

Seymour Tentative Agreement

- 1) Contract term: 2 years
- 2) Salary Schedule: Add 3 steps to the top of each column
- 3) Salary:

Year 1: Every teacher stays in their current cell on the schedule and the entire schedule in each cell increases by \$2,500. This would include new hires being adjusted by \$2,500.

Year 2: Every teacher stays in their current cell and the entire schedule increases again in each cell by \$1,250. This would also include new hires being adjusted by \$1,250.

- 4) Insurance:

There will be two premium holidays in each contract year. Language will be added that will give the Business Manager flexibility to provide additional premium holidays if he in his discretion determines it is feasible.

50/50 even split on any renewal premium increase for both contract years for only the high deductible plans. The Corporation's contributions to the premiums for plans that are not high deductible plans will remain unchanged.

- 5) HSA Contributions: Will remain status quo.
- 6) ECAs: The agreed ECA schedule is attached. (We will attach this once the committee gets the information to us. The amounts will be at least what the Association proposed, but may be higher.)
- 7) COVID Bank: The School Corporation will recreate a COVID leave day bank that may be used for the reasons stated herein if a teacher has exhausted all of their available paid leave time off and they meet one of the following eligibility reasons. The eligibility reasons: (1) If a teacher is mandated into quarantine because of COVID or the teacher is ill with COVID, or (2) if a teacher has dependent children and the teacher's dependent child is mandated into quarantine because of COVID or the dependent child is ill with the COVID and the teacher needs to be home to take care of the child. The COVID bank will be funded in the first year of the contract by the School Corporation putting 350 days into the COVID bank. If the days are completely depleted in year 1 of the contract, then there will be no more COVID bank days for the remainder of the first year. If there are unused COVID days remaining in the COVID bank at the end of the first contract year, then they will roll over to the second year of the contract. In year 2 of the contract, the School Corporation will put 350 days into the COVID bank. Any unused days in the COVID bank at the end of the contract term in year 2 will revert back to the School Corporation, and the COVID bank will end.