

# **AGREEMENT**

**FRONTIER SCHOOL CORPORATION**

**FRONTIER CLASSROOM TEACHERS  
ASSOCIATION**

**EFFECTIVE PERIOD**

**July 1, 2017 through June 30, 2019**

**RATIFIED:**

**FRONTIER CLASSROOM TEACHERS**

**Date: September 17, 2018**

**FRONTIER SCHOOL TRUSTEES**

**Date: September 17, 2018**

**Table of Contents**

ARTICLE I AGREEMENT .....2  
ARTICLE II RECOGNITION .....2  
ARTICLE III GRIEVANCE PROCEDURE.....2  
ARTICLE IV FRINGE BENEFITS .....4  
ARTICLE V COMPENSATION .....6  
ARTICLE VI LEAVES OF ABSENCE.....10  
ARTICLE VII RETIREMENT.....14  
ARTICLE VIII DISCLAIMER .....17  
ARTICLE IX SOLE UNDERSTANDING AND DURATION OF AGREEMENT.....18  
APPENDIX A COMPENSATION MODEL .....19  
APPENDIX B EXTRA CURRICULAR SALARY SCHEDULE .....21

## **ARTICLE I AGREEMENT**

THIS AGREEMENT entered into this 17<sup>th</sup> day of September, 2018 between the Board of School Trustees of the FRONTIER SCHOOL CORPORATION and its Superintendent (hereinafter referred to as the "Employer"), and THE FRONTIER CLASSROOM TEACHERS ASSOCIATION, an affiliate of the INDIANA STATE TEACHERS ASSOCIATION and the NATIONAL EDUCATION ASSOCIATION (herein after referred to as the "Association").

## **ARTICLE II RECOGNITION**

2.1 Pursuant to and in accordance with the applicable provisions of applicable law, the Employer does hereby recognize the Association as the exclusive bargaining representative for all certificated professional employees. The term "employee" when used in this agreement does not refer to or include any employee not represented by the Association in the bargaining unit. Those excluded are the superintendent, principals, administrative assistants, athletic director, nurse, corporation treasurer, technology director, speech pathologist, and substitutes.

## **ARTICLE III GRIEVANCE PROCEDURE**

3.1 A grievance is defined as any difference that arises between the Employer and the Association or one or more employees involving an alleged violation, misinterpretation or misapplication of this agreement between the parties.

3.2 Nothing in this procedure shall affect the normal communications between the principal and the grievant in the discussion of problems which may exist. Any problem or potential problem will first be discussed by the grievant with the building principal in order to arrive at a mutually satisfactory solution to the complaint. At such meeting, the grievant may choose to be represented by the Association.

3.3 In the event the problem is not resolved in the verbal discussions with the building principal, a formal written grievance, on forms supplied by the Association as signed by the

grievant and the Association Representative for the school in which the grievant teaches, shall be filed within six (6) school days of the verbal discussion with the principal with copies of the grievance to be sent to the Superintendent of Schools and to the Association. The written grievance shall set out the section or sections of this agreement allegedly violated, misapplied or misinterpreted by the Employer and the facts constituting the grievance.

3.4 Within five (5) school days after receipt of the written grievance by the principal concerned, the aggrieved employee and his Association Representative shall confer at a mutually convenient time and place with the principal with a view to resolving the grievance. Within three (3) school days after such conference, the principal will communicate his decision in writing to the aggrieved employee with copies thereof to the Superintendent of Schools or his designated representative and to the Association.

3.5 If the grievance is not yet resolved, the Association may request a meeting five (5) school days after receipt of the building principal's answer. The meeting will be attended by the Association representative, the grievant, and the Superintendent or his/her designated representative and held at a mutually convenient time and place. Within five (5) school days after such meeting, the Superintendent or his/her representative(s) will give a written answer to the Association and the grievant.

3.6 In the event the grievance is not resolved as set forth in section 3.5 above, it may be appealed within (20) twenty school days to the Board by filing a written notice with the Superintendent, stating the grounds for the appeal. A meeting with a majority Board will be held within ten (10) days following receipt of such notice. The Superintendent shall coordinate a date, a time, and a place mutually agreeable to the Board and the Association for the appeal. The Board's written decision shall be transmitted to the grievant and the Association within ten (10) school days after the hearing.

3.7 If the grievance is not satisfactorily resolved in accordance with Section 3.6 above, the Association may within ninety (90) working days of receipt of the

Superintendent's decision, appeal to a court of competent jurisdiction. Failure of the Association to file such an appeal within ninety (90) working days shall result in waiver of the grievance and any appeal thereof.

#### ARTICLE IV FRINGE BENEFITS

4.1 The Employer shall provide for teachers a group life insurance protection plan which provides a minimum death benefit of fifty thousand dollars (\$50,000), double for accidental death. The Employer shall pay all premiums except for one dollar (\$1.00) which shall be paid by the teacher. The period covered by this policy is for one (1) year. Teachers shall have the option to purchase additional life insurance over and above that provided by the Employer at their own expense.

4.2 The Employer shall provide for full-time teachers a health insurance plan, which provides full-service individual and family-type medical and hospitalization, which includes surgical and major medical provisions. The Corporation's family contribution toward a family health insurance policy shall be \$6808. The Corporation's contribution toward a single insurance policy shall be \$6168. If the Corporation's contribution exceeds the premium of a HDH plan, the difference shall be deposited into the Teacher's Health Savings Account.

Beginning January 1, 2019, the Corporation's contribution to health insurance will increase. For a single policy, the premium contribution shall be \$6,168 + X. The value of X is determined in the equation below. For a family policy, the premium contribution shall be \$6,808 + three (3) times X. The value of X is determined in the equation below. Only Teachers on insurance policies will be included in the formula below.

$$\$14,154 = 3(\text{number of family policies on } 1/1/19)x + (\text{number of single policies on } 1/1/19)x$$

The school Employer shall provide for part-time teachers the same health insurance plan it provides full-time teachers. For a part-time teacher the corporation shall make a contribution to the teacher's insurance policy on a pro-rated basis commensurate with percentage of time under contract, and the remainder of the premium which shall be paid by the teacher. Present employees hired prior to December 31, 1993 are exempt from these part-time employee contribution changes.

Husbands and wives both of whom are teaching in the Frontier system are allowed to pool their individual memberships toward a family membership. The Employer's contribution towards membership will be from January 1 to December 31 of each contract year.

4.3 When an employee elects not to take school health insurance, he/she will receive a total of \$1500 deposited into his/her 401(a) account in two semi-yearly deposits of seven hundred fifty dollars (\$750) each. The \$1500 will be prorated for part time teachers unless they were hired prior to December 31, 1993.

4.4 The Employer shall pay \$106.00 per year for a single Vision Insurance Plan for each full time teacher.

4.5 The Employer shall provide each teacher with a long term disability insurance policy. The Employer shall pay the full cost of the premium less \$1.00.

4.6 When refunds by insurance companies are made on teacher related policies, such refunds shall be kept separate from other school funds and shall be returned to the teachers who paid the premiums on a pro-rata basis.

4.7 The school employer shall purchase secondary coverage liability insurance to protect teachers who for expediency transport students in their personal vehicles. This includes emergency situations caused by illness or accident of a student, or weather, as well as organized school activities. Personal automobile insurance must provide primary liability coverage and

proof of such coverage must be on file with the Employer. The Employer cannot compel an employee to transport students in their personal vehicles.

4.8 The Premium conversion, set asides for day care, and anticipated medical expenses benefits provided to employees by Section 125 of the Revenue Act of 1978 shall be made available to any teacher so requesting. This plan shall be administered by a company selected by the Employer and after it has been discussed with the Association.

4.9 For a new Employee hired before the beginning of the school year, insurance benefits will begin the month following the month in which school begins. For a new Employee hired after the beginning of the school year, insurance benefits will begin the month following the month he or she was hired, if allowed by the insurance trust.

4.10 The Employer shall pay its contribution to insurance benefits on behalf of an Employee who separates employment upon or after the completion of the school year until August 31, if acceptable to the MACE Trust and if the Employee continues to pay his/her contribution.

4.11 The Employer shall pay its contribution to insurance benefits on behalf of an Employee who separates employment prior to completion of the school year until the next claim is paid, if acceptable to the MACE Trust and if the Employee continues to pay his/her contribution.

#### **ARTICLE V COMPENSATION**

5.1 Teachers may elect to have their basic salary paid in twenty-four (24) equal payments or in twenty-one (21) payments. Such election must be made in writing to the corporation office prior to the first pay period of the school year and may not be changed during the school year (see Appendix C). The election shall remain in effect until revoked in writing by the teacher. Payments shall begin on August 22, 2017, and will continue on the seventh (7<sup>th</sup>) and the twenty-second (22<sup>nd</sup>) of each month thereafter. When the seventh (7<sup>th</sup>) and the

twenty-second (22<sup>nd</sup>) fall on a holiday or weekend, the pay date shall be the previous work day.

The twenty-first (21<sup>st</sup>) and last payment of teachers electing twenty-one (21) payments will be paid to the teacher at the teachers' last regular pay day on June 22, 2018 and June 21, 2019. The gross payments will be made twice monthly. Any withholdings that are normally taken from the June, July, and August payments will, of necessity, be taken from the last payment. These withholdings may include, but not be limited to: (1) monthly insurance premiums, (2) any monthly annuity withholdings, (3) credit union payments.

5.2 In the event a separation of service occurs before the end of the twelve (12) month payment period, the teacher will receive payment for the amount actually earned from the beginning of the twelve (12) month period until the separation from service, but which has not yet been paid. Payment shall be included in the final paycheck. For this purpose, "separation from service" shall have the same meaning as that term is defined in section 1.409A-1(h) of the Treasury Regulations (occurs when teacher dies, retires, resigns, or otherwise has a termination of employment from employer.) Any withholdings that are normally taken from the June, July, and August payments will, of necessity, be taken from the last payment. These withholdings may include, but not be limited to: (1) monthly insurance premiums, (2) any monthly annuity withholdings, (3) credit union payments.

5.3 A teacher who assumes a Mentorship shall receive \$1000/school year.

#### 5.4 New Hire Salary Grid

All teachers hired into a bargaining unit position after November 1, 2017 shall be paid within in the following ranges. Each teacher shall be given credit for his/her experience at an accredited public school that participates in the Indiana Public Retirement System or similar institution in another state. If a shortage of qualified applicants occurs, the Employer shall be able to offer a salary beyond the listed salary after discussion with the Association. If a new hire agrees to take less than the amount listed below, not less than \$34,000, that shall be allowed.



Section 1.01 New Hire Salary Grid	
Section 1.02 0-3 years of experience	Section 1.03 \$34,000-\$35,500
Section 1.04 4-8 years of experience	Section 1.05 \$35,500-\$36,500
Section 1.06 9-13 years of experience	Section 1.07 \$36,500-\$40,000
Section 1.08 14 or more years of experience	Section 1.09 \$40,000-\$44,000

5.5 All newly hired teachers in the 2017-2018 school year and all current teachers salary no less than \$34,000/year per full time teacher.

5.6. Teachers who receive evaluation ratings of ineffective or needs improvement shall not be eligible for any raise or stipend and any raise or stipend that would have gone to them shall be redistributed to the rest of the bargaining unit as a stipend.

5.7 Academic Needs of Student Stipend- A teacher who obtains National Board Certification shall be eligible for an additional one thousand dollar (\$1,000) annual stipend for the length of the certification with exception of those teachers who were previously compensated for this certification when hired.

5.8. A teacher who teaches a summer school class shall receive \$25 per hour. In the event the School Corporation receives reimbursement from the IDOE for the course, the Board will adjust the Employee's hourly rate to \$27 per hour. Normal withholdings shall apply.

5.9 When days on the contract exceed that found on the discussed teacher's contract, the days shall be paid at the per diem rate. Per diem shall be calculated as the teachers annual salary divided the number of days found on the discussed teacher's contract . A teacher shall be paid his or her daily rate for days worked beyond the contract year.

5.10. A teacher's hourly wage shall be calculated as their annual salary divided by) the number of days on the discussed teacher's contract divided by seven (7).

5.11. Any administratively approved curriculum work and/or professional development taking place during summer break will be compensated at a rate of \$105 per day, prorated if less than a full day.

5.12 Raises and/or stipends issued as part of the compensation model shall be distributed within forty-five (45) days of the finalization of evaluation results.

5.13 An Employee who travels between schools during the workday as part of a board-approved teaching assignment will be reimbursed at the current IRS-approved rate per mile, provided that the teacher timely submits the required mileage reimbursement documentation to the administration.

5.15 Each teacher shall receive a single athletic pass at no cost. A family pass may be purchased for one hundred-ninety dollars (\$190).

5.16 Classroom Prep Coverage. An Employee who is assigned the duty of covering a class period for another teacher shall receive the sum of seventy dollars (\$70) for every seven (7) class periods so covered by the teacher. The teacher shall be responsible for documenting each class period covered and providing such documentation to the principal at the end of each semester.

5.17 Criminal Background Check. The Employer shall pay the cost of any and all expanded criminal history checks and expanded child protection index checks for existing Employees that are required by the School Corporation or per IC 20-26-5-10. Such checks for new Employees shall be at the Employee's cost as a condition of being hired.

## ARTICLE VI LEAVES OF ABSENCE

6.1 Teachers in their first year with the corporation will be granted ten (10) days for sick and three (3) days for personal leave. Thereafter, teachers on a regular teaching contract will receive seven (7) days each year for sick and five (5) days each year for personal leave.

However, the following rules apply to these days:

1. A teacher's annual sick leave allotment may be used for either personal or family illnesses. The immediate family shall be defined as the teacher's spouse, children, or other relative residing in the teacher's home on a full-time basis, or mother and father regardless of their domicile. Any leave of absence not covered by this contract would be considered a breach of the individual and master contract.
2. The total unused portion of sick leave allowance shall be permitted to accumulate to a maximum of two hundred (200) days.
3. Sick leave days accumulated by a teacher prior to leave of absence shall be credited to the teacher upon return.
4. Each teacher will begin the school year with a maximum of five personal days out of the total of days granted at the beginning of the school year.
5. Personal leave is to be used for matters which cannot be scheduled outside of regular school hours. Beginning with the 2015-2016 school year, personal business leave used on the last day immediately prior to, or the first day following Fall, Winter, Spring or Summer breaks, for the purpose of extending the break by leaving early or returning late, will be counted as double.
6. The applicant's reason for taking personal leave shall be "personal leave".

7. Unused personal leave will rollover to the next school year but at no time will exceed five days total personal leave for a school year. Any excess personal days will roll over into sick days.
8. After five (5) years of employment with Frontier, the school corporation will buy back sick days at the rate of \$40.00 per day for the number of days over thirty (30). The corporation will buy back no more than ten (10) days per year. Teachers wishing to "sell" days shall notify the corporation office by June 1. The buyback amount shall be deposited annually on or before July 1 into the teacher's 401(a) account.

6.2 Teachers employed as such during a summer program shall be eligible to use sick leave, personal leave, and family sick leave on the same basis as it is used during the regular school year.

6.3 In the event of a family member's death, a teacher is entitled to be absent without loss of compensation for seven (7) consecutive days. Family member is defined as mother, stepmother, mother-in-law, father, stepfather, father-in-law, brother, brother-in-law, sister, sister-in-law, husband, wife, child, daughter-in-law, son-in-law, grandchild, grandparent, or any relative who at the time of death was living as a member of the household of the teacher. However, in the case of the death of a mother, father, mother-in-law, and father-in-law, a teacher has the alternative option of using five weekdays at any time, not necessarily consecutively, within six months, following the death. One (1) day leave shall be granted for funerals in case of death(s) of other family members or that of the spouse's family members(s) without loss of compensation. Two (2) days shall be granted if the funeral is more than 200 miles away (one way). The superintendent may consider special relationships not covered in the regulation but falling within its intent.

6.4 A teacher who is pregnant may continue in active employment as late into pregnancy as she wishes, if she can fulfill the requirements of her position.

6.5 An Employee who is pregnant may continue in active employment as late into the pregnancy as she wishes, if she can fulfill the requirements of her position. An Employee who experiences the birth or adoption of a child shall be entitled to three (3) days of dependent child care leave with pay to begin at any time between the birth or adoption of the child and one (1) year following the birth or adoption. After the three days, all or part of the leave taken by an Employee because of temporary disability caused by pregnancy may be charged, at her discretion, to her available sick days or sick leave bank days when the physician certifies that the Employee is capable of performing regular teaching duties. During such leave, the Employer shall continue its contribution to an Employee's insurance premiums.

6.6 The Employer agrees that professional leave days with pay may be granted by the superintendent for the following purposes:

1. Attending and/or participating in professional meetings relating to educational workshops, seminars, or conferences sponsored by industry, professional associations, colleges, universities, or governmental agencies concerned with public school matters.
2. Visitation to other school corporations or educational institutions for the purpose of observing instructional techniques of other instructionally-oriented programs.

6.7 The Employer agrees that professional leave days shall be granted, with pay, to special education teachers and speech and language pathologists in order to develop and write individual education plans in preparation for annual case reviews with approval of the building principal and superintendent.

6.8 A teacher called for jury duty shall be paid the difference between jury duty and full teacher compensation.

6.9 Any teacher subpoenaed to appear in a court proceeding relating to their employment with the Frontier School Corporation or that arises as a result of their employment

with the school corporation shall be granted leave of absence with pay to honor the subpoena. Actions against the School Board by the Association or by an individual teacher including actions arising out of or in any way connected with illegal strikes against the school corporation are excluded from this provision unless the teacher is subpoenaed by the school corporation. Such days of leave shall not be deducted from any other leave.

6.10 A teacher shall not be charged with a day of leave if the schools are closed on the requested day subsequent to the teacher's request for a leave.

6.11 The Board and the Association agree to establish a sick leave bank for the voluntary participation of all members of the bargaining unit described in Article I of this agreement. The purpose of the sick leave bank is to relieve its members from undue financial burdens due to absence from work on a long term basis due to illness, injury or incapacitation sufficiently severe that it would make their presence in school inadvisable. It shall not be used to extend the elimination period under the long term disability insurance policy. The sick leave bank shall be constituted and governed as follows:

The following general rules for use of the bank shall apply:

1. A member of the bank must exhaust all personal illness days before being eligible to draw days from the bank.
2. A member wishing to draw days from the bank must provide the committee with a statement from an attending physician, which includes an anticipated date of return to active employment.
3. Days donated to the sick leave bank cannot be returned to the member upon retirement, termination or exit from the corporation.
4. No member may use more than half the days currently in the bank for any single illness.

If the number of days in the bank fall below fifty (50), members shall be asked to contribute enough days to increase the accumulation in the bank to one hundred (100).

6.12 When an Employee utilizes FMLA and sick days concurrently, the Employee may retain up to five sick days.

6.13 For determining eligibility for FMLA, a rolling twelve (12) month period looking back shall be utilized. For determining the number of FMLA days available to an Employee, a rolling twelve (12) month period looking forward shall be utilized, as long as this remains legal under federal law.

6.14 The Association President and/or his/her designee shall be entitled to a cumulative total of four (4) days of absence each school year with pay for the purpose of conducting Association business.

## ARTICLE VII RETIREMENT

7.1 A teacher who is eligible to receive Indiana Teacher Retirement benefits and who has taught or administered for at least 15 years, of which the last ten (10) must have been served in the Frontier School Corporation immediately prior to termination of employment or qualifying for Long Term Disability benefits, and who actually terminates his/her employment (or begins receiving Long Term Disability benefits) with Frontier School Corporation will receive in the last month of tenure additional compensation on the following basis: Forty dollars (\$40.00) for each day of accumulated sick leave earned after September 1, 1969 not to exceed 200 days. This compensation shall be placed in the retiring employee's 401(a) Plan account by June 15 of the year of retirement. In the event a teacher is unable to give timely notice of retirement as required by this contract but is forced to retire as a result of ill health, accident, or other unforeseen event, the required Notice of Retirement shall be waived. In this event money may be paid in subsequent budget year when money is available provided it is not in conflict with any rule or regulation of the State Board of

Accounts, and provided such is permissible under the terms and conditions of health insurance policy presently in effect. Any professional employee who elects to retire after reaching the age of 55 but before 65, or who retires because of disability and receives disability payments under the provisions of the Social Security Act, may continue to participate in the health insurance program to age 65 provided the professional employee pays all of the premiums for such coverage. This person must submit to the superintendent's office and be accepted by the School Board no later than June 30 of the year preceding the end of the school year of retirement and presenting satisfactory evidence that he/she is retiring and does in fact retire.

7.2 The Employer shall establish and maintain a qualified Section 401(a) Annuity Plan for all certified employees. The employer shall maintain a Section 403(b) Annuity Plan for all certified employees in compliance with the Frontier School Corporation (403(b) Plan Document. The 403(b) Plan shall include provisions for pre-tax salary reduction contributions by the employee which will be matched by the Employer in the 401(a) Plan on a dollar for dollar basis up to one and a half percent (1.5%) of the employee's Salary Schedule salary. The parties agree that all contributions made by the Employer to the 401(a) Plan on behalf of certified employees shall be counted against the new money available to fund teacher salary and benefit increases each year as part of contract negotiations for certified employees.

The Employer contributions for each employee shall be deposited into the 401(a) Plan and be maintained by the Employer. Such deposits will be made on a monthly basis.

School employees will have the option of continuing to invest their dollars in tax-deferred annuities for which money is already being deducted from the employee's salary or the tax-deferred annuity. Such contributions shall be counted by



the Employer for purposes of the certified employee's required matching contributions.

The parties understand and agree that the actuarial calculations upon which these amounts are based were calculated, that the lump sums identified in the Buy-Out Amount column in the actuarial calculations will be deposited by the Employer into the teacher's 401(a) Plan account, and that actuarial calculations are incorporated herein by reference.

Any contributions made by the Employer to the certified employees' 401(a) Plan accounts shall be subject to a vesting schedule. Employees with at least five (5) continuous completed years of service with the employer as of January 1, 2003, shall be one hundred percent (100%) vested in any contributions made by the Employer into a 401(a) Plan account on the certified employee's behalf. Any certified employee with less than five (5) continuous completed years of service as of January 1, 2003, will not have a vested interest in the contributions made by the Employer into the 401(a) Plan account on the employee's behalf until the employee has five (5) continuous completed years of service with the Employer.

For purposes of this section, "continuous completed years of service" refers to and is calculated by the number of consecutive regular or temporary teacher's contracts (no more than one contract per school year) executed by the employee. Authorized leaves of absences shall not be considered to be a break in continuous employment. However, a teacher on an authorized leave of absence for one school year or more will not receive "completed year of service" credit for vesting purposes under this section for the time the teacher is on the approved leave of absence. Current employees will receive credit for their

continuous completed years of service as of January 1, 2003. A teacher who is not fully vested in the program and who voluntarily resigns or is terminated shall not retain any prior vesting rights if ever rehired by the Employer.


#### **ARTICLE VIII DISCLAIMER**

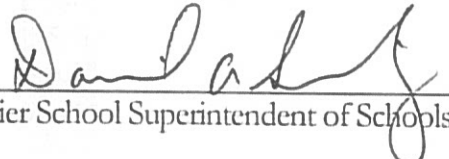
8.1 If any article or section of this agreement or any rider thereto shall be held invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any article or section should be restrained by such tribunal pending a final determination of its validity, the remainder of this contract and of any rider thereto, or the application of such article or section to persons or circumstances other than those as to which it has been held invalid or as to which compliance with or enforcement of has been restrained, shall not be affected thereby.

**ARTICLE IX SOLE UNDERSTANDING AND DURATION OF AGREEMENT**

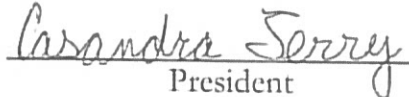
9.1 This contract shall become effective as of the 1st day of July, 2017 and shall continue in full force and effect until and including the 30<sup>th</sup> day of June, 2019 for Appendix A and Article Four (4) Section Two (2); and the 30<sup>th</sup> of June, 2019 for the remaining provisions..

FRONTIER SCHOOL CORPORATION  
By its Board of Trustees and Superintendent

BY:   
Frontier School Board of Trustees President

BY:   
Frontier School Superintendent of Schools

FRONTIER CLASSROOM TEACHERS'  
ASSOCIATION  
Affiliated with the Indiana State  
Teachers' Association and the  
National Education Association

BY:   
President

BY:   
Bargaining Chair

**APPENDIX A COMPENSATION MODEL**  
**FRONTIER SCHOOL CORPORATION**

Salary Grid		
Row	Salary	Raise
A.	\$34,000	\$1,250
B.	\$35,250	\$1,250
C.	\$36,500	\$1,250
D.	\$37,750	\$1,250
E.	\$39,000	\$1,250
F.	\$40,250	\$1,250
G.	\$41,500	\$1,250
H.	\$42,750	\$1,250
I.	\$44,000	\$1,250
J.	\$45,250	\$1,250
K.	\$46,500	\$1,250
L.	\$47,750	\$1,250
M.	\$49,000	\$1,250
N.	\$50,250	\$1,250
O.	\$51,500	\$1,250
P.	\$52,750	\$1,250
Q.	\$54,000	\$1,250
R.	\$55,250	\$1,250
S.	\$56,500	\$1,250
T.	\$57,750	\$1,250
U.	\$59,000	\$1,250
V.	\$60,250	\$1,250

**A.1. Factors for Raise**

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

Evaluation-Have an evaluation rating the previous year of effective or highly effective. This shall represent eighty percent (80%) of the raise.

Experience-Been employed by the Employer in a bargaining unit position for 120 days the previous school year. This shall represent twenty percent (20%) of the raise.

**A.2 Transition**

For the 2018-2019 school year, a teacher will move to the grid at the line representing the salary closest to but not less than or equal to their current annual salary. If this represents a raise of less than \$1,250, the teacher shall receive a one-time stipend equal to the difference of \$1,250 and his/her raise.

### **A.3 Ineligibility**

Evaluations of Needs Improvement and Ineffective are NOT eligible for any additional compensation. The raises that would have gone to those rated Needs Improvement or Ineffective shall be distributed equally to the rest of the eligible teachers as a stipend.

### **A.4 Salary Range Before Raises are Applied**

\$34,000 to \$58,798

- A. One Time Loyalty Stipend-For 2018-2019 only, each teacher shall receive a one-time stipend equal to the number of years of employment at Frontier times two hundred dollars (\$200) not to exceed two thousand four hundred dollars (\$2,400)

**FRONTIER SCHOOL CORPORATION APPENDIX B EXTRA CURRICULAR SALARY SCHEDULE**

<b>BASKETBALL</b>	<b>SALARY</b>	<b>CROSS COUNTRY</b>	<b>SALARY</b>
BOYS VARSITY	5,750	Varsity	1,900
BOYS Varsity ASSISTANT	2,775	JUNIOR HIGH	1,000
BOYS 9 <sup>th</sup> HEAD COACH	2,375		
BOYS 8 <sup>th</sup> HEAD COACH	1,850	<b>CHEERLEADERS</b>	
BOYS 7 <sup>th</sup> HEAD COACH	1,850	HS CHEERLEADERS	1,275
BOYS 6 <sup>th</sup> HEAD COACH	800	7 <sup>th</sup> & 8 <sup>th</sup> CHEERLEADERS	725
BOYS 4 <sup>th</sup> and 5 <sup>th</sup> HEAD COACH	800		
		<b>GOLF</b>	
GIRLS Varsity	5,750	Varsity COACH	1,800
GIRLS Varsity ASSISTANT	2,775		
GIRLS 9 <sup>th</sup> HEAD COACH	2,375	<b>ELEMENTARY BAND</b>	425
GIRLS 8 <sup>th</sup> HEAD COACH	1,850	<b>OTHER EXTRA CURRICULAR</b>	
GIRLS 7 <sup>th</sup> HEAD COACH	1,850	FORENSICS	750
GIRLS 6 <sup>th</sup> HEAD COACH	800	ROBOTICS	750
GIRLS 4 <sup>th</sup> and 5 <sup>th</sup> HEAD COACH	800	FELLOWSHIP OF CHRISTIAN ATHLETES	325
		SENIOR CLASS SPONSOR	600
<b>FOOTBALL</b>		JUNIOR CLASS SPONSOR	1,000
BOYS Varsity	5,750	SOPHOMORE CLASS SPONSOR	200
BOYS Varsity ASSISTANT	2,775	FRESHMAN CLASS SPONSOR	200
BOYS JUNIOR Varsity	2,275	8 <sup>th</sup> GRADE CLASS SPONSOR	200
		STUDENT COUNCIL HS	600
BOYS 7 <sup>th</sup> & 8 <sup>th</sup> HEAD	2,075	STUDENT COUNCIL 7 <sup>th</sup> & 8 <sup>th</sup>	600
BOYS 7 <sup>th</sup> & 8 <sup>th</sup> ASSISTANT	1,700	STUDENT COUNCIL ELEM	600
BOYS 5 <sup>th</sup> & 6 <sup>th</sup> HEAD	875	NATIONAL HONOR SOCIETY	600
<b>BASEBALL</b>		NATIONAL JR. HONOR SOCIETY	350
Varsity	3,175	SPANISH CLUB	325
1ST ASSISTANT	1,875	YEARBOOK HIGH SCHOOL	950
2ND ASSISTANT	875	YEARBOOK 7 <sup>th</sup> & 8 <sup>th</sup> GRADE	825
		YEARBOOK ELEMENTARY	825
<b>SOFTBALL</b>		FACS CLUB SPONSOR	325
Varsity	3,175	SUNSHINE SOCIETY \$700 for 13-14; \$300 after	
1ST ASSISTANT	1,875	DRAMA SPONSOR	300
2ND ASSISTANT	875	JR HIGH/HIGH SCHOOL BAND	1,200
		JR HIGH/HIGH SCHOOL CHOIR	850
<b>TRACK</b>		ELEMENTARY SCHOOL CHOIR	850
BOYS Varsity	2,325	7 <sup>th</sup> grade sponsor	200
GIRLS Varsity	2,325	Business Professionals of America	750
BOYS/GIRLS Varsity ASST	1,375	FFA	\$2000
BOYS 7 <sup>th</sup> & 8 <sup>th</sup> HEAD COACH	1,375	Technology Coach	750
GIRLS 7 <sup>th</sup> & 8 <sup>th</sup> HEAD COACH	1,375	DANCE SPONSOR	900
		WEIGHT LIFTING PROGRAM	425
<b>VOLLEYBALL</b>		JAPANESE CLUB	325
GIRLS Varsity	3,175	ELEMENTARY SPELL BOWL	325
GIRLS Varsity ASSISTANT	1,875		
GIRLS JV	1,875	Elementary After School Activity A	275
		Elementary After School Activity B	275
		Elementary After School Activity C	275
		Elementary After School Activity D	275
		Elementary After School Activity E	275

	1,200	<b>WRESTLING COACH</b>	3150
GIRLS 7 <sup>th</sup> V-BALL	1,200	WRESTLING Coach Assistant	1025

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is voluntarily executed by and between the Frontier School Corporation and the Frontier Classroom Teachers Association on behalf of itself and the employees it represents ("FCTA") (collectively the "Parties").

WHEREAS, the Parties negotiated a collective bargaining agreement for the period of 2017-2019; and

WHEREAS, the parties negotiated a contract in which language was closed until June 30, 2018 and appendix A reopened for the period July 1, 2018 to June 30, 2019; and

WHEREAS, an unexpected resignation in the last thirty (30) days made it necessary to compensate a Frontier Jr.-Sr. High School Special Education teacher for ancillary duties following outside the normal contractual day.

NOW, THEREFORE, the parties agree as follows:

1. Mrs. Melissa Gregorovic, Frontier Jr.-Sr. High School Special Education teacher will be compensated for ancillary duties performed outside the normal contractual day at an hourly rate of twenty seven dollars and fifty two (\$27.52) cents per hour.
2. This Memorandum of Understanding shall not reopen negotiations in any way.

Date Signed: the twenty-first day of September, 2018

FRONTIER CLASSROOM  
TEACHERS ASSOCIATION

FRONTIER SCHOOL CORPORATION  
SCHOOL BOARD

By: Cassia Jerry  
Its: FCTA President

By: [Signature]  
Its: Board President



**MEMORANDUM OF UNDERSTANDING**

This Memorandum of Understanding is voluntarily executed by and between the Frontier School Corporation and the Frontier Classroom Teachers Association on behalf of itself and the employees it represents ("FCTA") (collectively the "Parties").

WHEREAS, the Parties negotiated a collective bargaining agreement for the period of 2017-2019; and

WHEREAS, the parties negotiated a contract in which language was closed until June 30, 2018 and appendix A reopened for the period July 1, 2018 to June 30, 2019; and

WHEREAS, an unexpected resignation in the last thirty (30) days made it necessary to compensate Frontier School Corporation certified teachers for ancillary duties outside the normal contractual day for athletic event supervision.

NOW, THEREFORE, the parties agree as follows:

1. Certified teachers who provide supervision for athletic events will be compensated at a rate of twenty (\$20.00) dollars per hour.
2. This Memorandum of Understanding shall not reopen negotiations in any way.

Date Signed: the Fifteen day of November, 2018

**FRONTIER CLASSROOM  
TEACHERS ASSOCIATION**

By: Cassandra Serry  
Its: President

**FRONTIER SCHOOL CORPORATION**

By: Daniel A. [Signature]  
Its: Superintendent

