



Brad Schneider, Superintendent
Todd Armstrong, Assistant Superintendent
Walter Lambert, Director of Secondary Curriculum
Abbie Redmon, Director of Elementary Curriculum
Doug Gresham, Director of Human Resources
Leticia Wagner, Director of Special Education Services

SUPERINTENDENT'S OFFICE

P.O. Box 809/Boonville, Indiana 47601/812-897-0400

2020-2021 Tentative Agreement

Between

Warrick County School Corporation and Warrick County Teachers Association

The 2020-21 Warrick County School Corporation teachers' contract has no changes to the language outside of adjustments to compensation numerical values. However, a Memo of Understanding describing the return of teachers to their "home" buildings after the necessity of virtual classrooms is eliminated has been written. The negotiating committee did utilize the compensation model in conjunction with the bargaining "blox" to calculate teacher salaries for the 2020-21 school year. The calculations are complete, and upon Board approval, a list containing each teacher's new salary by employee number will be posted on the Warrick County School Corporation website.

Furthermore, the following was agreed upon and is part of the 2020-21 Tentative Agreement:

The Toggle Differential = 1.3% This is the percentage increase generally applied to the caps. **All** teachers meeting salary increase criteria receive this portion of pay adjustment.

The Incremental Toggle = 1.3% This is the "increment" portion of salary adjustment (generally utilized for those not yet at top of scale or identified as a new hire). Those teachers **not** at one of the caps receive this portion in addition to the Toggle Differential totaling 2.6%. For 2020-21 only, teachers with BS or BS+36 and at cap will receive this portion in addition to the Toggle Differential as well.

For 2020-21 again, new hires will receive higher increase than the Toggle Differential. New Hires will receive an increase of \$1,000 to their contract salary (or a pro-rated amount for less than 182 full days). New Hire salary will be set at \$41,000 which is a total increase of 2.5%.

Compensation Factor is equal to 2.6% This percentage is derived from the net amount of money allocated for bargaining unit pay as determined through calculations of the bargaining "blox." It combines the Toggle Differential and the Incremental Toggle.

401(a) annuity increase = .25% This is the percentage increase applied to the employer paid annuity.

Insurances = No changes in plan design were necessary in any of the insurance offerings. However, Plan #9 (\$1000 deductible) is no longer an available option. In addition, the following increases were applied to the Corporation shares.

Single: Add \$500 for a total employer contribution of \$8,700

Family: Add \$1,000 for a total employer contribution of \$15,200

M/C and M/S: Add \$700 for a total employer contribution of \$12,400

Dual Member: Add \$1,000 for a total employer contribution of \$17,400

Average salary increase for 2020-21 is \$1,261.31

Average teacher salary for 2020-21 is \$58,668.53

Todd A Armstrong, Assistant Superintendent

Craig Parker, President of WCTA

Date of Signature

Date of Signature