



AND

The Argos Classroom Teachers Association

Memorandum of Understanding

October 23, 2023

Argos Community Schools has entered into a Memorandum of Understanding (hereinafter referred to as "MOU") with the Argos Classroom Teachers' Association that the following items are changes to the 2 year, 2023-2025 Master Agreement.

1. **New Teacher Salary:** The agreed upon wage for new hires has been increased to \$42,500 with a description of additional compensation for years of service.
2. **Health Insurance employer contribution increase:** In light of recent information regarding health, dental and vision increases for 2024 and beyond, Argos Community Schools has increased the employer paid portion of the health insurance premium by \$50.00 a month for each employee. The current employer contribution for health insurance premiums is \$500.00 per month for a single plan and will be increased to \$550.00 per month. The current employer contribution for a family plan is \$620.00 per month and will be increased to \$670.00 per month, per employee.
3. **Base Salary Increase:** Eligible teachers will receive an academic needs based salary increase of \$1,000.00 along with an additional increase of either \$2,178.00 for teachers rated highly effective or \$2,074.00 for teachers rated effective. Additionally every teacher (newly hired teachers are included) will also receive a \$500.00 one time stipend in December. It is understood that if any teacher did not meet the evaluation criteria, no base increase would be available for that specific teacher. The increase is based on the following point system:

Factors and Definitions:

- a. Evaluation rating – The teacher received a highly effective or effective evaluation rating for the prior year.
- b. Year of experience – The teacher was employed in the corporation for at least 120 days in the prior year as defined by INPRS.
- c. Academic Needs - The need to retain current teachers. Funds for this factor will be distributed in addition to the pool divided by points as stated Below.
 - i. Effective Evaluation Rating = 70 points
 - ii. Highly Effective Evaluation Rating = 75 points
 - iii. Experience = 30 points
4. **Sick Bank Use:** A change has been implemented to reflect that each teacher applying to the sick bank for compensation must have exhausted all personal and sick time AND go an additional 5 days unpaid before additional days will be granted from the sick bank.

All parties have agreed to these adjustments, which have been presented to and approved by the Argos Board of School Trustees. This MOU is included with the rest of the Collective Bargaining documents uploaded to Gateway, emailed to ratifiedcontracts@ieerb.in.gov and are also posted on www.argos.k12.in.us which is the Argos Community School Corporation website.



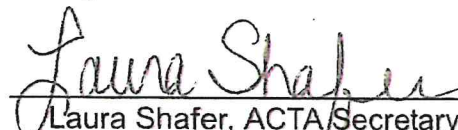
ARGOS

COMMUNITY SCHOOLS

ARGOS COMMUNITY SCHOOLS CLASSROOM TEACHERS ASSOCIATION

By: 
Elizabeth Cohagan, ACTA President

Date: 10/24/23


By: 
Laura Shafer, ACTA Secretary

Date: 10/24/23

By: 
Jonathan Arndt, ACTA Treasurer

Date: 10/24/23

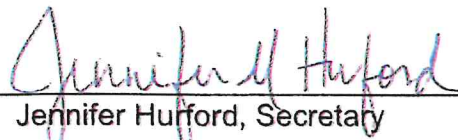
BOARD OF SCHOOL TRUSTEES, ARGOS COMMUNITY SCHOOLS

By: 
Pat Rensberger, President

Date: 10/23/23

By: 
Chris O'Dell, Vice President

Date: 10/23/23

By: 
Jennifer Hurford, Secretary

Date: 10/23/23

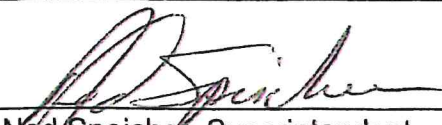
By: 
Monty Peden, Member

Date: 10/23/23

By: 
Karla Duff, Member

Date: 10/23/23

ATTEST:

By: 
Ned Speicher, Superintendent
Argos Community Schools

Date: 10/23/23