

MASTER CONTRACT

BETWEEN THE

DALEVILLE FEDERATION OF TEACHERS LOCAL 3475
AMERICAN FEDERATION OF TEACHERS

AND THE

BOARD OF SCHOOL TRUSTEES
DALEVILLE COMMUNITY SCHOOLS

JULY 1, 2025 - JUNE 30, 2026

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PREAMBLE

This contract is made and entered into by and between the Board of School Trustees, Daleville Community Schools, Daleville, Indiana, hereinafter called "Board" and the Daleville Federation of Teachers, Local 3475 AFT, AFL-CIO, hereinafter called the "Federation."

ARTICLE I – RECOGNITION

The Board hereby recognizes the Federation as the exclusive and sole bargaining agent for all full-time and part-time certified personnel in Daleville Community Schools with the exception of: Superintendent, Assistant Superintendent, Principals, Assistant Principals, Athletic Directors, supervisors, substitute teachers, or those personnel excluded by Indiana Code 20-29.

ARTICLE II – DEFINITIONS

- A. The term "teacher" when used in this contract shall refer to full-time and part-time certified personnel employed by the Board, except the Superintendent, Assistant Superintendent, Principals, Assistant Principals, Athletic Directors, supervisors, and substitute teachers or those personnel excluded by Indiana Code 20-29.
- B. The term "Board" when used in this contract shall refer to the governing body of the school and any person(s) authorized to act for the governing body in dealing with its employees.
- C. When references are made to male teachers in this contract, those references also include female teachers.
- D. The term "Federation" when used in this contract shall refer to the Daleville Federation of Teachers, Local 3475 AFT, AFL-CIO.
- E. The term "School" shall refer to Daleville Community Schools, Daleville, Indiana.

ARTICLE III – FAIR PRACTICE

- A. The terms and conditions of this contract shall remain in effect for the duration of this contract, and can be amended only by mutual written consent of both parties.
- B. The provisions of this contract shall supersede any and all rules, regulations, or practices of the Board that are contrary to or inconsistent with the terms recorded herein. Any individual contract between the Board and a teacher shall be consistent with the terms and conditions of this contract. If any individual contract made subsequent to this agreement contains any language inconsistent with this agreement, the language of this agreement shall prevail.
- C. The provisions of this contract shall be applied equally to all teachers employed by the Board without discrimination as to age, gender, marital status, race, color, creed, religion, national origin, political affiliation, or union membership and its associated activities.
- D. The provisions of this agreement shall be applied in a manner that is not arbitrary, capricious, or unlawfully discriminatory.

ARTICLE IV – BOARD RIGHTS

The Board shall have the responsibility and authority to manage and direct on behalf of the public the operations and activities of the school corporation to the full extent authorized by law. Such responsibility and activity shall include, but not be limited to, the right of the school employer to:

- A. Direct the work of its employees;
- B. Establish policy;
- C. Hire, promote, demote, transfer, assign, and retain employees;
- D. Suspend or discharge its employees in accordance with applicable law;
- E. Maintain the efficiency of facilities and resources for quality school operations;
- F. Relieve its employees from duties because of a lack of work or other legitimate reason;
- G. Take actions necessary to carry out the mission of the public school as provided by law.

ARTICLE V – FEDERATION RIGHTS

- A. The Board agrees to deduct Federation membership dues from the salaries of those teachers who have authorized such deductions. Forms for such authorization shall be provided by the Federation and shall be submitted to the Superintendent's office by the 15th day of October each year. Such authorization shall continue in effect from year to year unless revoked in writing. Deductions shall commence with the first payroll of November and continue for ten (10) consecutive payrolls. The Board shall forward the proceeds of the deductions to the Treasurer of the Federation at the end of each month.

ARTICLE VI – COMPENSATION CONDITIONS

Teachers shall be paid on the 5th and 20th of each month for a total of 24 pays in a contract year. If the scheduled pay date falls on a holiday or weekend, paychecks or direct deposits will be distributed on the last workday before the holiday or weekend. Teachers will receive their pay through direct deposit to a bank account.

ARTICLE VII – LEAVES OF ABSENCE

- A. General Provisions for Leaves
 - 1. Teachers should give notice of intention to be absent prior to the date of any absence. When the cause of the absence does not make it possible to give advance notice, said notice shall be made before the start of the school day of the absence.
 - 2. Any teacher returning from approved leave of absence shall retain full credit for all years of teaching service credited before the leave.
 - 3. Sick leave days accumulated by a teacher prior to leave of absence shall be credited to the teacher upon return.
 - 4. A teacher may be absent for not more than one (1) day in each incidence, to attend the funeral of a close friend or relative, or to serve as pallbearer, without loss of pay.
 - 5. When requested, a teacher may serve on jury duty. The Board shall pay the teacher his full salary, provided that the teacher agrees to return to the Board all per diem pay for jury duty service. Travel expenses are not considered to be a part of per diem.
 - 6. In the event a teacher is subpoenaed to appear as a witness in a school-related court case during any school day, the Board shall pay the teacher his full salary, provided that the teacher agrees to

return to the Board all per diem pay received as a witness fee. Travel expenses are not considered to be a part of per diem. However, such paid court leave may be denied by the Board if the teacher is:

- a. Involved as a party in a suit against the school corporation.
- b. Called as a witness against the school corporation in a labor dispute.
- c. Called as a witness in any employment dispute against the school corporation.
- d. Called as a witness in any suit brought against the school corporation by the teacher's immediate family as defined in Article VII, Section B-3a.

B. Paid Leaves of Absence

1. Sick Leave

- a. Each teacher employed in Daleville Community Schools will be credited on the first day of employment with ten (10) days of sick leave the first year and ten (10) days per year thereafter. The unused portions of such sick leave shall be accumulated from year to year to a maximum of one hundred seventy (170) days.
- b. Sick leave days may be used by the teacher for any of the following reasons:
 - i. Personal illness or quarantine of the teacher, illness of the teacher's spouse, children, parents, spouse's parents, or a person domiciled in the home of the teacher.
 - ii. Consultation with or examination by a doctor, dentist, or optometrist.
- c. An accounting of each teacher's accumulated sick leave days shall be made on payroll checks.
- d. Sick Day Bank
 - i. A voluntary teacher sick day bank will be established. A teacher must contribute two (2) sick days to become a member and one (1) sick day each year thereafter to continue membership. A current member will be required to donate a day only if the bank has a balance of fewer than 500 days as of August 1 immediately preceding the start of the school year. In order to qualify for membership in the sick day bank, a teacher wishing to participate shall notify the designee of the Board in writing of his/her intention to participate on or before the 15th day of October. Such authorization shall remain in force until the teacher withdraws from the program in writing.

Upon exhaustion of accrued sick days, any member may borrow additional sick days up to the limits allowed by the attached schedule:

1. 1 – 5 years participation in sick day bank – 15 days
2. 6 – 8 years participation in sick day bank – 20 days
3. 9 – 12 years participation in sick day bank – 25 days
4. 13 – 16 years participation in sick day bank – 30 days
5. 17 – 20 years participation in sick day bank – 35 days
6. Over 20 years participation in sick day bank – 40 days

The days from the schedule above may be used for illness upon presentation of sufficient medical evidence to the sick day bank committee hereunder provided. The sick day bank may not be used for maternity or paternity leave.

Years of participation in the sick day bank in the schedule above is defined as the total number of years that the member has contributed days to the bank. This

includes years when the donation requirement is waived for all members after the first year's contribution.

It is understood that the total number of sick days that may be borrowed from the sick day bank covers the entire teaching career of the member and is specifically not for each separate illness.

Upon resumption of employment, said teacher will repay sick days owed (number of days borrowed minus number of days contributed), at the rate of two (2) days per year. Said teacher must also continue to contribute one (1) sick day each year to remain a member of the sick day bank.

If a member retires before his/her debt is repaid, the remainder of the debt will be waived.

If all the sick days in the bank are exhausted, each member will be assessed a number of sick days necessary to keep the sick day bank operating. The sick day bank committee hereunder provided will determine this number of days.

A sick day bank committee consisting of three (3) teachers appointed by the Federation president and one (1) administrator will be established. The sick day bank committee will review all applicants desiring to borrow sick days from the bank. The decision of the sick day bank committee will be final.

The administration shall provide each new teacher with a sick day bank application.

A member of the bargaining unit who is on leave shall have the sick day contribution deducted. The only exception would be if a teacher were to terminate employment or did not have enough days with which to deduct the contribution. Example: If a teacher who has taught eight (8) years and started the ninth (9th) year with a donation to the sick day bank, then the years counted on the schedule will be nine (9).

If a member of the bargaining unit takes a job outside the bargaining unit and is not eligible for Federation membership, he/she no longer can remain a member of the sick day bank. But if the individual returns to the bargaining unit, then he/she shall be allowed to return under his/her previous conditions.

- e. The first year of employment in this district, a credit of up to ten (10) sick leave days will be given for verified accumulated sick leave brought from the last previous school corporation. After the first year of employment in this district, a credit of three (3) sick leave days will be given for accumulated sick leave brought from the last previous school corporation, until all such days are transferred.

2. Personal Leave

- a. Each teacher shall be credited with three (3) personal business leave days at the beginning of each contract year. The unused portions of such personal business leave shall be accumulated from year to year to a maximum of five (5) days. Any unused personal business leave days beyond the five allowed to accumulate will be added to the teacher's accumulation of sick leave. The teacher's reason for taking personal leave shall be in compliance with the state law and the Attorney General's opinion.
- b. The Federation and the Board agree that, although the use of personal days is totally at the discretion of the teacher, these days should not be used to extend holidays, weekends, or vacations.

3. Bereavement Days

- a. Each teacher shall be entitled to five (5) school days for bereavement in each incidence of a death in the immediate family. Immediate family shall mean parents, legal guardians, grandparents, children, grandchildren, brother, sister, husband, wife, the same relationship by marriage, or a person domiciled in the house of the teacher.

4. Federation Business Day

- a. The president of the Federation or his designee shall be entitled to two (2) days each school year for Federation business. Unused Federation business days will not be added to the teacher's accumulation of sick leave.

5. Professional Development Day

- a. Any teacher, if he so desires, shall be released from teaching one (1) day each year for the purpose of visiting other schools, attending workshops or attending educational conferences directly related to professional practices or instructional improvement. The teacher shall submit a written request to the principal at least two (2) weeks prior to the leave, if possible.
 - i. The teacher shall be paid his regular salary for this day.
 - ii. Additional days for the same purpose may be granted upon written request to the principal, subject to the approval of the Board at its discretion.
 - iii. Registration fees, lodging, and travel expenses may be paid upon written request of the teacher, subject to the approval of the Board at its discretion.
 - iv. Such a request shall be filed with the principal at least two (2) weeks prior to the leave day(s), if possible.
 - v. The Superintendent shall give the teacher written notification of the approval or denial of the payment of expenses and/or additional days. Such notification shall be within a reasonable time, generally five (5) days or less.
 - vi. Upon return, the teacher will file a brief written report with the principal stating: the activity attended, the date and place of the activity, comments, and an evaluation of the activity by the teacher.

6. Adoption or Foster Leave

- a. A teacher who is in the process of legally adopting or fostering a child of any age shall be granted up to ten (10) days of leave in any one school year, without loss of compensation. Such leave must be taken in no more than three (3) increments, and can occur no more than once per child adopted or fostered. Requests for this leave should be submitted to the school principal in advance if possible.

7. Assault Leave

- a. Absence of a faculty member due to an injury and/or disability resulting from an assault in the execution of his/her position shall not be charged against the faculty member's personal illness leave. During the period of absence, the faculty member's salary and benefits shall continue, subject to the following limitations.
 - i. The days for which salary benefits shall continue under this Assault Leave shall be limited to the number of days of personal illness days accumulated by the faculty member as of the first day of the absence due to injury and/or disability resulting from the assault.
 - ii. If Worker's Compensation benefits are paid to the faculty member, the faculty member shall return the benefits to Daleville Community Schools.
 - iii. A physician must certify that the faculty member is unable to perform their duties

for the length of the leave as a result of the injury and/or disability sustained from the assault.

8. Maternity / Paternity Leave

- a. Any teacher shall be entitled, upon written request, to a leave of absence for ten (10) consecutive school days upon birth of his or her child, with pay, if the birth occurs during the school year. Such leave days will not extend beyond the end of the school year in which the birth occurs.

C. Unpaid Leaves of Absence

1. Sabbatical Leave

- a. A member of the teaching staff with six (6) or more years of teaching experience in Daleville Community Schools may be granted a sabbatical.
 - i. A sabbatical leave may be granted for one (1) full year.
 - ii. Prior to the granting of a sabbatical leave, the teacher shall present to the Board for approval a written proposal regarding such leave.

2. Leave of Absence

- a. The Board may grant to a teacher, upon application, a leave of absence without pay for one (1) year.

3. Pregnancy Leave

- a. A teacher who is pregnant may continue in active employment as late into pregnancy as she wishes, if she can fulfill the requirements of her position. Temporary disability caused by the pregnancy shall be governed by the following:
 - i. Any teacher who is pregnant shall be granted a leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of the child if she notifies the superintendent at least thirty (30) days before the date on which she wishes to start her leave. She shall notify the superintendent of the expected length of this leave, including with this notice either a physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn, whichever is applicable. However, in the case of a medical emergency caused by pregnancy, the teacher shall be granted leave, as otherwise provided in this section, immediately on her request and the certification of the emergency from an attending physician.
 - ii. All or part of a leave taken by a teacher because of a temporary disability caused by pregnancy may be charged, at her discretion, to her available sick days. However, the teacher is not entitled to take accumulated sick leave days when the teacher's physician certifies that the teacher is capable of performing the regular teaching duties. The teacher is entitled to complete the remaining leave without pay.
 - iii. The Board shall have the right to request from the teacher's doctor a certification of the teacher's ability to perform regular teaching duties.

4. Adoptive Leave

- a. Adoptive leave for up to one (1) school year shall be granted upon notification to the Superintendent of intent and length of the leave.

ARTICLE VIII – COMPENSATION

A. Salary

1. The parties agree to use the compensation plan defined in Appendix A for the 2025-2026 school year. In addition, the Board agrees to pay the teachers' three percent (3%) contribution to the Indiana Teachers' Retirement Fund.
2. All experience recognized must be verified by previous employers before recognition on the compensation plan. It is the employee's responsibility to furnish such verification from their previous employer before it will be recognized on the compensation plan. Any pay increase due will be effective on the date that the written verification is furnished to the superintendent's office, but will not be in effect for time worked before that date.

Any teacher newly employed with Daleville Community Schools will be placed on the New Hire Schedule in Appendix B according to recognized teaching experience as a licensed teacher.

- a. It is understood by the parties that the intent of this language is to hire experienced and qualified teachers in an effort to have a good distribution of teaching experience within the teaching staff.
 - b. In order to meet the academic needs of students, a one-time stipend of up to \$5,000.00, to be applied to the teacher's contract salary for that particular school year, may be given to a teacher hired from outside of the school district. The Administration has the opportunity to give this stipend in the following areas: Chemistry, Physics, Foreign Language, Calculus, Junior-Senior High School English, Advanced Placement and Dual Credit Courses. Offering this stipend in other unique circumstances will be by the joint agreement of the Administration and the President of the Federation.
3. The minimum amount of service, to be counted as one year of creditable experience, shall be the equivalent of one hundred twenty (120) days acquired during the regular school term. A half-year shall be noted for service equivalent to sixty (60) days or more, but less than one hundred twenty (120), acquired during the regular school term. Two half-years of service may be combined not to exceed one year. Only one opportunity for the combining of partial years of experience shall be allowed.
 4. The Board of School Trustees recognizes and accepts military service for teaching experience for currently employed full-time teachers. Military leave shall be granted to any full-time teacher who is activated in any branch of the Armed Forces of the United States. Upon return from such leave, a full-time teacher shall be placed on the salary schedule at the level he/she would have achieved had he/she remained actively employed in the School Corporation during the period of his/her absence. The full-time teacher shall have up to thirty (30) days after the release from active duty to notify the Board of his/her intention to return to the Corporation. If National Guard or Reserve encampment, or a period of active training due to an emergency situation, should occur during the school year, the full-time teacher required to participate shall be granted a temporary leave of absence.

B. Extra-Curricular Pay

1. The parties agree that the extra-curricular pay schedules to be affected by this contract are accurately reflected in Appendix C-1 and C-2.
2. Compensation shall be paid on the first payroll written after receipt of the claim in the Superintendent's office or divided equally among the teacher's pays. The teacher shall designate the option of payment on opening day on a form provided by the Administration. A reminder to file claims shall be provided prior to the conclusion of the extra-curricular activity.
3. A teacher unable to fulfill extra-curricular duties that they have begun to be paid for through the process designated in #2 above will have their individual teacher contract and supplemental

contract amended, withdrawing that stipend, adjusting pay across the remaining pay dates in the school year.

C. Compensation for Duties Assigned Beyond Regular Work Hours

1. Teachers shall be compensated at a rate of \$36.00 per hour for assigned homebound or summer school instruction.
2. Teachers assigned by the administration to fulfill a substitute teaching role during their assigned preparation time and complete their missed preparation time after regular school hours within the next week shall receive compensation at a rate of \$36.00 per hour for the preparation time once completed.
3. To receive compensation for duties in section C, teachers shall submit a payroll claim form to the building office staff within five (5) school days after completing the assigned duty, to be submitted in the next payroll packet.

D. Insurance

1. The Board may change insurance carriers only after consultation with the Federation.
 - a. If any change in carrier results in a lower premium than would have occurred by keeping the same carrier, then the Board's contribution shall not be reduced as a result of the change in carrier.
 - b. If any change in carrier results in a higher premium than would have occurred by keeping the same carrier, then the change is subject to mutual agreement of the Board and Federation.
 - c. Eligibility for all corporation-provided insurance shall be in accordance with the minimum required number of hours of employment per work week as mandated by the group plans of each particular insurance carrier, as well as any other definition of eligibility as prescribed by the insurance carrier's policy.
2. There shall be no change in the benefit plan or the deductible amounts from those presently in effect without mutual agreement of the Board and Federation, unless the East Central Indiana Insurance Trust mandates the changes.
3. Eligibility for all corporation-provided insurance shall be in accordance with the required number of hours of employment per work week as mandated by the group plans of each particular insurance carrier, as well as any other definition of eligibility as prescribed by the insurance policy.
4. Life Insurance
 - a. The Board shall purchase for the teachers a group life insurance protection plan that shall have a face value of thirty thousand dollars (\$30,000.00) payable to the designated beneficiary upon claim to the insurance company. The Board shall pay all premiums, less one dollar (\$1.00), which shall be paid by the teacher.
5. Long Term Disability Insurance
 - a. The Board agrees to pay the total premium less one dollar (\$1.00) toward the cost of Long Term Disability for any individual teacher who chooses to be covered.
6. Health Insurance

Through December 31, 2025

- a. The Board agrees to pay a maximum of \$8,493.00 toward the cost of medical insurance premiums for a teacher who chooses to be covered by the school-sponsored \$1,500 deductible individual employee plan, the school-sponsored HSA \$3,500 deductible individual employee plan, or the school-sponsored HSA \$5,000 deductible individual employee plan. The employee shall share in any health premium by paying at least \$1.00.

- b. The Board agrees to pay a maximum of \$21,308.00 toward the cost of medical insurance premiums for a teacher who chooses to be covered by the school-sponsored \$1,500/\$3,000 deductible family employee plan, the school-sponsored HSA \$3,500/\$6000 deductible family employee plan, or the school-sponsored HSA \$5,000/\$10,000 deductible family employee plan. The employee shall share in any health premium by paying at least \$1.00.

Beginning January 1, 2026

- c. The Board agrees to pay a maximum of \$8,841.00 toward the cost of medical insurance premiums for a teacher who chooses to be covered by the school-sponsored \$1,500 deductible individual employee plan, the school-sponsored HSA \$3,500 deductible individual employee plan, or the school-sponsored HSA \$5,000 deductible individual employee plan. The employee shall share in any health premium by paying at least \$1.00.
 - d. The Board agrees to pay a maximum of \$22,184.00 toward the cost of medical insurance premiums for a teacher who chooses to be covered by the school-sponsored \$1,500/\$3,000 deductible family employee plan, the school-sponsored HSA \$3,500/\$6,000 deductible family employee plan, or the school-sponsored HSA \$5,000/\$10,000 deductible family employee plan. The employee shall share in any health premium by paying at least \$1.00.
7. Premium Holiday
- a. The Corporation is a member of the East Central Indiana School Trust. In the event that the Trustees of the East Central Indiana School Trust approve a premium holiday, the holiday shall be shared equitably between the Corporation and its employees who participate in medical coverage provided through the East Central Indiana School Trust. Specifically, the Corporation shall receive a credit towards the amount of premium payable under the terms of this Agreement equal to the portion of the Corporation's normal contribution that is not paid as a result of the premium holiday.

ARTICLE IX – GRIEVANCE PROCEDURE

A. Definitions

- 1. A "grievance" is a claim by one (1) or more teachers and/or the Federation of a violation, a misapplication, or a misinterpretation of this contract.
- 2. The term "day" when used in this article shall mean teacher contract days, except where otherwise indicated.

B. Purpose

- 1. The purpose of this grievance procedure is to settle equitably at the lowest possible administrative level, issues that may arise from time to time with respect to specific claims of violation, misapplication, or misinterpretation of the provisions of this contract. Both parties agree that these proceedings shall be kept as confidential as may be appropriate at each level of the procedure.

C. Procedure

- 1. The number of days indicated at each level shall be considered as maximum, and every effort shall be made to expedite the process. The time limits may be extended by mutual consent in writing by authorized representatives of each party.
- 2. Informal level
 - a. In the event that a teacher believes there is a basis for a grievance, he will discuss the

alleged violation with his building principal within twenty (20) calendar days following the act or condition which is the basis of the grievance in one (1) of the following ways:

- i. He may approach the principal concerned and discuss the matter on his own behalf.
- ii. He may request that a representative of the Federation accompany him when approaching his principal. In such cases, the principal shall not initiate any consultation pertaining to the alleged grievance with the grievant prior to any scheduled meeting at which the representative is to be present.

3. Level One

- a. If, within five (5) days after the informal level discussion, a grievance still exists, the teacher may file a formal grievance in writing on the appropriate form (Appendix D), specifying the section of the contract which he alleges is violated; the events, details, and conditions surrounding the alleged violation, misapplication, or misinterpretation and the remedy sought. This form shall be filed in quadruplicate, with one (1) copy to the grievant, one (1) copy to the principal, one (1) copy to the Superintendent, and one (1) copy to the Federation. A formal grievance shall be filed as soon as possible, but in no event longer than five (5) days following the informal conference. Within five (5) school days of the filing of the formal grievance in writing, a meeting shall take place between the principal concerned, the grievant, and the Federation representative; and an answer to the grievance shall be given to the grievant in writing within five (5) school days.

4. Level Two

- a. If the grievance is not settled at Level One, it may be appealed to the Superintendent within five (5) school days by filing a written notice with the Superintendent, stating the grounds for appeal.
 - i. A meeting with the Superintendent shall be held within ten (10) school days following the receipt of such notice, and the Superintendent shall promptly notify the grievant and the Federation of the date, time, and place where such appeal shall be heard.
 - ii. The Superintendent's written decision shall be transmitted to the grievant and the Federation within five (5) school days after the hearing.

5. Level Three

- a. If the grievance is not settled at Level Two, it may be appealed to the Board within ten (10) school days of the receipt of the Superintendent's written decision by filing a written notice with the Board's chief administrator, the Superintendent, stating the grounds for appeal.
 - i. An executive session of the Board, or its designated representative(s), shall be held within ten (10) school days following the receipt of such notice, and the Superintendent shall promptly notify the grievant and the Federation of the date, the time, and the place where such appeal shall be heard. The purpose of this executive session is information gathering concerning the grievance.
 - ii. At the Board appeal meeting, the parties shall have the following rights:
 1. To be present at the hearing
 2. To hear testimony
 3. To give any testimony they deem necessary
 4. To call others to give testimony
 5. To question any person concerning their testimony.
 - iii. The Board shall render a decision on the grievance at a regular session to be held

within ten (10) days of the executive session.

- iv. The Board's decision shall be put in writing and be transmitted to the grievant and the Federation within five (5) days after the regular session.

D. Other provisions relating to the Grievance Procedure:

1. No reprisal of any kind shall be taken by or against any participant in the grievance procedure by reason of such participation.
2. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel file of the participant and are not a valid basis for evaluations or consideration of awarding any professional advantage to such teacher.
3. Grievances shall be dealt with outside the regular school day, or during lunch or preparation time.
4. If a grievance is filed after May 15 of any year and strict adherence to the time limits might result in a hardship to any party, both parties will make every effort to process the grievance prior to the end of the school term or as soon as possible thereafter. For the time period during the summer vacation, the term "school day" shall mean weekdays.
5. If a decision on the grievance is not rendered within the total time allotted, the grievant may proceed to the next level of the grievance procedure.
6. The Building Principal or the representative of the Federation shall supply, on request, the grievance form (Appendix E).
7. By mutual written agreement, time limits may be extended.

ARTICLE X – MISCELLANEOUS CONTRACT PROVISIONS

- A. If any provision of this contract or any application of this contract to any teacher or group of teachers is held contrary to law, then such provision or application shall not be deemed valid except to the extent permitted by law; but all other provisions or applications shall continue in full force and effect.
- B. Subject to the limitations imposed by IC 20-29, this contract may be amended at any time by mutual written consent of the Board and Federation.
- C. This contract supersedes previous contracts and voids all past practices.

ARTICLE XI – TERMS AND EFFECT OF AGREEMENT

The terms of this agreement shall become effective on July 1, 2025, and shall remain in effect through June 30, 2026.

The undersigned attest to the following:

1. A public hearing was held on August 25, 2025 [in compliance with § 20-29-6- 1(b)], and electronic participation from the parties and/or public was not permitted; and
2. A public meeting was held on September 29, 2025 [in compliance with I.C. § 20-29-6-19] to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

The following signatures by representatives of the Board and Federation affirm ratification of the Teacher Contract as written above.

DALEVILLE FEDERATION OF TEACHERS



Signature of President or Designee

10-3-25

Date



Signature of Secretary or Designee

10-3-25

Date

DALEVILLE BOARD OF SCHOOL TRUSTEES



Signature of President or Designee

10-3-25

Date



Signature of Secretary or Designee

10/3/25

Date

APPENDIX A

1) Salary Range \$49,750.00 to \$80,489.12, for returning teachers, not including current year increases or TRF contributions. *After salary increases have been awarded through the compensation plan, the salary range for full-time teachers will be \$51,000.00-\$81,989.12, in compliance with I.C. § 20-28-9-26.

2) Base Salary Increases

a) General Eligibility. To be eligible for a salary increase, a teacher:

- Must not have been rated ineffective or improvement necessary in the prior year, AND
- Must have been employed at least 120 days in the prior year.
- A teacher who does not satisfy these eligibility criteria remains at their prior year's salary.

b) Factors and Definitions

- Year of experience: Employed in the corporation for at least 120 days in the prior school year.
- Academic Needs: All teachers employed in Daleville Community Schools last year and employed on September 15th of this year.
- Instructional Leadership: Awarded for the initial attainment of the literacy endorsement

c) Distribution

- Years of Experience = \$250
- Academic Needs = \$1,250
- Instructional Leadership = \$250

d) Itemized Compensation Requirements

- Calculation of Total Possible Base Salary Increase Available to Teachers Under the Compensation Plan = \$1,750
Increase attributable to education and experience:
 - Increase attributable to education = \$0
 - Increase attributable to experience = \$250
 - Increase attributed to academic needs = \$1,250
 - Increase attributable to instructional leadership = \$250
- The combined increase for education and experience is \$250, which is 14.3% of the total possible increase
- The increase attributable to academic needs is \$1,250, which is 71.4% of the total possible increase.
- A base salary increase for the attainment of the literacy endorsement is included in the total possible increase. The increase attributable to the attainment of the literacy endorsement is \$250, which is 14.3% of the total possible increase.

3. New Hire Salaries:

a) The salary for newly hired teachers will be based on experience as outlined in Appendix B on Page 16. Teachers new to Daleville Community Schools who possess a literacy endorsement will receive an additional \$250 to their base salary.

APPENDIX B
New Hire Salary Schedule 2025-2026

Bachelors 2024-2025	Bachelors 2025-2026	Years of Experience	Masters 2024-2025	Masters 2025-2026
\$49,750.00	\$51,000	0	\$50,750.00	\$52,000
\$50,250.00	\$51,500	1	\$51,500.00	\$52,750
\$50,750.00	\$52,000	2	\$52,250.00	\$53,500
\$51,250.00	\$52,500	3	\$53,000.00	\$54,250
\$51,750.00	\$53,000	4	\$53,750.00	\$55,000
\$52,250.00	\$53,500	5	\$54,500.00	\$55,750
\$52,750.00	\$54,000	6	\$55,250.00	\$56,500
\$53,250.00	\$54,500	7	\$56,000.00	\$57,250
\$53,750.00	\$55,000	8	\$56,750.00	\$58,000
\$54,250.00	\$55,500	9	\$57,500.00	\$58,750
\$54,750.00	\$56,000	10	\$58,250.00	\$59,500
\$55,250.00	\$56,500	11	\$59,000.00	\$60,250
\$55,750.00	\$57,000	12	\$59,750.00	\$61,000
\$56,250.00	\$57,500	13	\$60,500.00	\$61,750
\$56,750.00	\$58,000	14	\$61,250.00	\$62,500
\$57,250.00	\$58,500	15+	\$62,000.00	\$63,250

APPENDIX C-1

Academic Extracurricular Pay Schedule

LEVEL 1: \$3,000

Jr.-Sr. High School Music Program Director
Marching Band Director

LEVEL 2: \$1,900

Special Education Coordinator

LEVEL 3: \$1,500

Jr.-Sr. High School Yearbook Sponsor

LEVEL 4: \$1,100

Daleville Historians Club Sponsor
Elementary Art Club Sponsor
Junior Class Sponsor
Junior Class Co-Sponsor
Digital Technology Coach
Google Apps Coach
Power Learning Coach

LEVEL 5: \$950

Beginning Teacher Mentors (2 Mentees)
Jr.-Sr. High Drama Club Sponsor
Elementary Drama Sponsor
Elementary Student Council Sponsor
Jr.-Sr. High School Student Council Sponsor
Marching Band Assistant
Leonardo Society Sponsor

LEVEL 6: \$650

Beginning Teacher Mentors (1 Mentee)
Jr.-Sr. High School Spanish Club Sponsor
Honor Society Sponsor
Jr.-Sr. High Schools Art Club Sponsor
Parking Lot Supervisor
Senior Class Sponsor
Guitar Club Sponsor
Elementary Academic Team Coach
Jr./Sr. High Fine Arts Academic Team Coach
Jr./Sr. High English Academic Team Coach
Jr./Sr. High Science Academic Team Coach
Jr./Sr. High Math Academic Team Coach
Jr./Sr. High Social Studies Academic Team Coach
Elementary News Sponsor
Elementary STEM Sponsor
Elementary Spirit Club Sponsor
Sewing Club Sponsor

LEVEL 7: \$350

Dual Credit or AP Class Teacher
(Per DC/AP Class Taught)
Kindergarten Grade Level Representative
1st Grade Level Representative
2nd Grade Level Representative
3rd Grade Level Representative
4th Grade Level Representative
5th Grade Level Representative
6th Grade Level Representative
Special Teachers Representative
Special Education Representative
7th Grade Class Sponsor
8th Grade Class Sponsor
9th Grade Class Sponsor
10th Grade Class Sponsor
Bell Grant Representative
Business Education Dept. Chairperson
English Dept. Chairperson
Fine Arts Dept. Chairperson
Foreign Language Dept. Chairperson
Math Department Chairperson
PE/Health Department Chairperson
Practical Arts Department Chairperson
Science Department Chairperson
Social Studies Dept. Chairperson
Chess Club Sponsor
Comic Book Club Sponsor
Jr./Sr. High Academic Team Coordinator
E-Sports Coach/Sponsor
Robotics Club Sponsor
Elementary Choir Sponsor

LEVEL 8: \$25 per event

Special Activities Supervision
Corporation Study Council

APPENDIX C-2

Athletic Extracurricular Pay Schedule

LEVEL 1: \$6,000

Varsity Boys Basketball Coach
Varsity Girls Basketball Coach

LEVEL 2: \$4,000

Varsity Volleyball Coach
Varsity Baseball Coach
Varsity Softball Coach
Varsity Boys Wrestling Coach
Varsity Girls Wrestling Coach

LEVEL 3: \$2,850

High School Cheer Coach

LEVEL 4: \$2,425

Varsity Boys Golf Coach
Varsity Girls Golf Coach
Varsity Soccer Coach (Co-Ed)
Varsity Boys Track Coach
Varsity Girls Track Coach
Assistant Varsity JV Boys Basketball Coach
Assistant Varsity JV Girls Basketball Coach
Assistant Varsity JV Volleyball Coach

LEVEL 5: \$2,000

Assistant Varsity C-Team Boys Basketball Coach
Assistant Varsity C-Team Girls Basketball Coach
Assistant Varsity Volleyball Coach
Assistant Varsity Baseball Coach
Assistant Varsity Softball Coach
Assistant Varsity JV Wrestling Coach
Varsity Boys Cross Country Coach
Varsity Girls Cross Country Coach

LEVEL 6: \$1,600

Assistant Varsity Wrestling Coach
Assistant Varsity Boys Track Coach
Assistant Varsity Girls Track Coach
7th Grade Boys Basketball Coach
7th Grade Girls Basketball Coach
8th Grade Boys Basketball Coach
8th Grade Girls Basketball Coach
7th Grade Volleyball Coach
8th Grade Volleyball Coach
Jr. High Wrestling Coach
Jr. High Boys Track Coach
Jr. High Girls Track Coach
Elementary Boys Basketball Coach
Elementary Girls Basketball Coach

LEVEL 7: \$1350

Assistant Jr. High Wrestling Coach
Jr. High Cheerleading Coach
Varsity Boys Bowling Coach
Varsity Girls Bowling Coach

LEVEL 8: \$1,250

Jr. High Boys Cross-Country Coach
Jr. High Girls Cross-Country Coach
Jr. High Baseball Coach
Jr. High Softball Coach
Jr. High Co-Ed Golf Coach
Jr. High Co-Ed Soccer Coach
Assistant Elementary Boys Basketball Coach
Assistant Elementary Girls Basketball Coach
Elementary Cheerleading Coach
Elementary Volleyball Coach
Jr. High Bowling Coach
Competitive Cheer Coach

APPENDIX D

RETIREMENT SAVINGS 401(A) ANNUITY PLAN

- A. For Bargaining Unit Members Eligible for the Plan for Buyout of Retirement Benefits in the Previous Article:
 - 1. The school corporation shall establish a qualified retirement plan as described in section 401(a) of the Code.
 - a. Beginning with the 2005-2006 school year, the Board agrees to contribute into each individual's separate 401(a) account one percent (1%) of the teacher's base pay annually.
 - 2. There will be no commingling of accounts, and each employee may determine how his or her account shall be invested among the investment options made available by the investment vendor for the 401(a) Plan.
 - a. Each bargaining unit member shall be 100% vested in these individual 401(a) accounts after completing five full contracted years of service.
- B. For Bargaining Unit Members Hired After June 15, 2004:
 - 1. The school corporation shall establish a qualified retirement plan as described in section 401(a) of the Code.
 - a. Beginning with the 2005-2006 school year, the Board agrees to contribute into each individual's separate 401(a) account one percent (1%) of the teacher's base pay, annually, for the first five years of contracted service.
 - b. Beginning with the 2005-2006 school year, the Board agrees to contribute into each individual's separate 401(a) account one and one-half percent (1 ½ %) of the teacher's base pay, annually, for each year of eligible service upon signing the sixth (6th) contract with the corporation.
 - 2. There will be no commingling of accounts, and each employee may determine how his or her account shall be invested among the investment options made available by the investment vendor for the 401(a) Plan.

Each bargaining unit member shall be 100% vested in these individual 401(a) accounts after completing five full contracted years of service.

APPENDIX E

Grievance Report Form

Grievant: _____

Building: _____

Assignment: _____

Principal: _____

Date grievance occurred: _____

Date grievance reported: _____

Note:
One form is to be
completed with copies
provided to the following
persons:

Grievant
Federation
Principal
Superintendent

Master contract article and section involved: _____

Statement of the grievance: _____

Relief sought: _____

Grievance level number: _____

Filed with: _____ *(Name and Position of Administrator)*

Date filed: _____

Signature of Grievant

and/or

Signature for Federation

Disposition by administrator: _____

Signature of Administrator

Date