

CLOVERDALE SCHOOL CORPORATION

TENTATIVE AGREEMENT

9-29-21

1. Base Salary

-Each teacher not rated as needs improvement or ineffective in the prior school year will receive a \$4,000 base salary increase, which will be reflected through an across the board increase to the salary schedule. The new salary cap on the salary schedule for Bachelors teachers will be \$55,461 and \$69,761 for Masters teachers.

-Certain teachers impacted by salary compression will receive an additional salary increase based upon academic need in a range between \$1,100 - \$2,200 as agreed by the parties during bargaining.

-New hires employed prior to ratification will have their starting salaries readjusted upward by \$4,000.

2. ECA

-22% across the board increase to the ECA schedule.

-Add new ECA position: Citizen 1 - \$3,000

-ECA Pay Structure: Teachers with an ECA amount of \$1,000 or less shall receive their full payment at the end of the season or end of the school year, once the task has been completed.

3. Personal Leave

-Change the language to allow up to 5 days to be rolled over (instead of 4 days as is currently stated in the contract).

4. Early Retirement Incentive

-The dates in the early retirement incentive language will be updated.