

Nettle Creek School Corporation
297 E. Northmarket Street
Hagerstown, IN 47346
765-489-4543
www.nettlecreekschools.com
Small School. Big Experience



Notice of Public Hearing on Friday, November 1, 2024 at 4:30 PM
SEA 390 Public Hearing of Nettle Creek School Corporation and Nettle Creek
Classroom Teachers Association
On November 1, 2024
At Hagerstown Elementary School
299 Sycamore Street
Hagerstown, IN

On November 1, 2024 at 4:30 p.m., the representatives of Nettle Creek School Corporation (NCSC) School Board will meet with the representatives of the Nettle Creek Classroom Teachers Association (NCCTA) in a public hearing that will hear the reading of the details of the Tentative Agreement between NCSC and the NCCTA pursuant to Indiana Code 20-29-6-19.

Mrs. Emily Schaeffer, Superintendent
Mrs. Amber Rushton, Business Manager

Mrs. Elizabeth Bryant, Director of Learning
Mrs. Sarah Buroker, Executive Secretary

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Negotiations 2024--Tentative Agreement

Goals:

1. Work Towards 62% of Education Funds to Teacher Compensation.
2. Ensure all full-time teachers are making at least \$47,000 annually.
3. Provide raise to returning teachers.
4. Provide a \$1000 base increase to teachers when they receive their Master's Degree
5. Increase corporation health insurance contribution by 14%
6. Buy Back of Accumulated Sick Days
7. Language

Details:

- I. Increase new hire placement tool so that all first-year and second-year teachers are not making less than \$47,000
- II. Provide a base increase to all teachers who meet the criteria
 - \$1,125: Rated as effective or highly effective in the 2023-24 school year
 - AND
 - \$750: Worked 120 days in the 2023-24 school year
- III. Provide a \$1,000.00 increase to base salary to certified staff who earn their Master's Degree
 - Base salary increase will be acknowledged on the next contract starting July 1 after documentation has been provided to Central Office.
- IV. Increase the corporation contribution to insurance by 14%
 - a. Insurance increase will be 5% this year.
 - b. The proposed increase covers the 5% increase and also puts more corporation dollars towards teacher insurance
- V. Sick Day Buy-Back
 - a. Teachers with the last 15 years of service at Nettle Creek School Corporation
 - b. Buy up to 120 days at \$30 per day, \$2000 to teacher upon retirement on last check, the rest will go towards a Health Savings Account contribution
 - c. This will need to be renegotiated every year, therefore in the Teachers Contract it will state, 'For the 2024-2025 school year....'.

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VI. Sick Bank Language

- a. Add language –
 - i. The purpose of the Sick Leave Bank is to relieve Teachers from the financial burden of extended absence related to illness or injury that results in temporary disability and the inability of the Teacher to perform the duties of employment.
 - ii. Teachers may voluntarily become Participants of the Sick Leave Bank. To enroll, the Teacher shall contribute at least one (1) day of his/her sick leave to the Sick Leave Bank Account (“Account”) within the first 30 work days of the Teacher’s current contract.
 - b. Participants may withdraw, at any time, by notifying the Superintendent in writing.
 - c. Teachers who do not voluntarily enroll and those who withdraw may not participate in the Sick Leave Bank.
 - d. All Teachers who enroll and who do not withdraw from the Sick Leave Bank are automatically continued as Participants from year to year in the Sick Leave Bank.
 - e. All days contributed to the Account are permanent.
 - f. At such time that the number of days in the Account falls below twenty-five (25), an obligatory assessment of one (1) additional leave day shall be made upon all Participants.
 1. Participants may donate up to two (2) additional days at the time of the assessment.
 2. Participants who have no remaining leave to contribute may continue to participate without penalty.
 - iii. Participants may use the Sick Leave Bank during the elimination period of the Long Term Disability (“LTD”) coverage provided by the Corporation; however, once a Participant is eligible for Long Term Disability, Participants must elect Long Term Disability and are no longer permitted to use Sick Leave Bank while on LTD.
 - iv. The maximum number of days that a Participant may draw from the Bank in any one school year shall be sixty (60) days.

VII. ECA Name Change

- a. Change Girls on the Run ECA to Tigers on the Move
 - i. Open to boys and girls in grades 3rd, 4th, and 5th grade
- b. Football Assistant JV & Freshman → Football Assistant JV
- c. Freshman Cheerleading → Cheerleading Assistant
- d. Boys Freshman Basketball → Boys Basketball Assistant

VIII. ECA Positions – Additions

- a. **Junior – Senior High School Archery (1) \$575.00**
- b. **High School Art Club (1) \$575.00**

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