher shall have accumulated one (1) or more days of sick leave in another school corporation of this state and shall thereafter become employed in the Delphi Community School Corporation, then there shall be added for the second and each succeeding year of such employment up to six (6) days of sick leave until the number of accumulated days to which said teacher was entitled in the last place of employment shall be exhausted.

B. Personal Leave - Each full time teacher shall be entitled to three (3) days of absence per school year without loss of pay for the transaction of personal business and/or the conduct of personal or civic affairs. Said teacher may accumulate unused personal business days to a total of five (5) in subsequent years. If in any one school year the teacher shall be absent for reasons covered in this provision for fewer than the maximum accumulated days, the remaining days shall be transferred to the teacher's accumulated sick leave.

A written statement shall be submitted to the building level administrator to the occurrence of such leave, setting forth the reason and necessity for such absence, except in the case of an emergency, when the teacher may submit the statement of reason following the absence, provided the teacher notifies the appropriate principal prior to taking such leave. Civic affairs or personal business shall be sufficient reasons. The Superintendent may grant a teacher additional days of leave without pay when he/she feels it is in the best interest of the School Corporation to do so and the teacher has requested such additional leave and given reasons for such desired absence.

Personal leave used on the last day immediately prior to, or the first day immediately following Fall, Winter Holiday, or Spring breaks for the purpose of extending the break by leaving early or returning late, will be counted as double. When the leave day requested is the day before or the day after Fall, Winter Holiday or Spring breaks, it may be used for matters which cannot be reasonably scheduled outside of school hours. A written statement shall be given to the building principal and submitted to the Superintendent of Schools, setting forth the reason for such absence. This statement should be in advance of leave. In case of an emergency, the building level administrator is contacted and the form can be completed after the absence.

C. Sick Leave Bank - In this bank members shall be defined as certified staff of the Delphi Community School Corporation.

**Purpose:** The purpose of the Sick Leave Bank is to relieve its members from undue financial burdens due to absence from work on a long term basis due to personal illness, serious illness in the immediate family\* or incapacitation sufficiently severe that it would make their presence in school inadvisable. Each request will be judged on its own merit.

1. Enrollment - The Bank is formed through the voluntary participation and by the voluntary donations, with written authorization of at least two (2) full days, by enrolling members with fifty (50) or more accumulated sick days and at least one (1) full day by enrolling members with less than fifty (50) accumulated sick days. \*If a former member desires to return to the status of participating member after withdrawing from membership in the Sick Leave Bank, that former member shall contribute at least two (2) days in the first year after returning to membership. Contributed days will be deducted from each volunteer's accumulated sick leave no later than October 1.
2. Bank Accumulation - The days in the Sick Leave Bank shall accumulate from year to year until a maximum of six hundred (600) days is reached. Members shall contribute one day per year until said maximum is reached. In the event the bank reaches fifty (50) days or less, the Superintendent will notify the Sick Leave Bank Committee and the Association, and then the Committee may require members to donate one (1) additional day to the Bank. A retiring teacher may donate up to twenty-five (25) days of their paid accumulated sick days to the Sick Leave Bank.
3. Qualifications - Any participating member who has used all but 10 of their sick days may apply for use of Sick Leave Bank days. Applications shall be made in writing to the Sick Leave Bank Committee and shall be accompanied by a physician's statement describing the nature of the disability. Application may be made by a personal representative of the applicant when the member is unable to make an



application. The Sick Leave Bank Committee may grant up to thirty (30) Sick Leave Bank days. In hardship cases, a member may apply for additional days following the initial thirty (30) days after the teacher has three (3) personal sick leave days remaining. A member may retain 10 of his/her own accumulated sick leave days when utilizing the sick leave bank. Sick Leave Bank days may be used consecutively or intermittently for the same event.

4. Sick Leave Bank Committee - The Association and Corporation shall appoint members representing each school building. All members will serve a two-year term. The Superintendent shall serve as an ex-officio member voting only in case of ties. The Sick Leave Bank Committee shall review all requests for use of Sick Bank days. The Committee shall grant, deny, or suspend grants of sick days from the Bank. The decision of the Committee is final and is not subject to Grievance Procedure or appeal to the School Board.

\*Immediate Family is defined as a spouse and dependent child(ren) under 21 years of age or a person for whom the teacher has power of attorney.

D. Family Illness Leave - A teacher shall be allowed to be absent up to five (5) days in any school year without loss of compensation in case of serious illness of a member of the immediate family. "Immediate family" is interpreted as spouse, children, step- children, sister, brother, mother, father, mother-in-law, father-in-law, grandparents, grandchildren, or any other relative of the family unit living as a member of the teacher's household or one for whom the teacher has a power of attorney.

Upon the use of the five (5) family illness days in any one school year, annual and accumulated leave days from paragraphs "A" and "B" may be used for personal illness or emergencies as defined below:

1. Personal illness of the teacher;
2. Illness in the immediate family which shall be interpreted as spouse, children, step-children, sister, brother, mother, father, mother-in-law, father-in-law, grandparents, grandchildren, or any other relative of the family unit living as a member of the teacher's household or one for who the teacher has a power of attorney.

E. Family Death Leave - In the case of death in a teacher's immediate family, the teacher is entitled to be absent without loss of compensation per event for a period extending not more than five (5) consecutive school days beyond such death, for the purposes of attending the last burial rites and attending to the personal matters of the immediate family member, provided, however, that said burial rites occur while said teacher is performing duties as assigned by the Board under a valid teacher's contract, and that said burial rites do not occur during the time when said teacher is absent from assigned duties due to vacation, or leaves of absence, or sick leaves, or leaves for personal business, which may have been previously granted or approved by the Board. (School holidays falling in this period shall be counted as school days.) "Family" is interpreted as including only parent, brother, sister, child (including miscarriages), stepchildren, spouse, grandparent or grandchildren, any other relative who at the time of death was living as a member of the teacher's household, a person for who the teacher holds power of attorney, or Executor of Estate. The Superintendent shall consider special relationships not covered in the above but falling within its intent.

In the event that a teacher must settle an estate or attend to matters directly related to the death much later after the event, the teacher may arrange with the Superintendent to not use the death leave consecutively.

In the case of death of a mother-in-law, father-in-law, son-in-law, daughter-in-law, sister in-law, or brother-in-law, the teacher is entitled to be absent up to three (3) days without loss of compensation per event, provided, however, that the conditions enumerated above in this paragraph E shall apply.

One leave day shall be granted per event for funerals in case of the death of other family members or close friends. The leaves in this paragraph may be taken in half-day increments.

F. Jury Duty - A teacher called for grand or petit jury duty shall, during the required period of absence from assigned duty by the Board, be paid full regular salary less the total amount of per diem allowance earned by such teacher for jury duty.

G. Sabbatical Leave - The Board may grant a one (1) year leave of absence without pay to a teacher for the purpose of full time advance study. The leave request must be approved by the Superintendent and Board. Application for such leave must be made to the office of the Superintendent not later than July 1, preceding the requested year of absence.

The Board shall attempt, but is under no obligation, to assign the teacher after his/her return to the same school, teaching position, or other assignment he/she occupied or performed prior to taking said leave of absence.

H. Court Leave - A teacher, subpoenaed to appear as a witness or required to appear as a defendant in court resulting from activities relating to the teacher's employment with the School Corporation, shall receive during the required period of absence from assigned duty his/her full regular salary.

I. FMLA Leave - When applying for leave under the FMLA, the teacher shall identify the date when he/she wishes the FMLA leave to begin. The corporation's contribution toward insurance will follow federal and state statute for the time the teacher is on FMLA leave. Year is defined as a rolling year.

J. Disability Leave - The following shall apply to leave in all cases where a teacher is unable to teach because of a disability substantial in nature or duration. Such physical disability shall include, among other items, disability arising from major surgery, physical illness, childbearing or pregnancy-related disabilities, mental illness or severe emotional disturbance, causing a disability for more than three (3) weeks.

1. Anticipated Disability - Where disability can reasonably be anticipated as in the case of a scheduled operation or childbearing/pregnancy disabilities, the following rules shall apply:
  - a. the teacher requesting leave shall notify the office of the Superintendent of the expected time of leave as soon as reasonably possible.
  - b. such notice shall also state the time of intended return to teaching. [Teachers are encouraged to commence and terminate such leaves to coincide with the end of grading periods.]
  - c. In the case of a teacher desiring to extend his/her time to return, such time to return shall be extended provided the teacher makes a request to the Superintendent in writing at least two calendar weeks prior to his/her intended time of return.

In the event the request for an altered time of return is not made as designated herein, the teacher may nevertheless make a request for an altered time to the Superintendent in writing, and such request may be granted at the Superintendent's sole discretion.

- d. where the teacher's condition raises any serious problems to the teacher's health in the period prior to the beginning of the leave, the School Corporation may request and condition the time leave begins on a statement by the teacher's physician as to the teacher's ability to continue teaching.

2. Time of Return to Teaching Duties - The teacher may resume teaching duties at such time as in the opinion of the teacher's physician that the teacher is able to resume teaching duties. The School Corporation may, at its option, require the certificate of the physician to this effect.
3. Notice of Return to Teaching - As soon as reasonably determinable after the commencement of the disability leave, the teacher shall notify the office of the Superintendent of the estimated time of return to teaching, or of the fact that the teacher does not intend to resume teaching duties, and shall, if intending to return to teaching, keep the School Corporation advised of any change in such estimated time. Teachers intending to resume teaching duties shall notify the office of the Superintendent as soon as they have recovered from their disability, and shall furnish the School Corporation proof of their continued disability at any time during such disability, if requested by the Superintendent of schools. Unless waived by the School Corporation, the teacher shall not be entitled to return to teaching duties unless at least two (2) calendar weeks' notice is given by the teacher of intention to return to work.
4. Sick Leave - Any teacher taking leave of absence under this policy may use any days of sick leave which the teacher has accumulated under I.C.20-6.1-6-3 or under the provisions of this Agreement, but shall be required, at the option of the School Corporation, to present a doctor's certificate of disability to justify such use of accumulated sick leave days. When an employee is on approved sick leave, the Board shall provide the fringe benefits as per the contract.
5. Pregnancy - Leaves of absence granted for pregnancy reasons shall be subject to the rights and limitations of I.C.20-6.1-6-4, in addition to the provisions of this Agreement.
6. Renewed Leave - A teacher who is on leave pursuant to this paragraph who becomes pregnant may request an additional period of leave in accordance with the provisions of this paragraph.
7. Limitation - No leave under this policy may be granted for a period exceeding one (1) year, except in the case where accumulated sick leave is being used or in the case of leave permitted in accordance with subsection (6) of this section.
8. Approved Leave - An approved leave that will last longer than three (3) weeks will require the teacher, when feasible, to provide transitional training to the identified substitute for two (2) days prior to the leave. The teacher taking leave will provide this training as part of their regular duty and pay.

K. General Provisions -

1. Insurance Benefits - During any unpaid period of leave, the School Corporation is not obligated to pay the premiums due on any group insurance program for the teacher on leave; however, the teacher shall have the option, if permitted by the applicable insurance carrier, to maintain coverage in any group insurance program at the teacher's own cost.
2. Sick or Personal Leave Accumulation - Sick and personal leave shall not accumulate for a school year when the teacher did not teach. For teachers who do not teach the entire school year, credit for

personal or sick leave shall be credited on a 50% per semester basis with the majority of school days in any semester constituting a full semester.

L. Workman's Compensation Leave - A teacher who is absent from work because of injury received on the job which is covered by Workman's Compensation receives regular pay from his accumulated sick leave the first five (5) days (chargeable against sick leave). After the first five (5) days, the teacher will be paid by the School Corporation the difference between Workmen's Compensation and his regular pay, not to exceed the total dollar value of his/her total accumulated sick leave. This provision shall in no way limit the amount of Workmen's Compensation benefits a teacher may receive.

M. Professional Leave - A teacher may be granted leave with pay for the purpose of visiting other schools or attending meetings or conferences of an educational nature, provided prior approval of such absence is obtained from the Superintendent. The administration shall budget for professional leave days on an annual basis. Each building shall form a committee for the purpose of determining the priorities of the expenditure of the allotted funds. The principal and three certified staff members shall comprise the committee.

N. Release Time - The DCTA president or co-presidents shall be released no more than Seven (7) contractual days per school year to conduct association business. The teacher representative to the MASE Trust shall be released to attend MASE Trust meetings. Association members may request unpaid leave to serve in the state or national Association.

O. Public Office Leave - If a teacher is elected to public office, the teacher shall be granted a leave of absence without pay for a period of time to enable the teacher to serve the office to which he/she was elected.

P. Adoption Leave - The Board may grant the transfer of up to thirty (30) days of a teacher's accumulated personal and sick leave for adoption leave.

Q. Military Leave - Military leave and protections for employees who are absent due to military service shall be granted to any employee consistent with the federal and state law. This includes paid leave, unpaid leave, preservation of pay while on military leave, extension of benefits, and leave before returning to work, as dictated by law and for qualifying leave. Employees must also properly notify the employer as required by law.

R. Association Office Leave - A leave of absence of up to three (3) years shall be granted to any teacher, upon application, for the purpose of serving as an office or staff member of the Association (State or National). Upon the teacher's return from such leave, the teacher shall be paid at the same salary as when they left, in addition to any raises to which they earned prior to their absences as long as not categorized as ineffective or needs improvement.

S. Unpaid Leave - The corporation may, at its discretion, approve unpaid leaves for up to one year. Approval will be on a case by case basis. Application for all such leaves shall be submitted to the Superintendent, who shall submit the request to the Board.

## **ARTICLE V - Future Negotiations**

Further, the Association does not waive any possible future right to negotiate subjects mandated by future amendments to or enactments of collective bargaining statutes.

A. Amendment - The parties agree that the terms and conditions set forth in this Agreement 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 an amendment executed in writing by each of the parties hereto.

## **ARTICLE VI - Grievance Procedure**

### **Section 1 - Definitions**

1. A "grievance" is an alleged violation, claimed misinterpretation, or claimed misapplication of a specific article or section of this Agreement.
2. The terms "teacher" and "grievant" include an individual or group of individuals in the bargaining unit.
3. The term "day" when used in this Article shall mean teacher days (as that Term is used in the school calendar or 180 days). During the summer recess, the term shall mean weekdays (Monday through Friday).

### **Section 2 - Purpose, Grievant, and Representation**

1. An individual teacher or group of teachers may present a grievance and may do so through the exclusive representative, and the exclusive representative may thus be given an opportunity to be present at all stages of the grievance machinery. The adjustment of all grievances shall not be inconsistent with the terms of this Agreement. The purpose of this grievance procedure is to settle in good faith, at the lowest possible administrative level, issues which may arise from time to time with respect to specific claims of violation, misapplication, or misinterpretation of the provisions of this Agreement. Both parties agree that these proceedings shall be kept as confidential as may be appropriate at each level of the procedure.
2. Nothing contained herein shall be construed to prevent any individual teacher from presenting a grievance and having the grievance adjusted if the adjustment is not inconsistent with the terms of this Agreement and the Association has been given an opportunity to be present at such adjustment.

### **Section 3 - Procedure**

1. A grievance may be initiated in one (1) of the following ways:
  - a. The teacher may approach the building principal concerned and discuss the matter on his/her own behalf.
  - b. The teacher may request that a representative of the Association accompany the teacher, and in such case the building supervisor shall not initiate any Consultation with the grievant prior to any scheduled meeting at which the representative is to be present.
2. In the event the grievance is not resolved in Step One within two (2) days after the grievance is presented to the building principal, the grievant may file a formal grievance in writing with the building principal on the grievance form.
  - a. The grievance form shall be filed in triplicate with one (1) copy each for the Association, the grievant, and the building principal. The grievant may also file a copy with the central office if he/she desires.

- b. The grievance shall (1) name the other individual(s) involved, if any, (2) state the facts giving rise to the grievance, (3) identify the specific provisions of this Agreement alleged to have been violated or misinterpreted, (4) state the contention of the grievant with respect to the grievance, (5) indicate the specific relief requested, and (6) be signed by the grievant(s), all as provided on the grievance form.
  - c. The formal grievance should be filed as soon as possible, but any grievance not presented in writing in Step Two within twenty (20) days of the time the grievant knew, or reasonably should have known of the grievance, shall be deemed waived and shall not be processed.
  - d. The teacher may request a meeting with the building principal and the Association representative may accompany the grievant. In any event, within five (5) days after receiving the written grievance, the building principal shall communicate his answer in writing to the grievant and the Association representative and said answer shall be attached to the grievance.
3. If the grievance is not resolved in Step Two, the teacher may, within five (5) days of receipt of the building principal's answer, appeal to the Superintendent, or his/her designee, by filing the grievance and the principal's answer, if any, along with a written response of the teacher, if desired, with the office of the Superintendent, which shall receipt therefore. Any such response by the grievant shall be attached to the grievance.
- a. The teacher may request a meeting with the Superintendent, or his/her designated representative, and the Association representative may accompany the grievant. The Superintendent, or her designated representative, shall give the teacher an answer in writing no later than ten (10) days after receipt of the written grievance properly filed with the Office of the Superintendent. Such an answer shall be attached to the grievance.
4. Within ten (10) days after receipt of the decision in Step Three, if any, the Association, upon written notice to the other, may submit the grievance to arbitration under and in accordance with the rules of the American Arbitration Association, pursuant to the following procedure:
- a. The two (2) parties, the School Board and the Association, shall attempt to select an arbitrator by mutual agreement, or a method of selecting an arbitrator by mutual agreement. If the two (2) parties cannot agree on the arbitrator, or a method of selecting an arbitrator, within five (5) days after notification is given the arbitrator shall be selected in accordance with the rules of the American Arbitration Association.

#### Section 4 - Powers of Arbitrator

- 1. The arbitrator shall have no power:
  - a. to add to, subtract from, disregard, alter, or modify any of the terms of this Agreement.
  - b. to rule on the termination of services or failure(s) to re-employ any teacher to a position on the extracurricular schedule, or any other position which has a salary bonus or time-off or extra-time bonus unless the arbitrator determines that there has been a violation, misinterpretation or misapplication of this contract.
  - c. to rule in regard to the dismissal of, or the renewal or non-renewal of any contract for any teacher, unless the Arbitrator determines that there has been a violation, misinterpretation or misapplication of this contract.
  - d. to rule in regard to any claim or complaint for which there is another remedial procedure or course established by law or by regulation having the force of law, including but not limited to any matter subject to the procedures specified in the Equal Employment Opportunity Act, or other legislation unless the arbitrator determines that there has been a violation, misinterpretation or misapplication of this contract.

- e. to change any practice, policy, or rule of the Board or to substitute his judgment for that of the Board as to the reasonableness of any such practice, policy, rule, or any action taken by the Board.
  - f. to consider matters outside the scope of the grievance and its attachments.
2. If a dispute arises concerning the lapse of the designated time limit for filing the Grievance as designated in Step Two, paragraph 3, the arbitrator may determine whether the grievance was timely filed.
  3. The decision of the arbitrator shall be final and binding on the Association, its members, the teachers, the employee or employees involved, and the Board.
  4. The fees and expenses of the arbitrator shall be shared equally by the Board and the Association. All other expenses shall be paid by the party incurring them.
  5. No teacher shall lose pay or any other benefit for any time spent testifying in an arbitration hearing held during a regular school day.

#### Section 5 - Other Provisions Relating to the Grievance Procedure

1. At their option, a teacher may bypass Step One of this procedure.
2. No reprisal of any kind shall be taken by or against any participant in the grievance procedure by reason of such participation.
3. Time limits herein may be extended only by mutual agreement, signed by the parties.
4. Time limits herein apply to teachers on leave of absence, other than sick leave, as if such teacher were present and working.
5. All steps of the grievance procedure shall be conducted at a time that is mutually convenient to both parties.
6. If there is a failure at any step to communicate the decision on a grievance within the specified time limit, the grievant shall then have the right to appeal at the next step of the procedure.
7. Any grievance not advanced from one step to the next within the time limits shall be deemed resolved by the answer at the previous step.
8. Any grievance which arose prior to the effective date of this Agreement or after the termination of this Agreement shall not be processed.
9. There shall be no appeal from an arbitrator's decision if within the scope of his authority as set forth above. It shall be final and binding on the Association, its members, the teachers, the employee or employees involved, and the Board.
10. All documents, records, and material relevant to a grievance which are on file in a teacher's personnel file shall be made available to the grievant.
11. The Association may file a system -wide grievance at Step Three subject to the time limit designated in Step Two, paragraph 3.

GRIEVANCE FORM  
DELPHI COMMUNITY SCHOOL CORPORATION

Date Filed: \_\_\_\_\_

Number: \_\_\_\_\_

Name of teacher(s) seeking relief: \_\_\_\_\_

Name of other employee(s) involved, if any: \_\_\_\_\_

\_\_\_\_\_

Identification of specific provision(s) of agreement violated or misinterpreted: \_\_\_\_\_

\_\_\_\_\_

Statement of actions giving rise to the grievance and contention of the grievant with respect to the grievance:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Specific relief requested: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Signature(s) of teacher(s) seeking relief:

\_\_\_\_\_



**Article VII - Term of Agreement**


The term of this Agreement shall begin on October 25, 2021 and shall continue in full force until June 30, 2023.


Within thirty (30) days after the Agreement has been executed, the Board will post the contract on the corporation and school websites.


This Agreement is entered into this 25th Day of October 2021, by and between the parties whose authorized signatures appear below.

The CBA was ratified by both parties on October 25, 2021.

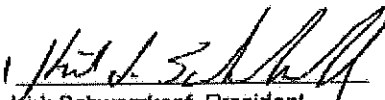
For the Delphi Community Teachers Association:

 Date: Oct 25, 2021  
Timothy L. Ganser, President  
Delphi Community Teachers Association


 Date: 10/26/21  
Jennifer Landis, Secretary  
Delphi Community Teachers Association

 Date: 10/26/21  
Jay Dennison, Bargaining Spokesperson  
Delphi Community Teachers Association

For the Delphi Community School Corporation:

 Date: 10/25/21  
Kirk Schwarzkopf, President  
Delphi Community School Trustee

 Date: 10/25/21  
Gilbert C. Smith, Secretary  
Delphi Community School Trustee

 Date: 10/25/21  
Ann-Marie Circle, Bargaining Spokesperson  
Delphi Community School Superintendent

The undersigned attest to the following:

1. A public hearing was held in compliance with I.C. § 20-29-6-1(b) on August 9th, 2021, and electronic participation from the parties and/or public was permitted;
2. A public meeting in compliance with I.C. § 20-29-6-10 was held on October 14, 2021, to discuss the tentative agreement and electronic participation from the governing body and/or the public was permitted.

## Article VIII - Teacher Compensation

At the beginning of the 2021-22 school year, the salaries of returning full-time teachers were between \$37,000 and \$64,600 for full-time teachers with a Bachelor's Degree and \$42,500 and \$70,100 for full-time teachers with a Master's Degree.

After all increases are awarded, full-time teachers will be making in the salary range of \$40,600 to \$70,100 not including FICA and TRF contributions.

- The salary range for full-time teachers with a Bachelor's Degree is from \$40,600 to \$64,600.
- The salary range for full-time teachers with a Master's Degree is from \$46,100 to \$70,100.

To be eligible for a raise, teachers must meet the following two requirements:

1. Evaluation - Teacher must have an evaluation that is effective or highly effective.
2. Experience - Teacher must have been employed by DCSC in the bargaining unit position for 120 days during the previous school year.

Upon settlement of this contract, all teacher compensation will be calculated and given in lump sum as a retroactive pay.

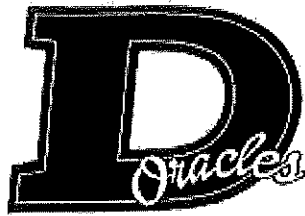
Salaries will remain as bargained until a successor agreement to this contract is reached.

A. Redistribution Statement: Any funds otherwise allocated for teachers rated ineffective or improvement necessary will be equally distributed to all teachers rated effective or highly effective. The redistribution will be paid as a stipend after all salary increases have been awarded for the current contract period.

B. Newly Hired Teacher Compensation: A newly hired teacher will be hired on this salary schedule based on the salary from a previous employer and the teacher's education. The **Superintendent** has the discretion to determine the salary of new hires within the salaries outlined in the salary schedule. The **Superintendent may offer** an additional \$1200 for meeting academic needs of students **after meaningful discussion with the DCTA**. Meeting academic needs of students is defined as the need to retain teachers important to the corporation.

The Superintendent has the discretion to set the new hire salary within this salary schedule, but the salary cannot exceed the salary of a veteran teacher with similar experience and education credentials.

At the time of hiring a workplace specialist teacher, the Teacher shall present the Superintendent with proof of professional experience in the area in which they will be teaching.



## DELPHI COMMUNITY SCHOOL CORPORATION

501 Armory Road • Delphi, IN 46923 • P (765) 564-2100 • F (765) 564-6919

Ann-Marie Circle, Superintendent  
Gayla Martin, Asst. Treasurer

Andrea Miller, Corporation Treasurer  
Karli Beamer, Corporation Secretary

### MEMORANDUM OF AGREEMENT

Ann-Marie Circle Ann-Marie Circle Date Nov 2, 2021

Timothy L. Conner Timothy L. Conner Date Nov 2, 2021

This agreement is made between the Delphi Community School Corporation (DCSC) and the Delphi Classroom Teachers' Association (DCTA). After approving the Collective Bargaining Agreement, both parties agree that a modification of the Collective Bargaining Agreement is necessary. Language needs to be added to the ratified Collective Bargaining Agreement to account for teachers who earn a master's degree and thus, qualify to move their salary to the master's pay grid.

DCSC and DCTA agree to the following:

If a teacher plans to obtain his/her master's prior to the next school year, he/she will indicate it as such on his/her spring Letter of Intent.

Teachers who earn their master's degree and provide all transcripts to the central office by July 31 will qualify to move to the master's pay grid.

Present: JB  
Tim Conner  
Ann-Marie Circle  
David Schulthess  
Jill L. Roritt  
Delaney K. Linn

**Appendix A - Teacher Compensation. TC 1:**

LEVEL	BS	LEVEL	MS
A	\$40,600.00	A	\$46,100.00
B	\$41,800.00	B	\$47,300.00
C	\$43,000.00	C	\$48,500.00
D	\$44,200.00	D	\$49,700.00
E	\$45,400.00	E	\$50,900.00
F	\$46,600.00	F	\$52,100.00
G	\$47,800.00	G	\$53,300.00
H	\$49,000.00	H	\$54,500.00
I	\$50,200.00	I	\$55,700.00
J	\$51,400.00	J	\$56,900.00
K	\$52,600.00	K	\$58,100.00
L	\$53,800.00	L	\$59,300.00
M	\$55,000.00	M	\$60,500.00
N	\$56,200.00	N	\$61,700.00
O	\$57,400.00	O	\$62,900.00
P	\$58,600.00	P	\$64,100.00
Q	\$59,800.00	Q	\$65,300.00
R	\$61,000.00	R	\$66,500.00
S	\$62,200.00	S	\$67,700.00
T	\$63,400.00	T	\$68,900.00
U	\$64,600.00	U	\$70,100.00

**Appendix B - ECA'S:**

**HIGH SCHOOL ATHLETICS**

<b>Baseball</b>		<b>Softball</b>		<b>Football</b>	
Head Coach	\$4800	Head Coach	\$4800	Head Coach	\$8035
Assistant Coach	\$1500	Assistant Coach	\$1500	Assistant Coach	\$4057
Assistant Coach	\$1200	Assistant Coach	\$1200	Assistant Coach	\$4057
Assistant Coach	\$1200	Assistant Coach	\$1200	Assistant Coach	\$4057
<b>Basketball</b>		<b>Swimming</b>		JV Coach	\$3596
Boys' Head Coach	\$8035	Head Coach	\$4800	JV Coach	\$3596
Boys' JV Coach	\$4057	Assistant Coach	\$2161	<b>Wrestling</b>	
Assistant Coach	\$2791	Aquatics Director	\$1000	Head Coach	\$4800
Assistant Coach	\$2791	Diving Coach	\$1100	Assistant Coach	\$2024
Girls' Head Coach	\$8035	<b>Tennis</b>		Assistant Coach	\$2024
Girls' JV Coach	\$4057	Boys' Head Coach	\$2940	<b>Soccer</b>	
Girls' Assistant Coach	\$2791	Boys' Assistant Coach	\$1929	Head Boys' Coach	\$2915
Girls' Assistant Coach	\$2791	Girls' Head Coach	\$2940	Assistant Boys' Coach	\$1800
<b>Cheerleaders/Pep Block</b>		Girl's Assistant Coach	\$1929	Head Girls' Coach	\$2915
Head Cheer Coach	\$1400	<b>Track</b>		Assistant Girls' Coach	\$1800
Assistant Coach	\$700	Head Coach	\$4800	<b>Golf</b>	
Assistant Coach	\$700	Assistant Coach	\$2024	Girl's Coach	\$2184
Assistant Coach	\$700	Assistant Coach	\$2024	Boys' Coach	\$2184
Pom Director	\$1400	Assistant Coach	\$1641		
<b>Cross Country</b>		<b>Volleyball</b>		Athletic Supervision	\$5000
Head Coach	\$1930	Head Coach	\$4800	Off Season Weightlifting	\$1994
		Assistant Varsity Coach	\$2024	Athletic Office Supervisor (only for the 2020-2021 year)	\$7500
		Assistant JV	\$2024		

**MIDDLE SCHOOL ATHLETICS**

<b>Basketball</b>		<b>Football</b>		<b>Tennis</b>	
8th Grade Boys'	\$2000	Program Director	\$3500	6th-8th Grade Coach	\$900
8th Grade Girls'	\$2000	8th Grade Head Coach	\$1500	<b>Track</b>	
7th Grade Boys'	\$2000	7th Grade Head Coach	\$1500	6th-8th Grade Coach	\$1500
7th Grade Girls'	\$2000	7th & 8th Grade Assistant	\$1000	6th-8th Grade Coach	\$1500
6th Grade Boys'	\$1200	7th & 8th Grade Assistant	\$1000	<b>Volleyball</b>	
6th Grade Girls'	\$1200	<b>Cheerleaders/Pep Block</b>		8th Grade Coach	\$1540
<b>Cross Country</b>		8th Grade	\$0	7th Grade Coach	\$1371
Coach	\$1328	7th Grade	\$0	6th Grade Coach	\$312
<b>Swimming</b>		6th Grade	\$0	<b>Wrestling</b>	
Head Coach	\$1293	<b>Golf</b>		Head Coach	\$1650
Assistant Coach	\$970	6th-8th Grade Coach	\$900	Assistant Coach	\$942
Assistant Coach	\$970				

### DCSC ACADEMIC ECA'S

HIGH SCHOOL		HIGH SCHOOL		MIDDLE SCHOOL	
Art Show Director	\$360	Quiz Bowl Sponsor	\$1125	Academic Super Bowl	\$512
Art Show Assistant	\$0	Quiz Bowl Preparer	\$300	Director of Oracle Literacy	\$500
Auditorium Mgr. HS	\$797	Quiz Bowl Preparer	\$300	Librarian Extra Days	0 Days
Bracketology	\$1125	Quiz Bowl Preparer	\$300	National Honor Society	\$645
Class Sponsor-Senior	\$670	Robotics	\$645	Robotics	\$645
Class Sponsor-Senior	\$670	SADD	\$433	SADD	\$433
Class Sponsor- Junior	\$920	Spanish Club	\$433	Science Club	\$0
Class Sponsor- Junior	\$920	Student Council	\$1070	Spell Bowl	\$512
Class Sponsor-Sophomore	\$360	Super Bowl Sponsor	\$1125	Student Council	\$739
Class Sponsor-Sophomore	\$360	Super Bowl Preparer	\$300	Team Leader 6 <sup>th</sup> Grade	\$0
Class Sponsor-Freshmen	\$360	Super Bowl Preparer	\$300	Team Leader 7 <sup>th</sup> Grade	\$0
Class Sponsor-Freshman	\$360	Super Bowl Preparer	\$300	Team Leader 8 <sup>th</sup> Grade	\$0
Decathlon Sponsor	\$0	Vocal Music	\$4213	Yearbook	\$645
Decathlon Preparer	\$0	Yearbook	\$1426	<b>ELEMENTARY SCHOOL</b>	
Director of Oracle Literacy	\$500	<b>DCMS/DCHS Department Chairs</b>		Choir	\$250
Director Drama- Fall	\$1147	CTE(FAC, Health, Occ., Criminal)	\$800	Intramural Supervisor Boys	\$0
Drama Assistant	\$539	English	\$800	Intramural Supervisor Girls	\$0
French Club	\$433	Industrial Art (Business, Tech)	\$800	Librarian Extra Days	\$0
Honor Society	\$645	Liberal Arts (Art, Choir, Band, For Lang.)	\$800	Math Bowl	\$502
Hoosier Spell Bowl	\$0	Mathematics	\$800	Robotics	\$645
Instrumental Music	\$4213	Science	\$800	Spell Bowl	\$502
Key Club	\$433	PE/Health	\$800	Student Council	\$645
Librarian Extra Days	15 Days/ per diem	Social Studies	\$800	Yearbook	\$645
Director Musical-Spring	\$1147	SPED	\$800	5 <sup>th</sup> Grade Boys' Basketball	\$0
Musical Assistant	\$539	VoAg	\$800	5 <sup>th</sup> Grade Girls' Basketball	\$0
Printing	\$0	<b>CORPORATION</b>		Elementary NHS Sponsor	\$645
		Mentor Teacher	\$500	Guidance Counselor Extra Days	5 Days/ per diem
		Tech Integration Spec/MS Tech Position Extra Days	36 Days/ per diem		

**FOR INFORMATIONAL PURPOSES ONLY**  
**Appendix C - Extended Contracts For DCSC:**

1. High School Agriculture 1 – 56 days
2. High School Agriculture 2 – 56 days
3. High School Guidance 1 – 41 days
4. High School Guidance 2 – 10 days
5. Middle School Guidance - 10 days
6. Elementary Counselor - 5 days
7. High School Library – 15 days
8. Corporation Printing – 172 hours

**Appendix D - Insurance Rates: 2021 and 2022 ONLY (Ends December 31st)**

<b>January 1, 2022</b>	<b>2022</b>	<b>Corp Portion</b>	<b>Corp \$ Paid</b>	<b>Employee \$ Paid</b>	<b>24 Pays Per Pay \$</b>	<b>18 Pays Per Pay \$</b>
<b>MASE Trust PPO Option #1</b>						
<b>Monthly</b>	<b>\$782/\$2087</b>					
Single	\$9,384.00	Flat	\$7,543.30	\$1,840.70	\$76.70	\$102.26
Family	\$25,044.00	Flat	\$14,400.00	\$10,644.0	\$443.50	\$591.33
<b>MASE Trust PPO Option #2 - HDHP/HSA Plan 1</b>						
<b>Monthly</b>	<b>\$625/\$1684</b>					
Single	\$7,500.00	Flat	\$6,216.00	\$1,284.00	\$53.50	\$71.33
Family	\$20,208.00	Flat	\$14,128.15	\$6,079.85	\$253.33	\$337.77
<b>MASE Trust PPO Option #3 - HDHP/HSA Plan 2</b>						
<b>Monthly</b>	<b>\$537/\$1449</b>					
Single	\$6,444.00	Flat	\$6,166.00	\$278.00	\$11.58	\$15.44
Family	\$17,388.00	Flat	\$13,968.00	\$3,420.00	\$142.50	\$190.00
<b>Dental</b>						
Single	\$306.00	73%	\$224.15	\$81.09	\$3.38	\$4.51
Family	\$864.84	69%	\$600.20	\$264.64	\$11.03	\$14.70
<b>Vision</b>						
Single	\$190.20	79%	\$150.26	\$40.97	\$1.71	\$2.28
Family	\$491.04	76%	\$372.24	\$118.80	\$4.95	\$6.60

**NEW RATES as of January 1, 2023****Appendix D - Insurance Rates:**

<b>January 1, 2023</b>	<b>2023</b>	<b>Corp Portion</b>	<b>Corp \$ Paid</b>	<b>Employee \$ Paid</b>	<b>24 Pays Per Pay \$</b>	<b>18 Pays Per Pay \$</b>
<b>MASE Trust PPO Option #1</b>						
<b>Monthly</b>	<b>\$802/\$2139</b>					
Single	\$9,624.00	Flat	\$7,774.10	\$1,849.90	\$77.08	\$102.77
Family	\$25,668.00	Flat	\$14,970.78	\$10,697.22	\$445.72	\$594.29
<b>MASE Trust PPO Option #2 - HDHP/HSA Plan 1</b>						
<b>Monthly</b>	<b>\$641/\$1726</b>					
Single	\$7,692.00	Flat	\$6,401.58	\$1,290.42	\$53.77	\$71.69
Family	\$20,712.00	Flat	\$14,601.75	\$6,110.25	\$254.59	\$339.46
<b>MASE Trust PPO Option #3 - HDHP/HSA Plan 2</b>						
<b>Monthly</b>	<b>\$550/\$1485</b>					
Single	\$6,600.00	Flat	\$6,320.61	\$279.39	\$11.64	\$15.52
Family	\$17,820.00	Flat	\$14,382.90	\$3,437.10	\$143.21	\$190.95
<b>Dental with increase as of July 2023</b>						
Single	\$336.12	74%	\$248.72	\$87.40	\$3.64	\$4.86
Family	\$949.92	70%	\$664.94	\$284.98	\$11.87	\$15.83
<b>Vision - No Increase</b>						
Single	\$190.20	79%	\$150.26	\$40.97	\$1.71	\$2.28
Family	\$491.04	76%	\$372.24	\$118.80	\$4.95	\$6.60