

DOCUMENT OF AGREEMENT
BETWEEN
THE BOARD OF TRUSTEES OF THE
KNOX COMMUNITY SCHOOL CORPORATION
AND
KNOX FEDERATION OF TEACHERS
KNOX, INDIANA
July 1, 2019 - June 30, 2020

Board Adopted on October 21, 2019

Table of Contents

Article I	RECOGNITION	4
Article II	BOARD RIGHTS	4
Article III	FEDERATION RIGHTS	4
	Section 1 Deductions (School Year)	4
	Section 2 Continuing Membership	4
Article IV	COMPENSATION	5
	Section 1	5
Article V	FRINGE BENEFITS	7
	Section 1 Insurance	7
	A. Long Term Disability	7
	B. Life	8
	C. Health, Dental, Vision	8
	Section 2 Section 125	8
	Section 3 TRF Payments	9
Article VI	LEAVES	9
	Section 1 Sick Leave	9
	A. Days (Regular School Year)	9
	B. Sick Leave Bank	9
	Section 2 Sick Leave Days (Following Leave of Absence)	10
	Section 3 Sick Leave (Summer School Teachers)	10
	Section 4 Sick Leave (Transfer of Accumulated)	11
	Section 5 Sick Leave Accumulation	11
	Section 6 Paternity Leave	11
	Section 7 Adoptive Leave	11
	Section 8 Death and Family Leave	11
	Section 9 Personal Leave Days (School Year)	11
	Section 10 Family Illness Leave	12
	Section 11 Political Leave Policy	12
	Section 12 Jury Duty Policy	12
	Section 13 Maternity Leave	12
	Section 14 Federation Leave	13
Article VII	RETIREMENT	13
	Section 1 Retirement Plan Buyout	13
	Section 2 Replacement Retirement Plan	13
	Section 3 Selection of Accounts	14

Article VIII	GRIEVANCE PROCEDURE	14
	GENERAL CONDITIONS	14
	STEP 1	15
	STEP 2	15
	STEP 3	15
	STEP 4	15
Article IX	TERMS/COMPLETE AGREEMENT	16
	APPENDIX A TEACHER BUY OUT LANGUAGE	17
	APPENDIX B EXTRACURRICULAR SALARY SCHEDULE	18-21

Article I **RECOGNITION**

The Knox Federation of Teachers, hereinafter referred to as the "Federation," is hereby recognized by the Board of School Trustees of the Knox Community School Corporation, hereinafter referred to as the "Board," as the Exclusive Representative for the Certified Employees of the Knox Community School Corporation excluding the Superintendent, Business Manager, Curriculum Director, Principals, Assistant Principals, Athletic Directors, Assistant Superintendents, Social Services personnel, and Substitute Teachers.

Article II **BOARD RIGHTS**

The Board has the responsibility and authority to manage and direct on behalf of the public the operations and activities of the Knox Community School Corporation to the full extent authorized by law and limited only by the specific provisions of this Agreement. Such authority shall include but not be limited to the right of the school employer to: (1) direct the work of its employees; (2) establish policy; (3) hire, promote, demote, transfer, assign, and retain employees; (4) suspend or discharge its employees in accordance with applicable laws; (5) maintain the efficiency of the school operations; (6) relieve its employees from duties because of lack of work or other legitimate reasons; (7) take actions necessary to carry out the mission of the public schools as provided by law.

Article III **FEDERATION RIGHTS**

Section 1 **Deductions (School Year)**

Upon appropriate written authorization from not fewer than five (5) of the teachers of the Knox Community School Corporation requesting that deductions be withheld from their respective salaries and remitted to a single recipient, the Board will make such authorized deductions and remit to the single recipient as per provisions of Chapter 99 Acts of 1965, adopted by the Indiana General Assembly on March 13, 1965.

Deductions will be authorized for the following:

1. Federation dues (KFT, IFT, AFT)
2. Tax deferred investment programs
3. Tax sheltered annuities presently in effect
4. Insurance coverage's presently in effect

Section 2 **Continuing Membership**

The authorization for payroll deduction of Federation membership shall be on a continuing basis unless revoked in writing. The Federation President shall notify the Corporation Treasurer in writing.

Article IV **COMPENSATION**

Section 1 Knox Community School Corporation Compensation Model

Compensation earned during the 2018-19 school year will be paid during the 2019-20 school year. The teacher base salary range for the 2018-19 school year is \$34,500 to \$61,104. This salary range is for the current teacher roster working under a status quo contract for the 2019-20 school year. These salaries exclude compensation for extra-curricular activities and other payments to teachers not outlined in Article IV, section 1.

Compensation System Description

Teacher compensation will be based upon performance in the following three defined categories:

1. Teacher Evaluation (added to base) – \$458.25
2. Experience (added to base) – \$152.75
3. Academic Needs - Veteran Teacher Retention Catch-up – Maximum of \$3988.00.

Only teachers who are evaluated as Effective or Highly Effective are eligible to receive salary increases. Compensation for teachers who are evaluated as Improvement Necessary or Ineffective will be redistributed as stipends for eligible teachers.

Compensation earned during the school year will be paid the following school year. Teachers must be under contract the following school year to be eligible for compensation increases.

Teachers may not earn base salaries that exceed the base salary range or cap. Individuals that reach the cap will receive the balance of their compensation increase as a stipend only.

Eligible teachers are defined as any teacher under contract with KCSC for 2018-19 who earned a teacher evaluation rating of either effective or highly effective or meets any exception under current Indiana statutes AND is under a KCSC contract for the 2019-20 school year. The eligible teacher must have also met the requirements of experience.

For the 2019-20 school year, a teacher will receive \$458.25 for either an Effective or Highly Effective evaluation during the 2018-19 school year and \$152.75 for a year of experience which will be added to the teacher's base salary beginning in 2019-20.

All new teachers to the corporation will be recommended by the Superintendent for a place on the compensation model consistent with the academic needs of the corporation. The position will be contingent on board approval. New teachers can be brought in at no less than the base pay in the salary range and no more than \$10,000 above their most recent rate of pay at their former school corporation (if applicable) providing the salary does not exceed the top level of pay of the compensation model. Teachers with zero years of teaching experience can be brought in at no more than \$10,000 above the base pay.

Academic Needs

The salary increase for academic needs is a teacher retention catch-up increase. This increase is to stress the importance of retaining veteran KCSC teachers when compared to the starting base salary. Eligible teachers for the Veteran Teacher Retention Catch-up increases are defined as any teacher under contract with KCSC for 2018-19 who earned a teacher evaluation rating of either effective or highly effective or meets any exception under current Indiana statutes AND is under a KCSC contract for the 2019-20 school year. The eligible teacher must have 1-25 years of experience.

The Targeted Base Salary is based upon a beginning teacher’s salary of \$36,700.00 and is included in the chart below for illustration purposes only. The Targeted Base Teacher Salaries for the 2019-20 school year are:

Years of Experience (min.120 days per year)	Targeted Base Salary
0	\$36,700
1	\$37,700
2	\$38,700
3	\$39,700
4	\$40,700
5	\$41,700
6	\$42,700
7	\$43,700
8	\$44,700
9	\$45,700
10	\$46,700
11	\$47,700
12	\$48,700
13	\$49,700
14	\$50,700
15	\$51,700
16	\$52,700
17	\$53,700
18	\$54,700
19	\$55,700
20	\$56,700
21	\$57,700
22	\$58,700
23	\$59,700
24	\$60,700
25	\$61,700

Under this academic needs factor, a veteran teacher (1-25+ years of experience) may receive an increase in their base salary using the following formula:

STEP 1 - BASE CONTRACTED KCSC SALARY FROM 2018-19 +\$611.00 = ADJUSTMENT TO BASE SALARY. IF YOUR ANSWER TO STEP 1 IS GREATER OR EQUAL TO \$59,700.00, THEN THIS IS YOUR NEW BASE SALARY FOR 2019-20. IF YOUR ANSWER IS LESS THAN \$59,700.00, PROCEED TO STEP 2.

Current Base Salary + \$611.00 = _____ .

STEP 2: USING THE CHART SHOWN ABOVE, TAKE YOUR TARGETED SALARY BASED UPON YOUR TOTAL YEARS OF EXPERIENCE (do not add a year of experience for 2019-20) – YOUR ANSWER FROM STEP 1. YOUR ANSWER IS YOUR VETERAN TEACHER CATCH UP AMOUNT.

Targeted Base Salary (see chart) - Answer from Step 1 = _____ .

IF YOUR ANSWER TO STEP 2 IS LESS THAN \$3889, THEN THIS IS YOUR VETERAN TEACHER CATCH UP AMOUNT AND WILL BE ADDED TO YOUR BASE SALARY.

IF YOUR ANSWER IN STEP 2 IS EQUAL TO OR GREATER THAN \$3889.00, YOUR VETERAN TEACHER CATCH UP AMOUNT IS CAPPED AT \$3889.00 AND WILL BE ADDED TO YOUR BASE SALARY.

Definitions

Teacher Evaluation (added to base)

Teachers rated Highly Effective or Effective during the 2018-19 school year.

Experience (added to base)

Minimum 120 present days in the school year.

Veteran Teachers Catch-Up

Any teacher with 1-25+ years of experience and is under contract with KCSC for 2018-19 who earned a teacher evaluation rating of either effective or highly effective or meets any exception under current Indiana statutes AND is under a KCSC contract for the 2019-20 school year. The eligible teacher must have also met the requirements of experience.

Article V **FRINGE BENEFITS**

Section 1 **Insurance**

A. **Long Term Disability**

Subject to the rules established by the insurer, a long-term disability program shall be provided for each teacher. The program shall provide for two-thirds (2/3) of the base teacher school year salary, excluding extracurricular and extended contracts that the participant is receiving at the time eligibility for disability is established.

Disability payments for periods less than a year in duration shall be based upon a prorated portion of the annual school year salary amount.

The program shall provide that to establish eligibility for disability benefits a participant must have been disabled for ninety (90) consecutive days and must meet the insurer's requirements to establish the existence of the disability.

The Corporation shall provide the cost of the premium.

B. Life

The Corporation shall provide the cost of the premium for group term life for each teacher. Fifty thousand dollars (\$50,000) shall be provided for each teacher.

Teachers may purchase additional life insurance at a rate established by the insurance carrier.

C. Health, Dental, Vision

Subject to the rules established by the insurance program, all teachers upon employment shall be eligible for health, dental and vision benefits as provided through a plan approved by the Knox Community School Corporation Board of School Trustees.

In the event that a new insurance program is adopted by the Board, the new plan will contain a schedule of benefits, deductible, and coinsurance portions, equal to or better than those in effect during 2011, unless changes are agreed to by both parties.

The Board will contribute a percentage portion of the cost of either a single or family plan in the amount as defined below:

Health Plan 1	Single 93.253% Family 80%
Health Plan 2	Single 93.253% Family 80%
Health Plan 3	Single 93.253% Family 80%

The Board will contribute 100% of the premium for a family plan when both spouses are certified employees of the Knox Community School Corporation. Once there are no longer any eligible dependent children, the spouses will enroll in the cheaper of either two single plans or the family plan.

The Corporation will not make cash reimbursement to any certified employee who chooses not to participate in the insurance program.

Section 2

Section 125

The Board shall provide a plan intended to qualify as a "cafeteria plan" within the meaning of Section 125 of the Internal Revenue Code of 1986, as amended.

Section 3 **TRF Payments**

The Board shall pay the three (3%) percent share which is the teacher's portion of retirement contributions.

Article VI **LEAVES**

Section 1 **Sick Leave**

A. **Days (Regular School Year)**

Each teacher shall be entitled to ten (10) days sick leave the first (1st) year with the Corporation and eight (8) days each year thereafter until one hundred 100 days maximum is accumulated. These days are used for personal illness of the teacher.

For teachers working less than the full school day, a day's leave shall be for the hours normally worked.

B. **Sick Leave Bank**

A voluntary sick leave bank, established and administered by the Board, shall provide a bank of days from which participating teachers may borrow in case of extended illness.

Membership:

1. A teacher who chooses to participate in the sick leave bank shall initially contribute two (2) days of his/her accumulated sick leave.
2. A teacher who has withdrawn more than two (2) days from the bank in the previous year must contribute two (2) additional days from his/her accumulated sick leave to maintain membership in the bank.
3. The annual enrollment period shall be the first ten (10) days of the school year. Teachers employed by the Corporation after the enrollment period shall have ten (10) days from the date of employment in which to enroll in the bank.

Withdrawal from Membership:

1. Membership in the sick leave bank shall automatically continue from year to year unless the member indicates in writing to the Superintendent his/her election to withdraw from the bank. Withdrawal from the bank must occur during the annual enrollment period.
2. A teacher who leaves the employment of the Corporation or elects to voluntarily withdraw from the sick leave bank shall leave in the bank any days contributed.

Sick Leave Bank Status:

1. Unused days in the bank shall carry forward from year to year. If the total accumulated days in the bank fall below seventy (70) days, each member of the bank shall be asked to donate one (1) additional sick leave day.
2. If, after all members of the bank have been consulted and the request for days does not maintain the bank's total days at ten (10), the bank shall be discontinued.

Application:

1. A member may apply for a loan from the bank when all of his/her accumulated sick leave and personal business days have been exhausted and has accumulated three (3) unpaid sick days.
2. A member must be absent for a minimum of ten (10) consecutive school days to qualify for a loan.
3. Subsequent withdrawals may be made only after the accumulation of another set of three (3) unpaid sick days and ten (10) consecutive days of absence during school.
4. A member may draw up to a maximum of twenty-five (25) days from the bank in any school year.
5. A member shall not be eligible to draw from the sick leave bank for pregnancy or illness related to pregnancy.
6. A physician's statement as to the nature of the illness or incapacity and a prognosis report for returning to work shall be provided by the member upon application to the bank, and the Superintendent may request the physician to renew such statements.

The President of the KFT will receive at the beginning of each school year a status report on the sick leave bank. He/she will also receive notification of all withdrawals made.

Section 2 **Sick Leave Days (Following Leave of Absence)**

Sick leave days accumulated by a teacher prior to a Leave of Absence shall be credited to the teacher upon return to service.

Section 3 **Sick Leave (Summer School Teachers)**

Teachers shall be eligible to use accrued sick leave consistent with state statutes authorizing same during the summer school period.

This provision applies only to teachers who have been employed in this Corporation during the previous school year.

Section 4 **Sick Leave (Transfer of Accumulated)**

Accumulated sick leave is eligible for transfer from another school corporation Grades K-12 consistent with applicable law.

Section 5 **Sick Leave Accumulation**

Any teacher that has accumulated over 100 days of sick leave as of the last day of each school year shall be compensated at the rate of \$75 per sick leave day and accumulated sick leave for each day beyond the amount of 100 days. The lump sum payment of sick leave days over 100 will be paid in their pre-retirement qualified benefit account by July 5th of that year.

Section 6 **Paternity Leave**

A father (if a teacher) shall be allowed an absence of one (1) day upon the birth of a child, and another day upon the return of the mother and child from the hospital.

Section 7 **Adoptive Leave**

Adoptive leave shall be granted up to a period of one school year for either parent. No pay will be granted for this leave.

The teacher shall notify the Superintendent in writing of the possibility or probability that such leave will be requested during the school year. Notification of possibility or probability is to occur at least sixty (60) days prior to the effective leave date. The teacher shall notify the Superintendent in writing by March 1st whether he/she intends to return to teach in the following fall semester.

Section 8 **Death and Family Leave**

In the case of a death of an immediate family member, the employee shall be entitled to be absent from work without loss of compensation for up to five (5) working days. Immediate family member shall include the following: Husband, wife, child, step-child, brother, sister, son-in-law, daughter-in-law, grandchild, parent, step-parent, mother-in-law, and father-in-law.

An employee shall be entitled to be absent from work without loss of compensation for 1 (one) working day for a niece, nephew, aunt, uncle, brother-in-law, sister-in-law, grandparent, grandparent-in-law, cousin and any other persons living in the immediate family household.

Any unusual circumstances not covered under this section may be appealed to the Superintendent or his/her designee.

Section 9 **Personal Leave Days (School Year)**

- A. Each teacher shall be granted three (3) personal leave days each school year.
- B. Teachers shall be allowed to accumulate up to five (5) personal leave days per school year. After the close of each school year, unused personal leave days above two (2) shall accumulate as sick leave.

- C. For teachers working less than the full school day, a day's leave shall be for the hours normally worked.
- D. The Board and Federation agree that personal leave days should be used with discretion and consideration of the impact that use of said days will have on the student learning environment. It is recognized that using personal leave days to extend a weekend, holiday, or school vacation causes a negative impact on the instructional process.
- E. Except in an emergency situation (to be determined by a review committee, appointed by the KFT president, composed of 3 teachers from buildings other than the one where the requesting party works), personal leave requests must be submitted forty-eight (48) hours in advance of the actual leave.

Section 10 **Family Illness Leave**

A teacher may take no more than twenty-five (25) days of leave for the illness of a member of the family. Family illness leave will be deducted from accumulated sick leave. Requests in excess of the twenty-five days may be discussed in a joint meeting between the Superintendent of Schools and the President of the KFT.

An unpaid leave of absence shall be granted to any teacher whose leave request to attend to the needs of an ill family member exceeds the number of accumulated sick leave. Said teacher shall provide a one (1) week prior notice if possible.

A member of the family is listed in Section 8 of this document.

Section 11 **Political Leave Policy**

Political leave shall be consistent with applicable statute.

Section 12 **Jury Duty Policy**

Teachers serving on jury duty shall be paid the difference between daily or pro-rated daily rate and the amount received for jury duty less the transportation mileage allowance included injury pay.

Section 13 **Maternity Leave**

Sick leave days may be used for maternity leave. A maternity leave of absence shall be granted to a pregnant teacher for a period of one (1) year or less.

Maternity leave shall begin at the beginning of the school year or if during a school year such time as the teacher and physician may determine.

The teacher shall notify the Superintendent in writing of intention to take such maternity leave of absence sixty (60) days prior to effective date.

The teacher shall notify the Superintendent in writing by March 1st whether she intends to return to teach in the following fall semester.

Section 14 **Federation Leave**

A total of three (3) paid days per school year shall be granted to the Knox Federation of Teachers. Such days may be used by individuals designated by the Federation President to conduct Federation business. The days may be taken in half-day blocks. The days are to be used for business that will not involve interference with any other teacher's instructional obligations. Requests for Federation leave shall be made by the Federation President.

Requests for Federation leave shall be made by the Federation President.

Article VII **RETIREMENT**

Section 1 **Retirement Plan Buyout**

The Program, attached hereto as Appendix A, was used to determine each teacher's buyout amount. The buyout amount was placed into separate post-retirement accounts in accordance with the IRS for the purpose of providing qualified retirement benefits and tax free welfare benefits to the teachers. The selection of accounts will be determined by a committee as described in section 3 below. The vesting period for the buyout will be five (5) consecutive years teaching for KCSC.

If a teacher terminates employment prior to meeting the vesting period, the account balances of that teacher shall be forfeited. Any forfeiture of the buyout portion (including interest earned) of a teacher's accounts will be redistributed equally among the current teachers' accounts at the time of the forfeiture.

The buyout amount for health care for each teacher was placed into a tax free welfare benefit account for said teacher by no later than September 5, 2006.

The buyout amount for years of service and sick leave days over 100 was placed into a qualified retirement account for said teacher by no later than September 5, 2006.

Until such time that an employee has retired and satisfied the eligibility requirements set forth in the Article, the employee shall have no access to the assets held in his/her separate accounts. At no time may the accounts make loans to an employee, his/her spouse, or his/her dependents.

In the event that a teacher dies, or becomes disabled, he or she will automatically be vested and his or her accounts would go into his or her estate. A teacher is considered disabled if he or she is collecting Social Security disability benefits.

Section 2 **Replacement Retirement Plan**

Every teacher will have pre-retirement accounts set up by KCSC in accordance with the IRS for the purpose of providing qualified retirement benefits and tax free welfare benefits to the teachers. The vesting period for the continual contribution amount (including interest earned) in these accounts is three (3) consecutive years of service to KCSC. Any forfeiture of the continual contribution amount (including interest earned) of

accounts of teachers that were currently employed by KCSC at the time of the forfeitures will be distributed equally among the remaining teachers' accounts.

Until such time that an employee has retired and satisfied the eligibility requirements set forth in the Article, the employee shall have no access to the assets held in his/her separate accounts. At no time may the accounts make loans to an employee, his/her spouse, or his/her dependents.

In the event that a teacher dies, or becomes disabled, he or she will automatically be vested and his or her accounts would go into his or her estate. A teacher is considered disabled if he or she is collecting Social Security disability benefits.

KCSC will contribute 0.6% per pay into each teacher's qualified pre-retirement account (i.e. 401a).

KCSC will contribute to each teacher's pre-retirement welfare benefit account (i.e. VEBA) on a per pay basis at the following percentages:

1.5% in 2008 and each year thereafter

In the event a teacher who is eligible for retirement, "who meets the eligibility requirements for state retirement"; and elects to retire prior to eligibility for Medicare coverage as prescribed by 42 USC 1395 et. seq. can remain in the Corporation group health, dental and vision plan as long as the teacher pays the cost of their plan.

Section 3

Selection of Accounts

A committee composed of four (4) teachers appointed by the KFT president and four administrators appointed by the Superintendent will be formed to select the account vendors for the pre- and post-retirement accounts. The committee will meet at least once each spring to determine vendors. Changes in vendor can only be made if the majority of the committee agrees. In the event of a tie, no changes are made.

Article VIII

GRIEVANCE PROCEDURE

For the purpose of this Agreement, a grievance is defined as a complaint by a teacher that a provision of this Agreement has been violated or misapplied to the detriment of the complainant. To process a grievance, a teacher shall proceed through the following steps.

GENERAL CONDITIONS

At any point at which a grievance is resolved to the satisfaction of the grievant, no further action is required. Failure by either party to comply with the time constraints established hereunder shall result in resolution of the grievance in the manner requested by the other party at the last step completed unless an extension of the time is mutually agreed upon.

The first step in the grievance procedure must be initiated within twenty-five (25) days of the alleged incident giving rise to the grievance.

Within ten (10) days, a grievant may file for a petition of discovery. Five (5) days from the receipt of the petition of discovery all information will be given to the grievant or grievant's representative. A petition of discovery is for the purpose of obtaining information and determining the facts of the alleged incident which could possibly resolve the grievance.

At the discretion of the teacher, the teacher may be accompanied (at any step of the grievance process) by no more than seven (7) representatives of the teacher's choosing.

A grievance which alleges the actions of a Central Office Administrator or the School Board as the basis for the grievance shall begin with Step 2:

The Board shall provide all forms required by this article for the filing of Steps 1, 2, and 3 of this grievance procedure. Teachers shall receive copies of these forms on orientation day.

STEP 1

The grievant files a written statement of the grievance with the building principal. Within five (5) workdays of receipt of the filed grievance, the principal shall schedule a meeting with the grievant to attempt to resolve the grievance. Within five (5) workdays of this meeting, the principal shall provide the grievant with a written disposition of the grievance. Procedure to Step 2 must be initiated within ten (10) workdays of receipt of the principal's disposition.

STEP 2

The grievant files a written statement of grievance with the Superintendent. Within five (5) workdays of receipt of this statement, the Superintendent shall schedule a meeting between the Superintendent and his representatives and the grievant. Said meeting shall be no sooner than three (3) workdays and no farther than ten (10) workdays from the date the grievant is notified of the meeting. Within five (5) workdays of the meeting, the Superintendent shall notify the grievant of the disposition of the grievance. Procedure to Step three (3) must be initiated within ten (10) workdays of receipt of the Superintendent's disposition.

STEP 3

The grievant files a written appeal of the Superintendent's disposition with the Superintendent for presentation to the School Board. At the second (2nd) regularly scheduled School Board Meeting following the receipt of the appeal, the Board shall provide an opportunity for the grievant and/or the grievant's representative to present the grievance in executive session to the School Board for resolution by the Board. No later than the regularly scheduled School Board Meeting following the presentation to the Board, the Board shall provide a disposition of the grievance which shall be presented to the grievant in writing by the Superintendent. Procedure to Step 4 must be initiated within ten (10) workdays of receipt of the Board's disposition.

STEP 4

The grievant files the grievance with the American Arbitration Federation and in writing so notifies the Superintendent. The parties agree to the submission of the grievance to the American Arbitration Federation for an advisory opinion with both parties sharing

equally the costs of the arbitrator's services, fees, and expenses and the costs of the American Arbitration Federation.

Article IX **TERMS/COMPLETE AGREEMENT**

The term of this Agreement shall begin, July 1, 2019, and continue in full force and effect until June 30, 2020.

The parties to this Document of Agreement, entered into this 13th day of November, 2018 by and between the Board of School Trustees of the Knox Community School Corporation of Starke County, Indiana, hereinafter referred to as the "Board," and the Knox Federation of Teachers, (an affiliate of the Indiana Federation of Teachers and the American Federation of Teachers), hereinafter referred to as the "Federation" agree that the provisions contained in this Document of Agreement are the full and complete items as agreed to under the provisions of Public Law 217, Section 4, Subjects of Bargaining, and Section 5, Subjects of Discussion.

Section 1 The Board and Federation agree to comply with the provisions of Public Law 217 during the term of the Document of Agreement executed by the parties to the Agreement.

Section 2 The Board agrees to comply with the provisions of Chapter 115 of the Acts of 1953, as approved by the General Assembly 3/09/1953.

Section 3 During the term of this agreement, this Agreement supersedes and cancels all previous agreements, whether verbal or written, between the parties, as well as any past practice of the School Corporation regarding the articles of this contract. Each page of the final agreement shall be proofread and initialed by both parties.

Section 4 The provisions of this Document of Agreement are the full and complete items as agreed to by the parties of this Document. Only with the consent of both parties, shall any provision or term of this Document of Agreement be amended, changed, or modified either orally or in writing by either party to this Agreement or by any mediator or arbitrator during the period set forth in the Term of Agreement.

Signatures affixed below are evidence of proper ratification by the Federation, its representatives, and the Board.

BOARD OF SCHOOL TRUSTEES
KNOX COMMUNITY SCHOOL CORP.

[Signature]
Wendy M. Moore
[Signature]
[Signature]
Mary K. Ketchie

KNOX FEDERATION OF TEACHERS

[Signature]
Paul A. Kinn
Leah R. Banks

Appendix A

1. This appendix represents the Program calculations and assumptions used for determining teacher buy-out amounts.

A. The Buy-Out calculation is as follows:

Years of Service

Teachers receive one (1) day's pay for each year of service with KCSC through June 1, 2006. The pay will be based upon each teacher's base rate at the beginning of the school year, inclusive of the pay increase for the calendar year 2005 over 185 contracted days.

The Buy-Out amount is the present value utilizing a 5% discount rate to age 59.

Accumulated Sick Leave

Accumulated sick leave included in the buy-out is determined by days in excess of 100 shall be purchased at a rate \$75.00 per day.

Health Insurance Assumptions

Retirements will be assumed to occur at the later of: (at the attained age of 59, or) the end of the current year if the individual is 59 or over.

The Program assumes the teacher has completed 10 years of service with KCSC to be eligible for this benefit.

Early retiree health insurance coverage begins the following September and ends when Medicare coverage begins (the beginning of the month the teacher becomes age 65).

The monthly premiums are based on an annual cost of \$8,000.

The Buy-Out equals the present value of the future stream of premiums based on an initial rate of 4.50% for three years and an ultimate interest rate of 7.25%. The present value is further offset by the termination assumption.

Minimum Payments

The minimum payment into the qualified retirement account will be \$500.00. In addition to this minimum, an additional \$171.25 will be added to each account.

The minimum payment into the tax-free welfare benefits account will be \$1,500.00.

ECA 2019-2020 School Year

****This is for informational purposes only****

****The following ECA schedule with salaries and positions is for reference only****

All positions contingent upon number of student participation

CATEGORY	LEVEL	ACTIVITY	#	POSITION	19-20	PAY SCHEDULE*
Academic	EL	Academic Coaches	3	MATH BOWL	466	FALL
Academic	EL	Academic Coaches	4	MATH BOWL	466	WINTER
Academic	EL	Academic Coaches	2	SPELL BOWL	466	WINTER
Academic	EL	Academic Coaches	1	SPELL BOWL	466	FALL
Academic	EL	ANNUAL Yearbook	1	ELEMENTARY	804	SPRING
Athletic	EL	CHEERLEADING	1	ELEMNTARY 5TH GRADE	397	SPRING
Academic	EL	Chorus	1	ELEMENTARY	403	SPRING
Academic	EL	CHORUS	2	ELEMENTARY	403	SPRING
Academic	EL	Head Teacher	2	ELEMENTARY--1st	349	SPRING
Academic	EL	Head Teacher	3	ELEMENTARY--2nd	349	SPRING
Academic	EL	Head Teacher	6	ELEMENTARY-3rd	349	SPRING
Academic	EL	Head Teacher	4	ELEMENTARY--4th	349	SPRING
Academic	EL	Head Teacher	1	ELEMENTARY--Kindergarten	349	SPRING
Academic	EL	Head Teacher	8	ELEMENTARY--Specials	349	SPRING
Academic	EL	Head Teacher	7	ELEMENTARY--SPED	349	SPRING
Academic	EL	MEDIA/LIBRARIAN	1	ELEM (5 days)	621	SPRING
Academic	EL	STUDENT COUNCIL SPONSOR	1	ELEMENTARY	553	YEAR AROUND
MISC	Gen	Technology	1	Asst	347	Year Round
MISC	Gen	Technology	2	Asst	347	YEAR ROUND
MISC	Gen	Technology	3	Asst	347	YEAR ROUND
Academic	HS	Academic Coaches	1	Academic Super bowl	466	FALL
Academic	HS	Academic Coaches	1	SPELL BOWL	466	SPRING
Academic	HS	Academic Coaches	1	SPELL BOWL	466	SPRING
Academic	HS	Academic Coaches	1	Student Council HS	233	Year Round
Academic	HS	Academic Coaches	2	Student Council HS	233	Year Round
Academic	HS	ANNUAL Yearbook	1	HIGH	1,675	YEAR ROUND
Academic	HS	AUDITORIUM	1	HIGH	1,026	SPRING
Academic	HS	BAND	1	ASSISTANT	2,251	YEAR ROUND
Academic	HS	BAND	1	HEAD	3,531	YEAR ROUND
Athletic	HS	BASEBALL	1	HEAD	3,392	SPRING
Athletic	HS	BASEBALL	1	JV	1,549	SPRING
Athletic	HS	BASEBALL	1	VARSITY ASST	1,903	SPRING
Athletic	HS	BASKETBALL boys	1	ASSISTANT	3,327	WINTER
Athletic	HS	BASKETBALL boys	1	FRESHMAN	2,407	WINTER
Athletic	HS	BASKETBALL Boys	1	HEAD	7,109	WINTER
Athletic	HS	BASKETBALL boys	1	JV VARSITY	3,264	WINTER
Athletic	HS	BASKETBALL girls	1	ASSISTANT	3,327	WINTER
Athletic	HS	BASKETBALL Girls	1	HEAD	7,109	WINTER
Athletic	HS	BASKETBALL Girls	1	JR VARSITY	3,264	WINTER

Athletic	HS	CHEERLEADER SPONSOR	1	HS JV	1,233	YEAR ROUND
Athletic	HS	CHEERLEADER SPONSOR	1	HS VARSITY	2,036	YEAR ROUND
Academic	HS	Chorus	1	HEAD	2,380	YEAR ROUND
Academic	HS	Class Sponsor	1	FRESHMAN	183	SPRING
Academic	HS	Class Sponsor	1	JUNIOR	880	SPRING
Academic	HS	Class Sponsor	1	SENIOR	630	SPRING
Academic	HS	Class Sponsor	1	SOPHOMORE	183	SPRING
Academic	HS	Club Sponsor	1	DRAMA	697	SPRING
Academic	HS	Club Sponsor	1	FOREIGH EXCH	356	SPRING
Academic	HS	Club Sponsor	1	N.H.S.	500	SPRING
Academic	HS	Club Sponsor	2	N.H.S.	500	SPRING
Academic	HS	Club Sponsor	1	S.A.D.D.	664	SPRING
Academic	HS	Club Sponsor	1	SCIENCE	344	SPRING
Academic	HS	Club Sponsor	2	SCIENCE	344	SPRING
Academic	HS	Club Sponsor	1	SPANISH	664	SPRING
Academic	HS	Club Sponsor	1	SPEECH/DEBATE	1,200	YEAR ROUND
Athletic	HS	CROSS COUNTRY	1	HEAD	2,989	FALL
Academic	HS	Department Chair	1	HIGH	349	SPRING
Academic	HS	Department Chair	3	HIGH	349	SPRING
Academic	HS	Department Chair	2	HIGH	349	SPRING
Academic	HS	Department Chair	4	HIGH	349	SPRING
Academic	HS	Department Chair	5	HIGH	349	SPRING
Academic	HS	Department Chair	8	HIGH	349	SPRING
Academic	HS	Department Chair	7	HIGH	349	SPRING
Academic	HS	Department Chair	6	HIGH	349	SPRING
Academic	HS	DRAMA	1	PER PLAY	927	WINTER
Academic	HS	DRUM LINE	1	ADMINISTRATIVE	491	WINTER
Athletic	HS	FOOTBALL	3	ASSISTANT	2,981	FALL
Athletic	HS	FOOTBALL	1	ASSISTANT	2,981	FALL
Athletic	HS	FOOTBALL	2	ASSISTANT	2,981	FALL
Athletic	HS	FOOTBALL	4	ASSISTANT	2,981	FALL
Athletic	HS	FOOTBALL	1	HEAD	7,109	FALL
Athletic	HS	FOOTBALL	1	HEAD ASST	3,327	FALL
Athletic	HS	FOOTBALL	1	HS ASSTS	2,981	FALL
Athletic	HS	GOLF-Boys	1	HEAD	2,340	SPRING
Athletic	HS	GOLF-Girls	1	HEAD	2,340	FALL
Academic	HS	GRAPHIC ARTS	1	15 DAYS	1,968	SUMMER
Academic	HS	GUIDANCE	1	HEAD	985	SPRING
Academic	HS	JOURNALISM	1	HIGH (5 DAYS)	596	SPRING
Academic	HS	MARCHING BAND	1	ASSISTANT/DESIGN-MARCHING DRILL	3,630	YEAR ROUND
Academic	HS	MARCHING BAND	2	ASST/SUMMER	2,422	SUMMER
Academic	HS	MARCHING BAND	1	HEAD/SUMMER	3,985	SUMMER
Academic	HS	MARCHING BAND/WINTER	1	SUPPORT STAFF INSTRUCTION	2,508	YEAR ROUND
Academic	HS	MARCHING BAND/WINTER GUARD	1	ASST/DESIGN GUARD & VISUAL Elements	2,422	YEAR ROUND
Academic	HS	MEDIA/LIBRARIAN	1	HIGH (5 DAYS)	621	SPRING
Academic	HS	MUSICAL	1	ACCOMPANIST	733	SPRING
Academic	HS	MUSICAL	1	ASSISTANT	733	SPRING
Academic	HS	MUSICAL	2	ASSISTANT	733	SPRING

Academic	HS	SCHOOL PAPER	1	HEAD	1,170	SPRING
Athletic	HS	SOFTBALL	1	ASSISTANT	1,903	SPRING
Athletic	HS	SOFTBALL	1	HEAD	3,392	SPRING
Athletic	HS	SOFTBALL	1	JV	1,549	SPRING
Academic	HS	STRENGTH/CONDITIONING	1	ATHLETES	1,746	Half
Academic	HS	STRENGTH/CONDITIONING	2	ATHLETES	1,746	Half
Athletic	HS	SWIMMING girls	1	HEAD	3,254	WINTER
Athletic	HS	SWIMMING--boys	1	HEAD	3,254	WINTER
Athletic	HS	TENNIS-Boys	1	Asst	1,042	FALL
Athletic	HS	TENNIS-Boys	1	HEAD	1,928	FALL
Athletic	HS	TENNIS-Girls	2	Asst	1,042	Spring
Athletic	HS	TENNIS-Girls	1	HEAD	1,928	SPRING
Athletic	HS	TRACK	1	ASST (BOYS)	1,403	SPRING
Athletic	HS	TRACK	1	ASST (GIRLS)	1,403	SPRING
Athletic	HS	TRACK	1	HEAD	4,187	SPRING
Athletic	HS	VOLLEYBALL	1	ASSISTANT	1,980	FALL
Athletic	HS	VOLLEYBALL	1	HEAD	3,734	FALL
Athletic	HS	VOLLEYBALL	1	ASST VOLLEYBALL	878	SPRING
Academic	HS	WINTER GUARD	1	ADMINISTRATIVE	491	WINTER
Athletic	HS	WRESTLING	1	ASST 9-12	1,817	WINTER
Athletic	HS	WRESTLING	1	HEAD	3,206	WINTER
Academic	MS	Academic Coaches	2	SPELL BOWL	466	FALL
Academic	MS	Academic Coaches	1	SPELL BOWL	466	FALL
Academic	MS	Academic Coaches	1	Super Bowl	466	SPRING
Academic	MS	Academic Coaches	2	Super Bowl	466	SPRING
Academic	MS	Academic Coaches	3	SUPER BOWL	466	SPRING
Academic	MS	Academic Coaches	4	SUPER BOWL	466	SPRING
Academic	MS	ADVISORY COORDINATOR	5	MIDDLE	191	SPRING
Academic	MS	ADVISORY COORDINATOR	6	MIDDLE	191	SPRING
Academic	MS	ADVISORY COORDINATOR	7	MIDDLE	191	SPRING
Academic	MS	ADVISORY COORDINATOR	1	MIDDLE	191	SPRING
Academic	MS	ADVISORY COORDINATOR	2	MIDDLE	191	SPRING
Academic	MS	ADVISORY COORDINATOR	3	MIDDLE	191	SPRING
Academic	MS	ADVISORY COORDINATOR	4	MIDDLE	191	SPRING
Academic	MS	BAND	1	ASSISTANT	1,379	YEAR ROUND
Academic	MS	BAND	1	HEAD	2,164	YEAR ROUND
Athletic	MS	BASKETBALL boys	1	ASST MS 6	1,061	WINTER
Athletic	MS	BASKETBALL boys	1	ASST MS 7	1,391	WINTER
Athletic	MS	BASKETBALL boys	1	HEAD 5th Grade (Boys)	733	WINTER
Athletic	MS	BASKETBALL boys	1	HEAD MS 6	1,593	WINTER
Athletic	MS	BASKETBALL boys	1	HEAD MS 7	1,913	WINTER
Athletic	MS	BASKETBALL boys	1	HEAD MS 8	1,982	WINTER
Athletic	MS	BASKETBALL girls	1	ASST MS 6	1,061	WINTER
Athletic	MS	BASKETBALL girls	1	HEAD 5th Grade (Girls)	733	WINTER
Athletic	MS	BASKETBALL girls	1	HEAD MS 6	1,593	WINTER
Athletic	MS	BASKETBALL girls	1	HEAD MS 7	1,913	WINTER
Athletic	MS	BASKETBALL girls	1	HEAD MS 8 Girls	1,982	WINTER
Academic	MS	BOOK STORE	1	MIDDLE	629	SPRING

Athletic	MS	CHEERLEADER SPONSOR	1	MS BASKETBALL	629	FALL
Academic	MS	Chorus	1	MIDDLE	1,432	YEAR ROUND
Academic	MS	Club Sponsor	1	JR. N.H.S.	300	SPRING
Academic	MS	Club Sponsor	2	JR. N.H.S.	300	SPRING
Athletic	MS	CROSS COUNTRY	1	HEAD MS	1,876	FALL
Athletic	MS	FOOTBALL	5	MS ASSTS	1,504	FALL
Athletic	MS	FOOTBALL	3	MS ASSTS	1,504	FALL
Athletic	MS	FOOTBALL	4	MS ASSTS	1,504	FALL
Athletic	MS	FOOTBALL	1	MS HEAD COOR	1,882	FALL
Academic	MS	JAZZ BAND	1	MIDDLE	1,928	YEAR ROUND
Academic	MS	LIBRARY CLUB	1	MIDDLE	174	SPRING
Academic	MS	MEDIA/LIBRARIAN	1	MIDDLE (5 DAYS)	621	SPRING
Academic	MS	Middle School Yearbook	1	MIDDLE	839	YEAR ROUND
Athletic	MS	MS Athletic Director	1	ELEM (5 days)	3,674	YEAR ROUND
Academic	MS	SCHOOL PAPER	1	MIDDLE	1,160	YEAR ROUND
Academic	MS	SCIENCE FAIR COORDINATOR	1	MIDDLE	155	SPRING
Academic	MS	SCIENCE OLYMPIAD	1	MIDDLE	466	YEAR ROUND
Academic	MS	Shop Equipment	1	MIDDLE (5 DAYS)	332	SPRING
Academic	MS	Shop Equipment	2	MIDDLE (5 DAYS)	332	SPRING
Academic	MS	STUDENT COUNCIL SPONSOR	2	MIDDLE	276	YEAR ROUND
Academic	MS	STUDENT COUNCIL SPONSOR	2	MIDDLE	277	YEAR ROUND
Athletic	MS	SWIMMING boys/girls	1	HEAD MS	1,217	WINTER
Academic	MS	Team Leader	3	MIDDLE	349	SPRING
Academic	MS	Team Leader	2	MIDDLE	349	SPRING
Academic	MS	Team Leader	4	MIDDLE	349	SPRING
Academic	MS	Team Leader	1	MIDDLE	349	SPRING
Academic	MS	Team Leader	5	MIDDLE	349	SPRING
Athletic	MS	TRACK	1	MIDDLE	1,314	SPRING
Athletic	MS	TRACK	1	MIDDLE boys	1,314	SPRING
Athletic	MS	TRACK	1	MIDDLE Girls	1,314	SPRING
Athletic	MS	VOLLEYBALL	1	HEAD MS 6	879	FALL
Athletic	MS	VOLLEYBALL	1	HEAD MS 7	1,436	FALL
Athletic	MS	VOLLEYBALL	1	HEAD MS 8	1,436	FALL
Athletic	MS	WRESTLING	1	MIDDLE 6-8	1,455	WINTER
Athletic	MS	WRESTLING	2	MS ASST	1,030	WINTER