

CONTRACT BETWEEN
THE BOARD OF SCHOOL TRUSTEES
OF THE
CULVER COMMUNITY SCHOOLS CORPORATION
AND THE
CULVER COMMUNITY TEACHERS ASSOCIATION

THIS CONTRACT ENTERED INTO THIS 6th DAY OF OCTOBER, 2025
BY AND BETWEEN
THE BOARD OF SCHOOL TRUSTEES OF THE CULVER COMMUNITY SCHOOLS
AND THE
CULVER COMMUNITY TEACHERS ASSOCIATION

- E. Death Leave
- F. Professional Leave
- G. Association Leave
- H. Pregnancy and Childbirth Leave/FMLA
- I. Military Leave
- J. Sabbatical
- K. Non-Parenting Leave & Adoptive Leave
- L. FMLA
- M. Unpaid Leave
- N. Insurance Trust Leave
- O. Extended Leave
- P. Workers Compensation Leave

V	Grievance Procedure	17
	A. Definitions	
	B. Purpose	
	C. Parameters	
	D. Procedure	
	1. Days	
	2. Level One	
	3. Level Two	
	4. Level Three	
	5. Other Provisions	
VI	Term of Agreement	20
Appendix A	Extra Curricular Assignments	21
Appendix B	Salary Schedule	24

ARTICLE II

SALARIES AND WAGES

A. COMPENSATION

1. Salary Range

- a. The salary range is between \$45,300 and \$77,000.

2. Salary Placement for a New Teacher

- a. Teachers shall be placed on the salary schedule in the column of degree earned shown on post-secondary transcripts. Verification of successful completion of the degree program must be submitted to the Corporation Administrative Office by August 15 in order for the degree to be reflected in the contract year compensation calculation.
- b. New Teachers will be placed in the range of service and education obtained at the time of hire. Teachers with zero (0) years of service start at Row 0 in the correct education column.
- c. Teachers shall be placed on the salary schedule at the row equaling the number of years of experience in teaching at a public school or accredited private school, including both in-state and out-of-state public or accredited private schools.
- d. When an offer of employment is made by the building principal, the Teacher shall receive an estimated offer in writing from the School Corporation. The offer shall include the Teacher's salary, unverified years of experience, and education. The offer is pending verification of previous employment, education, and Board approval. A copy of the final offer shall be sent to the Association President. Electronic mail of a final offer shall be considered sufficient to meet the requirements of this provision.

3. Base Salary Increase

a. Eligibility

1. Teachers are eligible for salary increase in the current school year if they were employed by the school corporation for at least 120 days in the prior school year.
2. A Teacher rated developing or beginning in the prior school year is not eligible for advancement on the schedule and remain at their prior year's salary.

b. Factors for Raise

- d. Compensation for a teacher on a later contract will be awarded on a pro-rata basis.

B. EXTRA DUTY COMPENSATION SCHEDULE

1. Attached is Appendix A.
2. Extra-Curricular Assignments, as part of this Agreement including stipend amount for each position. Any teacher receiving an extra-curricular stipend will have the option of receiving the stipend via one lump sum payment at the end of the season or divided into equal monthly payments beginning the first regular payday after the beginning of the season and ending on the first regular payday after the end of the season.

C. TEACHER SALARY DISTRIBUTION

Teacher's salary shall be distributed on twenty-four (24) equal pays, on the fifteenth (15th) and thirtieth (30th) of each month. When a weekend or banking holiday falls on a pay date, each Teacher shall be paid on the day preceding the weekend or banking holiday. Whenever a teacher separates employment, the unpaid wages or compensation of such teacher shall become due and payable at the regular pay day for the pay period in which the separation occurred as per IC 22-2-9-2.

D. RAISE PAYMENT

Any raises or stipends bargained in this contract shall be paid within 30 working days of finalizing the evaluations.

E. EXTENDED CONTRACTS

Calculation of pay for extended contracts shall be determined by the following formula; teachers per diem rate multiplied by the number of contracted days beyond 184. The resulting product added to the teacher's contracted salary.

1. Calculation of the per diem pay shall be the teacher's base salary divided by 184.
2. Calculating hourly wage shall be the teacher's base salary divided by 184 divided by the contracted hours per day.
3. Positions with extended contracts and the number of extended contract days are listed below for informational purposes only:
 - a. Building Trades - 199 days
 - b. Middle School Counselor - 194 days
 - c. High School Counselor - 204 days
 - d. Elementary School Counselor - 189 days

ARTICLE III
WAGE RELATED FRINGE BENEFITS

- A. Beginning October 1, 2024, the Board will contribute \$8,719 to a single medical insurance plan, and this contribution shall be the same for all single plans. Beginning October 1, 2024, the Board will contribute \$17,888 to a family medical insurance plan, and this contribution shall be the same for all family plans. Beginning October 1, 2025, the Board's contribution shall be as follows:

PLAN 6, H.S.A. \$3350	Corporation Contribution (per year)
Employee Only	\$8,827.08
Employee + Family	\$18,140.00
PLAN 7, H.S.A. \$6000	Corporation Contribution (per year)
Employee Only	\$8,815.00
Employee + Family	\$18,092.00
Plan 8, PPO \$750	Corporation Contribution (per year)
Employee Only	\$8,851.00
Employee + Family	\$18,188.00

Beginning October 1, 2026, the Board will contribute up to 2% increase of the premium more for all Health Insurance Plans. If the Board's contribution to a high deductible health plan exceeds the premium, the excess will be deposited into a Health Savings Account. Health plan is compliant with Indiana Code 20-26-27.

B. Health Savings Account

If the referendum passes, the School Corporation shall contribute one thousand dollars (\$1000) to a health savings account of a Teacher on a high-deductible health insurance plan prior to January 31, 2027. Teachers must have an established HSA account with Everwise Credit Union or American Fidelity prior to January 1, 2027 in order to receive this benefit.

C. Dental and Vision Insurance

The Board agrees to contribute up to \$600 annually for the premiums of a Dental and Vision plan selected by the Board.

D. Group Term Life Insurance

The School Corporation shall provide \$50,000 Group Term Life Insurance coverage, with additional death and dismemberment provisions, for each Teacher so electing this benefit at a cost of \$1.00 to each Teacher.

ARTICLE IV

LEAVES

A. SICK LEAVE

Sick leave shall be credited annually to each teacher on the first day of his/her employment year as follows:

1. Ten (10) days for teachers on a regular contract for the first time.
2. Eight (8) days for teachers on regular contract for the second and succeeding years of service.
3. Teachers who have accumulated sick leave in the last previous school corporation of employment may, at the start of the second contract year in this school corporation, transfer in three (3) days of accumulated sick leave. An additional three (3) days of said accumulated sick leave may be transferred in for each succeeding year of employment in this school corporation until all such accumulated sick leave has been so transferred.
4. At the end of the school year the total unused portion of the annual sick leave allowance shall be permitted to accumulate.
5. Sick leave days accumulated by a teacher prior to a leave of absence shall be credited to the teacher upon return to duty from the leave of absence.
6. Annual and accumulated sick leave days may be used only for the following reasons:
 - a. Personal illness, quarantine, or injury of the Teacher. A Teacher quarantined due to federal, state, or county mandated requirements who supplies a physician's documentation of specified illness shall be placed on paid administrative leave rather than having the leave time deducted from the Teacher's annual or accumulated sick leave.
 - b. Medical and/or dental appointment for the Teacher.
 - c. Illness or injury of a member of the household, parent, or child of the Teacher up to five (5) days.
 - d. In order for a Teacher to use more than five (5) consecutive days of sick leave for himself or herself, a doctor's note regarding the illness or injury must be provided.
 - e. Upon accumulation of ninety (90) sick days, a teacher may elect to convert five (5) sick days to one (1) personal day twice per year.
 - f. A Teacher who has exhausted sick leave or personal leave and is required to quarantine by school administration will be provided a reduction in contract days upon return from quarantine. For example: 10 unpaid days would reduce 184 days contract to 174 days contract.

7. Days remaining in the sick leave bank at the end of the school year shall remain in the sick leave bank.
8. Whenever the total accumulated days in the sick leave bank fall below seventy (70) days, each member of the sick leave bank shall be assessed one (1) additional sick leave day to be added to the sick leave bank.
9. Members of the sick leave bank who leave the employment of the corporation or who withdraw from the sick leave bank shall leave in the sick leave bank any days contributed.
10. The Sick Leave Bank Committee shall determine the eligibility of each person who applies to the sick leave bank. The Sick Leave Bank Committee shall be composed of three people appointed by the Association and two people appointed by the Superintendent. The chair shall be elected by the committee.
11. A Teacher who separates employment may choose to donate the balance of his/her accumulated leave to the sick leave bank and shall provide written notification to the Superintendent as such.

C. PERSONAL LEAVE

1. Teachers shall be granted three (3) days of personal leave with pay per school year. Personal leave is to be used for matters that cannot be scheduled outside of regular school hours.
2. Unused personal leave shall accumulate up to five (5) days. Any accumulated days beyond five (5) on the final teacher day of the year shall be transferred annually to accumulated sick leave.

D. LEGAL LEAVE

1. When requested, a teacher may serve on jury duty. The Board shall pay the teacher his/her full salary provided that such teacher returns to the Board all pay received for serving on jury duty, excluding the reimbursement for mileage and meals for serving on jury duty within ten (10) days after the teacher receives such jury duty pay.
2. Teachers required to appear in court on school-related matters will not be penalized in any way.

E. DEATH LEAVE

1. A Teacher may utilize a maximum of five (5) school days of death leave due to a death in the immediate family or for unexpected pregnancy loss by the Teacher or Teacher's spouse. The five (5) school days may include the day of the funeral, need not be consecutive, and must be used within 90 calendar days of the death. Exceptions may be approved by the Superintendent based on individual circumstances.

K. PAID PARENTAL LEAVE

In addition to other applicable leaves in this agreement, a Teacher is entitled to five (5) days paid parental leave upon:

1. Birth of Teacher's child,
2. Birth of a child to Teacher's spouse, or
3. Placement of a child with a Teacher for adoption or foster care.

Paid parental leave must be used within 90 calendar days of the birth or placement. The leave days need not be taken consecutively.

L. FAMILY & MEDICAL LEAVE ACT (FMLA)

1. Paid accumulated sick leave days excluding (5) may be used while a Teacher is on FMLA leave.
2. The School Corporation's contribution to insurance shall continue while a Teacher is on FMLA.
3. Teacher will need to contribute their portion (premium balance minus School Corporation contribution) to insurance premium to maintain coverage.
4. Twelve (12) month period is defined as a rolling twelve (12) month period measured backward from the date the staff member ends prior uses FMLA leave (i.e. the "leave year" is specific to each individual staff member).
5. For informational purposes only, FMLA can also be found in School Corporation Bylaws & Policies 3430.01.

M. UNPAID LEAVE

The Board may, at its discretion, approve an unpaid leave up to one school year. Approval will be on a case-by-case basis. Application for such leave shall be submitted to the Superintendent. The Board shall only contribute to insurance during any FMLA covered portion of an unpaid leave.

N. INSURANCE TRUST LEAVE

The School Corporation and the Association shall each appoint one member to the board of the insurance trust. The member appointed by the organization shall receive professional leave to attend any insurance trust meetings.

O. EXTENDED LEAVE

A Teacher's request for either a leave of absence that will last three (3) or more weeks, the Board will require the Teacher to provide transitional training to an identified substitute during two (2) regular teacher workdays that precede the commencement of the leave. The Teacher shall be entitled to receive no additional compensation over and above the Teacher's regular per diem rate for performing this ancillary duty.

ARTICLE V

GRIEVANCE PROCEDURE

A. Definitions

1. A grievance is a claim by one or more teachers of a violation, a misapplication or misinterpretation of this Contract.
2. The term Teacher includes any individual or group of individuals within the Bargaining Unit.
3. The term day when used in this Article shall be school working day. During the summer recess the term shall mean weekday.

B. 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 or misinterpretation of the provision 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. Nothing contained herein shall be construed to prevent any individual teacher from presenting a grievance and having the grievance adjusted if the adjustment is consistent with the terms of this Contract, and the Association has been given an opportunity to be present at such hearing if requested by the grievant.

D. 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. Level One. A Teacher with grievance may initiate this procedure in one of the following ways:
 - a. He/She may approach the building principal or his/her designees concerned and discuss the matter in his/her own behalf.
 - b. He/She may request that a representative of the Association accompany him/her in approaching his/her building principal or his/her designee. In such a case, the building principal or his/her designee shall not initiate any consultation with the grievant prior to any scheduled meeting at which the representative is to be present.
 - c. In the event that steps "a" and "b" above are unsuccessful in solving the grievance, the teacher may file a formal grievance in writing. A written grievance shall be filed as soon as possible but in no event longer than fifteen (15) days after disclosure of the facts giving rise to the grievance.

- c. If the building principal or his/her designee in Level One or the Board or its designee in Level Two fails to participate in, or to render a decision in the time allotted, the grievance will move to Level Three.
- d. If no appeal at any step is taken before the stated deadline, then it is evident the grievance has been satisfactory resolved.

CULVER EXTRA CURRICULAR ASSIGNMENTS

APPENDIX A

The number of positions were not bargained but included for informational purposes only.

SPORTS

Volleyball-Varsity	7,000.00
Volleyball-Assistant	4,000.00
Volleyball-8th Grade	2,600.00
Volleyball-7th Grade	2,600.00
Volleyball-6th Grade	2,600.00
Volleyball-Intramural	1,500.00
Volleyball-4th & 5th Grade	1,500.00
Football-Varsity	7,000.00
Football-Assistant	4,000.00
Football-Assistant	4,000.00
Football-Assistant	4,000.00
Football-Assistant	4,000.00
Football-MS Head Coach	2,600.00
Football-MS Assistant	2,600.00
Soccer-Boys Varsity	4,500.00
Soccer-Boys Assistant	3,000.00
Soccer-Girls Varsity	4,500.00
Soccer-Girls Assistant	3,000.00
Cross-Country HS	3,500.00
Cross-Country MS	2,000.00
Basketball-Boys Varsity	7,000.00
Basketball-Boys Varsity Assistant	4,000.00
Basketball-Boys Assistant	4,000.00
Basketball-Boys 8th Grade	2,600.00
Basketball-Boys 7th Grade	2,600.00
Basketball-Boys 6th Grade	1,500.00
Basketball-Boys 5th Grade	1,500.00
Basketball-Boys Intramural	1,500.00
Basketball-Girls Varsity	7,000.00
Basketball-Girls Varsity Assistant	4,000.00
Basketball-Girls Assistant	4,000.00
Basketball-Girls 8th Grade	2,600.00
Basketball-Girls 7th Grade	2,600.00
Basketball-Girls 6th Grade	1,500.00
Basketball-Girls 5th Grade	1,500.00
Basketball-Girls Intramural	1,500.00
Wrestling-Varsity	4,500.00
Wrestling-Assistant	3,000.00

eSports	\$55.00 / competition
FACS	\$441
Fall Fishing	\$441
Spring Fishing	\$441
FFA	\$3,032
FFA MS	\$641
NHS	\$441
NJHS	\$425
Newspaper	\$2,693
Science Club	\$441
Spanish Club	\$441
Spelling Bee Coordinator	\$441
Student Council HS	\$1,418
Student Council MS	\$641
Yearbook	\$2,693
INSTRUCTIONAL LEADERSHIP -Admin Approval	
Academic Assistance	60.00/hour
College Credits – master’s program	100.00/credit
Cover Class	30.00/hour
DUAL Credit/AP Instructor	600.00/semester/course
PD Trainer	250.00/topic/year
Remediation Instruction	60.00/hour
Summer Instruction	60.00/hour
Mentor Teacher	\$450
COORDINATORS	
Band Director- Fall/Winter/Spring-Summer	\$2038/\$2038/\$2038
Choral Director	\$1,243
Guidance Director	\$875
Music Director – Elementary	\$816
Musical Director	\$1,771
Musical Director Assistant	\$933
Play Director	\$1,504
PreK Director	\$837
SAT Coach - English	\$367
SAT Coach - Math	\$367
Special Education Coordinator	\$2600
CTV Coordinator Fall/Winter/Spring	\$1200/\$1200/\$600

APPENDIX B.2

SALARY SCHEDULE LITERACY ENDORSEMENT

*Teachers under the 2009-2011 contract who were recognized as a BS +36 or Masters will be honored with this recognition in the 2025-2026 and 2026-2027 Salary Schedule

2025-2026			2026-2027		
	BA/BS	MA/MS*		BA/BS	MA/MS*
0	46,800	48,500	0	46,800	48,500
1	48,000	49,700	1	48,000	49,700
2	49,200	50,900	2	49,200	50,900
3	50,400	52,100	3	50,400	52,100
4	51,600	53,300	4	51,600	53,300
5	52,800	54,500	5	52,800	54,500
6	54,000	55,700	6	54,000	55,700
7	55,200	56,900	7	55,200	56,900
8	56,400	58,100	8	56,400	58,100
9	57,600	59,300	9	57,600	59,300
10	58,800	60,500	10	58,800	60,500
11	60,000	61,700	11	60,000	61,700
12	61,200	62,900	12	61,200	62,900
13	62,400	64,100	13	62,400	64,100
14	63,600	65,300	14	63,600	65,300
15	64,800	66,500	15	64,800	66,500
16	66,000	67,700	16	66,000	67,700
17	67,200	68,900	17	67,200	68,900
18	68,400	70,100	18	68,400	70,100
19	69,600	71,300	19	69,600	71,300
20	70,800	72,500	20	70,800	72,500
21	72,000	73,700	21	72,000	73,700
22	73,200	74,900	22	73,200	74,900
23	74,400	76,100	23	74,400	76,100
24	75,600	77,300	24	75,600	77,300
25	76,800	78,500	25	76,800	78,500