MASTER CONTRACT

Between

UNION SCHOOL
CLASSROOM TEACHERS ASSOCIATION

And the

BOARD OF TRUSTEES

OF

UNION SCHOOL CORPORATION

July 1, 2025 – June 30, 2027

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RECOGNITION

ARTICLE I

A. The Board hereby recognizes the Union School Classroom Teachers Association (also known as the "USCTA") as the exclusive representative of all teachers employed by the school corporation.

B. Definitions
   1. The term "teacher", when used in this contract, shall refer to all teacher certified personnel contracted by the Board on a one-half time or more teaching contract, except the superintendent, principals, assistant principals, and athletic director.
   2. The terms "Board" and "USCTA", when used in this contract, shall include authorized officers, representatives, and agents of these two groups.
   3. The term "school corporation," when used in this contract, shall refer to the Union School Corporation of Union Township, Randolph County, and Stony Creek Township, Henry County, State of Indiana.
   4. The term "daily rate", when used in this contract, shall refer to the annual school year salary divided by those contracted days.
   5. The term "hourly rate", when used in this contract, shall refer to the daily rate divided by 7.75. "Hourly rate", defined in this paragraph, shall be used to calculate the rate of pay for teacher certified personnel who teach summer school, evening school, special assignments (for example, homebound schooling), and other classes taught under a supplemental teacher's contract (I.C. 20-28-6-7).
   6. The term "immediate family", when used in this contract, shall refer to spouse, children, stepchildren, sisters, brothers, mother, stepmother, father, stepfather, mother-in-law, father-in-law, sisters-in-law, brothers-in-law, daughters-in-law, sons-in-law, grandparents, grandparents-in-law, or grandchildren.
   7. The term "member of the household", when used in this contract, shall refer to any person who resides at the permanent residence of the employed teacher.
   8. The Term 'hard to fill' or 'difficult to fill' is defined as a need for certified teachers of ELA, math, science, foreign language, CTE, special education, or any area in which there are no viable applicants.

ARTICLE II

PROFESSIONAL COMPENSATION

A. SALARY
   1. The salary provisions for teachers covered by this agreement are set forth in Appendix A – Compensation Model and Appendix A-1 salary schedule – which is attached to and incorporated in this agreement. The Board will also pay the appropriate Indiana Public Retirement System (INPRS) contribution for each teacher.
   2. The Union RISE model will be used to determine the final Evaluation Rating for each teacher. ~~in accordance with Indiana Code IC 20-28-11.5.~~
   3. The salary range is $53,000 to $72,000 for 2025-2026 and $56,000-$75,000 for 2026-27.

4. The Superintendent shall have the authority to hire a new teacher at a salary not to exceed the salary paid to current USCTA teachers, with the salary to be determined by the Superintendent and the Association based upon the needs of the district and the availability of qualified teachers for the position.
5. The Superintendent shall have the authority to rehire a retired teacher but may only place them on the salary schedule between rows 0 and 4 ($48,000-$52,000) at the Superintendent's discretion.
6. A teacher retiring at the end of a given year who is eligible to receive additional compensation will be given a one-time payment of the amount for which they are eligible after their final rating has been determined for the year in which they retire. Such additional compensation would be the difference between the salary lane into which they would have moved and the salary which was received in the year of their retirement.
7. A teacher leaving at the end of a given year who is eligible to receive additional compensation, will be given a one-time payment of the amount for which they are eligible after their final rating has been determined for their last year of employment with Union School Corporation. Such final compensation would be the difference between the salary lane into which they would have moved and the salary which was received in the last year of employment.

B. PAYROLL

Teachers shall be paid their salaries in twenty-four equal installments for the 25-26 school year and 26 equal installments (Bi-Weekly) during the 26-27 school year. Pay dates for each school year shall be mutually determined by the Superintendent and Association no later than ten school days following approval of the school calendar by the Board.

1. All pay will be made by Electronic Funds Transfer (Direct Deposit) to the bank account identified by the teacher. Deposit of funds shall be on, or prior to, each specified payroll date.
2. A teacher may request in writing prior to April 1 the balance of all such salary due and payable at the close of the school term, provided that all contract services have been completed. This shall be issued in separate checks instead of one lump sum.
3. Extracurricular pay for all B1 and B2 positions will be paid according to the following:
    a. pay of half the sum the first payday after the season is half completed and the remaining sum the first payday after the completion of duty.

    These dates will be determined by the Superintendent and Principals/Athletic Director cooperatively. A list of beginning, middle, and ending dates shall be given to the USCTA on the first teacher day of the school year.
4. When a teacher is absent from work without pay, he/she shall have his/her daily rate deducted from the next pay for each day of absence.
5. Two (2) weeks notice shall be provided to the Corporation treasurer regarding changes in payroll deduction. Changes to tax withholdings may be made at anytime by filing the appropriate with holding form(s).
6. Claims for compensation to be paid for homebound instruction shall be turned in to the Central Office no later than five days prior to the scheduled payroll date. Pay will be issued on the next normal pay date according to the pay schedule and shall be paid in a separate check. Hours must be authorized by the Central Office prior to homebound instruction.
7. Mileage will be paid as per Board approval for cases such as homebound

instruction.

C. PART-TIME CONTRACT

The annual salary for all part-time teacher certified personnel teaching during regular school hours during the regular school year shall be calculated in accordance with the following formula:

1. The annual salary for a full-time certified teacher having an equal number of years and equal educational degree with the part-time teacher, as indicated on the Compensation Model Salary Table (appendix A-1), shall be divided by the total number of contract working days for a full-time teacher for the school year to arrive at the "daily amount".

2. The "daily amount" is then divided by the number of work periods in the school day and then multiplied by the number of work periods actually worked by the part-time teacher in the work day to arrive at the part-time teacher's "daily pay".

3. The part-time teacher's "daily pay" is then multiplied by the number of days that the part-time teacher is contracted to actually work to arrive at the part-time teacher's contract salary for the school year.

[Example: $34,000/185 = $183.78 (daily amount); $183.78 (daily amount)/7.5 = $24.50 X 4 periods actually worked = $98.00 (daily pay); $98.00 (daily pay) X 100 (days contracted to work) = $9,800.00 (contracted salary).]

D. EXTENDED CONTRACT/PROFESSIONAL DEVELOPMENT

Teachers on an extended contract will be paid at their daily rate. Professional Development taken outside of contracted hours shall be compensated at $30 per hour.

E. EXTRA-CURRICULAR

The extracurricular schedule is set forth in Appendices B1 & B2.

1. A vacancy in a B1 or B2 position occurs when the individual holding the position resigns or is dismissed during the school year. All B1 and B2 positions are considered complete at the end of the season or school year, whichever occurs first.
2. Assistants for any extracurricular position may be provided at any time, at the sole discretion of the Board.
3. The Board shall have the sole discretion to fill or leave open any position on the extracurricular schedule. The Board reserves the right to cancel a sport for lack of participation. In this case, the salary will be prorated.
4. A person employed to coach one or more positions in the same sport (i.e., varsity and junior varsity basketball) shall receive the salary at the highest position and one-half the salary of the other position if practice is concurrent. In order to receive full salary for both positions, he/she must conduct separate practices.

F. ACADEMIC CREDIT

1. The credit hours required to fulfill the Additional Degrees category of the Compensation Model Salary Table must be from a program or an institution accepted by the Office of Educator Licensing and Development, Indiana Department of Education (IDOE).
2. The education factor is limited to attainment of additional content area degree or credit hours beyond the requirement for employment. Eligible content area are any content area (as defined by IDOE) in which the teacher currently teaches or any other content area approved by the superintendent.
3. The conversion of credit hours from quarter hours to semester hours will be three (3) quarter hours equal two (2) semester hours.

4. Notification of the intent to introduce credit hours that-warrant additional compensation must be made to the office of the Superintendent by May 1 of each school year. Written verification of the credit hours must be provided to the office of the Superintendent on or before the first teacher day of each new school year in order to be factored into the Compensation Model being used to determine any salary increase for that new school year. Each class taken by a teacher in order to provide higher level learning opportunities to students, new content areas, or to provide dual credit options shall be compensated at $500 per class per semester if passed.
5. The full cost of the Praxis or similar licensure required test shall be paid for by the Corporation the first time it is attempted.

ARTICLE III

WAGE/SALARY-RELATED FRINGE BENEFITS

I. LEAVE

A. Leave may be taken in ½ day segments. Leave shall be credited annually to each teacher on the first day of his/her employment year as follows:
   1. Fourteen (14) leave days for a teacher who has signed his/her first regular teaching contract.
   2. Thirteen (13) leave days every year thereafter.
   3. If a teacher takes two or more leave days immediately before or immediately following a scheduled break (fall break, winter break, or spring break) the teacher must use 2 leave days for each day taken that exceeds one permissible day, unless medical documentation is provided. This does not apply to absences due to bereavement, injury sustained at work, or absences covered under FMLA.

B. When a teacher has been employed in another school corporation and had accumulated at least one (1) sick day at the time that they left that employment, then beginning in the teacher's second year at Union, the Corporation shall add up to three (3) sick days each year to the number of sick days to which the teacher is entitled under section A. (above) until the accumulated sick days to which the teacher was entitled in the teacher's last employment are exhausted. (I.C. 20-28-9-10)

   All returning teachers who have been with the Corporation for at least three (3) years shall have all remaining leave days that have yet to be returned added to their accumulated leave for use in the next year of employment at the end of the 2025-2026 school year. All teachers with remaining uncredited leave days at the end of the 2026-2027 school year shall have all days credited to their accumulated leave.

C. Unused leave shall accumulate and carry to the next year of employment.

D. Absence due to injury incurred during the normal teaching day shall be deducted from the teacher's sick leave days for one day's absence. If the injury should disable the teacher from work beyond one day, a doctor must verify the injury. If verified, the first day's absence will not be deducted. If the doctor indicates that the teacher is capable of returning to work or returning to work with limitations, the teacher shall return or receive no pay. If the doctor indicates the teacher should refrain from coming to work, the teacher may take up to seven additional days without reduction to sick/personal leave days nor loss of pay. The Corporation will pay the difference between Workman's Compensation and the daily rate if the absence exceeds seven days. In no case shall the teacher be paid more than his/her daily rate.

E. All teachers shall be granted up to five days to be deducted from leave for hospitalization, surgery, accident, or illness of the immediate family. This five day limit may be waived in the case of a terminal illness as determined by medical documentation and approval by the Board.

II. LEAVES OF ABSENCE

The adopted "Union School Corporation Leave Form," as published in Appendix C, must be used for all requests.

A. For leaves delineated in Sections B, C and D, below, a teacher may remain on the group health insurance plan, provided that the teacher pays the entire cost during his/her leave.

B. Adoptive Leave, Paternal Leave, and Family Illness Leave—These leaves may be granted for up to one year. The Board reserves the right to establish the length of leave if such request is for less than one-year duration. All such leaves shall be without pay, benefits, or increment. The teacher and the Superintendent shall determine beginning and ending dates of such leave mutually.

C. Leaves of Absence—A leave of absence may be granted for a period of up to one year for the purpose of study at an accredited college or university, or due to illness. The Board reserves the right to establish length of leave if such request is for less than one-year duration. The teacher and the Superintendent shall determine beginning and ending dates of such leave mutually. Such leaves shall be without pay, benefits, or increment.

D. Maternity Leave—A teacher who is pregnant shall be entitled to, upon request, a leave of absence to begin at any time between the commencement of her pregnancy and one year after the child is born. A teacher who is pregnant may continue in active employment as late into her pregnancy as she desires. All or any portion of leave taken by a teacher may, at the teacher's option, be charged to her available sick leave. When sick leave is not used, this leave is without pay, benefits, or increment.

E. Parental Leave- in case of a birth or adoption, the teacher shall be provided with a paid leave per birth or adoption of five (5) school days beginning the day of the birth or adoption and shall receive full compensation for such leave.

F. Bereavement Leave—In case of death(s) within the immediate family or of a member of the household, the teacher shall be provided with a maximum leave per death of five school days beyond the death and shall receive full compensation for such leave.

Also, one day's leave may be taken for the death of a niece, nephew, aunt, uncle, or cousin for up to a maximum of five days per school year with full compensation.

G. Professional Leave—The Board will approve or disapprove all requests for professional leave. The Superintendent may act in advance of Board consideration in those cases not feasible for Board notice. The Board may require a report, either in writing or by personal appearance, after such approved leave.

H. Legal Leave—Teachers who are called for jury duty or who are subpoenaed for witness in a trial in which they are not a party will be paid their regular salaries less the amount they are paid for the services they are called on to render. Teachers shall be paid their regular salaries during attendance at an administrative hearing or trial if required to attend by the school employer.

I. Sick Leave Bank
   1. The Sick Leave Bank is a continuous year-to-year entity, the purpose of which is to relieve teachers from undue financial burdens as a result of an absence from work due to illness, injury or incapacitation sufficiently severe that would make their presence in school inadvisable.
   2. The Sick Leave Bank Committee shall consist of the President of the Association, or his/her designee, a second representative of the Association, the Superintendent, and a second representative of the Board appointed by the Superintendent. The Association President shall be the chairperson of the Committee.
   3. Organization and Membership
      a. Any full-time teacher in the bargaining unit as defined in Article I-B-1 shall be eligible to become a member of the Sick Leave Bank.
      b. The Bank shall be formed by voluntary participation and voluntary donation of two (2) personal sick leave days by teachers who then become members.
      c. The Bank will be used only for personal illness, after exhaustion of leave days as set forth in Article III I-A-1 and I-A-2, and only for those working days that the member is contracted.
      d. The Bank shall be open for teachers to become members for thirty (30) working days following the first working day of school each year.
      e. Teachers new to the school corporation may become members by donating two (2) leave days within the thirty (30) working-day membership period or within thirty (30) working days of the teacher's initial contractual obligation.
      f. After the initial year of membership enrollment, teachers electing to continue membership in the Sick Leave Bank shall donate one (1) leave day within thirty (30) working days following the opening day of school each year. Membership is on a perpetual basis and leave deduction will be automatic until the teacher elects otherwise.

g. At such time the Sick Leave Bank account falls below fifty (50) days, an obligatory assessment of one (1) leave day shall be made upon all current members of the Bank who have leave days remaining.
h. Teachers who have been in the school corporation may become members at any time during the school year by paying all back assessments due had the teacher joined the Bank when that teacher first had the opportunity.
i. Any and all donated days lose their identity and become the property of the Sick Leave Bank.
j. Upon retirement, a teacher may donate any amount of leave days accumulated in excess of one hundred (100) to the Sick Leave Bank.

4. Procedure
    a. Written application by the teacher or a member of the teacher's family, accompanied by a physician's certificate stating the nature, length of the disability, and prognosis of the teacher's condition, shall be submitted to the chairperson of the Sick Leave Bank Committee for each request.
    b. Each application must be acted upon by the entire committee, and any decision to grant Sick Leave Bank days must be decided by a majority vote of the Committee. The decision of the Sick Leave Bank Committee shall be final. The chairperson shall inform the applicant (or where advisable, a member of the family) of the Committee's decision and shall also report the decision to grant Sick Leave Bank days to the Corporation Treasurer.
    c. The maximum number of days that may be granted per teacher shall be twenty (20) days per application for a maximum of forty (40) working days for the school year.
    d. The applicant must use all available sick/personal leave days as set forth in Article III I-A-1 and I-A-2 before Sick Leave Bank days shall be approved.
    e. There must be a waiting period of five (5) working days after the teacher's leave days have expired before Sick Leave Bank days become effective. Upon request by the applicant or a member of the immediate family, up to and including all five (5) days of this waiting period may be waived at the discretion of the Committee.
    f. Upon returning to work, the member shall repay the Sick Leave Bank the number of days used at the rate of two (2) days per school year. Repayment shall begin with the school year immediately following the school year during which the Sick Leave Bank days were granted.
    g. If a member of the Bank retires, resigns, or for other reasons leaves the school corporation before Sick Leave Bank days are repaid, the debt shall be waived.

III. INSURANCE

A. The Board shall contribute $853.00/month toward any plan offered by the North Central Indiana School Insurance Trust or Insurance Consortium the Corporation is a member of. Teachers shall pay the difference between the chosen plan and $853.00/month by payroll deduction. In the event that both husband and wife are employees eligible for such coverage, they may elect to take individual single coverage plans, or may receive an amount equivalent to two times the single plan amount toward a family plan so long as the husband and wife are assessed at least one dollar each for the plan. If the difference between the chosen plan and the $853.00/month contribution equals a positive difference on behalf of the employee, then the school corporation will contribute that amount into the employee's HSA fund on their behalf.

B. The Board shall provide a long-term disability plan with a sixty-day elimination period. At the conclusion of the elimination period, the teacher will be eligible to receive two-thirds (66 2/3%) of his/her salary. The Board will assume premium costs for the long-term disability program minus one dollar.

C. A term life insurance program, which will provide a $50,000 death benefit and double indemnity death benefit in the case of accidental death, shall be provided for each teacher at a cost of one dollar per year to the teacher. The policy shall contain a conversion clause not requiring a physical examination at the time of conversion. Teachers who are ineligible or elect not to participate in the group health insurance program (as defined in Article III. III-A, above) shall receive an additional $50,000 term life insurance at no additional cost to the teacher. The death benefit will be reduced as per provisions of the life insurance contract in effect at the time, i.e., most policies reduce benefits at a certain age by a certain percentage.

D. The policies in Section A, B, and C of this subsection shall be a written recommendation by an advisory committee composed of faculty and administrative representatives with final approval being the responsibility and right of the Board.

E. Section 125 Benefit—The benefit provided to employees by Section 125 of the Revenue Act of 1978 shall be made available to any teacher so requesting. The Corporation will pay the administrative costs.

IV. RETIREMENT BENEFITS

A. Retirement benefits shall be provided to a retiring teacher according to the following requirements and provisions:
   1. To be eligible one must be at least fifty years of age, have at least fifteen years of experience, and have at least ten continuous years of service in the Union School Corporation.
   2. The teacher must notify the Board in writing through the Superintendent of his/her intent to retire by January 1 of the year of retirement. In the event a teacher must retire for his/her own health, the notice shall be waived by Board

action. If any such teacher, having given written notice of intent to retire and being eligible for this additional compensation, should die before said retirement, the Corporation shall pay to the estate of that teacher the lump sum amount that would have been paid to the teacher had the teacher not died prior to retirement.

3. The teacher must, at the time of retirement, be employed by Union School Corporation.

B. A current copy of State guidelines and options concerning disbursement of retirement benefits will be provided and explained individually to each retiree by the Superintendent.

C. A 403(b) program shall be provided for any teacher to participate in on a voluntary basis with the teacher paying for the entire amount of the premium through a payroll deduction plan. Any new 403(b) program must be approved by the Board and will require a minimum of five participants.

D. Should the Corporation wish to do a retirement buy out or severance package for the 2025-2026 or the 2026-2027 school year, the Corporation shall notify the Association of eligible teachers of those options no later than February 1, and the eligible teachers shall respond by May 1st of each year of this agreement.

<u>Retirement Savings 401(a) Annuity Plan</u>
(After 2004 hire date)

A. The school corporation shall establish a qualified retirement plan as described in Section 401(a) of the Code.

For teachers hired after June 30, 2004, the Board agrees to contribute into each individual's separate 401(a) account one percent (1%).

B. There will be no comingling 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. The single investment vendor for the 401(a) Plan shall be ISTA Financial Services Corporation.

Each bargaining unit member shall be 100% vested in these individual 401(a) accounts.

<u>Retirement Savings VEBA Plan</u>
(After 2004 hire date)

A. The school corporation shall contribute to a voluntary employees' beneficiary association ("VEBA") as described in Section 501(c)(9) of the Code as follows:

For teachers hired after June 30, 2004, the Board agrees to contribute into each individual's separate VEBA account one half of one percent (.5%). The Board shall make equal monthly contributions throughout the school year, and will complete its contributions on or before August 1 of each succeeding year. 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 VEBA Plan. The single investment vendor for the VEBA Plan shall be the Security Benefit Health Reimbursement Arrangement (HRA) Indiana VEBA.

Each bargaining unit member is considered 100% vested in these individual VEBA accounts.

V. MASTER'S DEGREE SCHOLARSHIP

A. The Board agrees to make available a total not to exceed $10,000 to be used as scholarships to help defray the cost of securing a Master's Degree. The following provisions shall apply:

a. The $10,000 shall be available from July 1, 2025 through June 30, 2027.

b. Only teacher who seek to secure a Master's Degree in a content area directly related to the subject matter of a dual credit course or any other content area that has been pre-approved by the Superintendent.

c. Up to $1,000 shall be made available to each teacher seeking such a Master's Degree for each semester in which the teacher is enrolled in an accredited post-graduate course. To receive this amount, the teacher must submit a proposed education plan to the Superintendent and a reimbursement plan will be arranged as agreed by the Superintendent and the teacher. No plan will be approved if the teacher qualifies for free tuition.

d. Each teacher seeking this scholarship must apply to the Superintendent for approval. The teacher must present evidence of being accepted and enrolled in an accredited post-secondary Master's Degree program in the areas noted above. The Superintendent shall have the exclusive authority to determine whether the program in which the teacher is enrolled is one which meets the criteria of enabling the teacher to either teach a dual credit course or any other content area that has been pre-approved by the Superintendent. The Superintendent has the exclusive authority to determine the number of teachers who are accepted for receipt of the scholarship.

e. Each teacher who is accepted will receive up to a maximum of $1,000 per semester with the actual amount being received determined by the cost of the credit hours in which the teacher is enrolled for each specific semester. The teacher will be required to make the payment to the school in which he or she is enrolled and upon providing the Superintendent's office proof of the cost of the courses for each *semester* shall then receive reimbursement under terms approved by the Superintendent for the actual cost per credit hour of the courses in which he or she is enrolled for each semester up to a maximum of $1,000 upon completion of the course.

f. Teachers enrolled in acceptable Master's Degrees program who are receiving the scholarships shall be required to maintain a C average in each course in which he or she is enrolled. In the event the teacher fails to maintain a C grade average, her or she shall no longer receive the scholarship and shall be required to repay all scholarship monies received within 60 days. In addition, if the teacher leaves the corporation within thirty-six (36) months of receiving the scholarship, then the teacher shall repay the corporation the full amount of the scholarship upon severing employment. The exceptions to this repayment requirement are as follows:

1. The teacher becomes incapacitated and is no longer able to fulfill his/her duties as a teacher.

g. In the event a teacher receiving a scholarship withdraws for any reason (except illness), he or she shall be required to pall all monies given pursuant to the scholarship within 60 days.

ARTICLE IV

GRIEVANCE PROCEDURE

A grievance shall be defined as an alleged violation or claimed misinterpretation of a specific article or section of this agreement.

A. Step 1 / Informal - The grievant must present the grievance to his/her principal by meeting with him/her in an informal manner. Within seven (7) days the principal shall give his/her answer to the grievant in response to the alleged violation or misinterpretation.

B. Step 2 / Formal Level I - In the event the grievance is not resolved in Step One, the Association may file a formal grievance utilizing Appendix D, Formal Grievance Form, with the building principal,-within thirty (30) calendar days following the incident that causes the grievance. The building principal shall within seven (7) calendar days submit a written response.

C. Step 3 / Formal Level II - If the grievance is not resolved at this stage, the Association may submit the grievance, in writing, within ten (10) calendar days to the superintendent who shall give the Association a hearing within fifteen (15) calendar days of receipt of the appeal and shall give a decision, in writing, within five (5) calendar days following the hearing.

D. Step 4 / Formal Level III - If the Association is not satisfied with the decision of the superintendent, said grievance may, within ten (10) calendar days of receipt of the decision, be submitted in writing to the Board who shall hold a hearing within twenty (20) calendar days of receipt of the appeal. The decision of the Board shall be final unless otherwise provided by law.

ARTICLE V

TERM OF AGREEMENT

This collective bargaining agreement shall be effective as of July 1, 2025, and shall continue in full force and effect through June 30, 2027.

The undersigned attest to the following:

1. A public hearing was held in compliance with IC 20-29-6-1(b) on September 16, 2025, and electronic participation from parties and/or public was not permitted; and
2. A public meeting in compliance with IC 20-29-6-19 was held on October 16, 2025 to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

This contract is made and entered into at Modoc, Indiana, on this 16th day of October, 2025, by and between the Board of School Trustees of the Union School Corporation, County of Randolph/Henry, State of Indiana, party of the first part, heretofore referred to as the "School Employer," and the Union School Classroom Teachers Association, party of the second part, heretofore referred to as the "Exclusive Representative."

This contract is so attested to by the parties who signatures appear below:

Board of School Trustees of
Union School Corporation

Board President

Board Secretary

Board Member

Board Member

Board Member

Superintendent/
Chief Negotiator of the
School Employer's Negotiation Team

Union School Classroom
Teachers Association

President

Negotiations Team Member

Negotiations Team Member

APPENDIX A
COMPENSATION MODEL

The salary range is $53,000 to $72,000 (2025-2026) and $56,000-$75,000 (2026-2027) .

1. General eligibility for progression on the Salary Schedule is determined using the following criteria:

    a. Evaluation: Teachers not receiving an evaluation of "Ineffective" or "Needs Improvement" for the prior school year (and anyone else who qualifies for a raise under I.C. 20-28-9-1.5), AND
    b. Experience: Teachers under contract for at least 120 days during the prior school year (or what a year of service equates according to INPRS) and continue under contact in the current school year.
    c. Education: In addition to above eligibility requirements, teachers who also earn an additional content area degree that meets the Academic Credit requirements under Article II, Section F of this agreement shall be eligible for an additional increase.

2. Progression on the salary schedule is determined using the following factors:

    a. Fifty percent (50%) of the salary increase is attributable to Evaluation. Evaluation is defined as teachers not receiving an evaluation of "Ineffective" or "Needs Improvement" for the prior school year (and anyone else who qualifies for a raise under I.C. 20-28-9-1.5), and
    b. Fifty percent (50%) of the salary increase is attributable to Education. Education is defined as teachers meeting the Academic Credit requirements under Article II, Section F of this agreement.
    c. In the event that a teacher is already compensated above the highest salary in their respective column or no additional rows exist, they shall not have their salary reduced or increased.

3. Loyalty Base Salary Increase for Academic Needs for 2025-2026 and 2026-207 school years.

    a. With the current reality of Union School Corporation being named in Senate Bill 1 to be closed and disassociated as of July 1, 2027, all returning teachers qualify for increase as each position listed qualifies as difficult to fill positions.

    b. If the school does close its doors and be dissolved as of July 1, 2027, all teachers who are employed by Union for the entirety of the 26-27 school year through the final teacher day shall receive in one lump sum one year's salary on or before June 30, 2027. This does not include insurance coverage or the cost of insurance.

    c. A teacher who was employed as a teacher in the Union School Corporation during the previous school year and is still employed as a teacher on August 4, 2025, shall receive a base salary increase of up to $3,000.

d. Any teacher who has earned their Literacy Endorsement will have $800 added to their base salary.

4. Loyalty Stipend for Academic Needs for 2024-2025 school year.

   a. A teacher who was employed as a teacher in the Union School Corporation during the 2024-25 school year, has met the general eligibility requirements listed in Appendix A, item 1, and is still employed as a teacher on January 31, 2026, shall receive a loyalty stipend for $1,000. This stipend shall be paid out on February 28, 2026. The same language and dates pertain to the 26-27 school year.

5. Teachers will be eligible to earn a Perfect Attendance Stipend in the amount of $500, per semester (Fall/Spring), if they satisfactorily meet the following requirements:

   a. Teacher must be employed in a teaching position for each day of the semester in which attendance is being monitored.
   b. Teacher may not miss school using a leave day (personal/sick/family illness) or miss due to disciplinary action for the entirety of the semester. This includes both student and faculty required days.
   c. Bereavement days, and absences due to FMLA leave, jury duty, and job related injury absences that result in a workman's compensation report are excluded.
   d. Once a semester has completed, each teacher starts with a new opportunity to earn the stipend again.

APPENDIX A-1

COMPENSATION MODEL SALARY TABLE

2025-2027 New Teachers

Professionalism Level	2025-2026 Bachelor's Degree	2025-2026 Master's Degree	2026-2027 Bachelor's Degree	2026-2027 Master's Degree
0-1	53,000	55,000	56,000	58,000
2	54,000	56,000	57,000	59,000
3	55,000	57,000	58,000	60,000
4	56,000	58,000	59,000	61,000
5	57,000	59,000	60,000	62,000
6	58,000	60,000	61,000	63,000
7	59,000	61,000	62,000	64,000
8	60,000	62,000	63,000	65,000
9	61,000	63,000	64,000	66,000
10	62,000	64,000	65,000	67,000
11		65,000		68,000
12		66,000		69,000
13		67,000		70,000
14		68,000		71,000
15		69,000		72,000
16		70,000		73,000
17		71,000		74,000
18		72,000		75,000

APPENDIX B1
EXTRA-CURRICULAR SCHEDULE
Schedule B1 includes school clubs and activities that function year-round.

Schedule B1*
*For these academic positions, sponsors/coaches must complete all required duties to receive full payment. If all required duties are not fulfilled then the pay will be one-half for each position.

Academic Coordinator (Includes coaching interdisciplinary squad)	$1000
Academic Coach	$750
Academic Coach	$750
Academic Coach	$750
Academic Coach	$750
Academic Coach	$750
Academic Coach	$750
Art Club	$750
Pep Band (Must have a minimum 10 members)	$1250
Marching Band (Must have minimum 15 members)	$1250
Choral Music	$500
Class Sponsors	
Seventh (Must attend class trip)	$500
Seventh (Must attend class trip)	$500
Eighth (Must attend class trip)	$500
Eighth (Must attend class trip)	$500
Freshmen	$500
Freshmen	$500
Sophomores	$500
Sophomores	$500
Juniors	$1,300
Juniors	$1,300
Seniors (Must attend class trip)	$1,550
Seniors (Must attend class trip)	$1,550
Seniors (Must attend class trip)	$1,550
Little Hoosiers	$500
National Honor Society	$750

Junior High Honor Society	$500
Robotics Club	$500
Ropin' Rockets	$1,000
Running Rockets	$1,000
Elementary Student Council	$500
Spell Bowl	$500
Math Bowl	$500
Student Council, Jr/Sr H.S. (Joint Sponsor)	$1200
Student Council, Jr/Sr H.S. (Joint Sponsor)	$1200
School Publications	$1,900
World Language Club	$500
Theater (2) (The school will reimburse up to $250 of expenses for each production.)	$950
Leader in Me (4)	$1000
Book Club	$1000

APPENDIX B2

EXTRA CURRICULAR SCHEDULE

Schedule B2 includes sports and school clubs that are seasonal.

Schedule B2*

*For these athletic positions a minimum of seventy-five percent of practices/games is required for full pay. To receive one-half pay, fifty to seventy-four percent of practices/games is required.

Archery	
Boys & Girls	$1,405
Baseball	
Varsity	$2,800
Varsity Assistant/JV	$1800
Basketball	
Varsity Boys	$5,000
Boys Off-Season Camp	$1,000
Junior varsity Boys	$2,215
Varsity Girls	$5,000
Girls Off-Season Camp	$1,000
Junior Varsity Girls	$2,215
5th Grade Boys	$1000
5th Grade Girls	$1000
6th Grade Boys	$1000
6th Grade Girls	$1000
7th Grade Boys	$1,850
7th Grade Girls	$1,850
8th Grade Boys	$1,850
8th Grade Girls	$1,850
9th Grade Boys	$1,850
9th Grade Girls	$1,850
Bowling	$1000
Cheerleaders	
High School	$1850
Junior High	$1000
Elementary	$500

Cross Country	
Varsity Boys & Girls	$1,850
Junior High Boys & Girls	$1000
Flag Football Club	
Elementary	$610
Junior High	$610
Golf	
Varsity Boys	$1,850
Varsity Girls	$1,850
Junior High Boys	$1000
Junior High Girls	$1000
Softball Head Coach	$2,800
Softball Assistant	$1800

Soccer Club Boys & Girls	$1000
Track	
High School Boys	$2,800
High School Girls	$2,800
HS Assistant-Throwing	$1200
HS Assistant-Field Events	$1200
Junior High Boys	$1200
Junior High Girls	$1200
Volleyball	
Varsity Girls	$3,500
Off-Season Camp	$1,000
Assistant Girls	$1,800
7th Grade Girls	$1200
8th Grade Girls	$1200
Wrestling	
High School/Junior High	$1000

APPENDIX C

LEAVE REQUEST FORM

Now on KissFlow

Name____

Today's Date____

Date of Leave______________________All day_______A.M._______P.M._______

Please check reason for leave request:

_______Leave

_______Professional – Identify____________________________________

_______Bereavement – List Relationship______________________________

_______Jury Duty

_______Other – Identify____

Arrangements necessary during absence________________________________

____

Time Substitute needed____

For Professional Leave, please attach flyers, registration forms, and other supporting documents. If Reimbursement is requested, attach receipts and indicate amount requested below:

____

It is understood that the teacher shall be responsible for leaving lesson plans, seating charts, special medical needs, etc., for the substitute during this leave. In the event of a requested substitute, it is understood that availability may impact such a request.

________________________________ ________________________________

Employee Signature date Principal Signature date

____

Superintendent Signature date

Superintendent's recommendation in the case of professional leave____________________

____

Board of Trustees' Approval (if needed):__________Leave Granted ________Leave Denied

Reason for Denial____

APPENDIX D
UNION SCHOOL CORPORATION
FORMAL GRIEVANCE FORM

Please Check When Completed: Date Filed ______________________________

_______Original Form – Principal

_______Copy – Superintendent

_______Copy – USCTA

_______Copy – Teacher Involved ____________________________________

_______Copy – Teacher Involved ____________________________________

_______Copy – Teacher Involved ____________________________________

(Attach additional sheets as necessary)

Date of initial informal meeting with principal ____

Level I

A. Date alleged violation occurred ____

B. Fact giving rise to the grievance ____

____

C. Provision of contract allegedly violated, misinterpreted, or misapplied ___________________

____

____

____

D. Contention of the grievant with respect to the grievance _______________________________

____

____

____

E. Relief sought ____

____

____

____

____
Grievant(s) Signature(s) Date

F. Disposition by Principal ____

____

____

____
Principal Signature Date

G. Position of Grievant(s) / USCTA ____

____

____

____
Grievant(s) Signature(s) Date

Level II

A. Date Received by Superintendent ____

B. Disposition by Superintendent ____

____

____

____
Superintendent Signature Date

C. Position of Grievant(s) / USCTA ____

____

____

Level III

A. Date Submitted to School Board ____

B. Disposition by School Board ____

____

____

______________________________ ______________________________
President of Board Signature Date Secretary of Board Signature Date