COLLECTIVELY BARGAINED AGREEMENT

BETWEEN THE

BOARD OF SCHOOL TRUSTEES

OF THE

BLOOMFIELD SCHOOL DISTRICT

AND THE

BLOOMFIELD TEACHERS' ASSOCIATION

2025-2026

Table of Contents

PREAMBLE

This agreement entered into by and between the Board of School Trustees of the Bloomfield School District, hereinafter called the "Board", and the Bloomfield Teachers' Association, hereinafter called the "Association".

Article I
RECOGNITION

A. Association Recognition

Pursuant to Indiana Law (Indiana Code 20-29 et seq) providing for bargaining collectively and discussing, the Board recognizes the Association as the exclusive representative for all certificated employees of the Board, except:

1. Superintendent,
2. Principals,
3. Paraprofessionals
4. Casual Substitute Teachers (not Temporary Contracts), and the
5. Director of Physical Education and Athletics

The term "teacher" as used in this Agreement means employees of the Board represented by the Association.

B. Total Agreement

Both parties agree that this agreement sets forth the terms and conditions to which each party agrees to be bound.

Article II
ASSOCIATION AND TEACHER RIGHTS

A. Compensation and Benefits for Part-Time Teachers

A part-time teacher is defined as any teacher employed less than 1.0 FTE. Part-time teachers shall have their salaries pro-rated. If a part-time teacher is receiving at least fifty-one percent (51%) of the full-time salary, then the part-time teacher shall also receive full insurance benefits provided in this Contract on a prorated basis. If a part-time teacher is receiving less than fifty-one percent (51%) of the full-time salary, then the teacher shall not receive any paid insurance benefits, but will be allowed to participate in the group insurance plans at the part-time teacher's own expense.

It is agreed that all part-time teachers, regardless of how much salary they are receiving, will receive all leave benefits provided in this Contract on a pro rata basis.

Article III
GRIEVANCE PROCEDURE

For informational purposes, a district-level committee will review the grievance procedure in the 2025-2026 school year.

A. A claim by a teacher or the Association that there has been a violation, misinterpretation, or misapplication of any provision of this contract, or the teacher handbook may be processed as a grievance as hereinafter provided.

B. In the event a teacher believes there is a basis for a grievance, he/she shall first discuss the alleged grievance with his building principal, either individually or accompanied by an Association representative.

C. If, as a result of the informal discussion with the building principal, a grievance still exists, the Association may invoke the formal grievance procedure. A form for filing a grievance (Appendix C) shall be available from the Association representative in each building. A copy of the grievance shall be delivered to the principal.

D. Within five (5) calendar days of receipt of the grievance, the principal shall meet with the grievant and one or more Association representative(s) designated by the Association President in an effort to resolve the grievance. The principal shall indicate his/her disposition of the grievance in writing within five (5) calendar days of such meeting and shall furnish a copy thereof to the Association.

E. If the Association is not satisfied with the disposition of the grievance, or if no disposition has been made within five (5) calendar days of such meeting or ten (10) calendar days from the date of filing, whichever is later, the grievance shall be transmitted to the Superintendent. Within seven (7) calendar days the Superintendent shall meet with the grievant and one or more Association representative(s) in an effort to resolve the grievance. He/she shall indicate his/her disposition of the grievance in writing within five (5) calendar days of such meeting and shall furnish a copy thereof to the Association.

F. If the Association is not satisfied with the disposition of the grievance by the Superintendent, or if no disposition has been made within five (5) calendar days of such meeting or twelve (12) calendar days from the date of filing, whichever is later, the grievance may be submitted to the Board through the Superintendent. A meeting with the Board shall be held within ten (10) calendar days following the receipt of such notice and the Superintendent shall notify the grievant and the Association of the date, time, and place where such appeal shall be heard. The Board's written decision shall be transmitted to the grievant and the Association within three (3) calendar days after the hearing.

G. The parties acknowledge that I.C. 20-29-6-9 states: "The obligation to bargain collectively a matter does not prevent a school employee from petitioning the school employer, governing body, or superintendent for a redress of the employee's grievances, either individually or through the exclusive representative." That right is in no way limited by this agreement.

Article IV
PROFESSIONAL AND PERSONAL LEAVES

A. Personal Leave

Four (4) personal leave days shall be granted during each school year without loss of compensation for such absence. Unused personal leave days shall be added to the accumulated sick leave days at the end of each school year. A teacher who uses no personal leave days in a school year shall receive two (2) additional personal leave days to be taken in the following school year or converted to sick leave at the end of the following school year. A teacher who uses only one (1) or two (2) personal leave days during the school year shall receive one (1) additional personal leave day to be taken in the following school year or converted to sick leave at the end of the following school year.

B. Bereavement Leave

1. In case of death(s) within the immediate family, the teacher shall be provided with a paid leave of five (5) working days. "Immediate family" means spouse, children, mother, father, step-children, sister, brother, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, or any other person living in the teacher's household no matter what degree of relationship; or in the event of the death of a teacher or teacher's partner's unborn child/miscarriage.

2. Bereavement leave for immediate family members shall be used within 30 calendar days of the date of death. In the event of a documented extenuating circumstance that causes the teacher to have a need to use bereavement leave that extends beyond the initial 30 days, then the teacher may request approval from the Superintendent or their designee to use unused bereavement days outside of the 30-calendar day window. All five (5) bereavement days allocated for the death of an immediate family member must be used during the school year in which the death occurs.

3. In addition to the five (5) bereavement days provided in B. 1 above, up to two (2) working days' leave shall be granted to teachers who have legally been named as executor/executrix of wills or estates of deceased immediate family members as listed above. These days shall be used for the purpose of fulfilling their legal duties. The teacher will provide proof of such legal assignment as executor/executrix to the superintendent prior to using these days.

4. In case of death(s) of a teacher's and/or the teacher's spouse's grandparent or grandchild, aunt, uncle, niece or nephew, the teacher shall be provided with a paid leave of two (2) working days.

C. Funeral Leave

1. One (1) day paid leave per semester shall be granted for funerals in case of death of family members not covered by B. 1 above, Bereavement Leave, or that of close friends.

2. If the funeral takes place more than one hundred fifty (150) miles from Bloomfield School District, and the teacher attends the funeral, a second paid leave day shall be allowed. If necessary, longer leave in case of death may be granted upon consultation with the Superintendent.

D. Sabbatical Leave

Sabbatical leave is to provide opportunity for teachers to engage in experiences directed toward improvement of subject matter or teaching skills. Upon application, unpaid leave of one to two years may be granted to teachers for the purpose of additional study, participation in teaching programs with the foreign military service, participation in the Peace Corps, VISTA, or the Job Corps, provided that before leaving the teacher states in writing his intention to return to the school system. Upon return, the teacher shall be placed at the same position on the salary schedule as he/she was at the time he/she left. Teachers on sabbatical leave shall be entitled to retain membership in the group insurance program at their own expense.

E. Other Unpaid Leave

Upon request, a teacher shall be granted an unpaid leave (1) to serve in public office, (2) for the teacher's health, (3) for personal reasons approved by the superintendent, or (4) for caring for a member of a teacher's family. This leave shall be for a period of up to one year without pay or salary increment. Teachers on this leave shall be entitled to retain membership in group health insurance at their own expense.

F. Sick Leave Days Prior to Leave

All sick leave days accumulated by a teacher prior to a leave of absence, shall be credited to the teacher upon return from any paid or unpaid leave.

G. Professional Leave

Teachers shall be granted paid professional leave days for any purpose approved by the building principal and the Superintendent.

H. Extension of Leave

The Board grants the authority to the Superintendent to extend leaves in all categories to any teacher where the situation warrants the extension.

I. Legal Leave

A teacher called for jury duty or under subpoena to appear in any court or administrative proceeding, shall receive full compensation, but if compensated for testimony or jury service shall turn the compensation in to the Superintendent, who shall receipt therefore.

J. Military Leave

Military leave shall be granted to a teacher who serves on active duty in a branch of the Armed Forces of the United States. Upon return from military leave, the teacher shall be placed on the salary schedule at the level he/she would have achieved had he/she remained actively employed during the period of military leave; and, shall be treated for purposes of seniority as if he/she had been continuously employed by the Board during the period of military leave. The teacher shall have up to ninety (90) days after release from active duty to notify the board of his/her intention to return to the employ of the Board. If National Guard or Reserve annual training, or a period of active duty due to any emergency situation should occur during the school year, the teacher required to participate shall be granted military leave. For periods of military leave up to fifteen (15) school days in a calendar year, the teacher shall receive his/her regular salary in addition to that which he/she shall receive from the military for school days spent on military leave. After the fifteenth school day of military leave in a calendar year, military leave shall be unpaid leave.

K. Adoptive Leave

Unpaid adoptive leave for a teacher adopting a child shall be granted for a period of up to one (1) school year. Upon initial application for the adoption, the teacher shall notify the superintendent of his/her intent to take such a leave and the proposed length of the leave. The period of leave shall commence when the child is physically turned over to the parent. A teacher on adoptive leave shall not receive credit on the salary schedule for the leave time. A teacher on adoptive leave may keep membership in group health insurance at his/her own expense.

L. Association Leave

During long legislative session years of the General Assembly, the Association President may authorize up to twelve (12) school days each year of paid leave for the purpose of transacting Association business including but not limited to attending or testifying at any hearing or other proceeding relating to the administration or interpretation of this Agreement, or the negotiation of an agreement for subsequent school years. During short legislative session years of the General Assembly, the

Association President may authorize ten (10) school days each year of paid leave for the purpose of transacting Association business including but not limited to attending or testifying at any hearing or other proceeding relating to the administration or interpretation of this Agreement, or the negotiation of an agreement for subsequent school years. This leave may be authorized for any teacher but must be taken in increments of one half (1/2) or one (1) full school day. No more than three (3) teachers shall be on leave at any time pursuant to this section.

Article V
ILLNESS AND DISABILITY LEAVES

Section I – Leaves

A. Sick Leave

For absences caused by illness, quarantine or physical disability of the teacher, each teacher shall be allowed twelve (12) days a school year with no limit on the amount that can be accumulated. If a teacher does not use any sick days during the school year, he/she shall have an additional sick leave day added to his accumulation. Contributions to the sick bank do not count as sick days used for purposes of qualifying for this additional sick day. The administration has the right to request a doctor's note if a pattern of misuse is suspected.

B. Personal Injury Leave

Absence due to an injury that occurred in the course of the teacher's employment shall be treated as paid leave and shall continue until the earlier of the expiration of this agreement or the date the teacher is physically able to return to work. Where the teacher's injury is covered by workman's compensation, the teacher's pay during personal injury leave shall be their pay under this Agreement reduced by any workman's compensation benefit paid. Personal injury leave shall not reduce a teacher's available sick leave.

C. Illness in Family Leave

Teachers shall be allowed up to five (5) days leave per school year with pay, not accumulative in sick leave and not deducted from sick leave, to be used in case of illness, surgery, or accident involving a member of the teacher's immediate family. Teachers shall have an additional five (5) days leave per school year with pay and deducted from sick leave, to be used in case of illness, surgery, quarantine or accident involving a member of the teacher's immediate family. The term "immediate family" shall mean spouse, children, parents, brother, sister, others for whom the teacher is the primary caregiver, or others living in the home with the teacher. All of the above relationships shall include step, foster, and adopted relatives of the teacher and spouse.

D. Maternity Leave

A teacher is entitled to maternity leave of absence in accordance with Indiana Code 20-28-10-5.

E. Sick Leave Bank

The sick leave bank is a source of additional sick leave days when a member has used all of his/her own sick and personal leave days due to a serious illness or injury not covered by other types of leave.

1. Any teacher may join and be a continuing member by contributing one sick leave day to the bank and making additional contributions if or when necessary. Initial contribution to the sick leave bank must be made on or before September 15 of a school year, or within fifteen (15) days of employment if hired after September 1.

2. The governing board of the sick leave bank shall consist of one (1) teacher representative from the elementary, one (1) from the middle school, one (1) from the high school, and the Association President who will also serve as chairperson. The three (3) teacher representatives shall be appointed by the Association President.

3. If a member has a serious illness or injury, and will need more sick leave days than they have accumulated to recover from that illness or injury, the member or a person on the member's behalf may request days from the sick bank by sending a letter to the chairperson. A physician's statement with an anticipated date of return to work shall accompany the letter. Disabilities associated with pregnancy/childbirth are covered under the Sick Leave Bank. The governing board will meet after receipt of the letter and the Association President will as soon as possible notify the member of the decision of the governing board. The Association President shall also provide written authorization for the use of sick leave bank days to the Superintendent.

4. Sick leave bank days shall not be granted to a disabled teacher once the long-term disability insurance elimination period has passed.

5. If the total number of days in the sick bank should drop below twenty (20), each bank member shall be asked to contribute another day in order to remain a member of the sick leave bank.

6. The Association President, or his/her designee, shall be responsible for providing to all bargaining unit members, an annual sick leave bank membership list and an accounting of the remaining sick leave bank days on or before September 1 each year. The school treasurer, or his/her designee, working with the Association President (or his/her designee), will assist in maintaining sick leave bank records, deducting sick days from members as needed and authorized, and informing new teachers of the availability to the sick leave bank.

F. Parent Leave

When a child is born, the parent of that child shall be granted two (2) days of parental leave with pay in addition to any other available leave for that parent. A teacher may use any accumulated sick leave days they have for bonding time with their child (whether the baby is born to the teacher or teacher's partner or adopted) provided the accumulated sick leave days are used within one year following the birth of the child or adoption of the child.

G. Leave Incentive Pay

In addition to the additional sick leave day added to the sick leave accumulation of a teacher who does not use a sick leave day during a school year pursuant to Section A of this Article, a teacher who takes a total of less than two (2) days of personal leave pursuant to Article VI(A), sick leave pursuant to Section A of this Article, and Illness in Family Leave pursuant to Section C of this Article, shall receive a leave incentive payment to be deposited into the teacher's 403(b) account within sixty (60) days following the end of the semester. Vesting is immediate upon deposit. The amount of this payment shall be computed as follows:

1. For taking zero leave days in a semester of at least sixty (60) working days, one hundred dollars ($200.00); or

2. For taking one leave day in a semester of at least sixty (60) working days, sixty-dollars ($100.00).

Section II – Leave Conversions

H. Leave Conversions

1. Annual Conversion. At the close of each school year beginning with the 2006-2007 school year, each teacher will be able to elect to receive a contribution to his/her 403(b) account for all of the teacher's unused account sick days over one hundred twenty (120) days as of the close of that school year. The contribution shall equal the prevailing substitute teacher daily rate per each day over one hundred twenty (120), but limited to a maximum of twenty (20) days as of the end of June in one rotation of the list of teachers. Vesting shall be immediate upon deposit. Once the list is exhausted, the teachers can sell up to an additional twenty (20) days (if they still have over one hundred twenty (120) until the appropriation is exhausted). An annual, on-going appropriation of twenty thousand dollars ($20,000) will be made to fund this conversion. Additionally, the unused appropriation in elementary, middle and high school substitute teachers will be available for this use for the following year.

2. Conversion at Retirement. Upon retirement under Indiana Public Retirement System (INPRS) provisions for an unreduced benefit, any unused accumulated sick days, up to one hundred (100), shall be paid at eighty dollars ($80) per day as a contribution to the teacher's 403(b) account. Of this amount, two thousand dollars

($2,000), shall be timely reported by the Board to the INPRS on behalf of the retiring teacher.

I. Transfer of Sick Leave Days From Prior School Employer

Beginning in the teacher's first year of employment, the School Corporation shall add up to ten (10) sick days from the teacher's prior public school employer until the accumulated sick days to which the teacher was entitled in the teacher's last public school employment are exhausted.

Article VI
METHOD OF PAYMENT

A. Teachers shall be paid every two weeks beginning on the first Friday following the completion of eight (8) full days of school.

B. Teachers may choose to receive their annual salary in twenty-one (21) or twenty-six (26) pays. Teachers shall choose a pay option for the school year by August 1 preceding the school year. New hires after July 20 shall have two (2) weeks from the date hired to elect a pay schedule in accordance with this section. Teachers will remain on a chosen pay option until such time as the teacher changes to a different option on or before a subsequent August 1.

C. Teachers may opt to receive their summer paychecks the last teacher day of the school year by advising the Superintendent of their choice by April 1 of the school year. No more than five (5) teachers may elect under this Section each school year. If more than five (5) teachers elect under this Section in a school year, the Association President and the Superintendent shall hold a drawing to choose the five (5) teachers.

D. The calculation of wages for Thursday and Saturday school duties is based upon the assigned teacher's daily rate and a six (6) hour day.

Article VII
FRINGE BENEFITS

A. Retirement Buyout and Benefits

1. Elimination of Prior Agreement's Retirement Bridge and Severance Benefit

The Board and Association specifically reserved the authority to revise or terminate the retirement benefits contained in earlier agreements. Exercising this authority, the Board and Association confirm that Article XII, Section A, Paragraphs 1 and 2 (Severance Benefits) found in the 2000-2001 collective bargaining agreement ("Prior Agreement") between the Board and the Association are terminated and, subject to the exceptions noted below, shall not apply to any teacher retiring or severing employment with the

School Corporation on or after the effective date of these provisions. Those teachers who retired or severed employment before the effective date of these provisions shall only be entitled to the retirement benefits contained in the collective bargaining agreement in effect at the time he or she retired, but as may be otherwise revised from time to time.

2. Severance Benefits Buyout

a. Entitlement to Retirement Benefits and Vesting

A teacher shall be fully vested in the funds in his/her 401(a) buyout account described in Article XII, Section A of the Prior Agreement if the teacher has satisfied the following requirements:

1. The teacher must have completed at least ten (10) years of teaching service at Bloomfield School District.
2. The teacher must be eligible for retirement benefits under ISTRF and ultimately retire from Bloomfield School District and draw benefits from ISTRF.

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

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

b. Actuarial Determination of Value of the Current Retirement Benefits

The Educational Services Corporation has been selected to determine the buy-out present value of the unfunded retirement bridge benefits described in the prior agreement. In making this present value determination, the following assumptions shall be used:

(i) The assumed interest rate for the purpose of determining the present value is four percent (4%) for the first three (3) years and seven percent (7%) thereafter. However, for post-retirement cash flow purposes, a four percent (4%) interest rate shall be used.

(ii) It is assumed that an employee terminates employment at the end of the school year in which the employee attains age fifty- nine (59), or at the end of the current year if the individual is already age fifty- nine (59), or older. If an employee continues employment after the attainment of age fifty- nine (59), the employee does continue to receive all ongoing Board contributions to the 401(a), 403(b), and VEBA accounts to which the employee may be entitled.

(iii) The anticipated amount of the severance benefit buyout shall be determined using the amount of annual benefit described in Article XII of the Prior Agreement. However, it is assumed that individuals do not retire until the later of: (a) the attainment of age fifty-nine (59), or (b) satisfaction of the eligibility requirements for TRF purposes.

(iv) Using the method of calculation described in Article XII of the Prior Agreement, the Severance Benefit Buyout amount for each employee will be determined, subject to the following adjustments:

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

b. Employees hired after July 1, 2003 shall not be entitled to any payment for the eliminated severance benefit. In other words, no contribution shall be made for individuals hired or rehired on or after July 1, 2003.

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

d. The turnover rate shall be determined using the table reflected in the buyout spreadsheet.

e. A health insurance inflation rate of three percent (3%) shall be used.

f. The present value of the severance benefits under the prior agreement shall be calculated, effective as of June 30, 2003.

g. Only teachers with a minimum of ten (10) years of service to the Bloomfield School District will receive a buyout contribution. Teachers with less than ten (10) years of service to the Bloomfield School District will receive only the contributions under the new Retirement Benefit Plan reflected in Article XIII of the Prior Agreement.

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

Using the above assumptions and the other assumptions contained on the buyout spreadsheet, the Educational Services Corporation shall prepare the present value calculations for each teacher and the contributions described hereinafter will be made.

i. Any teacher entitled to a severance benefit buyout for unused sick leave days shall receive a benefit for all unused sick leave days in excess of one hundred and twenty (120) days. A teacher who may otherwise be entitled to an unused sick leave day benefit, but who has less than one hundred and twenty (120) unused sick leave day, shall not receive a severance benefit buyout deposit for those unused days.

c. Buy Out Contributions

(i) 403(b) Buyout Contributions

The total sum of the amount calculated by Educational Services Corporation as the present value for the severance pay benefits (years of service and accumulated sick leave days above one hundred and twenty (120) for eligible teachers shall be contributed by the Board to the individual teacher's 403(b) account. Such amounts shall be deposited within fifteen (15) days of receipt of the bond monies by the Board.

(ii) 401(a) Plan

The Board shall establish a qualified retirement plan as described in section 401(a) of the Code. Eighty percent (80%) of the amount calculated by Educational Services Corporation, using the assumptions in Section A(2)(b) of Article XII of the Prior Agreement, as the present value of the group health insurance retirement benefits shall be contributed by the Board to the 401(a) plan. Such amounts shall be deposited within fifteen (15) days of receipt of the bond monies by the Board. This 401(a) Plan shall utilize a single investment vendor which shall be mutually agreed upon by the Board and the Association. The 401(a) plan's terms and conditions for the administration of the 401(a) plan shall be as follows:

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

(b) Until such time that an employee has retired and satisfied the eligibility requirements set forth in subsection 2(a) of Article XII Section A of the Prior Agreement, the employee shall have no access to the assets held in his or her separate 401(a) plan account.

(c) If an employee retires or otherwise terminates employment before satisfaction of the requirements set forth in subsection 2(a) of Article XII, Section A of the Prior Agreement, the terminated employee's 401(a) plan account shall be forfeited. The forfeited amounts shall be reallocated at the end of each plan year only among the then remaining separate active eligible teacher 401(a) Plan accounts in a manner similar to that used by Educational Services Corporation in initially determining the present value calculations.

(d) Following retirement and the satisfaction of the requirements set forth in subsection 2(a) of Article XII, Section A of the Prior Agreement, a retired employee may elect to commence distributions from his 401(a) plan account. If an employee dies after having satisfied the requirements of subsection 2(a) of Article XII, Section A of the Prior Agreement, the deceased employee's 401(a) plan account shall be distributable to the decedent's designated beneficiary or to his/her estate if no beneficiary designation has been made. At no time may a participant borrow from his 401(a) plan account. An employee shall become one hundred percent (100%) vested upon death.

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

(f) In the event that a husband and wife both fully employed as teachers by the school district and having selected the family plan health insurance are entitled to a 401(a) plan deposit for the present value of the group health insurance retirement benefits, such amount(s) shall be divided evenly and deposited into separate accounts for each one of the teachers. This provision shall be enforceable even though the health insurance retirement benefit as calculated by Educational Services Company may reflect a benefit amount for only one of the teachers.

(iii) VEBA

The Board shall establish a voluntary employee's beneficiary association ("VEBA") as described in section 501(c)(9) of the Code. Twenty percent (20%) of the amount calculated by Educational Services Corporation, using the assumptions in Section A(2)(b) of Article XII of the Prior Agreement, as a present value of the group health insurance retirement benefits shall be contributed by the Board to the VEBA. Such amounts shall be deposited within fifteen (15) days of receipt of the bond monies by the Board. This VEBA shall utilize a single investment vendor which shall be mutually agreed upon by the Board and the Association. The terms and conditions for the administration of the VEBA shall be as follows:

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

(b) Until such time that an employee has retired and/or severed, and satisfied the eligibility requirements set forth in subsection 2(a) of Article XII Section A of the Prior Agreement, the employee shall have no access to the assets held in his or her separate VEBA buyout account.

An employee shall become one hundred percent (100%) vested upon death.

(c) If an employee retires or otherwise terminates employment before satisfaction of the requirements set forth in subsection 2(a) of Article XII, Section A of the Prior Agreement, the terminated employee's VEBA account shall be forfeited. The forfeited amounts shall be reallocated at the end of each plan year only among the then remaining separate VEBA buyout accounts of active eligible teachers in a manner similar to that used by Educational Services Corporation in initially determining the present value calculations.

(d) Upon severance from the Bloomfield School District and the satisfaction of the requirements set forth in subsection 2(a) of Article XII of the Prior Agreement, Section A, a retired employee may use the amounts held in his/her VEBA buyout account to pay expenses as permitted by the VEBA plan document and/or the Code. If an employee dies after having satisfied the requirements of subsection 2(a) of Article XII, Section A of the Prior Agreement, the deceased employee's VEBA buyout account may continue to be used by the decedent's spouse and dependents as permitted by the VEBA Plan document and the Code. At no time may the VEBA make loans to an employee, his/her spouse, or his/her dependents.

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

(f) In the event that a husband and wife both fully employed as teachers by the school district and having selected the family plan health insurance are entitled to a VEBA deposit for the present value of the group health insurance retirement benefits, such amount(s) shall be divided evenly and deposited into separate accounts for each one of the teachers. This provision shall be enforceable even though the health insurance retirement benefit as calculated by Educational Services Company may reflect a benefit amount for only one of the teachers.

d. Future Adjustments

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

3. Middle-Group Buy-Out

1. The Middle Group consists of all teachers hired before June 1, 1998 with less than thirty-three (33) (12-32) years of experience (between twelve and thirty-two) according to the Teacher Seniorities List – September 2, 2004, excluding any retirees on that list.

2. Each teacher in this group will be provided with an option to place up to seven hundred fifty dollars ($750) annually in his/her 403(b) account and receive a dollar for dollar match from the school district as a contribution to a 403(b) account for that teacher. This benefit will continue until the member reaches the end of his/her twenty-seventh (27th) year of experience in the district.

3. Teachers in this group will receive a one thousand five hundred ($1,500) annual contribution to a 403(b) account during their twenty-eighth (28) to thirty-second (32) years of experience in the district.

B. Group Insurance Coverage After Retirement

A teacher who retires and draws benefits from the Indiana State Teachers' Retirement Fund after ten (10) or more years of employment as a teacher by the Board, along with his/her spouse and eligible dependents, may continue to participate in the group insurance plans offered to currently employed teachers until the teacher and his/her spouse and eligible dependents are eligible for Medicare benefits. To continue the health, life, dental and/or vision insurances, the teacher must pay all the premium(s) each month for himself/herself, his/her spouse and eligible dependents.

C. Group Health Insurance

The Board agrees to contribute to group health insurance for each teacher and his/her dependents in the following amounts:

1. The board agrees to make the following contributions toward employee health insurance plans:

Plan Type	Contribution Amount
PPO 1	
Single	$11,365.64
Employee + Children	$15,350.13
Employee + Spouse	$20,110.76
Family	$25,629.13
Family (Both Employees of Corporation)**	$29,571.06**
PPO 2	
Single	$8,733.26
Employee + Children	$12,351.05
Employee + Spouse	$16,195.39
Family	$20,575.72

Family (Both Employees of Corporation)**	$23,740.75**
HDHP 1	
Single	$7,604.60
Employee + Children	$10,774.52
Employee + Spouse	$14,112.23
Family	$17,934.12
Family (Both Employees of Corporation)**	$20,627.26**
HDHP 2	
Single	$6,337.51
Employee + Children	$8,983.93
Employee + Spouse	$11,790.50
Family	$14,953.38
Family (Both Employees of Corporation)**	$17,254.36**

2. The Board will continue to contribute a higher dollar amount to the premiums of employees who are both employed in the corporation as long as the Bloomfield School District Contribution to employee health premiums doesn't exceed the one hundred and twelve percent (112%) threshold established in H.E.A. 1260. If the employee health contribution exceeds one hundred and twelve percent (112%) of the H.E.A. 1260 threshold, this contribution will not be an option.

3. The Board and the Association will comply with the provisions of I.C. 20-29 regarding health insurance benefits. The carrier will be mutually agreed upon.

D. Life Insurance

Life insurance and accidental death and dismemberment benefits will be provided for each teacher beginning with the 2008-09 school year, in the amount of ninety thousand dollars ($90,000). Each teacher enrolled shall pay one dollar ($1.00) per year toward the premium for this insurance. In addition to the life insurance paid for by the Board pursuant to this Section, if the carrier utilized offers and approves such coverage, a teacher shall be entitled to purchase up to ninety thousand dollars ($90,000) of additional life insurance at the teacher's expense. The ability to purchase supplemental life insurance only applies if ten percent (10%) of employees elect to purchase this insurance. The cost of the supplemental insurance will be subject to the age and health conditions of the individual teacher. Changes in the carrier or coverage shall be by agreement of the Board and Association bargaining teams and shall be subject to ratification by both parties.

E. LTD Insurance

Each teacher shall be covered by a long-term disability insurance program paid for by the board that provides for a minimum benefit of sixty-six and two thirds percent ($66^{2/3}$%) of salary to age sixty-five (65) for the first five (5) full continuing years of disability and ninety percent (90%) of salary thereafter to age sixty-five (65). The Plan shall carry a Consumer Price Index-W yearly escalator for those on disability and shall not coordinate with teacher retirement disability. The Plan shall also contain a Social Security Freeze, a successive disability benefit, and a recurrent disability clause. The Plan shall contain a five-year (5) "Own Occupation" definition of "total disability" meaning that during the first five (5) years, the teacher is disabled for purposes of the policy if he is unable to perform the substantial duties of his/her regular occupation. The five-year (5) requirement begins from the date the ninety (90) day waiting period is satisfied. The carrier or the coverage shall not be changed without the agreement of the Board and Association bargaining teams, and shall be subject to ratification by both parties.

F. Vision Coverage

Each teacher and his/her dependents shall be offered a vision care program paid for by the Board that provides for eye examinations, lenses and frames every year. The vision care benefit plan will include one (1) comprehensive vision examination every twelve (12) months, and a wide selection of quality frames every twelve (12) months. Each teacher and his/her dependents shall be offered a vision care program paid for by the Board that provides for eye examinations, lenses and frames every year. Teachers and their dependents will be entitled to receive a prepaid or paid in full coverage from a participating network of providers subject to the copays or maximum coverage limits established in the following table:

Eye Exam Benefit	$10 Copay
Lenses Benefits	
Single Vision	$10 Copay
-----Bifocal	$10 Copay
Trifocal	$10 Copay
Lenticular	$10 Copay
Contact Lenses	
Medically Necessary	$10 Copay
Elective	$150 max (up to $60 Copay)
Frames Benefit	$150 retail max + 20% off balance

Teachers who seek a non-participating provider will be reimbursed according to a set schedule of allowances determined by the plan. The carrier or the coverage shall not be changed without the agreement of the Board and Association bargaining teams, and shall be subject to ratification by both parties.

G. Dental Insurance

The Board will provide dental insurance at no cost to the employee. The carrier or the coverage shall not be changed without the agreement of the Board and Association bargaining teams, and shall be subject to ratification by both parties.

H. Section 125 Plan

The Board and Association agree to the establishment of a flexible teacher benefit plan ("plan") which qualifies as a "cafeteria benefit plan" under Section 125 of the Internal Revenue Code and applicable regulations as each is currently in effect and may be amended.

The plan shall allow teachers the option to reduce their taxable income in an amount permitted by law and direct that this amount be applied to:

1. the teacher's portion of health insurance premiums under Article XII(B) of the Prior Agreement;

2. unreimbursed medical expenses for the teacher or a qualified dependent;

3. dependent care expenses; and

4. any other expenditure permitted by law.

The Board shall pay initial start-up costs that do not exceed Five Hundred Dollars ($500). Monthly user fees shall be paid by the Board.

I. Expanded Criminal History Background Checks

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

J. Early Retirement Notice Incentive

If the School Board decides to offer an early retirement incentive to teachers during the 2025-2026 school year, then the Superintendent will notify eligible teachers of the terms of the early retirement incentive by no later than March 2, 2026 for the 2025-2026 contract year. If an early retirement incentive would be offered by the School Board during the 2025-2026 school year and an eligible teacher would like to accept the incentive, then such eligible teacher must notify the Administration of his/her intention to accept the early retirement incentive by no later than May 1, 2026.

Article VIII
RETIREMENT BENEFIT PLAN

A. 403(b) Plan. The School shall continue to provide a tax-deferred annuity program, compliant with Internal Revenue Code section 403(b), that accepts employee contributions, matching contributions and other employer contributions (the "403(b) Plan"). The vendor(s) for the 403(b) Plan shall be mutually selected by the Board and the Association.

1. Employee Elective Contributions. All teachers shall have the option of investing in the 403(b) Plan by completing the applicable salary reduction agreement provided by the School. Each teacher exercising this option may elect to contribute to the 403(b) Plan up to the maximum amount allowed by applicable law, and a teacher shall be fully vested in the contributions the teacher elects to make to the 403(b) Plan.

2. Additional School Contributions. In addition to the contributions that a teacher may elect to make to the 403(b) Plan, the School will make the following additional contributions to the 403(b) Plan:

   (a) The School shall contribute one and one-half percent (1.50%) of each teacher's regularly scheduled salary. Such contributions shall be contributed monthly throughout the year by the School to the 403(b) Plan.

   (b) The Board shall match a teacher's annual elective contributions on a dollar for dollar basis up to one percent (1.0%) of the teacher's regularly scheduled salary. The School shall monthly contribute the matching contributions to the 403(b) Plan.

   (c) School contributions made to the 403(b) Plan shall be fully vested in the teacher at all times.

3. Distribution. Upon termination from employment from the School, a teacher's 403(b) Plan accounts shall be available for distribution to him/her or to the estate of a deceased teacher.

4. Additional Plans. The Board may establish other retirement plans or provide in this Contract for other contributions to be made to the 403(b) Plan, subject to such terms and conditions as the Board shall determine, in its sole discretion, to be appropriate.

5. Amendments. The Board and the Association will collectively address all changes to be made to the 403(b) Plan in order to maintain compliance with applicable law.

B. VEBA/HRA. The School shall continue to maintain a voluntary employees beneficiary association ("VEBA"), compliant with Internal Revenue Code section 501(c)(9), that includes a health reimbursement arrangement ("HRA") and used in payment of the qualified expenses of the participating teacher, spouse and dependents.

1. First Year Contributions. For the first year of employment of any teacher first hired after the 2012-2013 school year, the newly hired teacher shall receive a six hundred dollar ($600.00) contribution to their newly established Ongoing VEBA account.

2. Additional Employer Contributions. All other teachers, including newly hired teachers after their first year of employment for which they have received the first year VEBA contribution referred to in section B1 of this Article, shall receive an annual contribution of one quarter of one percent (0.25%) into their Ongoing VEBA accounts as established in the preceding collective bargaining agreement. *(At no time may a teacher make employee elective contributions to the VEBA.)*

3. Vesting. Until a teacher has completed five (5) years of continuous service to the School, the teacher shall not vest in his/her Ongoing VEBA account and if a teacher shall leave before vesting occurs, his/her Ongoing VEBA account shall be forfeited. All forfeited Ongoing VEBA accounts monies shall be retained in the VEBA as an offset for future VEBA contributions to be made by the School.

4. Other VEBA Accounts. These Ongoing VEBA accounts shall be separate from any other VEBA account, including an eligible teacher's VEBA buyout account, which may be maintained from time to time by the School. The terms and conditions in this section B only apply with respect to Ongoing VEBA accounts.

5. Vendor. The vendor/provider for the VEBA shall be mutually selected by the Board and the Association. The mutually selected provider or its agents shall be the sole administrator of employer contributions to the VEBA.

6. Distributions. Following retirement and the satisfaction of the vesting requirements set forth in section B3 immediately above, but not before, a retired teacher may use the amounts held in his/her separate VEBA account to pay health, dental, vision insurance premiums, and other qualified medical expenses as described in Internal Revenue Code section 213(d) of the teacher, spouse, and dependents. Furthermore, following the death of the teacher, who had otherwise satisfied the foregoing vesting requirements, any amounts remaining in the deceased teacher's VEBA account may continue to be used to pay these premiums and expenses of the teacher's spouse and dependents. Any amounts not eventually distributed to or for the benefit of the teacher, spouse and/or dependents will thereafter be forfeited and used to fund the School's future contribution obligations to the VEBA.

C. Miscellaneous.

1. Eligibility. Notwithstanding the foregoing, to be eligible to share in the School's future contributions made to the 403(b) Plan or VEBA, a teacher must have signed a regular teacher's contract for the school year for which the contributions are to be made.

2. Separate Accounts. Amounts contributed for each teacher to the 403(b) Plan or VEBA will be invested in a separate account. There will be no commingling of accounts and each employee may determine how his or her account shall be invested among the investment options made available by the selected investment vendor for the 403(b) Plan or VEBA.

3. Costs. All costs incurred in the administration of the 403(b) Plan or VEBA shall be paid from the assets of the applicable plan.

4. Future Adjustments. The Board and Association agree that the foregoing provisions do not constitute an expectation of receiving the enumerated retirement benefits by any current teacher, future teacher, prospective employee or applicant beyond the expiration of this Contract. Therefore, except as otherwise limited by applicable law, it is understood that the Board and Association may in the future bargain modifications of any kind to the foregoing provisions

Article IX
SALARY AND WAGE PROVISIONS

A. Annualized Salaries

The parties agree that the salary scales set forth in Appendix A.1 will be in place during the term of this contract. The parties have bargained that there are to be no base salary increases for the contract term. The parties will bargain a compensation model pursuant to the new legal developments once they bargain base salary increases. The only parts of the compensation model in Appendix A.2 that are in effect during the 2025-2026 contract term are Salary Range and New Hire Salary Placement. The stipends for approved ECA positions are set forth in Appendix B.

B. INPRS Teacher Contribution

In addition to the compensation provided in the Compensation Model in Appendix A.2 , the Board shall pay to the Indiana Public Retirement System (INPRS) an additional three percent (3%) of each certificated employee's compensation as the teacher's contribution obligation to the INPRS. The dollar amounts reflected in Appendix B, and, to the extent allowable by law, the retirement and severance pay, include a three percent (3%) INPRS contribution which the board shall make on behalf of each teacher.

C. Dual Credit and AP Courses

1. Scholarship Stipends: The Board recognizes the importance of being able to offer qualified dual credit courses for the high school students. For any licensed teacher that is willing to return to school in order to pick up the necessary academic credentials in order to become qualified to teach board approved dual credit offerings that meet the state curriculum guidelines, the board is willing to offer scholarship stipends in the form of reimbursement of up to one thousand dollars ($1,000) per course taken in order to help subsidize the teacher's education.

Upon completion of the requirements to become certified in dual credit areas, the teacher shall be obligated to remain with the Bloomfield School District for an additional three (3) years of employment. Should the teacher choose to leave prior to the conclusion of those three (3) years, they will be obligated to repay the scholarship stipends on a pro-rata basis. Should the teacher choose to retire from teaching prior to the three (3) years, the obligation to repay will be exempted.

2. Stipends for Certified AP and Dual Credit Teachers: Teachers who have completed all educational requirements to become certified to teach AP and dual credit courses will receive a five hundred dollar ($500) stipend per class period per semester. The stipend will be prorated if the teacher does not complete the semester. Stipends will not be paid until the end of the semester.

D. NextGen Grant: Teachers designated by this grant will receive a $1,750 stipend. For informational purposes only, the number of meetings the grant teachers must attend is at least 75% of the meetings (9 out of 12 scheduled meetings).

E. 2025-2026 Stipend: Every teacher will receive a one-time stipend in the amount of $750.

Article X
REHIRING RETIRED TEACHERS

A. All retired teachers hired by the school district shall be included in the bargaining unit.

B. A teacher who has retired from teaching may be rehired to teach part-time or full-time, depending upon the school district's needs. Part-time teachers will receive salary on a prorated basis.

C. Rehired retired teachers shall begin at Row E on Column 1 for a retired teacher with a Bachelor's Degree or Row E on Master's Red Track for a retired teacher with a Master's Degree, whichever is appropriate.

D. Returning retired teachers benefits shall include all contract benefits except:
1. Severance and retirement benefits provided by this agreement.
2. Retired teachers eligible for Medicare benefits will not be eligible for health insurance benefits.

F. Neither the Bloomfield School District nor the Association will be liable for any problems the returning retired teacher may have with the Indiana Public Retirement System (INPRS), the Social Security Administration, or the Internal Revenue Service (IRS) regarding his/her original retirement, his/her return to teaching, or subsequent second retirement.

Article XI
TERM OF AGREEMENT

Any agreement supplemental to this Agreement shall not be binding upon either party unless executed in writing and agreed to by both parties.

The parties agree that all known bargainable items have been considered during the bargaining sessions leading to this agreement, and therefore agree that bargaining will not be reopened on any item, unless the state legislature adds one or more new bargainable items, during the life of this agreement.

This agreement shall be effective as of July 1, 2025, and shall continue in effect through June 30, 2026.

The undersigned parties attest to the following:

A public hearing (Pre-formal Bargaining Hearing) was held in compliance with Indiana law on September 4, 2025. Electronic participation was not available.

The undersigned Board members also attest to the following:

A public meeting in compliance with Indiana law was held on October 30, 2025 to discuss the tentative agreement and electronic participation was not available.

AGREED by and between the Board of School Trustees of the Bloomfield School District, Greene County, Indiana, and the Bloomfield Teachers' Association.

Board of Trustees of the Bloomfield School District	Bloomfield Teachers' Association
Darren Bush President	Daniel Waggoner President
Secretary	Maizy Arford Secretary
Superintendent	
Ratified on November 3, 2025	Ratified on October 16, 2025

APPENDIX A.1
2025-2026 SALARY PLACEMENT ~~SCALE~~

Row	BS	MS	MS Track
A	45,000	47,000	A RED
B	46,000	48,000	A WHITE
C	47,000	49,000	B RED
D	48,000	50,000	B WHITE
E	49,000	51,000	C RED
F	50,000	52,000	C WHITE
G	51,000	53,000	D RED
H	52,000	54,000	D WHITE
I	53,000	55,000	E RED
J	54,000	56,000	E WHITE
K	55,000	57,000	F RED
L	56,000	58,000	F WHITE
M	57,000	59,000	G RED
N	58,000	60,000	G WHITE
O	59,000	61,000	H RED
P	60,000	62,000	H WHITE
Q	61,000	63,000	I RED
R	62,000	64,000	I WHITE
S	63,000	65,000	J RED
T	64,000	66,000	J WHITE
U	65,000	67,000	K RED
		68,000	K WHITE
		69,000	L RED
		70,000	L WHITE
		71,000	M RED
		72,000	M WHITE
		73,000	N RED
		74,000	N WHITE
		75,000	O RED
		76,000	O WHITE

APPENDIX A.2
TEACHER COMPENSATION MODEL
2025-2026

The parties have bargained that there are to be no base salary increases for the contract term. The parties will bargain a compensation model pursuant to the new legal developments once they bargain base salary increases. The only parts of the compensation model in Appendix A.2 that are in effect during the 2025-2026 contract term are Salary Range and New Hire Salary Placement.

General Eligibility Criteria:

1. Except as provided in #2 below, a teacher who received an evaluation rating of ineffective or improvement necessary in the prior school year is not eligible for any salary increase and remains at their prior year salary.

2. A teacher who is in the first two (2) full school years of instructing students who receives an evaluation rating of improvement necessary is eligible for a salary increase.

Factors and Definitions:

1. Evaluation rating – The teacher cannot receive an evaluation rating of needs improvement or ineffective for the prior year.

2. Academic Needs – The importance of retaining all eligible teachers to provide educational continuity for students.

3. Education – The teacher has newly attained a master's degree in a content area as defined by the Indiana Department of Education.

Distribution Plan : The salary schedule for the 2023-2024 school year has been increased across the board by three thousand dollars ($3,000). There will be no row or column movement during the 2023-2024 school year. All eligible teachers will receive the across the board increase to the salary schedule as follows:

Evaluation = One thousand five hundred dollars ($1,500)

Academic Needs =One thousand five hundred dollars ($1,500)

Education - One teacher has newly attained a content area master's degree and will therefore receive an additional two thousand dollar ($2,000) base salary increase for meeting the education factor.

The maximum possible negotiated base salary increase is five thousand dollars ($5,000). The education factor does not exceed fifty percent (50%) of a teacher's total base salary increase. (Two thousand dollars ($2,000) / five thousand dollars ($5,000) = forty percent (40%) Part-time teachers are eligible for a salary increase that is prorated based upon the portion of the full day worked.

Distribution Plan: The salary schedule for the 2024-2025 school year has been increased across the board by two thousand dollars ($2,000). There will be no row or column movement during the 2024-2025 school year. Subject to the reopener, all eligible teachers will receive the across the board increase to the salary schedule as follows:

Evaluation = One thousand dollars ($1,000)

Academic Needs = One thousand dollars ($1,000)

Education - Any teacher who has newly attained a content area master's degree since ratification the prior school year will receive an additional two thousand dollar ($2,000) base salary increase for meeting the education factor.
The maximum possible negotiated base salary increase is four thousand dollars ($4,000). The education factor does not exceed fifty percent (50%) of a teacher's total base salary increase. (Two thousand dollars ($2,000) / four thousand dollars ($4,000) = fifty percent (50%) Part-time teachers are eligible for a salary increase that is pro-rated based upon the portion of the full day worked.

Redistribution Plan:

Any funds otherwise allocated for teachers rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

Salary Range:

The salary range for 2025-2026 is forty-five thousand dollars ($45,000) to seventy-six thousand dollars ($76,000).

New Hire Salary Placement:

New teachers will be placed at a base pay in Appendix A.1 commensurate with current hires having the same education level and years of experience. The salaries of new hires employed prior to the ratification of this contract will be adjusted upward by the Superintendent as appropriate to ensure placement in the row and education column that mirrors the placement of existing staff with the same experience and education.

Movement on the Scale (suspended for 2025-2026):

Teachers in the BS row who are eligible for a salary increase due to evaluation shall move down one step in the BS column one thousand dollars ($1,000).

Teachers in the MS row who are eligible for a salary increase due to evaluation shall move down to the next row in the same color as they currently occupy two thousand dollars ($2,000).

Teachers eligible for a salary increase due to evaluation and education shall move across columns in their respective row two thousand dollars ($2,000).

Any teacher in the maximum row in their respective column who is eligible for a salary increase shall receive a stipend equal to the step size for their respective column (BS:one thousand dollars ($1,000) or MS:two thousand dollars ($2,000) . However, teachers in the maximum row in the MS Red column who are eligible for a salary increase shall progress to the maximum row in the MS White Column ($1000) and receive the difference between that increase and the normal step size for the Master's column one thousand dollars ($1,000) as a stipend in that year. That teacher shall then receive a stipend for the full MS column step two thousand dollars ($2,000) in any subsequent year.

The maximum raise available to any teacher through movement on the scale is $2000. Of that no more than one thousand dollars ($1,000) or fifty percent (or 50%) is attributable to the education factor.

Ancillary Duty Pays:

Driving a Bus. A Teacher who performs the ancillary duty of driving a bus outside of their contracted teaching time shall be paid a wage that is calculated at 50% of the teacher's hourly teaching rate. For example, if a teacher's hourly rate under their regular teaching contract is $50.00 per hour, then the teacher would be paid $25.00 for working as a substitute bus driver.

Custodial Work. A Teacher who performs the ancillary duty of substitute custodial duties outside of their contracted teaching time shall be paid a wage that is calculated at 33% of the teacher's hourly teaching rate or $15.00 per hour, whichever amount is higher. For example, if a teacher's hourly rate under their regular teaching contract is $50.00 per hour, then the teacher would be paid $16.50 for working as a substitute custodian.

Lunch Detention Supervision Duty: A teacher who performs the ancillary duty of supervising lunch duty will be compensated at 50% of their hourly rate. For example, if a teacher's hourly rate is $50.00 per hour, then the teacher would be paid $25.00 for performing lunch detention supervision duty

APPENDIX B
Extra-Curricular Duties and Responsibilities

All ECA positions are indexed to the sponsor's or coach's salary on Appendix A. The number of positions is for informational purposes only and was not bargained.

	Index
I. Music	
1. Band Director	.09
2. Band Assistant	.01
3. High School Vocal Music	.06
4. Elementary Vocal Music	.04
5. Vocal Music Assistant	.015
6. Vocal Music Lights	.005
7. High School Major Musical/Play (One per year – this is for informational purposes only and was not bargained.)	
a. Director	.03
b. Pit Orchestra	.015
c. Piano Accompaniment	.015
d. Sets and Props	.01
e. Choreography	.01
f. Lights	.005
g. Tickets and Programs	.005
8. Elementary Musical (Two per year – this is for informational purposes only and was not bargained.) (Pay per production)	
a. Director	.02
b. Assistant	.01
c. Lights	.005
II. Athletics	
A. Boys' Athletics	
1. Varsity Basketball	.15
2. Junior Varsity Basketball	.09
3. Asst. BB Coach (grades 9-12)	.06
4. 8th Grade Basketball	.04
5. 7th Grade Basketball	.04
6. 6th Grade Basketball	.02
7. 5th Grade Basketball	.02
8. Below 5th Grade Basketball (Intramural)	.01
9. Track (grades 9-12)	.05
10. Assistant Track (grades 9-12)	.03
11. Track (grades 6-8)	.03
13. Baseball (grades 9-12)	.05
14. Assistant Baseball (grades 9-12)	.03
16. Middle School Baseball	.03
17. MS Baseball Assistant	.015

18. Golf (grades 9-12)	.03
19. HS Golf Assistant	.015
20. Golf (grades 6-8)	.01
21. MS Golf Assistant	.005
22. Tennis	.05
23. Asst. Tennis (1)	.03
24. Cross Country (grades 9-12)	.03
25. Asst. Cross Country (grades 9-12)	.02
26. Cross Country (grades 6-8)	.02
27. MS Cross Country Assistant	.015
28. Head Soccer	.03
29. Asst. Soccer	.02
30. MS Soccer	.03
31. MS Soccer Assistant	.015

B. Girls' Athletics

1. Varsity Basketball (grades 9-12)	.15
2. Junior Varsity Basketball (grades 9-12)	.09
3. Asst. Basketball Coach (grades 9-12)	.06
4. 8th Grade Basketball	.04
5. 7th Grade Basketball	.04
6. 6th Grade Basketball	.02
7. 5th Grade Basketball	.02
8. Below 5th Grade Basketball (Intramural)	.01
9. Varsity Volleyball (grades 9-12)	.05
10. Junior Varsity Volleyball (grades 9-12)	.03
11. 8th Grade Volleyball	.01
12. 7th Grade Volleyball	.01
13. Tennis (grades 9-12)	.05
14. Asst. Tennis (1) (grades 9-12)	.03
15. Track (grades 9-12)	.05
16. Assistant Track (grades 9-12)	.03
17. Track (grades 6-8)	.03
18. MS Track Assistant	.015
19. Varsity Softball (grades 9-12)	.05
20. Assistant Softball (grades 9-12)	.03
21. Middle School Softball (grades 6-8)	.03
22. MS Softball Assistant	.015
23. Cross Country (grades 9-12)	.03
24. Assistant Cross Country (grades 9-12)	.02
25. MS Cross Country (grades 6-8)	.02
26. MS Cross Country Assistant	.015
27. HS Soccer (grades 9-12)	.03
28. Asst. Soccer	.02
29. MS Soccer	.03
30. MS Soccer Assistant	.015

C. Other Athletics	
1. 5th & 6th Grade Cheer	.01
2. 7th and 8th Grade Cheerleader Sponsor	.02
3. HS Cheer	.04
4. HS Cheer Assistant	.01
5. Dance Team	.02
6. MS Dance Team	.01
7. Intramural Director	.01
8. Booster Club	.03
9. Bowling Club	.015
10. Swim	.03
11. Swim Assistant	.02
12. eSports	.03
13. Concession Coordinator	.08
14. Strength & Conditioning	.06
15. Other approved HS athletic teams	.05
16. Other approved MS athletic teams	.03

III. Clubs and Other

1. High School Science Club (each, limit 2)	.02
2. High School Student Council (each, limit 2)	.02
3. Yearbook (Owl)	.04
4. Senior Class (each, limit 2)	.01
5. Junior Class (each, limit 2)	.03
6. HS Academic Coach (each, limit 2)	.015
a. Middle School Academic Coach	.015
b. Elementary Academic Coach	.015
c. Elementary Robotics	.015
d. Middle School Robotics	.015
e. High School Robotics	.015
f. HS Beta	.03
g. MS Beta	.015
7. Other Clubs	
a. Middle School Student Council	.01
b. Elementary Student Council	.005
c. Business Professionals of America	.003
d. Christian Service Club	.005
e. F.C.C.L.A. (each, limit 2)	.005
f. Middle School Art Club	.005
g. High School Art Club	.01
h. Middle School Science Club (each, limit 2)	.01
i. French Club	.005

j.	Spanish Club	.005
k.	Culture Club	.005
l.	FFA	.0~~05~~03
m.	FFA Assistant	.01
n	Strut & Fret	.005
o.	S.A.D.D	.005
p.	Speech Team	.02
q.	Other school sponsored clubs approved by the administration (each person)	.005
r.	Fellowship of Christian Athletes	.01
s.	Marvel Club	.005

8.	Working extra-curricular activities (each person, each event)	.001
9.	Title I Coordinator	.15
10.	School Improvement Committee	.005
12.	Mentor Teacher	.02
13.	Lunch Detention Supervisor (1 per lunch period)	Regular Hourly Rate
14.	Thursday/Saturday School Supervisor	Regular Hourly Rate
15.	Summer School	Regular Hourly Rate
16.	Summer Remediation	Regular Hourly Rate
17.	Homebound Instruction	Regular Hourly Rate
18.	CDL Bus Driver (ECA trips)	Regular Hourly Rate
19.	Substitute Custodial	⅓ hourly rate or $15/hour; Whichever is greater
20.	District Website Coordinator	.02
21.	MS/HS Website Coordinator	.02
22.	Elem Website Coordinator	.02
23.	District Social Media Coordinator	.01
24.	MS/HS Social Media Coordinator	.005
25.	Elementary Social Media Coordinator	.005
26.	Athletics Social Media Coordinator	.01
27.	Additional Work Outside of Annualized Salary	
	A. Driver's Education	$26.00 per hour
	B. School Food Authority(SFA) 25-26 SY	.10
	2026-2027 SY & Beyond	.05
	C. Free and Reduced Coordinator	.025
	D. Extended Contracts	
	1. Technology Coordinator	25 Days
	2. Vocational Agriculture/FFA	35 Days
	3. HS Counselor	10 Days
	4. Elementary/MS Counselor	5 Days

If grant funding becomes available to pay teacher stipends, then the Administration will pay stipends as are permitted by the terms of the grant.

Teachers who participate in Title I funded professional development outside of the regular duty hours may be compensated at a rate of one hundred dollars ($100) for one-half (1/2) day, and two hundred dollars ($200) for a full day. In the event there are not sufficient funds in the Title I grant to support these stipends, or the Title I grant ceases to exist, the Board will not pay these stipends to teachers. These stipends will not under any circumstances be paid from the Education Fund.

Effective on the date of ratification, a teacher may request to be compensated for training held outside of the school day if all of the following factors have been met:

a. Administration requests the teacher to do the training; and
b. The training must occur on a day that is not a school day (for example, a weekend, summer, school break, etc.); and
c. No compensation is being provided to the teacher through any source for the training; and
d. The teacher must submit a written request that the training be approved by the Administration, and both the teacher's Principal and the Superintendent must approve the request.

If the request is approved by the teacher's Principal and the Superintendent, then the teacher will be paid two hundred dollars ($200) for the training if it is a full day or one hundred dollars ($100) for the training if it is a partial day. For purposes of this provision, a full day is defined as a training that is longer than three and a half (3.5) hours and a partial day is defined as a training that is three and a half (3.5) hours or less.

If there is a training that does not satisfy all of the factors above but the teacher would like to request to be compensated for the training, then the teacher may submit a request to the teacher's Principal and the Superintendent and if approved by both, then the teacher will be compensated for the training in accordance with this provision.

Appendix C
Grievance Form

1. Identification of Parties

To:______________________________ From:_________________________
Principal Authorized representative of the Bloomfield Teachers' Association

In Re:____
Teacher (s)

2. Dates

Delivered to Principal: _______________________
Meeting required by: __________________________
w/in 5 calendar days

3. Statement of Grievance

_____ violation) (____ collectively bargained
) of (Article ___,
_____ misinterpretation) (Section ___
) (___ teacher handbook, page ___
_____ misapplication) (

Specific statement of violation, misinterpretation or misapplication.

4. Specific Relief or Action Requested by Association

Request #1

Request #2

5. Signatures

___________________________ ___________________________
Teacher Authorized Representative of Bloomfield Teachers' Association

2025 CBA COMPLIANCE CHECKLIST

Item	✔	Page No.[1]
School employer and exclusive representative identified		3
Bargaining unit description matches the IEERB Order in effect at time of ratification		3
Beginning and ending date of CBA (must end on or before June 30, 2027)		25
Ratification date (must be on or after September 15 and at least 72 hours after TA meeting)		19
Signed by School Board President, Secretary, or Vice President and Exclusive Representative		26
General definitions (definitions that apply to the whole CBA)		3
Grievance procedure (if arbitration used, must indicate if advisory or binding)		4
Contract interpretation provisions (e.g., severability, supremacy, savings clauses)		3
Salary for new teachers (amount, schedule, or method of calculation)		29
Wages/compensation for ancillary duties		30
Wages/compensation for extracurricular duties		31
Compensation for extended contracts		34
Public hearing and public meeting attestations (include electronic participation information)		25
Compensation Plan		
If there are no salary increases, CBA includes a statement to that effect		28
Statement of annual salary range for returning full-time teachers (don't include current year increases, ISTRF contributions, or salaries of newly hired teachers)		29
Full-time classroom teacher (instructs students at least 50% of the workday) salaries are at least $45,000		29
Salary increases		N/A
If using optional eligibility criteria, the criteria are described and separate from factors		
Based on at least two of the five statutory factors (must use academic needs factor)		
Definitions of factors (e.g., experience, academic needs, instructional leadership)		
How much each factor contributes to increase (by points, percentage, amount, etc.)		
Amount of increase (flat amount, % amount) or method for calculating amount		
Differentiated base salary increase for literacy endorsement		
Academic needs is at least 10% of maximum possible salary increase calculation		
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		
If using a salary increase to reduce the gap, it must: (1) be clearly identified and (2) actually reduce the gap		
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		

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.).