

2025 CBA COMPLIANCE CHECKLIST

Item	✓	Page No. ¹
School employer and exclusive representative identified		1
Bargaining unit description matches the IEERB Order in effect at time of ratification		1
Beginning and ending date of CBA (must end on or before June 30, 2027)		11
Ratification date (must be on or after September 15 and at least 72 hours after TA meeting)		13
Signed by School Board President, Secretary, or Vice President and Exclusive Representative		13
General definitions (definitions that apply to the whole CBA)		1
Grievance procedure (if arbitration used, must indicate if advisory or binding)		N/A
Contract interpretation provisions (e.g., severability, supremacy, savings clauses)		N/A
Salary for new teachers (amount, schedule, or method of calculation)		4
Wages/compensation for ancillary duties		N/A
Wages/compensation for extracurricular duties		14
Compensation for extended contracts		N/A
Public hearing and public meeting attestations (include electronic participation information)		12
Compensation Plan		
If there are no salary increases, CBA includes a statement to that effect		3 (26-27)
Statement of annual salary range for returning full-time teachers (don't include current year increases, ISTRF contributions, or salaries of newly hired teachers)		4
Full-time classroom teacher (instructs students at least 50% of the workday) salaries are at least \$45,000		4
Salary increases		
If using optional eligibility criteria, the criteria are described and separate from factors		3
Based on at least two of the five statutory factors (must use academic needs factor)		3
Definitions of factors (e.g., experience, academic needs, instructional leadership)		3
How much each factor contributes to increase (by points, percentage, amount, etc.)		3
Amount of increase (flat amount, % amount) or method for calculating amount		3
Differentiated base salary increase for literacy endorsement		3
Academic needs is at least 10% of maximum possible salary increase calculation		3
The combination of education and experience (excluding increases to reduce the gap and teacher retention catch-up increases) does not exceed 50% of the maximum possible salary increase calculation		N/A
If using a salary increase to reduce the gap, it must: (1) be clearly identified and (2) actually reduce the gap		N/A
If using a teacher retention catch-up salary increase it must: (1) be clearly identified, (2) attributed to a factor, (3) describe the teachers to whom the catch-up increase applies, (4) describe the increase amount or method of calculating, and (5) describe how the increase amount represents a comparison to the starting salary of new teachers		N/A

Reminders:

1. Make sure all salary increases are included and described in the compensation plan.
2. If you include non-bargainable items for informational purposes only (e.g., number of ECA positions, number of extended contract days, etc.), be sure to include a statement to that effect.
3. Ensure all date references in the CBA reflect the current contract period.
4. Ensure that the CBA is uploaded to [Indiana Gateway](#) by November 15th to avoid a declaration of impasse.
5. Ensure that the electronic participation information in CBA matches information in Indiana Gateway.

¹ IEERB encourages parties to number the pages of their CBA. If there are no page numbers, parties should identify the Article or Section number of the particular item (e.g., Art. I Sec B; Sec IV #2, etc.).

CONTRACT BETWEEN
THE BOARD OF SCHOOL TRUSTEES
OF THE
GREENCASTLE COMMUNITY SCHOOL CORPORATION
AND
THE GREENCASTLE CLASSROOM TEACHERS ASSOCIATION

2025-2027

THIS CONTRACT, ENTERED INTO BY AND BETWEEN THE BOARD OF SCHOOL TRUSTEES OF GREENCASTLE COMMUNITY SCHOOL CORPORATION, PUTNAM COUNTY, INDIANA, HEREINAFTER KNOWN AND DESIGNATED AS THE "SCHOOL BOARD," AND, THE GREENCASTLE CLASSROOM TEACHERS ASSOCIATION, REPRESENTING THE CERTIFICATED PERSONNEL OF GREENCASTLE COMMUNITY SCHOOL CORPORATION AS THE EXCLUSIVE REPRESENTATIVE THEREOF, OF PUTNAM COUNTY, INDIANA, HEREINAFTER KNOWN AND DESIGNATED AS THE "ASSOCIATION".

Definitions:

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

The term "School Corporation," when used in the Contract, shall refer to the Greencastle Community Schools of the County of Putnam of the State of Indiana.

The term "emergency," when used in this Contract, shall refer to a condition or situation which could not have been anticipated under normal circumstances.

When references are made to male teachers in this Contract, it shall also include female teachers.

ARTICLE I
RECOGNITION OF ASSOCIATION

Section 1. Recognition-Representation

The School Board hereby recognizes the Association as the sole and exclusive bargaining representative for all certified personnel employed by the Greencastle Community School Corporation. Unit representation shall exclude the Superintendent, Assistant Superintendent, Director of Special Services, Principals, Assistant Principals, the High School Athletic Director, the Middle School Athletic Director, the High School Guidance Director, and the Middle School Guidance Director. The term "teacher," when used hereinafter in this Agreement, shall refer to all

certificated employees represented by the Association in the bargaining or negotiating unit as defined above.

ARTICLE II COMPENSATION AND EXPENSE

Section 1. Salaries and Extra-Curricular and ISTRF

The salaries and stipends for teachers are in Appendix A and Appendix B attached hereto and made a part of this Contract. Each teacher shall receive proper placement on the compensation plan each year according to applicable law. In addition to the salary provided by the Appendices, the Board shall pay from the employers' funds to the Indiana State Teachers' Retirement Fund (ISTRF) the teacher's share of the Indiana State Teachers' Retirement Fund (ISTRF) contribution as established by the Board of Trustees of the Indiana State Teachers' Retirement Fund (ISTRF). Teachers shall not be entitled to the option of choosing to receive the contributed amount directly instead of having employer funds paid to the ISTRF in their behalf.

Section 2. Pay Schedule: Twenty-Six Pay Option

The salary shall be paid in the twenty-six (26) equal payments. In the event that a payday falls during a holiday or a vacation break, teachers shall receive that payment on the last day of school prior to that day. At the end of the school year, any teacher may request on the first pay of June, the remainder of his/her salary in one total payment; provided, however, if in the judgment of the Superintendent, public short-term borrowing is necessary to accommodate cash flow needs and the June draws, payments will be rescheduled to the first pay in July with notice to teachers by May 15th. Any teacher requesting this one total payment at the end of the school year must notify the Business Office of his/her desire to do so by May 1st of that year and cannot change that request after that date.

Section 3. Salaries and Extra-Curricular and ISTRF

The salaries and stipends for teachers are in Appendix A and Appendix B attached hereto and made a part of this Contract. Each teacher shall receive proper placement on the compensation plan each year according to applicable law. In addition to the salary provided by the Appendices, the Board shall pay from the employers' funds to the Indiana State Teachers' Retirement Fund (ISTRF) the teacher's share of the Indiana State Teachers' Retirement Fund (ISTRF) contribution as established by the Board of School Trustees of the Indiana State Teachers' Retirement Fund (ISTRF). Teachers shall not be entitled to the option of choosing to receive the contributed amount directly instead of having employer funds paid to the ISTRF in their behalf.

Section 4. Compensation and Evaluation

Note: Subject to a reopener, the parties have bargained base salary increases for 2025-2026 only, so for 2026-2027, the only part of this Section 4 that is in use is the provision for Teachers at Cap (Row AB) 2026-2027.

Eligibility:

In order to be eligible for an increase on the base salary, a teacher must meet the following eligibility criteria:

A teacher must have received compensation from the Greencastle Community School Corporation for at least one hundred twenty (120) days during the previous academic year and must continue to be employed by the Greencastle Community School Corporation for the first student day of the current school year.

Salary Factors:

Meeting Academic Needs - The salary increase for academic needs is to retain returning teachers for educational continuity and excellence.

Instructional Leadership – The attainment of a literacy endorsement. To be eligible for this increase, teachers must provide documentation of this attainment by August 10, except for 2025-2026. For 2025-2026, teachers must provide documentation of this attainment by February 1, 2026.

Distribution Plan:

Academic needs: All returning teachers will take a step on the salary schedule (2% increase to base salary).

Instructional Leadership: \$100

Teachers at Cap (Row AB) 2025-2026: Teachers on row AB prior to any 2025-2026 increases/step movement will receive a stipend equal to 1% of their salary.

Teachers at Cap (Row AB) 2026-2027: Teachers on row AB prior to any 2025-2026 increases/step movement will receive a stipend equal to 1% of their salary. The parties have bargained that this stipend is not subject to being reopened in the event of a reopener.

Time of Payment:

The Board will pay the 2025-2026 base salary increases and stipends described herein not later than 60 days after ratification of the 2025-2027 master teacher contract. Base salary increases for the 2025-2026 school year will be applied retroactively to the start of the contract year.

Section 5. Salaries for Newly Hired Teachers

For purposes of new hire salary placement, the row letters in the 2025-2027 Salary Schedule in Appendix B will equate to years of experience, with Row A equating to 0 years, Row B equating to 1 year, Row C equating to 2 years, Row D equating to 3 years, and so on. Salary placement will be made by placing the new hire at the salary in their applicable education column and in the row letter that corresponds with their applicable years of experience.

The Superintendent has the authority to hire staff at a reduced rate if both parties are in agreement.

The Superintendent has the authority to pay a new teacher a one-time stipend of up to \$5000, if necessary, based upon the needs of the district.

Section 6. Salary Range

The Salary Range for returning teachers for the 2025-2026 school year before base salary increases are applied is \$46,800 to \$83,221.

The Salary Range for returning teachers for the 2026-2027 school year before base salary increases are applied is \$46,800 to \$83,221.

Note that the top of the salary range is higher than the amounts listed on the salary schedule because the parties bargained raises for those at the top in 2024-2025 but did not bargain a new row.

Section 7: Insurance

Medical Insurance:

Each teacher may choose to accept one of the following insurance options in accordance with the conditions that follow:

Two married teachers employed in the corporation, with eligible dependents, may choose to direct the corporation's contribution toward the cost of one (1) family medical plan or two (2) individual medical plans.

Two married teachers employed in the corporation, without dependents, may only select two (2) individual medical plans.

Option 1. Family Coverage

The Board shall contribute \$15,500 per year toward the premium for a family plan for a teacher choosing Option 1. The corporation contribution toward the premium for a family plan shall not exceed the full cost of the annual premium of the plan.

Option 2. Single Coverage

The Board shall contribute \$6,600 per year toward the premium for a single plan for a teacher choosing Option 2.

Life Insurance:

The Board shall contribute all but one dollar (\$1.00) toward the cost of term life insurance in the amount of fifty thousand dollars (\$50,000) for each teacher. Teachers may purchase term life insurance to cover their spouse at the employee's own expense according to the underwriting and eligibility requirements of the carrier. This benefit shall cease upon severance of employment.

Pro-Rata Benefits:

Notwithstanding subsections A and B, corporation support of premium shall be pro-rated based upon the percentage of full-time equivalency (FTE) for teachers working less than full time for reasons other than the individual teacher's loss of FTE due to reduction in force or FMLA leave. These amounts will be prorated to reflect the number of months covered for single or family coverage, but in no case shall the Board's contribution be more than 12% greater than what the State of Indiana pays toward single/family coverage for its full-time staff.

Joint Insurance Committee:

The parties agree to continue the health insurance committee with following members – Superintendent or designee, the Association president or designee, an administrator from each building, a teacher from each building, two Board members, and two teachers jointly appointed by the Board and the Association.

Section 125:

An IRS Section 125 Flexible Benefit Plan for Generation I and II shall be available for teachers and retirees as provided by statute.

Family Medical Leave Act (FMLA) Continuance of Benefits:

The school corporation's payments in support of insurance programs provided by this Article shall continue during the period of any leave governed by the FMLA.

Long-Term Disability Insurance:

The Board will pay all but \$1.00 toward the cost of long-term disability insurance for each teacher. This benefit shall cease upon severance of employment.

Section 8: Definition-Extra Duty-New Positions

Extra Duty shall mean position(s) created outside the regular salary schedule.

Section 9: ECA Salary-Procedure-Tentative Salary-Adjustment

In the event the Board creates a new ECA position outside the formal bargaining window, the stipend for that ECA position will be in line with the similar ECA stipends. The salary adjustment shall be made in the next pay period, and the parties shall negotiate the official stipend for the position during the next round of formal negotiations. The negotiated salaries shall not be less than the tentative ECA salary fixed by the Board.

Section 10: Retirement

Conversion of Future Sick Leave and year of Service:

- a. This Section applies to all teachers.
- b. This Section applies beginning in the 2003/2004 school year.
- c. Each year the School Corporation shall convert any unused accumulated sick leave days balance as of June 30 of that year over 90 days. The conversion shall be \$100 per day.
- d. Each year, the School Corporation shall add an additional year of service at \$150 per year.
- e. The converted amount will be deposited into a 403(b) plan account for each eligible teacher each year.
- f. That 403(b) account will vest at the completion of five years of service in the School Corporation.
- g. When a teacher retires, the remaining sick leave held (up to 104 days) will be bought back at one hundred dollars (\$100) per day. Severance pay will be added to the teacher's final contract in June, after retiring, up to the maximum amount allowed under IRS regulations. Any amount remaining above the IRS limit will be paid under past practice.
- h. Available sick days from previous corporations shall remain separate from GCSC days and will not accumulate for payment over 90 accumulated or for retirement benefit. See Article 3, Section 8.

Section 403(b) Retirement Plan:

- a. Beginning with the 2003/2004 school year, the Board will provide for a 403(b) contribution in an amount equal to one-half percent (0.5%) of the teacher's salary on the Salary Schedule. The Board will pay one percent (1%) if the employee chooses to match the one-half percent (0.5%) beginning January 1, 2007.
- b. This amount will be deposited into a 403(b) plan account for each eligible teacher each year.
- c. That 403(b) account will be 100% vested at all times.

Section 11: School Functions

The school corporation will provide two passes for the personal use of each teacher to school activities.

Section 12: Curriculum Meetings

The School Corporation will pay for substitutes required for teachers attending curricular meetings during the school hours. The School Corporation will provide a stipend of \$75 per 3-hour half day and \$150 per six-hour day for out of school meetings or summer work. All requests for payment must be approved by the Assistant Superintendent. This section applies only when Title II funds are available.

ARTICLE III
LEAVES OF ABSENCE

Section 1. Personal Business Leave

Four (4) days of leave will be allowed, with pay, each year for personal reasons. These are for personal reasons and will not be granted for the sole and exclusive purpose of extending a break or holiday. If a teacher has used all their personal business leave days, they may apply to the Superintendent to use sick leave days to take care of further personal business needs. Unused personal business leave days for a given contract year will be converted to sick leave days and added to the teacher's accumulated sick leave on July 1 after the close of the contract year and will be available for use in the following contract year. Personal business days may be granted in full or half-day periods. Personal Business Leave may not be used on in-service days unless cleared in advance through the principal/superintendent, and then only under special circumstances.

Section 2. Bereavement Leave

The School Board shall provide, without loss of salary, up to five (5) school days (not to exceed seven calendar days) of death leave for each occurrence of death in the immediate family. Immediate family shall mean husband, wife, father, mother, brother, sister, son, daughter,

grandparent, grandchild, mother-in-law, father-in-law, and other dependent person. The School Board may extend the time upon request and for due cause. Days not used at the time of death may be taken during the succeeding 12 months to attend to the personal affairs of the deceased.

Section 3. Funeral Leave

The School Board will provide without loss of pay, up to two (2) school days for a teacher to attend the funeral of a son-in-law, daughter-in-law, or a close relative not listed above. The School Board may extend the time upon request and for due cause.

Section 4. Jury Duty Leave

A teacher called for jury duty or subpoenaed to appear before any Court of law shall receive full compensation provided the teacher is not subpoenaed to be an adverse witness to the School employer, as that term is defined by Indiana law.

Section 5. Civic Leave

A teacher may be granted, upon request and subject to School Board approval, a leave with pay for up to three (3) days for civic duties at the state or local level.

Section 6. Hospitalization Leave

All professional personnel of the School Corporation shall be allowed up to five (5) school days leave per year with pay, not accumulative and not deducted from sick leave, in case of hospitalization for treatment of serious illness, major surgery, or serious accident requiring hospitalization involving a member of the immediate family. The term "immediate family" shall be construed to mean spouse, children, parents, brother, sister, grandparents, grandchildren, mother-in-law, father-in-law, or other family members living in the home of the employee.

Section 7. Professional Leave

The Board agrees that professional leave days with pay may be granted to teachers who apply for it for the following purposes:

- a. Attending and/or participating in professional meetings relating to educational workshops, seminars or conferences sponsored by industry, professional associations, colleges, universities, or governmental agencies concerned with public school matters.
- b. Visitation to other school corporations or education institutions for the purposes of observing instructional techniques or other instructionally oriented programs.

Section 8. Sick Leave

Teachers shall be given a written accounting of accumulated sick leave by October 15 of each year. Ten (10) days sick leave will be allowed for the first (1st) year of service in the School Corporation, and ten (10) days in each subsequent year effective with the 2001-02 school year. Unused days shall be accumulated to a maximum of 90 days. Days accumulated in excess of 90 days shall be treated in accordance with the procedures which follow:

On or about June 15 of each year a teacher's total accumulated sick days will be listed. Teachers who have a total accumulation of 90.5 days or more will receive \$100 for each full day, up to a maximum amount of fourteen (14) days in any given year. This payment will be made on or about June 30th of that year. The amount ranging from \$50 to \$1,400 will be placed in that teacher's 403(b) with the corporation's designated carrier. Once this is paid, the days will be deducted from the teacher's year-end balance.

Remaining personal business days from the contract year are converted to sick days and added to the accumulated sick days for the following academic year. See Article 3: Section 1.

Sick days from previous corporation will be added to the available days for use according to IC 20-28-9-10. These days shall remain separate from GCSC days and will not accumulate for payment over 90 accumulated or for retirement benefit. Upon retirement, however, a teacher may donate remaining sick leave days from a previous corporation to the sick bank. This request must be made in writing to the Personnel Office prior to retirement.

Section 9. Personal Injury Leave

In the case of absence due to personal injury incurred in the course of the teacher's employment, where the teacher received compensation benefits under the Worker's Compensation Act and full salary from the School Corporation up to the limits provided by the Worker's Compensation Act, the first seven (7) days of this leave will not be charged to sick leave. Days beyond the first seven (7) will be charged to sick leave on a pro rata basis.

Section 10. Parental Leave

When a child is born to the spouse of a teacher in the corporation, he/she will be granted up to five (5) school days parental leave with pay.

Section 11. Family Illness Leave

The School Board shall provide, without loss of pay, up to four (4) school days not cumulative and not deducted from sick leave, for immediate family illness leave. The term "immediate family" shall be construed to mean spouse, children, son-in-law, daughter-in-law, or parents living in the home of the employee. If not living in the home of the teacher, the same leave shall be provided

for a son-in-law, daughter-in-law, or parents except that the days shall be deducted from accumulated sick leave.

Section 12. Sick Leave Bank

- a. There is hereby created an emergency sick leave bank. The Sick Leave Bank shall be composed by teachers appointed by the Association President and one (1) administrator appointed by the Superintendent. Days may be credited to said bank by the employees through written notification to the Personnel Office.
- b. Membership in the Sick Leave Bank shall be open to all certified school personnel in the Greencastle Community School Corporation. Participation shall be on a voluntary basis.
- c. To become a member, all eligible school personnel shall contribute at least one (1) day to the Sick Leave Bank. Teachers not previously members of the Sick Leave Bank must apply on the forms provided by the School Corporation before October 1st. A sick leave contribution form shall be signed, sent to the Sick Leave Bank Committee, and filed in the Personnel office.
- d. Only members of the Sick Leave Bank may qualify for the use of days in it.
- e. A member may apply for the use of days in the Sick Leave Bank only after the following terms are met: (1) his/her own sick leave and personal leave days have been used up and (2) five consecutive school days have passed and consequent loss of five days pay has occurred.
- f. Any member applying to the Sick Leave Bank for use of days must submit the Sick Leave Bank Request form, and supply a doctor's statement attesting to the applicant's inability to return to work. The form should specify the number of days requested as well as start and end dates of the request, after five unpaid days have elapsed. In cases of serious illness, making it impossible for the request member to complete the request form, the next of kin may make the application.
- g. A member shall not use more than sixty (60) days from the Sick Leave Bank in any contractual year. In extreme cases, the committee reserves the right to review the request and extend the number of awarded days.
- h. A member shall not collect from the Sick Leave Bank while collecting under the Workman's Compensation provision in the Collective Bargaining Agreement, or while collecting Long Term Disability Insurance.
- i. Sick Leave Bank days shall not be used during summer employment in the Greencastle Community School Corporation. Sick Leave Bank days shall only cover the contractual school year.
- j. Sick Leave Bank days shall not cover pregnancy except for extenuating circumstances which must be approved by the Sick Bank Committee.
- k. Members will have the option of contributing an additional day(s) during each school year.
- l. Teachers who have joined prior to the current year will not have to contribute days, unless the total Sick Leave Bank balance remaining from the previous year is fewer

than twenty (20) days. In such a case, all members will donate another day to remain eligible for the Bank.

- m. The Sick Leave Bank Governing Bank may grant, deny, or suspend grants of sick leave days from the Sick Leave Bank. Its judgement and/or decision shall be final. A majority of the members of the Sick Leave Governing Board are needed to initiate the process.
- n. Accumulated Sick Leave Bank days will be identified, listed, and kept within the Personnel Office, and a copy will be submitted to the Association President and Sick Leave Bank Chairperson.
- o. The Personnel Office will annually provide the Association President with the number of days remaining in the Sick Leave Bank, and the Association President will verify the number to ensure that both the Association's and the Personnel Office's records match.

ARTICLE IV MISCELLANEOUS TERMS AND CONDITIONS

Section 1. Notices

Whenever any notice, not otherwise stated in this Agreement, is required to be given to either of the parties to this Contract by the other party, either shall do so by school email or Registered United States Mail to the following address:

If by the School Board to the Association:

Current Association President(s) work email or physical address

If by the Association to the School Board:

Superintendent of Schools – Board of Trustees
Greencastle Community School Corporation
1002 Mill Pond Lane
Greencastle, IN 46135 or work email

Section 2. Term

The term of this agreement shall be from 12:01 a.m. July 1, 2025 to and including June 30, 2027. This agreement shall be reopened to bargain base salary increases if the Fall 2026 ADM is 25 students or greater above the Fall 2025 ADM. This agreement shall be reopened to bargain health insurance if health insurance premiums for the term starting in October of 2026 increase more than 5% from the term beginning October of 2025.

This Contract shall be binding upon the parties hereto and is executed in duplicate the year, month, and day above written, one copy for the "School Board" and for the "Association".

This contract supersedes and cancels all previous agreements whether verbal or written between the school corporation and the association. If any article or section of this contract shall be held invalid by operation of law or by any tribunal of competent jurisdiction, the remainder of this contract shall not be affected.

Section 3. Attestation

The undersigned attest to the following:

1. A pre-formal bargaining public hearing was held in compliance with Indiana law on August 25, 2025, and electronic participation from the parties and/or public was not permitted; and
2. A public meeting in compliance with Indiana law was held on October 27, 2025, to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

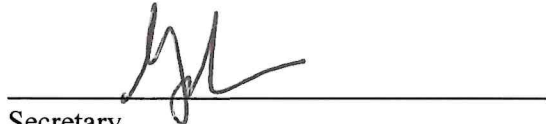
[SIGNATURES ON NEXT PAGE]

Greencastle Community School Corporation
Board of Trustees



President

Attested by:



Secretary



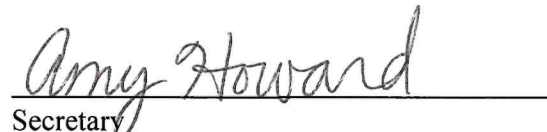
Jeff Gibboney, Superintendent

Ratification Date: October 31, 2025

Greencastle Classroom Teachers Association



President



Secretary

Ratification Date: October 22, 2025

APPENDIX A – Athletics/ECA Pay Schedule

The number of ECA positions was not bargained and is included for informational purposes only.

Grandfathered ECA Positions

The individuals listed below will receive the ECA Stipend identified below until such time as they no longer hold the position. The positions listed below will be paid the indexed stipend identified in the ECA Schedule when the positions are vacated by the individuals identified below.

ECA	Stipend	Name
Science Activities Coordinator	\$450.00	Stacie Stoffregen
MS Guidance Chair	\$225.00	Jessica Briones
Math Department Chair	\$475.00	Logan Kuhne
Music Department Chair	\$355.00	Annette Munoz
Varsity Girls Track	\$3,290.00	Kevin Kendall
Varsity Boys Track	\$3,290.00	Kevin Kendall

2025-2027 ECA Schedule

Each ECA stipend listed herein is indexed to a base salary of \$46,800. The number of ECA positions was not bargained and is included for informational purposes only.

HS Athletics	Index	Stipend
Basketball		
Boys Varsity Coach	0.20	\$9,360
Girls Varsity Coach	0.20	\$9,360
Boys Assistant Coaches (2)	0.10	\$4,680
Girls Assistant Coaches (2)	0.10	\$4,680
Boys C-Team Coach	0.05	\$2,340
Girls C-Team Coach	0.05	\$2,340
Football		
Varsity Coach	0.20	\$9,360
Varsity Assistant Coaches (4)	0.10	\$4,680
Track		
Varsity Head Coach	0.10	\$4,680
Assistant Coaches (4)	0.07	\$3,276
Baseball		
Varsity Coach	0.11	\$5,148
Assistant Varsity Coach	0.07	\$3,276
Junior Varsity Coach	0.05	\$2,340
Swimming		
Varsity Coach	0.12	\$5,616
Assistant Coach	0.07	\$3,276
Diving Coach	0.05	\$2,340
Tennis		
Boys Varsity Coach	0.10	\$4,680
Girls Varsity Coach	0.10	\$4,680
Golf		
Boys Varsity Coach	0.09	\$4,212
Girls Varsity Coach	0.09	\$4,212
Wrestling		
Varsity Coach	0.10	\$4,680
Assistant Coach	0.07	\$3,276
Cross Country		
Head Coach	0.09	\$4,212
Assistant Coach	0.05	\$2,340
Volleyball		
Varsity Coach	0.11	\$5,148
Assistant Coach	0.07	\$3,276
Cheerleading		
Varsity Coach	0.08	\$3,744
Assistant Coach	0.05	\$2,340

Softball		
Varsity Coach	0.11	\$5,148
Assistant Varsity Coach	0.07	\$3,276
Junior Varsity Coach	0.05	\$2,340
Soccer		
Boys Varsity Coach	0.11	\$5,148
Girls Varsity Coach	0.11	\$5,148
Boys Assistant Coach	0.07	\$3,276
Girls Assistant Coach	0.07	\$3,276
Strength and Conditioning		
Fall	0.07	\$3,276
Winter	0.07	\$3,276
Spring	0.07	\$3,276
Summer	0.07	\$3,276
Champions Together		
Head Coach	0.02	\$936
HS ECA		
Music		
Band Director (6-12)	0.2	\$9,360
Choral Director (6-12)	0.2	\$9,360
Drama		
H.S. Drama Director	0.11	\$5,148
Stage Director	0.06	\$2,808
Music Director	0.02	\$936
Music Accompanist	0.01	\$468
Department Chairs		
Math Dept. Chair	0.01	\$468
English Dept. Chair	0.01	\$468
Science Dept. Chair	0.01	\$468
Social Studies Dept. Chair	0.01	\$468
World Language Dept. Chair	0.01	\$468
SPED Dept. Chair	0.01	\$468
Related Arts Dept. Chair	0.01	\$468
Sponsors		
Yearbook Sponsor	0.07	\$3,276
Prom Sponsor	0.01	\$468
Senior Class Sponsor	0.01	\$468
Junior Class Sponsor	0.08	\$3,744
Sophomore Class Sponsor	0.01	\$468
Freshman Class Sponsor	0.01	\$468
Student Council Sponsor	0.01	\$468
Assistant Student Council Sponsor	0.01	\$468
Academic Competition Coordinator	0.02	\$936
Club Sponsor (10)	0.01	\$468
Esports Sponsor	0.02	\$936

FFA Sponsor	0.10	\$4,680
Advanced Courses		
AP/ACP/Dual Credit (College Credit) Each Course	0.03	\$1,404
Academic Bowl Coaches		
English	0.02	\$936
Math	0.02	\$936
Science	0.02	\$936
Social Studies	0.02	\$936
Arts	0.02	\$936
Interdisciplinary	0.02	\$936
Spell	0.02	\$936
Ethics	0.02	\$936
MS Athletics		
Football		
Head Coach	0.09	\$4,212
Assistant Head Coach	0.04	\$1,872
Assistant Coach (2)	0.02	\$936
Basketball		
Boys 8 th Head Coach	0.09	\$4,212
Girls 8 th Head Coach	0.09	\$4,212
Boys 7 th Head Coach	0.09	\$4,212
Girls 7 th Head Coach	0.09	\$4,212
Track		
Head Coach	0.04	\$1,872
Assistant Coach (3)	0.03	\$1,404
Volleyball		
Head Coach 7 th	0.04	\$1,872
Head Coach 8 th	0.04	\$1,872
Swimming		
Head Coach	0.04	\$1,872
Assistant Coach	0.02	\$936
Wrestling		
Head Coach	0.04	\$1,872
Assistant Coach	0.02	\$936
Golf		
Head Co-Ed Coach	0.03	\$1,404
Cross Country		
Head Coach	0.04	\$1,872
Assistant Coach	0.02	\$936
Cheer		
Cheer Fall	0.02	\$936
Cheer Winter	0.02	\$936
Soccer		
Boys Head Coach	0.04	\$1,872
Girls Head Coach	0.04	\$1,872

Baseball		
Head Coach	0.04	\$1,872
Softball		
Head Coach	0.04	\$1,872
MS ECA		
Drama		
MS Drama Performance	0.01	\$468
MS Musical Director	0.01	\$468
Department Chairs		
Math Dept. Chair	0.01	\$468
English Dept. Chair	0.01	\$468
Science Dept. Chair	0.01	\$468
Social Student Dept. Chair	0.01	\$468
SPED Dept. Chair	0.01	\$468
Related Arts Dept. Chair	0.01	\$468
Sponsors		
Yearbook Sponsor	0.06	\$2,808
Student Council Sponsor	0.01	\$468
FFA Sponsor	0.10	\$4,680
Academic Bowl Coaches		
Math Counts	0.02	\$936
Spell Bowl	0.01	\$468
Online Science	0.01	\$468
Math	0.02	\$936
Social Studies	0.02	\$936
English	0.02	\$936
Science	0.02	\$936
TZ ECA		
Drama		
TZ Drama Performance Director (1 per year)	0.02	\$936
TZ Musical Director (1 per year)	0.02	\$936
Sponsors		
Student Council	0.01	\$468
Honor Council	0.03	\$1,404
Academic Bowl Coaches		
Spell Bowl	0.02	\$936
Math Bowl	0.02	\$936
Science Bowl	0.02	\$936
Intramural/Club Sessions (\$35x110 Sessions Max)		\$3,850
DM ECA		
Sponsors		
Student Council	0.01	\$468
PK Lead Teacher	0.02	\$936
Intramural/Club Sessions (\$35x50 Sessions Max)		\$1,750
RP ECA		

Music		
Student Council	0.01	\$468
Intramural/Club Sessions (\$35x50 Sessions Max)		\$1,750
District ECA		
Multiple Building	0.01	\$468
HS Athletic Event Coordinator (Fall)	0.04	\$1,872
HS Athletic Event Coordinator (Winter)	0.04	\$1,872
HS Athletic Event Coordinator (Spring)	0.04	\$1,872
Fab Lab Coordinator	0.11	\$5,148

Appendix B
2025-2027 Salary Placement Schedule

Row	Bachelors	Row	Masters
A	\$46,800	A	\$47,800
B	\$47,736	B	\$48,756
C	\$48,691	C	\$49,731
D	\$49,665	D	\$50,726
E	\$50,658	E	\$51,740
F	\$51,671	F	\$52,775
G	\$52,704	G	\$53,831
H	\$53,758	H	\$54,907
I	\$54,834	I	\$56,005
J	\$55,930	J	\$57,125
K	\$57,049	K	\$58,268
L	\$58,190	L	\$59,433
M	\$59,354	M	\$60,622
N	\$60,541	N	\$61,834
O	\$61,752	O	\$63,071
P	\$62,987	P	\$64,333
Q	\$64,246	Q	\$65,619
R	\$65,531	R	\$66,932
N	\$66,842	S	\$68,270
T	\$68,179	T	\$69,636
U	\$69,542	U	\$71,028
V	\$70,933	V	\$72,449
W	\$72,352	W	\$73,898
X	\$73,799	X	\$75,376
Y	\$75,275	Y	\$76,883
Z	\$76,780	Z	\$78,421
AA	\$78,316	AA	\$79,989
AB	\$79,882	AB	\$81,589

Note: Teachers attaining a literacy endorsement will receive a one-time base salary increase of \$100.