

2021-2022 Tentative Agreement

Between

Warrick County School Corporation and Warrick County Teachers Association

With the exception of a Sick Leave Bank Request form, the 2021-22 Warrick County School Corporation teachers' contract has no changes to the language outside of adjustments to compensation and benefit numerical values. The negotiating committee did utilize the compensation model in conjunction with the bargaining "blox" to calculate teacher salaries for the 2021-22 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 2021-22 Tentative Agreement:

The Toggle Differential = 2.9% This is the percentage increase generally applied to the caps. **All** teachers meeting salary increase criteria receive this portion of pay adjustment. This specifically excludes individuals identified as "New Hires" for 2021-22 contract year.

The Incremental Toggle = 3.0% This is the "increment" portion of salary adjustment (generally utilized for those not yet at top of scale or identified as a new hire). Those teachers **not** at one of the caps receive this portion in addition to the Toggle Differential totaling 5.9%. Again for 2021-22, teachers with BS or BS+36 and at cap will receive this portion in addition to the Toggle Differential as well. Moreover, the beginning (bottom of the scale) salary is set at \$41,300.

Compensation Factor is equal to 5.9% 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.

401(a) annuity increase = .50% 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. This change will effectively hold (in some instances, reduce) the employee deduction for health insurance for the 2022 calendar year at the "already reduced rates" that were given for March to November of 2021.

Single: Add \$700 for a total employer contribution of \$9,400 Family: Add \$1,100 for a total employer contribution of \$16,300

M/C and M/S: Add \$900 for a total employer contribution of \$13,300 Dual Member: Add \$1,100 for a total employer contribution of \$18,500

The following extracurricular activity (ECA) positions are added and immediately effective for 2021-22 contract year. As always, the stipend amount is specified in the WCTA contract.

High school Unified Track coach Middle school Drama director Robotics sponsor/coach

Middle School Swim coach Middle school Assistant Drama director

Finally, a straight 2% increase will be applied across all established ECA's for 2021-22 contract year.

Average base salary increase for 2021-21 is \$2,832.92

Average base teacher salary for 2021-21 is \$60,071.90



Todd A. Armstrong, Assistant Superintendent



Donna Price, President of WCTA

10/4/2021

Date of Signature

10/4/2021

Date of Signature