

**Sick Leave Bank**

SLB shall be a source of additional leave days when a bargaining unit member's leave time is exhausted and they are unable to perform their normal duties.

- A. Participation is voluntary. BUMs may participate in the SLB via a donation of ONE LEAVE DAY to the SLB.
- B. Membership to the SLB shall be open from the first teacher work day until October 1 each year.
- C. The SLB shall be operated by the ODCTA in cooperation with the Superintendent's Office.
- D. Retiring teachers may donate 30 days of their available remaining leave days.
- E. In the event the bank drops to 30 days, all participants will be assessed an additional day. Any participant with zero days shall be exempt from contributing.

**401a**

The employer shall deposit employer contributions for each employee into an individual account for the employee in the tax-deferred annuity program selected by the Association. Such deposits shall be made on a quarterly basis.

Upon three years of service, all assets of the accounts become the property of the employee and, in the event of death, his/her designated beneficiaries or, lacking same, estate.

**Impact of Grants on Budget**

The Board shall discuss the financial impact of any grant for which they apply prior to making application, negotiate any financial terms, and have meaningful discussion surrounding all applicable Subjects of Discussion.

**Retirement Incentive**

1. This benefit is available to bargaining unit members who reach the age of 57 and have completed 15 years of service with the Corporation. It will expire at the end of the 2019-2020 School Year. If a qualifying bargaining unit member notifies the Superintendent's Office by May 1, 2020 of his or her retirement effective at the conclusion of the 2019-2020 School year, respectively, he or she is eligible for this early retirement incentive.
2. Upon retirement, the school corporation will agree to pay the entire cost of a single health insurance policy until the bargaining unit member reaches the age of 65. The deposit will be made annually on October 1 into the bargaining unit member's VEBA account.  
The incentive will be available until May 1, 2020. No retirements or resignations made after May 1, 2020 will be eligible for this offer. The first three bargaining unit members meeting the above criteria are eligible for this incentive.

**Compensation**

Base Salary Increase \$1,100 to each Bargaining Unit Member (Less than FTE increases will be in proportion to the individual contract)

Loyalty Stipend (Years of Service at Oregon-Davis) \$38,441.44

Stipend break down to years experience at OD:

Zero OD Years: \$500

Half-Time: \$200

1-5: \$700

6-10 \$900

11-15 \$1200

16-20 \$1500

21-25 \$2000

26-30 \$2500

31 +: \$3200

The minimum salary/starting Pay will be \$32,000. Maximum salary will now be \$53,886.

Those earning less than \$32,000 will be immediately brought up to that amount.

Each Bargaining Unit Member will receive \$1100 increase to their base salary. Bargaining Unit Members excluded from receiving the \$1100 increase to the base are those whose salaries were raised to \$32,000 in the negotiations.

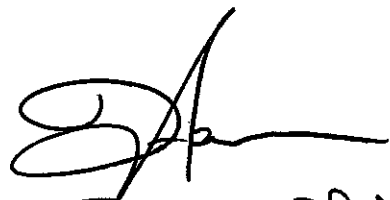
Retroactivity shall be paid by December 2019.

Delete last sentence of Paragraph A in Article 8.

~~Included in the salary schedules is the teachers' 3% contribution toward Indiana State Retirement Fund to be paid by the Corporation. NOTE: Each teacher's individual contract will be written excluding the 3%.~~

**Placement on Salary Grid**

Newly hired bargaining members with no previous teaching experience shall have a starting salary of \$32,000. Newly hired bargaining unit members with previous teaching experience shall be placed on the salary grid commensurate with the salaries of current Oregon-Davis Teachers with similar education and experience.

 10-2-19  
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