



# Randolph Eastern School Corporation

731 N. Plum Street  
Union City, IN 47390  
Phone: 765-964-494 Fax: 765-964-6590



## 2019-2020 Tentative Agreement

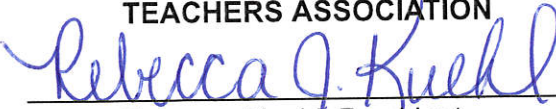
1. **Add \$1,500** to everyone's base pay - evaluation factor (effective & highly effective) (subject to salary cap)
2. **Add \$100** to everyone's base pay - experience factor
3. Deposit **\$1,000** into everyone's HSA (one time)
4. Increase TRF (Valic) matching by **\$150** (was \$700; now will be \$850 per year max)
  
5. **Starting pay** raised to \$36,000 (raised from \$35,500)
6. **Salary cap** raised to \$63,000 (up from \$62,335) (cap = \$56,000 for Bachelor's degree)
  
7. **Flex Days** (14) replace Sick/Personal/Family leave days (8 + 3 + 5 = 16)
  - a. All 14 may be used for any reason. Green sheet still needs to be filled out.
  - b. *"However, a teacher may not take more than three (3) consecutive leave days, or any day immediately before or after a scheduled school break, without medical documentation of illness, unless otherwise granted by the Superintendent."*
  - c. *"At the end of each school year, any unused flexible leave days shall be added to the given teacher's accumulated sick days."*(This is an increase of 3 over previous limit of 11 per year that could accumulate.)
  
8. **ECA changes:**
  - a. Dance Team sponsor eliminated
  - b. Head Cheerleading: \$2200
  - c. Assistant Cheerleading: \$1220
  - d. (Revamping of ECA pay structure is planned before the next contract negotiation.)

**BOARD OF SCHOOL TRUSTEES  
OF RANDOLPH EASTERN SCHOOL**

  
\_\_\_\_\_  
Linda Puccini, President

  
\_\_\_\_\_  
Aaron Black, Chief Negotiator of the  
Exclusive School Employer's Negotiation Team

**RANDOLPH EASTERN CLASSROOM  
TEACHERS ASSOCIATION**

  
\_\_\_\_\_  
Rebecca Kuehl, President