



# 2021 – 2022 Bargaining Tentative Agreements Only

The words and items in **BOLD** are changes or additions to the contract based on the current SECA tentative agreements.

Non-bolded words and items are current SECA contract terms.

The Agreements in this document have not been ratified by the SECA unit member or SCPS School Board.

Please refer to the SECA 20/21 contract for all other terms of the agreement.

ARTICLE XVII  
OTHER FRINGE BENEFITS

Sections 6

**6. During the last mandatory faculty meeting of the year, the Worksite Wellness Champ/s or Benefit Advocate/s shall be provided time to present pertinent employee wellness information to the faculty and staff.**

ARTICLE VII  
EMPLOYMENT CONDITIONS

Section 6. TRANSFERS

**A. Voluntary**

1. An employee seeking a specific transfer will request it, in writing by submission of a resume, to the Human Resources Department.
2. A resume must be submitted for each specific transfer request.
3. Vacancies shall not be filled with new employees prior to interviewing at least three (3) qualified current employees in the system who made application for the specific advertised vacancy. All employees who were interviewed for a vacancy will receive notification of the decision.
4. Employees must receive a release from his/her present principal, supervisor, or cost center director to effect the transfer during the fiscal year. When a current employee is transferred, the start date **will be within thirty (30) days or as soon as reasonable possible and agreed upon by both cost center administrators.**

ARTICLE VIII  
EMPLOYEE RIGHTS

**Section 3.**

- A. Employees have the right to be treated with civility and respect as stated in Board Policy.**
- B. Employees shall be informed in advance of the purpose for any meeting that may result in disciplinary action.**
- C. Employees have the right to union representation at any investigatory meeting/interview that may lead to any disciplinary action from administration. These rights are known as the Weingarten Rights (NLRB v. J. Weingarten, Inc., 420 U.S. 251 (1975)).**
- D. Employees have the right to a work environment free of all forms of harassment or discrimination as stated in, but not limited to, Board Policy.**
- E. Employees have the right to raise concerns about workplace morale and the quality of their working environment free from retribution.**

ARTICLE XIV  
LEAVES AND TEMPORARY DUTY

**Section 2. Bereavement Leave**

The employee may use accumulated sick leave for the purpose of bereavement leave.

- a. When a death occurs in the immediate family of an employee, the employee shall be granted leave with or without pay for up to three (3) duty days to travel to and from the funeral location and attendance at the funeral for in-state activities. An employee shall be granted up to two (2) additional duty days to attend out-of-state funerals. Employees must use sick leave with or without pay for bereavement leave.**
- b. Immediate family is defined as spouse, child (natural or step), mother, father, brother, sister, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparent or grandchild.**

**Section 3. Illness-in-the-line-of-duty**

ARTICLE XXI  
SUBSTITUTING

**Section 4.**

**Bargaining unit employee will not be required to substitute for KidZone employees beyond their contracted hours.**

ARTICLE XX  
WORKING CONDITIONS

**Section 13.**

**1. Employees within the SECA Bargaining Unit, who hold CDL license and regularly perform the additional duty of substitute bus driving, will receive up to an \$800 annual supplement.**

**Starting in the 2021-2022 school year the annual supplement shall be paid as follows:**

- a. SECA Bargaining Unit employees who hold a Commercial Driver's License (CDL) and substitute drive school buses regularly during the first quarter will receive a supplement of \$200.00.**
- b. SECA Bargaining Unit employees who hold a Commercial Driver's License (CDL) and substitute drive school buses regularly during the second quarter will receive a supplement of \$200.00.**
- c. SECA Bargaining Unit employees who hold a Commercial Driver's License (CDL) and substitute drive school buses regularly during the third quarter will receive a supplement of \$200.00.**
- d. SECA Bargaining Unit employees who hold a Commercial Driver's License (CDL) and substitute drive school buses regularly during the fourth quarter will receive a supplement of \$200.00.**

APPENDIX D  
SALARY SCHEDULES

1. All current SECA and NIPSCO employees will receive a \$1.00 per hour raise that will be retroactive to July 1, 2021.

**SECA Cost with Benefits (FICA & FRS): \$1,815,875.00**  
Percentage raise increase is 2.65% to 8.70%

**NIPSCO Cost with Benefits (FICA & FRS): \$992,825**  
Percentage raise increase is 3.19% to 9.20%

2. All current SECA and NIPSCO employees will receive a one-time supplement based on the following years of experience:

<b>Years of Experience</b>	<b>Supplement</b>
<b>10-14</b>	<b>\$300</b>
<b>15-19</b>	<b>\$400</b>
<b>20-24</b>	<b>\$600</b>
<b>25-29</b>	<b>\$800</b>
<b>30+</b>	<b>\$1000</b>