

**Tentative Collective Bargaining Agreement Public Meeting
Between
The West Lafayette Education Association
And
The West Lafayette Community School Corporation Board of School Trustees**

Date of Meeting: November 4, 2019, 5:00 PM – 1130 N. Salisbury Street, West Lafayette, IN

Tentative Agreement

1. Compensation Model

- A. The parties have agreed to an average increase of 3% increase for 2019/2020 school year and an average increase of 3% increase for the 2020/2021 school year;
- B. The parties have agreed to using a two-year reset model that incorporates a 25 step/5 column scale to determine placement and decompression of salaries. The parties have agreed that the two-year reset model will act as a guide for placement of teachers depending on experience and level of education and may be mutually adjusted so that the total compensation calculation does not exceed the amounts agreed to as stated in C.
- C. The parties have agreed that using the average calculation of 3% each year, a total not to exceed \$325,000 (which includes FICA, taxes, TRF) shall be added to the total salary costs of the reset model for each year. This will be determined by adding up the total cost of teacher salaries for each year and then adding the agreed amount to the model which cannot exceed \$325,000 each year. In the first year, teachers new to WLCSC will remain at the level contracted. In the second year, teachers new to WLCSC will remain at the level contracted.
- D. The parties have agreed to adding in 2020/2021 an additional \$35,000 (which includes FICA, Taxes, TRF) as stipends for those teachers whose salary is not listed in the reset model.
- E. The parties have agreed that in 2020/2021 an additional amount may be added to the compensation listed in C. dependent on student enrollment growth. Using the February 2020 enrollment number, if it goes down, and using the September 2020 enrollment number, should it be higher than the 2019/2020 enrollment, an average enrollment number shall be calculated and 60% of the based ADM money received from an enrollment increase in 2020/2021 shall be added to the 2020/2021 amount listed in C.

2. Insurance

- A. The parties have agreed to enact an 8% increase in health insurance premiums and a 7% increase in vision insurance premiums effective January 1, 2020. Open enrolment tentatively stating these proposed increases shall begin on November 1, 2019.
- B. The parties have agreed that for 2020 and 2021, those who enroll in the High Deductible Health Insurance Plan shall utilize a Health Savings Account (HSA) with matching contributions by WLCSC not to exceed \$1,000 each year for those on the single plan and \$2,000 for those on the other plans (employee-spouse, family, etc.). The match will occur over 24 pays as each employee contributes to his/her HSA account.

3. Extra-Curricular Compensation Schedule

The parties have agreed to the following revisions in the ECA schedule:

EXTRA-CURRICULAR COMPENSATION SCHEDULE Position Titles

Category IV	
High School Color Guard	2,447
High School Dance Team	2,447
Category V	
Unified Track Coaches	1,967
WLIS Choir Director	1,967
Category VI	
WLIS Math Counts	1,447
WLIS Math Bowl	1,447
WLIS Newspaper Sponsor	1,447
WLIS Yearbook Sponsor	1,447
Unified Football Coach	1,447
Stipend Positions	
Fifth Grade Camp Overnight Staff	125
WLIS Student Council Sponsors	324
WLIS Spell Bowl Sponsors	1447
WLES Math Club Sponsors	324
WLES Sunshine Club Sponsors	324
National Honor Society	648
Varsity Pep Band	950
High School WLDM Sponsor	991

4. Contract Language Revisions

The parties have agreed to the following contract language provisions:

ECA

1. Certified personnel will not sponsor more than two (2) activities. If, under extenuating circumstances, an activity is without a sponsor, a person could volunteer to sponsor three (3) activities. (Renumber 2 – 6 to 1 – 5)

Compensation Model Language Revision (may not need this any more?)

A. Additional content credit hours/degrees (from 0 to .33)

BS+0=0	MS+0=.33
BS+8=.04	MS+8=.33
BS+16=.08	MS+16=.33
BS+24=.12	MS+24=.33
	MS+32=.33

Section 4.8 Maternity Leave.

A teacher who is pregnant shall be entitled to a leave of absence that shall not extend beyond twelve (12) months following the birth of the child and may begin as soon as commencement of the pregnancy. A teacher may charge any part of a leave under this section to her available paid personal/family illness days without regard to medical necessity if: ~~(1) the teacher notifies the Superintendent in writing as soon as the pregnancy is definitely determined so that necessary arrangements with respect to the leave and arrangements for a replacement may be made; and~~ (2) the teacher gives notice of the projected beginning date of the leave and its probable duration in writing to the Superintendent at least forty-five (45) calendar days prior to the date on which leave is to begin.

If the teacher takes only unpaid leave or leave that is medically necessary, the teacher shall give notice in writing to the Superintendent of the projected beginning date and the probable duration of the leave as soon as feasible, but no later than thirty (30) calendar days prior to the projected beginning date of the leave, except that if medical necessity as certified by the attending physician requires leave to begin in less than thirty (30) days, the teacher shall provide such notice as is practicable. All or any portion of a maternity leave, at the teacher's option, may be allocated to the teacher's available paid personal/family illness leave provided that medical necessity for those leave days to be paid has been certified by her attending physician or the teacher has complied with the requirements set forth above to avoid certification of medical necessity. The teacher shall notify the Superintendent at the time of the thirty (30) day or forty-five (45) day notice as to what portion of the maternity leave is to be allocated to available and allowed paid leave. Any leave that is not allocated to paid leave shall be without pay.

The teacher shall submit in writing, at least sixty (60) calendar days before returning to teaching, notice of her intent to return on a specific date, except that if the leave is less than

sixty (60) calendar days in total., she shall give such notice as is reasonable and Superintendent requires under the circumstances. The teacher must notify the superintendent at least 30 days in advance that she is not returning to her position.

Unpaid leave under this section shall count first toward the teacher's leave entitlement under the FMLA. Provisions governing FMLA leave shall apply to that part of the leave that counts toward FMLA leave. Any additional unpaid leave is subject to the same requirements and restrictions as other unpaid, non-FMLA leave. Teachers shall not use sick bank days for maternity leave.

Delete --ARTICLE VIII

JOINT SERVICE EMPLOYEES

Section 8.1 — Low Incident Programs.

~~Teachers assigned to the Low Incident Programs, teachers assigned to programs enrolling students from two or more of the participating school corporations, speech clinicians, and itinerant teachers shall be subject to the following:~~

- ~~A. all such employees shall be paid according to the salary schedule in effect in the Lafayette School Corporation ("LSC"), the corporation administering the GLASS program;~~
- ~~B. all such employees shall perform services and receive rights under the collective bargaining agreement between the school corporation and the teachers' bargaining agent in effect in the school corporation where such teacher actually performs service. (For example, an employee who once was employed by the West Lafayette Community School Corporation and who subsequently works in an LSC school, shall work under the LSC Lafayette Education Association ("LEA") contract.);~~
- ~~C. all such employees shall exercise independent judgment with respect to which ISTA affiliate in Tippecanoe County the employee will join; and~~
- ~~D. payroll deductions for membership dues to such ISTA affiliate shall be made as provided in the LSC-LEA collective bargaining agreement and remitted to the LEA for appropriate distribution.~~

Section 8.2 — High Incident Programs.

~~Teachers assigned to the High Incident Programs where the students enrolled are residents of the School Corporation shall be considered employees of the School Corporation and are subject to the rights and responsibilities of teachers within the School Corporation. All such employees shall be a party to this Contract and subject to all provisions contained (and/or added by agreement between the Board and the Association) herein.~~

(Certified dyslexia trainer/teacher shall be given a 6th hour extension per the CBA language.)