TEACHER MASTER CONTRACT

2025-2027

TABLE OF CONTENTS

CONTRACT BETWEEN
LINTON-STOCKTON SCHOOL CORPORATION
and
LINTON-STOCKTON CLASSROOM TEACHERS ASSOCIATION

This Agreement entered into this, 20th day of October, by and between the Board of School Trustees of the Linton-Stockton School Corporation, hereinafter called the "Board", and the Linton Stockton Classroom Teachers Associations, hereinafter called the "Association".

ARTICLE I
Recognition and Definitions

A. Recognition. The Board Recognizes the Linton-Stockton Classroom Teachers Association as the exclusive Bargaining representative of all certificated employees excluding Superintendent, Principals, Assistant Principals, Substitute Teachers, School Nurses, School Social Workers, Technology Coach, Athletic Director and Part-Time Administrative Employees serving in these positions.

B. Definitions. As used in this contract:

1. The term "Board" means the Board of School Trustees of the Linton-Stockton School Corporation.

2. The term "Association" means the Linton-Stockton Classroom Teachers Association.

3. The term "School Corporation" means the Linton-Stockton School Corporation of the State of Indiana.

4. The term "Certificated Employee" means a school employee as defined by Indiana Code 20-29-2-4, commonly known as Public Law 217.

5. The term "Emergency" means a condition or situation which could not have been anticipated under normal circumstances.

6. The terms "Board" and "Association" include authorized officers, representatives and agents.

Article II
Effect of Agreement

A. This contract shall supersede any rules, regulations, policies, or practices of the Board and the Association which would be contradictory or inconsistent with the terms of this contract.

B. Any amendment to this Contract shall not be effective unless it is executed in writing by each of the parties and ratified.

C. Any individual contract between the Board and any individual certificated employees shall be expressly subject to the terms and conditions of this Contract or successor contracts.

D. In the event any provision of this contract is declared to be unlawful, then such provision shall not be deemed valid except to the extent permitted by law, but all other provisions shall continue in full force and effect.

ARTICLE III
Compensation and Expenses

A. The Salaries for certificated employees for the duration of this agreement are set forth in Appendix A. The Salary Schedule is set forth on Appendix B. Wages for extra-curricular activities are listed in Appendix C.

B. In addition to the compensation provided by Section A, in Appendix A, the Board shall pay to the Teachers' Retirement Fund (INPRS) an additional three percent (3%) of each certificated employee's compensation as the faculty member's contribution obligation to the Teacher's Retirement Fund (INPRS).

C. Part-Time Certificated Employees

Certificated employees with less than full time assignments shall receive pro-rata salary, health, dental, and vision insurance corporation premiums, preparation time, and lunch. Part-time certificated employees shall receive long-term disability insurance, term life, prorated leave, and the leave incentive at the same amounts as certificated employees having full time assignments.

D. Basic salaries for school certificated employees shall be paid in twenty-six (26) equal payments on the dates indicated in Appendix D.

1. Certificated employees retiring for purposes of the Teacher Retirement Fund (INPRS) at the end of the school year will receive their remaining pay before the end of June; however, certificated employees resigning at the end of the school year and not retiring for purposes of the Indiana State Teachers Retirement Fund will receive their pay on the 26 paycheck schedule.

2. A certificated employee who dies or who resigns from employment during the school year will receive their remaining pay within a reasonable period of time following the end of the pay period in which the certificated employee died or resigned.

E. Deductions for school personnel for daily absences not covered by the provisions listed shall be made on a daily rate basis. The daily rate for certificated employee shall be found by dividing the certificated employee's annual salary (does not include extra-curricular pay) by the number of days as determined by their teacher's Regular Contract. This amount will be deducted for each day absent.

F. Time for appearance before a judicial body, due to the student rights and responsibilities law, shall result in no loss of wages or reduction in accumulated leave.

G. The superintendent determines the compensation of teachers new to the school corporation. Teachers new to the profession will be placed on the scale at Career Level.A. Teachers new to the school corporation and with previous, documented public school teaching experience will be placed on the Career Level matching a teacher with the same years of experience and education. In the case of a hard to fill position, the superintendent can move the candidate up one Career Level, with notification to the Association President.

    1. Certificated vocational education employees shall receive one (1) year of teaching experience for each one (1) year of work related experience, subject to administrative verification, not to exceed ten (10) years and shall be hired in at a salary matching a teacher with a bachelor's or master's degree and the same level of experience.

    2. Non-degree vocational education employees shall receive one (1) year of teaching experience for each year of work related experience, subject to administrative verification, not to exceed ten (10) years and shall be hired in at a salary matching a teacher with a bachelor's degree and the same level of experience.

H. Extra-Curricular Activities Payments

Payments will be made in one lump sum in their direct deposit pay on the first payday after one of the following dates: December 1, March 1, June 1, and September 1 as designated in APPENDIX B.

I. Criminal History Checks

The school corporation shall pay the cost for current employees for any and all extended criminal history checks and expanded child protection index checks that are required by the school corporation per I.C. 20-26-5-10.

ARTICLE IV
Leave

A. Sick Leave

Sick leave shall be granted to certificated employees in the amount of twelve (12) days per school year. These sick leave days will be used for personal illness or illness of a member of the immediate family. Sick leave days unused at the end of the school year shall accumulate up to one hundred and sixty-three (163) days. Unused leave which a certificated employee has accumulated prior to a leave of absence for causes other than personal illness will be credited to that certificated employee upon the return from the leave of absence.

1. The Board shall purchase a maximum of seventeen (17) accumulated sick leave days per year, for each certificated employee who has accumulated sick leave days above one hundred sixty-three, (163), at seventy-five dollars ($75.00) per day. The payment shall be deposited into each certificated employee's individual VEBA account.

2. Upon retirement, each certificated employee shall have all accumulated personal illness and family illness/general leave days purchased by the Board at seventy-five dollars ($75.00} per day. The maximum number of days the Board shall purchase at retirement shall be one hundred eighty (180). Of this amount, two thousand dollars ($2,000} shall be reported to the Board of the Teachers Retirement Fund (INPRS} on behalf of the retiring certificated employee prior to the certificated employee's effective retirement date. The payment shall be deposited into each certificated employee's individual 401(a} account.

3. In the event a new certificated employee shall have accumulated on (1) or more days of sick leave in another school corporation in the State, then there shall be added to that certificated employee's sick leave accumulation in the second year of employment in this school corporation and each succeeding year of such employment up to three (3) days until the number of accumulated sick leave days to which the new certificated employee was entitled in the other school corporation is exhausted.

4. Sick leave days must be taken in half-day or full-day increments.

B. Personal Leave

Personal leave shall be granted to certificated employees in the amount of five (5) days per school year. These leaves are not to be used for certificated employees to hold a second job with earnings. This leave shall normally be used for matters which cannot be scheduled outside of regular school hours. Notification of personal leave will be made to the principal/school administrator/or designee at least two days prior to such leave except in cases of emergency. Unused personal leave will be added to sick leave at the end of each school year. Personal leave days must be taken in half-day or full-day increments.

C. Leave Incentive

A certificated employee who takes one (1) to three (3) sick and/or personal leave days in a school year shall receive a stipend of one hundred dollars ($100.00) no later than July 1 following that school year. Payment to be placed in the certificated employee's 401(a} account.

A certificated employee who takes zero (0) sick and/or personal leave days in a school year shall receive a stipend of three hundred dollars ($300.00) payable no later than July 1 following that school year. Payment to be placed in the certificated employee's 401(a} account.

D. Bereavement Leave

A. In the case of a death within the immediate family, the employee shall be provided with a leave of up to five (5) workdays within 180 days of death for the grieving process or to settle affairs of the estate and receive full compensation for such leave. Immediate family is defined as spouse, child, father, mother, brother, sister, grandparent, grandchild, and similar relationships established by marriage, former spouse, son-in-law, daughter-in - law, or any person who is living in the employee's household.

1. One (1) day leave shall be granted for funerals in case of the death(s) of other family members or that of the spouse's family members without loss of compensation. Two (2) days shall be granted if the funeral is more than two hundred (200) miles away (one-way).

2. An employee may be granted one (1) day leave on the death of a student, teacher or staff member to attend the funeral.

3. An employee may be excused without loss of compensation to serve as a pallbearer. Two days (2) shall be granted if the funeral is more than two hundred (200) miles away (one-way).

B. Any day(s) needed for the grieving process beyond those outlined above, may be granted, upon written request, by the Superintendent in consultation with the Association President or his/her designee.

E. Maternity Leave

A certificated employee who is pregnant may continue in active employment as late into pregnancy as she wishes if she can fulfill the requirements of her position. Temporary disability caused by pregnancy shall be governed by the following:

1. Any certificated employee who is pregnant shall be granted a leave of absence anytime between the commencement of her pregnancy and one (1) year following the birth of the child. If the necessity for the leave is foreseeable based on the expected birth, the certificated employee shall provide the superintendent with not less than thirty (30) days' notice before the date the leave is to begin, except that if the date of birth requires the leave to begin in less than thirty (30) days, the certificated employee shall provide such notice as is practicable. She shall notify the superintendent of the expected length of this leave, including with this notice either a physician's statement certifying her pregnancy or a copy of a birth certificate of the newborn, whichever is applicable.

   However, in the case of medical emergency caused by pregnancy, the certificated employee shall be granted a leave, as otherwise provided in this section, immediately on her request and the certification of the emergency from an attending physician.

2. All or part of a leave taken by a certificated employee because of a temporary disability caused by pregnancy may be charged, at her decision, to her available

sick days. However, the certificated employee is not entitled to take accumulated sick days when the certificated employee's physician certifies that the certificated employee is capable of performing the certificated employee's regular teaching duties. The certificated employee is entitled to complete the remaining leave without pay. However, the certificated employee may receive compensation for the pregnancy leave pursuant to a collective bargaining agreement, or if the certificated employee is not represented by an exclusive representative, by Board policy- except where a contract is not required under Indiana Code in any situation occurring before or after the commencement of leave, the certificated employee's contract for each school year in which any part of the certificated employee's leave is granted, and the certificated employee shall have the right to return to a teaching position as provided in subsection T herein.

(a) Rights existing at the time the leave commences, which arise from a certificated employees:
  (1) status as a professional or established certificated employee;
  (2) accumulation of successive year of service;
  (3) service performed under a certificated employee's contract pursuant to I.C. 20-28-6-8 or
  (4) status or rights negotiated under I.C. 20-29

shall remain intact. During leave extending into a part of a school year, a certificated employee shall accumulate general leave in accordance with the provision of I.C. 20-28-9-9, 20-28-9-10, 20-28-9-12, or any salary of the school corporation providing greater general leave, in the same proportion which the number of days the certificated employee is paid during such year for work or leave bears to the total number of days for which certificated employees are paid in the school corporation.

F. Parental Leave

A certificated employee may be granted a period of parental leave, not to exceed one (1) year. Such leave must begin no later than nine (9) weeks after the birth or placement of the child. Accrued leave days may not be used preceding or following this approved leave to extend this option. Accrued leave days may not be used during this extended leave. If the necessity for the leave is foreseeable based on the expected birth or placement of a child, the certificated employee shall provide the superintendent with not less than thirty (30) days' notice before the date of the leave is to begin, except that if the date of birth or placement requires the leave to begin in less than thirty (30) days, the certificated employee shall provide such notice as is practicable. This leave may be granted for the remainder of a semester or for the remainder of the school year, and may be extended at the certificated employee's request so long as the certificated employee agrees to return at the beginning of a semester or school year. This leave may not extend past one (1) year from the birth or placement of the child, regardless of when it begins.

Nothing in this extended leave provision shall be read to alter the rights of the non-birth parent to leave under the Family and Medical Leave Act (FMLA) following the birth or placement of a child. However, no non-birth parent shall be permitted to utilize both this extended leave and FMLA leave for the same child's birth or placement.

G. Non-Birth Parental Leave

A non-birth parent certificated employee shall be granted two (2) school days leave with pay at the time of the birth.

H. Adoption Leave

A certificated employee shall be entitled to an adoption leave of absence without pay upon a request being submitted to the Superintendent at the time a legal petition for adoption is filed with a Court, not to exceed one (1) school year, which adoptive leave shall commence when the child is physically turned over to the certificated employee.

I. Sabbatical and Disability Leave

The school corporation may grant a leave of absence, without pay, for a period not exceeding one (1) year to a certificated employee for a sabbatical leave. A contract is required for a leave granted under this section.

3. A school corporation may grant a sabbatical to a certificated employee upon written request, for improvement of professional skills through advanced study, work experience, certificated employee exchange programs, or approved educational travel. A certificated employee after taking a sabbatical shall return for a period of time equal to the length of time of the sabbatical leave granted.

4. With or without a written request from a certificated employee, a school corporation may place a certificated employee on leave of absence for a period not exceeding one (1) year because of disability or sickness. However, a certificated employee not having made a written request shall have the right to a hearing on such action by law.

J. Teaching Leave

A leave of absence without pay not to exceed one (1) year may be granted to any permanent certificated employee who states an intention to return to the school corporation and who requests such leave of absence for the purpose of full-time participation in exchange teaching programs in other states, territories, or countries, foreign corps or Volunteers in Service to America (VISTA), or a cultural or travel program related to their professional responsibilities.

K. Study Leave

A leave of absence without pay not to exceed one (1) year may be granted to any Professional or Established certificated employee who states an intention to return to the school corporation and who requests such leave for the purpose of engaging in study at an accredited college or university toward the completion of an advanced degree. Such a period of leave shall not be credited towards permanency or retirement. Requests for such leave must be made in writing by May 1 of the school year preceding the leave.

L. Military Leave

The school corporation shall act in compliance with Indiana Code. Military leave shall be granted to any certificated employee who is inducted or who enlists on a full-time basis into the armed forces of the United States. Induction or enlistment in the reserve forces shall not be construed as induction or enlistment on a full-time basis. It shall be the duty of any such certificated employee on such leave of absence, within sixty (60) days after honorary discharge or release, including medical, from active participation in such military service, to present themselves for reinstatement, and the certificated employee shall thereupon be reinstated by the school corporation. The status of such certificated employee shall then be determined by the statutes of the State of Indiana then in effect and which statutes are not acknowledged by the parties to this Contract, I.C. 20-28-20-6 through 9.

M. Jury Duty and witness Leave

If a certificated employee is called to jury duty or is subpoenaed as a witness in court, the Board shall pay the certificated employee their full per diem salary provided that such certificated employee agrees to return to the Board all pay received less mileage for such services.

N. Public Office Leave

A leave of absence without pay shall be granted to any certificated employee who states an intention to return to the school corporation and who requests such leave for the purpose of serving the public in a State or Federal office to which that certificated employee has been elected. Such leave shall be granted annually for the length of the term of office. Such leave of absence shall not be credited towards permanency, salary, or retirement.

O. Extended Personal Leave

A leave of absence without pay or credit on the salary schedule of one (1) full school year shall be granted to any certificated employee who has taught six (6) continuous years in the school corporation, who states an intention to return to the corporation, and who notifies the school corporation in writing prior to May 1st of the school year preceding the leave.

P. Professional Leave

Upon approval of the building principal, certificated employees may be granted daily leave with pay for the purpose of professional development in their respective areas of instruction. Leave shall be granted in a non-discriminatory manner.

Q. Upon request, the Board may extend any leave that has been granted to a certificated employee.

R. Rights of Certificated Employees

No leave granted under this policy shall change the rights of a certificated employee except as, and if, they are changed by applicable law.

S. Right to Continue Group Insurance(s)

Any certificated employee taking an extended leave of absence shall have the right to continue their membership in the group insurance plan(s) offered by the Board (as allowed by the Wabash Valley West Central Indiana School Trust), by paying to the school corporation the total premium(s) due monthly. However, the school corporation's payments in support insurance programs provided by that Article shall continue during the period of any leave governed by the FMLA.

T. Family and Medical Leave Act (FMLA) of 1993

In accord with the Federal Law, the provisions of the Family and Medical Leave Act (FMLA) 1993, 29 U.S.C. 2601 et seq., shall be incorporated by reference into this contract. The operative language implementing the FMLA shall be included in Board policy that shall conform to the FMLA and shall not reduce a certificated employee's entitlements to leave, fringe benefits, or reinstatement provided by this contract, state law, or by the FMLA.

FMLA provides for 12 weeks of leave and runs concurrent with contractual leave. As an example: If a teacher has 9 days of leave accrued, and takes an FMLA qualified leave of 12 weeks, the teacher would receive payment for 9 days and unpaid FMLA leave of 12 weeks minus 9 days.

U. Association Leave

1. The Association president or designee shall be permitted leave time for labor relations purposes, so long as there is no class time and/or duties neglected. He or she shall notify their respective building principal when they leave the building of where he or she can be reached.

2. The Association president or designee shall be entitled to release time in the equivalent of three (3) days per semester for use at any time during the school year for Association business and/or professional relations purposes without loss of compensation. The Association president is responsible for requesting these days, in writing, directly to the superintendent. This will allow them to be properly counted for payment. The Association will pay its own substitute costs.

V. Ancillary Duty- IEP Preparation, Annual and Periodic Case Conferences

Release time may be provided by building principals for certificated employee preparation of IEPs, annual case reviews, and periodic case conferences.

ARTICLE V

Retirement Buyout and Benefits

(within this Article the term "teacher(s)" has the same meaning as "certificated employee(s)")

A. Elimination of Prior Agreement's Retirement Bridge and Severance Benefit - The Board and Association specifically reserved the authority to revise or terminate the retirement benefits contained in earlier agreements. Exercising this authority, the Board and Association confirm that Article IX (Retirement) and Article X (IRS Code Section 401(a) and 403(b) Matching Annuity and Custodial Mutual Funds Plan), found in 2001-2003 collective bargaining agreement ("Prior Agreement") between the Board and the Association are terminated and, subject to the exceptions noted below, shall not apply to any teacher retiring or severing employment with the School Corporation on or after the effective date of these provisions. Those teachers who retired or severed employment before the effective date of these provisions shall only be entitled to the retirement benefits contained in the collective bargaining agreement in effect at the time he or she retired, but as may be otherwise revised from time to time.

B. Severance Benefits Buyout

1. Entitlement to Retirement Benefits and Vesting - A teacher employed by Linton-Stockton School Corporation shall be fully vested in the funds in his/her 401(a) buyout account described in this Article IX if the teacher has satisfied the following requirements:

    a. The teacher is at least fifty-five (55) years of age on or before August 15th of the school year of retirement, with at least fifteen (15) years of teaching service (or thirteen (13) and two (2) of full time military experience) with at least the last eight (8) years of service in Linton Stockton immediately preceding retirement, and have participated in the ISTRF for at least fifteen (15) years.

       If a teacher has not fully satisfied the vesting requirements upon his/her retirement, resignation or termination of employment for any reason, the Board's buyout contribution to the 401(a) account on behalf of the teacher shall be forfeited.

       If the retiring, resigning or terminated teacher is ever rehired, the forfeited account funds shall not be reinstated. A teacher who retires, resigns, or who is terminated for any reason prior to satisfying the vesting requirements shall not retain any prior partial vesting rights if ever rehired by the Board. However, if the Board approves a leave of absence for a teacher, such period of leave shall not result in forfeiture, provided the teacher shall promptly return to reemployment following the expiration of the period of leave.

2. Actuarial Determination of Value of the Current Retirement Bridge - The Educational Services Corporation has been selected to determine the buyout present value of the

unfunded retirement bridge benefits described in the prior agreement. In making this present value determination, the following assumptions shall be used:

a. The assumed interest rate for the purposes of determining the present value is four percent {4%} for the first two (2) years and seven and one half percent (7.5%} thereafter. However, for post-retirement cash flow purposes, a four percent {4%} interest rate shall be used.

b. It is assumed that an employee terminates employment at the end of the school year in which the employee attains age fifty-eight (58}, or at the end of the current year if the individual is already age fifty-eight {58}, or older.

   If an employee continues employment after the attainment age of fifty-eight (58), the employee does continue to receive all ongoing Board contributions to the 401(a) and VEBA to which the employee may be entitled.

c. The anticipated amount of the severance benefit buyout shall be determined using the amount of annual benefit described in Article IX of the prior agreement.

d. Using the method of calculation described in Article IX of the prior agreement, the Severance Benefit Buyout amount for each employee will be determined, subject to the following adjustments:

   1. The present value of the future severance benefits will be reduced by the Social Security and Medicare taxes {FICA) that would have been payable if the severance benefits had been paid directly to the employees.

   2. All current employees who are eligible for retirement buyout benefits will receive a minimum of a single health plan benefit in computing their benefit amount.

   3. Employees hired after June 1, 2004 shall not be entitled to any payment for the eliminated severance benefit. In other words, no contributions shall be made for individuals hired or rehired on or after June 1, 2004. Teachers who are victims of a Reduction in Force are entitled to a payment for the eliminated retirement benefit and the funds deposited into individual accounts for those teachers will be held until the recall period has passed or, if they are recalled, until termination of their employment. Teachers with less than five (5) years of teaching experience with the School Corporation as of June 1, 2004, and all teachers newly hired or re-hired after June 1, 2004, shall not be entitled to any payment for the eliminated retirement benefits provided by Articles IX and X of the Prior Agreement. In other words, no contribution shall be made for teachers with less than five (5) years of teaching experience with the School

Corporation as of June 1, 2004, or teachers newly hired or re-hired after June 1, 2004.

4. The Uninsured Pensioners 1994 Mortality Table shall be used to discount for mortality for the pre-vesting period. No mortality is assumed post vesting.

5. A turnover rate of two and two-tenths percent (2.2%} shall be used to discount turnover.

6. Sick Leave accumulation shall be calculated as of June 20, 2004.

7. The present value of the severance benefits under the prior agreement shall be calculated, effective as of June 30, 2004.

8. To confirm the accuracy of the underlying information to be used in the present value calculations, each teacher shall be provided with his or her basic data that will be used in the calculations, including, but not limited to, the following information as of June 30, 2004: base salary, and age, and years of service and accumulated sick leave. The Educational Services Corporation shall assist in the preparation of this verification sheet for each teacher. However, the Board will have the responsibility to forward the verification sheets to the respective teachers. Any corrections must be returned to the Board within ten (10) days of receipt as final calculations will be prepared and the contributions hereinafter described will be commenced after such date. Corrections not returned to the Board until after the ten (10) days shall be disregarded.

   Using the above assumptions and the other assumptions contained on the buyout spreadsheet, the Educational Services Corporation shall prepare the present value calculations for each teacher and the contributions described hereinafter will be made. The total cost of the buyout will not exceed $2.5 million.

3. Buyout Contributions
   a. a. Effective with the 20004-2005 school year, the maximum accumulated sick leave days shall be one hundred sixty (160). The board shall purchase each teacher's accumulated sick leave days above one hundred sixty (160) days and up to and including two hundred ninety (290) days at seventy-five ($60.00) per accumulated sick leave day using an actuarial teacher's individual 401(a) plan. All teachers who have in excess of two hundred ninety (290) accumulated sick leave days shall have all such days transferred to the Sick Leave Bank. The Board shall not match these days.

   b. 401(a) Plan - The school corporation shall establish a qualified retirement plan as described in section 401(a) of the Code. The total sum of the amount calculated by Educational Services Corporation as the present value of the severance benefits shall be contributed by the Board to the 401(a) plan. Such amounts shall be deposited within fifteen (15} days of receipt of the bond monies by the Board. The single investment vendor for the 401(a) plan shall be determined by the Steering Committee (see Section 8(3)-Annuity Savings Plan). The 401(a) plan's terms and conditions for the administration of the 401(a) plan shall be as follows:

1. The amount calculated for each employee will be invested in a separate account. There will be no commingling of accounts and each employee may determine how his or her account shall be invested among the investment options made available by the investment vendor for the 401(a) Plan.

2. Until such time that an employee has retired and satisfied the eligibility requirements set forth in subsection I(a) of the Article IX Section B, the employee shall have no access to the assets held in his or her separate 401 (a) Plan.

3. If an employee retires or otherwise terminates employment before satisfaction of the requirements set forth in subsection I(a) of this Article IX Section B, the terminated employee's 401(a) plan account shall be forfeited. The forfeited amount shall be reallocated at the end of each plan year only among the then remaining separate 401(a) Plan accounts in a manner similar to that used by Educational Services Corporation in initially determining the present value calculations.

4. Following retirement and the satisfaction of the requirements set forth in subsection I(a) of this Article IX Section B, a retired employee may elect to commence distributions from his 401(a) plan account. If an employee dies after having satisfied the requirements of subsection I(a) of the Article IX Section B, the deceased employee's 401(a) plan account shall be distributed to the decedent's designated beneficiary or to his or her estate if no beneficiary designation has been made. At no time may a participant borrow from his 401(a) plan account.

5. The school corporation shall not be paid any compensation for its services performed on behalf of the 401(a) plan. All costs incurred in the administration of the 401(a) plan and investment fees shall be paid from the 401(a) plan assets.

4. VEBA - Effective the 2004-2005 school year, the Board shall establish and maintain a voluntary employee's beneficiary association ("VEBA") as described in section 501(c}(9) of the Internal Revenue Code, for the benefit of teachers. The single investment vendor for the VEBA plan shall be determined by the Steering Committee (see Section B{3) Annuity Savings Plans).

Effective the 2004-2005 school year, the Board shall contribute three fourths percent

(.75%) of the teacher's contract salary as reflected in Appendix A to each teacher's individual VEBA account.

There shall be two separate vesting schedules for Board contributions to a teacher's individual VEBA account.

a. All teachers shall be one hundred percent {100%) vested in all Board contributions to the teacher's individual VEBA account as a result of the three fourths (.75%) contribution as described in Article VIII, Section Al teachers sick leave day buyout.

b. Any contributions to the teachers individual VEBA account as the result of the severance benefits buyout described in this Article IX, section B, Paragraph 1, 2, and 3 shall be subject to the following vesting schedule: a teacher employed by Linton Stockton School Corporation shall be fully vested in the funds in his or her individual VEBA account if the teacher is at least fifty-five {55) years of age on or before August 15th of the school year of retirement, with at least fifteen (15) years of teaching service (or thirteen(13) and two (2) of full time military experience) with at least the last eight (8) years of service in Linton Stockton immediately preceding retirement, and have participated in the ISTRF for at least fifteen {15) years.

c. The terms and conditions for the administration and operations of the VEBA shall be as follows:

    i. The amount calculated for each employee will be invested in a separate account. There will be no commingling of accounts and each employee may determine how his or her account shall be invested among the investment options made available by the vendor for the VEBA.

    ii. Until such time that an employee has retired and satisfied the applicable eligibility and vesting requirements set forth in their Article IX, the employee shall have no access to the assets held in his or her separate VEBA account.

    iii. Following retirement and the satisfaction of the applicable eligibility and vesting requirements set forth in this Article IX, a retired employee may use the amounts held in his or her separate VEBA carrier including but not limited to, reimbursed for unreimbursed medical expenses of the employee who had otherwise satisfied the applicable eligibility and vesting requirements in this Article IX, any amounts remaining in the deceased employee's VEBA account may continue to be used to pay these premiums and expenses of the employee's spouse and expenditures. At no time may the VEBA make loans to an employee, his or her spouse, or his or her children.

    iv. If an employee retires or otherwise terminates employment before satisfaction of the applicable eligibility and vesting requirements set forth in this Article IX, the terminated employee's VEBA plan account, as explained in 4 VEBA b. shall be forfeited. The forfeited amounts shall be reallocated at the end of each plan year only among the then remaining separate VEBA Plan accounts in a manner similar to that used by Educational Services Corporation in initially determining the present value calculations.

v. The school corporation shall not be paid any compensation for its services performed on behalf of the VEBA. All costs incurred in the administration of the VEBA and investment fees shall be paid from the VEBA assets.

5. Future Adjustments- The parties agree that this Article or any other provision of this Agreement, does not constitute an expectation of receiving the enumerated retirement benefits by any current employee, future employee, prospective employee, or applicant beyond the expiration of this Agreement. Therefore, except as otherwise limited by applicable law, it is understood that the Board and association may in the future bargain modifications of any kind to this provision, provided however, that the future revision of this Article IX shall not affect the retirement benefits of teachers already receiving benefits pursuant to this Section A.

C. Annuity Savings Plan

1. Program

The Board agrees to establish a qualified IRS Code Section 403(b) matching annuity plan ("Plan") for all teachers under the Master Contract. This PLAN and the 401(a) PLAN ("PLANS" collectively) may include provisions allowing salary reduction distributions, matching salary settlement diversion contributions, matching employer contributions, and matching employee contributions. Within the provisions of the IRS Code, the PLAN shall be fully and immediately vested for contributions, and shall be portable, unless specified differently by this contract and include the availability of loans and hardship withdrawals.
Employer contributions shall be paid into the 401(a) PLAN. Teacher contributions shall be made into the 403(b) PLAN.

2. Matching Contributions

Effective from the beginning of the 2004-2005 school year and no later than the first pay of the 2004-2005 school year, the Board shall match each participating teacher's like contribution of up to three percent (3%} of the teacher's base salary schedule as appearing on the individual teacher's contract prorated for full-time equivalency.

3. The parties agree to create the 403{b}, 401{a}, and VEBA Plans by the Annuity Steering Committee composed of three {3} appointees of the Association President and three {3} appointees of the Superintendent, upon request of either party. The Committee shall have the

authority to establish the IRS qualified Plan, select the Plan sole source vendor by mutual agreement, provide training and information to the participants, and perform any other function necessary to implement this section.

ARTICLE VI
Retirement

A. General Provisions

1. Qualifications - Pursuant to IC 5-10-8-2.6, retiring certificated employees shall be eligible for retirement benefits if:
    a. They are at least fifty-five (55) years of age on or before the employee's retirement date, but will not be eligible on that date for Medicare coverage as prescribed by 42 U.S.C. 1395 et seq,;
    b. The employee will have completed twenty (20) years of credible employment with a public employer on or before the employee's retirement date, ten (10) years of which must have been completed immediately preceding the retirement date; and
    c. Will have completed at least fifteen (15) years of participation in the retirement plan of which the employee is a member on or before the employee's retirement date.
2. Notice
    a. Requirement - The certificated employee must have notified the superintendent, in writing, of his or her intention to retire by December 15 of the school year wherein the certificated employee wished to retire.
    b. The superintendent may waive the requirement in the event an employee is forced to retire as the result of an unforeseen reason such as health, relocation, etc.

B. Benefits

1. Retirement Insurance

a. Program - Certificated employees may remain in group health, life, (until the time the employee becomes Medicare eligible}, vision, and dental insurance programs. Certificated employees, their spouses, and their dependent children may remain in the group health, vision, and dental insurance programs. Certificated employees have the option of purchasing a single health plan for themselves, a single health plan for themselves and their spouse, or a family plan at the time of retirement. Subject to the requirements and approval of the insurance carrier.

b. Method of Payment

1. The certificated employee shall be responsible for paying the full premium(s) for any life, dental, vision, and health insurance continued by the certificated employee.

2. Certificated Employees Payments Toward Premiums:

Invoice Month	Payment Due Date	Periods Covered
September	January 1	January-March
	April 1	April-June
	July 1	July-September
	October 1	October - December

3. If payments are not received by the school corporation by the above dates, the certificated employee shall forfeit the right to participate in the plan(s) until the next open enrollment period.

4. Termination - Payments and insurance participation shall continue until the coverage is terminated by the retiree or until the retiree is eligible for Medicare coverage. When coverage terminates as a result of the retiree's eligibility for Medicare, any spouse/dependent coverage may continue through COBRA, pursuant to the laws governing the same. This paragraph is subject to IC 5-10-8-2.6.

ARTICLE VII
Fringe Benefits

A. Hospitalization/Medical: The school employer will pay toward the cost of hospital, surgical and medical care type insurance for each full-time certificated employee currently employed under regular contract and enrolled in the school corporation's group hospitalization insurance plan up to the amounts specified to such carrier as determined mutually by the school employer and the Association.

B. The board will make a flat dollar contribution to the single plan and a flat dollar contribution to the family plan that will be applied to all plans offered by the Wabash Valley-West Central Trust. This dollar amount shall be based on the dollar amount that will place the corporation in compliance with the HEA 1260 at the minimum level of 100.0% and a maximum level of 108.0% for the 2023-2024 school year, these amounts will be as follows:

Single Plan:	Board Contribution	$7,466.00 (employee must contribute at least one (1) dollar $1
Family Plan:	Board Contribution	$15,238.00 (employee must contribute at least one (1) dollar $1)

The employee contribution will be deducted from twenty-four (24) pays. In the event the WVWCI Insurance Trust implements a Premium Holiday this holiday will be passed on to the employees on the dates established by the Trust. In the event the WVWCI Insurance Trust implements a Premium Holiday, the amount the Board would have contributed for any period covered by such holiday will be placed into the employee's Health Savings Account. It is the employee's responsibility to adjust their contributions to make sure they do not exceed the maximum allowable contribution pursuant to IRS rules.

During the term of this contract, any increase in hospitalization/medical insurance premium costs above two (2) percent, the corporation shall apply fifty (50) percent above the additional increase to the employer contribution for each employed teacher.

Should the premium for the High Deductible Health Plan be less than the annual Board Contribution, the remaining dollars will be placed into the employee's Health Savings Account.

C. The parties agree that should any of the contributions listed above create a violation of HEA 1260, and/or the Affordable Care Act, the contributions will be adjusted through mutual agreement to assure compliance with this law.

D. The Board will approve payroll deduction plans whenever ten (10) certificated employees request it in writing, provided that such proposal be submitted within thirty (30) days after the start of the school year.

E. The Board shall provide liability insurance for certificated employees in all approved school sponsored activities.

F. Sick Leave Bank

1. Purpose - The purpose of the sick leave bank is to relieve sick leave bank members from undue financial burdens to absence from work on a long term basis due to illness, injury, or incapacitation sufficiently severe that it would make their presence in school inadvisable.

2. Structure- The bank will be open for enrollment by voluntary donations of one (1) day per certificated employee within fifteen (15) school days following employment or the opening of school each August. Each year immediately following this period, a complete accounting of the sick leave bank shall be provided to the President of the Classroom Teacher Association. Existing sick leave bank members will not be required to make annual contributions unless the sick leave bank is exhausted.

3. Use of Bank Procedures

Withdrawal - Written application by the sick leave bank member or a member of their family, accompanied by a physician's certificate stating the nature, length of disability, and prognosis of the person's condition shall be submitted to the Chairman of the Sick Leave Bank Committee.

The sick leave bank committee shall be comprised of: two (2) certificated employees appointed by the Association President, and the Linton-Stockton CTA Presidency. If any administrators are contributing members of the bank, this committee shall further be comprised of one (1) administrator appointed by the superintendent. The Superintendent or designee is a non-voting Ex-officio member.

Application will be acted upon by the entire committee and the Chairman shall inform the applicant, or where advisable a member of the family, of the decision of the committee. The Chairman shall report a positive committee decision to the superintendent.

Sick leave bank member applicants must use all of his available leave (general, sick and family illness) days before days may be withdrawn.

4. Reassessment - Any time that the sick leave bank days are exhausted, each sick lead leave bank member shall be requested to donate another day to the sick leave bank in order to remain a member of the sick leave bank. Additionally, the school board shall then contribute one (1) day per member of the sick leave bank.

G. Dental insurance

The school employee will pay up to five hundred forty-four dollars and twenty cents ($544.20) for family plan coverage and up to two hundred forty-six dollars and thirty-nine cents ($246.39) for single plan coverage. The carrier of dental insurance shall be mutually agreed upon by the Corporation, and the Association and the most economically efficient (greatest coverage at lowest costs) carrier shall be chosen.

H. Term Life Insurance

Optional term life insurance for all bargaining unit members shall be made available. The plan shall offer $50,000 term life. The school corporation will pay all but one dollar ($1.00) per school year of the premium. Supplemental group life insurance shall be available to certificated employees at their expense and subject to carrier underwriting restrictions.

I. Long Term Disability

The employer shall provide a plan that pays 66 2/3% of salary up to 65 years old, and 90% of salary after the first five full years of disability. The Plan shall contain a yearly escalator and shall not coordinate with teacher retirement disability. The Plan shall contain a Social Security Freeze, a successive disability benefit, a recurrent disability clause, and a five-year "Own Occupation" definition of total disability. The five (5) year requirement begins from the date the 90-day waiting period is satisfied.

J. Section 125

The benefits provided to certificated employees by Section 125 of the Revenue Act of 1978 shall be made available to any bargaining unit member so requesting. An amount not to exceed 50% of salary may be set aside by the employee for the selection of benefits, under Section 125 of the Internal Revenue Code, which are non-taxable benefits of major medical, long term disability, short term disability, Section 79 life, unreimbursed medical and dependent care. The administration fee shall be paid by the Board. The certificated employee shall pay the individual monthly fee for Generation II.

K. The joint insurance committee shall meet as the need arises. The joint insurance committee shall be comprised of six (6) certificated employees, which includes the Association Trust representative, appointed by the Association President, and four (4) administrators and one (1) non-certified employee appointed by the superintendent. The chairperson shall be selected at the first joint committee meeting of the school year. The insurance committee has the responsibility of making insurance decisions within the context of the contract.

L. Change of Benefits

During the term of this agreement, the benefit schedule of the hospitalization/medical, dental, term, life, long-term disability, and vision insurance shall not be changed without written concurrence of the parties' bargaining teams.

M. Vision Insurance

For the term of this agreement, the school employee will contribute one dollar ($1) for a family plan premium and a single plan premium as determined by the Linton-Stockton Insurance Committee. The school employer will contribute one hundred seventy dollars and sixty cents ($170.60) per school year for family plan coverage and seventy dollars and fifty-two cents ($70.52) per school year for single plan coverage.

N. Loyalty Bonus

Recognition of 'Years of Service' is conducted at the beginning of the school year with a certificate which differs from the loyalty bonuses, as described below, which are paid following the anniversary date of the employee's award year.

Employees receive a loyalty bonus in the form of a one-time stipend based on the schedule below. To be eligible to receive a bonus, the employee must have worked consecutively, with the exception of a maternity leave.

In the 10th consecutive year of employment $750
In the 15th consecutive year of employment $1,250
In the 20th consecutive year of employment $1,750
In the 25th consecutive year of employment $2,250
In the 30th consecutive year of employment $2,750
In the 35th consecutive year of employment $3,250
In the 40th consecutive year of employment $3,750
In the 45th consecutive year of employment $4,250

ARTICLE VIII
Grievance Procedure

For the purposes of this Article, the following definitions shall be applicable:

1. "Grievance" means an alleged violation or claim of misinterpretation of a specific article or section of this agreement.
2. "Day" means certificated employee days as that term is used in the school calendar or one hundred eighty (180) days. During the summer recess, it shall mean workdays, Monday through Friday.

A. Grievant and Representation

An individual certificated employee or group of certificated employees may present a grievance and may do so through the exclusive representative and the exclusive representative may thus be given the opportunity to be present at all stages of the grievance machinery. The adjustment of all grievances shall not be inconsistent with the terms of this Contract.

B. Procedure

Step One: A grievance may be initiated in one of the following ways:

1. The certificated employee shall approach the building principal concerned and discuss the matter on their own behalf.

2. The certificated employee may request that a representative of the Association accompany the certificated employee and in such case the building supervisor shall not initiate any consultation with the grievant prior to any scheduled meeting at which the representative is to be present.

Step Two: In the event the grievance is not resolved in Step One, the grievant may file a formal grievance in writing with the building principal on the form shown in Appendix E.

1. The grievance form shall be filed in quadruplicate with one (1) copy for the Association, the grievant, the building principal and the central office.

2. The grievance shall: (1) name the employee(s) involved, (2) state the facts giving rise to the misinterpreted, (4) state the contention of the grievant with respect to the grievance (5) indicate the specific relief requested, and (6) be signed by the employee(s).

3. The grievance form should be filed as soon as possible, but any grievance not presented in writing in Step Two within ten (10) days of the time the grievant knew, or reasonably should have known, of the grievance shall be deemed waived and shall not be processed.

4. The certificated employee may request a meeting with the building principal and the Association representative may accompany the grievant in any event. Within five (5) days after receiving the written grievance, the building principal shall communicate this manner in writing to the grievant and the Association representatives and said answer shall be attached to the grievance.

Step Three:

1. If the grievance is not resolved in Step Two, the certificated employee may within five (5) days of receipt of the building principal's answer appeal to the Superintendent or designee by filing the grievance and the principal's answer, along with a written response of the certificated employee if desired, with the office of the superintendent which shall provide a receipt thereof. Any such response by the grievant shall be attached to the grievance.
2. The certificated employee may request a meeting with the Superintendent or designated representative, and the Association representative may accompany the grievant. The superintendent or the designated representative shall give the certificated employee an answer in writing no later than five (5) days after receipt of the written grievance properly filed with the office of the Superintendent. Such answer shall be attached to the grievance.

Step Four: Within twenty (20) days after the receipt of the decision in Step Four, the Association or the Board, upon written notice to the other, may submit the grievance to arbitration pursuant to the following procedure:

1. The selection of the arbitrator and the rules which govern the arbitration proceeding shall be in accordance with the rules of the American Arbitration Association.

2. The board and the Association shall not be permitted to assert in such arbitration proceedings any ground or to rely on any evidence not previously disclosed to the other

party.

3. The fees and expenses of the arbitrator shall be shared equally by the Board and the Association.

4. Both parties agree to be bound by the award of the arbitrator.

5. Other Provision Relating to the Grievance Procedure

   a. **No** reprisal of any kind shall be taken by or against any participant in the grievance procedure by reason of such participation.

   b. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel file of the participant and are not valid basis for evaluation.

   c. Time limits herein may be extended only by mutual agreement, signed by the parties.

   d. Time limits herein apply to certificated employees on leave of absence, other than sick leave, as if such certificated employees were present and working.

   e. If there is a failure at any step to communicate the decision on a grievance within the specified time limit, the grievant shall then have the right of appeal at the next step of the procedure.

   f. Any grievance not advanced from one step to the next within the time limits, shall be deemed resolved by the answer of the previous step.

   g. Any grievance initiated prior to the termination date of this agreement shall proceed until the grievance has been resolved.

   h. No certificated employee may use this grievance procedure in any way to appeal discharge or a decision by the Board not to renew the certificated employee's contract.

   i. No certificated employee shall use the grievance procedure to appeal any decision of the Board or of an administrator if such decision is pursuant to an order of or written agreement with any State or Federal commission or agency.

   j. If a grievance is common to two (2) or more certificated employees, the certificated employees and the Association may submit such grievance in writing to the Superintendent and the processing of such grievance shall be commenced at Step Two of the formal grievance procedure.

ARTICLE IX
Rehiring of a Retired Certificated Employee

Through the term of this contract, the following conditions will apply if a retired certificated employee is hired by the Linton-Stockton School Corporation:

A. If a retired certificated employee is hired for one (1) additional year, they are <u>not eligible</u> for the following:
   1. Retirement payments
   2. Life insurance
   3. Corporation match annuity
   4. VEBA account
   5. Leave incentive pay
   6. Sick leave bank use
   7. LTD insurance

B. If a retired certificated employee is hired for one (1) additional year, they are eligible for the following:
   1. Those benefits defined in the master contract for retirees
   2. Leave days as per the master contract
   3. Medical insurance, if under the age of 65
   4. Dental insurance, if under the age of 65
   5. Vision insurance, if under the age of 65

Neither the school corporation nor the Association will be liable for any problem the returning retired certificated employee may have with the Indiana State Teachers Retirement fund (INPRS), the Social Security Administration, or the Internal Revenue Service (IRS), regarding their original retirement, their return to teaching, or subsequent second retirement.

ARTICLE X
Terms of Agreement

This contract shall be effective as of July 1, 2025 and shall continue in effect through June 30, 2027. No amendment of this contract shall be made unless such amendment is executed, in writing, between the Board and the Association and then ratified by the Board and the Association.

ATTESTATION

Article 1

On the 22nd day of September 2025 at 6:00pm, a public hearing as described in IC 20-29-6-1(b) was held in The Connections Center of Linton-Stockton High School.

On the 6th day of October 2025 at 5:45pm, a public hearing as described in IC 20-29-6-19 was held in The Connections Center at Linton-Stockton High School.

Article 2

During the public hearing held on the 22nd day of September 2025 at 6:00pm governing body members were not allowed to participate in the public hearing by means of electronic communication. During the public hearing held on the 22nd day of September 2025 at 6:00pm, members of the public were not allowed to participate in the public hearing by means of electronic communication.

During the public hearing held on the 6th day of October 2025 at 5:45pm governing body members were not allowed to participate in the public hearing by means of electronic communication. During the public hearing held on the 6th day of October 2025 at 5:45pm members of the public were not allowed to participate in the public hearing by means of electronic communication.

The terms and conditions of this agreement shall become effective as of July 1, 2025 and shall continue in effect through June 30, 2027 with all issues having been considered and agreed upon.

The Board ratified the CBA on October 20, 2025 and the Association ratified the CBA on October 7, 2025, and it is attested to by the representatives whose signatures are below.

Article 1 is attested to by the Board and Association representatives whose signatures appear below.
Article 2 is attested to by the Board representative whose signatures appear below.
Attested to on this 20th day of October, 2025.

William Eric Wilson
President, Board of Trustees
Linton-Stockton School Corporation

Dara R Pittard
President, Linton-Stockton Classroom
Teachers Association

Timothy A. Hoove
Superintendent
Linton-Stockton School Corporation

Beth Wang
Vice-President, Linton Stockton Classroom
Teachers Association

APPENDIX A

Compensation

The salary range of returning teachers in the 2025-2026 school year, before any increases provided in this agreement, was $43,000 to $75,400.

Base Salary Increases

General Eligibility

To be eligible for a salary increase, a teacher:

1. Must have been employed at least 120 days in the prior year.

Factors and Definitions

1. Evaluation Rating - The teacher received a Highly Effective, Effective or Needs Improvement rating for the prior year.
2. Academic Need - The importance of retaining teachers in the corporation based on their current salary level.
3. Experience - The teacher was employed as a teacher by the School Corporation at least 120 days the prior year

In the 2025-2026 school year, salary increases will be based on the Evaluation Rating Academic Needs and Experience factors. $700 will be added to the base salary at each level. Teachers will advance one Career Level for a total salary increase of $2,000.

1. Evaluation Rating of Highly Effective, Effective or Needs Improvement = $1,000
2. Academic Needs = $200
3. Experience = $800

Any amount exceeding the salary schedule level the teacher is on will be distributed to the teacher in a one-time stipend.

Literacy Endorsement - An additional $250 will be added onto the base salary for those teachers holding a literacy endorsement. The $250 will be added in 2025-2026 and 2026-2027. To be compensated for the literacy endorsement, this MUST be on the license and proof must be given to the business office by March 1.

Teachers with a Bachelor's Degree who earn a Master's Degree prior to the start of the 2025-2026 school year will be eligible to move to the Master's scale. Teachers with a Bachelor's Degree who earn a Master's Degree prior to the start of the 2026-2027 school year will be eligible to move to the Master's scale. In both scenarios, the teacher MUST provide proof of the attained degree BEFORE the start of the respective school year.

The salary range in the 2025-2026 school year, after increases, will be $45,000-$76,100.

The Salary Cap after increases will be $73,600 for Bachelor's Degree and $76,100 for Master's Degree.

A teacher will receive a dollar amount salary increase up to the Cap. Once the Cap is reached, any additional amount of increase that would otherwise be received will be distributed to the teacher as a one-time stipend.

Any teacher employed for the 2025-2026 school year will have a minimum salary of $45,000.

Any base salary increase and/or stipend earned by a teacher will be paid through a retroactive amount following ratification, with the remaining amount distributed over the remaining days of the contract.

In the 2026-2027 school year, all salary increases will be based on the Evaluation Rating, Academic Needs, and Experience factors. Teachers already on the salary schedule will advance one Career Level. Teachers at the Salary Cap on either scale who are eligible will receive a one-time stipend in the amount of $1,300

A. Any teacher hired prior to the 2026-2027 school year will receive the following, subject to the distribution described in the salary cap:
    a. Evaluation rating of Meets Expectations = $650
    b. Academic Needs = $130

c. Experience = $520

The Salary Cap after Increase will be $73,600 on the Bachelor scale and $76,100 on the Masters scale.

A teacher will receive a dollar amount salary increase up to the Cap. Once the Cap is reached, any additional amount of increase that would otherwise be received will be distributed to the teacher as a one-time stipend.

B. Any teacher employed for the 2026-2027 school year will have a minimum salary of $45,000.

APPENDIX B
Salary Schedule

CAREER LEVEL	BACHELORS	MASTERS
A	$45,000	$47,500
B	$46,300	$48,800
C	$47,600	$50,100
D	$48,900	$51,400
E	$50,200	$52,700
F	$51,500	$54,000
G	$52,800	$55,300
H	$54,100	$56,600
I	$55,400	$57,900
J	$56,700	$59,200
K	$58,000	$60,500
L	$59,300	$61,800
M	$60,600	$63,100
N	$61,900	$64,400
O	$63,200	$65,700
P	$64,500	$67,000
Q	$65,800	$68,300
R	$67,100	$69,600
S	$68,400	$70,900
T	$69,700	$72,200
U	$71,000	$73,500
V	$72,300	$74,800
W	$73,600	$76,100

APPENDIX C
Extra-Curricular Activities

*The number of positions in each category is listed for informational purposes only.

Payment Code: D=First Pay after December 1
M = First Pay after March 1
J = First Pay after June 1
S = First Pay after September 1

The following is for informational purposes only:

a. At no time, can an employee receive double the stipend when a position goes unfilled.
Example: There are two SC Sponsor positions. One position is not filled. The employee who filled the other position cannot get both stipends.

b. An employee may receive more than one stipend from a category, provided they serve in more than one position.
Example: The same employee serves as Varsity Coach and 8th Grade Coach in the same sport. This employee could receive two stipends because of different positions.

c. A change can be made in the stipend amount, only if
   i. All parties agree
   ii. The total amount per category is not exceeded

   Example: The principal wants to have 6 leadership team members instead of the 3 listed in the ECA schedule for $250 each. The total amount allowed is $750. The principal would have to get the agreement of the three original employees first to change the per person stipend to $125 per person. The principal cannot decrease the amount of positions to increase the stipend amount.

d. The Summer Program Development stipend is given to the head varsity coach who provides a narrative of summer activities at the end of summer. These activities can include camps, weight training and conditioning, workouts, competitions, etc.

Category	Position	# *	Payment Schedule	2023-2025 Stipend
Academics	School Leadership Team Elementary	8	J	647.50
	School Leadership Team Middle School	6	J	647.50
	School Leadership Team High School	9	J	647.50
	Grade Level Chairs Elem	6	J	1080.40
	K-12 Fine Arts Chair	1	J	1,628.00
	Pre K-12 English Language Learners Chair	2	J	1,080.00
Class Sponsors	Senior	2	J	906.00
	Juniors	2	J	1087.80
	Sophomores	2	J	340.40
	Freshmen	2	J	340.40
Fine Arts	Marching/Pep Band Director	1	M	2686.20
	High School Drama/Musical Director	1	J or M	1,332.00
	High School Drama/Musical Support Personnel	2	J or M	400.00
	Middle or Elementary Drama/Musical Director	1	J or M	1,332.00
	Middle or Elementary Drama/Musical Support Personnel	2	J or M	400.00
Clubs/Organizations	Clubs Elementary	6	J	270.10
	Clubs Middle School	6	J	270.10
	Clubs High School	14	J	270.10
	BPA or DECA Advisor	1	J	1080.40
	FFA Advisor	1	J	2061.80

	MS Student Council	2	J	453.25
	HS Student Council	2	J	680.80
	Yearbook Advisor Elementary	1	J	1087.80
	Yearbook Advisor Middle School	1	J	1087.80
	Yearbook Advisor High School	1	J	1542.90
Kadets/Rifles	Varsity Flag Sponsor	1	M	1587.20
	Varsity Dance Sponsor	1	M	1332.00
	Varsity Rifle Sponsor	1	M	1587.20
	Middle School Miner Kadet Sponsor	1	M	270.10
MS/HS Athletics				
Baseball	Varsity Baseball Coach	1	J	3903.50
	Summer Program Development	Varsity Coach	S	390.35
	Assistant Baseball Coach	1	J	1450.40
Basketball	Varsity Boys Basketball Coach	1	M	7810.70
	Summer Program Development	Varsity Coach	S	781.07
	Varsity Assistant Boys Basketball Coach	1	M	4736.00
	8th Grade Boys Basketball Coach	1	M	1269.10
	7th Grade Boys Basketball Coach	1	M	1269.10
	6th Grade Boys Basketball Coach	1	M	906.50
	Varsity Girls Basketball Coach	1	M	7810.70
	Summer Program Development	Varsity Coach	S	781.07
	Assistant Girls Basketball Coach	1	M	4736.00
	8th Grade Girls Basketball Coach	1	M	1269.10
	7th Grade Girls Basketball Coach	1	M	1269.10
	6th Grade Girls Basketball Coach	1	M	906.50
Cheerleading	Varsity Cheerleader Coach	1	M	2175.60
	Summer Program Development	Varsity Coach	S	217.56
	JV Cheerleader Coach	1	M	1261.70
	Middle School Cheerleader Coach	1	M	862.10
Cross Country	Varsity Boys Cross Country Coach	1	D	2356.90
	Summer Program Development	Varsity Coach	S	235.69
	Varsity Girls Cross Country Coach	1	D	2356.90
	Summer Program Development	Varsity Coach	S	235.69
	Middle School Boys Cross Country Coach	1	D	654.90
	Middle School Girls Cross Country	1	D	654.90
Football	Varsity Football Coach	1	D	7810.70
	Summer Program Development	Varsity Coach	S	781.17
	1st Varsity Assistant Football Coach	1	D	4736.00
	2nd Varsity Assistant Football Coach	1	D	2160.80
	3rd Varsity Assistant Football Coach	1	D	851.00
	4TH Varsity Assistant Football Coach	1	D	851.00
	Middle School Football Coach	2	D	851.00
Golf	Varsity Boys Golf Coach	1	J	2356.90
	Summer Program Development	Varsity Coach	S	235.69
	Varsity Girls Golf Coach	1	D	2356.90
	Summer Program Development	Varsity Coach	S	235.90
	Middle School Boys Golf Coach	1	D	654.90
	Middle School Girls Golf Coach	1	D	654.90
Softball	Varsity Softball Coach	1	J	3903.50

	Summer Program Development	Varsity Coach	S	390.35
	Assistant Varsity Softball Coach	1	J	1450.40
Tennis	Varsity Boys Tennis Coach	1	D	2356.90
	Summer Program Development	Varsity Coach	S	235.69
	Varsity Girls Tennis Coach	1	J	2356.90
	Summer Program Development	Varsity Coach	S	235.69
	Middle School Boys Tennis Coach	1	D	654.90
	Middle School Girls Tennis Coach	1	J	654.90
Track	Varsity Boys Track Coach	1	J	3903.50
	Summer Program Development	Varsity Coach	S	390.35
	Varsity Boys Assistant Track Coach	1	J	1450.40
	Varsity Girls Track Coach	1	J	3903.50
	Summer Program Development	Varsity Coach	S	390.35
	Varsity Girls Assistant Track Coach	1	J	1450.40
	Middle School Boys Track Coach	1	J	925.00
	Middle School Girls Track Coach	1	J	925.00
Volleyball	Varsity Volleyball Coach	1	D	4739.70
	Summer Program Development	Varsity Coach	S	473.97

	Varsity Assistant Volleyball Coach	1	D	2160.80
	Middle School Volleyball Coach	2	D	862.10
Weightlifting	Multi-sport	1	M	1369.07
Freshman	A freshman coaching position will be paid for any sport which has enough student athletes to fill a team and play at least five (5) freshman competitions.	1 per sport as needed	Per Sport	851.00
Elem. Athletics	Elementary Boys Basketball Coach	1	M	906.50
	Elementary Girls Basketball Coach	1	M	906.50
	Elementary Basketball Coordinator	1	M	455.10
	Elementary Cheerleading Coach	1	M	270.10

APPENDIX D

Pay Dates

2025-2026	2026-2027
15-Aug-25	14-Aug-26
29--Aug-25	28-Aug-26
12-Sep-25	11-Sep-26
26-Sep-25	25-Sep-26
10-Oct-25	9-Oct-26
24-Oct-25	23-Oct-26
7-Nov-25	6-Nov-26
21-Nov-25	20-Nov-26
5-Dec-25	4-Dec-26
19-Dec-25	18-Dec-26
2-Jan-26	1-Jan-27
16-Jan-26	15-Jan-27
30-Jan-26	29-Jan-27
13-Feb-26	12-Feb-27
27-Feb-26	26-Feb-27
13-Mar-26	12-Mar-27
27-Mar-26	26-Mar-27
10-Apr-26	9-Apr-27
24-Apr-26	23-Apr-27
8-May-26	7-May--27
22-May-26	21-May-27
5-Jun-26	4-Jun-27
19-Jun-26	18-Jun-27
3-Jul-26	2-Jul-27
17-Jul-26	16-Jul-27
31-Jul-26	30-Jul-27

APPENDIX E

Grievance Form

Name of certificated employee(s) seeking relief:

Name of other employee(s) involved, if any:

Identification of specific provisions of agreement violated or misinterpreted:

Statement of facts giving rise to the grievance and contention of the grievant with respect to the grievance:

Specific relief requested:

Signature(s) of certificated employee(s) seeking relief:

Signature	Date
Signature	Date
Signature	Date