

Huntington County Community School Corporation
2023-2025 Collective Bargaining Agreement TA Summary

October 25, 2023

1. Article III, Section 1 – Association Rights

The Board agrees to grant upon request up to a maximum total use of ~~fifteen~~ **twenty (20)** full days to the Association Presidents or designee(s). The Association will pay for the substitute. Such days shall not be used the first five (5) days nor the last five (5) days of the school year nor on a parent-teacher conference day.

2. Article VII, Section 11 – Activity Pass – New Language

Teachers only shall be permitted to attend non-tournament home games at no cost with their official school identification badge.

3. Article V, Section 8 – Bereavement Leave

Association's Proposal

In the case of death in the immediate family of a regularly employed teacher, the teacher is entitled to be absent without loss of compensation for a period extending not more than five total school days. The bereavement days may be split up into a maximum of two (2) separate periods within sixty (60) days beyond such death, for the purpose of attending the last burial rites, and attending to other personal matters of the immediate family member, provided that said burial rites occur while said teacher is performing duties as assigned by the school employer under a valid teacher's contract; and that said burial rites do not occur during the time of absence, or sick leaves, or leaves for personal business which may have been previously granted or approved by the school employer. The immediate family is defined as a teacher's legal partner, child, parent, legal guardian, grandchild, brother, sister, or a person living in the same home as part of the family of the teacher. ***The definition of immediate family shall also include a stillbirth by the teacher.***

4. Article V, Section 9 – Personal Leave

Teachers shall be granted three (3) days of personal leave for the transaction of personal business and/or the conduct of personal or civic affairs during the school year, without loss of pay. Teachers shall make every effort not to take personal leaves on the day immediately before or after a scheduled vacation. Three (3) hours of personal leave may be taken in one-hour increments and will be equivalent to one-half (1/2) day of personal leave. Only one-half (1/2) day of personal leave may be taken in this manner and no one-hour increment shall be taken consecutively with another one-hour increment. Teachers must notify the Principal upon returning from one-hour personal leaves (the time taken to notify is not to reduce the one-hour leave), if the granted leave terminates prior to the end of the day. One-hour increments

of personal leave may be denied by the Principal if one (1) or more prior requests for personal leave for a part or all of the time have been granted in one-hour increments, or if to grant the request for additional personal leave in a one-hour increment would result in over five percent (5%) of the teachers in that school building being on a one-hour personal leave at the same time.

Teachers may accumulate one (1) unused personal leave day for a maximum balance of four (4) total personal leave days. Any remaining unused personal leave shall be transferred to accumulated sick leave at the end of the school year subject, however, to the limitation on accumulated sick leave herein contained in Article V, Section 1.

Upon written request, additional personal leave may be granted by the Superintendent of Schools without loss of pay in exceptional circumstances where, in the judgment of the Superintendent of Schools, it is warranted.

5. Compensation Model

Draft Compensation Model language is forthcoming once the parameters of the new model have been communicated.

6. ECA Positions

Add the following positions in 2023-2024

Position	No. of Positions	Stipend
High School Radio Station	1	\$2,700
Gymnastics Assistant	1	\$1,796
Elementary Spell Bowl	6	\$640
MS Boys Volleyball (6 th)	2	\$840
MS Boys Volleyball (7 th & 8 th)	4	\$1,488
MS Girls Wrestling Head	1	\$1238
MS Girls Wrestling Assistant	1	\$995
Elementary Literacy Coaches (raise current 12 stipends to \$1,800)	12	\$1,800
High Boys / Girls Basketball Assistant (9 th)	2	\$2,895