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**SUPERINTENDENT'S OFFICE**

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

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**2019-2020 Tentative Agreement**

Between

Warrick County School Corporation and Warrick County Teachers Association

The 2019-20 Warrick County School Corporation teachers' contract has some minor language changes per suggestions made in the prior year Compliance Report issued by the Indiana Education Employment Relations Board (IEERB). All of the changes will be submitted as part of the written contract for approval by the Board and will be submitted to IEERB for final compliance.

In addition to making the necessary changes to the compensation model to reflect the language changes, the negotiating committee utilized the model in conjunction with the bargaining "blox" to calculate teacher salaries for the 2019-20 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 2019-20 Tentative Agreement:

The Toggle Differential = 2.0% This is the percentage increase applied to the caps. All teachers meeting salary increase criteria receive this portion of pay adjustment.

The Incremental Toggle = 1.7% This is the "increment" portion of salary adjustment (utilized for those not yet at top of scale or identified as a new hire).

For 2019-2020 only, new hires will receive higher increase than the Toggle Differential. New Hire salary will be set at \$40,000 which is a total increase of just under 3.2%.

Compensation Factor is equal to 3.7% 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.

ECA Salaries= 2.0% This is the percentage increase applied to all ECA salaries in the WCTA contract.

All three levels of Computer Resource ECA will be set at \$2,000.

401(a) annuity = .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, the following increases were applied to the Corporation shares.

Single: Add \$600 for a total employer contribution of \$8,200 Family: Add \$1,200 for a total employer contribution of \$14,200

M/C and M/S: Add \$900 for a total employer contribution of \$11,700 Dual Member: Add \$1,000 for a total employer contribution of \$16,400

Days of Work (Not part of contract): High school Athletic Directors will have an additional five (5) days added to their individual contracts reaching a total of ten (10) additional days per school year.

  
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Todd A. Armstrong, Assistant Superintendent

10-18-19  
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Date of Signature

  
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Craig Parker, President of WCTA

10-18-19  
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Date of Signature