COLLECTIVE BARGAINING AGREEMENT

"All for one and one for all"

2025-2026

between the

East Washington School Corporation Board of School Trustees

and

East Washington Classroom Teachers Association

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ARTICLE I
DEFINITIONS

1. The term "Board" means the Board of School Trustees of the East Washington School Corporation and any person or persons authorized to act for the governing body of the school corporation in dealing with its employees.

2. The term "Association" refers to the East Washington Classroom Teacher Association and its respective officers, representative agents and members.

3. The terms "teacher" or "teachers" shall refer to all members of the bargaining unit.

4. When references are made to male teachers in this contract they also include female teachers.

ARTICLE II
MANAGEMENT RIGHTS CLAUSE

The Association recognizes the Board, as duly elected representative of the Corporation, as the school employers. The Board and the Association understand and agree that the provisions of the Agreement constitute limitations and are the only limitations upon the Board's right, as authorized and limited under state law, to manage the school district, and that the Board has the responsibility and authority to manage and direct all operations of the school district to the full extent vested in it by the laws of the State of Indiana.

ARTICLE III
RECOGNITION

The Board recognizes the Association as the exclusive representative for all employed full-time certificated persons under regular contract employed by the district, except for the superintendent, principals, athletic director, supervisors, and confidential employees.

ARTICLE IV
PRINCIPLES

1. CERTIFIED PERSONNEL -- it is recognized that members of the teaching staff require specialized qualifications.

2. RIGHT TO JOIN OR NOT JOIN -- It is recognized that teachers have the right to join, participate in, and assist the Association, and the right to refrain from such, but membership shall not be prerequisite for employment or continuation of employment of any employee.

3. RIGHTS OF MINORITIES AND INDIVIDUALS -- The legal rights inherent in the State of Indiana and in the rulings and regulations of the Indiana Department of Education affecting certified personnel are in no way abridged by this agreement.

ARTICLE V
EFFECT OF THE AGREEMENT

1. This agreement shall be effective upon its ratification by the Association and the Board except to those provisions which by their own terms indicate otherwise.

2. This Agreement shall supersede any rules, regulations, policies or practices of the Board which would be contradictory or inconsistent with the terms of this Agreement. Any individual contracts between the Board and an individual member of the bargaining unit shall be made subject to this Agreement.

ARTICLE VI
PROFESSIONAL COMPENSATION

1. The base salary earned by a teacher does not include any salary for additional days on the contract period, extra-curricular salary, or stipends. The salary earned does not include the three percent contribution paid by the school corporation to the Indiana Teacher's Retirement Fund.

   The starting base salary for a teacher with a Bachelor's degree is $45,000. Teachers will receive an increase of $4,000 annually if they meet both the Evaluation Rating Factor and the Academic Need Factor of the staff evaluation plan. The maximum base salary for a teacher with a Master's degree is $76,000. Upon reaching the maximum salary rate of $76,000 on the salary grid in 2025–2026, any portion of the $4,000 raise that exceeds the maximum salary will be paid as a stipend.

   A teacher's hourly rate shall be calculated by dividing the teacher's base salary by the number of days in the teacher's contract to get the teacher's daily rate and then by dividing the daily rate by the number of hours per day specified in the teacher's contract to get the hourly rate.

   The Superintendent, or designee, will evaluate the training and experience of all applicants for certified positions. Experience will be evaluated as to its value to the School Corporation and credit may or may not be allowed for any or all prior teaching experience. Training will be established by an official transcript furnished by the teacher to the School Corporation. The Superintendent, or their designee, will evaluate the teacher's experience and determine the teacher's placement on the salary range at the time of initial hiring. Placement will generally be based on alignment with teachers of similar years of experience. In instances where this alignment cannot be reasonably attained, the Superintendent will make the placement decision in consultation with the Association.

   In those instances, when a teacher is being hired in a shortage area, the Superintendent shall have the authority to place the teacher on the salary range at an equivalent or less position up to twenty percent (20%) higher than the teacher would otherwise be placed. An earned Masters' degree will be recognized when an applicant's salary is set. The teacher acknowledges that the initial determination as to the placement on the salary range shall continue to remain in place for all future years. The teacher acknowledges that there will be no future retroactive determination of actual experience for the purpose of advancing the teacher on the salary range.

Stipends, if awarded, are non-repeating increases and not added to the teacher's current base pay. Adjustment in teacher pay, including stipends, shall be made in accordance with the compensation plan as it may be adjusted from time to time by agreements of the Superintendent and the EWCTA Bargaining Team. The compensation plan is included in this agreement as **Appendix A**.

Dual credit stipends will be $2500.00 per subject taught per year. The corporation may elect to reimburse teachers for education needed to obtain dual credit certifications.

2. The salaries for extra-curricular assignments shall be paid in accordance with **Appendix B** which is attached to and incorporated into this agreement. Anyone approved by the School Board for an ECA position after September 1st shall receive the stipend after the conclusion of the assignment.

3. Training beyond the Bachelor Degree is not a requirement for employment except in those cases specified by law. Training beyond the Bachelor Degree is encouraged and all teachers are urged to continue their professional growth by participating in professional organizations and by taking additional college work.

   No training credits will be accepted unless they are obtained in a college or university recognized by the Professional Standards Board or by regional or national accrediting associations.

   An official transcript or other evidence submitted from the training institution must be presented to the Superintendent to establish entitlement to a change in salary. Documents submitted will remain on file in the Superintendent's office during the teacher's term of service and will be returned to the teacher thereafter, if requested.

4. Teachers will be compensated who work at Athletic events when a gate fee is collected. Pay for each worker will be $15.00 (less employer taxes and TRF) per night plus free admission for two (self & one guest) to all home games.

5. The individual teacher is responsible for ensuring that licenses are current and renewed when due and for verifying that outside teaching and military service credit are properly certified. Teachers are responsible for maintaining a valid Indiana teaching license at all times. Any teacher who fails to maintain a valid license for more than fourteen (14) calendar days will be placed on substitute teacher pay until the license is renewed and verified by the Human Resources Department.

   Effective July 2026, the School Corporation will transition from a 26-pay structure to a 24-pay structure. Beginning with the 2026–2027 contract year, all salary payments will be distributed in twenty-four (24) equal installments over a twelve-month period.

ARTICLE VII
LEAVE POLICIES

1. Leave shall be credited annually to teachers on the first (1st) day of his/her employment year as follows: Twelve (12) days for the first-year teacher on a regular teaching contract and twelve (12) days each year thereafter.

   Leave days accumulated by a teacher prior to a leave of absence shall be credited to the teacher upon return. Annual and accumulated leave days may be used either for personal illness, family illness, emergencies, or to conduct personal business. These days may be used in ½ day increments.

   Teachers shall be given a written accounting of accumulated leave days by the first of September of each year.

   Teachers working summer school or extended days for the corporation shall be eligible to use leave on the same basis as it is used during the regular school year.

   Teachers may accumulate a maximum of 90 annual leave days. Annually in August, the corporation shall deposit $65 per day for any of the earned but unused days above the 90 maximum (a maximum of 12 in any given year) into an individual 403(b) retirement account for the employee's benefit.

2. Association Leave - Six (6) days of Association leave shall be available to the President or his/her designee to conduct necessary Association business. The President will request a substitute at least twenty-four (24) hours in advance of their intent to use Association leave. The Association will reimburse the Board for the substitute's salary when Association leave is used. Days can be used in ½ day increments.

3. The Administration reserves the right to investigate possible abuses of leave policies and take appropriate action based on the investigation. When a teacher has been absent for more than five (5) consecutive days, a doctor's certificate, certifying personal illness or illness in the immediate family, must be submitted to the Human Resources Department.

   Teachers may use up to **five (5) consecutive leave days one time per school year without a doctor's note**, provided they notify the Administration in advance so that arrangements can be made for classroom instruction. Any leave beyond this one occurrence, or any subsequent use of five (5) consecutive leave days, will require a doctor's note.

4. Bereavement Leave - Teachers shall be granted five (5) days bereavement leave for death of a member of his/her immediate family. The leave shall not be deducted from accumulative leave. The use of five bereavement days may be used at any time during that school year, starting with the day after the death. (The immediate family is interpreted to mean husband, wife, child, father, mother, father-in-law, mother-in-law, brother, sister, or anyone living in the home.) Teachers

shall be granted two (2) days bereavement leave for the death of grandparents, brother-in-law, sister-in-law, aunts, uncles and first cousins. Such leave shall be provided for the day of visitation and/or travel and for the day of the funeral.

5. Maternity Leave - Any teacher who is pregnant is entitled to a leave of absence anytime between the commencement of her pregnancy and one (1) year following the birth of the child, if, except in a medical emergency, she notified the Superintendent in writing. This notice shall be as follows. If the necessity for the leave is foreseeable based on the expected birth, the teacher shall provide the Superintendent with not less than thirty (30) days' notice before the date the leave is to begin, except that if the date of birth requires the leave to begin in less than thirty (30) days, the teacher shall provide such notice as is practicable. She shall also notify the Superintendent of the expected length of this leave, including with this notice either a physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn, whichever is applicable.

   In case of a medical emergency caused by 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. The teacher is not entitled to take accumulated leave days when the teacher's physician certifies that the teacher is capable of performing the teacher's regular teaching duties. The teacher is entitled to complete the remaining leave without pay.

   However, following a doctor's release from maternity leave, a teacher may elect to use available accumulated leave days to extend her absence, provided that the total period of leave (paid and unpaid) does not exceed twelve (12) weeks in alignment with the Family and Medical Leave Act (FMLA). If a teacher chooses to extend maternity leave beyond the twelve (12) weeks, up to the maximum of one (1) year, any additional days beyond the twelve (12) weeks will be unpaid.

6. Sick Leave Bank - The purpose of the sick leave bank is to relieve members of the certificated staff from undue financial burden due to absence from work on a long-term basis due to illness or disability wherein their accumulated leave is exhausted. The Board will not contribute any days to the sick leave bank. Only members' actual days may be contributed to create the bank.

   Enrollment in the sick leave bank is open on an annual basis and shall be open until October 1. Enrollment forms will be available from the building principals. Membership in the bank will be open to all certificated school employees. A member shall be defined as a certificated school employee who has made a contribution of two (2) days of their accumulated leave to the bank upon enrollment.

   When the sick leave bank drops below 150 days, each certificated member of the sick leave bank will be required to contribute one leave day to the bank. The sick leave bank will be used for the teacher's personal illness only. An individual member wishing to use the bank must wait at least two (2) working leave days without pay before use of the bank will be authorized under any of the above conditions; these days are not reclaimable from the bank.

An individual member may use **two (2) times the number of leave days he/she has contributed to the bank plus fifteen (15) additional days.** The sick leave bank committee will review and approve requests, and all requests will be considered within these limits. **Individuals may not utilize the sick leave bank more than once in a single school year.**

Unused sick leave bank days will be carried over to the next school year. In the event the bank exhausts all days during the school year, the sick leave bank committee will contact participating members and request they contribute one (1) day in order to maintain membership in the bank. The sick leave bank committee can request one (1) re-enrollment from its membership during a school year.

The sick leave bank shall be administered by a committee of five (5) members appointed by the CTA president. The sick leave bank committee may grant, deny, or suspend grants of sick leave days from the bank within the limits described above. Its judgment or decision will be final.

A certificated school employee upon being employed in the middle of the year may have fourteen (14) days to enroll in the sick leave bank. He/she will need to contribute only one (1) day. If the teacher uses all of his/her leave days, the teacher will have a single day to wait without pay, and then may have two (2) times the number of days plus seven (7) from the sick leave bank.

Any individual who has used the sick leave bank in one year may rejoin the following year, but must donate an additional two (2) days of accumulated leave in order to re-enroll.

7. Adoptive Leave and Paternity Leave - Adoptive leave or paternity leave shall be granted for up to a period of one (1) school year, without pay. If the necessity for leave is foreseeable based on the expected birth or placement, the teacher shall provide the Superintendent with not less than thirty (30) days' notice before the date the leave is to begin, except that if the date of birth or placement requires the leave to begin in less than thirty (30) days, the teacher shall provide such notice as is practicable.

8. Family and Medical Leave - In accordance with Federal law, the provisions of the Federal Family and Medical Leave Act (FMLA) 29 U.S.C. 2601 et seq., shall be incorporated by reference into this contract.

9. Civic Leave - A teacher shall be released from required duties on the day of any contested primary or general election in which he/she is a candidate, without pay. Any teacher who serves as an official inspector, clerk, sheriff or judge shall be released from required duties on the day of the primary or general election. The Board shall pay the teacher's regular salary provided he/she notifies the school corporation of the assignment within a reasonable time, and remits to the school corporation office the amount received from the county.

10. Public Office Leave - Leaves without pay shall be granted to serve in an elected public office. Such leaves shall be granted annually and renewed annually for the length of the term of office. A teacher must have served for at least one year of creditable service such service being the

equivalent of one hundred twenty (120) full days teaching service acquired during the twelve-month period ending immediately preceding the leave, to be eligible for this leave.

11. Professional Leave - The Board agrees that professional leave days with pay may be granted for the following purposes.

    A. Attending and/or participating in professional meetings relating to educational workshops, seminars, or conferences sponsored by industry, the Association, subject matter groups, colleges, universities or governmental agencies concerned with public school matters.

    B. Visitation to other school corporations or educational institutions for the purpose of observing instructional techniques or other instructional oriented programs.

    C. The Board agrees to pay reasonable expenses incurred by the above-mentioned professional leaves. Teachers shall be expected to give notification to the building administrator on the proper form. Forms will be available from the building principal, the corporation office or the association.

    D. If the professional leave is denied, it will be the responsibility of the building principal to provide, within reasonable time period prior to the leave, a written statement indicating the reason(s) for denial. Thereafter, the teacher shall have to request and shall be given a conference with the Superintendent to discuss the professional leave. The teacher shall also have the right to be accompanied to this meeting by a representative chosen by the teacher. The conference shall take place prior to the date of the requested professional leave.

12. Legal Leave - An employee called for jury duty or to appear before any judicial or administrative tribunal by subpoena shall receive full compensation, provided he/she remits any other compensation received, excluding mileage and personal expenses, to the corporation business office.

ARTICLE VIII
INSURANCE PROTECTION

1. The employee and Corporation monthly health insurance premiums shall be in accordance with **Appendix C**.

   There will be no additional corporation contribution to the Buy Up health care plan. The corporation shall pay 100% of the Core health care plan for the 2025/26 school year. Health care benefits shall be negotiated before October 1st on an annual basis.

2. The East Washington School Corporation will pay all but $10 per month of a $75,000 term life accidental death and dismemberment insurance premium for each employee who qualifies

and enrolls in the East Washington School Corporation group plan.

3. The East Washington School Corporation will pay all but $1 of a long-term disability insurance (income protection insurance) premium for every teacher with 90 calendar day waiting period with the disability benefit of 66 2/3% of salary payable to the teacher.

4. Section 125 Generation II - The Board will provide a 125 Flexible Fringe Benefit Plan Generation II whereby each teacher may elect to pay insurance premiums, non-reimbursed medical care and dependent care with pre-tax dollars. The effect of this plan will result in the teacher's contribution to health insurance, non-reimbursed medical care and/or dependent care being excluded from taxable income.

5. The East Washington School Corporation will pay all but $1 of a vision care premium for each employee and/or family who qualifies and enrolls in the East Washington School Corporation group plan.

6. The East Washington School Corporation will split the cost of a corporation sponsored Dental plan 50/50 for the contract period 2025-2026.

7. Payment for fringe benefits during a qualified and approved Family Medical Leave (FMLA) leave shall be in accordance with applicable federal laws.

8. Worker's Compensation - Any days charged to the teacher due to injury incurred in the course of the teacher's employment may be restored at the sole discretion of the Superintendent provided the teacher is approved by the insurance carrier for benefits under the Indiana Workers' Compensation Act and requests restoration in writing to the Superintendent.

ARTICLE IX

RETIREMENT PAY

Announcement of retirement must be made to the Superintendent by the following dates:

End of School Year - January 15th of retirement school year.
End of Semester I – October 1st of retirement school year.

A waiver may be granted by the Superintendent at any time after that date.

Any teacher who retired before 2021-22 and elected to keep health insurance benefits will receive a payment of $5124 annually for a single health insurance program until such time as the retired teacher withdraws from the School Corporation's group health insurance program or becomes eligible for Medicare. These retirees are only eligible to retain vision or dental insurance through Cobra.

Cobra medical insurance is available for 18 months to any teacher who retired after 2021/22. Cobra dental or vision insurance is also available for 18 months

Final Day of Work Requirement

Teachers must be physically present and performing their regular duties on their final contracted workday in order to retire from the East Washington School Corporation. Accumulated leave days (sick, personal, or other) may not be used to extend employment or to create a bridge leading up to retirement. Any exceptions to this requirement may only be granted at the discretion of the Superintendent.

ARTICLE X
EARLY RETIREMENT PROGRAM

Each teacher retiring who meets the following requirements will be eligible for the early retirement insurance program payments:

1. the teacher retires from the profession;

2. the teacher has reached their 55th birthday by the day his/her retirement is effective;

3. the teacher continues participation or enrolls prior to Medicare eligibility in the School Corporation's group health insurance program during retirement (enrollment subject of the rules of the insurance program); and

4. the teacher provides notice (such notice requirement shall be negotiated between the School Corporation and the Association).

In order to qualify for this early retirement program, teachers must provide written notice to the Superintendent's Office on or before April 1 of the school year in which they plan to retire.

Notwithstanding any other contract provision, no School Corporation payment shall be made for retiree health insurance for any employee who retires after the 2021-22 school year.

Life Insurance will not be offered upon retirement.

ARTICLE XI
GRIEVANCE PROCEDURE

1. A grievance shall be defined as a specific violation or misapplication of any provision of the collective bargaining agreement.

2. This grievance procedure is not intended to affect the normal communication between the principal and the teacher in the discussion of problems which may exist. It is expected that any problem or potential problem would first be discussed by the teacher with the building principal.

3. If after this informal discussion the teacher believes there is a basis for a formal grievance, he/she shall state this to the building principal no later than fifteen (15) school days after the occurrence that gave rise to the alleged grievance. The principal and the teacher shall mutually set a date for a formal meeting in an attempt to resolve the difference. At this meeting, the teacher may be accompanied by a representative of the Association and the principal by a member of the Administrative staff. If resolution is not achieved as a result of the verbal discussion with the building principal, a formal written grievance may be presented not later than three (3) school days after the formal meeting with the principal. The written formal grievance must include the grievant's name, the date alleged on which the alleged contract violation occurred, the contract section(s) alleged to have been violated, a brief summary of the facts underlying the alleged contract violation(s), and the relief sought by the grievant.

4. Within three (3) school days after receipt of the written grievance, a meeting of the parties shall take place in an effort to resolve the grievance. Following this meeting, a written answer to the aggrieved shall be returned by the principal within three (3) school days.

5. If resolution is not achieved or the meeting does not take place within the three (3) school day period, the grievance may be transmitted to the Superintendent or a designated representative.

6. A meeting of the parties shall take place within five (5) school days of the date the grievance is appealed to the Superintendent to review the facts, and the Superintendent shall provide a written answer to the aggrieved within three (3) school days after the meeting.

7. If the grievance is not resolved at the superintendent's level or if the meeting with the Superintendent does not take place within the five (5) school day period, or if a written answer is not received by the grievant within the three (3) school day period after the meeting with the Superintendent, then the grievance shall be transmitted to the Board, at the option of the grievant, by giving to the Superintendent by written notice within three (3) school days of the Superintendent's last required act. If the grievance is transmitted to the Board, the Board shall, not later than its next regular meeting, hold a hearing on the grievance in executive session. The Board will provide a confidential written answer to the grievant and his/her representative no later than the next regular Board meeting.

ARTICLE XII

IRS CODE SECTION 403(b)
MATCHING ANNUITY & CUSTODIAL MUTUAL FUNDS PLAN
SECTION 401(a) PLAN and SECTION 457

1. Program. The Board agrees to establish an IRS Code Section 403(b) matching annuity plan ("403(b) PLAN") and Section 401(a) annuity plan ("401(a) PLAN") for all certified employees. New teachers hired after July 1, 2001 shall have Article XVIII as their only contract benefit for retirement. The 403(b) PLAN and the 401(a) PLAN (collectively "PLANS") may include provisions allowing salary reduction contributions, matching salary settlement diversion

contributions, matching employer contributions, matching employee contributions, and unmatched employer contributions. Within the provision of the IRS Code, the PLANS shall be fully and immediately vested for contributions, shall be portable, and include the availability of loans and hardship withdrawals, where applicable. Employer contributions (hereinafter referred to as "Diversion Match") shall be paid into the 401(a) PLAN. Teacher contributions shall be paid into the 403(b) PLAN.

2. Matching Contributions. Effective from the beginning of the 2025-2026 school year, the Board, shall match each participating teacher's like contribution on a dollar for dollar basis up to 2.5% of the teacher's base salary.

   The salary settlement diversion match as provided above and the teacher's matching contribution shall continue for as long as the PLANS are in effect. Teachers employed after the 1999-2000 school year shall begin making the teacher contribution and receiving the salary diversion match at the cumulative percentage (ct) of the first year of the employment, as provided above.

3. **401(a)Contributions**
   The East Washington School Corporation shall continue contributions to the 401(a) Plan as established through collective bargaining. The rate and structure of contributions, if any, shall be determined by agreement of the parties during regular bargaining.

4. **Fund Phasing – Fund Phasing** – The Corporation provides matching contributions to eligible 401(a)/403(b) plans during employment. No additional retirement payments are made at the time of retirement; therefore, no phasing calculations apply.

5. Steering Committee. A joint steering committee shall be created by the parties through appointments of teachers by the Association President and administrative representatives by the Superintendent. The Committee shall be charged with the responsibility of establishing the PLANS providing for IRS compliance of the PLANS, selection of the PLANS' vendors by mutual agreement, providing training and information to participants, and any other function necessary to implement the provisions of this section.

6. The Corporation shall maintain the existing retirement plan provisions under Article IX, Article XII, and Article XIV, including access to the 401(a) and 403(b) programs. However, no additional retirement payments or payouts of unused leave will be made at the time of retirement.

7. The Board agrees to establish an IRS Code Section 457 plan for all certified employees effective January 1, 2002.

ARTICLE XIII
TERM OF AGREEMENT

This contract shall be effective as of August 1, 2024 and shall continue in effect through June 30, 2025 except as provided herein. This agreement is attested to by the Board and the Association whose Presidents' signatures appear below.

No electronic communications were utilized during any of the meetings listed below.

Public Hearing - Pre-Negotiation: September 11, 2025
Public Meeting - Tentative Agreement: September 30, 2025
Ratified by the Association: October 16, 2025
Ratified by Board: October 28, 2025

Christina D. McGinnis
President, East Washington
School Corporation Board of Trustees

President, East Washington
Classroom Teachers Association

Keith Spaulding
Board Secretary

Spokesperson for C.T.A.

Attest:

Rebecca Jones
Superintendent, Chief Spokesperson

APPENDIX A
SALARY PLACEMENT

A. Initial Placement

1. A teacher with a bachelor's degree shall receive a starting salary of **$45,000**, with a maximum salary of **$74,000**. A teacher with a master's degree shall receive a starting salary of **$47,000**, with a maximum salary of **$76,000**. A new teacher with zero (0) years of experience shall begin at $45,000 in order to satisfy the Indiana statute.

2. Teachers newly hired for the current school year will be placed on the current salary grid at a salary commensurate with the teacher's education and experience. The Superintendent or designee will evaluate the placement in comparison to teachers with similar education and experience within the corporation when making the initial determination and will notify the Association of the placement. The Superintendent shall have the authority to deviate from this criterion when hiring a teacher for hard-to-fill positions, including STEAM and special education positions, and offer the newly hired teacher a salary up to twenty percent (20%) greater than the salary corresponding with the newly hired teacher's education and experience.

3. New hires will receive a year of experience for placement purposes on the salary grid for any school year the teacher worked 120 days or more in an accredited pre-K or K-12 public or accredited private school. The teacher shall provide written verification of those years or experience to the Superintendent on or before the teacher's first contracted day.

B. General Eligibility

1. Teachers rated ineffective or improvement necessary on their prior school year performance evaluation are not eligible for a salary increase and remain at their prior year's salary, except those eligible under Paragraph 2 below.

2. A teacher who is in the first two full school years of instructing students who receives an evaluation rating of improvement necessary is eligible for a salary increase per IC 20-28-9-1.5(g).

3. A teacher must have been employed by the East Washington School Corporation one hundred twenty (120) contractual days the previous school year to be eligible for a base salary increase for the current school year.

C. Factors and Definitions

1. <u>Evaluation rating</u> – The teacher received a highly effective or effective evaluation for the prior school year, except that a teacher who is in the first two full school years of instructing students who receives an evaluation rating of improvement necessary.

2. <u>Education</u> – This factor is defined as attaining a Master's degree in a content area as defined by the Indiana Department of Education.

3. <u>Academic Need</u>: Eligible teachers must complete six (6) of the activities to benefit the needs of students and the school community:

- Taking tickets/Supervising at a student sporting event (if not paid)
- Covering a class for a colleague
- Instructing professional development
- Family Involvement Nights
- Tutoring (if not paid)
- Working the school booth at the county fair (June)
- Any other activity mutually agreed upon by the Association and the Administration.

D. <u>Weights Assigned to Factors</u>

1.	Evaluation	$2000
2.	Education	$2000
3.	Academic Need	$2000

E. <u>Distribution and Movement</u>

1. **Base Salary for 2025-2026**
Teachers who were employed in the prior school year will begin the 2025-2026 school year at the corresponding salary level they held at the conclusion of the 2024-2025 school year. New teachers will be placed according to verified years of experience and degree status at the time of hire.
Teachers with a **Bachelor's Degree** shall have a minimum starting salary of **$45,000** and may advance up to a maximum of **$74,000.**
Teachers with a **Master's Degree** shall have a minimum starting salary of **$47,000** and may advance up to a maximum of **$76,000.**
There is no automatic salary increase associated with this initial placement.

2. **Evaluation Factor**
A teacher who satisfies the evaluation rating factor will receive an increase of **$2,000** added to their base salary.

3. **Academic Need Factor**
A teacher who satisfies the academic need factor will receive an increase of **$2,000** added to their base salary. All academic need forms must be submitted to the building-level administrator by May 1, 2026.

4. **Education Factor**
   A teacher who satisfies the education factor, based on verified years of service and degree attainment **as of August 3**, will receive an increase of **$2,000** added to their base salary.

In addition, any teacher who has added the **Literacy Endorsement** to their license by **August 3** shall receive a **one-time $100 increase** to their base salary.

These amounts are cumulative and do not require a choice between them.

Cumulative Application of Factors
Teachers may earn increases under the Evaluation Factor, Academic Need Factor, and Education Factor in the same year. In such cases, the increases shall be applied cumulatively to the teacher's base salary.

F. Salary

The salary ranges without the Board's 3% ISTRF contribution for returning teachers for the 2024-2025 school years are $45,000 to $76,000.

G. Redistribution

Money that would have been paid to a teacher receiving an Ineffective or Improvement Necessary rating will be distributed equally among all teachers receiving an Effective or Highly Effective rating in the form of a stipend. The redistribution shall be made to all eligible teachers in the form of a stipend and shall be distributed within 30 days of the final determination of evaluation ratings.

APPENDIX B
ADDITIONAL ALLOWANCES ON BASIC SALARY SCHEDULE

ECA Activity	
Academic Bowl Coach HS	799
Academic Bowl Coach MS	569
Band Director HS	6097
Band Director MS	845
Band Instructional Asst HS	5538
Career Academy Director	5150
Cheer Block Coach HS	547
Cheerleader Coach 5th/6th Grade	741
Cheerleader Coach 7th Grade	1021
Cheerleader Coach 8th Grade	1021
Cheerleader Coach HS	2491
Choral Director ES	744
Choral Director HS	1429
Choral Director MS	629
Choreographer	1442
Class Sponsor-Junior (2)	863
Class Sponsor-Senior (2)	773
Color Guard Instructor HS	1226
Drama Sponsor HS	3170
Drama Sponsor HS Asst	1021
Drama Sponsor MS	948
Guitar Club MS	418
Kids Club Sponsor	572
Musketeer Café Sponsor	1500
Musketeer Manufacturing Sponsor	1500
National Honor Society HS	418
National Honor Society MS	418
Renaissance Sponsor HS	418
Robotics ES	1000
Robotics HS	1500
Robotics MS	1500
Spell Bowl MS	569
Student Council Sponsor ES	616
Student Council Sponsor HS	796
Student Council Sponsor HS Asst	560
Student Council Sponsor MS (2)	572
Winter Guard	946
Yearbook Sponsor ES	773
Yearbook Sponsor HS	1855
Yearbook Sponsor MS	803

Athletic Activity	
Athletic Director HS	5923
Athletic Director K-8	5923
Baseball Varsity	3798
Baseball Varsity Asst	1595
Basketball 5th Grade (2)	1204
Basketball 6th Grade (2)	1204
Basketball 7th Grade (2)	2056
Basketball 8th Grade (2)	2121
Basketball Freshman (2)	2296
Basketball JV & Varsity Asst (4)	3049
Basketball Varsity (2)	7413
Basketball Youth (2)	1059
Cross Country MS (2)	1060
Cross Country Varsity (2)	3049
Football 7th Grade	2056
Football 8th Grade	2121
Football MS Asst	2056
Football Varsity	7413
Football Varsity Asst (3)	3049
Football Youth	1060
Golf HS(2)	2910
Golf MS	1060
Softball Varsity	3580
Softball Varsity Asst	1595
Tennis HS (2)	2922
Tennis MS	969
Track HS (2)	3423
Track HS Asst	1364
Track MS (2)	1722
Track MS Asst	849
Volleyball 5th Grade	600
Volleyball 6th Grade	600
Volleyball 7th Grade	1203
Volleyball 8th Grade	1203
Volleyball HS	3798
Volleyball HS Asst (3)	900
Weight Room	2755
Wrestling HS	3227
Wrestling HS Asst	1672
Wrestling MS	1642
Wrestling MS Asst	670

*These figures do not include the three percent (3%) contribution paid by the school corporation to the Indiana State Teacher's Retirement Fund.

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

Appendix C
2025/26 Health Insurance Premiums (effective 10/1/2025- 9/30/2026)

BUY UP PLAN — Monthly Premium

2000/3000 - 4000/6000	EMPLOYEE	EMPLOYER	TOTAL
SINGLE	$ 391.97	$ 633.82	$ 1,025.79
EMPLOYEE + SPOUSE	$ 961.08	$ 1,293.60	$ 2,254.68
EMPLOYEE + CHILD	$ 768.64	$ 962.90	$ 1,731.54
FAMILY	$ 1,293.91	$ 1,872.69	$ 3,166.60

SPOUSAL PENALTY	SPOUSE
FAMILY	$ 2,203.70
EMPLOYEE + SPOUSE	$ 1,620.86

CORE PLAN — Monthly Premium

4000/5000 - 8000/10000	EMPLOYEE	EMPLOYER	TOTAL
SINGLE	$	$ 735.64	$ 735.64
EMPLOYEE + SPOUSE	$	$ 1,616.94	$ 1,616.94
EMPLOYEE + CHILD	$	$ 1,241.76	$ 1,241.76
FAMILY	$	$ 2,270.93	$ 2,270.93

SPOUSAL PENALTY	SPOUSE
FAMILY	$ 1,029.17
EMPLOYEE + SPOUSE	$ 881.30

***Spousal penalty is determined by subtracting the employer payment for an employee only plan from the total premium for employee & spouse monthly cost. This is for an employee and spouse plan. Spousal penalty for a family plan is determined by subtracting the employer payment for an employee & child plan from the total premium for a family plan monthly cost.**

Dental Premium **Single - $16.08 per month** **Family - $37.09 per month**
Vision Premium **$1.00 per year**