

# MASTER CONTRACT

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Between the Board of School Trustees  
of the  
Liberty-Perry Community School Corporation  
and the  
Liberty-Perry Classroom Teachers Association  
for the  
2025-2026 School Year

This Master Contract entered into this 15th of October, 2025, by and between the Board of School Trustees of the Liberty Perry Community School Corporation hereinafter called the "School Employer" and the Liberty Perry Classroom Teachers Association, hereinafter called the "Exclusive Representative."

**Timeline of Events:**

1st Public Hearing - September 15, 2025  
Tentative Agreement Meeting - October 1, 2025  
Ratification Meeting - October 15, 2025

### Term of Agreement

This contract shall be effective as of August 4, 2025 through June 30, 2026. This contract shall not be extended orally, and it is expressly understood that it shall expire on the date indicated.

Whenever any notice is required to be given either of the parties to this contract to the other party, either shall do so by registered letter at the following address:

If by the Board of Association at:

Liberty-Perry Classroom Teachers Association  
Selma, IN 47383

If by the Association to the Board at:

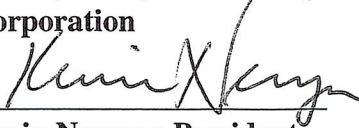
Liberty-Perry Community School Board:  
Selma, IN 47383

This Contract is made and entered into at Selma, Indiana on this 15th day of October 2025 at 6:30 p.m. by and between the board of School Trustees of the Liberty-Perry Community School Corporation, County of Delaware, State of Indiana, party of the first part, heretofore referred to as the "Board", and the Liberty-Perry Classroom Teachers Association, party of the second part, heretofore referred to as the "Association."

1. The public hearing was held on September 15, 2025, at 6:30 p.m.(in compliance with 20-29-6-1(b), and electronic participation from the parties and/ or public was not permitted
2. A public meeting was held on October 15, 2025 at 5:00 p.m. (in compliance with IC 20-29-6-19) to discuss the tentative agreement and electronic participation from the governing body and or public was not permitted.

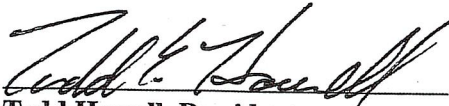
This Contract is so attested to by the parties whose signatures appear below:

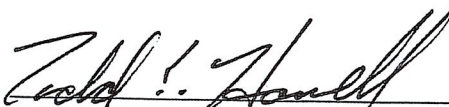
**Board of School Trustees of the  
Liberty-Perry Community School  
Corporation**

  
Kevin Nemyer, President

  
Aaron Black, Board  
Negotiating Team

**Liberty-Perry Classroom  
Teachers Association**

  
Todd Howell, President

  
Todd Howell, Association  
Negotiating Team

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**Contract Between Board of School Trustees,  
Liberty-Perry Community School Corporation  
and the  
Liberty-Perry Community Classroom Teachers Association**

**Recognition and Definitions**

.01 Parties Named: This agreement is made and entered into between the Board of School Trustees, Liberty-Perry Community School Corporation, Selma, Indiana, hereinafter called the "employer" and the Liberty-Perry Classroom Teachers Association, an affiliate of the Indiana State Teachers Association and the National Education Association, hereinafter called the "association."

.02 Definitions

- A. The term "teacher," when used in the contract, shall refer to all certified personnel except supervisors and substitute teachers.
- B. The term "Employer" and "Association" shall include authorized officers, representatives, and agents.
- C. The term "School Corporation," when used in this Contract, shall refer to the Liberty-Perry Community School Corporation of the County of Delaware of the State of Indiana.
- D. "Retirement" is defined as:
  - 1. leaving employment with the School Corporation,
  - 2. having reached age 55 and
  - 3. completing 10 years of service with the School Corporation

.03 Association Recognized: The Employer hereby recognizes the Association as exclusive representative of all teachers in certified teaching positions in the school corporation.

**Salary and Wages**

.10 Compensation Plan

The employer will pay the Teacher Retirement Fund (TRF\*) to the state of Indiana for all teachers.  
(Appendix A, B, C)

1. General Eligibility

- a. A teacher who received an evaluation rating of ineffective or improvement necessary in the prior school year is not eligible for any salary increase and remains at their prior year salary.

2. Factors and Definitions

- a. Evaluation rating – The teacher received a highly effective or effective evaluation rating for the prior year.
- b. Academic Needs – The teacher has received their literacy endorsement on their teaching license prior to December 1, 2025

The Liberty-Perry School Board and Liberty-Perry Classroom Teachers Association have bargained a \$1110 base salary increase to be distributed to all teachers (eligible bargaining members). This increase will be distributed as follows:

90% - Evaluation: A teacher who received an evaluation rating of highly effective or effective in the prior school year will receive a \$1,000 salary increase.

10% - Academic Needs: A teacher who is in the first year of possession of a teaching license with a literacy endorsement will receive a \$110 salary increase.

Redistribution Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a base salary increase.

All teachers (eligible bargaining members) will also receive a one time stipend in the amount of \$500.00. This stipend will be paid out in the following manner. A \$250.00 will be paid on December 5th, 2025, and another stipend in the amount of \$250.00 will be paid on June 20th, 2026.

.11 Newly hired teachers without any experience employed by Liberty-Perry Schools with training other than a Master's Degree or Literacy Endorsement will be paid with a starting salary of Forty-nine thousand four hundred twenty-seven (\$49,427). Those teachers with a Literacy Endorsement or Master's Degree will start their first year with a salary of Forty-nine thousand eight-hundred forty-six dollars (\$49,846). The Liberty-Perry Schools salary range for teachers is \$49,427 - \$78,970. Teachers will be paid on the 5th and 20<sup>th</sup> each month for a total of 24 pays.

Newly hired Teachers with prior experience will be paid at the starting salary level as follows for any experience prior to the 2012-13 school year at the experience level on the Bachelor or Masters columns of the Newly Hired Teachers Salary Schedule (Appendix A).

Base pay for newly hired teachers represented by the bargaining unit may be increased up to two thousand five hundred dollars (\$2,500) when mutually determined by the Superintendent and the employee, subject to the approval of the Board of Directors of Liberty-Perry Schools.

.12 Extra-Curricular: The employer will pay TRF to the state of Indiana on extra-curricular earnings for all teachers holding positions on the Extra-Curricular Schedule. (Appendix B) Teachers shall receive from the School Corporation all retroactive extra-curricular earnings on the 2<sup>nd</sup> pay after teacher and board ratification.

.13 Pay for Mileage Between Buildings: Any teacher who is not provided with a car and is regularly required to teach in two buildings during the regular student day on the same day, thus incurring costs due to established schedule, shall be reimbursed at the current rate set forth by the Internal Revenue Service. Such reimbursement does not include to and from extra-curricular activities. Each concerned teacher will submit a documented claim form, as per State Board of Accounts, to the superintendent each month. Such documented claim forms shall be submitted to the central office within 30 days following semester ending, or the teacher will relinquish mileage pay for the preceding month. If such a teacher is required to drive to another building to attend a teacher's meeting, the person shall be reimbursed at the established rate.

### **Wage Related Benefits**

.15 Severance Pay: Teachers shall receive severance pay based upon accumulated sick leave and the following regulations:

- A. A teacher must be leaving employment with the Liberty-Perry School Corporation
- B. A teacher must have completed 10 years, or the equivalent, of continuous full-time employment with the Liberty-Perry School Corporation. Granted leaves do not interrupt continuous years of service, nor do they add to continuous years of service.
- C. A teacher must be retiring from Liberty-Perry School Corporation
- D. The amount of severance pay shall be the teacher's accumulated sick leave times the established rate. Sick leave days accumulated prior to the 2003-2004 school year shall be paid at a rate of twenty-five (25) dollars per day up to and including ninety (90) days and fifteen (15) dollars per day for all days beyond ninety (90) days. Sick leave days accumulated after the beginning of the 2003-2004 school year shall be paid at a rate of forty (40) dollars per day up to and including ninety (90) days and twenty-five (25) dollars per day for all days beyond ninety days. Any sick days used after the beginning of the school year will be deducted from those accumulated after the beginning of the 2003-2004 school year.

- E. In the event of death during the teaching service of a teacher who has met the conditions of .16B, the teacher's severance pay shall be paid to the teacher's stated beneficiary, or, if none is named, the teacher's estate.

.16 Retirement Group Health Insurance

Immediately following retirement, the teacher and his/her spouse, if any, shall have the option of remaining in the Corporation's current group health insurance plan if all of the following conditions are met as of the date of retirement and thereafter:

- a. While the retired teacher and spouse, if any, remain enrolled in the health insurance plan, the retired teacher and spouse shall pay the entire insurance premium applicable to the insurance coverage, with the premium payment to be made monthly for each succeeding year.
- b. Upon retirement, the teacher shall have provided a written request to the School Corporation for continuing insurance coverage for the teacher and spouse, if any.

When a retired teacher first becomes eligible for Medicare, the teacher's eligibility to continue to participate in the Corporation's group health insurance plan shall terminate, if not earlier terminated according to applicable law. (The same termination of eligibility shall also apply when a retired teacher's spouse first becomes eligible for Medicare.) It is acknowledged that the parties intend these provisions to comply with applicable federal and state laws that establish an eligible teacher's right to continue health insurance for the teacher and spouse, including if otherwise applicable, Indiana Code 5-10-8-2.6. Therefore, this right to extended coverage shall not override any rights to continuing health care coverage as required by COBRA.

.17 Insurance Benefits

- A. Medical: The Board shall contribute toward the cost of hospital, surgical and medical care type insurance for each teacher employed under regular contract up to the amounts specified below. Said amounts will be paid to such insurance company or companies as are approved by the Board with the teacher paying not less than one dollar (\$1.00) per year.

Teachers enrolled in the School Corporation's medical insurance shall have the maximum board payments of:

|                 |          |
|-----------------|----------|
| Single          | \$5,384  |
| Single + Child  | \$8,704  |
| Single + Spouse | \$11,509 |
| Family          | \$15,816 |

If married teachers are both employed in the system, each teacher may receive up to the total cost of a single policy less One Dollar (\$1.00) or \$12,821 per teacher toward a (1,2,3,4) a family insurance plan. Teachers must share the same plan.

In the event of an employee's death prior to the eligibility for Medicare benefits, the School Corporation will make a like contribution for a single spouse toward the single plan until such time that the employee would have been eligible for Medicare benefits. The employee or spouse may purchase an insurance policy that will cover their dependents at the insured's expense. The insured will pay the difference between the amount of the School Corporation's contribution as provided above and the cost of the appropriate policy each month. The Central office will establish the date for payment of this amount and payment must be received on or before the date for the policy to remain in effect.

Teachers shall receive from the School Corporation all retroactive insurance premium refunds to June 1, 2007 on the 2<sup>nd</sup> pay period after teacher and school board ratification.

A. Life

The Board agrees to purchase life insurance to total \$40,000.00 with double indemnity for accidental death for each teacher. The teacher will contribute a minimum of One Dollar (\$1.00) to the insurance plan.

.18 Flexible Fringe Benefit Plan - Section 125 Plan: The School Corporation will maintain a Flexible Fringe Benefit Plan pursuant to Section 125 of the Internal Revenue Code of 1986 in which up to Two Thousand Dollars (\$2,000.00) of the teacher's regular salary will be included in the Flexible Fringe Benefit Plan by which a teacher may elect a contribution toward any insurance programs offered by the School Corporation.

.19 Premium Refund or Holiday: In case of a premium refund or holiday, current certified teaching staff will receive fifty percent of the savings realized from the teacher portion of the insurance policy premiums. The savings shall be divided equally among current certified teaching staff.

**Leaves**

.20 Annual Flexible Leave Allotment - The School Corporation will provide fourteen (14) days of flexible leave per teacher per year. The leave days may be used for any reason. However, a teacher may not take more than three (3) consecutive leave days, without medical documentation of illness, unless otherwise granted by the Superintendent. When using flexible leave, the teacher shall submit a completed leave form prior to the intended leave to the Principal, who will initial the request and submit it to the Superintendent. The leave form will state the date and duration of the leave.

Unused Leave - At the end of each school year, any unused flexible leave days shall be added to the given teacher's accumulated sick days.

Teachers employed for a supplemental summer school contract and/or a twelve month contract shall be granted one (1) additional day of sick leave per year. Use of accumulated sick leave shall be applicable to both the regular school year and summer school.

If in any one (1) school year the employee shall be absent or such illness or quarantine less than the prescribed number of days (14), the remaining days shall accumulate as sick leave days for the employee.

In the event any employee shall have accumulated one (1) or more days of sick leave while employed in another school corporation of this state, one-third (1/3) days of sick leave shall be added for the second year and each succeeding year of employment until the number of accumulated days to which the employee was entitled in the last place of employment shall be exhausted.

Each employee will be notified in September of the number of sick leave days available for the current school year..

.21 In the case of extended injury or illness of a teacher in which that teacher has exhausted his/her sick leave, the teacher shall be granted an unpaid leave of absence through the contract year following the year in which he/she was injured or ill. This leave is without pay; however, the teacher shall have the right to participate in the School Corporation's group insurance programs as established by this carrier, by the teacher paying the entire cost of the insurance premiums.

The teacher's position shall be held open for one contract year beyond the year in which he/she was injured or ill and the teacher returns during or at the end of this period shall be given his/her former position or some other mutually agreeable position. The teacher shall notify the School Corporation, in writing, prior to April 1 of his/her intention to return or resign from their position.

.22 Sick leave days accumulated by a teacher prior to a leave of absence shall be credited to the teacher's sick leave protection upon return to employment within the district.

.23 Sick Leave Donation: Teachers shall be given the opportunity to donate one sick leave day per semester (a total of two per school year) to teachers in need of such donation. In order to qualify for the sick leave donation, the teacher must have exhausted all his/her sick leave time as well as personal leave time. The teacher requesting the donated days may receive the maximum of thirty (30) days per year. Once a teacher has days donated, that teacher may keep those donated days for the remaining school year. Should the need for the donated leave days end before the use of the donated sick leave days, the days will revert to the original donor. The governing of all leave donations will be handled by the Teachers' Association, and the assignment of those donated days will be handled by the Central Office.

.24 Sick Leave Accumulation and Buyback Program

A. Accumulation Limit - Teachers must first accumulate a minimum of ninety (90) sick leave days to be eligible for buyback. Only days in excess of ninety (90) are eligible for buyback as outlined below.

B. Sick Leave Buyback Rate

Sick leave days in excess of ninety (90) shall be purchased by the School Corporation at a rate of Fifty dollars (\$50.00) per day. Payment for eligible days shall be made in a lump sum on the second payroll in June of each school year.

C. Annual Buyback Cap

No more than five (5) days may be sold back to the School Corporation by any one teacher in a given school year. Any teacher with more than 110 sick days banked may sell back twenty (20) days annually until they reach 90.

D. Eligibility

To be eligible for the annual sick leave buyback, a teacher must: Have been continuously employed by the Liberty-Perry School Corporation for a minimum of five (5) years. Be employed by the School Corporation for the entire school year in which the buyback is requested; and have reached the minimum accumulation limit of ninety (90) days as of June 1 of that year.

E. Payment and Reporting

Buyback payments shall not be added to base salary, but shall be reported as taxable income for the year in which the payment is made. Teachers must complete and submit the [Sick Leave Buyback Form](#) to the central office no later than June 1. Payment for days will occur with the June 20th payroll

.25 Faculty personnel who leave employment of the School Corporation shall not forfeit their unused days of sick leave. If the faculty member reenters the services of the School Corporation at a later date and has not utilized those previously accumulated sick leave days when employed in the interval by another school corporation, those previously accumulated sick leave days will be restored to the teacher's sick leave accumulation.

.26 Professional Leave: Teachers may, upon written application to the superintendent, and approval of the superintendent, be granted leave with pay for the purpose of visiting other schools or attending meetings or conferences of an educational nature.

.27 Death Leave: Death leave shall be used for deaths within the immediate family of the school employee. Each employee shall be entitled to a maximum of five (5) contractual days to be taken within a ten day period after the date of death. Immediate family shall consist of:

|                 |              |              |             |
|-----------------|--------------|--------------|-------------|
| Brother         | Foster Child | Sister       | Step-Father |
| Daughter        | Grandchild   | Son          | Step-Mother |
| Daughter-in-law | Husband      | Son-in-Law   | Step-Sister |
| Father          | Mother       | Step-Brother | Wife        |

Father-in-law

Mother-in-Law

Step-Child

or any person living within the household immediately prior to death. Two (2) days death leave may be used for the death of an aunt, uncle, grandparent, brother-in-law, sister-in-law, nephew, or niece to be taken within a ten day period after the date of death. One (1) day death leave may be used to be a pallbearer or to attend a funeral of a close friend upon prior notification to the building principal.

.28 Jury Duty Leave: When requested, a teacher may serve on jury duty. The Board shall pay the teacher his full salary provided that such teacher returns to the Board any per diem pay received for serving on jury duty.

.29 Court Leave: Paid court leave, with the exception of those cases in which the teacher is bringing suit against the school corporation, will be granted to teachers for the time necessary to make appearances in court proceedings resulting from activities relating to the teacher's employment with the school corporation. In criminal cases where the teacher is subpoenaed to testify, the teacher shall be granted up to two (2) days per year.

.30 Maternity Leave: A teacher who is pregnant shall be entitled upon written request, to a leave of absence for up to a period of one (1) school year. This leave shall begin at such time as is determined by the teacher and her attending physician. The pregnant teacher, upon written request, may use accumulated leave days. The expected length of the leave shall be established by the teacher and passed on to the superintendent in writing at least thirty (30) days before the leave begins. Once the superintendent is notified of the leave request, the Corporation will provide the teacher with a list of benefits provided in the Family Medical Leave Act.

.31 Paternity Leave: When a child is born to the wife of a teacher, he shall be granted up to three (3) days paternity leave. These days shall be deducted from his accumulated sick leave.

.32 Adoption Leave: A teacher shall, upon written request, be entitled to a leave of absence for up to a period of one (1) school year. The teacher may use accumulated sick leave days up to thirty (30) school days, which must be taken within a period of five (5) school days before receiving the child to thirty (30) school days after receiving the child. In a situation where both parents are teachers in the School Corporation, they may use only thirty (30) sick days collectively for adoption leave.

### **Other Benefits**

.33 Corporate Passes: Teachers shall be issued non-transferable passes that will admit them and a guest, free of charge, to all events sponsored by the School Corporation. Athletic contests scheduled as School Corporation home contests are included within the terms of this benefit. Functions sponsored by the community education program, booster organizations, parent-teacher organizations or other similar non-school corporation groups are beyond the province of the Board and are excluded from the terms of this benefit.

.34 Personal Property Injury: In case of an assault by a student on a teacher in the performance of his/her duties, causing injury to him/her or damage to his/her personal property such as his/her clothing, glasses, car, etc., the Board shall make an equitable financial adjustment with the teacher for any reasonable expense incurred by and payable by the teacher. Total payments under this section will not exceed \$1000 per teacher per incident. The teacher shall cooperate with the Board in its efforts to recover the amount of said payment.

.35 Background Checks: The district will conduct background checks as required by state and federal law at no cost to the teacher.

### **.36 Summer School**

The teacher will be compensated at his/her base rate for that time of actual instruction for summer school.

On a daily basis, each summer school teacher shall be compensated for 30 continuous minutes of preparation time at his/her hourly rate, provided they are teaching 4 hours per day.

### **.37 Teacher Association**

Release Time for the Association President: When the president or his designee is requested by the Administration to engage in Association activities directly relating to the Association's duties as a representative of the teachers which cannot be performed other than during normal school hours, or are the result of an emergency situation, the Association's representative shall be given such time without loss of pay.

### **.38 Grievance Procedure**

Grievance Defined: A "grievance" is a claim by one (1) or more teachers of a violation, a misapplication, a misinterpretation, or an inequitable application of a specific provision of this contract or rules, regulations, and/or policies of the school board, and rights given by Indiana and Federal Law.

Purpose: The purpose of this Grievance Procedure is to settle equitably, at the lowest possible administrative level, issues which may arise from time to time with respect to specific claims of violation, misapplication, misinterpretation, or an inequitable application of the provisions of this contract, or rules, regulations, and/or policies of the school board. Both parties agree that these proceedings shall be kept as confidential as may be appropriate at each level of the procedure.

Grievance Adjustment: Nothing contained herein shall be construed to prevent any individual teacher from presenting a grievance and having the grievance adjusted if the adjustment is not inconsistent with the terms of this contract, and the Association has been given an opportunity to be present at such hearing if the grievant so requests.

Maximum Days Per Level: The number of days at each level shall be the maximum and every effort shall be made to expedite the process. The time limits may be extended only by the mutual consent in writing by each party or their agent.

#### Step One

The teacher who feels that he/she has been subject to a violate misapplication, misinterpretation, or an inequitable application of the provisions of this contract, rules, regulations and/or policies of the school board may initiate this procedure in one of the following ways:

- A. He or she may approach the immediate supervisor concerned and discuss the matter in his own behalf within five (5) working days following the act or knowledge thereof or condition which is the basis of the grievance. The supervisor and grievant shall seek to resolve the grievance;
- B. He or she may request that a representative of the Association accompany him in approaching his immediate supervisor. In such case, the supervisor shall not initiate any consultation with the grievant concerning the grievance prior to any scheduled meeting at which the representative is to be present. The supervisor shall be notified in writing as to the nature of the grievance prior to the scheduled meeting (Appendix E).

- C. Within three (3) working days after grievant's presentation of the grievance, the immediate supervisor shall orally answer the grievant.

Step Two

In the event that Steps 1A or 1B above are unsuccessful, the teacher may file a formal grievance in writing on the form shown in Appendix F. This form shall be filed in quadruplicate with one (1) copy to the immediate supervisor, one (1) copy to the Association, one (1) copy to the grievant, and one (1) copy for the Superintendent. A formal grievance shall be filed as soon as possible, but in no event longer than ten (10) days after disclosure of the fact giving rise to the grievance. Within five (5) working days of the filing of the formal grievance in writing, a meeting shall take place between the immediate supervisor concerned; the grievant and the Association representative; and an answer to the grievance shall be given to the grievant in writing within five (5) working days following the meeting.

Step Three

If the grievance is not appealed from the written answer within five (5) working days after receipt of such answer, the principal's decision will be final.

Step Four

If the teacher does not accept the principal's written answer, the grievance may be appealed to the Superintendent by sending such notice in writing to him within five (5) working days from the date of the principal's written decision.

Step Five

Within five (5) working days of receipt of the written appeal, the Superintendent and/or his designated representative, will arrange for a conference to satisfactorily resolve the grievance. Such conference shall be scheduled with grievant and the Association representative at a time when there is no disruption of normal school routine and duties of the teacher; and an answer to the grievance shall be given to the grievant in writing within five (5) working days following the meeting.

Step Six

Such answer shall be final and binding unless appealed in writing to the Board within ten (10) calendar days from the date of the Superintendent's written decision.

Step Seven

The Board, no later than its next regular meeting or three (3) calendar weeks, may hold a hearing on the grievance, review the grievance in executive session, or give such other consideration as it may deem appropriate. A written answer shall be given by the Board to the grievant no later than five (5) working days following the meeting.

Step Eight

If the grievance is not resolved to the satisfaction of the aggrieved by the Board or if no disposition has been made within the time period, the grievance may be submitted to arbitration before an impartial arbitrator. Upon the grievant and/or the Association giving written notice to the Board within five (5) working days of the expiration of the time period, a letter with a copy to the Superintendent shall be sent to the American Arbitration Association requesting arbitration. Both parties agree that the American Arbitration Association shall conduct the arbitration according to its rules. This arbitration shall be advisory on both parties.

The Board and the Association agree that neither party shall be permitted to assert in such arbitration proceedings any grounds or to rely on any evidence not previously disclosed to the other party.

The cost of the American Arbitration Association arbitrator shall be shared equally by the parties involved.

Grievance Filed After May 15: If a grievance is filed after May 15th of any year and strict adherence to the time limits might result in a hardship on any party, both parties shall make every effort to process the grievance prior to the end of the school term or as soon as possible thereafter.

**Appendix A**  
**New to the District Salary Schedule**

| <b>YRS</b> | <b>BACHELORS</b> | <b>MASTERS</b> |
|------------|------------------|----------------|
| 0          | \$49,427         | \$49,846.00    |
| 0.5        | \$49,427         | \$49,356.00    |
| 1          | \$49,530.00      | \$49,883.00    |
| 1.5        | \$49,630.00      | \$50,402.00    |
| 2          | \$50,032.00      | \$50,921.00    |
| 2.5        | \$50,444.00      | \$51,439.00    |
| 3          | \$50,834.00      | \$51,958.00    |
| 3.5        | \$51,236.00      | \$52,515.00    |
| 4          | \$51,637.00      | \$52,909.00    |
| 4.5        | \$52,038.00      | \$53,514.00    |
| 5          | \$52,439.00      | \$54,032.00    |
| 5.5        | \$52,841.00      | \$54,551.00    |
| 6          | \$53,242.00      | \$55,069.00    |
| 6.5        | \$53,643.00      | \$55,588.00    |
| 7          | \$54,084.00      | \$56,106.00    |
| 7.5        | \$54,446.00      | \$56,625.00    |
| 8          | \$54,847.00      | \$57,144.00    |
| 8.5        | \$55,248.00      | \$57,662.00    |
| 9          | \$55,650.00      | \$58,181.00    |
| 9.5        | \$56,051.00      | \$58,699.00    |
| 10         | \$56,452.00      | \$59,128.00    |
| 10.5       | \$56,853.00      | \$59,737.00    |
| 11         | \$57,255.00      | \$60,255.00    |
| 11.5       | \$57,255.00      | \$60,811.00    |
| 12         | \$57,255.00      | \$61,366.00    |
| 12.5       | \$57,255.00      | \$61,922.00    |
| 13         | \$57,255.00      | \$62,477.00    |
| 13.5       | \$57,255.00      | \$63,033.00    |
| 14         | \$57,255.00      | \$63,598.00    |
| 14.5       | \$57,255.00      | \$64,145.00    |
| 15         | \$57,255.00      | \$64,700.00    |
| 15.5       | \$57,255.00      | \$65,256.00    |
| 16         | \$57,255.00      | \$65,811.00    |
| 16.5       | \$57,255.00      | \$66,367.00    |
| 17         | \$57,255.00      | \$66,923.00    |
| 17.5       | \$57,255.00      | \$67,478.00    |
| 18         | \$57,255.00      | \$68,034.00    |
| 18.5       | \$57,255.00      | \$68,590.00    |
| 19         | \$57,255.00      | \$69,145.00    |
| 19.5       | \$57,255.00      | \$70,145.00    |
| 20         | \$57,255.00      | \$71,145.00    |

| Appendix B - ECA Schedule           |            |                |                                   |            |                |
|-------------------------------------|------------|----------------|-----------------------------------|------------|----------------|
| ATHLETICS                           | 25-26      | # of Positions | OTHER EXTRA-CURRICULAR ACTIVITIES | 25-26      | # of Positions |
| <b>BASEBALL:</b>                    |            |                |                                   |            |                |
| Head Coach                          | \$4,350.00 | 1              | Academic Team Coordinator         | \$700.00   | 2              |
| Assistant Varsity Coach             | \$2,615.00 | 2              | Academic Coach                    | \$1,100.00 | 8              |
| HS Summer Coach                     | \$2,050.00 | 1              | Altruist Club Sponsor (SMS only)  | \$500.00   | 1              |
| MS Summer Coach                     | \$1,225.00 | 1              | Art Show Director SES, SMS, WHS   | \$250.00   | 1              |
|                                     |            |                | Auditorium Manager                | \$1,500.00 | 1              |
| <b>BASKETBALL: Boys &amp; Girls</b> |            |                | Band Director                     | \$3,500.00 | 1              |
| Head Coach                          | \$7,100.00 | 2              | Band - Summer Director            | \$2,500.00 | 1              |
| JV/Assistant Coach                  | \$3,500.00 | 2              | Band - Summer Assistant           | \$1,200.00 | 1              |
| Freshman/Assistant Coach            | \$3,000.00 | 2              | Business Professionals of America | \$550.00   | 1              |
| 8th grade Coach                     | \$2,500.00 | 2              | Choir Director (SMS, WHS)         | \$1,500.00 | 2              |
| 7th grade Coach                     | \$2,500.00 | 2              | Choir Director (SES)              | \$1,500.00 | 1              |
| 6th grade Coach                     | \$1,600.00 | 2              | Class Sponsor - Freshman          | \$250.00   | 1              |
| HS Summer Coach                     | \$2,610.00 | 2              | Class Sponsor - Sophomore         | \$250.00   | 1              |
|                                     |            |                | Class Sponsor - Junior            | \$500.00   | 2              |
| <b>CHEERLEADING</b>                 |            |                | Class Sponsor - Senior            | \$500.00   | 2              |
| Cheerleading coach                  | \$1,500.00 | 1              | Drama Production Managers         | \$1,575.00 | 2              |
| SMS Cheerleading coach              | \$1,100.00 | 1              | Gardening Club (SES)              | \$500.00   | 1              |
|                                     |            |                | Greenhouse Caretaker (WHS)        | \$500.00   | 1              |
| <b>CROSS COUNTRY: Co-Ed</b>         |            |                | Math Bowl Sponsor (SES)           | \$1,000.00 | 1              |
| Head Varsity Coach                  | \$3,000.00 | 1              | Melody Makers                     | \$250.00   | 1              |
| Varsity assistant Coach             | \$1,500.00 | 1              | Musical Art Director              | \$250.00   | 1              |
| Middle School Coach                 | \$1,500.00 | 1              | Musical Director                  | \$250.00   | 1              |
|                                     |            |                | National Honor Society SMS        | \$1,100.00 | 1              |
| <b>GOLF: Boys &amp; Girls</b>       |            |                | National Honor Society WHS        | \$1,100.00 | 1              |
| Head Coach                          | \$2,200.00 | 2              | Publications                      | \$1,100.00 | 1              |
| Middle School Golf Coach            | \$1,250.00 | 1              | Robotics Coordinator              | \$2,000.00 | 1              |
|                                     |            |                | Robotics (SES)                    | \$1,500.00 | 2              |
| <b>SOCCER: Boys &amp; Girls</b>     |            |                | Robotics (SMS)                    | \$1,500.00 | 2              |
| Head Coach                          | \$2,500.00 | 2              | Robotics (WHS)                    | \$1,500.00 | 1              |
| Assistant Coach                     | \$2,200.00 | 2              | Science Club (SMS)                | \$1,000.00 | 1              |
| Middle School Coach                 | \$1,250.00 | 1              | Spell Bowl Sponsor SES            | \$1,000.00 | 1              |
|                                     |            |                | Spell Bowl Sponsor SMS            | \$1,000.00 | 1              |
| <b>SOFTBALL</b>                     |            |                | Student Ambassadors (SES)         | \$750.00   | 3              |
| Head Coach                          | \$4,350.00 | 1              | Student Council (SMS)             | \$1,100.00 | 1              |
| Assistant varsity coach             | \$2,615.00 | 1              | Student Council (WHS)             | \$750.00   | 2              |
| HS Summer Coach                     | \$2,050.00 | 1              | Talent Show Coordinator           | \$250.00   | 1              |

|                                |            |   |  |                                                          |            |   |
|--------------------------------|------------|---|--|----------------------------------------------------------|------------|---|
| MS Summer Coach                | \$1,225.00 | 1 |  | Yearbook- (SMS)                                          | \$1,200.00 | 1 |
|                                |            |   |  | Yearbook- (WHS)                                          | \$1,400.00 | 1 |
| <b>TRACK: Boys &amp; Girls</b> |            |   |  | Wellness Coordinator                                     | \$1,550.00 | 1 |
| Head Coach                     | \$4,500.00 | 1 |  |                                                          |            |   |
| Assistant Coach                | \$2,000.00 | 2 |  | <b>INTRAMURAL DIRECTORS:</b>                             |            |   |
| Middle School Coach            | \$2,000.00 | 2 |  | High School Director                                     | \$1,500.00 | 1 |
|                                |            |   |  | Middle School Director                                   | \$1,500.00 | 1 |
| <b>VOLLEYBALL:</b>             |            |   |  | Elementary Director                                      | \$1,500.00 | 1 |
| Head Coach                     | \$4,000.00 | 1 |  |                                                          |            |   |
| JV Coach                       | \$1,550.00 | 1 |  | <b>Weight Room supervisor:</b>                           |            |   |
| 8th grade Coach                | \$1,400.00 | 1 |  | Fall                                                     | \$500.00   | 1 |
| 7th grade Coach                | \$1,400.00 | 1 |  | Winter                                                   | \$500.00   | 1 |
| 6th grade Coach                | \$1,400.00 | 1 |  | Spring                                                   | \$500.00   | 1 |
| HS Assistant/Summer Coach      | \$2,610.00 | 1 |  | Summer                                                   | \$500.00   | 1 |
|                                |            |   |  |                                                          |            |   |
| <b>WRESTLING:</b>              |            |   |  | <b>OTHER EXTRA-CURRICULAR<br/>ACTIVITIES-Corporation</b> |            |   |
| Head Coach                     | \$3,500.00 | 1 |  |                                                          |            |   |
| Assistant Coach                | \$1,300.00 | 1 |  | CPI Trainer                                              | \$1,000.00 | 1 |
| Middle School Coach            | \$1,600.00 | 1 |  | EL Teacher of Record                                     | \$500.00   | 1 |

## APPENDIX "C" Stipends

### A. Doctoral Stipend

An individual current teacher who possesses a Doctorate degree will receive a \$250 stipend each school year of this Agreement, provided the teacher has supplied the Administration with proper documentation of the degree by July 31 of the school year for which the stipend will be received.

### B. Graduate Hours Stipend

1. For each school year Liberty-Perry Community Schools will reserve \$20,000 each year for graduate credit reimbursement.
2. Graduate credit must be pre-approved by the Superintendent before registering for the class.
3. The graduate credit must meet a current need of the school corporation, as determined by the Superintendent, to qualify for the stipend.
4. For each school year the stipend is capped at \$350 per credit hour.
5. The per teacher benefit is limited to \$5,250 per calendar year.
6. Official receipts must be provided for reimbursement.
7. Must earn a C grade or better or a Pass grade on Pass/Fail scale to qualify.
8. If a teacher voluntarily leaves the employment of Liberty-Perry within 3 years after he/she has been paid a Graduate Hours Stipend, a repayment by the teacher of a portion of the stipend to the Corporation is required as follows:
  - Less than 1 year from date of stipend payment 100%
  - 1 year and less than 2 years from date of stipend payment 75%
  - 2 years and less than 3 years from date of stipend payment 25%
  - 3 years or more from the date of stipend payment 0%

### C. Dual Credit Stipend

Dual Credit and Advanced Placement: Teachers who hold a master's degree in the content area of any dual credit course or advanced placement course taught by teachers are eligible to receive a supplemental payment. Advanced Placement teachers will earn \$600 for each advanced placement course taught during a semester. Dual credit teachers will earn \$1200 for each dual credit course taught during a semester. The maximum amount of supplemental pay a teacher may receive for a school year is \$2,400.

### D. Stipend for Pre-Approved Professional Development

The Corporation shall earmark five thousand dollars (\$5,000) annually for stipends related to pre-approved professional development activities. For the 2025–2026 school year, teachers shall receive a stipend at the rate of thirty dollars (\$30.00) per documented hour for time spent on pre-approved professional development activities. The following conditions apply:

- A. Activities must be pre-approved by the Superintendent or designee.
- B. A maximum of thirty (30) documented hours per teacher will be eligible.
- C. Documentation of hours must be submitted on the district-approved form no later than June 15, 2026.
- D. Payments will be made on the second payroll following approval.
- E. Stipends will be awarded until the \$5,000 earmarked amount is fully expended for the school year.

### E. Leadership Role Stipends

The Corporation shall earmark five thousand dollars (\$5,000) annually to provide stipends for teachers who assume approved leadership roles that contribute to the professional growth, instructional improvement, or organizational effectiveness of the School Corporation. Examples of eligible activities include, but are not limited to:

- A. Leading a district-approved book study: \$250 per book study facilitated.
- B. Leading a district-approved professional development session: \$150 per session.
- C. Chairing a district-level committee or task force: Stipend to be determined based on scope and duration of service, not to exceed \$250 per role.
- D. Coordinating a school-wide or district-wide initiative: Stipend to be determined based on scope and duration of service, not to exceed \$250 per role.

Additional Conditions:

1. All leadership roles must be pre-approved by the Superintendent or designee prior to the commencement of the activity.
2. Payment will be made upon completion of the activity and submission of the required documentation.
3. No teacher may receive more than \$1,000 in leadership stipends in a single school year.
4. Stipends will be awarded until the \$5,000 earmarked amount is fully expended for the school year.

## Appendix D

## Professional Grievance Form

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

1 Grievant 2 Association 3 Principal 4 Superintendent

Grievant: \_\_\_\_\_

Building: \_\_\_\_\_ Assignment: \_\_\_\_\_

Principal: \_\_\_\_\_

Date Grievance Occurred: \_\_\_\_\_ Date Grievance Recorded: \_\_\_\_\_

Description of the Grievance:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Step Number: \_\_\_\_\_

Filed with: \_\_\_\_\_  
(Name of Administrator) (Position of Administrator)

Date Filed: \_\_\_\_\_

Position of Grievant and/or Association:

\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
(Signature of Grievant) (Signature for Association)

Disposition by Administrator:

\_\_\_\_\_  
\_\_\_\_\_

Date: \_\_\_\_\_  
(Signature of Administrator)