AGREEMENT

Between

THE BOARD OF SCHOOL TRUSTEES

of the

SOUTHEAST FOUNTAIN SCHOOL CORPORATION

and

THE SOUTHEAST FOUNTAIN EDUCATION ASSOCIATION

This agreement is entered into this 1st day of July, 2025 and expires the 30th day of June, 2027 by and between the Board of School Trustees of the Southeast Fountain School Corporation, hereinafter called the Board, and the Southeast Fountain Education Association, hereinafter called the Association.

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ARTICLE I

RECOGNITION

A. Association Recognition

The Board recognizes the Southeast Fountain Education Association as the exclusive bargaining representative for all certified contractual employees of said Board for the duration of the Agreement, except the Superintendent, Building Principals, Assistant Principals, Athletic Director, Boys' Varsity Basketball Coach, Boys' Varsity Football Coach, and Vocational Welding Teacher.

B. School Board Recognition

The Association recognizes that the Board has the responsibility and authority to manage and direct, on behalf of the public, all operations of the Southeast Fountain School Corporation both to the fullest extent authorized by law and limited only by the specific provisions of this Agreement.

ARTICLE II

LEAVES OF ABSENCE

A. Leave Days

Leave days shall be credited annually to certificated employees on the following basis:

1. 13 (thirteen) days for teachers serving the Southeast Fountain School Corporation.
2. Unused days shall accumulate up to 120 days for any teacher hired after the 2012-2013 school year and up to 182 days for all teachers hired before the 2013-2014 school year.
3. Should a retiring teacher have more than 182 days accumulated during their last year, they shall be paid accordingly (i.e. 182 plus 13 annual days would equal 195 days)
4. The annual leave (13 days) may be used for any reason, however: a teacher may take no more than 5 (five) days consecutively more than one time during the school year. Should a teacher request more than 3 (three) consecutive days after the first occurrence the request will need administrator approval for those days to be granted, AND these days shall not be used for the sole and exclusive purpose of extending Christmas Break or Spring Break or shortening the end of the school year.
5. Any teacher using 5 (five) or less days during the school year shall receive $225.00 (two hundred twenty five dollars) contributed to their VALIC account.

B. Bereavement or Death Leave

Bereavement leave shall be granted to certificated employees on the following basis:

1. The five (5) teaching days contained within the ten (10) calendar days immediately following the day of death or funeral of a resident of a teacher's household or a teacher's

husband, wife, mother, father, sister, brother, grandmother, grandfather, children, grandchildren, mother-in-law, father-in-law, son-in-law, daughter-in-law and step children. These five (5) days shall also apply to the deaths of the immediate family or a resident of the teacher's household. If the days will not be used consecutively, this should be communicated with an administrator.

2. Two (2) teaching days contained in the five (5) days immediately following the death or funeral of a teacher's aunt, uncle, brother-in-law, sister-in-law, nephew, niece, grandmother-in-law, or grandfather-in-law.
3. One (1) teaching day contained in the five (5) days immediately following the death or funeral of a member of a teacher's family not listed above. This one (1) day shall also apply to the deaths of family members not listed above who are residents of the teacher's household.
4. No more than five (5) days of the teacher's annual leave may be used to extend the bereavement leave following the day of death for those named in Item 1.

C. Pregnancy Leave

An employee who is pregnant shall be entitled upon request to a leave of absence to begin at any time between the commencement of her pregnancy and one (1) year after a child is born to her.

Said employee shall notify the superintendent in writing of her desire to take such leave and, except in case of emergency, shall give such notice at least thirty (30) days prior to the date on which her leave is to begin. She shall include with such notice, either a physician's statement certifying her pregnancy or a copy of the birth certificate of her child, whichever is applicable. An employee who is pregnant may continue in active employment as late into her pregnancy as she desires provided she is able to properly perform her required functions. All or any portion of a leave taken by an employee because of a medical disability connected with or resulting from her pregnancy may, at the employee's option, be charged to her available sick leave.

D. Adoptive Leave

Adoptive leave shall be granted up to a period of one (1) school year. Upon initial application for the adoption, the employee shall notify the Superintendent of his/her intent. The period of leave shall commence when the child is physically turned over to the parent. Notice of intent to return to work shall be the same as for a pregnancy leave. The employee who returns from this leave shall have all rights and benefits restored that are typical for employees of similar service and status.

E. Jury Duty Leave

When assigned, a teacher may serve on jury duty. The Board shall pay the teacher his full salary provided that such teacher returns to the Board all pay received for serving on jury duty.

F. Staff Development Leave
Certificated employees may be granted up to two (2) days with pay for the purpose of visiting other schools or attending other meetings that have a direct relationship to the employee's teaching assignment and/or extra-curricular duties. Attendance at said meetings must have prior approval of the Superintendent.

G. Summer Employment
Teachers on summer employment shall be eligible for leave on the same basis as during the regular school year. Summer school wages (except Driver's Training) shall be paid at $25 (twenty five) dollars per hour. Teachers shall receive paid preparation time at a ratio of one-half (1/2) hour for every two (2) hours of in person instruction; managing APEX or other online resources only does not require prep time; APEX teachers will receive $25 for office hours to manage the program. Driver's Education teachers will be paid according to appendix B. Summer school teachers shall receive one (1) additional leave day per assignment. Teachers who teach Driver's Education and any additional summer school assignment shall be entitled to two (2) additional leave days. Any unused days will count toward their normal accumulation.

H. Paternity/Spousal Leave
Paternity/Spousal Leave shall be granted up to but no more than five (5) days for the purpose of caring for the mother and/or baby. These days need not be taken consecutively. Should one use these days, they will not count against Article II A subsection 4 and 5 only.

I. Legislative Leave
The Association President shall be granted two (2) days of paid leave to visit the Legislature regarding education related legislation. Other SEFEA members, not to exceed two (2), who are designated by the President of SEFEA shall be granted a total of two (2) paid leave days collectively to visit the Legislature regarding education.

J. Injury Leave
A certified employee injured in the course of performing his/her duties shall not have any resulting absence deducted from their annual or accumulated sick leave if said absences meet the following criteria:

1. Determination of an employment related injury shall be consistent with the Workman's Compensation statutes as defined by Indiana Code.
2. An employee shall be entitled to this benefit if said employee also *qualifies* for Workman's Compensation.

Salary compensation to such employees shall be unchanged. Should the employee collect salary benefits under the Workman's Compensation Act, that benefit will be payable to the Corporation.

K. Other Leaves
Upon request, a certified employee with at least five (5) years of service with the Southeast Fountain School Corporation, shall be granted a one (1) year unpaid leave. This leave may

be used, but not limited to, the pursuit of higher education, extended family illness leave, educational travel, holding an ISTA office or pursuing Association business, etc. During this time the employee is entitled to continue his/her benefits - at his/her own expense. This leave shall be granted for one time only, unless otherwise extended by the Board at the employee's request. He/she will notify the Superintendent in writing on or before April 1 of the year during the leave regarding his/her intentions.

L. Sick Leave Bank

A voluntary sick leave bank shall be established whereby a certificated school employee, teacher, or administrator, who is absent from assigned duties due to personal illness and who has utilized all sick leave, personal leave, and all other paid leave benefits of whatever nature may petition a committee, as established herein, for sick leave days from the bank under the following conditions:

1. The number of accumulated days in the bank shall not exceed two hundred fifty (250) days, provided, however, that:
   a. a veteran teacher who is not a current member of the bank may become a member by contributing one (1) sick leave day to the bank not earlier than August 1st nor later than September 15th of any school year, and
   b. a certified employee who is newly hired in this School Corporation shall have fifteen (15) days from the date of initial duty assignment, or until September 15th of any school year, whichever is later, during which time such employee may choose to participate in the bank by contributing one (1) sick leave day, even though such contribution by such veteran or newly hired employee would cause an accumulation of days in excess of the maximum specified herein.
   c. Teachers who joined prior to the current year will not have to contribute days unless the total sick leave bank balance remaining from the previous year is fewer than one hundred fifty-five (155) days. In such a case, all members will donate another day to remain eligible for the Sick Leave Bank.

2. Participation is governed by the rules and regulations set forth in this agreement and/or developed by the sick leave bank committee.

3. Said certified employee may be granted days from the bank under the following conditions:
   a. The employee must have chosen to become a current member of and participate in such bank by contributing one (1) sick leave day to the bank not earlier than August 1st nor later than September 15th each year, and such day contributed shall be non-returnable to the employee. However, in the event that the number of accumulated days in the bank at the beginning of a school year is of sufficient number that a contribution of one (1) sick leave day by all teachers who are current members of the bank would cause the maximum number of days specified in Paragraph one (1) to be exceeded, the current year's contribution by all such current members shall be suspended. If the bank is depleted during the school year, the current year's contribution shall be assessed at the time of such depletion.

b. The certified employee must have utilized and exhausted all paid leave benefits of whatever nature, including said employee's own accumulated sick leave and personal leave.
c. Written certification will be provided from said teacher's physician substantiating the illness and certifying that the absence will continue during a period of at least ten (10) consecutive days following the utilization and exhaustion of all said paid leave benefits as provided herein.
d. Written application must be made no later than ten (10) days after exhaustion of said paid leave benefits; and
e. The employee must have been absent for at least 5 (5) consecutive duty days after exhaustion of said paid leave benefits. In extenuating circumstances, the five unpaid duty days shall be waived based on the discretion of the sick leave bank committee.
f. A member may initially apply for no more than twenty-five (25) days from the Sick Leave Bank with the option of applying for up to another twenty-five (25) days, not to exceed a total of fifty (50) days in any contractual year.
g. In cases of serious illness, making it impossible for the requesting member to complete the written request for Sick Leave Bank days, the next of kin may make that petition.

4. A five (5) member sick leave bank committee shall be established to receive written requests and allot days from the bank according to the provisions herein, under guidelines established by the committee. The committee shall be composed of three (3) persons appointed by the Association and two (2) persons appointed by the Superintendent. The committee shall be limited to a total allotment of two hundred fifty (250) days per year.

5. Any days granted by the committee to an individual shall terminate effective the earliest day as hereinafter provided:
a. The day after the last day of the term of employment for the school year, or
b. The day after the last day of allotted number of days granted by the committee, or
c. The first day of return to employment subsequent to the granting of days by the committee.

6. Sick leave bank members that are granted days shall pay them back at two (2) per year. Teachers retiring before the days are repaid shall have the balance owed waived. Teachers who resign before the days are repaid shall have the days deducted from their sick leave accumulation. Any balance shall be waived. Sick leave bank users may pay back more than two (2) days per year as per rules set by the Sick Leave Bank Committee.

7. Sick leave days shall be available for sick leave bank members for a person they are responsible for their immediate family. This is subject to the provisions of the Agreement and the Sick Leave Bank policies.

8. Accumulated Sick Leave Bank days will be identified, listed, and kept within the Corporation Office, and a copy will be submitted to the Association President(s) twice a year.

Once by the last Teacher Day of each school year, and again by September 30th of the new school year after new members donate days.

SEFEA will strive to make information about the employee Sick Bank Leave more accessible by:

- speaking to all certified staff members on the first faculty day.
- provide a copy of the Sick Bank Leave guidelines, as well as a list of FAQs, to all certified staff members on the first faculty day.
- have all certified staff fill out a Sick Leave Bank form and submit the form on the first faculty day. More aggressive follow-up will occur to ensure all forms are completed by September 15th.
- new hires will receive this information upon contract signing.

ARTICLE III

RETIREMENT PAY

A. Eligibility

A teacher retiring from teaching in Indiana who has served the Southeast Fountain School Corporation or its component corporation for at least ten (10) years, has reached the age of fifty-five, and qualifies for retirement benefits through ISTRF, shall be eligible for additional compensations on the following basis:

Eighty dollars ($80) for each day of accumulated unused sick leave credited to the teacher at the end of the last year of service.

B. Retirement Buy-Out

1. A retirement buy-out was negotiated on Dec. 8, 2005. 50% of the school employee's retirement benefits were deposited into a 401a plan account for the applicable employee (school employees currently employed by Southeast Fountain School Corporation prior to January 1, 2002 but who have not retired as of December 31, 2005.) 50% of the employee benefit was deposited into a voluntary employee benefit account (VEBA). Each of the accounts shall vest upon the occurrence of all (a), (b), and (c). of this paragraph as follows:

   a. A teacher must have completed service to the Southeast Fountain School Corporation as a certified employee on a full-time basis for at least ten (10) years. If a teacher leaves SEFSC before serving 10 years the retirement benefit will revert back to the corporation fund.
   b. Attainment of age fifty-five and qualifies for retirement benefits through ISTRF.
   c. The receipt by the Superintendent of a written letter of resignation no later than May 1st that he or she is retiring at the end of the following school year.

2. a. The school employee's retirement benefit was calculated based on a retirement age of 60 years as of December 31, 2005.
   b. The school employee's retirement benefit was calculated based on the premise that the benefit will accrue at the rate of 4.25% for the first two years and the rate of 7% thereafter.
   c. The school employee's benefit was reduced by the amount the corporation has paid into the current 401(a) plan and then by .0765 (Social Security percentage).

ARTICLE IV

NEW EMPLOYEES AND MENTORS

A. New Teachers

New teachers to Southeast Fountain School Corporation, and their mentors, shall receive a per diem of fifty dollars ($50.00) per day for each superintendent-approved day worked before the official school year begins. The Board shall determine the calendar and how these days are used after discussion with the SEFEA pursuant to I.C. 20-7.5-1-5.

ARTICLE V

FRINGE BENEFITS

A. Health Insurance

The Board shall provide for certificated personnel a health insurance plan for a twelve (12) month period, which provides full service individual and/or family type medical and hospitalization including surgical and major medical provisions. Only those employees who have completed necessary enrollment procedures by August 31st of each school year are eligible for the application of Board funds for the payment of premiums for said health insurance. Once an employee has been enrolled on said health insurance program, enrollment shall be deemed to be continuous until written notification is provided to the Superintendent of Schools or cancellation.

1. The Board shall contribute as follows:
   a. Employee - $6,600.00 annually
   b. Employee + Spouse - $10,404.00 annually
   c. Family - $10,800.00 annually
   d. Family (double employee) - not to exceed $20,000 annually

2. For the 2025-2026 and 2026-2027 school-years, those using an HDHP Plan shall receive a $1,250.00 deposit into their Health Savings Account no later than February 1st of each school year.

3. Those employees electing to not participate in the school health insurance will also receive the $1,250.00 stipend no later than November 30th of each school year.

4. Furthermore, "Double Employee" Health Plan shall not exceed a total premium contribution of $20,000.

B. Term Life Insurance

The Board shall provide each teacher a fifty thousand ($50,000) dollar term life insurance policy. The Board shall pay the total premium minus one dollar ($1.00) for each teacher.

C. 403(b) Matching Annuity Plan

A 403(b) Matching Annuity plan will be offered to all certified employees beginning January 1, 1996. This plan will be managed by VALIC.

Certified employees with eighteen plus (18+) years of teaching will have an additional two hundred dollars ($200) contributed to their 403b plans by the Corporation annually.

The existing 403(b) plan managed by VALIC currently comprises 3 parts. The portion the corporation contributes and controls with no loans and withdrawals, the portion the employee matches with no loans and withdrawals, and the portion the employee voluntarily contributes allowing loans and withdrawals. The Board agrees to allow all three funds to be lumped together in one fund and to give that fund over to the employee to control at his/her discretion.

C. 401(a) Plan

The board agrees to establish and maintain a qualified 401(a) Annuity Plan (hereinafter referred to as the 401(a) Plan) for all certified employees covered under this collective bargaining agreement. The 401(a) Plan shall be available for all certified employees. The 401(a) Plan contributions will commence with the signing of the 2002 Master Contract and continue each year thereafter. The contribution that will be made to the 401(a) Plan by the Board will be $600 annually with an additional $200 contributed for certified employees with eighteen plus (18+) years of teaching as listed on the corporation seniority list.

For those certified employees who participate in the 401(a) Plan, the current Retirement Pay Plan will remain in effect until such earlier time as a certified employee receives a greater return from the value (the Board's contribution or the Board's contribution plus accrued earnings whichever is greater) of the new 401(a) Plan than he or she would receive under the Retirement and Early Retirement Plan. The contributions plus accrued earnings to the 401(a) Plan by the Board will be counted as an offset to the amount that the certified employee would have received had he or she retired under the current Retirement and Early Retirement Plan. All new employees as of January 2002 will not be eligible for the severance and early retirement options prior to the 401(a) Plan. For certified employees hired after the signing of this contract, the 401(a) Plan will replace the current Retirement and Early Retirement Pay Plan found in Article III of this contract.

All current certified employees with 3 years of service or more will be fully vested in the 401(a) Plan. All new certified employees will become fully vested in the 401(a) Plan upon completion of five (5) years of service with the school corporation.

The 401(a) Plan shall be administered by VALIC and 1) be subject to all applicable Internal Revenue regulations; 2) have no contract initiation fees charged to the employee; 3) have no administrative or Plan document charges to the Board. The Board contributions will be paid to the plan no later than December 31st each year.

D. INPRS
The Corporation will pay the 3% employee contribution to the Indiana Public Retirement System for all certified employees hired prior to July 1996. The Corporation will pay the 8.5% employee contribution to the Indiana State Teachers Retirement Fund for all certified employees hired after July 1996.

E. LTD
The Corporation shall continue to provide at its own expense a Long Term Disability Plan for all teachers. When the carrier for such a plan is to be changed, it will first be discussed with the SEFEA.

F. Athletic Passes
All certified employees will be provided with an all activity pass permitting that person to attend SEF school sponsored activities at no charge.

ARTICLE VI

COMPENSATION PLAN

1. <u>Salary Range</u>

The salary range for the 2025-2026 school-year was: $41,500 to $68,500 before any compensation was bargained this year.

The salary range for the 2025-2026 school-year was: $43,000 to $70,000 after compensation was bargained this year.

The salary range for the 2026-2027 school-year was: $45,000 to $70,000 after compensation was bargained this year.

<u>General Provisions</u>

I. Eligibility
Teachers employed by the Southeast Fountain School Corporation will move on the salary grid based on the following:

1. A teacher who did not receive an evaluation rating of "Ineffective" or "Improvement Necessary" during the prior school year is eligible for a salary increase. A teacher who did receive an evaluation rating of ineffective or improvement necessary will remain at their prior year's salary.

a. Exception: Teachers in their first two (2) years of instructing students who received an evaluation rating of "ineffective" or "improvement necessary."

3. To be eligible for his or her increase to their base salary a teacher must have earned a year of creditable service as defined by INPRS during the previous school year at Southeast Fountain School Corporation.

4. New Teachers shall be placed according to Article VII.

II. Factors and Definitions

Evaluation Rating: The teacher must not have been rated as ineffective or needs improvement.
Education: A teacher who earns a Masters' Degree in a content area during the previous school year as defined by the Indiana Department of Education. For movement from BS to MS, in addition to satisfying the above eligibility, a teacher must provide the Superintendent with proof prior to the start of the school year, July 1st, with notice that the teacher has obtained a content area master's degree. $1,000 for the 2025-26 or 2026-27 school year.

Instructional Leadership: A teacher who holds an Indiana Teaching License with a Literacy Endorsement. An additional $250 will be added to the employee's base salary. A teacher must provide the Superintendent with proof prior to the start of the school year, July 1st.

- Maximum increase attributable to education = $1,000
- Maximum increase attributable to experience/evaluation = $1,000
- The combined maximum increase for education and experience/evaluation is $2,000 which is 89% of the total possible increase available to teachers under the compensation plan
- Increase attributable to instructional leadership = $250 which is 11% of the total possible increase
- A differentiated salary increase for the literacy endorsement is included in the total possible increase

III. Placement of the 2025-2026 Salary Schedule
A teacher who satisfies the evaluation factor will advance one row from the 2024-25 salary schedule to the 2025-26 salary schedule.
A teacher who satisfies the evaluation factor will advance one row from the 2025-26 salary schedule to the 2026-27 salary schedule.

IV. Distribution and Movement

Teacher in Bachelors' Column (Level I): A teacher in the Bachelors' column who satisfies the evaluation rating factor but does not possess a content area Masters' Degree will advance one row, each school year, in the Bachelors' Degree column.

Teacher in Masters' Column (Level II): A teacher in the Masters' column who satisfies the evaluation rating factor will advance one row, each school year, in the Masters' Degree column.

Movement from Bachelors' Column to Masters' Column (Level I to Level II): A teacher in the Bachelors' column satisfies the evaluation rating factor and who attains a content area Masters' Degree, as defined in Factors and Definitions above, will advance to the masters' column but remain in the same row.

Time of Payment

The Board will pay the base salary increases described herein not later than 60 days after ratification of contract and the Southeast Fountain Community School Corporation evaluations for the preceding school year have been completed. Base salary increases will be applied retroactively to the start of the 2025-2026 and 2026-2027 school years.

Coverage Stipends

In the instance, administration needs to utilize assistance from certified teaching staff to provide student supervision either by covering a classroom during their prep period or having additional students in their classroom, teachers will be compensated as follows.

a. $25/hour (1 class period)
b. $40/half day
c. $80/full day

Teachers must fill out a timesheet to document their service. They will submit timesheets to the administration for review and approval. Administration will then forward to the corporation office. In order to receive the stipend during the correct payroll period, teachers must submit their timesheets in a timely manner.

ARTICLE VII

NEW TEACHERS

A. The examples below are for initial placement as a new hire for Southeast Fountain School Corporation only. When using "experience" for initial placement 1 year is equal to:

a. 120 paid days equals one year for education or
b. Working one calendar year equals one year for related educational experience

1. Any NEW TEACHER without any educational experience shall begin at either STEP

0. in the Bachelor's or STEP 0 in the Master's.

2. Any "New Teacher" entering Southeast Fountain with previous years of experience according to INPRS will be placed at a step related to a current teacher at Southeast Fountain in which they "mirror" under the following two principles:
    1. That particular teacher's years of service AND
    2. When possible, that particular teacher's degree.

   Beginning with the 2023-2024 school year, should a teacher be hired into Southeast Fountain School Corporation with previous years of teaching experience outside of INPRS, all previous years of teaching experience will be honored. This does not apply to hires prior to the 2023-2024 school year.

1. "New Teachers" that are defined as "hard to fill" may also qualify for an automatic movement of up to 2 (two) steps on the Southeast Fountain Salary Schedule.

2. RETIRED TEACHERS - Teachers who have retired under the Indiana Teachers Retirement Fund regulations and are hired on either a full-time or part-time basis shall not be placed at a level higher than Level 11 on the compensation schedule. Retired teachers shall not be eligible for health insurance if they are Medicare eligible.

B. Pay Option: A teacher may choose to have the contracted salary paid in twenty (20) installments beginning with the first pay of the school year and continuing for a total of twenty (20) installments. Not more than 10% of the certificated personnel may choose to receive the contracted salary issued in twenty (20) installments. Selection shall be made from the most senior teacher to the least senior teacher. Any teacher electing the twenty (20) pay schedule must notify the Superintendent in writing not less than thirty (30) days preceding the official first teacher day of the school year during which the teacher wishes the twenty (20) pay method.

ARTICLE VIII

GRIEVANCE PROCEDURE

A. Definition of Grievance

A claim by one (1) or more teachers or the Association that there has been a violation, misrepresentation, or misapplication of any provision of this Contract; or any rule, order or regulation of the Board; state law or regulation; the individual teacher contract; or the supplemental contract may be processed as a grievance as hereinafter provided.

B. Purpose

The purpose of this grievance procedure is to secure at the lowest possible administrative level, equitable solutions to the problems, which may from time to time arise affecting members of the bargaining unit.

C. Step One

In the event that one (1) or more teachers or the Association believes there is a basis for a grievance, he/she or the Association shall first discuss the alleged grievance with the building principal or immediate supervisor, within fifteen (15) days of the time when the grievant should have reasonably known of the alleged violation either personally or accompanied by an Association representative.

D. Step Two

If, after ten (10) days following the informal discussion with the building principal or immediate supervisor, a grievance still exists, the grievant may invoke the formal grievance procedure through the Association. The form shall be available from the Association representative in each building. A copy of the grievance form shall be delivered to the principal. If the grievance involves more than one (1) school building, it may be filed with the Superintendent or his/her appointed designee. Within five (5) days of receipt of the grievance, the principal shall meet with the Association in an effort to resolve the grievance. The principal shall indicate his/her disposition of the grievance, in writing, within five (5) days from such meeting and shall furnish a copy thereof to the Association.

E. Step Three

If the Association is not satisfied with the disposition of the grievance, or if no disposition has been made within five (5) days of such meeting or ten (10) days from the day of filing, whichever shall be later, the grievance shall be transmitted to the Superintendent. Within seven (7) days, the superintendent or his/her designee shall meet with the Association on the grievance and shall indicate his/her disposition of the grievance, in writing, within five (5) days of such meeting and shall furnish a copy thereof to the Association.

F. Step Four

If the Association is not satisfied with the disposition of the grievance by the Superintendent or his/her designee, or if no disposition has been made within five (5) days of such meeting or ten (10) days from the date of filing, whichever shall be later, the grievance shall be transmitted to the Board by filing a written copy thereof with the Superintendent or other designee of the Board. The Board, no later than its next regular meeting or two calendar weeks, whichever shall be later, must hold a hearing on the grievance.

G. Step Five

If this grievance is not resolved to the satisfaction of the aggrieved, the grievance may be submitted to advisory arbitration before an impartial arbitrator. If the aggrieved party, or parties, is/are desirous of carrying a grievance to arbitration, a letter, with a copy to the Superintendent, may be sent to the American Arbitration Association, requesting that they conduct the arbitration proceedings. Both parties agree that the American Arbitration Association shall conduct the arbitration according to its rules.

H. Miscellaneous

1. All meetings and hearings under this procedure shall be private and shall include only such parties in interest and their designated or selected representatives. Said meetings and hearings shall be held at such times as the teacher would not be absent from regularly assigned duties. An Association representative shall be present at each formal step of the grievance procedure.
2. The time limits provided shall be strictly observed but may be extended by a written agreement between the parties. All days referred to are calendar days.
3. No punitive action shall be taken by or against any participant in a grievance proceeding by reason of such participation.
4. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel file of a participant.
5. The costs of Arbitration shall be shared equally by the parties involved.
6. The Association shall have the right to initiate a grievance at the Superintendent level if the grievance involves more than one teacher or more than one building. However, the Superintendent may remand the grievance back to Level I if, in the superintendent's judgment, the grievance should be initiated at that level.
7. Any new evidence shall be disclosed to the other party at least one (1) calendar week prior to any hearing.

ARTICLE IX

TERM OF AGREEMENT

A. This Agreement supersedes and cancels all previous agreements whether written or verbal between the Board and the Association as well as any alleged past practices of the Board or the Association and constitutes the entire agreement between the parties. Any amendment or agreement supplemental hereto shall not be binding upon either party unless executed in writing and agreed to by both parties.

B. The Association agrees that during the life of this Agreement there shall be no strikes.

C. The parties acknowledge that during the bargaining which resulted in this Agreement each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining and the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

D. If any provision of this Agreement is held to be illegal by a court of competent jurisdiction, that provision shall be severed from this Agreement but all other Articles and Sections of this Agreement shall continue in full force and effect.

E. When any notice is required to be given either of the parties to this Agreement, to the other party, either shall do so at the following addresses:

If by the Association to the Board, at:	Superintendent Southeast Fountain School Corp. 744 East, U.S. 136 Veedersburg, IN 47987
If by the Board to the Association, at:	President Southeast Fountain Education Assoc. Address on File

Accepted by Board on Oct. 9, 2025	Accepted by Association on Oct. 1, 2025
Dr. Tania Grimes Chief Negotiator	Gail M. Sillery President

ARTICLE X

Assurances

A. On the **2nd day of September 2025** at 3:15 PM, a public hearing as described in IC 20-29-6-1 (b) was held at 744 E. US Highway 136 Veedersburg, IN 47987.
   On the **6th day of October 2025** at 3:30 PM, a public meeting as described in IC 20-29-6-19 was held at 744 E. US Highway 136 Veedersburg, IN 47987.
B. During the public hearing held on the **2nd day of September 2025** at 3:15 PM, there was no participation allowed by means of electronic communication. During the public hearing held on the **6th day of October 2025** at 3:30 PM, there was no participation allowed by means of electronic communication.

The terms and conditions of this agreement shall become effective on **July 1, 2025,** and shall continue in effect through **June 30, 2027** with all issues having been considered and agreed upon.
Therefore, this agreement is made and entered into this **9th day of October, 2025** by and between the Board and the Association, as defined herein, and is attested to by the representatives whose signatures appear below. The Board ratified the CBA on **October 9, 2025** and the Association ratified the CBA on **October 1, 2025**, and is attested to by the respective representatives whose signatures appear below.
A is attested to by the Board and Association representatives whose signatures appear below. **B** is attested to by the Board representatives whose signatures appear below.

Attested on this the **9th day of October, 2025**.

Board President	Association Bargaining Spokesperson
Board Secretary	Association Bargaining Team Member
Board Member	Association Bargaining Team Member
Board Member	Association Bargaining Team Member

APPENDIX A

SEFSC Onboarding Schedule
2025-2026

(*Established 2025-2026)

Previous Years Experience	BS		MS
0	$43,000		$45,000
1	$44,000		$46,000
2	$45,000		$47,000
3	$46,000		$48,000
4	$47,000		$49,000
5	$48,000		$50,000
6	$49,000		$51,000
7	$50,000		$52,000
8	$51,000		$53,000
9	$52,000		$54,000
10	$53,000		$55,000
11	$54,000		$56,000
12	$55,000		$57,000
13	$56,000		$58,000
14	$57,000		$59,000
15	$58,000		$60,000
16	$59,000		$61,000
17			$62,000
18			$63,000
19			$64,000
20			$65,000
21			$66,000
22			$67,000
23			$68,000
24			$69,000
25+			$70,000

SEFSC Onboarding Schedule
2026-2027

(*Established 2025-2026)

Previous Years Experience	BS		MS
0	$45,000		$47,000
1	$46,000		$48,000
2	$47,000		$49,000
3	$48,000		$50,000
4	$49,000		$51,000
5	$50,000		$52,000
6	$51,000		$53,000
7	$52,000		$54,000
8	$53,000		$55,000
9	$54,000		$56,000
10	$55,000		$57,000
11	$56,000		$58,000
12	$57,000		$59,000
13	$58,000		$60,000
14	$59,000		$61,000
15			$62,000
16			$63,000
17			$64,000
18			$65,000
19			$66,000
20			$67,000
21			$68,000
22			$69,000
23			$70,000

APPENDIX B

Extra-Curricular Schedule

Extra-curricular positions and stipends are to be negotiated annually. All positions and associated stipends become effective on the first teacher contract day of the current school year. No other changes to the extra-curricular schedule will be made without prior mutual agreement between the SEFEA and the Corporation.

With the exception of salary, all numbers are for informational purposes only.

ACTIVITY		AMOUNT
FALL SPORTS		
VARSITY JV/ASST FOOTBALL (3)		2998
		2998
		2998
JR HIGH FOOTBALL (3)		1784
		1784
		1784
VARSITY GIRLS GOLF		2038
VARSITY BOYS TENNIS		3061
ASST BOYS TENNIS		1848
JR HIGH TENNIS		825
VARSITY VOLLEYBALL		3824
ASST VOLLEYBALL		2166
JR HIGH VOLLEYBALL (2)	8th	1530
	7th	1530
JR HIGH VOLLEYBALL	6th	895
CHEERLEADER SPONSOR – HS		1386
CHEERLEADER SPONSOR – JH		1040
VARSITY CROSS COUNTRY (B & G)		2998
JR HIGH CROSS COUNTRY		825
WINTER SPORTS		
JV/ASST BOYS BASKETBALL		2998
FRESHMAN BOYS BASKETBALL		2420

8TH GRADE BOYS BASKETBALL	1912
7TH GRADE BOYS BASKETBALL	1912
6th GRADE BOYS BASKETBALL	1150
5th GRADE BOYS BASKETBALL	959
VARSITY GIRLS BASKETBALL	6353
JV/ASST GIRLS BASKETBALL	2998
9th GRADE GIRLS BASKETBALL	2420
asst. coach	
8TH GRADE GIRLS BASKETBALL	1912
7TH GRADE GIRLS BASKETBALL	1912
6TH GRADE GIRLS BASKETBALL	1150
5TH GRADE GIRLS BASKETBALL	959
VARSITY SWIMMING	5163
ASST SWIMMING BOYS	1848
ASST SWIMMING GIRLS	1848
JR HIGH SWIMMING	1276
JR HIGH ASST SWIMMING	1022
VARSITY WRESTLING (2)	3824
ASST WRESTLING (2)	2292
JR HIGH WRESTLING (2)	1467
	1467

SPRING SPORTS

VARSITY BASEBALL	3824
JV/ASST BASEBALL	2235
JR HIGH BASEBALL	825
VARSITY BOYS GOLF	2038
VARSITY SOFTBALL	3824
VARSITY SOFTBALL ASST HEAD COACH	
JV/ASST SOFTBALL	2235
ASST	
JR HIGH SOFTBALL	825
VARSITY GIRLS TENNIS	3061
ASST GIRLS TENNIS	1848
JR HIGH GIRLS TENNIS	825
VARSITY BOYS/GIRLS TRACK	3886
ASSISTANT BOYS/GIRLS TRACK (2)	1976
	1976
JR HIGH BOYS TRACK	1340
JR HIGH GIRLS TRACK	1340
6TH GRADE VOLLEYBALL	895
WEIGHT ROOM SUPERVISOR	693

SUMMER CAMPS

SUMMER BAND	2038
SUPERVISED AG EXPERIENCE	
***$200/student up to $4000	
SUMMER BASEBALL	809
SUMMER BOYS BASKETBALL	809
SUMMER GIRLS BASKETBALL	809
SUMMER VOLLEYBALL	809
SUMMER WRESTLING	809
FOOTBALL SUMMER WEIGHTS	809
SUMMER SWIM TEAM (FAST)	809
SUMMER GIRLS SOFTBALL	809

ACTIVITY SPONSOR ROSTER

ACADEMIC SUPER BOWL COORD - HS/JH	693
HS MATH COACH	462
HS SCIENCE COACH	462
HS SOCIAL STUDIES COACH	462
HS ENGLISH COACH	462
HS FINE ARTS COACH	462
SCIENCE OLYMPIAD	462
JR HI MATH COACH	462
JR HI SCIENCE COACH	462
JR HI SOCIAL STUDIES COACH	462
JR HI ENGLISH COACH	462
ART CLUB	289
JR HI ART CLUB	289
BAND DIRECTOR	2731
CHOIR DIRECTOR	1320
(CHESS CLUB SPONSOR)	289
DRAMA DIRECTOR	1444
ASST. DRAMA DIRECTOR	1155
BOARD GAME CLUB	289
VIDEO GAMING CLUB	289
DRIVER ED COORDINATOR	578
EXCHANGE COORDINATOR	578
FCA	289
FFA SPONSOR	3850
JR HIGH FFA SPONSOR	1650
GUIDANCE DIRECTOR	1733
NATIONAL HONOR SOCIETY - Sr. High	289

NATIONAL HONOR SOCIETY - Jr. High	289
MASS MEDIA CLUB	289
MUSTANG MENTORS SPONSOR	289
SPANISH CLUB	289
SPELLING TEAM - HIGH SCHOOL	462
SPELLING TEAM - JR HIGH	462
HS STUDENT COUNCIL (2)	1155 1155
JR HIGH STUDENT COUNCIL (2)	347 347
SUNBEAMS - Jr. High	289
SUNSHINE SOCIETY - HS	289
DANCE TEAM	1386
YEARBOOK SPONSOR (After School)	1791
SENIOR CLASS SPONSOR (3)	289
JUNIOR CLASS SPONSOR	1386
JUNIOR CLASS CO-SPONSOR	1040
JUNIOR CLASS CONCESSIONAIRE (2)	1040
SOPHOMORE CLASS SPONSOR (2)	174
FRESHMAN CLASS SPONSOR (2)	174
8TH GRADE CLASS SPONSOR	174
7TH GRADE CLASS SPONSOR	174
6TH GRADE CLASS SPONSOR	174

MISC EXTRA-CURRICULAR POSITIONS

ANNOUNCER - FOOTBALL	174
ANNOUNCER - BOYS BASKETBALL	347
ANNOUNCER - GIRLS BASKETBALL	347
ASST ATHLETIC DIRECTOR	2038
COMPUTER COORDINATOR Before and After School	1213
TIMER - FOOTBALL	289
TIMER – BASKETBALL (2)	231

DEPARTMENT CHAIRPERSONS (12)

AG	289
BUSINESS	289

ENGLISH	289
FINE ARTS	289
HOME ECONOMICS	289
FOREIGN LANGUAGE	289
MATH	289
PHYSICAL EDUCATION/HEALTH	289
SCIENCE	289
SOCIAL STUDIES	289
SPECIAL EDUCATION	289
DEPT CHAIR (Textbook Adoption - HS)	289
DEPT CHAIR (Textbook Adoption - EL)	289
P.L. 221 CHAIRMAN - HIGH SCHOOL	578
	578
P.L. 221 CHAIRMAN - ELEMENTARY	1155
HIGH ABILITY COORDINATOR	1733
MUSTANG MANIACS (2)	144.50
	144.50
ROBOTICS	578
SAFE SPACE	289
PLC	578
DRIVER'S ED INSTRUCTOR $245 per student enrolled	
CORPORATION TEST COORDINATOR (3)	660

ELEMENTARY EXTRACURRICULAR

ART CLUB - Elem	289
CHEERLEADER SPONSOR	578
ELEMENTARY MATH BOWL (2)	462
ELEM STUDENT COUNCIL	578
SCIENCE CLUB - Elem	289
SPELLING TEAM - ELEMENTARY (2)	231
	231
ROBOTICS	289

MUSTANG SINGERS	550

GRADE LEVEL CHAIRPERSONS (8)

KINDERGARTEN	289
1ST GRADE	289
2ND GRADE	289
3RD GRADE	289
4TH GRADE	289
5TH GRADE	289
SPEC. AREA	289
RESOURCE AREA	289

Friday School – HS
After School – Elem
($25 per hour)

APPENDIX C

GRIEVANCE REPORT FORM

Grievance #____________________ Distribution of Form

1. Superintendent
2. Principal
3. Association
4. Teacher

Submit to Principal in Duplicate

STEP I

A. Date Cause of Grievance Occurred: ______________________________

B. Statement of Grievance:

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____

C. Relief Sought:

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______________________________ ____________

Signature Date

D. Disposition by Principal:

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______________________________ ____________

Signature Date

E. Position of Grievant and/or Association:

Signature Date

STEP II

A. Date Received by Superintendent or Designee:

B. Disposition of Superintendent or Designee:

Signature Date

C. Position of Grievant and/or Association:

Signature Date

STEP III

A. Date Received by Board of Education or Designee: ______________________________

B. Disposition by Board or Designee:

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Signature ______________________ Date __________

C. Position of Grievant and/or Association:

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Signature ______________________ Date __________

STEP IV

A. Date Submitted to Arbitration: ______________________________

B. Disposition & Award of Arbitrator:

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Signature ______________________ Date __________