

**Tentative Agreement
between the
Springs Valley Community Schools
and the
Springs Valley Teachers Association**

This is a two-year contract covering the 2023-24 and 2024-25 school.

The UniServ Director will change all dates necessary for compliance with IEERB.

Article V Leaves of Absence

A. Leave Days

Teachers shall be entitled to Eighteen (18) leave days annually. Should a Teacher not use any or all these days, the remaining days shall be accumulative to 150 days.

If a teacher is absent from work due to illness or quarantine for more than Five (5) consecutive days, the teacher shall provide to the corporation a statement from a licensed physician stating the employee has been on leave due to illness and anticipated date of return.

Teachers that are above the 150 days maximum accumulation with the ratification of the 2023-2025 contract will have their current number of days be the maximum. Any days above the maximum amount will be purchased at the rate of \$125 for each day. The money will be deposited in a 401a account before July 1st of each year. Anytime there is a drop in the accumulation, the new number will be the new maximum accumulation. Example: Teacher has 335 days currently and uses 20 days this year from the accumulated amount. The teacher will have a maximum of 315 days.

In the event any Teacher shall have accumulated One (1) or more sick/leave days in another School Corporation, up to Fifteen (15) days shall be added to his or her leave the first year of employment with Springs Valley Community Schools. Up to Five (5) days a year will be transferred until all leave is exhausted with the former employer. During the 2023-2024 school year, any current employee may transfer Fifteen (15) days and Five (5) days a year from his/her former employer.

Leave days used during summer or evening school shall be deducted at the rate of one-half (½) day for each absence. Teachers shall be given a copy of each absence verification form.

Leave may be used on a one-half (1/2) day basis.

C Personal Business Leave

All personal business language will be removed from the contract.

The UniServ Director will change any language in the contract that refers to sick or personal leave, and change all lettering to reflect the removal of Personal Leave Language. Sick bank language will be changed to say the employee must exhaust all leave days.

G. Maternity

b. A female employee shall be granted Forty-Two (42) consecutive days. The period of leave shall include all holidays which fall during the period of maternity leave. Fall, Christmas, and Spring Break will be counted as holidays. If birth or adoption occurs during the summer months, the leave will commence on the date of birth or date of adoption.

K. Paternity Leave

An employee shall be granted Twenty-One (21) consecutive days. The period of leave shall include all holidays which fall within the period of paternity leave. Fall, Christmas, and Spring Break will be counted as holidays. If birth or adoption occurs during the summer months, the leave will commence on the date of birth or date of adoption.

Article VI Professional Compensation Appendix A-1, A-2,

2023-2024 Remove the bottom two levels of each scale. Teachers stay at the level they are currently on. Starting BS salary will be \$43,300 and the top MS salary (level U) will be \$75,300. (\$3000 increase per teacher)

2024-2025 Every teacher qualifying for movement will be moved one level for the 2024-25 school year if the ADM is 815 or above. If the ADM falls below 815, the Corporation may reopen the contract for salary and insurance.

H. Insurance

Health Insurance

- Increase single contribution to \$675 (from 614.79)
- Increase H/W employed Family contribution to \$1330 (from \$1182.58)
- Increase Family contribution to \$1100 (from \$917)

Dental Insurance

- Increase single contribution to \$23 per month (from \$17)
- Increase family contribution to \$46 per month (from \$34)

11. For the 2023-2025 Contract, the Corporation and Association will appoint members for an insurance committee. The purpose of the committee is to discuss the health insurance needs of the employer and employees.

I Leave Stipend

Beginning with the second semester of 2023-24, Teachers on a 184-day contract using zero (0) days of leave shall receive Three Hundred Fifty Dollars (\$350) each semester in the form of a stipend included in their pay. Unused days shall also be allowed to accumulate. Teachers using One Half (1/2) but no more than three (3) leave days for each semester shall receive Two Hundred Fifty Dollars (\$250) in the form of a stipend. Unused days shall also be allowed to accumulate. Eligible Teachers employed less than 184-days, but which extend to the end of the school year, will receive a prorated stipend.

Appendix B Extra Curricular Schedule

Change “SeaPerch” to “Robotics”

BPA (Business Professionals of America) (\$400)

CTE Teachers, employed by Springs Valley Community Schools, who teach dual credit classes and would be eligible for a stipend from the Lost River Career Cooperative will receive a \$1500 stipend.

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