

Agreement between the
Board of School Trustees
of Smith-Green Community Schools

and the

Smith-Green
Classroom Teachers Association
2025-2027

Collective bargaining public hearing: September 16, 2025

Tentative agreement posted on the SGCS website: October 20, 2025

Tentative agreement hearing completed: October 23, 2025

Ratification process completed: October 27, 2025

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Term of Agreement

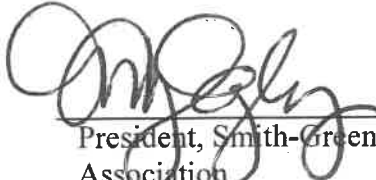
The terms of this contract shall begin July 1, 2025, and shall continue in full force and effect through June 30, 2027.

The undersigned attest to the following:

1. A public hearing was held in compliance with I.C. § 20-29-6-1(b) on September 16, 2025, and electronic participation from the parties and/or public was permitted; and
2. A public meeting in compliance with I.C. § 20-29-6-19 was held on October 23, 2025 to discuss the tentative agreement and electronic participation from the governing body and/or public was permitted.



President, School Board



President, Smith-Green Classroom Teachers Association



Secretary, School Board



Spokesperson, Smith-Green Classroom Teachers Association



Superintendent of Schools

October 27, 2025

Date of Adoption by School Board

October 27, 2025

Date of Ratification by SGCTA

Article I

Recognition and Definitions

1. The Board recognizes the Smith-Green Classroom Teachers Association as the exclusive bargaining representative.
2. Definitions
 - a. The term '**teacher**' when used in this agreement shall refer to all certified personnel in the bargaining unit.
 - b. The term '**board**' shall mean the Smith-Green Community Schools Board of Trustees.
 - c. The term '**school corporation**' when used in this agreement shall refer to the Smith-Green Community School Corporation of the State of Indiana.
 - d. The term '**immediate family**' when used in this agreement shall refer to spouse; natural, adopted, foster, or stepchild; parent, stepparent, or parent-in-law; sibling, stepsibling, or sibling-in-law; grandparent or step-grandparent; grandchild or step-grandchild; or any person living in the teacher's home.
 - e. The term '**CTA**' when used in this agreement shall be an abbreviated form meaning the Smith-Green Classroom Teachers Association.
 - f. The term '**emergency**' when used in this agreement shall refer to a situation or condition that could not have been anticipated under normal circumstances.
 - g. The term '**day**' when used in this agreement shall mean teacher days. During the summer recess, the term day shall mean weekdays with the exception of the July 4 holiday.
 - h. The term '**base salary**' is the salary of a teacher which continues from year to year absent a change in employment status.
 - i. The term '**stipend**' is a single lump sum payment which does not continue and which does not become part of the Base Salary.

Article II

Grievance Procedure

A. DEFINITIONS

A 'grievance' is an alleged violation or claimed misinterpretation of a specific article or section of this Agreement.

The grievance procedure is valid in all situations as it pertains to the Agreement, but not when it comes to issues pertaining to teacher evaluation and dismissal which are not contained in this Agreement.

The terms 'teacher' and 'grievant' include any individual or group of individuals in the bargaining unit or the Smith-Green Classroom Teachers Association.

B. GRIEVANT & REPRESENTATION

An aggrieved individual teacher or an aggrieved group of teachers may present a grievance and may do so through the exclusive representative. The exclusive representative may thus be given an opportunity to be present at all stages of the grievance process. The adjustment of all grievances shall not be inconsistent with the terms of this agreement.

C. PROCEDURE

Step One – A grievance may be initiated in one (1) of the following ways:

1. The teacher may approach the building principal concerned and discuss the matter in his/her own behalf.
2. Upon request of the grievant, a meeting to discuss the concern shall occur within five (5) days of said request.
3. The teacher may request that a representative of the Association accompany the teacher. In such case, the building principal shall not initiate any consultation with the grievant prior to any scheduled meeting at which the representative is to be present.
4. At the teacher's option, the teacher may request one or two (1 or 2) Association representative(s) to meet with the building principal(s) to discuss the matter on his/her behalf. In this case, the teacher shall sign and submit a letter to the principal authorizing an Association's representative(s) to schedule a meeting with the principal(s) on his/her behalf and stating the concern to be addressed.

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 on page 9.

1. The grievance form shall be filed in quadruplicate with one (1) copy for the Association, the grievant, the building principal, and the school central office.
2. The grievance shall:
 - a. Name the other employees involved. (if any)
 - b. State the facts giving rise to the grievance.
 - c. Identify the specific provisions of this Agreement alleged to have been violated/misinterpreted.
 - d. State the contention of the grievant with respect to the grievance.
 - e. Indicate the specific relief requested.
 - f. Be signed by the grievant.
3. The form of grievance should be filed as soon as possible. Any grievance not presented in writing in step two within fifteen (15) 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 teacher may request a meeting within five (5) days of filing of the formal written grievance with the building principal, and the Association representative may accompany the grievant. In any event, within five (5) days after receiving the grievance, the building principal shall communicate his answer in writing to the grievant and the Association representative, and the said answer shall be attached to the grievance.

Step Three – If the grievance is not resolved in Step Two, the teacher may, within five (5) days of receipt of the building principal's answer, appeal to the Board by filing the grievance, the principal's answer, and a written

response of the teacher (if desired), with the Office of the Superintendent. Any such response by the grievant shall be attached to the grievance.

1. Prior to the meeting of the Board or its designated member(s), the superintendent may, but need not, respond in writing to the grievance. Such response, if any, shall be attached to the grievance.
2. The Board, or its designated member(s), shall schedule a meeting with all parties involved and their representatives within fifteen (15) days of filing of the appeal to the Board with the Office of Superintendent. Such answer shall be attached to the grievance.

Step Four – Within twenty (20) days after receipt of the decision in Step Three, the Association or the School Board, upon written notice to the other, may submit the grievance to arbitration under and in accordance with the rules of the American Arbitration Association, pursuant to the following procedure:

The two (2) parties, the School Board and the Association, shall attempt to select an arbitrator by mutual agreement or a method of selecting an arbitrator by mutual agreement. If the two (2) parties cannot agree on the arbitrator or a method of selecting an arbitrator within ten (10) days after notification is given, the arbitrator shall be selected in accordance with the rules of the American Arbitration Association.

D. POWERS OF THE ARBITRATOR

The arbitrator shall have no power:

1. To add to, subtract from, disregard, alter, or modify any of the terms of this Agreement,
2. To change any practice, policy, or rule of the Board, unless such practice, policy, or rule shall be in conflict with this Agreement. Whether or not a practice, policy, or rule of the Board is in conflict with this Agreement shall be handled by the grievance procedure, including binding arbitration.

In all grievances brought to arbitration:

1. The arbitrator shall first rule on the arbitrability of the grievance.
2. If the grievance is found to be not arbitral, it shall be referred back to the parties without decision or recommendation on its merits.
3. If the arbitrator finds the grievance to be arbitral, he or she shall rule on the grievance.
4. If after the arbitrator has ruled on the grievance) either party disputes the ruling of the arbitrator as to the arbitrability of a case, that party may, within ten (10) days, submit the matter to a court of competent jurisdiction for a review of arbitrability.
5. If no such submission takes place, the ruling of the arbitrator stands.
6. If the grievance is found to be arbitral by the court or successive appeals, the ruling of the arbitrator will stand.
7. If the grievance is found not arbitral by the court or successive appeals, the ruling of the arbitrator will be invalid.

The decision of the arbitrator shall be final and binding on the Association, its members, the teachers, the employee or employees involved, the Board and the School Corporation.

The fees and expenses of the arbitrator shall be shared equally by the Board and the Association. All other expenses shall be borne by the party incurring them.

E. OTHER PROVISIONS RELATING TO THE GRIEVANCE PROCEDURE

1. No reprisal of any kind shall be taken by or against any participant in the grievance procedure for any reason of such participation.
2. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel file of the participant(s) and are not valid basis for evaluations.
3. Time limits herein may be extended only by mutual agreement, signed by the parties.
4. Time limits herein apply to teachers on leave of absence, other than leave, as if such teachers were present and working.
5. All steps of the grievance procedure shall be conducted during non-regular work hours, unless mutually agreed to otherwise.
6. If there is a failure at any step to communicate the decision on the grievance within the specified time limit, the grievance shall automatically proceed to the next step of the procedure.
7. Any grievance which arose prior to the effective date of this agreement or after the termination date of this agreement shall not be processed.

8. No teacher shall use the grievance procedure to appeal any decision of the Board or Administration if such decision is pursuant to any order of or compliance agreement with any State or Federal Regulatory Commission or Agency.

Grievance Form
SMITH-GREEN COMMUNITY SCHOOLS

Name of Aggrieved Teacher Seeking Relief: _____

Date of Alleged Violation: _____

Name of Other Employee(s) Involved, If any: _____

Identification of Specific Provision of Agreement Violated or Misinterpreted: _____

Statement of Facts Giving Rise to the Grievance: _____

Specific Relief
Requested: _____

Signature of Teacher Seeking Relief: _____

Received By: _____ Date: _____

Level of Process and Referral Date: _____

() Principal

() Board

() Arbitrator

Receiving Date: _____ Received Date: _____ Received Date: _____

Decision Date: _____ Decision Date: _____ Decision Date: _____

By: _____ By: _____ By: _____

Article III

Short Term Leaves

1. Leave Days

- a. At the beginning of each school year, first year teachers will be given fifteen (15) leave days and each returning teacher will be given thirteen (13) leave days to use for personal business, personal illness, or for family illness. A teacher may accumulate no more than 90 leave days. Teachers who want to use leave days before or after a scheduled school break, shall request building administration approval.
- b. For newly hired teachers who are given a contract that is less than 185 days in length during a specific school year, the number of leave days will be prorated to an appropriate number based on the percentage of days of the contract. The corporation will determine what percentage of the school year will be worked during the school year under the specific contract, then prorate the number of leave days accordingly. If the resulting number of leave days is not a whole number, the corporation will round up to the nearest whole number. Teachers who were employed by Smith-Green Community Schools in the prior school year are not subject to the proration of leave days and will be given the full allotment of leave days as described in Article III, number 1a.

For example, in the case of a new teacher who is given a contract for 92 days, the percentage of the year would be 49.7% (92/185). That percentage would then be applied to the number of leave days, which is 15 for a returning teacher. 49.7% of 15 is 7.46 leave days; the corporation would then round up to the nearest whole number. In this example, this experienced teacher would be given 8 leave days for a 92-day contract.

- c. At the end of a school year, if a teacher has more than 90 leave days, the corporation will buy any days over 90 back from the teacher at the current daily substitute rate.
- d. At the end of the school year, teachers will have the option for the corporation to buy back up to five (5) leave days from the teacher at the current daily substitute rate.
- e. The Leave Day Benefit will be added to the second pay of July of the current school year.
- f. Upon retirement or leaving the district, up to 25 of the retiring teacher's days may be donated to the sick bank (see guidelines in Sick Bank portion of this contract). Terminated teachers are not eligible for this benefit. Teachers who wish to donate days must submit their request in writing to the business office, including the number of days they wish to donate.
- g. Stipend for Providing Retirement Notice
 - a. Teachers who:
 - i. Provide official retirement notification by March 1;
 - ii. complete the school year; and
 - iii. use no more than thirteen (13) leave days in the retirement year will be paid for fifty percent (50%) of their remaining leave days to be paid at the current daily substitute rate.

All payments to be paid as wages on the employee's final pay; however, employees may elect to make a lump sum wage deferral to an existing 403(b) account on their final pay by notifying Human Resources.

- h. If a teacher is employed for more than 185 contracted teacher work days, one (1) additional leave day is granted for each twenty (20) contracted teacher work days employed above 185 days. A teacher workday in an extended contract is defined as four or more hours.
- i. Any teacher that desires to use more than three consecutive leave days not related to illness must have the approval of the Superintendent prior to the start of the leave.

- j. In the event a teacher is granted a \$1 leave of absence, the teacher may continue the group medical and life insurance by paying the full premium.
2. Sick Leave Bank
- a. A voluntary sick leave bank to which a teacher may contribute unused sick days is available for teacher use. A contributing teacher may draw leave days when his/her accumulated leave days are exhausted. See Appendix B.
3. Bereavement Leave
- a. Five (5) school days bereavement leave shall be granted a teacher in case of death in the teacher's immediate family within one (1) year from the anniversary date of the death without loss of compensation.
 - b. Three (3) school days bereavement leave shall be granted a teacher in case of a teacher's uncle, aunt, first cousin, niece, or nephew.
 - c. One (1) day bereavement leave shall be allowed each teacher in case of death of a close personal friend or a family member that is not listed above in subsections (a) or (b).
 - d. If additional bereavement leave is needed and the teacher does not have any leave days remaining, the teacher must make a written request to the superintendent stating the reason and the expected duration of the leave. The superintendent has the authority to approve or deny the request.
4. Pregnancy and Maternity Leave
- a. Any teacher who is pregnant may continue in active employment as late into pregnancy as she desires if she is able to fulfill the requirements of her position. Temporary disability caused by pregnancy shall be governed by the same provisions and by the following:
 - i. Any teacher who is pregnant is entitled to a leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of the child if, except in a medical emergency, she notifies the superintendent of schools at least thirty (30) days before the date on which she desires to start her leave. She shall also notify the superintendent of the expected length of this leave, including with notice either a physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn whichever is applicable. In case of a medical emergency caused by the pregnancy, the teacher shall be granted a leave, as otherwise provided in this section immediately upon her request and certification of the emergency from an attending physician.
 - ii. All or any portion of a leave taken by a teacher because of a temporary disability caused by pregnancy may be charged, at her discretion, to her available leave days. If all her leave days have been used, the teacher may continue to be absent without pay. This leave may be taken without jeopardy to reemployment, retirement, and salary benefits.
 - b. The teacher is entitled to an extended, \$1 maternity leave, up to one (1) year after the birth of her child.
5. Paternity Leave
- a. A male teacher may be granted a paternal leave of absence of one (1) year or less if he notifies the superintendent at least thirty (30) days prior to the date on which he wishes to start such a leave. The paternal leave of absence shall not begin prior to the birth of the child, and shall not extend beyond the date on which the child is one year of age. In the case of a medical emergency caused by pregnancy, the teacher shall be

granted a leave immediately upon his request and the certification of the emergency from an attending physician.

- b. After the requirements in Article III, Section 5a, have been met, all or any portion of a paternity leave taken by a teacher may be taken from his available leave days at his discretion. If all of the teacher's leave days have been used, the teacher may continue to be absent without pay. This leave may be taken without jeopardy to reemployment, retirement and salary benefits.
- c. The teacher is entitled to an extended, \$1 paternity leave, up to one (1) year after the birth of the child.

6. Adoption Leave

- a. A teacher who becomes a parent through adoption shall be granted an adoption leave of absence of up to one (1) year from the time the child is placed in the home. The teacher must notify the superintendent when they are placed on a waiting list for adoption. An adoption leave shall not begin prior to the adoption.
- b. A teacher may use their available leave days for an adoption leave.
- c. The teacher is entitled to an extended, \$1 adoption leave, up to one (1) year after the child is placed in the home.

7. President's Leave

- a. Upon written request to the Superintendent, up to three (3) days of leave shall be granted to the CTA president or designee for the purpose of conducting association business. The CTA president or designee will also be given two additional days for lobbying purposes. If additional days are deemed necessary, SGCTA will pay the corporation at the current daily substitute rate.

8. Staff Development Leave

- a. Teachers excused to attend educational conferences or for a professional activity approved by the Board shall have substitutes provided for them at the expense of Smith-Green Community Schools with no loss in salary.

9. Extended Family Illness Leave Family Medical Leave Act (FMLA)

- a. A \$1 leave of absence of up to one year shall be granted for the purposes of caring for a sick member of the employee's immediate family.
- b. SGCS complies with all applicable Federal and State labor and employment laws. Under the FMLA Act of 1993, eligible employees are entitled to certain rights and privileges for family and medical reasons.

10. Personal Injury Leave

- a. The Board shall pay to a teacher the difference between his/her salary and the benefits received under the Indiana Worker's Compensation Act for up to ninety (90) days for absence due to injuries incurred while working, provided that those injuries are not incurred due to the injured party's negligence, horseplay, or intentional acts. The teacher must prove that physical injury was caused by a student or by negligence of the school district or its employees. Disability must be based on a physician's written report stating the injured party's inability to work. Such leave is not deducted from leave days and will begin at the time of injury.

11. Legal Leave

- a. When requested, a teacher may serve on jury duty or may serve as a witness in a court case. The teacher shall be paid the teacher salary, minus the jury duty pay, but not including expenses. A teacher subpoenaed to serve during regular working hours as a witness, if related to their teaching duties, shall receive full compensation.

12. Teacher Witness Leave

- a. A teacher who is required to serve as a witness in a court case in which students in the school and/or the Corporation are involved will receive his regular school pay during such period, except in cases related to the Indiana collective bargaining law and procedures and also except in cases in which the teacher is the plaintiff in the lawsuit. The Board may make exceptions if the teacher is a plaintiff in a court case involving student conduct and discipline (expulsion and suspension). A teacher who serves as a witness in a case in which neither school students nor the Corporation has involvement will not be compensated for such time lost from school. He may, however, use leave days for this purpose if he has leave days available.

13. Jury Duty Leave

- a. Personnel who are called for jury duty will receive their regular pay and will reimburse the School Corporation for the daily amount received for duty, minus any court designated allowance for mileage. It is the responsibility of the employee to inform the Superintendent's office of said reimbursement.

Article IV

Salary and Compensation

1. Salary Range

- a. \$42,500-74,160, not including current year increases or TRF contributions.
- b. After the current year increases, the new salary range for the 2025-2026 school year will be \$44,000-\$75,660. For the 2026-2027 school year, the salary range will be \$45,000-77,830.

2. Base Salary Increases

- a. General Eligibility:
 - i. To be eligible for a salary increase, a teacher:
 1. Must not have been rated ineffective or improvement necessary in the prior year, AND
 2. Must have been employed as a teacher by Smith-Green Community Schools in the prior year.
 - ii. Factors and Definitions:
 1. Evaluation Rating: the teacher did not receive an ineffective or needs improvement evaluation rating for the prior school year.
 2. Year of Experience: the teacher was employed in the corporation for at least 120 days in the prior school year.
- b. Distribution – amounts to be added to a teacher's base salary
 - i. For the 2025-2026 school year, teachers who satisfy one or both requirements below will be eligible for an increase to their base salary, based on the following two factors:
 1. Year of experience factor: \$500.00
 2. Evaluation factor: \$1000.00
 - ii. For the 2026-2027 school year, teachers who satisfy one or both requirements below will be eligible for an increase to their base salary, based on the following two factors:
 1. Year of experience factor: 1%
 2. Evaluation factor: 2%

4. New Teachers

Teachers who were newly hired during the 2025-2026 school year and placed at a salary below the new minimum base salary will receive a one-time salary increase adjustment to bring them up to the new minimum base salary of \$44,000.

5. Based on anticipated evaluation results, the parties believe that all funds will be distributed and that no redistribution will be necessary. However, if there are funds that were otherwise allocated for teachers rated ineffective or improvement necessary, those funds will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be paid as a stipend in the last payroll of the school year.
6. All newly hired teachers with prior accredited public-school employment experience shall be placed by the Superintendent on the salary chart at a level that reflects the average salaries of current SGCS teachers who possess similar education and experience.
7. The Superintendent shall reserve the right to adjust the pay scale for highly competitive, difficult to fill, certified teaching positions, within the established salary range.
 - a. The Superintendent may adjust the pay scale up to 2% higher on the salary chart than the applicant's initial salary offer as determined by the language in number 7 above.
 - b. If the Superintendent feels it is necessary to consider an offer higher than 2% of their initial salary offer, the Superintendent will meet with the CTA president to discuss the position pursuant to Indiana Code, to determine an appropriate placement on the salary chart.
 - c. If an applicant has no prior teaching experience, but the Superintendent feels it is necessary to consider a starting salary higher than the established base salary, the Superintendent will meet with the CTA president to discuss the position pursuant to Indiana Code, to determine an appropriate placement on the salary chart within the salary range.
8. Each teacher will be paid an annual salary, per the regular teacher's contract, in twenty-four (24) equal installments on the 5th and 20th of each month. If a payday falls on a Saturday or Sunday, deposits will be distributed on the previous Friday. If a payday falls on a legal/bank holiday, deposits will be distributed prior to the holiday.
9. Beginning July 15, each certified teacher will be allowed and compensated at the current daily substitute rate for one (1) option day to work in and get their classroom ready before the first contracted teacher day for the current school year.
10. The extra-curricular salary schedule is set forth in Appendix A for reference purposes.
11. ILEARN, grant-funded tutoring, summer school, after school study tables, and ESY will be paid at \$30.69 per hour during the 2025-2026 school year, which is the hourly rate calculated at a base salary of \$44,000 for a 7.75-hour day. For the 2026-2027 school year, these duties will be paid at \$31.39, which is the hour rate calculated at a base salary of \$45,000 for a 7.75-hour day.
12. Teacher(s) assigned to homebound instruction will be paid at the hourly rate of their current salary.
13. Dual-credit (DC) and Advanced-Placement (AP) teachers will receive a \$500 stipend for each course taught.
14. Per Indiana code- 20-28-5-19.7 Teachers who have Literacy Endorsement on their teaching license will receive \$250.00 added to their base salary.

Language contained in number 15 was not bargained and is being included for informational purposes only.

15. If a teacher earns an additional certification to teach a specialized course, including but not limited to Project Lead the Way (PLTW), Advanced Placement (AP), or dual-credit, and SGCS paid for all or part of the training expenses, including travel expenses, then the teacher must commit to at least three additional years of service to SGCS. This three-year timeline will begin upon completion of the certification. If the teacher's employment at SGCS ends for any reason prior to the completion of the three-year commitment, then the teacher must reimburse SGCS for any expenses incurred by SGCS, including travel expenses, which allowed the teacher to earn the certification. The following reimbursement rates will apply:

- a. 100% reimbursement if the teacher ends employment at SGCS before completing the first year of the three-year commitment.
- b. 75% reimbursement if the teacher ends employment at SGCS before completing the second year of the three-year commitment.
- c. 50% reimbursement if the teacher ends employment before completing the third year of the three-year commitment.

16. Every effort shall be made by the corporation to provide a substitute teacher when a teacher is absent. In the event a substitute is not available for a period of time, a teacher may be requested to supervise a class's instructional time during his/her preparation period. The teacher shall be compensated with one additional leave day for:

- Each 6 periods in CJSHS
- Each 5 hours in CES

The teacher shall be compensated with one-half of an additional leave day for:

- Each 3 periods in CJSHS
- Each 2.5 hours in CES

Alternately, a teacher may choose to be compensated \$15 per period (CJSHS) or hour (CES) in lieu of receiving a leave day. If a teacher chooses to be compensated in this manner, the corporation will distribute the accumulated payment, as a stipend, due at the end of each nine-week grading period. Teachers are responsible for notifying the attendance secretary in CJSHS or the administrative assistant in CES for any instances of preparation period supervision.

17. Extra Days

The following positions will work the listed number of additional days throughout the school year, which will be paid at their current daily rate. These days must be worked between July 1 and June 30 of the current school year.

Innovation and TEchnology Coach	31 days
Ag Teacher/FFA Sponsor:	20 days
ICE Coordinator:	16 days
High School Counselor:	10 days
Junior High Counselor:	5 days
Elementary Counselor:	5 days
Librarian:	5 days
Literacy Specialist/Instructional coach	5 days

18. Family Athletic Pass

Teachers will be provided with an Annual Family Athletic pass. Requests should be directed to the Jr-Sr High School Athletic Director at the beginning of each school year. Teachers hired after the school year starts should submit a request upon starting employment.

Article V

Fringe Benefits

1. Required Extended Criminal History Background Checks

- a. The school corporation shall pay the cost of all expanded criminal history checks and expanded child protection index checks for returning teachers that are required by the school corporation or per Indiana Code.

2. Insurance

- a. For full-time teachers who choose to participate in any of the Group Health Insurance plans, the Corporation shall contribute towards the cost of the premiums required for participation in such plans as follows:

HDHP Employee Only	HDHP Employee + Child(ren)	HDHP Employee + Spouse	Employee + Family
76%	74%	76%	78%
PPO Employee Only	PPO Employee + Child(ren)	PPO Employee + Spouse	PPO Employee + Family
70%	70%	70%	70%

- b. The remaining cost of the premiums shall be the sole responsibility of the employee.
 - c. For part-time teachers who choose to participate in the Group Health and Dental Insurance program, the Corporation shall contribute a percentage of the Corporation's contribution equal to her/his Full-Time Equivalency (FTE).
 - d. Dental Insurance – The board agrees to contribute \$377.16 annually towards the dental insurance premium for teachers. The amount of this contribution is the same for a single plan, or a family plan. The board will pay 50% of any increase in insurance costs for dental insurance for the duration of the contract.
 - e. Term Life Insurance – The Corporation will pay all annual premiums except one dollar (\$1.00). The policy shall be a fifty thousand-dollar (\$50,000) term life insurance policy until such time as the contract with the subject carrier reduces such benefit amount according to the contract's age reduction formula.
 - f. Teachers have the option to purchase additional insurance in the amount of twenty-five thousand dollars (\$25,000) at the rate paid by the corporation. However, teachers may have to prove insurability if they increase coverage once their initial policy is activated.
 - g. Long-Term Disability – The Corporation will pay the annual premium costs for income protection insurance. The income protection insurance shall provide for 66 2/3% of a salary benefit coverage to age sixty-five (65) for accident for illness with a ninety (90) day waiting period.
 - h. Vision insurance is available to all staff. All vision insurance premiums will be paid by the employee.
3. In the event a teacher is granted a \$1 leave of absence, the teacher may continue the group medical and life insurance by paying the full premium.

4. Upon termination or resignation of a teacher who completes the school year contract with the Board, the teacher may continue group medical and life insurance through September of that year, or the date on which medical coverage begins at another place of employment, whichever comes first.
5. A teacher who retires and who is at least fifty-five (55) years of age and has been employed by Smith-Green Community Schools for a minimum of ten (10) years shall be eligible to participate in the Board sponsored group life and health insurance program for teachers until such teacher is eligible to apply for health coverage under Part A of the Medicare Act, provided that said teacher pays the full amount of the insurance premium prior to the date said premiums are due and payable. This is subject to the current agreement between Smith-Green Community Schools and its current insurance provider. A teacher who wishes to take advantage of this benefit must consult the current agreement between SGCS and the current health insurance provider to confirm their eligibility, and ensure that the proper process is followed.
6. Section 125 Tax Reduction – The Corporation will establish a section 125 Flexible Spending Benefit Plan to be funded solely by salary reductions from employees of the Corporation who wish to participate on a voluntary basis. The Corporation shall recognize and process salary reduction forms submitted by employees who wish to participate and remit salary reduction amounts.
7. Retirement Benefits
 - a. The Corporation shall pay three percent (3%) of each teacher's salary to the Indiana Public Retirement System. This section shall not apply in the case of rehired retirees who are not eligible for additional INPRS contributions.
 - b. The corporation will establish a matching section 401(a) retirement plan for teachers. The plan will provide for vesting after five (5) years of service.
 - i. 3% of teachers annual base salary – buyout group (those hired before July 1, 2001)
 - ii. 2% of teachers annual base salary – Non-buyout group (those hired on/after July 1, 2001)
 - c. The corporation will establish and maintain a 403 (b) Plan for all certified employees.
 - d. Any teacher planning to retire at the close of the current school year shall notify the Superintendent no later than March 1 of that current school year. An exception may be granted in emergency circumstances.
 - e. For guidance on how severance was calculated and paid for teachers hired before July 1, 2001, please see the Collective Bargaining Agreement from 2010-2013. A copy of how the buy-out occurred shall be given to each teacher involved in the original buy-out and another copy shall be placed in the teacher's personnel file.

APPENDIX A

2025-2027 Athletic Extra-Curricular Salary Schedule

BOYS ATHLETICS		GIRLS ATHLETICS	
Category	Salary	Category	Salary
Basketball – Head	8,290	Basketball - Head	8,290
Basketball - Jr High and Sr High Staff*	12,755	Basketball - Jr High and Sr High Staff*	12,755
Track – Head	4,191	Track - Head	4,191
Track – Sr High Staff*	3,573	Track – Sr High Staff*	3,573
JH Track -- Head	1,428	JH Track – Head	1,428
JH Track – Jr High Staff*	1,062	JH Track – Jr High Staff*	1,062
Tennis Head Coach	1,953	Tennis Head Coach	1,953
Tennis – Staff*	1,062	Tennis – Staff*	1,062
Golf - Head	1,953	Golf – Head	1,953
Golf – Staff*	1,062	Golf – Staff*	1,062
Baseball – Varsity Head	4,191	Softball – Varsity Head	4,191
Baseball – Varsity Staff	3,454	Softball – Varsity Staff	3,454
Baseball – JV Head	2,020	Softball – JV Head	2,020
Baseball – JV Staff	1,668	Softball – JV Staff	1,668
Cross Country	1,953	Cross Country	1,953
JH Cross Country-Boys/Girls	1,428	Volleyball - Head	4,191
Wrestling – Head	4,191	Volleyball - Jr High and Sr High Staff*	7,989
Wrestling - Jr High and Sr High Staff*	7,852	Cheerleaders - HS (Fall)	1,411
Football – Head	8,290	Cheerleaders - JH (Fall)	438
Football – Jr High and Sr High Staff*	20,381	Cheerleaders - HS (Winter)	1,411
Assoc. Athletic Director	6,377	Cheerleaders - JH (Winter)	438
JH Co-ed Golf – Head	1,428		
JH Co-ed Golf – Staff	1,062		

2025-2027 Academic Extra-Curricular Salary Schedule

JR/SR HIGH SCHOOL			
CATEGORY	SALARY	CATEGORY	SALARY
<u>MUSICAL</u>		<u>ACADEMIC TEAM SPONSORS</u>	
HS Musical Director	1,502	HS Super Bowl	4,395
HS Musical Assistants	3,225	JH Super Bowl	3,516
Business Manager	512	Team Organizer (SB)	1,026
<u>DRAMA</u>		Media Services (SB)	623
HS Drama Director	878	<u>DEPARTMENT HEADS</u>	
HS Drama Assistants	988	JR/SR Department Heads*	4,065
Business Manager	512	<u>CLASS SPONSORS</u>	
<u>BAND</u>		9 th	805
Band Performances (8)	1,214	10 th	805
Pep Band	1,085	11 th	1,100
Marching Band	1,155	12 th	2,198
Drill Writer	577	<u>Mentors</u>	
<u>CHORAL—NEW ERA AND NEW GENERATION</u>		Mentor Teachers*	346
New Era (Winter)	3,481	<u>CLUBS</u>	
New Era (Fall)	988	FFA	1,502
New Era Choreography	2,198	HS National Honor Society	402
New Era Concerts	662	National Jr Honor Society	402
New Era Band	874	Thespians	402
New Generation	988	Art	402
New Generation Band	441	Spanish	402
<u>CHORAL—NOT NEW ERA</u>		HS Student Council	1,686
Choral Contests	220	JH Student Council	805
Performance Accompanist	441	Mock Trial	402
<u>YEARBOOK</u>		We the People	402
HS Yearbook	3,005	CJSHS Archery	402
JR High Yearbook	2,271	Business Professionals of America	402
		PBIS*	577

		JH Golf Club	402
		Additional Clubs (as needed)	402
ELEMENTARY			
<u>TEAM LEADERS</u>		<u>CLUBS</u>	
Elementary Team Leaders*	4,065	Jump Rope Club—Head	842
<u>COORDINATORS</u>		Jump Rope Club—Staff	660
Science Fair Coordinator	232	Courtyard Club	232
Field Day Coordinator	330	Archery	402
PBIS*	577	Additional Clubs (as needed)	402
		Battle of the Books	346
<u>EXTRA-CURRICULARS</u>		<u>CHORAL</u>	
Student Council	805	Choral Performance	662
Yearbook	402	Choral Assistant	218
Intramurals	402		
Spelling Bee (Host)	126	<u>Mentors</u>	
		Mentor Teachers*	346

***FOR INFORMATIONAL PURPOSES ONLY:**

1. Head coaches will determine the number of staff members and salaries for their staff, subject to school board approval.
2. PBIS – there will be two positions in the elementary school, and two positions in the Jr-Sr high school. The amount listed will be split equally between these two positions.
3. Department Head/Team Leader – there will be eight positions in the elementary school, and eight positions in the Jr-Sr high school. The total amount listed for each of these positions will be split equally among those 8 positions.
4. The number of mentor teacher positions will be determined on an as-needed basis.
5. All extra-curricular academic positions will be paid via claim form at the conclusion of the assignment.

*This language was not bargained and is being included for reference only.

Sick Leave Bank

1. The purpose of the Sick Leave Bank is to relieve teachers from undue financial burden due to absence from work on a long-term basis as a result of a severe illness, injury or incapacitation.
2. The Sick Leave Bank will be administered by a team of four (4) teachers and the Superintendent. The Superintendent may cause an additional administrator to be present in an advisory capacity. The teachers will be selected as follows:
 1. Two (2) from Churubusco Elementary School
 2. Two (2) from Churubusco Jr-Sr High School

The teacher team members shall be designated by the CTA Officers.

1. Any teacher joining must donate one (1) day to the Sick Leave Bank within twenty (20) days after the first regular contract day each school year. Those whose employment starts at a time other than the first regular contract day will be eligible to join the Sick Leave Bank within twenty days of their employment date. The maximum number of days to be held in the bank shall be four hundred (400). The team shall have the right to assess one additional day from participants when the number of days in the bank falls below fifty (50). The records of eligible employees will be kept by the central office and available to the Sick Leave Bank Team Chairperson upon request. The team shall have the right to a copy of all completed authorization forms.

Any contributing teacher is eligible to withdraw days from the bank if:

- a. That teacher has a sufficiently severe physical/mental illness or injury; and a written application by the employee accompanied by a physician's letter stating the nature of the illness or disability, anticipated length and prognosis of the person's condition is submitted to the Chairperson of the Sick Leave Bank Team.
- b. Plus being absent five (5) consecutive days after exhausting personal days and sick days or after exhausting all personal days and sick days under special circumstances to be approved by the Sick Leave Bank Team.
- c. The bank days requested shall apply to days prior to the date when teacher's long-term disability insurance could or would commence.
- d. A teacher may withdraw from the bank at any time but may not withdraw donated days.
- e. A maximum of forty-five (45) days will be allowed for a teacher during the contract year.
- f. If a teacher continues in active employment, the teacher shall repay the bank one-third of the days used at the rate of three (3) days per year at the start of each school year. Upon a teacher's retirement, resignation, or severance from the corporation, that teacher will relinquish all days towards his/her balance owed to the bank.
- g. If a teacher still owes days to the bank upon retirement, resignation, or severance from the corporation, after relinquishing all days, a reduction in pay at the substitute rate will be deducted from any remaining pay(s) until all days are paid back.
- h. Retirees, upon retirement, may donate up to twenty-five (25) days to the Sick Leave Bank.

A person may borrow days only until the end of the school year and not during the summer or school vacation. At the beginning of a new school year the teacher must have a contract to teach in the school system and reapply to the Sick Leave Bank if more days are needed.

1. In consideration of the benefits of participating in the Sick Leave Bank, each applicant for membership in the Bank shall, as a condition to such application, agree in writing substantially as follows:

"I especially acknowledge and agree that the granting of days from the Sick Leave Bank shall be at the sole discretion of the Sick Leave Bank Team or, in the event of an appeal, the Executive Board of the Smith-Green Classroom Teachers Association and that all decisions of the Sick Leave Bank Committee or the Executive Board of the Smith-Green Classroom Teachers Association will be final and binding and not subject to grievance. I further agree to abide by such

decision and to indemnify and hold harmless the Smith-Green Classroom Teachers Association and the Smith-Green Community School Corporation, the Sick Leave Bank Team, and the Executive Board of the Smith-Green Classroom Teachers Association and all of their agents for any loss they may sustain as a result of any claim or legal proceedings I may bring against them with respect to a decision made by any of them concerning this application.”

2. An applying teacher may appeal the decision of a Sick Leave Bank Team to the Smith-Green Classroom Teachers Association Executive Board. The CTA Board will consider all appeals and the exceptional cases, which do not fit the above guidelines on an individual basis.
3. The Sick Leave Bank Team or Executive Board, if called upon, may grant, deny, or suspend grants of sick days from the bank. Their judgment or decision will be final.
4. The Sick Leave Bank authorization form shall be a part of the Agreement given to teachers upon employment in SGCS. The Sick Leave Bank Chairperson and/or team members will contract each new potential Sick Leave member to answer questions, further explain the purpose of the sick leave bank and to make certain that their membership form is complete.
5. Sick Leave days donated to the bank by an employee are considered a permanent contribution to the bank and are not transferable to another school corporation should an employee leave the Smith-Green Community Schools Corporation.

222 West Tulley Street
Churubusco, IN 46723

To Whom It May Concern:

I have been informed that I am eligible to join the Sick Leave Bank as provided for in the Agreement between the Smith-Green School Board and the Smith-Green Classroom Teachers Association (Please check one of the following.)

_____ I would like to join the Sick Leave Bank with the understanding that I will donate one day of Sick Leave this school year to the bank.

I hereby apply to participate in the Sick Leave Bank by:

Donating one (1) day of my sick leave to the Sick Leave Bank.

"I especially acknowledge and agree that the granting of days from the Sick Leave Bank shall be at the sole discretion of the Sick Leave Bank Team or, in the event of an appeal, the Executive Board of the Smith-Green Classroom Teachers Association and that all decisions of the Sick Leave Bank Committee or the Executive Board of the Smith-Green Classroom Teachers Association will be final and binding and not subject to grievance. I further agree to abide by such decision and to indemnify and hold harmless the Smith-Green Classroom Teachers Association and the Smith-Green Community School Corporation, the Sick Leave Bank Team, and the Executive Board of the Smith-Green Classroom Teachers Association and all of their agents for any loss they may sustain as a result of any claim or legal proceedings I may bring against them with respect to a decision made by any of them concerning this application."

_____ I agree to the above actions and conditions.

_____ I do not wish to join the Sick Leave Bank. I understand that this means I will not be able to join at any future time.

Signed: _____

Date: _____