

### Summary of Tentative Agreement

1. Two year term – July 1, 2019 to June 30, 2021 - with a reopener in the 2020-2021 school year for salary and wages.
2. Salary Range  
2019-2020 school year is \$33,000 to \$52,800, not including current year increase or TRF contributions.  
2020-2021 school year is \$33,500 to \$53,300, not including current year increase or TRF contributions.
3. Compensation Model Eligibility Criteria  
Needs improvement and ineffective teachers are ineligible for a raise (unless in their first two years of teaching).  
Must have been employed for at least 120 days in the prior school year.
4. Compensation Model Factors and Definitions
  - a. Evaluation Rating - The teacher must not be rated as “Ineffective” or “Improvement Necessary” in the prior school year.
  - b. Education – The teacher attains a content area master’s degree, as defined by the Indiana Department of Education, that is beyond the requirements for employment.
  - c. Meeting Academic Needs of Students: Due to the teacher shortage in Indiana, all teachers who meet the general eligibility criteria are deemed important to retain to the School Corporation to provide educational continuity for the students. The academic needs factor = \$500.00 (reflected in the across the board increase to the salary schedule).
5. Compensation Model Distribution in 2019-2020 School Year  
Teachers who meet the evaluation factor may move down one step in the salary schedule and receive a base salary increase = \$900.00  
Teachers who meet the education factor may make a column change horizontally (no diagonal movement allowed) and receive an additional base salary increase = \$900.00  
Meeting academic needs of students to retain all teachers = \$500.00 (across the board increase)  
Total possible base salary increase = \$2,300.00
6. One-time stipend to teachers at top of salary schedule in 2019-2020 = \$900.00
7. One-time stipend to all teachers = \$750.00 (paid by June 30, 2020)
8. One-time Early Retirement Incentive

A one-time cash payment in the sum of \$10,000 will be paid to the first three retiring teachers who meet all of the following requirements:

- 1) The teacher must have been at least 59 ½ years of age by June 30, 2019; and
- 2) The teacher must have completed at least 15 years of continuous service with the Eminence Community School Corporation by June 30, 2019; and
- 3) The teacher submits written notice to the Superintendent’s Office by no later than December 31, 2019 his/her intent to retire effective at the end of the 2019-2020 school year.

If the teacher meets all three requirements set forth above, then he/she will receive the one-time cash payment identified above by June 30, 2020.

The incentive will be awarded on a first come first served basis to the first three teachers meeting all of the requirements set forth above. No more than three teachers may receive this early retirement incentive.