

C O N T R A C T

B E T W E E N

**THE BOARD OF SCHOOL TRUSTEES OF THE
ATTICA CONSOLIDATED SCHOOL CORPORATION**

A N D

**THE ATTICA CLASSROOM TEACHERS ASSOCIATION,
an affiliate of Indiana State Teachers Association
and National Education Association**

November 14, 2018 – June 30, 2019

**The Board of School Trustees of the Attica Consolidated School Corporation, Fountain County, Indiana,
and the Attica Classroom Teachers Association, an affiliate of the Indiana State Teachers Association**

RECOGNITION

1.000

The Board recognizes the Attica Classroom Teachers Association, an affiliate of the Indiana State Teachers Association and the National Education Association, as the exclusive representative of certificated employees in the following bargaining unit:

All certificated employees (as that term is used in Public Law 217) in the Attica Consolidated School Corporation, except for the Superintendent; Business Manager; Principal; Assistant Principal; Athletic Director; substitute teacher; attendance officer; and Employees of the West Central Co-operative.

The parties to this agreement recognize that such recognition and/or bargaining unit is subject to change in accordance with legal procedure.

1.100

Definitions

1.110

The term "Teacher" includes any individuals within the bargaining unit.

1.120

The term "School Corporation" or "Corporation" when used in this Contract shall refer to the Attica Consolidated School Corporation, Fountain County, Indiana.

1.130

The term "Board" when used in this Contract shall refer to the Board of School Trustees of the Attica Consolidated School Corporation, Fountain County, Indiana.

1.140

The term "Association" when used in this contract shall refer to the Attica Classroom Teachers Association, an affiliate of the Indiana State Teachers Association and the National Education Association.

1.150

The terms, "Board and Association", shall include authorized officers, representatives and agents of each entity.

ASSOCIATION AND TEACHER RIGHTS

2.000

The Association president or his / her designee shall be granted up to two (2) days of leave each year for the purpose of lobbying the General Assembly on educational issues. The president or designee using this leave should, if possible, notify the building principal three (3) days prior to the day of leave to be taken.

2.100

Fitness Center

2.110

Employees of the school corporation shall have the fees for the use of the fitness center waived.

LEAVES OF ABSENCE, PAID LEAVES

3.000

SICK LEAVE

3.100

Sick leave shall be credited annually to each teacher on the first (1st) day of his employment year as follows: Each teacher shall be granted ten (10) sick days each year and these days will accumulate as stated in 3.110 below. Sick days are to be used for personal illness or family illness. Ten (10) days of accumulated sick days may be used for family illness. Family illness shall be defined as illness of children, parents or other family members living in the home of the employee or for whom the employee is the sole guardian or caregiver.

3.110

If, in any one school year, the teacher is absent for such illness or quarantine less than the total number of days in their sick leave account, those remaining sick leave days shall continue to accumulate from one school year to the next to a total not to exceed one hundred twenty (120) days. Unused days in excess of one hundred twenty (120) shall be compensated for at the rate of twenty (20) dollars per day up to a maximum of ten (10) days. This payment shall be made to teacher on the last pay in June.

3.120

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

3.130

Sick leave may be taken in whole day, or half (1/2) days or in increments of one (1) hour. All days and portions of unused days shall accumulate as per 3.100 above.

3.140

A teacher who is pregnant will be able to use sick days (based on the individual's availability) for up to six (6) weeks, with the leave beginning immediately upon delivery with days taken consecutively. Additional leave taken by a teacher because of a medical disability connected with or resulting from her pregnancy may, at the teacher's option, be charged to her available sick leave.

3.150

Each teacher shall be given a written accounting of accumulated sick leave days with each personal pay statement.

3.160

Teachers with accumulated sick leave from a previous employer shall be able to transfer up to four (4) days per year beginning with the second year of employment with the Corporation until their accumulation from previous employers has been exhausted.

4.000

PERSONAL LEAVE

4.100

Teachers shall be granted three (3) days per year for the transaction of personal business. Personal days may not accumulate. An additional day for the conduct of personal business, after the first three are taken, may be granted, but may not be taken in conjunction with a school holiday and will not accumulate as a sick day. The remaining days will accumulate as sick days. Except in emergency situations, teachers are to request personal days in writing to their principal at least three (3) days in advance.

4.110

Personal leave days may be taken in whole or half (1/2) day units. A half day shall be defined as one-half of the normal workday.

5.000

JURY DUTY LEAVE

5.100

When requested, a teacher may serve on jury duty. The Board shall pay the teacher their full salary provided that such teacher agrees to return to the Board all jury pay, less twenty (20) dollars per pay for each day served on the jury.

6.000

BEREAVEMENT LEAVE

6.100

In the case of death in the immediate family of a regular employed teacher, the teacher is entitled to be absent without loss of compensation for a period of five (5) consecutive -school days beyond such death. "Immediate Family" is interpreted to be father, mother, legal guardian, brother, sister, husband, wife, child, father-in-law, daughter-in-law, son-in-law, grandchild, grandparent or any other member of the family residing in the household at the time of death.

6.110

In the case of death of a brother-in-law, sister-in-law, uncle, aunt, niece, nephew, spouse's grandfather or grandmother, the teacher is entitled to be absent one (1) day without loss of compensation (Holidays excluded) prior to and including internment. If the funeral, internment etc. are out of town then the teacher will have one (1) day of travel, one (1) before or one (1) after, to attend. "Out of town" shall be defined as one-way travel of over one hundred fifty (150) miles.

7.000

PROFESSIONAL LEAVE

7.100

TWO (2) professional leave days with pay may be requested by a teacher and granted, if approved by the building principal and then the Superintendent, for the purpose named below:

Attending and/or participating in professional meetings, relating to educational workshops, seminars, or conferences sponsored by industry, professional association, colleges, universities, or governmental agencies concerned with public school matters or

Visitation to other school corporations or educational institutions for the purpose of observing instructional oriented or other instructionally oriented programs

7.110

The Superintendent may request a follow-up report from the teacher, with said report outlining the educational benefits of the professional day(s). Teachers may be asked to present their report to other faculty members and/or the board.

7.120

Teachers may also attend professional days on behalf of the corporation if Superintendent or designee requests and the teacher agrees to attend these professional days.

7.130

Teachers being granted professional days may be asked to give a presentation to the School Board. If a teacher fails to give this presentation, they will be docked a day's pay.

GRIEVANCE PROCEDURE

8.000

A. DEFINITIONS

1. A "Grievance" is a claim by one (1) or more teachers of a violation or claimed misinterpretation of a specific article or section of this Contract.
2. The term "teacher" includes any individual or group of individuals within the bargaining unit.
3. The term "day" when used in this Article shall be school teaching days. During the summer recess, the term shall mean weekdays.

B. The purpose of the grievance procedure is to settle equitable, at the lowest possible administrative level, issues which may arise from time to time with respect to specific claims of a violation or claimed misinterpretation of a specific article or section of this Contract. Both parties agree that these proceedings shall be kept as confidential as may be appropriate at each level of the procedure.

C. Nothing contained herein shall be construed to prevent any individual teacher from presenting a grievance and Having the grievance adjusted if the adjustment is not inconsistent with the terms of this Contract, and the Association has been given an opportunity to be present at such hearings.

D. PROCEDURE

1. The number of days indicated at each level shall be considered as maximum and every effort shall be made to expedite the process. The time limits may be extended by mutual consent in writing by authorized representatives of each party.
2. LEVEL ONE—A teacher with a grievance may initiate this procedure in one (1) of the following ways:
 - a. He/she may approach the immediate supervisor concerned and discuss the matter in her/his own behalf.
 - b. He/she may request that a representative of the Association accompany her/him in approaching his/her immediate supervisor. In such case, the supervisor shall not initiate any consultation with any scheduled meetings at which the representative is not to be present.
 - c. In the event that steps "a" and "b" above are unsuccessful, the teacher may file a formal grievance in writing on the form shown in Appendix C. This form shall be filed in quadruplicate with one (1) copy to the immediate supervisor, and one (1) copy for the Corporation. A formal grievance shall be filed as soon as possible but in no event longer than twenty (20) days after disclosure of the facts giving rise to the grievance.
 - d. Within five (5) days of the filing of the formal grievance in writing, a meeting shall be scheduled between the immediate supervisor concerned, the grievant, and the Association representative, and an answer to the grievance shall be given to the grievant in writing within three (3) days.
3. LEVEL TWO—If the grievance is not settled at Level One, it may be appealed to the Superintendent by filing a written notice with the Superintendent, stating grounds for appeal. A meeting with the Superintendent or his designated representative(s) shall be scheduled within five (5) days following receipt of such appeal. The Superintendent's written decision shall be transmitted to the grievant and the Association within five (5) days after the hearing.
4. LEVEL THREE—If the grievance is not settled at Level Two, it may be appealed to the Board by filing a written notice with the Board's chief administrator, the Superintendent, stating the grounds for the appeal. A meeting with the Board or its designated representative(s) shall be scheduled within ten (10) days following receipt of such notice and the Association shall be notified of the date, time and the place where such appeal shall be heard. The Board's written decision shall be transmitted to the grievant and the Association within five (5) days after the hearing.
5. LEVEL FOUR—If the grievance is not resolved to the satisfaction of the aggrieved by the Board or if no disposition has been made within the time period, the grievance may be submitted to arbitration before an impartial arbitrator. If the aggrieved party, or parties and the Association, is desirous of carrying a grievance to arbitration, a letter with a copy to the Superintendent may be sent to the American Arbitration Association requesting that they select an impartial arbitrator and conduct the arbitration proceeding. Both parties agree that the American Arbitration Association shall conduct the arbitration according to its rules. This arbitration shall be advisory and not binding on either party. It is the hope, however, that in an atmosphere of good faith, the decision of the arbitrator will be accepted by both parties.

E. TIME LIMITS

1. If there is failure at any step to communicate the decision on a grievance within the specified time limit, the Grievance will proceed to the next level.
2. Any grievance not advanced from one step to the next within the time limits, shall be deemed resolved by the answer at the previous step without prejudice to any other grievance that may be filed.
3. Any grievance, which arose prior to the effective date of this agreement or after the termination date of this agreement, shall not be processed.

F. OTHER PROVISIONS RELATING TO THE GRIEVANCE PROCEDURE

1. The Board and the Association agree that neither party shall be permitted to assert in such arbitration proceeding any grounds or to rely on any evidence not previously disclosed to the other party.
2. The cost of the arbitrator under this Article shall be divided equally between the Board and the Association.
3. No act of recrimination, may be taken against the grievant by the administration or any agent of the governing body because of the grievant's decision to file a grievance, including providing a prospective employer with any information regarding the grievance process.
4. The grievance shall (1) name the employee involved, (2) state the facts giving rise to the grievance, (3) identify the specific provisions of this Agreement alleged to be violated, (4) state the contention of the grievant with respect to the grievance and, (5) indicate the specific relief requested, as provided on the grievance form, Appendix C.
5. Hearings shall be conducted at a time and place, which will afford a fair and reasonable opportunity for all persons, including witness, entitled to be present to attend. Hearings shall be conducted during non-teaching hours, unless there is mutual agreement for other arrangements.
6. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personal file of the participant and are not valid bases for evaluations or consideration of awarding any professional advantage to such a teacher.
7. In the event a grievance is filed so that sufficient time as indicated under all steps of the procedure cannot be provided before the last day of the school term and should it be necessary to pursue the grievance to all steps of the appeals, then said grievance shall be resolved under the terms of this Agreement and this Article, and not under succeeding Agreement.
8. No grievant, witness, or representative to the grievant who is employed by the corporation shall incur loss of salary as a direct result of participating in the grievance procedure during regular school hours.
9. Nothing contained herein shall deny to any employee rights under state or Federal Constitutions and Laws.
10. No non-permanent employee may use the grievance procedure in any way to appeal discharge or a decision by the governing body not to renew such employee's contract, except as such dismissal or non-renewal relates to this Agreement.
11. No permanent or semi-permanent employee shall use the grievance procedure to dispute any action by the governing body which is in accordance with the State Tenure Laws.
12. No employee shall use the grievance procedure to appeal any decision of the governing body or administration if such decision is pursuant to any order of a written agreement with any State or Federal Regulatory Commission or Agency.

COMPENSATION

9.000

The Base Salary is \$32,000. The Salary Range for 2018-2019 is \$32,000 to \$57,000 plus Teacher Retirement Fund.

9.100

The basic salaries for teachers shall be paid in twenty-four (24) equal payments. Teachers who are rated effective or highly effective and are above step 26 will receive a \$1,000 stipend divided through 24 equal payments. A teacher rated ineffective or improvement necessary under IC 20-28-11.5 may not receive any raise or increment for the following year if the teacher's employment contract is continued. The amount that would otherwise have been allocated for the salary increase of teachers rated ineffective or improvement necessary shall be allocated for compensation of all teachers (via a stipend no later than June 1 of the current school year) rated effective and highly effective.

9.110

Occasionally certain ancillary duties arise that are necessary for the corporation to compensate teachers. Such duties may include: work on committees such as PBA, North Central Association, and other committees or other ancillary duties the administration believes necessary for a teacher to be required to attend to during the day. Should a teacher attend to these ancillary duties said teacher shall be compensated either with release time or their hourly rate.

9.120

Teachers serving as supervisors for after school help sessions, after school detention or Saturday School will be paid at the rate of fourteen dollars (\$14.00) per hour.

RETIREMENT AND SEVERANCE

10.000

This Section applies only to teachers hired before July 1, 2003. Retirement pay shall be granted to eligible professional employees upon their retirement. To be eligible for retirement pay, a minimum of ten (10) consecutive years of employment in the Attica Consolidated School Corporation is necessary, along with compliance with 10.100 below. An approved leave of absence shall not constitute a break in service.

10.100

Meet minimum requirements for an unreduced benefit in the Indiana State Teachers' Retirement Fund.

10.110

This Section applies only to teachers hired before July 1, 2003. The corporation agrees to issue bonds pursuant to SB 199 and HEA 1088, in the 2003-2004 school year, for the purpose of a buy-out of certain liabilities. The buy-out will be based on the following assumptions:

- a discount rate of 4% for first three years, 5.75% for next two years, and 7.5% thereafter,
- a default retirement age of age 60, but no earlier than June 30, 2005, and in no event before meeting the minimum requirements for an unreduced benefit in the Indiana State Teachers' Retirement Fund.

10.120

This section applies only to teachers hired before July 1, 2003. The buy-out amount for a teacher will be determined using the assumptions in 10.110 and the following steps:

- Step (1) determine the present value at the teacher's default retirement age of \$320 per each year of service at school corporation projected to the teacher's default retirement age;
- Step (2) determine the present value at the teacher's default retirement age of \$80 per each unused sick leave day as of June 30, 2002, plus projected unused sick leave days to the teacher's default retirement age based on that teacher's history of sick leave usage, less 25 days – but in no event shall the net total be more than 157 days;
- Step (3) determine the present value at the teacher's default retirement age of \$6,800 per year from the teacher's default retirement age until the teacher's unreduced Social Security age, but in no event more than ten (10) years;
- Step (4) add the total of the amounts determined in Steps (1), (2) and (3);
- Step (5) subtract 7.65% from the total determined in Step (4);
- Step (6) determine for the teacher the accumulated value of the school corporation's contributions to the plan (described in 9.500) from the 2002 / 2003 school year and thereafter, at the teacher's default retirement age;
- Step (7) subtract the amount determined in Step (6) from the amount determined in Step (5);
- Step (8) determine the present value at September 130, 2003 of the amount in Step (7);

Step (9) subtract the contributions made for that teacher to a 403(b) account pursuant to 9.400 prior to the 2002 / 2003 school year from the present value determined in Step (8).

10.130

This Section applies only to teachers hired before July 1, 2003. The buy-out amount in Step 9 in 10.120 will be deposited to the teacher's account in a 401(a) plan in September or October 2003, or as soon thereafter as possible subject to the IRS limitations. This account shall vest at satisfaction of the requirements in 10.000.

10.140

This Section applies only to teachers hired before July 1, 2003 and who were 38 years or older as of July 1, 2003. If a teacher who received a buy-out under 10.130 retires earlier than age 60, but after meeting the requirements of 10.000, 10.100, and 10.120, the teacher shall receive an amount equal to the following:

Step (1) \$6,800 times the years between the teacher's satisfaction of the requirements in 10.000, 10.100, and 10.120 and the teacher's attainment of the age of full Social Security benefits (but in no event to exceed ten (10) years), less;

Step (2) \$6,800 times the years used in Step (3) in 10.120;

Step (3) \$320 times the years between actual retirement and the teacher's default retirement age. This amount shall be divided and paid in equal monthly payments from actual retirement to age 60 to a post retirement 403(b) account beginning the first month following final salary issuance.

10.150

This Section applies to all teachers. Beginning in January 2001, for the 2000 / 2001 school year, the 2001 / 2002 school year and the 2002 / 2003 school year, the board will contribute one percent (1%) of the teacher's salary (without TRF contributions) to the teacher's individual 403(b) account. Payment to the 403(b) accounts will be made in equal installments on January 15 and July 15. The last payment will be July 15, 2003. This account shall be vested immediately.

10.160

This Section applies to all teachers. The school corporation will establish and maintain an on-going 401(k) plan. For the 2003 / 2004 school year, the school corporation will contribute two percent (2%) of the teacher's salary (without TRF contributions) to the teacher's individual 401(a) plan account. For the school year 2004 / 2005, and each school year thereafter, the school corporation will contribute three percent (3%) of the teacher's salary (without TRF contributions) as indicated in Appendix A of the Master Contract to the teacher's individual 401(a) plan account. This account shall be vested immediately. Contributions shall be remitted no later than one week after each pay date.

10.170

This Sections applies to all teachers. Upon retirement, teachers shall receive \$80 per unused sick leave up to a maximum of 25 days for the purpose of supplementing the teacher's highest five years salary average in Indiana State Teachers' Retirement Fund. Such amount will be paid to the teacher's 401(a) plan account. This amount shall be shown on the teacher's last contract as salary for the Indiana State Teachers' Retirement Fund purposes as an amount paid in contemplation of retirement pursuant to IC 5-10.2-4-3. Contribution shall be remitted no later than one week after the first pay date in June of the retirement year.

10.180

This Section applies to all teachers. The Board will pay three percent (3%) to the Indiana State Teachers' Retirement Fund for each teacher and the employer contribution rate for teachers employed after July 1, 1995 as mandated by the State.

10.190

This Section applies to all teachers. Teachers who retire from the corporation under the Medicare eligibility age shall have the opportunity to continue to be part of the school corporation group health insurance plan, but retirees must pay the entire premium. At attainment of the Medicare eligibility age, the retiree may no longer continue to be part of the school corporation's group health insurance plan.

MEDICAL HEALTH INSURANCE

11.000

The Board agrees to pay the following towards Insurance for the 2018-2019 school year, which includes Anthem and the We Care Clinic:

Attica Consolidated School Corporation			
Employee Benefit Information - Effective Oct 1, 2018			
Health Insurance and Prescription Plan - Anthem			
Core Plan - H1 (PPO)	Per month	Per month	Per month
Coverage	Total Premium	Corp Share	Employee Share
Employee Only	\$448.93	\$308.33	\$140.60
Employee + 1	\$897.76	\$625.00	\$272.76
Family	\$1,256.80	\$875.00	\$381.80
Health Savings Plan - H5			
Coverage Annual HSA dep	Per month	Per month	Per month
Coverage	Total Premium	Corp Share	Employee Share
Employee Only - \$800.00	\$394.69	\$233.31	\$161.38
Employee + 1 - \$1,600.00	\$789.29	\$466.65	\$322.64
Family - \$2,100.00	\$1,104.95	\$758.31	\$346.64

The HSA amount shall be divided by 12 and 1/12th be posted into said teachers account upon Board's approval of the monthly Claim Docket and consistent with the second paycheck of the month.

11.200

LIFE INSURANCE

The Board shall provide each teacher with a fifty thousand-dollar (\$50,000) term life insurance policy paid for by the Board, less one dollar (\$1.00).

11.300

The Corporation shall provide an IRC Phase I Plan. The Corporation shall provide an IRC Phase II Plan with the following limitations: The employee cannot have benefits paid in excess of the amount of money that has currently been deducted. All claims for reimbursement must be filed through the Corporation central office. Employees on the Phase II program will not be eligible for the twenty (20) pay system (summer pay paid in June). The level of participation must be twenty percent (20%) for the plan to be offered.

11.400

VISION INSURANCE

The Board shall provide each teacher with a single vision insurance plan. The Board shall provide each teacher with a family vision plan as long as they are a member of the health insurance program.

11.500

LONG-TERM DISABILITY INSURANCE

The Corporation shall provide payroll deduction for a long-term disability insurance for all teachers. All teachers shall participate in the LTD Plan and shall pay the full amount of the premium. This premium shall not be sheltered under the IRS 125 plan. The policy shall contain a ninety (90) day period when the employee is off work and shall pay 66 2/3 of the teacher's salary. Additionally, the plan shall not coordinate benefits with the Indiana State Teachers Retirement Fund if the carrier will allow the non-coordination.

11.600

DENTAL INSURANCE

The Board shall provide each teacher with a single dental insurance plan or a reduction in a family rate of the premium of a single plan.

11.700

PART TIME TEACHERS

The Corporation shall pro rate the corporation's share of benefits paid to part time teachers. The amount prorated will be equivalent to the percentage of the school day that a teacher is employed.

11.800

Any refund from our health insurance providers will be used to pay We Care premiums.

SUMMER SCHOOL

12.000

Indiana Code Section 20-28-6-7(d) provides that the superintendent shall determine the salary for a supplemental service including summer school. For informational purposes only, this will be paid at \$25 per hour.

TERMS of AGREEMENT

13.000

This Agreement shall be effective November 14, 2018 and shall continue in effect through June 30, 2019.

This Agreement is accepted by each of the parties. The President's, Secretary's and Negotiator's Signatures appear below:

School Board of Trustees

President  Date 11/14/18

Chief Negotiator 

Secretary 

Attica Classroom Teacher's Association

President  Date 11-14-18

Chief Negotiator 

Secretary _____

Attica Consolidated School Corporation
APPENDIX A
COMPENSATION MODEL

CRITERIA:

All persons referred to as teacher in Article 1 (1.1 and 1.2) shall be placed on the salary schedule based on their current "Level / Salary". To advance along the Salary Schedule a teacher must "Pass" the previous school year's evaluation with either a Highly Effective or Effective Rating (this will comprise 80% of the increase in salary) AND 20% of the increase will be from the teacher's experience. In order to obtain the 20% of ones increase said teacher must have received one full year worth of credit through Indiana Public Retirement System, INPRS or TRF the previous year. In addition The Board of School Trustees of the Attica Consolidated School Corporation agrees to pay to the Indiana State Teachers Retirement Fund the three percent (3%) retirement contribution for all teachers hired prior to July 1, 1995 and the State's required percentage for all teachers hired on or after July 1, 1995.

For initial placement as a new hire for Attica Consolidated School Corporation

1. All current Attica Consolidated Teachers shall begin with 2017-2018 base salary level AND THEN advance to the next level assuming the above criteria were met. (For example Level 1 in 2017-2018 moves to Level 2 in 2018-2019). Any Teacher that was employed with Attica Consolidated School Corporation in 2017-2018 AND was placed on step 26 shall receive a \$ 1000.00 dollar stipend over (24 pays).
2. Any "New Teacher" entering Attica Consolidated School Corporation with previous years of experience will be placed at a level related to a current teacher at Attica Consolidated School Corporation in which they "mirror" under the following two principles: 1. that particular teachers years of service, (according to Indiana Public Retirement System) AND 2. When possible, that particular teachers degree.

Compensation Steps

Level	Salary
1	\$32,000
2	\$33,000
3	\$34,000
4	\$35,000
5	\$36,000
6	\$37,000
7	\$38,000
8	\$39,000
9	\$40,000
10	\$41,000
11	\$42,000
12	\$43,000
13	\$44,000
14	\$45,000
15	\$46,000
16	\$47,000
17	\$48,000
18	\$49,000
19	\$50,000
20	\$51,000
21	\$52,000
22	\$53,000
23	\$54,000
24	\$55,000
25	\$56,000
26	\$57,000

2018 – 2019 ECA Schedule

The number of positions is for reference only and have not been bargained

Varsity Boys Basketball	Head Coach	\$6,003	National Honor Society	Sponsor	\$500
	Assistants	\$7,873	Biggs and Littles	Sponsor	\$170
Varsity Girls Basketball	Head Coach	\$6,003	CLASS SPONSORS	Senior	\$505
	Assistants	\$7,873		Senior	\$505
Varsity Football	Head Coach	\$6,003		Junior	\$505
	Assistants	\$11,197		Junior	\$505
Varsity Wrestling	Head Coach	\$2,967		Sophomore	\$180
	Assistants	\$3,500		Freshman	\$180
Varsity Track	Head Coach	\$3,500		8 th Grade	\$170
	Assistants	\$3,500		7 th Grade	\$170
Varsity Swimming	Head Coach	\$3,772	FFA Assistant	Sponsor	\$225
	Assistants	\$1,586	Spanish Club	Sponsor	\$170
Varsity Volleyball	Head Coach	\$3,633	Art Club	Sponsor	\$170
	Assistants	\$3,916	Drama Club	Sponsor	\$170
Varsity Baseball	Head Coach	\$3,633	Fall Play	Director	\$840
	Assistants	\$1,895	Spring Musical	Director	\$840
Varsity Softball	Head Coach	\$3,633	Music	Director	\$840
	Assistants	\$1,895		Assistants	\$1,155
Varsity Boys Golf	Head Coach	\$1,500	Auditorium	Director	\$1,150
Varsity Girls Golf	Head Coach	\$1,500	Academic Competition	Coordinator	\$1,025
Varsity Boys Tennis	Head Coach	\$1,500	Family Night	Director	\$1,200
Varsity Girls Tennis	Head Coach	\$1,500	Junior High Academic Team	English	\$500
Varsity Cross Country	Head Coach	\$2,217		Math	\$500
	Assistant	\$1,000		Science	\$500
Archery	Head Coach	\$500		Social Studies	\$500
Trap	Head Coach	\$500	High School Academic Team	English	\$500
Varsity Cheerleading	Head Coach	\$2,305		Math	\$500
Junior High Cheerleading	Head Coach	\$850		Science	\$500
Elementary Cheerleading	Head Coach	\$325		Social Studies	\$500
Intramural Boys	Director	\$605	Spanish Quiz Bowl	Sponsor	\$500
Intramural Girls	Director	\$605		Fine Arts	\$500
Rambler Rowdies	Sponsor	\$475	Spell Bowl	High School	\$500
Band	Director	\$2,935		Junior High	\$500
Drill Team	Sponsor	\$650		Elementary	\$500
Junior High Dance Team	Sponsor	\$220	Math Bowl	Elementary	\$500
Yearbook	Advisor	\$650	AHS Department Heads	English	\$180
High School Student Council	Sponsor	\$950	Fine Arts	Math	\$180
	Sponsor	\$950	CTE	Science	\$180
Junior High Student Council	Sponsor	\$950	Health PE	Special Ed	\$180
Elementary Student Council	Sponsor (2)	\$950			

Distribution of Form:
1. Superintendent
2. Principal
3. Association
4. Teacher

Appendix C

GRIEVANCE REPORT FORM

Grievance # _____

Attica Consolidated School Corporation

Submit to Principal in Duplicate

STEP 1

A. Date Cause of Grievance Occurred _____

B. 1) Statement of Grievance _____

2) Relief Sought _____

Signature Date

C. Disposition by Principal _____

Signature Date

D. Position of Grievant and/or association _____

Signature Date

If additional space is need in reporting Sections B1 and 2 attach an additional sheet.

STEP II

A. Date Received by Superintendent or Designee _____

B. Disposition of Superintendent or Designee _____

Signature

Date

C. Position of Grievant and/or Association _____

STEP III

A. Date Received by Board of School Trustees or Designee _____

B. Disposition by Board or Designee _____

Signature

Date

C. Position of Grievant and/or Association _____

Signature

Date

STEP IV

A. Date Submitted to Arbitration _____

B. Disposition & Award of Arbitrator _____

Signature of Arbitrator

Date of Decision