

Master Contract

between the

Hammond Teachers' Federation

and the

School City of Hammond

July 1, 2020 – June 30, 2021

Article 8

Short-Term Paid Leave

8.1 *Personal Illness*

a. All full-time teachers shall be entitled to ten (10) days' sick leave each year without loss of pay, such leave to be cumulative from year to year without limit. Each fall teachers shall be given an accounting of accrued sick leave.

b. In the event any teacher shall have accumulated one (1) or more days of sick leave in another school corporation, there shall be added during the school year and each succeeding year of employment up to three (3) days of sick leave until the number of accumulated days to which the teacher was entitled in the last place of employment shall be exhausted. The teacher shall present written verification of such accumulated days.

c. A teacher on short-term paid sick leave anticipating a prolonged illness shall report the anticipated length of the illness and the possible date for returning to work to the Employer.

d. A teacher absent from work because of a childhood communicable disease (except the common cold) contracted in the course of the teacher's employment shall suffer no reduction of compensation and shall not be charged with sick leave, upon submission of evidence thereof.

e. [Effective January 1, 2021 through June 30, 2021] At the sole discretion of the Superintendent, if a teacher is directed by the administration to quarantine for a period of fourteen (14) calendar days due to a positive test for Covid-19, due to the teacher experiencing symptoms of Covid-19, or due to exposure, during the teacher's workday, to a student and/or other school personnel that tested positive for Covid-19, the Superintendent may authorize the teacher to get paid for a period of up to fourteen (14) calendar days without the use of paid personal illness leave.

In addition, if a teacher is diagnosed with a prolonged illness due to Covid-19 the superintendent shall have the discretion to allow the teacher to be absent for an extended period of time without the use of sick leave.

[See also: Section 12.2 for use of sick leave during summer school]

Article 13

Insurance Protection

13.1 Health Insurance

a. The Board shall make available a single or family membership for all teachers employed by the School City of Hammond in a health insurance plan.

b. [During calendar year 2021] The Board shall provide \$7,329.72 annually toward the cost of a single membership in the School City of Hammond health insurance Plan A (Traditional Plan) for any teacher choosing the single plan. The Board shall provide \$23,392.56 annually toward the cost of a family membership in the School City of Hammond health insurance Plan A (Traditional Plan) for any teacher choosing the family plan.

[Effective January 1, 2015] A full-time teacher electing to participate in the School City of Hammond health insurance plan shall pay \$2,400.00 annually toward the cost of participation in a single Plan A (Traditional PPO Plan) or \$4,800.00 annually toward the cost of participation in a family plan. Teachers will annually have the opportunity to change plans during an open enrollment period. This election will be effective for the following calendar year.

c. [During calendar year 2021] The Board shall provide \$6,661.56 annually toward the cost of a single membership in the School City of Hammond health insurance Plan B (High Deductible Health Plan) for any teacher choosing the single plan. The Board shall provide \$19,198.56 annually toward the cost of a family membership in the School City of Hammond health insurance Plan B (High Deductible Health Plan) for any teacher choosing the family plan.

[Effective January 1, 2019] A full-time teacher electing to participate in the School City of Hammond health insurance plan shall pay \$1,200.00 annually toward the cost of participation in a single Plan B (High Deductible Health Plan) or \$3,600.00 annually toward the cost of participation in a family plan. Teachers will annually have the opportunity to change plans during an open enrollment period. This election will be effective for the following calendar year. The Board shall make an annual contribution of \$750.00 into the Health Savings Account (HSA) on behalf of any teacher electing to participate in the Single High Deductible Health Plan. The Board shall make an annual contribution of \$1500.00 into the Health Savings Account (HSA) on behalf of any teacher electing to participate in the Family High Deductible Health Plan.

A teacher teaching less than a full day will receive a prorated share of the Board's contribution toward a School City of Hammond health insurance plan.

d. A participating teacher who fulfills his teaching responsibilities for a given school year (185 days) shall continue as a participant in the School City of Hammond health insurance plan until August 31.

e. Pursuant to Section 125 of the U.S. Internal Revenue Code, the Board will provide a Flexible Benefit Spending Plan. This Flexible Benefit Spending Plan allows a teacher to convert his contribution toward the group hospitalization, major medical, dental and vision plans to pre-tax dollars. In addition, this Flexible Benefits Spending Plan allows some unreimbursed medical and dependent daycare expenses to also be converted to pre-tax dollars. The costs of the administration of this plan, if any, will be subject to negotiation.

f. The teacher shall be responsible for the completion of all necessary enrollment cards and keeping enrollment information up to date. A new dependent (including a newborn child) must be reported to the Insurance Department of the School City of Hammond. The teacher must obtain a membership application from the Insurance Department, complete the change of membership section of the application, and return the application to the Insurance Department. The Insurance Department will then acknowledge receipt of the change and notify the insurance provider of the change in coverage. **NO CLAIM ON BEHALF OF A NEW DEPENDENT CAN BE HONORED UNLESS THE INSURANCE PROVIDER HAS A RECORD OF THE NEW DEPENDENT'S MEMBERSHIP IN THE TEACHER'S FAMILY PLAN.**

(1) [Single Plan] The teacher may participate in the single member group health insurance plan.

(2) [Family Plan] The teacher may participate in the family plan group health insurance plan.

(3) [Dental and Optical Plans Only] The teacher may elect to participate in the dental and optical plans only (either single or family).

(4) The teacher may elect not to participate in the group health insurance plan.

g. The maximum benefit payable under major medical coverage shall be unlimited.

h. Teachers are reminded that they must sign up for Medicare coverage at their Social Security Office just prior to attaining sixty-five (65) years of age in order to maintain optimum coverage under the plan.

i. In the event that husband and wife are both employees eligible for the coverage mentioned above, one spouse may enroll for the family membership plan and the other spouse may be carried as a dependent.

j. A Citywide Health Insurance Committee will meet on not less than a quarterly basis in order to monitor the School City of Hammond Health Care Plan and be in a position, should it be necessary, to recommend modifications of the plan in a timely manner. This committee shall also study the feasibility of providing paid health care for retirees not yet eligible for Medicare coverage.

k. In the event a teacher dies while covered by a family health insurance plan pursuant to Subsection 13.1(b) & (c), for a period of eighteen (18) months following the death, the Board will continue to provide, on a fully paid basis, the family's health insurance plan in effect at the time of the teacher's death.

Article 17

Term of Contract

17.1 This Contract shall be effective as of July 1, 2020, through June 30, 2021.

17.2 Should any Article, Section, or provision of this Contract be declared illegal, said Article, Section or provision, as the case may be, shall be automatically deleted from this Contract to the extent that it violates the law, but the remaining Articles, Sections, and clauses shall remain in full force and effect if not affected by the deleted Article, Section, or provision.

17.3 This Contract is made and entered into at Hammond, Indiana, on this ___ day of November, 2020, by and between the Board of School Trustees, School City of Hammond, and the Hammond Teachers' Federation, Local 394 of the American Federation of Teachers.

17.4 This Contract is attested to by the parties whose signatures appear below.

Hammond Teachers' Federation

Board of School Trustees

President

President

Executive Vice-President

Vice-President

High School Trustee

Secretary

Middle School Trustee

Member

Elementary School Trustee

Member

APPENDIX A

SCHOOL CITY OF HAMMOND

Teacher Compensation Model

Effective 2020-2021 school year (Salary Range: \$41,000 - \$75,000)

Effective January 1, 2021 (Salary Range \$41,000 - \$75,850)

Base Salary: \$41,000

The Teacher Compensation Model shall consist of three (3) factors used to determine increases in teacher compensation:

1. Teacher Summative Evaluation (4 base units)
Teachers who score in the top two categories (Highly Effective or Effective) on the evaluation instrument earn 4 base units.
2. Experience (1 base unit)
Teachers who had a minimum of 120 paid days the previous school year earn 1 base unit.
3. Academic needs of students (1 base unit)
The academic needs of students requires that teachers continue to pursue professional growth experiences throughout their teaching careers. Teachers who have earned **18** professional growth experience points during the previous school year earn 1 base unit. The professional growth experience points shall be calculated with (1) clock hour qualifying for (1) professional growth experience point in education activities as outlined by the Indiana Department of Education.

Eligibility

Teachers who score in the bottom two categories (Needs Improvement or Ineffective) shall not be eligible to receive any increase in compensation. The amount that would otherwise have been allocated for increases in teacher compensation for teachers rated “Needs Improvement” or “Ineffective” shall be allocated for increases in teacher compensation for teachers rated “Effective” or “Highly Effective” based upon the teacher compensation model. This section does not apply to a teacher in the first two (2) full school years that the teacher provides instruction to students in an elementary school or high school.

Any teacher who has not worked 120 days the previous school year does not qualify for any increase in compensation.

Each school year the School City of Hammond and the Hammond Teachers Federation will negotiate the amount of money available for teacher salaries. This dollar amount will then be used to determine the dollar amount for each base unit. The base salary of a teacher shall be capped at **\$75,850.00**. Should this amount exceed the salary cap (**\$75,850**) in part or in total, those dollars will be paid to the teacher in the form of a one-time stipend.

Effective 2020-2021 school year a new teacher's base salary shall be \$41,000. In the event a new teacher is hired with outside teaching experience, or in a hard to fill teaching assignment, the Superintendent with the approval of the Board of School Trustees may grant an addition to the base salary in increments of \$1,000.00 within the salary range.

In the event the superintendent with the approval of the Board of School Trustees determines the academic needs of the school corporation require a differentiated pay increase for a specific teacher given the importance of retaining such teacher the superintendent with the approval of the Board of School Trustees may grant an addition to the base salary in increments of \$1,000.00 up to a maximum of \$5,000.00.

These calculations required by Indiana Statutes, do not create vested entitlements but merely the rates of pay at which teachers will be paid for the following school year.

APPENDIX A-1

Effective 2020-2021 school year (Salary Range: \$41,000 - \$75,000)

Effective January 1, 2021 (Salary Range \$41,000 - \$75,850)

Base Salary: \$41,000

Effective January 1, 2021, \$600,000, shall be made available for teacher salary increases.

Calculation Steps:

1. Assign individual teacher points for Teacher Summative Evaluation.
2. Assign individual teacher points for Experience.
3. Assign individual teacher points for Academic Needs of Students.
4. Total the points awarded to all teachers.
5. Divide the dollar amount available by the total points distributed to all teachers to Calculate a per-point value.
6. Multiply the total points earned per individual teacher by the point value determined In step 5 to determine the January 1, 2021, base salary increase.

Effective December 1, 2020, \$250,000, shall be made available for one-time stipends.

Calculation Steps:

1. Assign individual teacher points for Teacher Summative Evaluation.
2. Assign individual teacher points for Experience.
3. Assign individual teacher points for Academic Needs of Students.
4. Total the points awarded to all teachers.
5. Divide the dollar amount available by the total points distributed to all teachers to Calculate a per-point value.
6. Multiply the total points earned per individual teacher by the point value determined In step 5 to determine the one-time stipend.

This one-time stipend shall be paid during the month of December, 2020 and may be taken as a separate check or be directed into an FSA or HSA account.

Any teacher who has not worked 120 days the previous school year does not qualify for any increase in compensation or the one-time stipend.

Section B-3 *Extra-Duty Assignments*

Compensation = Index X Base Salary

Base effective June 30, 2021 = \$33,598

A building principal may recommend to the Associate Superintendent assignment of a B-3 position in his/her building to a dollar amount in a higher B-3 classification or a higher amount in a B-4 classification during a given school year in recognition of program enhancement. This provision shall not be subject to the grievance procedure.

Section B-4 Coaching Assignments

Compensation = Index X Base Salary

Base effective June 30, 2021 = \$33,598

Class VI Assignments	0	.0582	\$1,955
	2	.0635	\$2,133
	5	.0688	\$2,312

High School Assistant Tennis
Middle School Head Football
Middle School Head Wrestling
Middle School Head Track
Middle School Head Cross Country
Middle School Head Volleyball
Middle School Head Basketball
Middle School Head Soccer
Elementary School Science Olympiad
Middle School Cheerleader Coach

Class VII Assignments	0	.0529	\$1,777
	2	.0582	\$1,955
	5	.0635	\$2,133

Middle School Assistant Football
Middle School Assistant Track
Middle School Assistant Wrestling
Middle School Assistant Cross Country
Middle School Assistant Soccer
