

1 **COLLECTIVE BARGAINING CONTRACT BETWEEN THE BOARD OF SCHOOL**
2 **TRUSTEES OF TRITON SCHOOL CORPORATION**
3 **AND THE TRITON TEACHERS ASSOCIATION**
4

5 THIS CONTRACT, made and entered into this 11th day of October, 2021 by and between Triton
6 School Corporation, of Marshall and Kosciusko counties, Indiana, acting by and through its governing
7 body, its Board of Trustees, hereinafter called the "Corporation" and the Triton Teachers Association, an
8 organization of school employees heretofore recognized by the Corporation as the exclusive representative
9 for school employees, hereinafter referred to as the "Association", WITNESSETH:

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11 WHEREAS, the Corporation has heretofore recognized the Association as the "exclusive
12 representative" representing the "school employees" as those terms are defined in IC 20-29-2-9 and IC
13 20-29-2-13 of the Indiana Acts of 2011, excepting the Superintendent, Principals, Assistant Principals,
14 Director of Curriculum and Assessment, and Athletic Director.

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16 WHEREAS, the designated representatives of the Corporation and the Association have entered
17 into collective bargaining as that term is defined in said IC 20-29-2-2 and have reached agreement on
18 specific items hereinafter set forth, and

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20 WHEREAS, it is the desire of the parties to enter into and execute a written contract incorporating
21 said items of agreement, as provided by said IC 20-29-2-2.

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23 IT IS THEREFORE AGREED by and between the parties as follows:

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25 **I. TERM OF AGREEMENT**

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27 The term of this agreement shall be from July 1, 2021, to June 30, 2022.

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29 **II. SALARY AND WAGE PROVISIONS**

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31 The parties agree that all salaries and wages as covered by this agreement are accurately reflected
32 in Appendixes A and B which are attached hereto and hereby made part of this agreement, and which shall
33 remain effective for the period covered by this agreement.

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35 The Corporation will pay the ISTRF contribution for each teacher at the rate set by the state.
36 Retired teachers who are hired to fill teaching positions will be paid at the rate of \$48,000 per year and will
37 not receive insurance benefits.

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39 Teaching experience will be recognized for instate public and private accredited schools and out-
40 of-state public accredited schools.

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42 Salary payments will be made in twenty-six (26) equal pays. Payment will be made according to
43 wage/employment laws. A "Pay Schedule" will be provided to all teachers to eliminate confusion when there
44 are 53 Fridays in a calendar year.
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III. FRINGE BENEFITS

MILEAGE: Mileage for approved trips (not extra-curricular) shall be 48¢ per mile.

INSURANCE BENEFITS:

HEALTH INSURANCE: The Corporation shall provide for teachers a health insurance plan for the full twelve-month period, providing full service for individual and/or family-type medical and hospitalization, and including surgical and major medical provisions. The Corporation will contribute the amounts listed below for each plan.. Teachers who retire from teaching may continue in the medical insurance plan at their own expense.

- Single Plan 1: \$ 5,800
- Single Plan 2: \$ 5,800
- Single Plan 3: \$ 6,100
- Family Plan 1 \$10,550
- Family Plan 2 \$11,050
- Family Plan 3 \$10,550

DENTAL INSURANCE: Each teacher shall be provided with basic dental plan coverage through a carrier chosen by the Corporation. The Corporation shall pay the cost of the teacher's individual coverage, except for one dollar (\$1.00). Teachers may enroll in family coverage and assume the cost of the family coverage, less the Corporation-paid single share.

VISION INSURANCE: Each teacher shall be provided with basic vision plan coverage through a carrier chosen by the Corporation. The Corporation shall pay the cost of the teacher's individual coverage, except for one dollar (\$1.00). Teachers may enroll in family coverage and assume the cost of the family coverage, less the Corporation-paid single share.

TERM LIFE INSURANCE: The Corporation shall provide for teachers a group life insurance protection plan to pay each teacher's designated beneficiary the sum of fifty thousand dollars (\$50,000.00). When a teacher participates in the life insurance plan only, the teacher will pay the first dollar (\$1.00) of the premium.

LONG-TERM DISABILITY INSURANCE: The Corporation shall provide teachers with a long-term disability plan at a cost of one dollar (\$1.00) to each teacher.

125K PLAN: The Board will make a full 125K Plan available to teachers as long as the Federal and State guidelines make it a benefit to the Corporation and staff. The Corporation will assume the start-up cost for the dependent care and non-reimbursable medical components with the teacher assuming the monthly fee. The Corporation will retain interest earnings and surplus funds. Funds in excess of the annual Corporation cost will be returned in the form of a program benefit.

Article III(A)
Retirement Severance Benefit

Effective Date: The following amendments are made to the Contract Agreement between the Triton Board of School Trustees and the Triton Teachers Association, signed the 6th day of *October 2003*. These amendments shall be effective with respect to any teacher retiring on or after the 1st day of June 2004. Any teacher who has retired before the effective date will only be entitled to those benefits contained in the Contract Agreement as of the time of his or her retirement, but as may be otherwise revised from time to time.

An individual who is employed as a bargaining unit member at the time of retirement or severance from employment will be eligible for the following severance benefits provided the teacher has otherwise satisfied the requirements and conditions described below.

Group Health Insurance

Immediately following severance, the teacher and his/her spouse, if any, shall have the option of remaining in the Corporation's current group health insurance plan if all of the following conditions are met as of the date of severance and thereafter:

1. The teacher was enrolled in the Corporation's group health insurance plan during the school year immediately before retirement;
2. While the retired teacher and spouse, if any, remain enrolled in the health insurance plan, the retired teacher and spouse shall pay the entire insurance premium applicable to the insurance coverage. Premiums must be paid prior to the month of coverage. Monthly premiums shall be due in the central office by the 23rd day of each month for the succeeding month of coverage; and
3. Within ninety (90) days of the retirement date, the teacher has provided a written request to the School Corporation for continuing insurance coverage for the teacher and spouse, if any.

When a retired teacher first becomes eligible for Medicare, the teacher's eligibility to continue to participate in the Corporation's group health insurance plan shall terminate, if not earlier terminated according to applicable law. (The same termination of eligibility shall also apply when a retired teacher's spouse first becomes eligible for Medicare.) It is acknowledged that the parties intend these provisions to comply with applicable federal and state laws that establish an eligible teacher's right to continue health insurance for the teacher and spouse, including if otherwise applicable, Indiana Code 5-10-8-2.6. Therefore, this right to extended coverage shall not override any rights to continuing health care coverage as required by COBRA.

Article III(B)
403 (b) Annuity Plan

- A. Each teacher may elect to make a salary reduction election and make tax deferred contributions, to a plan described in section 403(b) of the Internal Revenue Code (the "Code") to the maximum limits allowed by the Code. The Board shall forward salary reduction money to the appropriate vendor each month.
- B. The school corporation shall maintain a list of approved investment vendors for the salary reduction contributions made to a 403(b) Plan.

Article III(C)
Buy Out of Retirement Benefits

A. Elimination of Prior Agreement's Retirement Bridge and Severance Benefit

The Board and the Association specifically reserved the authority to revise or terminate the retirement benefits contained in earlier agreements. Exercising this authority, the Board and the Association now confirm that Article III, entitled "Retirement" in the Agreement immediately before this amendment's effective date, and the severance benefit described in Article III of the prior agreement are terminated and shall not apply to any teacher retiring or severing employment with the school corporation on or after this amendment's effective date. Those teachers who retired or severed employment before the effective date shall only be entitled to the retirement benefits contained in the prior agreement as of the time of his or her retirement.

B. Entitlement to Retirement Benefits and Vesting Requirements

Upon retirement from Triton School Corporation, a teacher shall be fully vested in the retirement benefits described in this Article if the retiring teacher has satisfied the following requirements:

Any retiring teacher who: (1) meets the "Rule of 85" (as defined by the Indiana State Teacher Retirement Fund in 2003) and (2) has taught 15 consecutive years immediately prior to retirement in this corporation.

1. The retiring teacher must submit a written unconditional and irrevocable letter of retirement to both the Board and the Superintendent no later than May 1 of the year when retirement is to begin. However, in the event a teacher is unable to give the required notice because of an accident, ill health, or for another unforeseen reason, the Board shall accept the teacher's late letter of retirement.

C. Actuarial Determination of Value of the Current Retirement Bridge and Severance Benefits

The Educational Services Company has been selected to determine the present value of the unfunded severance benefits and retirement bridge benefits described in the prior agreement. In making this present value determination, the Educational Services Company shall use the following assumptions:

1. The assumed interest rate for the purpose of determining the present value is four percent (4.0%) for the first two years and seven and one-half (7.5%) in years three (3) and beyond. However, for post-retirement cash flow purposes, a four and one-quarter percent (4.25%) interest rate shall be used.
2. It is assumed that an employee terminates employment at the end of the school year in which the employee attains age fifty-nine (59), or at the end of the current year if the individual is already age fifty-nine (59) or older. If an employee continues employment after the attainment of age fifty-nine (59), the employee does continue to receive all ongoing board contributions to the 401 (a) and VEBA, and the employee does continue to share in any future forfeitures.
3. The board's contribution to the annual post-retirement single or family health insurance premiums will be assumed to be four thousand seven hundred dollars (\$4,700.00). Irrespective of the teacher's anticipated date of retirement, no further increase in this annual cost is to be assumed. Furthermore, payments will be deemed to terminate when the individual would otherwise be eligible for Medicare.
4. The anticipated amount of the retirement bridge shall be determined using the amount of annual benefit described in Article III of the prior agreement. However, it is assumed that individuals do not retire until the later of: (a) the attainment of age fifty-nine (59), or (b) satisfaction of the eligibility requirements of Subsection B of this Article III(C).

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5. Using the method of calculation described in Subsection III, "Severance", of the prior agreement, the severance benefit for each employee will be determined, subject to the following adjustments: For purposes of the calculations, projections of future sick leave accumulation shall be extrapolated based upon each individual's sick leave ratio as of the 30th day of June 2003.
 6. The present value of the future severance benefits and retirement bridge payments will be reduced by the Social Security and Medicare taxes (FICA) that would have been payable if the severance benefits and retirement bridge had been paid directly to the employee.
 7. The termination assumption rate of three percent (3%) will be applied.
 8. Employees hired after the 1st day of July 2003 shall not be entitled to any payment for the eliminated retirement bridge or severance benefits. In other words, no contribution shall be made for individuals hired or rehired on or after the 1st day of July 2003.
 9. Amounts forfeited upon termination of employment because of the failure to meet the applicable vesting requirements shall not be reinstated or re-credited if an individual is subsequently rehired or re-employed by the school corporation. However, if the Board approves a leave of absence for an employee, such period of leave shall not result in forfeiture, provided the employee shall promptly return to employment following the expiration of the period of leave.
 10. The present value of the severance benefits and retirement bridge under the prior agreement shall be calculated, effective as of the 30th day of June 2003.
 11. To confirm the accuracy of the underlying information to be used in the present value calculations, each teacher shall be provided with his or her basic data that will be used in the calculations, including, but not limited to, the following information as of the 30th day of June 2003: base salary, age, years of service, and accumulated sick leave. The Educational Services Company shall assist in the preparation of this verification sheet for each teacher. However, the Board will have the responsibility to forward the verification sheets to the respective teachers. Any corrections made by the teacher must be returned to the Board within twelve (12) days. Corrections not returned to the Board until after the twelfth (12th) day shall be disregarded.

231 Using the above assumptions and the other assumptions contained on the buy out spreadsheet, the Educational
232 Services Company shall prepare the present value calculations for each teacher and the contributions described
233 hereinafter will be made.

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235 D. Buy Out Contributions.

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1. VEBA. The school corporation shall contribute to a voluntary employees' beneficiary association ("VEBA") as described in section 501(c)(9) of the Code, that amount representing the present value of the group health insurance benefits and term life insurance as calculated for all employees under subsection C above. The School Corporation and TTA will establish a committee to select a vendor. A committee of four (4) representatives of the Triton Teachers Association (TTA) and four (4) representatives of Triton School Corporation shall select the vendor for the VEBA. Selection of the vendor must be mutually agreeable to both parties. The terms and conditions for the administration and operations of the VEBA shall be as follows:
 - (a) The amount calculated for each employee will be invested in a separate account. There will be no commingling of accounts and each employee may determine how his or her account shall be invested among the investment options made available by the vendor for the VEBA.
 - (b) Until such time that an employee has retired and satisfied the eligibility requirements set forth in Subsection B of this Article III(C), the employee shall have no access to the assets held in his or her separate VEBA account.

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255 (c) If an employee retires or otherwise terminates employment before satisfaction of the requirements set
256 forth in Subsection B of this Article III(C) the terminated employee's VEBA account shall be
257 forfeited. Forfeited amounts shall be reallocated at the end of each plan year only among the then
258 remaining separate VEBA accounts. This reallocation shall be in a manner similar to that used by the
259 Educational Services Company in initially determining the present value calculations. Therefore, the
260 VEBA accounts of the following employees will not share in the reallocation of a forfeiture of a
261 VEBA account:

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263 (i) Employees who forfeited their VEBA accounts in the same year;
264 (ii) Employees who previously forfeited their VEBA accounts.
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266 Furthermore, VEBA accounts of employees who have attained the age of fifty-nine (59), but who
267 have not terminated employment may share in the reallocated forfeiture, but on a reduced basis.
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269 (d) Following retirement and the satisfaction of the requirements set forth in Subsection B of this Article,
270 a retired employee may use the amounts held in his/her separate VEBA account to pay health
271 insurance premiums, term life insurance premiums, and to be reimbursed for unreimbursed medical
272 expenses of the employee, spouse, and dependents. Furthermore, following the death of an employee
273 who had otherwise satisfied the requirements of Subsection B of this Article, any amounts remaining
274 in the deceased employee's VEBA account may continue to be used to pay these premiums and
275 expenses of the employee's spouse and dependents. At no time may the VEBA make loans to an
276 employee, his/her spouse, or his/her dependents.
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278 Forfeited amounts shall be reallocated at the end of each plan year only among the then remaining separate
279 VEBA accounts in a manner similar to that used in initially determining the present value calculations.
280 Therefore, the VEBA accounts of the following employees will not share in the reallocation of a forfeiture
281 of a VEBA account:

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283 (i) Employees who forfeited their VEBA accounts in the same year;
284 (ii) Employees who previously forfeited their VEBA accounts.
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286 Furthermore, VEBA accounts of employees who have attained the age of fifty-nine (59), but have not
287 terminated employment may share in the reallocated forfeiture, but on a reduced basis.
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289 (e) The school corporation shall not be paid any compensation for its services performed on behalf of the
290 VEBA. All costs incurred in the administration of the VEBA and investment fees shall be paid from
291 the VEBA assets.
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- 293 2. 401(a) Plan. The School Corporation and TTA will establish a committee to select a vendor. A committee
294 of four (4) representatives of the Triton Teachers Association (TTA) and four (4) representatives of Triton
295 School Corporation shall select the vendor for the 401(a) Plan. Selection of the vendor must be mutually
296 agreeable to both parties.
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298 The school corporation shall establish a qualified retirement plan as described in section 401(a) of the
299 Code. The total sum of the amount calculated by Educational Services Company as the present value for
300 the retirement pay and severance benefits shall be contributed by the school corporation to the 401(a) plan
301 by the 30th day of March 2004. The 401(a) plan's terms and conditions for the administration of the
302 401(a) plan shall be as follows:
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306 (a) The amount calculated for each employee will be invested in a separate account. There will be no
307 commingling of accounts and each employee may determine how his or her account shall be invested
308 among the investment options made available by the investment vendor for the 401(a) Plan.
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310 (b) Until such time that an employee has retired and satisfied the eligibility requirements set forth in
311 Subsection B of this Article, the employee shall have no access to the assets held in his or her separate
312 401(a) plan account.
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314 (c) If an employee retires or otherwise terminates employment before satisfaction of the requirements set
315 forth in Subsection B of this Article III(C), the terminated employee's 401(a) plan account shall be
316 forfeited. The forfeited amounts shall be reallocated among qualified participants.
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318 Forfeited amounts shall be reallocated at the end of each plan year only among the then remaining separate
319 401(a) plan accounts in a manner similar to that used in initially determining the present value
320 calculations. Therefore, the 401(a) plan accounts of the following employees will not share in the
321 reallocation of a forfeiture of a 401(a) plan account:
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- 323 (i) Employees who forfeited their 401(a) plan accounts in the same year;
324 (ii) Employees who previously forfeited their 401(a) plan accounts.
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326 Furthermore, 401(a) plan accounts of employees who have attained the age of fifty-nine (59), but have
327 not terminated employment may share in the reallocated forfeiture, but on a reduced basis.
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- 329 (d) Following retirement and the satisfaction of the requirements set forth in Subsection B of this Article,
330 a retired employee may elect to commence distributions from his 401(a) plan account. If an employee
331 dies after having satisfied the requirements of Subsection B of this Article, the deceased employee's
332 401(a) plan account shall be distributable to the decedent's designated beneficiary or to his/her estate
333 if no beneficiary designation has been made. At no time may a participant borrow from his 401(a)
334 plan account.
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336 (e) The school corporation shall not be paid any compensation for its services performed on behalf of
337 the 401(a) plan. All costs incurred in the administration of the 401(a) plan and investment fees
338 shall be paid from the 401(a) plan assets.
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340 E. Future Adjustments

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342 The parties agree that this Section III (A-C), or any other provision of this Agreement, does not constitute an
343 expectation of receiving the enumerated retirement benefits by any current employee, future employee,
344 prospective employee or applicant beyond the expiration of this Agreement. Therefore, except as otherwise
345 limited by applicable law, it is understood that the Board and Association may in the future bargain
346 modifications of any kind to this provision, provided however, that the future revision of this Section III (D)
347 shall not affect the retirement benefits of teachers already receiving benefits pursuant to this Section.
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A. Article III(D)

Retirement Savings 401 (a) Annuity Plan

A. The school corporation shall establish a qualified retirement plan as described in section 401(a) of the Code.

B. Vendor Selection

A committee of four (4) representatives of the Triton Teachers Association (TTA) and four (4) representatives of Triton School Corporation shall select the vendor for the 401(a) Plan. Selection of the vendor must be mutually agreeable to both parties.

C. The Board agrees to contribute 1% (one percent) of each individual base salary into each individual's separate 401(a) account.

D. Teachers will be vested in the 401(a) individual accounts as follows:

1. Those teachers employed by Triton School Corporation in 2003/2004 with five (5) or more years of consecutive years of service shall be immediately vested upon enrollment in the plan.
2. All other teachers will be 50% vested upon signing their 3rd contract and 100% vested upon signing their 6th contract).

IV. TEACHERS AND ASSOCIATION RIGHTS

A. The Association shall indemnify and save the school corporation harmless against any and all claims, demands, suits or other forms of liability that may arise out of or by action taken or not taken by the school employer or School Corporation in reliance upon signed authorization cards or Association records rendered for dues deductions.

V. LEAVE OF ABSENCE

A. PERSONAL BUSINESS: Teachers shall be granted three (3) days during the contract year without loss of compensation for such absence. Those personal leave days not used during the school year shall be added to the accumulated sick leave days on July 1st. Personal days taken to extend regular school vacations or holidays during the school year will be counted double. i.e. one (1) day used will equal two (2) days lost. This includes the first contracted day and the last contracted day of the school year.

B. COURT LEAVE: Court leave, without pay, shall be granted to any teacher when such teacher is required to make appearances in any court proceedings. If such court appearances are required because of the teacher's proper performance of his/her duties for and on behalf of the Corporation, such court appearance shall be without loss of pay.

C. JURY DUTY: Any teacher who is required to serve on a jury shall be paid at his/her regular rate of pay for the time of such jury service, less any and all jury fees or payment received for such service. This will not include mileage or meal expense of jury duty.

Upon receiving any summons or notice to appear for jury service, each teacher shall report such fact immediately to the Principal in charge of his or her building, so that appropriate arrangements can be made.

D. MATERNITY/PATERNITY LEAVE: Leaves of absence for pregnant teachers shall be followed according to Indiana Code IC20-28-10-5 as may be amended from time to time. Paternity leave will follow the guidelines of sick leave. Teachers may use up to ten (10) sick days for the sickness of the teacher's spouse, child, parent, grandchild, grandparent, or any relative or dependent living in the teacher's home. Teachers may petition the Board for use of extra days for family illness.

E. PROFESSIONAL LEAVE: Teachers may be granted professional leave at the Corporation's discretion. Teachers may apply to the Board for reimbursement of expenses.

F. FAMILY AND MEDICAL LEAVE ACT (FMLA): In accord with Federal law, the provisions of the Family and Medical Leave Act shall be incorporated by reference into this contract and shall be supplemental to its provisions.

The Board shall require the staff member to substitute (i.e. run concurrently) any of his/her earned or accrued paid leave (e.g. sick leave, personal leave, vacation leave for unpaid FMLA leave. During FMLA leave, medical, life and LTD insurance coverages will continue with the Corporation paying the usual proportionate share as long as the employee makes timely payment of his/her share.

H. SICK LEAVE:

1. Each teacher will receive ten (10) days sick leave the first year in the Corporation, and will receive eight (8) days every year thereafter cumulative to one hundred and seventy (170) days (+8).

2. Sickness is defined by the Corporation as the illness of a teacher.

3. Teachers may use up to ten (10) sick days for the sickness of the teacher's spouse, child, parent, grandchild, grandparent, or any relative or dependent living in the teacher's home. Teachers may petition the Board for use of extra days for family illness.

I. SICK LEAVE BANK: At the beginning of each year, any certificated employee may donate one (1) day toward the establishment and maintenance of a sick leave bank. These days shall be used for the purpose of providing a bank of days which participating certificated employees may use in cases of extended absence because of personal illness.

Unused days in the bank shall carry forward from year to year. Certificated employees shall be asked to donate another day/days when the bank has been depleted to 25 days. Failure to donate the extra day/days upon request will indicate that the certificated employee does not wish to continue participation in the bank. The President of the Association shall be notified when the bank has been depleted to 25 days.

If, after all certificated employees have been consulted, the request for days does not maintain the bank's total days at five (5), the bank shall be discontinued.

Employees may apply for days from the bank according to the following criteria:

1. All sick and personal leave previously accumulated by the individual must be exhausted.

2. An individual must be absent a minimum of ten (10) consecutive days prior to receiving days from the sick bank.

3. Days awarded shall begin on the first (1st) day after exhaustion of all individual sick and personal leave.

4. A physician's statement shall be provided upon application to the bank, and the Corporation may request the physician to renew such statements, as to the nature of the illness or incapacity and a prognosis report for returning to work.

5. A maximum of twenty (20) days may be allowed for one (1) individual each school year.

6. The sick leave bank may be used by participating certificated employees only. It does not include his/her family.

Yearly notification of sick leave bank status will occur at the beginning of each school year on the teachers' first contract day.

The sick leave bank shall be administered by the Triton Board of School Trustees. Application shall be made to the Superintendent of Schools who shall make recommendation for final approval to the Board if the above criteria have been met. Application for use may be made by a personal representative in cases where the individual employee is unable to do so.

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J. DEATH LEAVE: The Corporation will grant leave with pay to teachers in accordance with the following schedule:

1. Five (5) weekdays will be granted following the death of a spouse, child, stepchild, parent, grandparent, brother, sister, mother-in-law, father-in-law, and grandchild. Five (5) days will also be granted for other relatives when they reside in the teacher's household.

2. Two (2) days following the death will be granted with pay in the event of the death of a brother-in-law, sister-in-law, nephew, niece, uncle, aunt, or cousin.

3. The Superintendent may deviate from the above in unusual situations.

K. ASSOCIATION LEAVE: The Association shall be allowed four (4) days with pay to conduct Association business. The Association will pay for the substitute on such days.

L. All leaves may be used in half-day increments. Summer school teachers may use leave days at the rate of one-half (1/2) day of leave equals on (1) day of summer school.

VI. AMENDMENT OF TERMS:

The parties agree that neither of them shall have the right to amend any of the terms of this agreement during the period of this agreement. In the event, however, that both parties should agree to an amendment of this agreement voluntarily, such amendment shall be reduced in writing, executed by representatives of the parties, and ratified by the Association and governing body of the School Corporation and attached to this agreement.

VII. RATIFICATION:

It is understood that this agreement has been negotiated and entered into by representatives of the Association and of the Corporation. It is expressly understood, however, that this agreement does not become binding unless and until it shall have been ratified by the Association and by the governing body of the Corporation, which governing body is its Board of School Trustees. The appropriate meetings were held in accordance to law, which allowed for public comment for those in attendance and or participated electronically.

Date of Public Hearing to allow public comment on teacher compensation. 08/09/2021

Date of Public Meeting to discuss the Tentative Agreement. 10/08/2021

IN WITNESS WHEREOF, the parties have hereunto set their hands this 11th day of October, 2021.

TRITON SCHOOL CORPORATION

BY: _____
(Representative)

TRITON TEACHERS ASSOCIATION

BY: _____
(Representative)

APPENDIX "A"

TRITON SCHOOL CORPORATION TEACHER COMPENSATION SYSTEM

Section 1: Definitions

Legal Criteria

I.C.20-28-6 and I.C. 20-28-9 are the primary basis for this system of pay.

Stipend Unit

One-time money paid in recognition of a particular performance in a compensation category.

Base Unit

Recurring money added to the teacher's base salary (excluding any stipends)

Salary Range

Salary Range, 2020-2021: \$37,000 to \$67,000, not including INPRS contributions; retroactive to the hiring of new bargaining unit members for the 2020-2021 contract year.

Salary Range, 2021-2022: \$40,000 to \$70,000, not including INPRS contributions; retroactive to the hiring of new bargaining unit members for the 2021-2022 contract year.

Base Salary Increases

A. General Eligibility:

1. Except as provided in #2 below, a teacher who did not receive an evaluation rating of "improvement necessary" or "ineffective" is eligible for a salary increase.
2. A teacher who is in the first two years of instructing students who receives an evaluation rating of "improvement necessary" or "ineffective" is eligible for a salary increase under I.C. 20-29-9-2(f).

A teacher who does not satisfy these eligibility criteria remains at their prior year salary.

B. Factors and Definitions:

1. Evaluation Factor - the teacher who has not received an "improvement necessary" or "ineffective" rating in the prior year at Triton School Corporation, except those teachers eligible under Article II, Section A.2 above.
2. Academic Need -Triton values teachers who have been employed for one or more years with Triton School Corporation. Academic need is defined as retaining teachers with one (1) or more years of experience at Triton School Corporation.

C. Distribution:

- a. Advancing levels down on the Salary Schedule (see Salary Schedule attached as Appendix "B").
 1. Evaluation Factor - \$1,000.00 on base. For eligible teachers, Triton School Corporation shall provide a stipend of \$1000.00. Eligible teachers will increase 10 levels on the salary schedule adding \$1,000 to base.
 2. Academic Need - \$3,000.00 Level 0 will be set to \$40,000. For eligible teachers, all levels will increase by \$3,000.

Redistribution

Any funds otherwise allocated for teachers rated "improvement necessary" or "ineffective" will be equally redistributed to all teachers "effective" or "highly effective". The redistribution will be in the form of a stipend that will be paid at the end of the school year.

Hiring of Teachers New to Triton

Teachers newly hired to Triton School Corporation shall be placed on the salary schedule at a rate comparable to a current teacher with the same years of experience and degrees possessed. However, to provide flexibility for the Superintendent when seeking an applicant in a hard to fill area, the Superintendent may, at his/her discretion, offer the applicant up to three thousand dollars (\$3,000) additional income in the form of a signing bonus (one-time stipend), an increase to the base salary, or a combination of the two. Notification will be provided to the Triton Teacher's Association when this flexibility is implemented.

Deficit Financing

As it relates to this compensation system, deficit financing, as defined by the state, may result in no compensation increase for the year.

Salary Cap

ECA salaries are not included in a teacher's salary cap.

INPRS

INPRS shall be paid for all salaries at the rate set by the state.

Certified Salary Schedule

Appendix "B"

Level	Salary	Level	Salary	Level	Salary	Level	Salary	Level	Salary	Level	Salary	Level	Salary
0	\$ 40,000	51	\$ 45,100	101	\$ 50,100	151	\$ 55,100	201	\$ 60,100	251	\$ 65,100		
1	\$ 40,100	52	\$ 45,200	102	\$ 50,200	152	\$ 55,200	202	\$ 60,200	252	\$ 65,200		
2	\$ 40,200	53	\$ 45,300	103	\$ 50,300	153	\$ 55,300	203	\$ 60,300	253	\$ 65,300		
3	\$ 40,300	54	\$ 45,400	104	\$ 50,400	154	\$ 55,400	204	\$ 60,400	254	\$ 65,400		
4	\$ 40,400	55	\$ 45,500	105	\$ 50,500	155	\$ 55,500	205	\$ 60,500	255	\$ 65,500		
5	\$ 40,500	56	\$ 45,600	106	\$ 50,600	156	\$ 55,600	206	\$ 60,600	256	\$ 65,600		
6	\$ 40,600	57	\$ 45,700	107	\$ 50,700	157	\$ 55,700	207	\$ 60,700	257	\$ 65,700		
7	\$ 40,700	58	\$ 45,800	108	\$ 50,800	158	\$ 55,800	208	\$ 60,800	258	\$ 65,800		
8	\$ 40,800	59	\$ 45,900	109	\$ 50,900	159	\$ 55,900	209	\$ 60,900	259	\$ 65,900		
9	\$ 40,900	60	\$ 46,000	110	\$ 51,000	160	\$ 56,000	210	\$ 61,000	260	\$ 66,000		
10	\$ 41,000	61	\$ 46,100	111	\$ 51,100	161	\$ 56,100	211	\$ 61,100	261	\$ 66,100		
11	\$ 41,100	62	\$ 46,200	112	\$ 51,200	162	\$ 56,200	212	\$ 61,200	262	\$ 66,200		
12	\$ 41,200	63	\$ 46,300	113	\$ 51,300	163	\$ 56,300	213	\$ 61,300	263	\$ 66,300		
13	\$ 41,300	64	\$ 46,400	114	\$ 51,400	164	\$ 56,400	214	\$ 61,400	264	\$ 66,400		
14	\$ 41,400	65	\$ 46,500	115	\$ 51,500	165	\$ 56,500	215	\$ 61,500	265	\$ 66,500		
15	\$ 41,500	66	\$ 46,600	116	\$ 51,600	166	\$ 56,600	216	\$ 61,600	266	\$ 66,600		
16	\$ 41,600	67	\$ 46,700	117	\$ 51,700	167	\$ 56,700	217	\$ 61,700	267	\$ 66,700		
17	\$ 41,700	68	\$ 46,800	118	\$ 51,800	168	\$ 56,800	218	\$ 61,800	268	\$ 66,800		
18	\$ 41,800	69	\$ 46,900	119	\$ 51,900	169	\$ 56,900	219	\$ 61,900	269	\$ 66,900		
19	\$ 41,900	70	\$ 47,000	120	\$ 52,000	170	\$ 57,000	220	\$ 62,000	270	\$ 67,000		
20	\$ 42,000	71	\$ 47,100	121	\$ 52,100	171	\$ 57,100	221	\$ 62,100	271	\$ 67,100		
21	\$ 42,100	72	\$ 47,200	122	\$ 52,200	172	\$ 57,200	222	\$ 62,200	272	\$ 67,200		
22	\$ 42,200	73	\$ 47,300	123	\$ 52,300	173	\$ 57,300	223	\$ 62,300	273	\$ 67,300		
23	\$ 42,300	74	\$ 47,400	124	\$ 52,400	174	\$ 57,400	224	\$ 62,400	274	\$ 67,400		
24	\$ 42,400	75	\$ 47,500	125	\$ 52,500	175	\$ 57,500	225	\$ 62,500	275	\$ 67,500		
25	\$ 42,500	76	\$ 47,600	126	\$ 52,600	176	\$ 57,600	226	\$ 62,600	276	\$ 67,600		
26	\$ 42,600	77	\$ 47,700	127	\$ 52,700	177	\$ 57,700	227	\$ 62,700	277	\$ 67,700		
27	\$ 42,700	78	\$ 47,800	128	\$ 52,800	178	\$ 57,800	228	\$ 62,800	278	\$ 67,800		
28	\$ 42,800	79	\$ 47,900	129	\$ 52,900	179	\$ 57,900	229	\$ 62,900	279	\$ 67,900		
29	\$ 42,900	80	\$ 48,000	130	\$ 53,000	180	\$ 58,000	230	\$ 63,000	280	\$ 68,000		
30	\$ 43,000	81	\$ 48,100	131	\$ 53,100	181	\$ 58,100	231	\$ 63,100	281	\$ 68,100		
31	\$ 43,100	82	\$ 48,200	132	\$ 53,200	182	\$ 58,200	232	\$ 63,200	282	\$ 68,200		
32	\$ 43,200	83	\$ 48,300	133	\$ 53,300	183	\$ 58,300	233	\$ 63,300	283	\$ 68,300		
33	\$ 43,300	84	\$ 48,400	134	\$ 53,400	184	\$ 58,400	234	\$ 63,400	284	\$ 68,400		
34	\$ 43,400	85	\$ 48,500	135	\$ 53,500	185	\$ 58,500	235	\$ 63,500	285	\$ 68,500		
35	\$ 43,500	86	\$ 48,600	136	\$ 53,600	186	\$ 58,600	236	\$ 63,600	286	\$ 68,600		
36	\$ 43,600	87	\$ 48,700	137	\$ 53,700	187	\$ 58,700	237	\$ 63,700	287	\$ 68,700		
37	\$ 43,700	88	\$ 48,800	138	\$ 53,800	188	\$ 58,800	238	\$ 63,800	288	\$ 68,800		
38	\$ 43,800	89	\$ 48,900	139	\$ 53,900	189	\$ 58,900	239	\$ 63,900	289	\$ 68,900		
39	\$ 43,900	90	\$ 49,000	140	\$ 54,000	190	\$ 59,000	240	\$ 64,000	290	\$ 69,000		
40	\$ 44,000	91	\$ 49,100	141	\$ 54,100	191	\$ 59,100	241	\$ 64,100	291	\$ 69,100		
41	\$ 44,100	92	\$ 49,200	142	\$ 54,200	192	\$ 59,200	242	\$ 64,200	292	\$ 69,200		
42	\$ 44,200	93	\$ 49,300	143	\$ 54,300	193	\$ 59,300	243	\$ 64,300	293	\$ 69,300		
43	\$ 44,300	94	\$ 49,400	144	\$ 54,400	194	\$ 59,400	244	\$ 64,400	294	\$ 69,400		
44	\$ 44,400	95	\$ 49,500	145	\$ 54,500	195	\$ 59,500	245	\$ 64,500	295	\$ 69,500		
45	\$ 44,500	96	\$ 49,600	146	\$ 54,600	196	\$ 59,600	246	\$ 64,600	296	\$ 69,600		
46	\$ 44,600	97	\$ 49,700	147	\$ 54,700	197	\$ 59,700	247	\$ 64,700	297	\$ 69,700		
47	\$ 44,700	98	\$ 49,800	148	\$ 54,800	198	\$ 59,800	248	\$ 64,800	298	\$ 69,800		
48	\$ 44,800	99	\$ 49,900	149	\$ 54,900	199	\$ 59,900	249	\$ 64,900	299	\$ 69,900		
49	\$ 44,900	100	\$ 50,000	150	\$ 55,000	200	\$ 60,000	250	\$ 65,000	300	\$ 70,000		
50	\$ 45,000	101	\$ 50,100	151	\$ 55,100	201	\$ 60,100	251	\$ 65,100				

TRITON SCHOOL CORPORATION

APPENDIX "C"

***INPRS shall be paid for all salaries at the rate set by the state**

	Stipend
FINE ARTS	
Drama Productions Co-Director	727
Color Guard	695
Music Productions Co-Director	1002
Jazz Band	857
Trojan Singers	857
Instrumental Music Competition / Performance	2255
Vocal Music Competition / Performance	1435
ORGANIZATION SPONSORS	
Aces	597
Art Club	597
DECA (FBLA)	1308
FFA	2000
Science Club	597
Spanish Club	597
Yearbook	2115
ACADEMIC SPONSORS	
Little Hoosiers	597
Media Specialist	2000
National Honor Society	289
Robotics Academic Team	597
Student Council	289
CLASS SPONSORS	
Grades 7 - 8	289
Grade 11	1308
Grade 12	645

**TRITON SCHOOL CORPORATION
APPENDIX "C"
GIRLS' ATHLETICS**

	Stipend
CROSS COUNTRY	
Cross Country - Assistant	928
CHEERLEADING	
Cheerleading Sponsor (Varsity)	1576
Cheerleading - Assistant/Junior High Coach	1051
Cheerleading - Elementary	788
TENNIS	
Tennis	2500
Tennis Assistant	928
SOFTBALL	
Softball - Varsity	3600
Softball - Varsity Assistant	2069
Softball - Junior Varsity	1775
Softball - Junior High	1679
Softball (Summer Varsity)	1679
TRACK	
Track - Varsity	3300
Track - Junior High	1156
VOLLEYBALL	
Volleyball - Varsity (includes pre/post season conditioning)	4200
Volleyball - Varsity Assistant	1775
Volleyball - 8th Grade	1156
Volleyball - 7th Grade	1156
Volleyball - Elementary	695
BASKETBALL	
Basketball - Varsity (includes pre/post season conditioning)	8100
Basketball - Varsity Assistant	2544
Basketball - Junior Varsity	3176
Basketball - Freshmen	2300
Basketball - 8th Grade	1775
Basketball - 7th Grade	1775
Basketball - Junior High Assistant	1156
Basketball - 6th Grade	1349
Basketball - 5th Grade	1349
GOLF	
Golf	2400
Golf Assistant	1100

**TRITON SCHOOL CORPORATION
APPENDIX "C"
BOYS' ATHLETICS**

	Stipend
GOLF	
Golf	2400
Golf Assistant	1100
Golf - Junior High	730
CROSS COUNTRY	
Cross Country	2500
Cross Country - Assistant	928
WRESTLING	
Wrestling	3550
Wrestling Assistant	1775
Wrestling - Junior High	1538
Wrestling Assistant - Junior High	928
TENNIS	
Tennis	2500
Tennis Assistant	928
TRACK	
Track - Varsity	3300
Track Assistant (Boys/Girls)	2115
Track - Junior High	1156
BASEBALL	
Baseball - Varsity	3600
Baseball - Varsity Assistant	2069
Baseball - Junior Varsity	1775
Baseball (13 -15)	1679
Baseball (Summer Varsity)	1679
FOOTBALL	
Football - Varsity (includes pre/post season conditioning)	8100
Football Assistant	3176
Football - Freshmen	2300
Football - Junior High	2300
Football - Junior High Assistant	1681
BASKETBALL	
Basketball - Varsity (includes pre/post season conditioning)	8100
Basketball - Varsity Assistant	2544
Basketball - Junior Varsity	3176
Basketball - Freshmen	2300
Basketball - 8th Grade	1775
Basketball - 7th Grade	1775
Basketball - Junior High Assistant	1156
Basketball - 6th Grade	1349
Basketball - 5th Grade	1349