

2017 AMENDMENTS
TO THE

NON- CERTIFIED EMPLOYEES'
MASTER CONTRACT
BETWEEN THE
ANDERSON FEDERATION
OF
TEACHERS
AND THE
ANDERSON SCHOOL BOARD

JUNE 29, 2010 through DECEMBER 31, 2018

ARTICLE I

BASE WAGE INCREASE

Effective with the start of the 2017-2018 work year, July 1, 2017, the wage base increase will be three percent (3%). This wage increase will be paid retroactively to the start of the 2017-2018 work year. Those employees who retire after the start of the 2017-2018 work year will receive the appropriate portion of retroactive pay. However, those employees who resign without retiring after the start of the 2017-2018 work year will not receive retroactive pay. See Appendix Non-Cert. Wage.

ARTICLE II

2017 STIPEND

A Two Thousand Dollar (\$2,000.00) stipend will be paid for those employees employed on December 1, 2017 and to be paid on December 15, 2017. This provision will be applied so that only one (1) employee is eligible for this stipend for any existing position.

ARTICLE III

LEAVES

Add the following new section to the 2010-2018 Collective Bargaining Agreement:

ARTICLE XVIII, Section 9

Employees who are absent from work without being on (1) Family Medical Leave Act provided leave, (2) a doctor's statement of illness, however, in those situations where the School Corporation has an objective reasonable basis to conclude that there is a question as to the legitimacy of the doctor's note the employee, at the expense of the School Corporation, will be required to provide additional medical verification, (3) paid status pursuant to state law, (4) paid status pursuant to this Agreement, or (5) Board approve leave, shall be considered to be in neglect of their duty, are subject to termination of their employment.

ARTICLE IV

OTHER LANGUAGE CHANGES

A. Delete Article X, Section 5(c)

Article X, Section 5(c) provides as follows:

- C. Should no student days be cancelled in a school year prior to the Friday before Spring Break, then the Friday before Spring Break shall be a paid non-work, non-student day for all unit employees. This provision shall not be interpreted in any manner in the school having less than the statutory requirement of the minimum number of student days in any one school year.

The above provision will be deleted from the 2010-2018 Non-Certified Collective Bargaining Agreement and no longer will be in full force and effect.

B. Restore the Former Article XI, Section 3(A)(8)

The 2015 Amendments to the 2010-2018 Collective Bargaining Agreement deleted Article XI, Section 3(A)(8) from that contract. That former provision from the Non-Certified Collective Bargaining Agreement formerly provided as follows:

8. When schools are closed because of inclement weather, only those on day shift are to report to work in order to remove the emergency condition for which they will be given compensatory time off for that day or portion thereof during summer break. Day shift is defined as any shift beginning from 4:00 a.m. to 9:00 a.m. All others need not report to work but will receive their regular pay as long as the schools are closed because of such emergencies. If schools are delayed solely because of fog, custodians do not have to report for the equivalent duration of the delay. If additional employees need to be called in to work, such work shall be offered first to the most senior qualified in that building or department for the remaining shifts and if he/she declines then to the next most senior employee, etc. The least senior employee must report to work if requested to do so by the employer and all those more senior have declined. If the employer phones

an employee but is unable to promptly contact that employee then the employee shall be deemed to have declined the work.

The above former contract provision, which was deleted by the 2015 Amendments, is being restored and will be in full force and effect with these 2017 Amendments.

C. Article X, Section 5(A) and (B).

The 2015 Amendments to the 2010-2018 Collective Bargaining Agreement deleted language in Article X, Section 5(A) and (B) and replaced those deleted sections with new 2015 language. Those former provisions found in Section 5(A) and (B) provided as follows:

Section 5 – Snow Days

- A. In the event that school is closed during the school year through no fault of the employee, Category I, ten (10) month Category II, Category V, Category VI, and Category VII, employees shall receive their regular pay during the time school is closed. However, when a cancelled instructional day is rescheduled, employees in the aforementioned categories shall work on that rescheduled day without additional compensation. If any employee in the aforementioned categories is required to work on a day when schools are closed through no fault of the employee, said employee shall be granted commensurate compensatory time off.
- B. When schools are closed due to inclement weather through no fault of the employee, twelve (12) month employees in Category II shall not report for work. However, when a cancelled instructional day is rescheduled, a twelve (12) month employee in Category II shall work on that rescheduled day without compensation. The School District will implement a procedure by which the twelve (12) month employee in Category II shall have the option to work on the day the school is closed or the make-up day.

The above former contract provisions which were deleted by the 2015 Amendments are being restored and will be in full force and effect with these 2017 Amendments.

The new language implemented for Article X, Sections 5(A) and (B), by the 2015 Amendments is deleted and will not be in full force and effect with these 2017 Amendments.

ARTICLE V

EFFECTIVE DATE AND RATIFICATION

The effective date of these amendments is July 1, 2017, and those amendments have been ratified as of:

Anderson Community School Corporation: November 14, 2017

Anderson Federation of Teachers: November 13, 2017

Anderson Federation of Teachers

Board of School Trustees of the
Anderson Community School
Corporation

Randy Harrison
President

Dr. Pat Hill
Board President

Ms. Holly Renz
Board Secretary

Charles R. Rubright
Spokesperson

Date: _____

Date: _____

APPENDIX - NON-CERT. WAGE

Use for salaries subject to PERF contributions

A. CATEGORY I- Includes all Instructional Assistants, except Media Instructional Assistant

<u>Years Experience Credit</u>	<u>Weekly Salary</u>
0	\$ 398
1	\$ 412
2	\$ 436
3	\$ 445
4	\$ 466
5	\$ 484
6	\$ 504
7	\$ 548
8	\$ 569

B. CATEGORY II- Includes all secretarial, Clerical, Media Instructional Assistants

<u>Years Experience Credit</u>	<u>Hourly Rate</u>
0	\$ 12.89
1	\$ 13.49
2	\$ 13.93
3	\$ 14.70
4	\$ 15.25
5	\$ 15.82
6	\$ 16.41
7	\$ 18.13
8	\$ 18.48

School employees currently assigned to Categories I and II shall be limited to an increase of one (1) increment in any twelve (12) month period

APPENDIX - NON-CERT. WAGE

Use for salaries not subject to PERF contributions

A. CATEGORY I- Includes all Instructional Assistants, except Media Instructional Assistant

Years Experience Credit	Weekly Salary
0	\$ 409
1	\$ 424
2	\$ 447
3	\$ 459
4	\$ 480
5	\$ 500
6	\$ 519
7	\$ 565
8	\$ 585

B. CATEGORY II- Includes all secretarial, Clerical, Media Instructional Assistants

Years Experience Credit	Hourly Rate
0	\$ 13.30
1	\$ 13.88
2	\$ 14.49
3	\$ 15.11
4	\$ 15.70
5	\$ 16.29
6	\$ 16.90
7	\$ 18.68
8	\$ 19.04

School employees currently assigned to Categories I and II shall be limited to an increase of one (1) increment in any twelve (12) month period

APPENDIX - NON-CERT. WAGE

Use for salaries subject to PERF contributions

BB. CATEGORY II- Includes all secretarial, Clerical, Media Instructional Assistants hired after 8-01-97.

<u>Years Experience Credit</u>	<u>Hourly Rate</u>
0	\$ 11.60
1	\$ 12.29
2	\$ 13.01
3	\$ 13.68
4	\$ 14.35
5	\$ 15.04
6	\$ 15.73
7	\$ 16.42
8	\$ 17.12
9	\$ 17.79
10	\$ 18.48

Use for salaries not subject to PERF contributions

BB. CATEGORY II- Includes all secretarial, Clerical, Media Instructional Assistants hired after 8-01-97.

<u>Years Experience Credit</u>	<u>Hourly Rate</u>
0	\$ 11.96
1	\$ 12.67
2	\$ 13.37
3	\$ 14.10
4	\$ 14.77
5	\$ 15.50
6	\$ 16.21
7	\$ 16.93
8	\$ 17.64
9	\$ 18.33
10	\$ 19.02

School employees currently assigned to Categories I and II shall be limited to an increase of one (1) increment in any twelve (12) month period

APPENDIX - NON-CERT. WAGE

Use for salaries subject to PERF contributions

C. CATEGORY III- Includes Custodial Employees

Years Experience Credit	Hourly Rate
0	\$ 16.40
1	\$ 16.45
2	\$ 16.66
3	\$ 16.82
4	\$ 16.95
5	\$ 17.12
6	\$ 17.26
7	\$ 17.40
8	\$ 17.55

Custodial Supervisor

Middle School- Custodians salary plus \$.38 per hour

High Schools- Custodians salary plus \$.74 per hour

School employees currently assigned to Categories I and II shall be limited to an increase of one (1) increment in any twelve (12) month period

Use for salaries not subject to PERF contributions

C. CATEGORY III- Includes Custodial Employees

Years Experience Credit	Hourly Rate
0	\$ 16.89
1	\$ 16.94
2	\$ 17.18
3	\$ 17.29
4	\$ 17.50
5	\$ 17.63
6	\$ 17.78
7	\$ 17.94
8	\$ 18.04

Custodial Supervisor

Middle School- Custodians salary plus \$.39 per hour

High Schools- Custodians salary plus \$.77 per hour

School employees currently assigned to Categories I and II shall be limited to an increase of one (1) increment in any twelve (12) month period

APPENDIX - NON-CERT. WAGE

Use for salaries subject to PERF contributions

CC. CATEGORY III- Includes Custodial Employees hired after 08-01-97

Years Experience Credit	Hourly Rate
0	\$ 11.22
1	\$ 11.87
2	\$ 12.49
3	\$ 13.10
4	\$ 13.74
5	\$ 14.37
6	\$ 15.01
7	\$ 15.63
8	\$ 16.24
9	\$ 16.89
10	\$ 17.55

Custodial Supervisor

Middle School- Custodians salary plus \$.36 per hour

High Schools- Custodians salary plus \$.69 per hour

School employees currently assigned to Categories I and II shall be limited to an increase of one (1) increment in any twelve (12) month period

Use for salaries not subject to PERF contributions

CC. CATEGORY III- Includes Custodial Employees hired after 08-01-97

Years Experience Credit	Hourly Rate
0	\$ 11.55
1	\$ 12.22
2	\$ 12.84
3	\$ 13.50
4	\$ 14.17
5	\$ 14.78
6	\$ 15.45
7	\$ 16.08
8	\$ 16.73
9	\$ 17.38
10	\$ 18.05

Custodial Supervisor

Middle School- Custodians salary plus \$.39 per hour

High Schools- Custodians salary plus \$.77 per hour

School employees currently assigned to Categories I and II shall be limited to an increase of one (1) increment in any twelve (12) month period

APPENDIX - NON-CERT. WAGE

Use for salaries subject to PERF contributions

CCC. CATEGORY IV- Includes Maintenance Employees

Years Experience		Supervisor
Credit	Hourly Rate	Hourly Rate
0	\$ 19.00	\$ 21.83
1	\$ 19.14	\$ 22.07
2	\$ 19.50	\$ 22.55
3	\$ 19.83	\$ 22.76
4	\$ 20.11	\$ 23.20
5	\$ 20.32	\$ 23.54
6	\$ 20.53	\$ 23.79
7	\$ 20.75	\$ 24.02
8	\$ 20.91	\$ 24.35

School employees currently assigned to Categories IV shall be limited to an increase of one (1) increment in any twelve (12) month period

Use for salaries not subject to PERF contributions

CCC. CATEGORY IV- Includes Maintenance Employees

Years Experience		Supervisor
Credit	Hourly Rate	Hourly Rate
0	\$ 19.56	\$ 22.47
1	\$ 19.72	\$ 22.74
2	\$ 20.10	\$ 23.23
3	\$ 20.41	\$ 23.47
4	\$ 20.70	\$ 23.93
5	\$ 20.95	\$ 24.24
6	\$ 21.13	\$ 24.53
7	\$ 21.38	\$ 24.74
8	\$ 21.55	\$ 25.11

School employees currently assigned to Categories IV shall be limited to an increase of one (1) increment in any twelve (12) month period.

APPENDIX - NON-CERT. WAGE

Use for salaries subject to PERF contributions

CCCC. CATEGORY III- Includes Maintenance Employees hired after 08-01-97

Years Experience Credit	Hourly Rate	Supervisor Hourly Rate
0	\$ 17.60	\$ 20.20
1	\$ 17.93	\$ 20.60
2	\$ 18.27	\$ 21.02
3	\$ 18.59	\$ 21.41
4	\$ 18.91	\$ 21.83
5	\$ 19.23	\$ 22.24
6	\$ 19.56	\$ 22.62
7	\$ 19.89	\$ 23.04
8	\$ 20.21	\$ 23.44
9	\$ 20.55	\$ 23.85
10	\$ 20.91	\$ 24.35

School employees currently assigned to Categories IV shall be limited to an increase of one (1) increment in any twelve (12) month period

Use for salaries not subject to PERF contributions

CCCC. CATEGORY III- Includes Maintenance Employees hired after 08-01-97

Years Experience Credit	Hourly Rate	Supervisor Hourly Rate
0	\$ 18.11	\$ 20.83
1	\$ 18.46	\$ 21.23
2	\$ 18.82	\$ 21.65
3	\$ 19.14	\$ 22.06
4	\$ 19.49	\$ 22.47
5	\$ 19.83	\$ 22.91
6	\$ 20.15	\$ 23.30
7	\$ 20.50	\$ 23.73
8	\$ 20.84	\$ 24.15
9	\$ 21.18	\$ 24.57
10	\$ 21.54	\$ 25.11

School employees currently assigned to Categories IV shall be limited to an increase of one (1) increment in any twelve (12) month period

APPENDIX - NON-CERT. WAGE

Use for salaries subject to PERF contributions

D. CATEGORY V- Nurses

1. HEALTH SERVICES (School Nurses)

Years Experience Credit	RN	BS	MS
0	\$ 31,714	\$ 32,766	\$ 33,805
1	\$ 32,837	\$ 33,880	\$ 34,928
2	\$ 33,966	\$ 35,004	\$ 36,049
3	\$ 35,088	\$ 36,124	\$ 37,172
4	\$ 36,214	\$ 37,257	\$ 38,294
5	\$ 37,336	\$ 38,380	\$ 39,420
6	\$ 38,456	\$ 39,502	\$ 40,551
7	\$ 39,580	\$ 40,621	\$ 41,663
8	\$ 40,705	\$ 41,744	\$ 42,792

Coordinator of Health Services - \$1,642.00 additional

Use for salaries not subject to PERF contributions

D. CATEGORY V- Nurses

1. HEALTH SERVICES (School Nurses)

Years Experience Credit	RN	BS	MS
0	\$ 32,665	\$ 33,749	\$ 34,818
1	\$ 33,823	\$ 34,896	\$ 35,976
2	\$ 34,986	\$ 36,054	\$ 37,130
3	\$ 36,140	\$ 37,208	\$ 38,287
4	\$ 37,300	\$ 38,376	\$ 39,443
5	\$ 38,456	\$ 39,531	\$ 40,603
6	\$ 39,610	\$ 40,688	\$ 41,767
7	\$ 40,767	\$ 41,841	\$ 42,913
8	\$ 41,926	\$ 42,996	\$ 44,076

Coordinator of Health Services - \$1,691.00 additional

APPENDIX - NON-CERT. WAGE

Use for salaries subject to PERF contributions

D. CATEGORY V- Nurses Salary Schedule

2. HEALTH SERVICES (School Nurses) LPN

YEARS EXPERIENCE CREDIT	HOURLY RATE
0	\$ 14.94
1	\$ 15.68
2	\$ 16.43
3	\$ 17.18
4	\$ 17.93
5	\$ 18.68
6	\$ 19.43
7	\$ 20.17
8	\$ 20.93
9	\$ 21.67
10	\$ 22.42

Use for salaries not subject to PERF contributions

D. CATEGORY V- Nurses Salary Schedule

2. HEALTH SERVICES (School Nurses) LPN

YEARS EXPERIENCE CREDIT	HOURLY RATE
0	\$ 15.38
1	\$ 16.15
2	\$ 16.91
3	\$ 17.70
4	\$ 18.46
5	\$ 19.24
6	\$ 20.00
7	\$ 20.78
8	\$ 21.55
9	\$ 22.34
10	\$ 23.10

APPENDIX - NON-CERT. WAGE

Use for salaries subject to PERF contributions

E. CATEGORY VI- Includes all In-School Detention Workers

HOURLY RATE \$ 13.41

Use for salaries not subject to PERF contributions

E. CATEGORY VI- Includes all In-School Detention Workers

HOURLY RATE \$ 13.82

Use for salaries subject to PERF contributions

F. CATEGORY VII- Includes all Interpreters for Hearing & Visually Impaired

HOURLY RATE \$ 14.67

Use for salaries not subject to PERF contributions

F. CATEGORY VII- Includes all Interpreters for Hearing & Visually Impaired

HOURLY RATE \$ 15.09

APPENDIX - NON-CERT. WAGE

Use for salaries subject to PERF contributions

G. CATEGORY VIII- Includes all Technology Specialists

YEARS EXPERIENCE CREDIT	HOURLY RATE
0	\$ 18.13
1	\$ 18.46
2	\$ 18.80
3	\$ 19.12
4	\$ 19.46
5	\$ 19.76
6	\$ 20.10
7	\$ 20.41
8	\$ 20.73
9	\$ 21.07
10	\$ 21.41

Use for salaries not subject to PERF contributions

G. CATEGORY VIII- Includes all Technology Specialists

YEARS EXPERIENCE CREDIT	HOURLY RATE
0	\$ 18.67
1	\$ 19.01
2	\$ 19.36
3	\$ 19.70
4	\$ 20.02
5	\$ 20.33
6	\$ 20.69
7	\$ 21.03
8	\$ 21.37
9	\$ 21.69
10	\$ 22.07

APPENDIX - NON-CERT. WAGE

Use for salaries subject to PERF contributions

I. CATEGORY X - Includes all Occupational and Physical Therapists

Payment will be made on the 2017 Certified Salary Schedule that is used for salaries subject to retirement controls.

Use for salaries not subject to PERF contributions

I. CATEGORY X - Includes all Occupational and Physical Therapists

Payment will be made on the 2017 Certified Salary Schedule that is used for salaries not subject to retirement contributions.