2025 CBA COMPLIANCE CHECKLIST

Item	✔	Page No.[1]
School employer and exclusive representative identified		1
Bargaining unit description matches the IEERB Order in effect at time of ratification		6-7
Beginning and ending date of CBA (must end on or before June 30, 2027)		26
Ratification date (must be on or after September 15 and at least 72 hours after TA meeting)		26
Signed by School Board President, Secretary, or Vice President and Exclusive Representative		26
General definitions (definitions that apply to the whole CBA)		NA
Grievance procedure (if arbitration used, must indicate if advisory or binding)		22-25
Contract interpretation provisions (e.g., severability, supremacy, savings clauses)		25
Salary for new teachers (amount, schedule, or method of calculation)		28-29
Wages/compensation for ancillary duties		NA
Wages/compensation for extracurricular duties		32-37
Compensation for extended contracts		10
Public hearing and public meeting attestations (include electronic participation information)		26
Compensation Plan		
If there are no salary increases, CBA includes a statement to that effect		NA
Statement of annual salary range for returning full-time teachers (don't include current year increases, ISTRF contributions, or salaries of newly hired teachers)		27
Full-time classroom teacher (instructs students at least 50% of the workday) salaries are at least $45,000		27; 30-31
Salary increases		
If using optional eligibility criteria, the criteria are described and separate from factors		27
Based on at least two of the five statutory factors (must use academic needs factor)		27
Definitions of factors (e.g., experience, academic needs, instructional leadership)		27
How much each factor contributes to increase (by points, percentage, amount, etc.)		28
Amount of increase (flat amount, % amount) or method for calculating amount		28
Differentiated base salary increase for literacy endorsement		27
Academic needs is at least 10% of maximum possible salary increase calculation		27
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		NA
If using a salary increase to reduce the gap, it must: (1) be clearly identified and (2) actually reduce the gap		NA
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		NA

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.

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[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.).

AGREEMENT

BETWEEN

KOKOMO SCHOOL CORPORATION AND

KOKOMO TEACHERS ASSOCIATION

Kokomo School Corporation **Kokomo Teachers Association**

July 1, 2025-June 30, 2027

The individuals whose names appear below, representing the Kokomo Teachers Association and the Kokomo School Corporation Board of School Trustees in their respective capacities, have contributed their best efforts, in mutual good faith, to the development of this Agreement.

FOR THE TEACHERS

<u>KTA Negotiating Team</u>
Rick Scalf, UniServ Director
Shane Matlock, President
Lindsay Scott-Shedron, 2nd Vice President
Sarah Hemmerich
Jennifer Skelton
Diana Smith
Otis Stockdell

<u>KTA Officers</u>
Shane Matlock, President
Brooklyn Hill, 1st Vice President
Lindsay Scott-Shedron, 2nd Vice President
Katlynn Craig, Secretary
Sarah Hemmerich, Treasurer

FOR THE SCHOOL BOARD

<u>Negotiating Team</u>
Michelle L. Cooper, Chief Spokesperson
Mike Sargent, Superintendent
Robert McIntire, Director of Business
Carlton Mable, Asst. Superintendent
Tenicia Helmberger, Director of Secondary Education and Special Programs
Tammy Tickfer, Director of Elementary Education and Title I

<u>BOARD OF SCHOOL TRUSTEES</u>
Lisa Ellison, President
Nicole Mundy, Vice President
Issac White, Secretary
Alexandra Daniels Durham, Member
Dave Emry, Member
Lewis Hall, Member
Joey Hurlocker, Member

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AGREEMENT BETWEEN THE KOKOMO SCHOOL CORPORATION AND KOKOMO TEACHERS ASSOCIATION

This Agreement, made and entered into between the Board of School Trustees, Kokomo School Corporation, Howard County, Indiana (hereinafter called the "Board") and the Kokomo Teachers Association, an affiliate of the Indiana State Teachers Association and the National Education Association (hereinafter called the "Association").

WITNESSETH:

WHEREAS, the Association has been certified as the exclusive representative of certain certificated school employees of the Board; and,

WHEREAS, The Board and the Association have entered negotiations, have reached agreement and wish to reduce such agreement to writing;

NOW, THEREFORE, The Board and the Association agree as follows:

ARTICLE I

RECOGNITION OF ASSOCIATION

Section 1. Recognition. The Board hereby recognizes the Association as the exclusive representative for all school employees in the following appropriate Bargaining Unit:

Including:

All full-time certificated school employees of the Kokomo School Corporation, including but not limited to all full-time teachers, job sharing teachers, counselors, media specialists, head teachers, lead teacher, instructional facilitators, educational consultants, and all employees that are not full-time but are included pursuant to the decision of IEERB in Case No. 73-R-2.

And excluding:

All employees on an administrative contract and/or administrative salary schedule;

All contractors, subcontractors and vendors which have been hired or retained by the Board to provide goods or services on behalf of the school corporation;

All employees serving as school safety or school resource officers; and
All classified employees; and

Hearing Therapists;

Speech Language Pathologists; and

School Psychologists.

Unless otherwise indicated or required by the context, the term "teacher" when used herein shall refer to all employees included in the above described appropriate Bargaining Unit.

ARTICLE II

SALARY AND OTHER COMPENSATION

Section 1. Salaries. The parties have agreed to the compensation model set forth in Appendix A. The salaries of teachers for the 2025-2026 and 2026-2027 school years shall be those stated in Appendix A.

The Board shall contribute 3% of the gross salary of each teacher as required by Indiana law to the Indiana Teachers Retirement Fund.

Section 2. Base Salary Increases. For ways in which a teacher may earn a base salary increase, see Appendix A.

Section 3. Method of Pay. A teacher shall be paid in twenty-six (26) equal installments on a bi-weekly schedule by direct deposit.

A. Pay dates for the 2025-2026 school year shall be: (*early due to Federal banking holiday)

August 15, 2025	February 13, 2026
August 29, 2025	February 27, 2026
September 12, 2025	March 13, 2026
September 26, 2025	March 27, 2026
October 10, 2025	April 10, 2026
October 24, 2025	April 24, 2026
November 7, 2025	May 8, 2026
November 21, 2025	May 22, 2026
December 5, 2025	June 5, 2026
December 19, 2025	*June 18, 2026
January 2, 2026	July 3, 2026
January 16, 2026	July 17, 2026
January 30, 2026	July 31, 2026

B. The 27th pay that will fall during the 2026-2027 contract year will be paid to teachers on the first pay in August 2026.

C. Pay dates for the 2026-2027 school year shall be: (*early due to Federal banking holiday)

August 28, 2026	February 26, 2027
September 11, 2026	March 12, 2027
September 25, 2026	*March 25, 2027
October 9, 2026	April 9, 2027
October 23, 2026	April 23, 2027
November 6, 2026	May 7, 2027
November 20, 2026	May 21, 2027
December 4, 2026	June 4, 2027
December 18, 2026	June 18, 2027
*December 31, 2026	July 2, 2027
January 15, 2027	July 16, 2027
January 29, 2027	July 30, 2027
February 12, 2027	August 13, 2027

Section 4: Summer School Pay

A. All teachers of summer school classes shall be compensated in equal payments on the payday schedule below. The length of the summer school contract will determine the number of pays.

2026	2027
June 18, 2026	June 18, 2027
July 3, 2026	July 2, 2027
July 17, 2026	July 16, 2027
July 31, 2026	July 30, 2027

B. Pay for summer school teachers shall be based upon the teacher's per diem rate divided by six (6) hours, times the number of assigned hours, when not in conflict with state law.

Section 5. Extracurricular Payments. The extracurricular salaries for teachers shall be those in Appendix B to this Agreement. Such Appendix is hereby made a part of this Agreement.

Teachers shall elect one of the following options:

(a) Extracurricular payments shall be divided in the same manner as those outlined in Method of Pay and begin within thirty (30) days following the signing of this Agreement, but not before the first (1st) regular paycheck of the school year.

(b) Extracurricular payments shall be paid in one payment in either December, April, or July following the end of their ECA.

Section 6. Payment for Multi-building Responsibilities. Teachers whose assigned schedules cause them to leave one building and report to another during the school day shall be paid at the prevailing IRS rate for mileage driven to additional building(s). Mileage shall also be paid to those designated teachers who are required to pick up and deliver supplies to their respective buildings and teachers conducting home visitations required by the School Corporation. Mileage shall not be paid for reporting to the beginning morning assignment. Mileage distances between buildings shall be predetermined by the Association and the Board. Mileage claims shall be paid twice yearly (February and July). To be paid mileage, the teacher must record the dates and mileage for each semester on forms prescribed by the State Board of Accounts and submit to the Business Office on or before January 10 or June 10.

Section 7. Credit for Past Service. For purposes of placement of a new hire teacher on the salary schedule, credit for prior years of service shall be given for (see Appendix A):

A. Full years of teaching experience with a valid teaching license, in any public school system, accredited non-public school system, or accredited college or university in the United States or Department of Defense Dependent Schools. In order to receive credit, employees must make application to the Office of Human Resources for transfer of past years of teaching experience that must be verified by the above applicable former employer(s).

B. In the case of Career and Technical Education teachers in state-approved trade and industrial education programs, including but not limited to auto mechanics, building trades, distributive education, drafting, electronics, food service, graphic arts, machine shop and vocational office education, full years of occupational experience which is directly related to the vocational subject for which the teacher is employed to teach, if verified by transcript or affidavit.

C. In the case of school social workers in state-licensed positions, full years of occupational experience which are directly related to social services for which the teacher is employed, if verified by transcript or affidavit, will qualify as years of service.

D. Military service not to exceed six (6) years. The employee must present authentic proof that she/he took the oath of allegiance, served in either combat or noncombat units, wore the uniform of the United States military forces and was honorably discharged. A creditable year is defined as at least eight (8) months of full-time active duty taking place between the dates of July 1 and June 30 of the following year. In no case shall a teacher receive more years of credit for military service than she/he would have received had she/he been teaching during that period. The proof must show the date of induction and the date of separation and shall become a permanent part of the personnel folder. Such verified service shall be posted to the regular service record.

E. Peace Corps service, not to exceed four (4) years. Proof of satisfactory Peace Corps service must be submitted. The proof must show the starting and the termination dates of volunteer service. This proof shall become a permanent part of the personnel folder. Such verified service shall be posted to the regular service record.

Section 8. Special Projects Stipend. As approved by the Superintendent, or his/her designee, the rate of thirty-six dollars ($36.00) per hour shall be paid to persons creating special projects or working on curriculum development. As approved by the Superintendent, or his/her designee, the rate of forty-dollars ($40.00) per hour shall be paid to persons creating special projects or working on curriculum development beginning July 1, 2026. Timesheets must be submitted to the supervisor by the end of the month for special project stipends to be paid twice a year, at the end of each semester.

A. Extended Contracts. Extended contract days shall be paid on the basis of the teacher's per diem rate of pay (or part time equivalent). The following two sentences were not bargained, but are for informational purposes only. The Superintendent will notify the KTA President when s/he grants extended contract days to a bargaining unit member. Such notification will include the total number of extended contract days granted, the total compensation of the extended contract and the reason(s) for granting the extended contract.

B. Supplemental Service Contract. Such additional days shall be paid on the basis of the teacher's per diem rate of pay divided by six (6) hours times the number of assigned hours.

Section 9. Lunch Periods. The Corporation will comply with Indiana law in regard to mandatory uninterrupted duty free lunch period for teachers.

Section 10. Job Sharing. Teachers participating in such program shall be entitled to all the rights and privileges under this Agreement; however, the parties agree that the Board does not incur additional obligation, responsibility or liability occasioned by two persons rather than one filling a position.

A. The phrase "Job Sharing" shall mean two Bargaining Unit members sharing one full-time position.

B. The Board shall pay such teachers one-half (1/2) the salary they would receive if they were full-time teachers and shall, on their behalf, pay one-half (1/2) the amount toward the applicable fringe benefits set forth in this Agreement that the Board pays for full-time teachers. In addition, members of a job sharing team shall receive one-half (1/2) the number of applicable leave days provided the full-time teachers.

Section 11. Temporary Contract Teachers. Teachers signing a Teacher's Temporary Contract for a period of one hundred seventy-five (175) days or more are eligible for twelve (12) paid benefit days if they follow the requirements within Article VII, Section 1, and they are eligible to participate in the Group Medical and Dental Insurance Plans. Temporary teachers shall receive their pay in twenty-one (21) equal installments. They may grieve only those sections of this Agreement in Article II, Salaries and Other Compensations, Sections 6 and 7; and the above-mentioned items. Those teachers who sign a temporary contract for less than one hundred seventy-five (175) days are eligible for benefits on a pro-rated basis, except no insurance benefits shall be provided.

Section 12. Expanded Criminal History Background Checks. The Board shall pay the cost of any and all expanded criminal history background checks and expanded child protection index checks (exception - pre-employment checks) for current employees that are required by the School Corporation or per IC 20-26-5-10.

Section 13. Class Coverage. A secondary teacher who is required to forego their preparation period because the teacher is assigned to cover a period for another teacher will be paid twenty dollars ($20) for the period. If an elementary teacher whose regular daily assignment is teaching a class of students for the full day is assigned to cover an additional class of students for another teacher, then s/he will be paid eighty dollars ($80) for covering a full day or forty dollars ($40) for covering a half day. Timesheets must be turned in to the teacher's direct supervisor at the end of each month to be paid twice a year, at the end of each semester.

ARTICLE III

RETIREMENT

Section 1. Provision for Insurance Continuation Option. Until Medicare eligible, any teacher retiring from the School Corporation may remain in the group medical insurance plan that the Board continues to offer active employees. Such teacher shall contribute the full premium owed the insurance carrier directly to the School Corporation. The monthly premium must be paid directly to the School Corporation a minimum of two (2) months in advance. For example, payment for group medical insurance beginning October 1 must arrive at the Office of Human Resources of the School Corporation on or before August 1. Failure to receive payment by the scheduled date shall result in permanent cancellation of this insurance benefit without right to reinstate. A retiree's rights to participate in the group medical insurance plan, prior to Medicare eligibility, shall not be eliminated.

Section 2. Eligibility. Upon retirement from the Corporation, an eligible teacher who has met the following requirements shall qualify for his/her severance benefit.

The teacher must:

- be at least fifty (50) years of age,

- have a minimum of five (5) years of teaching experience in Kokomo School Corporation, and

- give notice in writing, by March 15, to the Superintendent of his/her intention to retire at the end of that school year.

ARTICLE IV

SEVERANCE BENEFIT

Section 1. Eligibility. Only teachers employed by Kokomo School Corporation on or before March 15, 2006 were eligible for severance deposits into 401(a) and VEBA plans. Upon retirement from the Corporation, an eligible teacher who has met the following requirements shall qualify for his/her severance benefit.

The teacher must:

- be at least fifty (50) years of age,

- have a minimum of five (5) years of teaching experience in Kokomo School Corporation, and

- give notice in writing, by March 15, to the Superintendent of his/her intention to retire at the end of that school year.

Section 2. Benefits.

VEBA (Voluntary Employee Beneficiary Association) The terms and conditions for the administration and operations of the VEBA shall be as follows:

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

b. Until such time that a teacher has retired and satisfied the eligibility requirements set forth in this Article, the teacher shall have no access to the assets held in his/her separate VEBA account.

c. If a teacher terminates employment before satisfaction of the requirements set forth in this Article, the terminated teacher's VEBA account shall be forfeited. Forfeited amounts shall be reallocated September 1st of each plan year only among the then remaining separate VEBA accounts. This reallocation shall be in a manner similar to that used by the Educational Services Company in initially determining the present value calculations. Therefore, the VEBA accounts of the following teachers shall not share in the reallocation of a forfeiture of a VEBA account:

i. Teachers who forfeited their VEBA plan accounts in the same year;
ii. Teachers who previously forfeited their VEBA plan accounts; and
iii. Teachers who have attained age of fifty-nine (59) and terminated employment in or before the year of the reallocated forfeiture. Furthermore, VEBA plan accounts of teachers who have attained the age of fifty-nine (59), but have not terminated employment may share in the reallocated forfeiture.

d. Following retirement and the satisfaction of the requirements set forth in this Article, a retired teacher may use the amounts held in his/her separate VEBA account to pay health insurance premiums and to be reimbursed for unreimbursed medical expenses of the teacher, spouse, and dependents. Furthermore, following the death of a teacher who had otherwise satisfied the requirements of this Article, any amounts remaining in the deceased teacher's VEBA account may continue to be used to pay the premiums and expenses of the teacher's spouse and dependents.

e. At no time may the VEBA make loans to a teacher, his/her spouse, or his/her dependents.

f. Upon the death of a teacher who had reached the age of fifty-eight (58) and had five (5) or more years of service with Kokomo School Corporation, without giving written notice of intent to retire, the teacher's spouse and/or dependents shall be entitled to the teacher's VEBA account for reimbursement of their qualified medical expenses.

401 (a) Plan. 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 teacher shall be invested in a separate account. There shall be no commingling of accounts and each teacher 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 a teacher has retired and satisfied the eligibility requirements set forth in this Article, the teacher shall have no access to the assets held in his/her separate 401(a) plan account.

c. If a teacher terminates employment before satisfaction of the requirements set forth in this Article, the terminated teacher's 401(a) plan account shall be forfeited. The forfeited amounts shall be reallocated September 1st of each plan year only among the then remaining separate 401(a) plan accounts in a manner similar to that used in initially determining the present value calculations. Therefore, the 401(a) plan accounts of the following teachers shall not share in the reallocation of a forfeiture of a 401(a) plan account:

i. Teachers who forfeited their 401(a) plan accounts in the same year;
ii. Teachers who previously forfeited their 401(a) plan accounts; and
iii. Teachers who have attained age of fifty-nine (59) and terminated employment in or before the year of the reallocated forfeiture.

Furthermore, 401(a) plan accounts of teachers who have attained the age of fifty-nine (59), but have not terminated employment may share in the reallocated forfeiture.

d. Following retirement and the satisfaction of the requirements set forth in this Article, a retired teacher may elect to commence distributions from his 401(a) plan account. If a teacher dies after having satisfied the requirements of this Article, the deceased teacher's 401(a) plan account shall be distributable to the decedent's designated beneficiary under the 401(a) plan.

e. At no time may a participant borrow from his 401(a) plan account.

f. 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.

g. Upon the death of a teacher who had reached the age of fifty-eight (58) and had five (5) or more years of service with Kokomo School Corporation, without giving written notice of intent to retire, the teacher's 401(a) pension account shall be distributed to the teacher's designated beneficiary under the 401(a) plan.

ARTICLE V

RETIREMENT SAVINGS PLANS

Section 1. 403(b) Tax Deferred Annuities. The Board shall provide teachers with the opportunity to participate in the 403(b) Plan. Teachers may continue or enter into contracts through only the agents presently representing companies who have entered into contracts with the school corporation to offer 403(b) products.

Section 2. 401 (a) Matched Savings Plan. The Board shall provide a 401(a) Matched Savings Plan through a qualified carrier. A teacher must contribute 0.5% of his/her annual base salary to a 403(b) annuity plan in order for the Board to provide up to a 1.5% match. A teacher must contribute 1.5% or 2.5% of his/her annual base salary to a 403(b) annuity plan in order for the Board to provide the 1.5% or 2.5% match. The match is contributed by the Board as either 1.5% or 2.5%. A teacher must contribute to either a 403(b) or a 457 for two (2) continuous years at Kokomo School Corporation to be fully vested in the 401(a) account.

Section 3. 457 Retirement Plan. The Board shall provide a 457 Retirement Plan supplementing the 403(b) annuity plan through a qualified carrier.

ARTICLE VI

INSURANCE AND BENEFITS

Section 1. Group Medical Insurance.

(a) Coverage.

The board shall make available a group medical health insurance plan as described in the most current Employee Benefits Plan Booklet.

(b) Amendment to Medical Insurance.

Effective January 1, 2012, the mutually agreed upon changes shall be made in the Employee Insurance Program through changes in Employee Benefits Plan Booklet, Major Medical Plan 205.

(c) Employer Contribution

The Board will contribute a flat dollar annual amount toward the total premium in accordance with the following schedule:

TYPE OF PLAN	Employer Contribution	
	2026	2027
Employee	$9,348	$9,597
Employee Plus Dependent	$17,235	$17,784
Employee Plus Family	$19,544	$20,168
Employee Plus Family Both Spouses employed by Kokomo School Corporation	$20,569	$21,293

Section 2. Long-Term Disability Insurance Plan. The Board shall keep in full force and effect an insurance plan providing long-term disability benefits as described in the most current Employee Benefits Plan Booklet, Major Medical Plan 205.

Employee Contribution.

The Board will contribute an annual flat dollar amount of $125.00 toward the premium toward the cost of the insurance plan by payroll deduction.

Section 3. Group Term Life Insurance. The Board shall keep in full force and effect an insurance plan providing life and accidental death and dismemberment benefits as described in the most current Employee Benefits Plan Booklet.

(a) Employer Contribution.

The Board will contribute an annual flat dollar amount of $70.00 toward the premium toward the cost of the insurance plan by payroll deduction.

(b) Benefits.

Group Term Life Insurance Benefit shall be $50,000 with an additional $50,000 for accidental death and dismemberment insurance.

Section 4. Dental Insurance. The Board shall keep in full force and effect an insurance plan providing dental insurance as described in the most current Employee Benefits Plan Booklet.

(a) Employer Contribution:

The Board shall contribute a flat dollar annual amount toward the total premium of the foregoing insurance plan by payroll deduction according to the following schedule:

TYPE OF PLAN	Employer Contribution
Employee	$500.00
Employee Plus Family	$625.00
Employee Plus Family-Both Spouses employed by Kokomo School Corporation	$1,100.00

Section 5. Insurance Continuation Option. Teachers on unpaid leaves of absence for one (1) month or longer shall have the option to continue in any or all of the insurance programs in effect under the terms of this Agreement by paying the premiums themselves as directed by the Human Resources Office. Teachers shall request continuation or termination of insurance coverage in writing. Teachers who elect to terminate insurance coverage shall only be allowed to re-enroll with a HIPAA qualifying event. For additional information covering the Family and Medical Leave Act of 1993 and enrollment requirements, refer to the most current Employee Benefits Plan Booklet, Major Medical Plan 205, Section 3.22 Family and Medical Leave Act Continued Coverage.

Section 6. Investment Savings Plans - 529 College Savings Plan. The Board shall provide a 529 College Savings Plan through a qualified carrier.

Section 7. Workers' Compensation. The Board shall provide for any teacher injured on the job, including extracurricular duties, Workers' Compensation Insurance conforming to law.

Section 8. Flexible Benefit Plan. The benefits provided to employees by Section 125 of the Revenue Act of 1978 shall be made available to all Bargaining Unit members. All monthly group medical and/or dental insurance premiums shall be flexed unless waived by the employee.

The employee may choose to flex the unreimbursed medical portion, not to exceed the annual maximum allowed by law, over a six (6) month period. Any modifications to the flexible benefit plan shall be established by mutual agreement between Kokomo School Corporation and the Kokomo Teachers Association, and following a recommendation by the Employee Benefits Advisory Committee. Upon separation from employment, an employee may incur claims through the end of the calendar year until the amount contributed is exhausted. In the case of death, ninety (90) days shall be allowed to submit expenses.

ARTICLE VII

LEAVES OF ABSENCE

Section 1. Paid Benefit Days. Paid benefit days shall accumulate at the rate of twelve (12) days annually (fourteen [14] days for the first year of employment by the Kokomo School Corporation).

(a) Unused paid benefit days will go to sick day accrual and not paid benefit days accrual.

(b) Teachers are not allowed to use paid benefit days on specified blackout dates during a school year. Those blackout dates are the one day immediately before and the one day immediately after holidays and school breaks of three (3) or more working days in length. If a teacher elects to take a paid benefit day immediately before or immediately after Labor Day, Martin Luther King Jr. Day, President's Day, Good Friday, and Memorial Day holidays, then the teacher must use two (2) paid benefit leave days for each one day of leave taken. If a teacher is sick, then the teacher must provide a doctor's note to their immediate supervisor to use a paid benefit day. The Superintendent, or the Superintendent's designee, shall have the discretion to approve exceptions for special circumstances.

(c) Any request to use four (4) or more paid benefit days, must receive pre-approval.

(d) Paid benefit days must be used before accumulated sick leave days.

(e) A teacher who uses zero (0) paid benefit days during the school year shall have the opportunity to request compensation in exchange for the unused days based on the following table:

If the teacher misses zero (0) days, the teacher may roll into his/her accumulation 2 days, unless the teacher's accumulation is already at the maximum accumulation cap, and the School Corporation will buy back, at the teacher's request, 10 unused days for a total flat dollar sum of $1,400. If the teacher misses one (1) day, the teacher may roll into his/her accumulation 1 day, unless the teacher's accumulation is already at the maximum accumulation cap, and the School Corporation will buy back, at the teacher's request, 9 unused days for a total flat dollar sum of $1,000. Any teacher with an outstanding balance owed to the sick leave bank will be ineligible to receive this perfect attendance bonus.

Any request for payment for the attendance bonus must be requested within 30 days of the teacher's last contractual day worked for the applicable school year and a cash payment will be made to the teacher.

Section 2. Sick Leave.

(a) A teacher may accumulate up to a maximum of two hundred forty-eight (248) sick days.

(b) Sick leave days shall be transferred from an accredited school corporation, or an accredited college or university, up to a maximum of two hundred forty-eight (248) days. In order to transfer days, employees new to Kokomo School Corporation must make application to the Human Resources Office for transfer of accumulated sick leave days from their previous employer.

(c) Sick leave days accumulated by a teacher prior to a leave of absence shall be credited to the teacher upon return.

(d) Sick leave days are for personal illness, including medical or dental appointments after the use of all annual paid benefit days.

Section 3. Sick Leave Bank. The Board shall initiate a voluntary Sick Leave Bank upon receiving authorizations from a minimum of seventy-five percent (75%) of the members of the Bargaining Unit to deduct one (1) day of accumulated sick leave for the purpose of establishing a Sick Leave Bank. The annual enrollment period shall be from the opening of school until Friday of the first full week in October for all members of the Bargaining Unit not previously enrolled. Any days left in the Bank at the expiration of this Agreement shall be carried over for use during the next school year.

The Bank shall be administered by a committee composed of five (5) members appointed by the President of the exclusive Bargaining Unit. Each of the following levels: high school, middle school, elementary, and preschool, will be represented on the committee. The committee shall review applications for membership in the Bank and shall grant, deny or suspend grants of leave from the Bank. The decisions of the committee shall be final.

The committee shall select one of their committee members to serve as chairperson for the duration of this Agreement. A majority of committee members shall be required for any official action of the committee. In cases of a tie vote, the entire committee will be asked to vote again. If the committee cannot break the tie, the President of the exclusive Bargaining Unit shall break the tie.

Application for use of Sick Leave Bank days shall be made in writing to the chairperson of the committee responsible for administering the Bank. The application shall be accompanied by a statement from the attending physician describing the nature of the disability, treatment being rendered, and prognosis for a return to work. A maximum of fifteen (15) Bank days shall be allowed for a teacher during a contract year. Each applicant for Bank days shall consent to submit to medical examination and/or review of her/his medical history if it is deemed necessary by the committee.

In cases of extenuating circumstances relating to a major illness or accident when a teacher has need of up to five (5) additional days during a contract year in lieu of disability, such days may be granted at the discretion of the committee. An application must accompany this request.

If a teacher has need of up to ten (10) additional sick leave days during a contract year to assist in meeting the ninety (90) day waiting period for long-term disability, such days shall be granted at the discretion of the committee. Proof from the long-term disability insurance company must be provided to be granted these days.

Teachers may borrow days from the Bank in lieu of days for which they would have been paid had they not been disabled. Applicants to the sick leave bank cannot have an outstanding balance that is due and owing to the bank at the time of application.

Upon return to work, the teacher shall repay the Bank for days owed (number of days borrowed minus number of days contributed) at the rate of three (3) days per year. A member can pay back more days in a year, if they so choose. If a member retires, resigns, or for other reasons leaves the Corporation before repaying the Bank, the debt shall be repaid in full from the member's accumulated sick leave. If there are not sufficient accumulated sick leave days to repay the sick leave bank, the balance of the debt shall be waived and be collected at the current corporation rate of substitute pay for substitutes with 60+ credit hours.

Upon the accumulation of two hundred (200) sick leave days, a teacher may contribute one (1) additional day each year to the Sick Leave Bank.

The committee shall meet during the school year as required at times mutually agreeable to members. An individual who applies for use of sick leave bank days will have an answer within no more than three work weeks of application. The chair of the committee will provide monthly updates to both the Association President and the Superintendent of the days available in the bank, number of days granted, and the name and building of individual(s) receiving days. An end of year report will also be shared with the Association President and Superintendent by June 30th. Denials to use the sick leave bank will be reported in writing to the President and Superintendent. Sick leave bank forms are found in Appendix D. The decision of the Sick Leave Bank committee will be final and may not be grieved.

Section 4. Disability/Medical Leave. A teacher who becomes disabled shall be granted a leave of absence for the duration of such disability as certified by the attending physician, but not exceeding one (1) year. Subsequent disability leaves shall not be granted without a minimum of one (1) school year return to work. The teacher may use any accumulated sick leave during such leave of absence, but shall not otherwise be entitled to pay. Disability, for this purpose, includes illness, injury, pregnancy, miscarriage, legal abortion, and any disability caused thereby.

Section 5. Maternity Leave. A pregnant teacher may continue in active employment as long as the teacher is able to fulfill the requirements of the teacher's position. Upon request, a teacher may receive one (1) school day of paid leave on the date of delivery and one (1) school day of paid leave on the day the teacher is released from the hospital. The teacher is entitled to an unpaid leave of absence any time between the commencement of the pregnancy and one (1) year following the birth of the child. Only after a physician has certified that the teacher is disabled, may the teacher use accumulated sick leave during the certified period of disability. The teacher may continue on an unpaid maternity leave after the disability period; however, accumulated sick leave days may not be used. A teacher must notify the Superintendent in writing at least thirty (30) days before the date on which the teacher desires to start the maternity leave, except in a medical emergency. The teacher shall also notify the Superintendent of the expected length of this leave, including with this notice either a physician's statement certifying the pregnancy or a copy of the birth certificate of the newborn child, whichever is applicable. In case of a medical emergency caused by pregnancy, the teacher shall be granted a disability leave immediately upon request and certification of the emergency from an attending physician.

Section 6. Spousal Leave. Upon request a teacher shall receive one (1) school day of paid leave for the purpose of being with his/her spouse during delivery. One (1) school day of paid leave at home immediately following the release of the spouse and/or child shall be granted upon request of the teacher.

Section 7. Adoptive Leave. Upon request a teacher shall receive two (2) consecutive school days of paid leave for the purpose of receiving the child. Upon request, a teacher shall be granted adoptive leave of absence without pay for a period not to exceed one (1) year. The teacher-parent shall begin such leave no sooner than a week prior to physically receiving the child. The Superintendent shall be given as much advance notice as possible of the date of commencement of such leave.

Section 8. Bereavement Leave. Leave, not to exceed ten (10) consecutive week days beginning either the day of the death or the day following the death and/or including the day of the funeral shall be granted to teachers in the event of the death of a spouse, child or stepchild. This bereavement shall also include a miscarriage or stillbirth by the teacher or teacher's spouse. The teacher must submit documentation of the miscarriage or still birth of the child to be approved for this leave. However, one of these days under this provision may be taken at any time within twenty (20) week days of the funeral. Effective July 1, 2026, teachers shall be granted leave, not to exceed ten (10) days, in the event of the death of a spouse, child, stepchild, parent, stepparent, father-in-law or mother-in-law, which leave days must be used within 30 calendar days beginning from the day of the death.

A leave not to exceed five (5) consecutive week days beginning either the day of the death or the day following the death shall be granted to teachers in the event of the death of a parent or stepparent, brother, stepbrother, sister, stepsister, father-in-law, mother-in-law, grandparent, great- grandparent, grandchild, great-grandchild, son-in-law, daughter-in-law, sister-in-law or brother-in-law. However, one of these days under this provision may be taken at any time within twenty (20) week day for the funeral. Effective July 1, 2026, the following family members will be removed from this paragraph, as they are included in the granted leave days outlined in the preceding paragraph: parent or stepparent, father-in-law, and mother-in-law.

Two (2) consecutive week days, including the day of the funeral, shall be granted for the death of an aunt, great-aunt, uncle, great-uncle, niece, nephew, or grandparent-in-law of the teacher or her/his spouse. (Weekdays are defined as Monday–Friday.)

In extenuating circumstances a teacher can request to use his/her bereavement days in a non-consecutive manner with approval from the superintendent or his/her designee. Travel is not considered an extenuating circumstance.

Section 9. General Leave of Absence. A teacher with five (5) years' experience may, with the approval of the Board, be granted leave of absence without pay for a maximum of one (1) school year for renewal of professional training, teacher exchange, legislative duty, health, or other written reasons deemed appropriate by the Board. A general leave may not be extended. Subsequent general leaves shall not be granted without a minimum of one (1) school year return to work. The one-year maximum for general leave of absence shall be waived for a teacher elected to an office in local, state, or national government requiring full-time service. This leave cannot be used to extend any other leave beyond one year.

Section 10. Jury Duty Leave. A teacher shall be granted leave when required to appear for jury duty. The salary of such a teacher shall be the difference between the teacher's regular salary and the remuneration received for jury duty service.

Section 11. Military Leave. The Board shall comply with all applicable laws relating to the reemployment rights of persons returning from military service.

Section 12. Association Leave. The Association President and/or designee(s) shall be provided up to eighteen (18) days during the school year to conduct Association business, including attendance at the Legislature, workshops, seminars, and conventions. These days may be used in half-day increments. Such time shall be used to a maximum of three (3) consecutive school days and the Board shall be notified of intent to take Association leave not less than twenty-four (24) hours prior to the time of absence whenever possible. Such days shall not accumulate from year to year. The Association shall reimburse the Board for the substitute pay associated with such leave. No one Association member will use more than 9 of these days in a contract year.

Section 13. Summer School Leave. A teacher in summer employment in a certificated position shall be eligible to use any of the following days:

- unused paid benefit days up to three days
- bereavement leave on the same basis as during the school year

A teacher employed during summer school shall not be entitled to any additional leave days because of such summer employment. For leave purposes only, a summer school day is equivalent to a regular school day. The Superintendent, or the Superintendent's designee, shall have the discretion to approve the use of additional benefit leave days by a teacher teaching summer school.

Section 14. Rights Upon Return From Leave of Absence. A teacher returning from a leave of absence shall be given a position within the scope of her/his certificate, and shall retain full credit for years of teaching service prior to the leave. Teachers returning from leaves of absence shall retain their status. A teacher on a full year or semester leave shall submit written notification of his/her intent to return or not to return to work at least thirty (30) calendar days prior to the end of the approved leave.

Section 15. Use of Leave. Teachers must exhaust their applicable paid leave days before requesting any unpaid leave days.

ARTICLE VIII

GRIEVANCE PROCEDURE AND ARBITRATION

Section 1. Definition. A grievance is a dispute concerning the interpretation, application or alleged violation of a specific article or section of this Agreement by the Board.

Section 2. Procedure. Grievances, with the exception of those that are not appropriate to be resolved at the building level, shall be disposed of in the following manner:

Step One - Immediate Supervisor

Within twenty (20) working days of the time that the grievant knew, or reasonably should have known, of the grievance, the grievant shall present the grievance orally to the immediate supervisor at a time when the grievant does not have students under direct supervision. Within five (5) working days after presentation of grievance, the immediate supervisor shall orally answer the grievance.

Step Two - The Principal

(a) Within five (5) working days of the oral answer, if the grievance is not resolved, it shall be stated in writing, signed by the grievant and submitted to the building principal on the form provided by the Administration and the Association representative. See Appendix C.

(b) The grievance shall (1) name the employee involved, (2) identify the specific provisions of this Agreement alleged to be violated, (3) state the facts giving rise to the grievance, and (4) indicate the specific relief requested.

(c) Within five (5) working days after receiving the written grievance, the principal shall give her/his answer in writing to the grievant.

Step Three - The Superintendent

(a) If the grievance is not resolved in Step Two, the grievant may, within five (5) working days of receipt of principal's answer, appeal to the Superintendent by filing the grievance and the principal's answer, along with any written response of the grievant to the answer of the principal, with the office of the Superintendent, which shall receipt therefore.

(b) Grievances which are not appropriate to be resolved at the building level shall be initiated at this step.

(c) The Superintendent, or her/his designated representative, shall hear the grievance within ten (10) working days after receipt of any written grievance properly filed with the Superintendent's office and shall render her/his decision in writing within ten (10) working days after such hearing.

Step Four - Arbitration

(a) Within twenty (20) working days after receipt of the decision of the Superintendent, the Association, upon written notice to the Superintendent, may submit the grievance to arbitration in accordance with the rules of the American Arbitration Association.

(b) The arbitrator so selected shall only have the jurisdiction and authority to interpret and apply the applicable provisions of this Agreement to any grievance which is subject to arbitration and has been submitted to her/him by the parties in accordance with the provisions of this Agreement. No arbitrator shall have the jurisdiction or authority to add to, take from or modify any of the terms of this Agreement, nor to resolve any claim not founded upon the express provisions of the Agreement.

(c) The arbitrator shall be bound by the evidence and exhibits submitted to her/him at the hearing. The decision of the arbitrator shall be in writing, shall be limited to the issues directly submitted to her/him by the grievant and shall be final and binding upon the Board, the Association, and the grievant when rendered upon a matter within the authority of the arbitrator.

(d) The fees and expenses of the arbitrator and the cost of the hearing room shall be shared equally by the parties. All other expenses shall be paid by the party incurring them.

Section 3. Failure to Observe Time Limits. In the event the grievant or the Association fails to exhaust its remedies under the grievance procedures provided above, or to abide by the time limits with respect to each step, the grievance shall be presumed to be abandoned and the matter shall be settled in accordance with the Administration's last answer thereto. In the event the Administration fails to give its answer at any step within the time limits prescribed, the Association shall have the right to proceed immediately to the next step, including arbitration. Any time limit may be extended by mutual agreement of the parties.

Section 4. Effect of Settlement. Any settlement of a grievance affected in the first and second steps of the grievance procedure shall be applicable to that grievance only, and shall not be binding authority for the disposition of any other grievance unless the settlement is approved in writing by the Association and the Board.

Section 5. Right to Representation. A grievant shall be entitled, upon request, to be represented by a representative of the Association at any Step of this grievance procedure.

ARTICLE IX

SEVERABILITY

In the event that any article, section, or clause is declared unlawful or invalid by a court of competent jurisdiction, it shall be immediately deleted to the extent of the violation, but all other provisions and applications of the contract shall continue in full force. Nothing in this section shall be construed as a waiver by either party of its constitutional right against impairment of this existing contract by subsequent legislative action as guaranteed by the Indiana Constitution, Article I, Section 24.

ARTICLE X

EFFECT OF THE AGREEMENT

Section 1. Complete Agreement. The parties mutually agree that the terms set forth in this Agreement represent the full and complete understanding and commitment between the parties hereto and may be altered, changed, added to, deleted from, or modified only through the voluntary mutual consent of the parties expressed in a written amendment hereto. All subjects having been fully settled, each party voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated, to bargain collectively during the term of this Agreement. This Agreement shall supersede any rules, regulations, prior agreements, or practices contrary to or inconsistent with terms contained within this Agreement.

The parties agree to be bound by Indiana's administrative, statutory and case law in effect as of the ratification date of this agreement. Should the law in Indiana be modified subsequent to the ratification date of this agreement, it shall have no effect on this agreement unless a provision is deemed unlawful by a court of competent jurisdiction. In that event, the parties agree to delete the unlawful provision as set forth in the Severability Clause above.

ARTICLE XI

TERM OF AGREEMENT

This Agreement shall be effective as July 1, 2025, and shall remain in effect until midnight, June 30, 2027.

This Agreement is made and entered into at Kokomo, Indiana, by and between the Board of School Trustees of the Kokomo School Corporation, County of Howard, State of Indiana, party of the first part, heretofore referred to as the "Board," and the Kokomo Teachers Association, affiliated with the Indiana State Teachers Association and the National Education Association, party of the second part, heretofore referred to as the "Association."

The undersigned attest to the following:

1. A public hearing (the pre-formal bargaining hearing) was held in compliance with Indiana law on August 7, 2025, and electronic participation from the parties and/or public was not permitted; and
2. A public meeting in compliance with Indiana law was held on October 1, 2025, to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.
3. A public meeting in compliance with Indiana law was held on the date below by the Board for ratification of the tentative agreement. Electronic participation was not available.

This Agreement is so attested to by the parties whose signatures appear below:

Lisa C. Guyson
Board President

[signature]
Board Secretary

Board of School Trustees of the Kokomo School Corporation

October 6, 2025
Board Ratification Date

S. Matlock
Kokomo Teachers Association President

Kathryn Craig
Kokomo Teachers Association Secretary

Kokomo Teachers Association

September 16, 2025
Association Ratification Date

APPENDIX A

KOKOMO COMPENSATION MODEL SPECIFICATIONS

Salary Range

The salary range for the 2025-2026 before increases is \$45,000-\$73,000. The salary range after increases for the 2025-2026 will be \$47,000-\$75,250.

The salary range for the 2026-2027 before increases is \$47,000-\$75,250. The salary range after increases for the 2026-2027 will be \$48,000-\$76,500.

Eligibility Criteria for 2025-2026 and 2026-2027

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 full school years of instructing students who receives an evaluation rating of improvement necessary is eligible for a salary increase.

FACTORS AND DEFINITIONS FOR 2025-2026 AND 2026-2027 SCHOOL YEAR

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

2. Academic Need – A teacher who possesses a literacy endorsement through the IDOE. Teachers must submit proof of possessing a literacy endorsement by October 15, 2025, for the 2025-2026 school year. Teachers must submit proof of possessing a literacy endorsement by June 30, 2026, for the 2026-2027 school year.

3. Education - A teacher who possesses a master's degree in a content area as defined by the IDOE and possesses the university or college, the Higher Learning Commission requirements, credentials to teach dual credit courses as defined by the IDOE. If a master's teacher has the credentials required to teach a dual credit course, then the teacher will receive this base salary increase regardless of whether the teacher is currently assigned to teach a dual credit course. Master's teachers must submit proof of possessing the credentials to teach dual credit by June 30th at the end of each school year if the teacher wants the base salary increase added to their base salary for the following school year.

DISTRIBUTION PLAN FOR 2025-2026 SCHOOL YEAR: Row A of the 2025-2026 New Hire Salary Placement Schedule (Appendix A-1) has been increased in each column by \$2,000 compared to Row A of each column of the 2024-2025 salary schedule. Thereafter, each row in each column of Appendix A-1 increases from row to row in varying amounts. Appendix A-1 is utilized for the starting salary placement of new hires only. (The salary placement rules for new hires are described below.) Returning eligible teachers **do not** row change or column advance within the 2025-2026 New Hire Salary Placement Schedule. Rather, returning eligible teachers will receive a base salary increase for meeting the factors set forth in this compensation plan as follows:

Evaluation - $2,250

Academic Need - $500

Education - $500

Total maximum possible raise for eligible returning teachers for the 2025-2026 school year is $3,250. The amount of the raise attributable to the academic needs factor exceeds 10% of the total possible raise ($500 / $3,250 = 15%). The amount of the raise attributable to the education factor does not exceed 50% of the total possible raise ($500 / $3,250 = 15%).

DISTRIBUTION PLAN FOR 2026-2027 SCHOOL YEAR: Row A of the 2026-2027 New Hire Salary Placement Schedule (Appendix A-2) has been increased in each column by $1,000 compared to Row A of Appendix A-1. Thereafter, each row in each column of Appendix A-2 increases from row to row in varying amounts. Appendix A-2 is utilized for the starting salary placement of new hires only. (The salary placement rules for new hires are described below.) Returning eligible teachers **do not** row change or column advance within the 2026-2027 New Hire Salary Placement Schedule. Rather, returning eligible teachers will receive a base salary increase for meeting the factors set forth in this compensation plan as follows:

Evaluation - $1,250

Academic Need - $500

Education - $500

Total maximum possible raise for eligible returning teachers for the 2026-2027 school year is $2,250. The amount of the raise attributable to the academic needs factor exceeds 10% of the total possible raise ($500 / $2,250 = 22%). The amount of the raise attributable to the education factor does not exceed 50% of the total possible raise ($500 / $2,250 = 22%).

Placement of New Hires on the New Hire Salary Placement Schedules for 2025-2026 and 2026-2027. New teachers who are hired with no previous experience for the school year will be placed on the salary schedule for the school year in Row A and in their appropriate degree column. For purposes of the New Hire Salary Placement Schedules in Appendix A-1 and Appendix A-2, the row letters will equate to years of teaching experience. As such, Row A represents 0 years of experience, Row B represents 1 year of experience, Row C represents 2 years of experience, Row D represents 3 years of experience, and so on. New teachers who are hired with previous teaching experience will typically be placed in the appropriate column that matches their current degree/education and on the row letter that matches their current years of experience as verified through Indiana's TRF (INPRS).

Newly hired teachers who were hired prior to the ratification of this contract and who possess a master's degree in a content area as defined by the Higher Learning Commission and possess the Higher Learning Commission credentials to teach dual credit courses, regardless of whether the teacher is currently assigned to teach a dual credit course, will have their starting salary increased by $500. Further, newly hired teachers who were hired prior to the ratification of this contract and who possess a literacy endorsement through the IDOE will have their starting salary increased by $500. All newly hired teachers who were hired prior to the ratification of this contract will have their starting salary adjusted upward by $2,000 for the 2025-2026 school year.

However, the Superintendent will be granted flexibility in the initial placement of a new hire on the steps in the New Hire Salary Placement Schedules, which salary placement deviation will not exceed $4,000 above the typical salary placement described herein. The Association president will be notified of any individual placed within this $4,000 deviation.

Payment of Salary Increases. The Corporation will issue new contracts with adjustments by the second pay in November 2025.

APPENDIX A-1: 2025-2026 NEW HIRE SALARY PLACEMENT SCHEDULE

	Column I	Column II	Column III	Column IV
A	$ 47,000	$ 47,500	$ 48,000	$ 48,500
B	$ 47,250	$ 48,250	$ 48,500	$ 48,750
C	$ 47,750	$ 48,750	$ 49,000	$ 49,750
D	$ 48,250	$ 49,250	$ 49,500	$ 50,250
E	$ 48,750	$ 49,750	$ 50,000	$ 50,500
F	$ 49,250	$ 50,000	$ 50,250	$ 50,750
G	$ 49,750	$ 50,250	$ 50,750	$ 51,250
H	$ 50,250	$ 50,750	$ 51,250	$ 51,750
I	$ 50,750	$ 51,250	$ 51,750	$ 52,250
J	$ 51,250	$ 51,750	$ 52,250	$ 52,750
K	$ 51,750	$ 52,250	$ 52,750	$ 53,250
L	$ 52,250	$ 52,750	$ 53,250	$ 54,250
M	$ 52,750	$ 53,250	$ 54,750	$ 55,250
N	$ 53,750	$ 54,250	$ 55,250	$ 55,750
O	$ 54,750	$ 55,250	$ 55,750	$ 56,250
P	$ 55,250	$ 55,750	$ 56,250	$ 56,750
Q	$ 55,750	$ 56,250	$ 56,750	$ 60,750
R	$ 56,250	$ 56,750	$ 57,750	$ 61,750
S	$ 56,750	$ 57,000	$ 58,250	$ 63,250
T	$ 57,250	$ 58,250	$ 60,750	$ 64,250
U	$ 57,750	$ 58,750	$ 62,750	$ 65,250
V	$ 58,250	$ 61,750	$ 65,750	$ 66,250
W	$ 58,750	$ 62,750	$ 66,750	$ 67,250
X	$ 59,250	$ 63,250	$ 68,250	$ 70,750
Y	$ 59,750	$ 64,750	$ 70,750	$ 73,750
Z	$ 62,750	$ 70,750	$ 72,250	$ 75,250

APPENDIX A-2: 2026-2027 NEW HIRE SALARY PLACEMENT SCHEDULE

	Column I	Column II	Column III	Column IV
A	$ 48,000	$ 48,500	$ 49,000	$ 49,500
B	$ 48,250	$ 48,750	$ 49,250	$ 49,750
C	$ 48,500	$ 49,500	$ 49,750	$ 50,000
D	$ 49,000	$ 50,000	$ 50,250	$ 50,750
E	$ 49,250	$ 50,500	$ 50,750	$ 51,500
F	$ 50,000	$ 51,000	$ 51,250	$ 52,000
G	$ 50,500	$ 51,250	$ 51,500	$ 52,250
H	$ 51,000	$ 51,500	$ 52,000	$ 52,500
I	$ 51,500	$ 52,000	$ 52,500	$ 53,500
J	$ 52,000	$ 52,500	$ 53,000	$ 54,000
K	$ 52,500	$ 53,000	$ 53,500	$ 54,500
L	$ 53,000	$ 53,500	$ 54,000	$ 55,000
M	$ 53,500	$ 54,000	$ 54,500	$ 55,500
N	$ 54,000	$ 54,500	$ 56,000	$ 57,000
O	$ 55,000	$ 55,500	$ 56,500	$ 57,500
P	$ 56,000	$ 56,500	$ 57,000	$ 58,000
Q	$ 56,500	$ 57,000	$ 57,500	$ 62,000
R	$ 57,000	$ 57,500	$ 58,000	$ 62,500
S	$ 57,500	$ 58,000	$ 59,000	$ 63,000
T	$ 58,000	$ 58,250	$ 59,500	$ 65,500
U	$ 58,500	$ 59,500	$ 62,000	$ 66,500
V	$ 59,000	$ 60,000	$ 64,000	$ 67,500
W	$ 59,500	$ 63,000	$ 67,000	$ 68,500
X	$ 60,000	$ 64,000	$ 68,000	$ 72,000
Y	$ 61,500	$ 69,500	$ 70,500	$ 75,000
Z	$ 64,000	$ 72,000	$ 73,500	$ 76,500

APPENDIX B* **The number of positions and season listed in the Extracurricular Salary Schedule are for informational purposes only and were not bargained.**

**During the life of this contract, the parties will convene a committee of teachers and administrators to review the ECA schedule. This review will consist of reviewing salary, number of positions, new position needs, positions that are no longer needed, comparisons to other schools and/or neighboring schools, etc. The committee will make recommendations to the bargaining teams. This provision was not bargained and is for informational purposes only. This informational provision will be deleted upon the expiration of this contract.

Extracurricular Salary Schedule			
2025-2026 & 2026-2027			
Activity	**Number of Positions**	**Salary**	**Season**
Elementary			
Webmaster	8	396	Year
Student Council	8	227	Year
Assessment Coordinator	8	550	Year
Technology Leader	8	1100	Year
Mentor Teacher		500	Year
Middle School			
Middle School Choir	3	165	Year
Middle School Band	3	200	Year
Middle School Orchestra	1	200	Year
Middle School Auditorium	1	550	Year
Middle School Cheerleader Sponsors			
Cheerleader Sponsor - 7th Grade	2	754	Year
Cheerleader Sponsor - 8th Grade	2	754	Year
Academic Coach	3	754	Year
Dramatic Sponsor	3	628	Year
Honor Society Chair	3	284	Year
MS Publications/Yearbook	3	510	Year
Student Council	3	906	Year
Webmaster	3	793	Year
Lego League	3	754	Year
Team Grade Level Leaders	12	1005	Year
Assessment Coordinator	3	550	Year
Technology Leaders	3	1100	Year
Mentor Teacher		500	Year

High School			
Assistant Band Director	3	3500	Year
Head Color Guard/Winter Guard	1	3500	Year
Assistant Guard Director	1	1639	Year
Choir Director	1	3756	Winter
Assistant Choir Director	1	1100	Winter
Indoor Percussion Director	1	3500	Winter
Winter Winds Director	1	3500	Winter
Orchestra Director MS/HS	1	2280	Year
Forensics			
Debate Coach	1	2388	Year
Assistant Debate Coach	1	1813	Year
Speech Coach	1	2388	Year
Assistant Speech Coach	1	1813	Year
US First Sponsor (Technokats)			
Head Sponsor	1	4270	Year
Assistant Sponsor	3	2301	Year
Environmental Club	1	1020	Year
Dramatics Sponsor	1	2388	Year
Publications			
Newspaper Editorial & Production	1	3143	Year
Yearbook Editorial & Production	1	3143	Year
Newspaper Business	1	2206	Year
Girls' League	3	1020	Year
Cheerleader Sponsor			
Head Coach	1	4397	Year
Assistant Coach	2	1521	Year
Boys' Legion	2	1020	Year
Student Council	2	1020	Year
International Student Council	1	550	Year
Varsity Club	2	948	Year
FBLA/BPA Sponsor	1	1225	Year
Academic Coach			
Head	1	1257	Year
Assistant	4	721	Year
Booster Committee Chair	1	552	Year
Junior Committee Chair	2	518	Year
Senor Committee Chair	1	318	Year

Honor Society Chair	1	309	Year
STAND Coordinator	1	406	Year
Art Portfolio Coordinator	1	289	Year
E Sports	1	1133	Year
HOSA	2	1100	Year
ProStart	1	1100	Year
Webmaster			Year
High School	1	1545	Year
Kokomo Area Career Center	1	721	Year
McKinley Alternative School	1	360	Year
Auditorium Supervisor	1	1500	Year
Assessment Coordinator	1	1100	Year
Technology Leader	2	1100	Year
Residency Halls Supervision	1	6600	Year
International Apartments Supervision	1	3000	Year
Mentor Teacher		500	Year
High School Girls' Athletics			
Volleyball			
Head Coach	1	5500	Fall
Assistant Coach - Level 1	1	2812	Fall
Assistant Coach - Level 2	1	2388	Fall
Golf			
Head Coach	1	5100	Fall
Assistant Coach - Level 1	1	2122	Fall
Swimming			
Head Coach	1	7100	Winter
Assistant Coach - Level 1	1	2575	Winter
Basketball			
Head Coach	1	14500	Winter
Assistant Coach - Level 1	3	5306	Winter
Assistant Coach - Level 2	1	3184	Winter
Wrestling			
Head Coach	1	5900	Winter
Assistant Coach - Level 1	2	2812	Winter
Softball			
Head Coach	1	5900	Spring
Assistant Coach - Level 1	2	2812	Spring
Track			
Head Coach	1	5900	Spring
Assistant Coach - Level 1	4	2812	Spring

Tennis			
	1	5100	Spring
Assistant Coach - Level 1	1	2122	Spring
Soccer			
Head Coach	1	5100	Fall
Assistant Coach - Level 1	1	2122	Fall
Cross Country			
Head Coach	1	5100	Fall
High School Boys' Athletics			
Football			
Head Coach	1	14500	Fall
Assistant Coach - Level 1	5	4775	Fall
Assistant Coach - Level 2	4	3714	Fall
Tennis			
Head Coach	1	5100	Fall
Assistant Coach - Level 1	1	2122	Fall
Volleyball			
Head Coach	1	5500	Spring
Assistant Coach - Level 1	1	2812	Spring
Assistant Coach - Level 2	1	2388	Spring
Basketball			
Head Coach	1	14500	Winter
Assistant Coach - Level 1	3	5306	Winter
Assistant Coach - Level 2	1	3184	Winter
Wrestling			
Head Coach	1	5900	Winter
Assistant Coach - Level 1	2	2812	Winter
Swimming			
Head Coach	1	7100	Winter
Assistant Coach - Level 1	1	2575	Winter
Baseball			
Head Coach	1	5900	Spring
Assistant Coach - Level 1	3	2812	Spring
Assistant Coach - Level 2	2	2163	Spring
Track			
Head Coach	1	5900	Spring
Assistant Coach - Level 1	4	2812	Spring
Golf			
Head Coach	1	5100	Spring
Assistant Coach - Level 1	1	2122	Spring

Soccer			
Head Coach	1	5100	Fall
Assistant Coach - Level 1	1	2122	Fall
Cross Country			
Head Coach	1	5100	Fall
Other High School Athletics			
Diving Coach - Boys and Girls	1	3800	Winter
Unified Trach Coach Boys and Girls	2	2513	Spring
Equipment Manager	1	6310	Year
Game Manager	1	3551	Year
Sports Information	1	3946	Year
Weight Training (Year-Round)	1	3538	Year
Athletic Supervisor	1	4500	Year
Intramurals			
Fall Activities	3	570	Fall
Winter Activities	3	570	Winter
Spring Activities	2	570	Spring
Middle School Athletics			
Cross Country			
Boys' 6-8	1	1548	Fall
Girls' 6-8	1	1548	Fall
Volleyball			
7th Grade	2	1306	Fall
8th Grade	2	1306	Fall
Tennis			
Boys' 6-8	1	1051	Fall
Girls' 6-8	1	1051	Fall
Football			
7th Grade Coach	2	2316	Fall
7th Grade Assistant	2	2038	Fall
8th Grade Coach	2	2316	Fall
8th Grade Assistant	2	2038	Fall
Wrestling			
Head Coach 6-8	1	1306	Winter
Assistant Coach 6-8	2	1051	Winter

Basketball			
Boys' 6th Grade	1	1909	Winter
Boys' 7th Grade	2	2316	Winter
Boys' 8th Grade	2	2316	Winter
Girls' 6th Grade	1	1909	Winter
Girls' 7th Grade	2	2316	Winter
Girls' 8th Grade	2	2316	Winter
Swimming			
Head Coach 6-8	1	1536	Winter
Assistant Coach 6-8	1	1445	Winter
Track			
Girls' Head Coach 6-8	1	1413	Spring
Girls' Assistant Coach 6-8	2	1209	Spring
Boys' Head Coach 6-8	1	1413	Spring
Boys' Assistant Coach 6-8	2	1209	Spring
Golf 6-8	1	1051	Spring
Soccer			
Girls' Head Coach	2	1306	Spring
Boys' Head Coach 6-8	2	1306	Spring
Baseball			
Head Coach 7-8	2	1306	Spring
Softball			
Head Coach 7-8	2	1306	Spring
Athletic & Activities Supervisor	4	3820	Year

<u>Stipends will be pro-rated if responsibilities are performed for less than a full contract year.</u>

APPENDIX C

GRIEVANCE REPORT FORM

Grievance Kokomo
#________School Corp.

Distribution of Forms

1. Superintendent 2. Principal
3. Association 4. Teacher

GRIEVANCE REPORT

Submit to Principal in Duplicate

Building Assignment Name of Grievant Date Filed

____

STEP II

A. Date Cause of Grievance Occurred ________________

B. 1. Identify the Specific Provisions of Agreement Violated
____

2. Statement of Grievance ______________________________
____
____

3. Relief Sought ______________________________
____

________________________ ________________________
Signature Date

C. Disposition by Principal ______________________________
____
____

________________________ ________________________
Signature of Principal Date

D. Position of Grievant ______________________________
____

________________________ ________________________
Signature Date

STEP III

A. Date Received by Superintendent or Designee ______________________

B. Disposition by Superintendent or Designee ______________________

______________________ ______________________
Signature Date

C. Position of Grievant ______________________________________

____

____

______________________ ______________________
Signature Date

APPENDIX C (continued)

GRIEVANCE REPORT FORM

Grievance Kokomo
#________School Corp.

Distribution of Forms
1. Superintendent 2. Principal
3. Association 4. Teacher

GRIEVANCE REPORT

STEP IV

Submit to Superintendent in Duplicate

Building	Assignment	Name of Grievant	Date Filed

Date Submitted to Arbitration________________________________

____
Signature of Association Representative

APPENDIX D - SICK LEAVE BANK FORM

Application for use of Sick Leave Days from Certified Sick Leave Bank

I ________________________________, as a participant in the Sick Leave Bank, submit this request to borrow (_____) days from the Certified Bank.

I acknowledge my responsibility to provide a medical statement from my physician (as a separate document) describing the nature of my disability, treatment being rendered, and prognosis for my return to work at the time this request form is presented

I consent to submit to a medical examination and/or review of my medical history if it is deemed necessary.

Upon return to work, I shall repay the Bank for days owed at the rate of three (3) days per year. A member can pay back more days in a year, if they so choose. If a member retires, resigns, or for other reasons leaves the Corporation before repaying the Bank, the debt shall be repaid in full from the member's accumulated sick leave. If there are not sufficient accumulated sick leave days to repay the sick leave bank, the balance of the debt shall be waived and be collected at the current corporation rate of substitute pay for substitutes with 60+ credit hours.

______________________________ ________________

Employee Signature Date

____

Work Building Location

Medical Statement received by: __________________ Date received: __________

Nature of disability and treatment verification provided: _________

Prognosis for return to work: (______________) Date

Committee Action

Sick Leave Bank Member (Yes / No)

Approved ______________________ Denied ______________

Reason (if denied) ____

Signed by Committee:

____________________________ ____________________________

____________________________ ____________________________

____

Submitted to Superintendent and President of KTA on:_______________________