

**2020-2021 Brown County Schools Tentative Agreement
9-21-2020**

- I. Deploy the TYPICAL COMPENSATION MODEL as established in the 2019-2020 Contract. Bachelors and Masters Teachers move one level up the compensation plan if requirements are achieved. Two factor compensation model: a) Evaluation (\$875) and b) Possession of content area Masters degree (\$875). Moving those with masters using the academic need factor.

- II. Divide the current allocation of 9 Sick Days and 4 Personal Days into 6 Sick Days and 7 Personal Days. Remove the ability to request to transfer 3 Sick Days to Personal Days. We intend for the sick and personal leave days provided herein to satisfy the requirements set forth in IC 20-28-9-9. All unused days will continue to roll to sick days at the end of the year.

- III. Under Sick Leave, Item #5, remove the attendance incentive, (per Covid): *“If a teacher uses zero (0) days of sick/personal leave days during the school year, the corporation shall provide the teacher a stipend of \$500 prior to the beginning of the following school year. If a teacher uses only one (1) day of sick/personal leave during the school year, the corporation shall provide the teacher a stipend of \$400 prior to the beginning of the following school year. If a teacher uses only two (2) days of sick/personal leave during the school year, the corporation shall provide the teacher a stipend of \$300 prior to the beginning of the following school year.”* Rationale: Suspended for the 20-21 school year due to the pandemic.

- IV. BCIS Choir is currently paid at Group 20: \$559/\$576
 BCIS Band is currently paid at Group 21: \$436/\$449
 - Pay both at Group 20 since Band now meets after the contract day.

- V. Ancillary Duties: Current language: *Teachers at Helmsburg Elementary, Van Buren Elementary, and Sprunica Elementary will be provided with one-half day of release time four (4) times each school year to be used for grading, planning, etc. in exchange for their reduced classroom preparation time due to their longer daily student contact time. The principal in each building is responsible for providing the release time for these half-days.*

The above language will be revised to provide that instead of receiving release time, the teacher will be paid his/her daily rate for both days in one stipend instead of using substitutes for four half-days.

- VI. Add After-School Detention under Ancillary Duties: \$35.00/hour

- VII. Fix ECA mistake:

Current: Instructional Team Leaders (6)	Instructional Technology Coach (9)
BCJH: 1	BCJHS: 1
BCHS: 1	BCHS: 4
HES: 1	HES: 1
SES: 1	SES - 1
VBES: 1	VBES: 1
BCIS: 1	BCIS: 1

Should read:

- | | |
|---|---------------------------------|
| Current: Instructional Tech Coaches (6) | Instructional Team Leaders (10) |
| BCJH: 1 | BCJHS: 1 |
| BCHS: 1 | BCHS: 5 |

HES: 1

HES: 1

SES: 1

SES - 1

VBES: 1

VBES: 1

BCIS: 1

BCIS: 1

VIII. Add “Equity and Inclusion Coach” to the ECA schedule at \$2,226.

IX. TAP program ECAs – Language to be added stating: “Teachers will be compensated through the TAP evaluation model in accordance with the terms of the TAP grant.”

X. Virtual positions just created: Virtual positions will be added to the ancillary duty language at \$35.00 per hour for hours worked outside of the teacher contracted work day.

XI. Maternity Leave: Language will be added clarifying that maternity leave may be taken consistent with Indiana statute. In paragraph 2 of the maternity leave language, the following clarifying language will be added: During any unpaid portion of the leave the teacher may maintain coverage in

XII. Quarantine Pay: The School Administration will recommend that the Board approve a resolution that would grant additional time off for certain FFCRA qualifying reasons. The following terms will be part of the recommended Board resolution:

(a) If an employee would have at least one of the qualifying reasons stated below under the FFCRA to be eligible to take a leave, but the employee has already exhausted his/her FFCRA leave time, then the employee may apply under the Board resolution for leave.

(b) The qualifying reasons under the FFCRA are:

(a) if the employee is advised by a health care provider to self-quarantine due to COVID,

(b) the employee is experiencing COVID symptoms and is seeking a medical diagnosis, or

(c) the School Corporation has directed the teacher to self-quarantine due to COVID.

(c) The resolution would be in effect for the 20-21 school year or until the pandemic is no longer declared a national health emergency (whichever occurs first).

(d) The leave would have to be requested by the teacher and would be subject to approval at the discretion of the Superintendent. Maximum leave per occurrence would be up to 10 days. The teacher must have exhausted all other leave opportunities provided by federal and state law, the master contract and Board policy before applying for this emergency leave. Medical certification may be requested by the Administration.

XIII. The following provision on sick leave usage will be added: Teachers may use sick days in partial increments in order to supplement partial paid day leaves under pandemic relief laws so that the combination of the partial paid day through pandemic relief and partial sick days equal a full day of pay for pandemic relief qualified leaves.