July 1, 2025 – June 30, 2026

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

THE BOARD OF SCHOOL TRUSTEES

OF THE

SHELBYVILLE CENTRAL SCHOOLS

AND

SHELBYVILLE CENTRAL TEACHERS' ASSOCIATION

TABLE OF CONTENTS

*** This Table of Contents is included as an item of information only and shall not be construed in any aspect or manner as a part of this Collective Bargaining Agreement, nor was this Table of Contents bargained between the parties hereto.**

ARTICLE I
INTRODUCTION

A. PARTIES

THIS COLLECTIVE BARGAINING AGREEMENT ENTERED INTO THIS 27th DAY OF OCTOBER, 2025, BETWEEN THE BOARD OF SCHOOL TRUSTEES OF THE SHELBYVILLE CENTRAL SCHOOLS, HEREINAFTER CALLED THE "SCHOOL EMPLOYER", AND THE SHELBYVILLE CENTRAL TEACHERS' ASSOCIATION, HEREINAFTER CALLED THE "ASSOCIATION."

B. RECOGNITION

The Board recognizes the Shelbyville Central Teachers' Association as the exclusive representative of certificated school employees in the following bargaining unit:

All certificated employees, as defined in IC 20-29-2-4, in Shelbyville Central Schools except for persons occupying the following positions:

Superintendent of Schools
Assistant Superintendent
School Principals
Assistant Principals
Athletic Director High School
Middle School Athletic Director
Instrumental Music Coordinator
Head Football Coach
Head Basketball Coach (Boys/Girls)
Business Manager
Director of Technology
Social Workers
Assistant Director of Special Education
Occupational Therapist
Certified Occupational Therapy Assistant
Physical Therapist
Speech Language Pathology Assistant
Certified Teachers filling a temporary position
Part-Time Employees
Director of Student Services/Director of Special Education
Director of Virtual Instruction
Director of School Accountability

C. <u>DEFINITIONS</u>

As used in this Collective Bargaining Agreement:

1. **"Board"** means the Board of School Trustees of the Shelbyville Central Schools and any person(s) authorized to act for said body in dealing with its employees.
2. **"School Corporation"** means the Shelbyville Central Schools of the County of Shelby of the State of Indiana.
3. **"Certificated School Employees" and "Teacher(s)"** mean the certificated personnel employed by the Board in the bargaining unit as defined in Article I of this Collective Bargaining Agreement.
4. **"School Employee Organization"** means any organization which has said certificated school employees as members and one of whose primary purposes is representing said certificated school employees in dealing with the Board, and includes any person or persons authorized to act on behalf of such organizations.
5. **"Association"** means the school employee organization which has been certified or recognized as the exclusive representative of said certificated school employees, or the person or persons duly authorized to act on behalf of such representative.

ARTICLE II
SALARY AND WAGE

A. COMPENSATION MODEL

1. $ 140,853.96 will be allocated to this contract.
   a. $ 118,736.00 of this amount will be directed toward salary and stipends
   b. $ 14,936.96 of this amount will be directed toward health insurance benefits.
   c. $ 7,181.00 of this amount will be directed toward extra duty pay.
   d. $ 0.00 of this amount will be directed toward the 401(a) Plan.
2. The compensation model to compute final base salaries will consist of two factors:
   a. Academic Needs of Students: The salary increase for academic needs is a differentiated salary increase under IC 20-28-9-1.5©(2). Academic Needs of Students is defined as the need to retain all eligible teachers to assure educational continuity for the Corporation's students. Eligible teachers will be transitioned to the 2025-2026 Salary Schedule in Appendix E at the level commensurate with the bargaining unit member's education and years of experience, resulting in base salary increases of between $34.00 and $1,000. In accordance with state statute, teachers will not automatically receive a salary increase each year. Increases will result from future negotiations. In addition to the base salary increases awarded under this agreement, eligible returning teachers will also receive a one-time stipend in the amount necessary to assure that their total compensation increase over the 2024-2025 base salary equates to $500. This means that all eligible returning teachers whose base salary increase under this agreement is less than $500 will be granted this stipend.
   b. Assignment of Instructional Leadership Roles: A teacher employed by SCS during the 2025-2026 school year will receive an additional base salary increase of two hundred dollars ($200) for obtaining a Literacy Endorsement on their teaching license.
3. Increases as a result of application of the compensation model will be implemented after all necessary information from number 2 above is received. Salary adjustment will be given retroactive to the start of the school year for which an increase is being given. The adjustment to a teacher's salary will be retroactively applied starting from the first teacher work day of the current school year. Teachers who resign and who are not eligible for retirement will not be eligible for the adjusted retroactive compensation based on the previous year's evaluation.
4. The overall salary range for teachers prior to any increase under this agreement is $46,725.00 - $90,000.00. The overall salary range for teachers after any increase under this agreement is $47,725 - $90,000.00.
5. ECA schedules are not included in a teacher's salary cap. ECA stipends do not become a part of a teacher's base salary.
6. Deficit financing will result in no increased compensation for the year for which deficit financing is deemed to occur and could result in a decrease of compensation.
7. A teacher covered under the collective bargaining agreement must be rated highly effective or effective to receive any increase in base salary compensation, except for a teacher in the first two (2) full school years that the teacher provides instruction to students in elementary to high school. If a teacher provides instruction to students in elementary school or high school in another state, any full school year, or its equivalent in the other state, that the teacher provides instruction counts toward the two (2) full school years. This provision is state law and includes ECA compensation. The amount that would otherwise have been allocated for the salary increase of teachers rated ineffective or improvement necessary shall

be reallocated for compensation of all teachers rated effective and highly effective based on the compensation model.

8. Newly Hired Teacher Compensation

   Compensation of teachers hired into the Corporation shall be determined using the following guidelines

   a. A prior year of teaching experience shall be considered any July 1 to June 30 period during which a teacher was employed by another accredited public, private, charter, or virtual school corporation for at least one hundred twenty (120) days.
   b. Newly hired teachers shall be assigned a salary within the range specified in Article II., Section A, number 4 of this Agreement. Other factors such as degree attainment and scarcity of licensure of applicants will be considered when assigning salary within this range. Years of relevant work experience may be considered.
   c. A newly hired teacher's salary will be determined by licensure and merit. Years of experience and credit may or may not be allowed for any or all prior teaching experience. This will be determined by the Superintendent based on "hard to get teaching areas, within the range described above in Article II., Section A., number 4 of this Agreement.
   d. Teachers who are licensed and hired to meet the academic needs of students in "hard to get teaching areas" and teachers coming to SCS with prior teaching experience will be hired at a salary determined by the Superintendent upon approval of the Board. "Hard to get teaching areas" will be based on the number of applicants available for a posted teaching position. Posted positions receiving less than 20 qualified (properly licensed) applications will be considered "hard to get teaching areas." Teachers placed in "hard to get teaching areas" will have a salary determined between $50,000.00-$90,000.00. Placement is not subject to the grievance procedure.
   e. Teachers newly hired for this school/contract year will be eligible for a salary adjustment under this Agreement, and all new hire salaries will be adjusted to a minimum of $50,000.00 under this Agreement.

9. An earned Master's degree will be recognized when an applicant's salary is set. This determination will not be subject to review under the grievance procedure or otherwise. The teacher acknowledges that the initial determination as to the placement on the salary range shall continue to remain in place for all future years. The teacher acknowledges that there will be no future retroactive determination of actual experience for the purpose of advancing the teacher on the salary range.

10. *The following provision is not bargained but is included for SCS informational purposes only.* SCS teachers who take more than 65 days (185 day contract) of Board approved absences during a contracted year will not meet the SCS Teacher Evaluation Policy, and will not be eligible to receive any increases in compensation the following school year. Teachers hired during the school year must work a minimum of 120 school days to meet the Teacher Evaluation Policy in order to be eligible for increases in compensation or changes in the teacher classification system.

11. First year teachers to the school corporation may be paid in 27 installments. After the teachers first year, all teachers will be paid in 26 installments. Beginning July 1, 2026 all teachers will be on a twenty-four (24) pay schedule (5^{th} and 20^{th} of each month), unless the school corporation is given notice by the beginning of the school year in accordance with applicable law. Some of the compensation earned during the academic year will be deferred as part of this pay schedule.

B. DUAL CREDIT QUALIFICATION REIMBURSEMENT PROGRAM

In order to comply with the new requirements for Dual Credit Classes, the corporation will reimburse tuition, books, and technology fees for Dual Credit Class teachers who apply to and are accepted in to graduate level courses to complete dual credit credentialing program. In addition, dual credit teachers who go through the credentialing process and teach a dual credit course(s) shall be paid a yearly stipend of $1,000. A full description of the program is included as Appendix D.

C. ANCILLARY DUTY PAY / EXTRA-CURRICULAR ACTIVITY PAY SCHEDULE

Teachers assigned extra duties may be paid an addition to their basic salary amount. Teachers, if assigned to the extra duty positions as determined solely by the Board and further provided herein, shall be paid in addition to their basic salaries the amount or amounts stipulated herein for services as designated by the Board. The stipend provided includes pay for services rendered before school starts, during vacation periods, and after school closes according to the assignment of the Board.

A teacher's appointment to an extra duty assignment(s) shall be on a year-to-year basis at the sole discretion of the Board, and further, not subject to the Grievance Procedure contained in this Collective Bargaining Agreement. Number of positions is included for informational purposes only and was not bargained.

All adjustments in Ancillary/Extra-Curricular payment amount/rate under this Agreement will be effective October 27, 2025, *except* that fall sports and year-round assignment rate changes will be effective July 1, 2025. Compensation will be made at the end of the season/school year. No contract will be issued.

2025-26

Position	Amount
Homebound Teachers	$ 45.00
Before and after school tutors	$ 45.00
Summer School Teachers	$ 45.00
Virtual Teachers and Counselors	$ 45.00
Summer Special Education Testing, Home Visits & Case Conferences	$ 45.00
Translating Services outside of official school day or in summer	$ 45.00
Professional Development Presenter	$ 45.00
Pre-Approved Planning (Homebound, Summer School, Curriculum, PD) (up to hours)	$ 27.00
Pre-Approved Planning (Homebound, Summer School, Curriculum, PD) (per day / over 6 hours)	$ 162.00
Pre-Approved Professional Development (up to 5 hours)	$ 27.00
Pre-Approved Professional Development (per day /over 6 hours)	$ 162.00
SCS Social Media/Corporation Web Master	$ 2,266.00
SCS Integration Specialist	$ 2,060.00
SCS Safety Specialist (1)	$ 1,788.00
SCS Reading Specialist (1)	$ 1,030.00
SCS Media Specialist (1)	$ 1,082.00
SCS English Language Department Head	$ 2,907.00
SCS English Learners – Teacher of Record (Documentation of certification required)	$ 1,030.00
SCS Mentor Teacher	$ 1,030.00

Performing and Fine Arts

SHS National Art Society	$ 734.00
SHS Art Club	$ 734.00
SHS Thespian/Masque & Dagger	$ 734.00
SHS Auditorium Technical Director	$ 2,704.00
SHS Band Assistant	$ 2,722.00
SHS Drama (Director)	$ 4,351.00
SHS Drama (Assistant Director)	$ 2,722.00
SHS Auditorium Manager	$ 2,162.00
SHS Musical & Play (10 total for all productions)	$ 1,004.00
SHS Musical Choreographer	$ 3,141.00
SHS Lighting Musical & Play (1 per event)	$ 388.00
SHS Vocal Music	$ 4,351.00
SHS/SMS Summer Music (4 individuals share)	$ 8,702.00
SMS Drama Club	$ 1,526.00
SMS Instrumental Music	$ 2,722.00
SMS Accompanist	$ 1,500.00
SMS Vocal Music	$ 2,700.00
SMS Auditorium Manager	$ 2,162.00
SMS Musical/Madrigal (5)	$ 762.00
SMS Musical Choreographer	$ 3,141.00
SMS Show Choir	$ 762.00
SMS Play (5)	$ 762.00
SMS Play Lighting Director	$ 303.00
SMS Art Club	$ 734.00
Elementary School Play (6)	$ 1,030.00
Elementary Choir (3)	$ 734.00
Elementary Art Club (3)	$ 734.00

Academic Coaches, Clubs, and Organizations

SHS/SMS FFA (2)	$ 2,271.00
SHS Student Council	$ 2,539.00
Academic Team Coordinator	$ 6,616.00
SHS Assistant Academic Super Bowl Coach	$ 3,845.00
SHS Assistant Spell Bowl Coach	$ 1,045.00
SHS Assistant Quiz Bowl Coach	$ 2,912.00
SHS Speech/Debate Coach (2)	$ 1,045.00
Elementary Student Council (3)	$ 699.00
SHS School Paper	$ 1,526.00
SHS Yearbook (Squib)	$ 2,189.00
SHS SADD Club	$ 734.00
SHS Fellowship of Christian Athletes (F.C.A.) (1)	$ 824.00
SHS Student Athlete Advisory Committee (S.A.A.C) (2)	$ 734.00
SHS Gay Straight Alliance Club (G.S.A.) (1)	$ 734.00

SHS Technology Club	$ 734.00
SHS Japanese Club	$ 734.00
SHS French Club	$ 734.00
SHS Latin Club	$ 734.00
SHS Latin Honor Society	$ 734.00
SHS Spanish Club	$ 734.00
SHS STEM (Robotic Team/EV Grand Prix/eSports Team) (3)	$ 1,406.00
SHS Unified Champions Sponsor (1)	$ 734.00
SHS Bring Change to Mind	$ 734.00
SHS Senior Class Sponsor	$ 734.00
SHS Junior Class Sponsor	$ 734.00
SHS National Honor Society	$ 734.00
SHS Business Professionals of America (BPA)	$ 1,038.00
SMS Academic Coach (4)	$ 1,526.00
SMS Speech Coach	$ 679.00
SMS Spell Bowl (2)	$ 699.00
SMS Hiking Club Sponsor	$ 699.00
SMS Student Council	$ 699.00
SMS STEM (Robotic Team/eSports Team) (3)	$ 1,406.00
SMS School Paper	$ 817.00
SMS Yearbook	$ 817.00
SMS SADD Club	$ 420.00
SMS Fellowship of Christian Athletes (F.C.A.) (1)	$ 824.00
Elementary Spell Bowl (3)	$ 699.00
Elementary Math Bowl (3)	$ 699.00
Elementary Yearbook (3)	$ 734.00
Elementary STEM/Robotic Team (3)	$ 1,406.00

School Based Stipends

SHS Radio Station (1)	$ 2,216.00
SHS TV Station (1)	$ 2,216.00
SHS Guidance/Dual Credit Department Head	$ 2,907.00
SHS Department Heads/Team Leaders (6)	$ 2,907.00
SMS Department Heads/Team Leaders (5)	$ 2,907.00
Web Master (6) (1 per school)	$ 779.00
Elementary Lead Teachers (18-one per grade)	$ 2,907.00
Elementary STEM Lead	$ 2,907.00
Ecology Lab Manager	$ 5,150.00

Athletics

SHS Assistant Athletic Director	$ 8,661.00
Elementary Athletic Director	$ 2,163.00

Basketball

Assistant Varsity Boys	$ 4,500.00
JV Boys	$ 4,500.00

Freshman "A"/3rd assistant (as needed)	$ 3,500.00
Freshman "B"/4th assistant (as needed)	$ 3,500.00
8th Grade "A"	$ 3,219.00
7th Grade "A"	$ 2,854.00
8th Grade "B"	$ 2,052.00
7th Grade "B"	$ 2,052.00
6th Grade (2)	$ 2,052.00
Competitive Elementary (Number to Be Determined Annually)	$ 1,083.00
Instructional Camp (Number to Be Determined Annually)	$ 270.00
Assistant Varsity Girls	$ 4,500.00
JV Girls	$ 4,500.00
Freshman Girls/3rd assistant (as needed)	$ 3,500.00
8th Grade "A"	$ 3,219.00
7th Grade "A"	$ 2,854.00
8th Grade "B"	$ 2,052.00
7th Grade "B"	$ 2,052.00
6th Grade (2)	$ 2,052.00
Competitive Elementary (Number to Be Determined Annually)	$ 1,083.00
Instructional Camp (Number to Be Determined Annually)	$ 270.00

Football

Assistant Varsity (4)	$ 4,500.00
Freshman (2)/Assistant JV (as needed)	$ 3,500.00
SMS Head Coach	$ 3,253.00
SMS Assistants (3)	$ 2,854.00

Track

Varsity Boys	$ 4,500.00
Assistant Varsity Boys	$ 2,500.00
Varsity Girls	$ 4,500.00
Assistant Varsity Girls	$ 2,500.00
SHS Assistant Varsity (1)	$ 2,500.00
SMS Boys	$ 1,857.00
Assistant Middle School Boys (2)	$ 1,526.00
SMS Girls	$ 1,857.00
Assistant SMS Girls (2)	$ 1,526.00
Elementary (To Be Determined Annually) (6)	$ 445.00

Swimming

Varsity Boys	$ 4,500.00
Assistant Varsity Boys	$ 2,500.00
Varsity Girls	$ 4,500.00
Assistant Varsity Girls	$ 2,500.00
SMS Boys	$ 1,857.00

Assistant SMS Boys	$ 1,257.00
SMS Girls	$ 1,857.00
Assistant SMS Girls	$ 1,257.00
Soccer	
Varsity Girls	$ 4,500.00
Varsity Boys	$ 4,500.00
Assistant Boys	$ 3,000.00
Assistant Girls	$ 3,000.00
SMS Boys	$ 1,857.00
SMS Girls	$ 1,857.00
Assistant SMS Boys	$ 1,257.00
Assistant SMS Girls	$ 1,257.00
Wrestling	
Varsity Boys	$ 4,500.00
Varsity Girls	$ 4,500.00
Assistant Varsity Boys	$ 2,500.00
Assistant Varsity Girls	$ 2,500.00
SMS	$ 1,857.00
Assistant SMS	$ 1,248.00
Baseball	
Varsity	$ 4,500.00
Assistant Varsity (2)	$ 3,000.00
Freshman/Assistant JV (as needed)	$ 2,162.00
SMS	$ 1,857.00
SMS Asst.	$ 1,248.00
Softball	
Varsity	$ 4,500.00
Assistant Varsity (2)	$ 3,000.00
SMS	$ 1,857.00
Assistant SMS	$ 1,248.00
Cross Country	
Varsity Boys	$ 4,500.00
Assistant Varsity Boys	$ 2,500.00
Varsity Girls	$ 4,500.00
Assistant Varsity Girls	$ 2,500.00
SMS	$ 1,857.00
Assistant SMS	$ 1,257.00
Elementary Cross Country (6)	$ 445.00
Volleyball	
Varsity Boys	$ 4,500.00
Varsity Girls	$ 4,500.00
Assistant Varsity Boys	$ 3,000.00
Assistant Varsity Girls	$ 3,000.00
Freshman/Assistant JV (as needed)	$ 2,162.00

SMS Boys 7th & 8th Grade (To Be Determined Annually) (2)	$ 2,038.00
SMS Girls 7th & 8th Grade (To Be Determined Annually) (3)	$ 2,038.00
6th Grade (To Be Determined Annually) (6)	$ 941.00
5th Grade (To Be Determined Annually) (9)	$ 941.00
Golf	
Varsity Boys	$ 4,500.00
Assistant Varsity Boys	$ 2,500.00
Varsity Girls	$ 4,500.00
Assistant Varsity Girls	$ 2,500.00
SMS Boys	$ 1,857.00
SMS Assistant Boys	$ 1,248.00
SMS Girls	$ 1,857.00
SMS Assistant Girls	$ 1,248.00
Tennis	
Varsity Boys	$ 4,500.00
Assistant Varsity Boys	$ 2,500.00
Varsity Girls	$ 4,500.00
Assistant Varsity Girls	$ 2,500.00
SMS Boys	$ 1,857.00
Assistant SMS Boys	$ 1,248.00
SMS Girls	$ 1,857.00
Assistant SMS Girls	$ 1,248.00
Bowling	
SHS	$ 2,162.00
Gymnastics	
SHS	$ 3,000.00
Cheerleaders	
Varsity	$ 4,500.00
JV	$ 2,500.00
8th Grade	$ 1,151.00
7th Grade	$ 1,151.00
6th Grade	$ 848.00
Weight Training	
Head	$ 4,500.00
Assistant	$ 2,500.00
Summer Weight Training (2)	$ 3,785.00

Summer Sports

Summer stipend equal to 25% of varsity coach stipend.
The Head Coaches will determine how it is to be split among the assistant coaches.

ARTICLE III
WAGE RELATED FRINGE BENEFITS

A. LEAVES

1. PAID LEAVE

Each full-time teacher employed under regular contract shall be entitled to thirteen (13) paid leave days each contract year to be absent from work without loss of compensation. No more than four (4) days may be used consecutively. Teachers will be asked to provide documentation for absence longer than four (4) days. If in any one contract year the Teacher is absent less than the allotted number of days, the remaining days shall be accumulated as sick leave to a total of One Hundred Eighty-five (185) days. A teacher employed under regular contract for only a portion of the school year shall be entitled to a proportionate number of days of leave, and unused days will be accumulative as specified herein. Newly accrued days cannot be taken after the submission of a resignation letter unless such leave is a legally mandated leave. Unpaid days need to be submitted for Superintendent approval. Paid leave days will not be restricted to be used, however, the parties will strongly encourage all teachers to avoid absences on days immediately preceding or following school vacations or holidays.

2. ACCUMULATED SICK LEAVE

All paid leave must be exhausted before accumulated sick leave may be used. If accumulated days are available, a teacher who is absent more than thirteen (13) paid leave days may use accumulated sick leave for medical related absences. Teachers must provide documentation to the Superintendent or his/her designee to be paid for any available accumulated days for absences three (3) consecutive days or longer. Medical evidence may extend to immediate family defined here as spouse, child, or parent.

Temporary Disability Leave: A teacher may elect to utilize personal accumulated sick leave during the teacher's period of temporary physical disability provided the teacher submits, at the option of the Board, a physician's statement and certification of physical disability. While on said leave, sick leave days will be paid only for the number of assigned duty days the teacher is absent which occur during the teacher's current contract term, for which said teacher is physically disabled, limited to the extent of the number of paid leave and sick leave days accumulated by the teacher at the time said leave commences, plus any additional sick leave days which may be granted from the sick leave bank which are utilized by said teacher.

Sick leave and FMLA shall run concurrently, as authorized by FMLA regulations. FMLA shall be administered in accordance with FMLA regulations and Board policy.

3. TRANSFER OF ACCUMULATED SICK DAYS FROM ANOTHER DISTRICT

Licensed teachers in at least their 2nd year of employment with the School Corporation who have been hired from other Indiana accredited public or private schools will be permitted to transfer a maximum of seven (7) sick/personal days to the school Corporation during any contract year until the accumulated days from the previous school have been exhausted.

4. SICK LEAVE BANK

A voluntary sick leave bank shall be established whereby a certificated school employee, as defined herein in Article I, also includes administrators, who are absent from assigned duties due to personal illness and who have 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:

A. The sick leave bank will not have a cap. (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 teacher or administrator who is newly hired in the school corporation shall have fifteen (15) days from the initial duty assignment, or until September 15th of any school year, whichever is later, during which time such teacher or administrator may choose to participate in the bank by contributing one (1) sick leave day, even though such contribution by such veteran or newly hired teacher would cause an accumulation of days in excess of the maximum specified herein;

B. Said employee may be granted days from the bank under the following conditions:
   1. The teacher or administrator 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 hereinabove in Paragraph One (1) to be exceeded, the current year's contribution by all such current members shall be suspended, except that in case the bank is depleted during the school year, the current year's contribution shall be assessed at the time of such depletion;
   2. The teacher or administrator must have utilized and exhausted all paid leave benefits of whatever nature, including said teacher's own accumulated sick leave and personal leave;
   3. Written certification will be provided from said teacher's or administrator'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;
   4. Written application must be made no later than twelve (12) days after exhaustion of said paid leave benefits;

C. A three (3) 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 two (2) persons appointed by the Association and one (1) person appointed by the Superintendent. Days allotted by the committee to an individual employee shall be available for use upon committee approval, leave benefits, and such allotment to a teacher or administrator by the committee shall not exceed a fixed maximum as established by the committee. The committee shall be limited to a total allotment of two hundred fifty (250) days per year.

D. Any days granted by the committee to an individual teacher or administrator shall terminate effective the earliest date as hereinafter provided:
   1. The day after the last day of the term of employment for the school year, or
   2. The day after the last day of allotted number of days granted by the committee, or
   3. The first day of return to employment subsequent to the granting of days by the committee.

5. MILITARY DUTY LEAVE

Military leave shall be granted to any employee who is on active duty, including training, in any uniformed service, in accordance with USERRA and Indiana statute. Upon return from such leave, an employee shall be placed on the salary schedule at the level the employee would have achieved had the employee remained actively employed in the school corporation during the period of the employee's absence. Also the employee shall receive all rights and benefits that generally accrue to any employee

6. BEREAVEMENT LEAVE

In the case of death in the immediate family of a regularly employed teacher, the teacher is entitled to be absent without loss of compensation for a period extending no more than five (5) school days within fourteen (14) calendar days period beyond such death, for the purpose of attending the last burial rites and attending to other personal matters of the immediate family member provided. "Immediate family" shall be interpreted as spouse, children, step-children, siblings, parent, step-parent, mother-in-law, father-in-law, grandparents, and grandchildren. Any other relative who at the time of death was living as a member of the teacher's household will be considered as a member of the immediate family. One (1) day remaining of the five (5) school days shall be available during the school year for the contract year for the teacher to settle estate matters

In the case of death of a family member when school is in session, a teacher shall be entitled to be absent, without loss of pay, for a period of not more than two (2) school days within a fourteen(14) calendar day period with one day being the day of the funeral. "Family" in this instance, shall be interpreted as the following from either side of the family, step-grandparent, uncle, aunt, niece, nephew or family members not mentioned in the Immediate Family" section, or any other person living in the same household.

7. SABBATICAL LEAVE

On recommendation of the Superintendent, the Board may grant an unpaid sabbatical leave of absence to a teacher, or other licensed employee, for a period of one (1) year, or one (1) semester, for the purpose of advanced professional study under the following conditions:

A. The teacher shall present to the Superintendent a written request for a leave of absence, giving a comprehensive statement of intended plans for study during leave.

B. The teacher must have been employed by Shelbyville Central Schools for at least six (6) consecutive years prior to such leave.

8. JURY DUTY LEAVE

A teacher called for grand or petit jury duty shall, during the required period of absence from assigned duty by the Board, be paid full regular salary for the number of days mandated to perform such obligation, provided the total amount of per diem allowance earned by such teacher, if any, is remitted by the teacher to the school corporation.

9. WITNESS DUTY

If a teacher is subpoenaed by a parent/guardian of a student or by other proper legal authority as a witness in court to testify in a suit arising out of the performance of the duties for, or employment with, this school corporation, the teacher shall be paid full regular salary for the number of days mandated to perform such obligation, provided the total amount of per diem allowance earned by such teacher, if any, is remitted by the teacher to the school corporation.

10. ASSOCIATION LEAVE

Three (3) days shall be granted during the contract year without loss of compensation for the Association president and/or his/her designee to use in order to facilitate communication between the Corporation and Association. The purpose for taking an association leave day needs to be pre-approved by the Superintendent.

B. INSURANCE

1. MEDICAL INSURANCE

Up to the amount specified below will be paid by the Board toward the cost of hospital, surgical, and medical care type insurance including major medical, for each full-time teacher employed under regular contract, and enrolled in the school corporation's medical insurance plan, with the teacher paying not less than one dollar ($1.00) per year.

Maximum Board Payment Per Teacher:

A. Employee Single Coverage –
   1. From July 1, 2025 through December 31, 2025: $792.50/month
   2. From January 1, 2026 through June 30, 2026: $802.50/month

B. Employee Family Coverage –
   1. From July 1, 2025 through December 31, 2025: $1,941.50/month
   2. From January 1, 2026 through June 30, 2026: $1,966.00/month

C. Employed married couples with no dependents are entitled to two (2) single health insurance policies at a cost of One Dollar ($1.00) per employee if they elect, HDHP 4, or HDHP 5 coverage during plan year 2025. A married couple with dependents working in the corporation may elect a, HDHP 4, or HDHP 5 family plan at a cost of One Dollar ($1.00) each during plan year 2025. The teacher must pay at least one dollar ($1.00). Employed married couples will not be eligible for this $1 insurance provision beginning January 1, 2026.

D. Insurance – Retirement and Leave of Absence

   Subject to approval, procedures and all requirements of the insurance carrier(s), (1) a teacher who permanently retires from teaching while in service to this school corporation, or (2) a teacher who has been granted an unpaid leave of absence by the Board, and who was a member of this school corporation's group medical insurance plan and/or group term life insurance plan at the time of such retirement or leave of absence may continue in such plan(s) at the teacher's expense as follows:

1. Retiree – Coverage may continue until retiree reaches the age eligible for Medicare.
2. Leave of Absence – Coverage may continue until the expiration of such leave. Such teacher shall be solely responsible for remitting the entire (total) employee required premium(s) due in accordance with procedures and requirements as established by this school corporation.

2. TERM LIFE INSURANCE

The Board will pay all but one dollar ($1.00) toward the cost of term life insurance in the amount of $75,000 for each full-time teacher employed under regular contract and enrolled in the corporation's group term insurance plan.

3. LONG TERM DISABILITY INSURANCE

Each full-time teacher employed under regular contract and enrolled in the school corporation's group plan shall be covered by a long term disability insurance program with the teacher paying not less than one dollar ($1.00) per year.

Maximum Board Payment Per Teacher: Up to $375 per year

C. RETIREMENT BENEFITS

1. VEBA

The school corporation shall establish a VEBA (voluntary employee's benefits association) account for each individual employee. Once retired, an employee may use VEBA funds to pay health insurance premiums, long-term care premiums, and to be reimbursed for reimbursed medical expenses of the employee, spouse, and dependents. Each employee may determine how his or her account shall be invested among the investment options made available by the VEBA vendor, who will be mutually selected by agreement between SCS and SCTA.

The Board shall contribute a yearly contribution to a tax sheltered retirement VEBA. The amount to be contributed for the **current** school year shall be zero ($0). In addition to the Board contribution previously stated for all teachers, teachers eligible for severance benefits as outlined in Appendix C, upon retirement, shall have the value of all unused teacher leave days and the value of years of experience in SCS deposited in their VEBA account. Furthermore, the Board will contribute, as outlined in Appendix C, the amount for unused sick and paid leave days that exceed 185 in the employee's VEBA account. Teachers hired after July 1, 1999 and before June 30, 2004 shall be eligible for the severance pay as outlined in item #4 pf the Severance Pay section of Appendix C.

The amounts contributed herein shall vest when the employee has completed five (5) years of teaching experience in the school corporation. Should the employee's service terminate before vesting, all contributions and interest shall be credited against subsequent Board contributions and distributed as determined by the VEBA vendor. If the reason for termination is reduction in force, the employee's account shall remain in force until rights to recall have expired.

Following the death of an employee who had otherwise satisfied the vesting schedule in the above, any amounts accumulated or remaining in the deceased employee's VEBA account may be or continue to be used to pay medically related premiums and expenses of the employee's spouse, dependents, and estate. If no dependents survive, the VEBA assets shall go to the employee's estate. At no time may the VEBA make loans to an employee, his/her spouse, or dependents.

All costs incurred in the administration of the VEBA and the investment fees shall be paid from the VEBA assets.

- Administration fees shall be covered by SCS until account balances can sustain the fees with their earnings.

Severance pay is paid into the VEBA as outlined above.

2. INDIANA STATE TEACHERS RETIREMENT FUND

The Board shall contribute the Teacher's share of the mandatory Indiana State Teachers Retirement Fund contribution (currently 3% of Teacher's contracted pay) in addition to the salary listed in the compensation model and ancillary duty pay schedule.

3. TAX SHELTERED ANNUITY (403(B))

The Board will payroll deduct for a tax sheltered annuity plan which retains at least ten (10) teachers and will payroll deduct for a new tax sheltered annuity plan as approved by the board.

4. TAX SHELTERED ANNUITY PLAN: DEFINED CONTRIBUTION PLAN (401(A))

A 401(a) defined contribution plan shall be established and maintained by the Shelbyville Central Schools with contributions made as follows:

A. The total contribution to each teacher's defined contribution plan account (401(a)) will be $1,160 per year provided the teacher contributes at least $520 ($20 per pay for 26 checks or $24.77 per pay for 21 checks) into the teacher's own tax sheltered annuity plan (403(b)). For every five full years of employment with SCS, teachers will receive an additional $100.00 contributed as follows: 5-9 years $1,260, 10-14 years $1,360, 15-19 years $1,460, 20-24 years $1,560, 25-29 years $1,660, 30-34 years $1,760, 35-39 years $1,860, 40+ years $1,960.

B. In September of each year, the employer shall contribute to the employee's VEBA account $55 per day of unused accumulated sick and paid leave in excess of 185 days. The number of accumulated days is reduced by the number of such excess days.

C. A teacher is 100% vested in the plan after one year of service.

D. The eligible rollover distribution may be rolled over to an IRA or to another 401(a) plan. The teacher may elect a lump sum payment, a lifetime annuity, or a joint and survivor annuity for a named beneficiary.

E. The employer will select the vendor(s) for the 401(a) plan and will negotiate with the vendor(s) an agreement governing duties and responsibilities under the plan.

D. OTHER FRINGE BENEFITS

1. IRS SECTION 125

A teacher may participate in this school corporation's flexible benefits plan. Such plan shall be solely determined and adopted by the Board under the provisions of Section 125 of the Internal Revenue Service Code. The plan will provide for the following benefits, through salary reduction agreements: the employee share of group insurance premiums; medical care reimbursement accounts; dependent care assistance account; and other benefits provided through the plan.

2. WORKERS' COMPENSATION

In the event that an employee is injured while in SCS employ, and Workers' Compensation applies, the following will occur:

A. SCS will continue paying the employee with paid leave and sick days, if they exist, until Workers' Compensation starts paying. Sick Leave Bank days are not applicable.

B. Once Workers' Compensation starts paying, the employee shall buy back the sick days they used. These will be paid back at 2/3 the person's daily rate of pay.

3. LEAVE FOR PERSONAL INJURY WHILE EMPLOYED

In the event a certified employee needs to be absent due to an injury sustained as a result of an assault and/or battery in the course of employment, which is determined to be compensable under Indiana worker's compensation laws, while a certified employee is properly discharging his/her duties, the certified employee shall receive the difference between his/her daily amount (certified employee's daily rate) paid through workers' compensation and the certified employee's daily rate for a period up to seven (7) calendar days of absence. This absence will not be charged against the certified employee's paid leave. The Board may require an independent medical or psychological examination at the Board's expense if there is a question as to the condition of the certified employee at any time. A certified employee must comply with Indiana's workers compensation reporting provisions in order to receive this leave.

4. MILEAGE AND MEALS REIMBURSEMENT

A. The following will be the re-imbursement for meals incurred while attending approved professional development events held off SCS property: Breakfast = up to $10.00, Lunch = up to $15.00, Dinner = up to $20.00. The corporation will not reimburse snacks or social beverages. Prices inclusive of tips. SCS will not reimburse meals if they are covered in the cost of registration. Official and itemized restaurant receipts must be turned in with request for reimbursement.

B. Mileage reimbursement = State of Indiana mileage rate.

5. SUBSTITUTE TEACHING DURING PREP PERIOD

Should the necessity arise that teachers be called into substitute teacher duty during the preparation period, teachers will be provided with ancillary duty pay. The teacher will be compensated $25.00 for one class period and $12.50 for one-half class period. A teacher will not be compensated more than one class period per day.

6. **PREP-PERIOD BUYOUT**

If a teacher is assigned and agrees to teach a class during their prep period on a long-term basis (at least (15) fifteen continuous school days in the same class), the teacher will be paid the hourly rate of $45.00 for the prep-period. Portions of this provision unrelated to wages are the schools' policy, were not bargained, and are included for informational purposes only.

7. **FACULTY ATHLETIC EVENTS**

All faculty members may attend, without charge, school sponsored athletic events, except HHC and IHSAA tournaments, with proper display of staff identification cards.

ARTICLE IV
GRIEVANCE PROCEDURE

This Grievance Procedure, hereinafter referred to as "Procedure", stipulates the conditions under and the procedures by which grievances alleged by certain certificated school employees as defined in this Collective Bargaining Agreement shall be processed. If any such grievances arise, there shall be no stoppage or suspension of work because of such grievances; but such grievances shall be submitted to the following grievance procedures.

A. DEFINITIONS

As used in this procedure:

1. **"Grievance"** means, and shall be limited to, an alleged violation of an express article or section of this written Collective Bargaining Agreement, except where such article or section is exempt from this Procedure;
2. **"Superintendent"** means the chief administrative officer of the school corporation, or any person(s) designated by the Superintendent to act on the Superintendent's behalf in dealing with school employees;
3. **"Grievant"** means the certificated school employee directly affected by the alleged violation making the claim;
4. **"Principal"** means the head building administrator or the immediate supervisor of the teacher or any person(s) designated to act on behalf of the principal or immediate supervisor in dealing with school employees;
5. **"Days"** mean calendar days.

B. STRUCTURE

1. Nothing herein contained shall be construed as limiting the right of any certificated school employee having a grievance to proceed independently of this procedure.
2. The grievant may be represented by any person(s) of the grievant's own choosing at all levels of the Procedure, limited, however, to a total of two (2) representatives.
3. There shall be no additional evidence, material, allegation, or remedy submitted by the grievant or the grievant's representative during the grievance process, once a formal grievance has been filed a Formal Level One, provided, however, that the Superintendent shall waive the restrictions on

additional evidence or material stipulated herein upon request of the grievant provided that the Superintendent determines said additional evidence or material was either not known or not available to the grievant at the time said grievance was filed at Formal Level One.

C. PROCEDURE

The number of days indicated at each level should be considered as maximum. The time limits specified may, however, be extended by mutual agreement of the grievant and Board.

1. INFORMAL GRIEVANCE

Within twenty-one (21) days of the time the grievant first knew or should have known of the act or condition upon which it is based, the grievant must present the grievance to the grievant's principal by meeting with the principal individually in an informal manner during non-teaching hours. The grievant may be accompanied by a representative as provided herein, provided the grievant's principal is informed in advance of the grievant's desire to have a representative present. Failure to so meet and discuss said alleged grievance as provided herein shall prevent the grievant from filing said alleged grievance at any formal grievance level(s). Within seven (7) days after presentation of the grievance, the principal shall give the principal's answer orally to the grievant.

2. FORMAL GRIEVANCE

a. LEVEL ONE

i. Within seven (7) days of the oral answer, or within fourteen (14) days after presentation of the grievance at the Informal Level if no oral answer has been rendered, if the grievance is not resolved, it must be filed by the grievant with the principal in writing, signed by the grievant, on the appropriate grievance form, which is located at the end of this Collective Bargaining Agreement. The written grievance shall name the certificated school employee involved, shall state the facts giving rise to the grievance, shall identify by specific reference all express articles or sections of this Collective Bargaining Agreement alleged to be violated, shall state the contention of the grievant with respect to the provision(s) of said articles or sections, and shall indicate the specific relief requested.

ii. Within seven (7) days after receiving the written grievance, the principal shall communicate the principal's answer in writing to the grievant using the appropriate form, which is included in this Collective Bargaining Agreement.

b. LEVEL TWO

i. In the event that the grievance is not resolved at Level One, or if no written decision has been rendered within the time limit provided, the grievant may appeal the decision to Level Two provided said appeal is filed with the Superintendent within ten (10) days from the receipt of the written answer at Level One or within seventeen (17) days after presentation of the grievance at Level One if no written answer has been rendered. The appeal shall include a copy of all materials and evidence previously submitted and a copy, at the same time, shall be given to the principal involved.

ii. The grievant shall submit the written claim, signed by the grievant, to the Superintendent of Schools. Within ten (10) days from the receipt of the grievance the Superintendent shall render a written decision to the grievant as to the resolution of the grievance. The Superintendent may hold a formal hearing(s) prior to rendering of the written decision, and an additional fourteen (14) days beyond the ten (10) days shall be allowed if the Superintendent determines further investigation is necessary.

c. **LEVEL THREE**

In the event the grievance is not resolved at Level Two, or if no written decision has been rendered within the time limit provided, the grievant may submit the grievance to the Board provided the grievant files said written appeal with the Board within seven (7) days of the receipt of the Superintendent's written answer, or if no written decision has been rendered by the Superintendent, either within seventeen (17) days or within thirty-one (31) days after presentation of the grievance at Level Two, whichever is applicable. Upon receipt of said appeal, the Board shall consider and finally rule on the disposition of the grievance.

D. MISCELLANEOUS

1. Decisions rendered at Formal Level One, Level Two, and Level Three of this Procedure shall be in writing using the appropriate forms that are included in this Collective Bargaining Agreement.
2. All documents, communications and records dealing with the processing of a grievance shall be filed separate from the personnel files of the grievant.
3. All necessary forms for grievance procedures set forth in this Procedure shall be provided by the Superintendent.
4. Failure at any level of this Procedure to render the decision on a grievance within the specified time limits shall permit the grievant to proceed to the next level, unless said time limits are extended by mutual consent of both parties. However, the grievance must be appealed by the grievant to the next level within the specified time limit for that level or said grievance shall be deemed resolved by the Board's answer at the previous level and abandoned.
5. Any hearing at the Informal Level and at Formal Level One, Level Two, and Level Three shall be held during non-teaching hours unless otherwise directed by the Board.
6. No certificated school employee shall use this Procedure to appeal any decision by the Board or administration for which there is another remedial procedure or forum established by law or by regulation having the force of law.
7. No certificated school employee shall use this Procedure to appeal any decision by the Board or administration if such decision is applicable to a State or Federal Regulatory Commission or Agency.
8. Certificated school employees shall follow all written and oral directives, even if such directives are allegedly in conflict with this Collective Bargaining Agreement. Compliance with such directives will not in any way prejudice the certificated school employee's right to file a grievance within the time limits herein, nor shall compliance affect the ultimate resolution of the grievance.
9. This procedure supersedes and cancels all previous grievance policies or procedures, oral or written or based on alleged past practices or procedures, and constitutes the entire procedure for the processing of grievances.

ARTICLE V

TERM AND GENERAL PROVISIONS

This Collective Bargaining Agreement, effective as of July 1, 2025 and shall continue through June 30, 2026, is made and entered into at Shelbyville, Indiana, on this 27th day of October 2025, by and between the Board of School Trustees of the Shelbyville Central Schools, County of Shelby, State of Indiana, party of the first part, heretofore referred to as the "Board", and the Shelbyville Central Teachers Association, part of the second part, heretofore referred to as the "Association".

This Collective Bargaining Agreement is so attested to by the parties whose signatures appear below to the following:

1. **A public hearing was held on September 11, 2025 [in compliance with IC 20-29-6-1(b)1]. Electronic participation by the governing body and/or public was not permitted,; and**
2. **A public meeting was held on October 20, 2025 [in compliance with IC 20-29-6-19] to discuss the tentative agreement. Electronic participation by the governing body and/or public was not permitted.**

Board of School Trustees for Shelbyville Central Schools

Michael Turner

President

Chief Negotiator of the Board's Negotiating Team

Shelbyville Central Teachers' Association

Teresa Meredith

President

Teresa Meredith

Chief Negotiator of the Association

APPENDIX A
GRIEVANCE REPORT FORMS

Shelbyville Central Schools

Grievance Report Form – Step One

Grievance # ______

(Submit to Principal in duplicate)

Building	Assignment	Name of Grievant	Date Filed
____________	______________	________________________	___________

A. Date cause of grievance occurred: ____/____/____

B. 1. Statement of Grievance: ____

2. Relief Sought:_ ____

____

Grievant's Signature: ________________________________ Date ____/____/____

C. Date, Time and Place of Meeting with Principal:

____/____/____ ____:____ ____

D. Disposition of Principal: ____

____

Principal's Signature: ________________________________ Date ____/____/____

E. Position of Grievant: ____

____

____

Grievant's Signature: ________________________________ Date ____/____/____

Shelbyville Central Schools

Grievance Report Form – Step Two

Grievance # ______

Building	Assignment	Name of Grievant	Date Filed
____________	______________	________________________	___________

A. Date of Appeal to Superintendent: ____/____/____

B. Grounds for Appeal: ____

____

Grievant's Signature: ____________________________________ Date ____/____/____

C. Date, Time and Place of Meeting with Superintendent:

____/____/____ ____:____ ____

D. Disposition of Superintendent: ____

____

Superintendent's Signature: ________________________________ Date ____/____/____

E. Position of Grievant: ____

____

____

Grievant's Signature: _____________________________________ Date ____/____/____

APPENDIX B
TEACHER SAVINGS PROGRAM

The Board may approve a teacher's participation in a Teacher Savings Program, (hereinafter called the "program"), in this school corporation. This provision covers people who were hired before July 1, 1999 and who retire after July 1, 2002.

A. To be eligible a teacher must meet all of the following requirements and provisions:
   1. Be at least 55 years of age at the beginning of the school year for which the teacher applies to begin preparation in the Program; and
   2. Have at least twenty (20) years of teaching experience for which credit has been granted by the Board, fifteen (15) of which have been in this school corporation; and
   3. Have applied to the Superintendent, in writing, for participation in the Program by March 1 of the last year of teaching. In the event of an unforeseen retirement, the Superintendent, at the Superintendent's discretion, may waive said March 1 notification date; and
   4. Provide evidence of permanent retirement from teaching.

B. Teacher Savings Program compensation shall be in the amount of $58,400, in present day dollars, which will be placed in each teacher's 401(a)(b) account designated for this purpose but are not accessible to the teacher until all provisions of this section (F) are met.

C. Said teacher who participates in said Program will not receive the salary, fringe benefits or any other paid or unpaid benefits provided elsewhere in this Collective Bargaining Agreement, except, that if said teacher is enrolled in the school corporation's medical insurance plan during the school year immediately preceding retirement, such teacher may continue to be enrolled in the said plan for the duration of participation in said Program, but such teacher will be responsible to pay the entire insurance premium applicable to the insurance coverage. It will be the responsibility of the teacher to pay such insurance premiums due in the manner designated by the Superintendent.

D. Should the Board subsequently determine to rehire a teacher who elected to retire under this option, all compensation received by said teacher under this Program shall be returned in full, to the school corporation at the time of signing of the contract for subsequent teaching service by said teacher.

E. Upon the death of a retiring teacher otherwise eligible for this program under this provision, said pay will be paid to the teacher's estate or beneficiary designated in their retirement documents in the same manner as described in Section B.

F. Current and future funds placed in a teacher's 401(a)(a) shall offset the $58,400 placed in the teacher's 401(a)(b) account.

G. If an employee has chosen not to participate in the Tax Sheltered Annuity Plan (as outlined in Article V, Section E), the benefits provided shall be reduced by the amount that SCS would have contributed, plus any interest earned on SCS contribution, on behalf of the employee, had the employee chosen to participate in the plan.

H. Should a teacher voluntarily leave SCS prior to receiving any/or all of the benefit, except for the purpose of retirement, then the teacher forfeits the balance and no additional monies are owed by SCS.

I. If the current balance, future contributions and future earnings in the 401(a)(b) plans do not equal $58,400, then SCS is not responsible for additional amounts. The amount deposited was amortized based on assumptions to equal or exceed the maximum amount as of July 1, 2002.

J. Definitions: 401(a)(a) – the 401(a) account in each teacher's name prior to July 1, 2002
401(a)(b) – the 401(a) account in each teacher's name for the purpose of receiving the Teacher Saving Program funds.

APPENDIX C
SEVERANCE/RETIREMENT

SEVERANCE/RETIREMENT BRIDGE PROGRAMS

Teachers hired after July 1, 1999 will not be eligible for either the severance and/or retirement bridge benefits. All retirement benefits will be provided through the Tax Sheltered Annuity Plan (401(a)).

SEVERANCE PAY

Severance Pay – Factors hereafter stated shall constitute the additional retirement pay program of the Shelbyville Central Schools.

1. Teachers, with twelve (12) years of service in Shelbyville Central Schools who are teaching in Shelbyville Central Schools at the time of retirement, must notify the Superintendent of Schools of their intention to retire by March 1 of the year of retirement. The retirement notice must be in writing. All years of teaching service in the Shelbyville Central Schools shall be counted as credit toward the necessary twelve (12) years of service.
2. No teacher will be considered for severance pay benefits unless this teacher shall have attained the age of fifty-five (55) as of the date of retirement.
3. In the event a teacher is unable to give the required notice of retirement and is forced to retire as a result of an accident, ill health, or for some other unforeseen reason, a Board consisting of the President of the Board of Trustees, the Superintendent, and the chairman of the SCTA Negotiation Committee is authorized by majority vote to waive the required notice of retirement.
4. The following formula will be used for determining the individual severance pay allowance which is based upon the unused accumulated sick leave total (maximum days as specified herein in Article V, Paragraph E, plus 10, if creditable) as of the last day of the last school year of employment and upon the number of years of teaching service in this school corporation as follows:

   A. Unused Accumulated Sick and Paid Leave - $62.00 per day;

   B. Each year of Teaching Service in this school corporation - $67.00;

   Amount to be paid into teachers VEBA account at the end of the school year.

APPENDIX D

DUAL CREDIT CREDENTIALING

The Higher Learning Commission (HLC) requires educators to either have a Master Degree in their discipline or any Master's degree with eighteen (18) graduate credit hours in their subject area in order to teach certain university/college dual credit courses. The Board of Trustees of Shelbyville Central Schools wishes to assist its core teachers in satisfying these requirements.

REIMBURSEMENT REQUIREMENTS:

SCS grant funds will be used toward tuition, books and technology fee reimbursements for Master's Degree or (18) graduate credit hours only in university/college, dual credit courses that require Indiana State Board of Education and Indiana Higher Learning Commission credentialing. SCS Applications for approval of reimbursements must be submitted to the High School Principal and the Assistant Superintendent at least thirty (30) days before courses involved are scheduled to begin.

Once courses have been completed with a grade, which the university will accept toward the degree/certification, submission of the official transcript and paid tuition, book and technology fee receipts will be required in order to receive reimbursements. All documents must accompany the SCS Reimbursement Form.

Teachers receiving reimbursements from these funds will be required to teach at Shelbyville Central Schools for a minimum of three (3) additional years **after** becoming HLC certified in the subject or s/he will be required to pay back the reimbursed funds to Shelbyville Central Schools.

STIPEND REQUIREMENT:

High school faculty teaching a for dual credit course must meet the credentialing requirements of the Indiana State Board of Education, the university/college, and the Indiana Commission for Higher Learning.

Dual credit teachers who complete the credentialing process or training required for any dual credit course and teach dual credit course(s) shall be paid by Shelbyville Central Schools a yearly stipend of $1000.

APPENDIX E

2025-2026 Salary Schedule

In accordance with state statute, teachers will not automatically receive a salary increase each year. Increases will result from future negotiations.

Bachelors		Masters	
A	$ 50,000	A	$ 52,000
B	$ 51,000	B	$ 53,000
C	$ 52,000	C	$ 54,000
D	$ 53,000	D	$ 55,000
E	$ 54,000	E	$ 56,000
F	$ 55,000	F	$ 57,000
G	$ 56,000	G	$ 58,000
H	$ 57,000	H	$ 59,000
I	$ 58,000	I	$ 60,000
J	$ 59,000	J	$ 61,000
K	$ 60,000	K	$ 62,000
L	$ 61,000	L	$ 63,000
M	$ 62,000	M	$ 64,000
N	$ 63,000	N	$ 65,000
O	$ 64,000	O	$ 66,000
P	$ 65,000	P	$ 67,000
Q	$ 66,000	Q	$ 68,000
R	$ 67,000	R	$ 69,000
S	$ 68,000	S	$ 70,000
T	$ 69,000	T	$ 71,000
U	$ 70,000	U	$ 72,000
V	$ 71,000	V	$ 73,000
W	$ 72,000	W	$ 74,000
X	$ 73,000	X	$ 75,000
Y	$ 74,000	Y	$ 76,000
Z	$ 75,000	Z	$ 77,000
AA	$ 76,000	AA	$ 78,000
AB	$ 77,000	AB	$ 79,000
AC	$ 78,000	AC	$ 80,000
AD	$ 79,000	AD	$ 81,000
AE	$ 80,000	AE	$ 82,000
AF	$ 81,000	AF	$ 83,000
AG	$ 82,000	AG	$ 84,000
AH	$ 83,000	AH	$ 85,000
AI	$ 84,000	AI	$ 86,000
AJ	$ 85,000	AJ	$ 87,000
AK	$ 86,000	AK	$ 88,000
AL	$ 87,000	AL	$ 89,000
AM	$ 88,000	AM	$ 90,000
AN	$ 89,000	AN	$ 91,000