

MEMORANDUM OF AGREEMENT

Between the Warren Education Association and the Metropolitan School District of Warren Township

WHEREAS, the Indiana State Board of Accounts (“ISBoA”) in a December 19, 2014 Memorandum to School Officials officially informed Indiana public school districts that the Performance Based Grant provided by IC 20-43-10-3 if distributed in a manner consistent with the School District’s Collective Bargaining Agreements will result in the ISBoA not taking exception to that manner of distribution;

WHEREAS, when the Metropolitan School District of Warren Township (“Warren”) and the Warren Education Association (“WEA”) timely agreed to the current Collective Bargaining Agreement, the Performance Based Grant provided by IC 20-43-10-3 was not known at that time and therefore was not an issue that was considered nor bargained;

WHEREAS, the Indiana Education Employment Relations Board (“IEERB”) has informed school districts and school employee organizations that the Performance Based Grant in its current version is a mandatory subject of bargaining;

WHEREAS, the Warren and the WEA has now bargained the manner and eligibility for and the distribution of the current 2014-2015 Performance Based Grant and has agreed to supplement the current Collective Bargaining Agreement (“CBA”) to reflect the Warren/WEA Performance Based Grant agreement.

NOW, THEREFORE, Warren and the WEA agree as follows:

1. Those teachers (who are covered by the CBA) who (1) received a final teacher evaluation by Warren for the 2013-2014 that indicated an evaluation ranking of either “effective” or “highly effective”, (2) were employed as a teacher by Warren as of February 9, 2015, and (3) were employed during the 2013-2014 school year at any time during that school in one (1) of the following school buildings:
 - Warren Central High School/Career Center/ Renaissance School
 - Eastridge Elementary School
 - Hawthorne Elementary School
 - Grassy Creek Elementary School
 - Lowell Elementary School
 - Liberty Park Elementary School
 - Creston Intermediate Academy

- Raymond Park Intermediate

2. The individual stipend amounts will be calculated as follows:
 - a) The aggregate 2015 stipend for Warren will be determined.
 - b) The aggregate stipend will be reduced by the amount Warren would be required to pay to the Social Security Administration for the amount that the employer pays directly to Social Security and also the amount which Warren will pay on the teacher's behalf as a retirement contribution to the Indiana Public Retirement system.
 - c) The revised aggregate stipend as calculated in Paragraph 2(b) above will be divided by the number of the eligible teachers who qualify for a stipend pursuant to Paragraph 1 above.
 - d) The amount in paragraph 2(b) above will be the gross amount of the stipend subject to state and federal tax withholdings and withholdings for the employee's share of Social Security.
3. This Performance Based Grant stipend will be a one-time payment in a separate check paid on or before Friday, April 10, 2015.

This Amendment to the 2014-2015 Collective Bargaining Agreement agreed upon this 18th day of March, 2015.

WARREN EDUCATION
ASSOCIATION

By:



METROPOLITAN SCHOOL DISTRICT
OF WARREN TOWNSHIP

By:

