Master Contract 2025 - 2027

Fairfield Community Schools and Fairfield Educators Association

I. Article I. Recognition
   A. The Fairfield Educators Association, hereinafter called the "Association," is hereby recognized by the Fairfield Community Schools Board of Trustees, hereinafter called the "Board," as the exclusive representative for certificated employees. Both parties agree that this contract sets forth the terms and conditions to which each party agrees to be bound, and that such agreement has been reached voluntarily without undue or unlawful coercion or force by either party.
   B. Definition
      1. The term "Teacher," when used in the contract, shall refer to all certificated personnel employed by the Board except those positions that do not require a license or permit to teach. Further exceptions would apply to the Superintendent, Assistant Superintendent, Assistant Superintendent of Finance, Director of Technology, Director of Maintenance, Coordinator of Transportation, Special Education and Testing Coordinator, Principals, Assistant Principals, Athletic Director, and EL Coordinator.
      2. The terms "Board" and "Association" shall include authorized officers, representatives, and agents.
      3. The term "School Corporation," when used in this contract, shall refer to the Fairfield Community Schools of the County of Elkhart of the State of Indiana.
   C. Legal Compliance
      1. All terms and provisions of this contract shall be interpreted in accordance with applicable federal and state laws, including but not limited to the Indiana Code and the Fair Labor Standards Act. Nothing in this contract shall be construed to violate such laws.

II. Article II. Teacher and Association Rights
   A. This Contract supersedes and cancels all previous agreements, whether verbal or written, between the School Corporation and the Association, as well as any alleged past practices of the School Corporation, and this contract constitutes the entire agreement between the parties.
   B. Any individual contract between the Board and an individual teacher shall be consistent with the terms and conditions of this contract.
   C. If any provisions of this contract or any application of this contract to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid.
   D. The Board will grant to the Association president, or to his/her designee if approved by the Superintendent, 7 paid Association leave days for the purpose of attending to Association business, in accordance with the rules governing

personal leave, and the Association shall reimburse the Board for the cost of a substitute teacher.

E. The Board will continue to grant teachers the right to any other payroll deduction program now in existence or outlined in administrative guidelines.

F. Nothing in this Article or Agreement shall be construed to limit or modify any rights guaranteed to teachers or the Association by federal or state law.

G. The rights provided to teachers under federal and state law, including the Family and Medical Leave Act (FMLA), remain fully intact and enforceable. Nothing in this Agreement shall restrict or alter these rights.

III. Article III. Compensation

A. Salary Range
   1. The salary range prior to any increases under this agreement is $46,000 - $75,000

B. Compensation Model: Increase to Teacher Base Salary
   1. Fairfield Community Schools recognize that teachers with proven records of effectiveness are pivotal to the present and future success of our students. Teachers' base salary increases reflect such endeavors.
   2. Statement of Eligibility
      a) To be eligible for a salary increase, a teacher must not have received a rating of ineffective or improvement necessary in the prior school year. A teacher who received a rating of ineffective or improvement necessary remains at their prior year's salary. A full-time teacher on a regular contract in their first year with Fairfield Community Schools whose salary would fall below the new minimum salary will be eligible to increase their salary to the new minimum.
   3. Factors and Definitions
      a) Academic Needs
         (1) The teacher did not receive a rating of ineffective or improvement necessary on their evaluation rating for the prior year.
         (2) Content Area Master's Degree
            (a) The teacher earned a master's degree in a content area as defined by the Indiana Department of Education after January 1, 2022.
         (3) Instructional Leadership
            (a) Possession of a teaching license with an early literacy endorsement.

4. Distribution
   a) Academic need - For 2025-2026, the increase for advancing a row in either column is $2500 for academic need ($1000 step plus the $1500 increase to each cell on the previous schedule).
   b) Possesses a content area master's degree - For 2025-2026, the increase for advancing a column (but staying in the same row) is $3000. The $500 is for the first year of possessing a content area master's degree and $2500 for Academic Need ($1000 step plus the $1500 increase to each cell on the previous schedule).
   c) Instructional Leadership - For 2025-2026, the increase to advance to the Leadership column (but staying in the same row) is $2600. The $100 is for the first year of possessing a Literacy Endorsement and $2500 for Academic Need ($1000 step plus the $1500 increase to each cell on the previous schedule).
   d) Possesses a content area masters degree and a Literacy Endorsement - For 2025-2026, the increase for advancing a column (but staying in the same row) is $3100. The $500 is for the first year of possessing a content masters degree, $100 for possessing a literacy endorsement and $2500 for Academic Need ($1000 step plus the $1500 increase to each cell on the previous schedule).
   e) Academic need - For 2026-2027, the increase for advancing a row in either column is $2500 for academic need ($1000 step plus the $1500 increase to each cell on the previous schedule).
   f) Possesses a content area master's degree - For 2026-2027, the increase for advancing a column (but staying in the same row) is $3000. $500 is for the first year of possessing a content area master's degree and $2500 for Academic Need ($1000 step plus the $1500 increase to each cell on the previous schedule).
   g) Instructional Leadership - For 2026-2027, the increase to advance to the Leadership column (but staying in the same row) is $2600. $100 is for the first year of possessing a Literacy Endorsement and $2500 for Academic Need ($1000 step plus the $1500 increase to each cell on the pervious schedule).
   h) Possesses a content area masters degree and a Literacy Endorsement - For 2026-2027, the increase for advancing a column (but staying in the same row) is $3100. The $500 is for the first year of possessing a content masters degree, $100 for

possessing a literacy endorsement and $2500 for Academic Need ($1000 step plus the $1500 increase to each cell on the previous schedule).

5. Stipends
    a) 2025 - 2026
        (1) A teacher who is receiving the maximum salary commensurate with the teacher's educational attainment, as stated on the 2025 - 2026 salary schedule, will not receive an increase to their base salary, but will receive a stipend in the amount of $1,000.
    b) 2026 - 2027
        (1) A teacher who is receiving the maximum salary commensurate with the teacher's educational attainment, as stated on the 2026 - 2027 salary schedule, will not receive an increase to their base salary, but will receive a stipend in the amount of $1,000.
6. Newly Hired Teachers
    a) Newly hired teachers will be placed at a salary Level and column on Appendix A1 and A2 based on the comparable years of service and education. Notwithstanding the eight-year restriction found at the end of Appendix A1 and A2 or when the teacher is hired in an area of limited supply, the Superintendent may recognize additional (not to exceed actual) years of service prior to placement at the same level as current teachers with comparable education and years of effective service. The schedule for new hire salaries for the 2025-2026 school year is included in Appendix A1. The schedule for new hire salaries for the 2026 - 2027 school year is included in Appendix A2.
    b) In lieu of, or in addition to, any adjustment in starting salary under the preceding paragraph, a newly hired teacher who fills a critical needs position may, at the discretion of the Superintendent, be paid a bonus stipend of up to One Thousand Dollars ($1,000).

C. Death Benefits
    1. After a teacher has entered into a contract and death occurs, the amount of pay accrued by the teacher for days worked shall be made payable to the estate of the deceased. Unused sick days would be paid at $35/day to the estate up to a maximum of 203.

D. Class Coverage
    1. A teacher, who, upon the direction of an administrator, forfeits a preparatory period of at least 45 minutes to provide coverage

for another teacher or reading tests to students, shall be paid $25 per lost prep period for this ancillary duty. A teacher who forfeits a preparatory period of at least 30 minutes to provide coverage for another teacher or reading tests to students shall be paid $20 per lost prep period for this ancillary duty.

2. All compensation provided under this Article shall comply with applicable wage and hour laws, tax requirements, and related federal or state regulations.

E. Pay Schedule
   1. The teacher's salary will be divided into twenty-six (26) equal pays. Paydays will be every other Friday beginning with the first pay Friday after teachers begin their contract, but no longer than two weeks. There shall be no more than 26 pays in a calendar year. The teacher has the option of receiving all the unpaid balance at the end of June, provided the business office is notified prior to May 1st. Teachers retiring at the end of a school year must take the lump sum payout of the contract at the end of June. The business office will provide the request form for June payout by the first paycheck in April.

F. Instructional Stipends
   1. These stipends are not included in the teacher's base salary
   2. Master's Degree: $2500 per year over a period of three (3) years for a total of
   3. $7500 will be paid out to any teacher who completes a Master's degree of any kind (retroactive to teachers working in the district as of September 1, 2014)
   4. Dual Credit and AP Courses
      a) $500 per semester paid out to any teacher teaching 1 or 2 dual credit/AP courses that semester
      b) $1,000 per semester paid out to any teacher teaching 3 to 4 dual credit/AP courses that semester
      c) $1,500 per semester paid out to any teacher teaching 5 to 6 dual credit/AP courses that semester

G. Professional Development
   1. Professional development outside of contract hours, including new teacher orientation and responsibilities such as Choice PD, EL TOR, etc., will be compensated at $25 per hour.

H. Extra Curricular Assignment
   1. The extra duty compensation plan is found in Appendix B. The ECA document signed by the principal and superintendent will serve to verify the issuance of the extra duty pay.

I. Wage Reopener
   1. If the fall 2026 ADM report exceeds 20 newly enrolled students to the corporation as compared to the fall 2025 ADM report or exceeds a loss of 20 students to the corporation compared to the fall 2025 ADM report, the parties will reopen negotiations in Fall 2026 for bargaining any changes in compensation only.

IV. Article IV. Fringe Benefits

A. Pro-Rated Benefits

1. A teacher must work 30 hours per week in order to be eligible for medical, dental, and vision insurance
2. Relative to Sections C and G below, wage-related benefits shall be made available on a pro-rata basis proportional to the teacher's full-time equivalency (FTE) for the position. A full-day teacher teaching all year would be an FTE of 1.0 and would receive 100% of the benefits outlined below. For comparison, a teacher teaching 80% of a full schedule, or 0.8 FTE, would receive 80% of the benefits outlined below. This would equate to 80% of the district's contribution toward a health or dental plan. This provision becomes effective for employees hired after August 22, 2013; employees hired prior to that date are grandfathered at benefit levels set by past practice.
3. All fringe benefits provided under this Article shall be administered in compliance with applicable federal and state laws, including but not limited to ERISA, ACA, and IRS regulations. The District reserves the right to modify benefit plans to remain in compliance with legal requirements.

B. Group Life Insurance

1. To be eligible for Group Life insurance, a teacher must work 17.5 hours per week
2. The Board shall pay for teachers a group life insurance protection plan which shall pay the teacher's designated beneficiary the sum of one hundred thousand dollars ($100,000) in the event of death; in the event of accidental death, a sum of not less than two (2) times that amount shall be paid, determined upon the current Life Insurance Plan. To be eligible for this benefit, the teacher must enroll in the plan.

C. Health Insurance

1. To be eligible for health insurance, a teacher must work 30 hours per week
2. The Board shall provide for teachers a health insurance plan for a twelve (12) month period, which provides individual and/or family plan major medical health coverage.
    - a) Gold Plan
        - (1) Family Plan
            - (a) Corporation Percentage: 66%
            - (b) Certified Employee Percentage: 34%
        - (2) Single Plan
            - (a) Corporation Percentage: 70%
            - (b) Certified Employee Percentage: 30%

b) Navy Plan
    (1) Single Plan
        (a) Corporation Percentage: 86.043243%
        (b) Certified Employee Percentage: 13.956757%

3. Affordable Care Act Compliance
    a) Per requirements of the Affordable Care Act, Fairfield Community Schools will make available to all employees who work full-time (defined as 30 hours or more) a "Navy Plan" Insurance Plan (see table above). This will be a high-deductible health care plan with a premium that meets the Safe Harbor threshold for affordability per the IRS. The "Plan B" Insurance Plan will be a single plan for the employee only. The Corporation's share of the premium is already built into the fact that the plan is meeting Safe Harbor for the ACA. The corporation share and employee share may change from year to year based on the Safe Harbor amounts for affordability. Per requirements of the Affordable Care Act, all employees will either accept "Navy Plan" coverage, waive the coverage, or exercise the option to move to coverage under the corporation's "Gold Plan".

D. Insurance Committee
    1. The Board of School Trustees, in discussion with the teachers' association, shall choose a carrier for group life insurance, major medical and accident insurance, long-term disability, and dental insurance from a list of up to three (3) carriers recommended by the Insurance Committee made up of four (4) association members, one from each school, appointed by FEA; one (1) officer from FEA; and three (3) administrators/central office personnel.

E. Long-Term Disability
    1. To be eligible for LTD, a teacher must work 17.5 hours per week.
    2. The Board shall provide for teachers a group long-term disability policy with up to a maximum of $80,000 of covered salary. The Board agrees to pay all of the premiums for each certificated employee up to a maximum of one hundred sixty-two dollars ($162.00).

F. Section 125 Flexible Benefit
    1. The full benefits of Section 125 Flexible Benefit Plan of the Internal Revenue Code of 1986, as amended, shall be provided. The participating teacher shall pay any and all costs involved.

G. Dental Insurance
    1. To be eligible for dental insurance, a teacher must work 30 hours per week
    2. The Board shall provide for teachers a dental insurance plan for a twelve (12) month period, which provides individual and/or family plan coverage.
    3. Contributions
        a) Corporation
            (1) Single: 68%

(2) Family: 62%

b) Certified Staff

(1) Single: 32%

(2) Family: 38%

H. Vision Insurance

1. To be eligible for vision insurance, a teacher must work 30 hours per week
2. The Board shall provide an option for a vision insurance plan for a twelve (12) month period, which provides individual and/or family plan coverage. A teacher who enrolls in the vision plan shall pay one hundred percent (100%) of the cost for single coverage or family coverage.

I. Counseling Services

1. The Board shall provide an Employee Assistance Program (EAP) chosen after discussion with the Association leadership. All costs of the four (4) visits for the EAP will be assumed by Fairfield Community Schools, with subsequent visits covered by the employee through insurance or self-pay. The EAP provides each employee, spouse, and dependent children 4 visits with therapists during the year of service.

J. Sick Day Payout

1. A teacher who retires from Fairfield Community School Corporation with at least fifteen (15) years of service in the district will receive thirty-five dollars ($35.00) for each day of accumulated sick leave, not to exceed the maximum number of accumulated days listed in Article VI, B1. The payment for accumulated sick leave will be made in the form of one payment into a Non-Elective 403(b) Plan in June of his/her final year. To the extent that if any of these payments would exceed the non-elective 403(b) Plan Contributions, the excess above the maximum limitations would be paid to the teacher in the form of a check, 403(b) payout, or payout/cash out in June of his/her final year. In the event of an employee's death, the sick day payout would be paid to his/her estate.

K. 401(a) Retirement Plan

1. Starting with the 2002-03 School Year, the corporation established a section 401(a) Retirement Plan for teachers to be funded with contributions by the corporation. The corporation agrees to contribute 1% of the teachers' base salary as established in the Teacher's Master Contract Compensation Plan. Contributions to the 401(a) Plan will be made on a quarterly basis. The plan will provide for vesting after fifteen (15) years of service. For vesting purposes, teachers will be given credit for years of service worked as teachers in the corporation prior to the establishment of the plan. Teachers shall be vested at: 33 1/3% after five (5) years; 66 2/3% after ten (10) years; and 100% after fifteen (15) years of service. The Corporation and Association acknowledge that the purpose of establishing the 401(a) Retirement Plan was to convert from a system of unfunded retirement benefits to a funded plan. The parties

further agree that all contributions made to the 401(a) Plan by the Board shall be considered as additional funds and impact salary increases. The benefits (Severance & Group Health Insurance) that a retiring teacher may receive under the provisions of Article V, 7-9 shall be decreased by an amount equal to the corporation's contributions to that teacher's 401(a) plan account plus the agreed assumed rate of investment growth, hereafter defined as 401(a) Investment Value at Retirement (this keeps Fairfield Community Schools from paying for this benefit twice). The assumed rate of investment growth and the decrease of unfunded benefits shall be as follows:

a) The assumed rate of investment growth for the purpose of calculating the 401(a) Investment Value at Retirement shall be 8% and it shall be applied on a compounded basis.
b) The Severance Benefit defined in Article V shall be decreased by an amount equal to 401(a) Investment Value at Retirement.
c) In the event that the 401(a) Investment Value at Retirement exceeds the amount of the Severance Benefit defined in Article V, the Group Health Insurance Benefit defined in Article V shall be decreased by the excess amount.

V. Article V. Social Security Bridge

A. Exclusion for Teachers Hired after June 1, 2002. The Severance and Group Health Insurance Benefits provided under Article V, 7-9 shall not be available to any teacher hired after June 1, 2002.

B. In order to be eligible to participate in the Fairfield Community Schools Social Security Bridge Plan, teachers shall meet the following conditions:

1. Teachers must have completed fifteen (15) years of service in the Fairfield Community School Corporation or Schools incorporated in the Fairfield School Corporation reorganization.
2. Teachers must qualify for full retirement benefits from the State Teachers' Retirement Fund within the Indiana Public Retirement System.
3. Teachers must inform the Superintendent and the Board of School Trustees in writing, not later than May 1 in the year they plan to sever their contract with the Fairfield Community Schools. Teachers are encouraged to inform the Superintendent and the Board of School Trustees in writing, not later than May 1, one year prior to the year they plan to sever their contract with Fairfield Community Schools.
4. In the event a teacher is unable to give notice of severance as required and is forced to sever as a result of ill health, accident, or other unforeseen events, the required notice of severance may be waived by the Board of School Trustees.
5. After a teacher has given proper notification of intent to sever as specified in Section B, and death occurs prior to receiving the severance pay, such benefit shall be made payable to the beneficiary of the deceased.

6. A teacher who is dismissed for reasons other than termination (I.e., Reduction in Force, or "RIF") and is eligible for severance pay will receive the same benefits as a person who has given proper notice.
7. Following retirement, all certified members of the bargaining unit meeting the above requirements will be entitled to an annual payment of $7,028 per year for five (5) years into a Non-Elective 403(b) Plan. Annual payments will be made in July after the date of severance to the extent that any of these payments would exceed the non-elective 403(b) Plan.
8. Contributions above the maximum IRS limitations would be paid to the teacher in cash. No Social Security Bridge payment will be funded until the year in which the payment is made. The benefit under this provision may be decreased as provided in Section K of Article IV.
9. A teacher receiving Social Security Bridge benefit, as well as his/her spouse if any, or as otherwise required by law, may continue to participate in the school corporation's group health insurance plan until he/she is eligible for Medicare. If a teacher who retires already is eligible for Medicare, the teacher may not continue on the corporation's group health insurance plan and coverage will terminate upon completion of the final day of employment. Once a teacher who retires becomes eligible for Medicare, the teacher may not continue on the corporation's group health insurance plan.
10. A teacher has the choice of Option "A" or Option "B":
11. Option "A": the board will pay the same amount for group health insurance single premium as provided at the time of retirement. In no event shall these payments exceed a maximum of five (5) years. After the fifth year, insurance benefits may be continued by a teacher at his/her own expense.
12. Option "B": The board will pay the same amount for group health insurance family premium as provided at the time of retirement. In no event shall these payments exceed a maximum of five (5) years. After the fifth year, insurance benefits may be continued by a teacher at his/her own expense. The teacher must submit in writing to the administration office his/her intent prior to leaving his/her job. The benefit under this provision may be decreased as provided in Section K of Article IV.
13. If an employee does not qualify for the bridge program, medical, dental, and vision insurance shall terminate on the last day of the month in which contracts are paid off—typically August 31—even though the employee's retirement payout is issued as a lump sum at an earlier date.
14. Any retirement or bridge benefits under this Article shall be provided in accordance with applicable federal and state law, including Social Security regulations, and any provision inconsistent with such law shall be adjusted to ensure compliance.

VI. Article VI. Leave of Absence

A. General Principles and Contract Integrity

1. Purpose and Scope: The provisions of this Article, and all leaves granted hereunder, shall be interpreted in a manner that is consistent with the terms of this contract, applicable law, and the policies of the District.

B. Unpaid Leave

1. Discretion & Approval. Granting unpaid leave is discretionary with the Superintendent/designee, consistent with this Agreement, applicable law, and Board policy. Conditions may be attached to any approval.

C. All eligible employees are entitled to leave under the Family and Medical Leave Act (FMLA) of 1993, as amended, and any applicable Indiana leave statutes. FMLA leave shall run concurrently with any other applicable leave provided under this Agreement. Nothing in this Agreement shall diminish or waive any rights guaranteed by FMLA, including but not limited to the right to job restoration, continuation of health benefits, and protection against retaliation.

D. Leaves under the Americans with Disabilities Act (ADA) or applicable state disability laws will be provided in accordance with law. Such leave may run concurrently with FMLA leave when appropriate.

E. When an employee is eligible for both paid leave and FMLA leave, the paid leave shall run concurrently with FMLA leave unless otherwise required by law.

F. Days granted as leave are assumed to be full working days for a full-year regular contracted teacher. Leave days will be awarded pro-rata, proportional to the teacher's full-time equivalency (FTE) for the position. A full-day teacher teaching all year would be an FTE of 1.0 and would receive 100% of the full leave days outlined below. For comparison, a teacher teaching 80% of a full schedule, or 0.8 FTE, would receive 80% of the full days outlined below, rounded up to the next full day. This would equate to 8 full days of sick/family leave that could be taken as 8 full days or 16 half-days, or a combination thereof. Leave must be taken in full or half-day increments.

G. Sick/Family Leave

1. Sick/Family (Illness/Accident) leave shall be credited annually to each teacher on the first day of the school year as follows:

a) Ten (10) days for all teachers each year of service on a regular teaching contract.

b) Sick/Family leave may accumulate and would still apply for retirement compensation purposes found in Article IV. A cap of 203 would still apply towards retirement compensation. Accumulative leave days may be used for an individual teacher's illness, accident, or family defined in Article IV, section J. Upon retirement, any days accumulated by the retiree beyond those compensated would be donated to the sick bank.

c) Terms of Sick/Family leave use:

(1) Sick/Family leave days may be used in whole or half-day increments for a teacher's illness, medical or dental

appointments, or family illnesses. "Family" will be interpreted as husband, wife, child, father, mother, father-in-law, mother-in-law, brother, sister, grandchild, legal guardian, or POA. Sick days may be used for family members who fall under the FMLA relationship statute. After 5 consecutive sick days, it is recommended by the Department of Labor that employers request FMLA medical certification from their employees.

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

2. Any sick leave days accumulated by a certified employee in another school corporation up to 90 days shall be transferred as follows: beginning with the first year and succeeding years of employment, there shall be transferred up to 10 days of sick leave until the accumulated days which said teacher was entitled to in the former place of employment shall be exhausted or the limit of ninety days is reached.
3. A teacher who is absent because of personal illness or injury, not eligible for workman's compensation, and not eligible for long-term disabilities, may use sick leave.
4. Teachers are discouraged from using leave days on Staff Development Days. Proof of illness may be required for teachers using sick or family sick days on Staff Development days.
5. In the event of an employee's death, the sick day payout would be paid to his/her estate.

H. Maternity Leave

1. The personal illness/condition of a teacher who is pregnant will be entitled, upon request, to a leave of absence for a period up to one (1) year following the birth of the child subject to the following:
2. The leave will begin no later than the date the teacher's attending physician determines and will end no earlier than at a time teachers attending physician determines. The School Corporation may require a statement by the physician on these medical questions
3. The leave may extend for a period of up to one (1) year following the birth of the child; said teacher will notify the Superintendent in writing of the intention to take such leave and, except in the case of emergency, will give such notice on a mutually approved leave form at least thirty (30) days prior to the date on which the leave is to begin.
4. 10 days of maternity leave with pay will be allotted after the birth of a child.
5. Teachers must use their accumulated sick leave before taking unpaid days, but will be required, at the option of the School Corporation, to present a doctor's certificate of disability and personal physical inability to teach to justify such use of accumulated sick leave days. Such use of sick

leave will be limited to the teacher's disabilities directly related to the birth of the child.

6. Any teacher taking leave of absence under this policy may be eligible to borrow from the Sick Leave Bank as set forth in the Master Contract. Such use of the bank days will be limited to personal disabilities directly related to the cause of the disability.

I. Adoptive Leave
   1. A teacher taking adoptive leave under the Corporation's FMLA policy may use up to thirty (30) days of accumulated sick leave as part of the 12 weeks of FMLA leave. Ten (10) days of adoptive leave with pay will be allotted.

J. Foster Leave
   1. A teacher taking foster leave under the Corporation's FMLA policy may use up to thirty (30) days of accumulated sick leave as part of the 12 weeks of FMLA leave.

K. Paternity Leave
   1. A teacher taking paternity leave under the Corporation's FMLA policy may use up to thirty (30) days of accumulated sick leave as part of the 12 weeks of FMLA leave. Five (5) days of paternity leave with pay will be allocated after the delivery of the child. Paternity leave cannot begin prior to the birth of the child or until the leave is deemed medically necessary due to the health of the mother.

L. Sick Leave Bank
   1. The Sick Leave Bank is open to all certified personnel covered by the master agreement. The bank is formed by voluntary participation and voluntary donations by personnel. This bank replaces the reserve leave in prior agreements.
   2. Teachers will automatically be enrolled in the Sick Leave Bank unless a waiver saying they do not wish to participate is sent to the Business Manager during the first ten (10) days of the school year or the first ten (10) days following ratification of this contract, whichever is later. Membership in the Sick Leave Bank shall be automatically continued from one school year to the next unless the member indicates in writing an election to withdraw from the bank. Such an election to withdraw must be made during the annual enrollment period. Personnel electing to be a member must remain a member for the entire school year.
   3. No teacher shall be required to participate in this program.
   4. Upon formation of the Bank in 2013, all member teachers donated one (1) sick leave day toward the sick leave bank. All donated days lost their identity and are considered a permanent contribution. These days shall be used for the purpose of providing a bank of days upon which employees may borrow in cases of long-term absence for personal illness or a chronic medical condition that requires specialized treatment by a doctor on a regularly scheduled basis. A teacher who does not voluntarily

donate one (1) day of sick leave is not qualified to receive benefits of the program. Days borrowed from the sick bank do not need to be repaid to the bank

5. Application for sick bank days can be made for Family Leave in cases of a family member's long-term personal illness or a chronic medical condition that requires specialized treatment by a doctor on a regularly scheduled basis. "Family" for the sick leave bank is defined the same as in Article VI.B.1.c). (1) above. It is the determination of the Sick Leave Bank Committee as to whether to award this leave to the teacher.
6. New teachers hired after the formation of the bank, upon election to become a member, will donate one (1) sick day once toward the sick leave bank. Personnel employed by the school corporation after the annual enrollment window has passed shall have ten (10) days from the date of employment in which to decline membership.
7. Sick days accumulated past those compensated upon retirement of an individual will be added to the sick bank.
8. Application of Need
    a) A teacher may apply for days given that days are available in the bank. All sick leave and personal leave previously accumulated by the individual must be exhausted. A teacher must be under a physician's care or qualify for Family Leave as described in G.5 to be eligible. An individual may not borrow from the sick leave bank beyond the date when he or she becomes or could become eligible for long-term disability benefits provided by the Board of School Trustees. A member cannot draw days from the Bank and also receive compensation from another source (i.e., another leave, disability, or workman's compensation).
    b) A maximum number of days to be granted per member shall be twenty-five (25) consecutive or non-consecutive days per school year. An extension of the 25-day limitation may be granted at the discretion of the Sick Leave Bank Committee, not to exceed another 25 days. Any extension beyond this fifty (50) day limitation will require approval by the Board.
    c) An individual with a chronic medical condition that requires specialized treatment by an FMLA-approved physician may apply for the sick bank only if they are enrolled in intermittent FMLA for the said condition.
    d) The Sick Bank Committee will respond to the applicant in writing of the decision of the Committee within five (5) days following the Committee's action. Action to grant the leave will be reported to the Fairfield Community Schools Assistant Superintendent of Finance.

e) Unused bank days shall remain in the bank. If the bank is discontinued, the sick days remaining in the bank will be distributed to the participants with the following restrictions:
    (1) No teacher shall be repaid more days from the bank than the days contributed to the bank; days may accumulate without a cap, but a cap does apply for retirement payout. The repayment of days may not result in a total accumulation of sick leave days in excess of 203 for any individual teacher.

9. Sick Leave Bank Committee
    a) The Committee shall consist of the Assistant Superintendent of Finance, a designee of the Superintendent, the Association President, and two teachers who will provide representation of the Association on the Committee proportional to its share of all teachers in the district. The Assistant Superintendent of Finance will act as chairperson of this Committee. The Association President will have no voting power except in the event of a tie vote by the committee.

M. Workers Compensation Leave

1. A teacher who is absent from work because of an injury received on the job receives regular pay from his/her accumulated sick leave for the first five (5) days (chargeable against sick leave). After the first five (5) days, the teacher will be paid by the School Corporation the difference between Workmen's Compensation and his/her regular pay, not to exceed the total dollar value of his/her total accumulated sick leave until the individual's sick leave is exhausted. Provided, however, in the event of a physical injury resulting from battery by a student, parent, or other person in the course of a job-related function, the teacher will be paid by the School Corporation the difference between Worker's Compensation and his/her regular pay for first fifteen (15) school days missed without any reduction in his/her accumulated sick leave days.

N. Bereavement

1. The following policy shall regulate teacher absence due to death in the family. Each teacher shall be entitled to be absent from work up to ten (10) days for the death of a husband, wife, mother, father, or child. Each teacher shall be entitled to five (5) school days because of the death of an immediate family member without loss of compensation. The days may be taken non-consecutively. Immediate family is interpreted as including the following: brother, sister, father-in-law, mother-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, grandparent, grandchild of the teacher or the teacher's spouse, and any other relative or person who at the time of death was living as a member of the household of the teacher, including unborn children (i.e., miscarriages).

2. In case of the death of an uncle, aunt, first cousin, niece, or nephew, the teacher is entitled to be absent one (1) day without loss of compensation (day of funeral).
3. For any teacher who has a student on his or her class roster who dies during the course of the school year, leave will be granted for one (1) full day to attend the funeral.
4. Additional days may be granted by application to the Superintendent or his/her designee.
5. Teachers asked to serve in one of the following capacities as an active participant in a funeral service will be excused without loss of compensation for such duty, not to exceed one (1) day's absence. These roles are limited to music accompanist, singer, presiding/pastoral role, pallbearer, eulogist, or color/honor guard.
6. Bereavement leave may be utilized within nine (9) months following the date of death.
7. One additional bereavement day will be granted for travel if the funeral service will be held in excess of a 500-mile radius from Goshen, IN.

O. Jury Duty Leave
1. When requested, a teacher may serve on jury duty. The Board shall pay the teacher his/her full salary, less any daily remuneration granted by the court. Pay for court-incurred expenses shall not be considered as court pay and shall not be deducted from the teacher's salary. Provided, however, the teacher will join the School Corporation in requesting the court for an excuse from jury duty when, in the opinion of the School Corporation, the teacher's absence would create a hardship on the educational program.

P. Court Leave
1. Court leave with pay shall be granted to teachers subpoenaed in a court proceeding where the teacher's presence is required in the litigation, except in any matter where the teacher is a plaintiff, or in any matter where the teacher and the School Corporation are adverse parties in the action or any proceeding pursuant to Public Law 217, Acts of 1973.

Q. Personal Leave
1. Each teacher shall be entitled to at least three (3) days for the transaction of personal business and/or the conduct of personal or civic affairs during each year of such employment. Unused personal leave days shall be allowed to accumulate up to a maximum of five (5) days, after which the unused days shall be added to the accumulated sick/family leave after the close of school. It is discouraged that personal days be used to extend a vacation except for emergency situations. Personal days immediately before or after a vacation to extend Spring Break or Winter Break will be deducted 2 for 1 (one day of leave will result in two personal days being charged). A written statement shall be submitted to the building principal and superintendent of schools setting forth the reason and necessity,

which shall be the cause of such absence, prior to or following a vacation. Prior approval from the Superintendent or his/her designee must be obtained for use of personal leave on Parent/Teacher Conference days and Teacher Professional/Orientation days. Personal leave days may not be used during summer school employment. Personal leave days must be exhausted before no-compensation days are granted.

R. Military Leave
   1. Employees called to military service will be granted military leave in accordance with federal and state law.
   2. Teachers called to active duty or required training shall be reinstated to their previous position with full seniority and benefits upon return.
   3. Any difference in pay between military pay and the teacher's regular salary shall be addressed in accordance with state law.

S. Teacher's Professional Meetings
   1. The building principal and superintendent will approve teachers' requests to attend a minimum of one (1) conference per year in their major fields with pay, mileage, and reasonable expenses. Reasonable mileage and reasonable expenses to approved conferences on non-school days will be paid by the School Corporation. Teachers should submit an estimate of expenses at the time of their request or approval to attend conferences. When teachers are asked to attend a conference by the administration, the up-front cost of the registration will be paid by the corporation. The teacher may be responsible for registration costs if he/she does not attend. Professional leave days will not be granted during summer school employment unless approved by the Superintendent or Designee prior to the event.
   2. Professional Development outside of contract hours, including new teacher orientation, will be compensated at $25 per hour, as is current pay. Certified staff will also be compensated at the same rate for extra work, including EL TOR positions.

T. General Provisions Covering Leave of Absence
   1. A teacher whose leave of absence was not anticipated to, and did not in fact, exceed sixty (60) contract days, shall be reinstated to the same teaching position. If the leave is sixty-one (61) days or longer, a teacher returning from a leave of absence covered by this Article shall be given a position in the school system, which is in keeping with their area of certification.
   2. Leave time shall not be counted against a teacher for salary purposes as long as the leave does not prevent the teacher from obtaining an Effectiveness Rating. If a teacher does not instruct a minimum of 90 days, the teacher will not receive a rating, will be ineligible for a rating, and will stay at the salary he/she was making at the time of taking the leave, unless a previously earned rating was not applied. If so earned, it will be applied upon a return to teaching. It is understood that a probationary

teacher on leave of absence is still subject to notification that the contract will not be renewed in accordance with state law, and a professional or established teacher is subject to notice of dismissal for cause as established by state law.

3. Teachers on leave, at their option and at their individual expense, may continue insurance benefits as set forth in this Contract.
4. If the teacher takes unpaid days and/or fails to return to work at the end of the leave for reasons other than the continuation, recurrence, or onset of a serious health condition that entitles the staff member to FMLA leave or for circumstances beyond the control of the teacher, the teacher shall reimburse the Board for the health insurance premiums paid by the Board during the unpaid leave.
5. The School Corporation reserves the right to require written verification of the reasons for all leaves.
6. All leaves provided under this Article shall comply with applicable federal and state laws, including the Family and Medical Leave Act and Indiana leave statutes. Any provision that conflicts with law shall be adjusted to maintain compliance.

VII. Article VII Grievance Procedures

A. Preamble

1. Good morale is maintained, as problems arise, by sincere efforts of all persons concerned to work toward constructive solutions in an atmosphere of courtesy and cooperation. The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to the problems that may, from time to time, arise. Both parties agree that proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure. Nothing contained herein shall be construed to prevent any individual teacher from presenting a grievance and having the grievance adjusted if the adjustment is not inconsistent with the terms of this Contract, and the Association has been given an opportunity to be present at such hearings.

B. Definitions

1. A "grievance" is an alleged violation of a specific article or section of this contract, or an alleged misapplication or misinterpretation of law or an adopted school board policy in Series 3000 of the School Board policies regarding Professional Staff.
2. The term "teacher" includes any individual or group of individuals within the bargaining unit.
3. The term "day," when used in this Article, shall be school teaching days. During the summer recess, the term shall mean weekdays, but shall include Saturday when summer school teachers are required to work beyond weekdays.

4. The term "authorized representative" shall include officers, faculty, representatives, and agents of the Association.

C. Procedures

1. The number of days indicated at each level shall be considered as maximum, and every effort shall be made to expedite the process. The time limits may be extended by mutual consent in writing by authorized representatives of each party. In the event that a grievance is filed after May 15 of any year and strict adherence to the time limits may result in hardship to any party, all parties involved shall use their best efforts to process such grievance by the end of the school term or as soon thereafter as possible.
2. Level I
    a) A teacher with a grievance may initiate the procedure in one (1) of the following ways:
        (1) He/she may approach the building principal concerned and discuss the matter on his/her own behalf.
        (2) He/she may request that a representative of the Association accompany him/her in approaching his/her building principal. In such a case, the principal shall not initiate any consultation with the grievant prior to any scheduled meeting at which the representative is to be present. The principal may have a representative or consultant present at the meeting.
        (3) In the event the steps "(1)" and "(2)" above are unsuccessful, the teacher may file a formal grievance in writing to the building principal. This grievance shall include:
            (a) Name of grievant
            (b) Date the alleged grievance occurred
            (c) A statement of the facts giving rise to the grievance
            (d) Identify the specific alleged provision of the agreement violated
            (e) State the contention of the employee with respect to the grievance
            (f) Indicate the specific relief requested
    b) This form shall be filed in quadruplicate, with one (1) copy to the Association, one (1) copy to the grievant, one (1) copy to the building principal, and one (1) copy to the office of the Superintendent. A formal grievance shall be filed as soon as possible, but in no event longer than fifteen (15) days after disclosure of the facts giving rise to the grievance.
    c) Within five (5) days of the filing of the formal grievance in writing, a meeting shall take place between the building principal and/or a designee and a consultant, if desired, the grievant, and the

association representative; and an answer to the grievance shall be given to the grievant in writing within four (4) days

3. Level II
    a) Superintendent
        (1) Within fifteen (15) days after receiving the decision of the building principal, the grievance may be appealed to the Superintendent and/or his/her designated representative. The appeal shall contain the six points a Level One (3) above and must be accompanied by a copy of the decision at Level One. Within seven (7) days, the Superintendent and or his/her designated representative shall meet with the grievant and the Association representative. Within four (4) days of the meeting, the Superintendent and/or his/her designated representative shall indicate in writing his/her decision of the grievance. A copy of this decision shall be forwarded to the grievant, the Association, and the building principal.
4. Level III
    a) School Board
        (1) If the grievance is not settled at Level Two, it may be appealed within fifteen (15) days to the Board by filing a written notice to the Board of School Trustees. A meeting with the Board shall be held within fifteen (15) days following the receipt of such notice, and the Board shall promptly notify the grievant and the Association of the date, the time, and the place where such appeal shall be heard. The Board's written decision shall be transmitted to the grievant and the Association within five (5) days after the hearing. The Board may not consider any material, allegation, or remedy not presented in Level Two.
5. Level IV
    a) Binding Arbitration
        (1) If the grievance is not resolved in Step Three, the grievance may be submitted within five (5) business days of receiving the reply from the Board of School Trustees, to binding arbitration before an impartial arbitrator selected through the American Arbitration Association. The selection of the arbitrator and the rules which govern the arbitration proceedings shall be in accordance with the rules of the American Arbitration Association. The Board and the Association shall not be permitted to assert in such arbitration proceedings any ground or to rely on any evidence not previously disclosed to the other party. Both parties agree to be bound by the award of the arbitrator.

The fees and expenses of the arbitrator shall be shared by the Board and the Association. Binding arbitration is limited to alleged violations of provisions within the scope of bargaining.

(2) All documents, communications, and records dealing with the processing of a grievance shall be filed in a file separate from the personnel files of the participants, and such grievance records shall not be used for employment reference purposes.

VIII. Article VIII. Terms of Agreement

A. This contract is effective from July 1, 2025-June 30, 2027, on all terms. This contract is ratified and signed at Goshen, Indiana, on the October 21, 2025, between the Board of School Trustees of Fairfield Community Schools, County of Elkhart, State of Indiana, Party of the first part, heretofore referred to as the "Board," and the Fairfield Educators Association, Party of the second part, heretofore referred to as the "Association" and affiliate of the Indiana State Teachers Association and the National Education Association.

B. The undersigned attest to the following:
   1. A public hearing was held in compliance with I.C. 20-29-6-1(b) on October 9, 2025, and electronic participation from the governing body and or public was not permitted; and
   2. A public meeting in compliance with I.C. 20-29-6-19 was held on October 21, 2025, to discuss the tentative agreement and electronic participation from the governing body or public was not permitted.

C. This Agreement is subject to all applicable federal and state laws. If any provision is found to be invalid or unenforceable under such laws, the remainder of the Agreement shall remain in full force and effect.

Marilee Keim	School Board President	
Dennis Schooley	Board President of Fairfield Educators Association	
Tyler Rensberger	School Board Secretary	
Carrie Bender	Board Bargaining Member, Fairfield Educators Association	
Kaylene Garber	Board Bargaining Member, Fairfield Educators Association	
Jenna Groff	Board Bargaining Member, Fairfield Educators Association	
Julie Hursey	Board Bargaining Member, Fairfield Educators Association	
Jillian Shively	Board Bargaining Member, Fairfield Educators Association	

Appendix A1
Fairfield Community Schools
Newly Hired Teachers Compensation Schedule
July 1, 2025 - June 30, 2026

Salary Schedule				
Years	Bachelors	Bachelors + Literacy	Masters	Masters + Literacy
0	$47,500	$47,600	$49,000	$49,100
1	$48,500	$48,600	$50,000	$50,100
2	$49,500	$49,600	$51,000	$51,1000
3	$50,500	$50,600	$52,000	$52,100
4	$51,500	$51,600	$53,000	$53,100
5	$52,500	$52,600	$54,000	$54,100
6	$53,500	$53,600	$55,000	$55,100
7	$54,500	$54,600	$56,000	$56,100
8	$55,500	$55,600	$57,000	$57,100
9	$56,500	$56,600	$58,000	$58,100
10	$57,500	$57,600	$59,000	$59,100
11	$58,500	$58,600	$60,000	$60,100
12	$59,500	$59,600	$61,000	$61,100
13	$60,500	$60,600	$62,000	$62,100
14	$61,500	$61,600	$63,000	$63,100
15	$62,500	$62,600	$64,000	$64,100
16	$63,500	$63,600	$65,000	$65,100
17	$64,500	$64,600	$66,000	$66,100
18	$65,500	$65,600	$67,000	$67,100
19	________	________	$68,000	$68,100
20	________	________	$69,000	$69,100

21	________	________	$70,000	$70,100
22	________	________	$71,000	$71,100
23	________	________	$72,000	$72,100
24	________	________	$73,000	$73,100
25	________	________	$74,000	$74,100
26	________	________	$75,000	$75,100
27	________	________	$76,000	$76,100
28	________	________	$77,000	$77,100
29	________	________	$78,000	$78,100
30	________	________	$79,000	$79,100
31	________	________	$80,000	$80,100

*Teachers who have retired from a school district, accepted a buy-out from a school district, or are currently receiving TRF/PERF benefits will be subjected to a maximum cap of Non-Masters +8 years at a salary of $55,500, and Masters +8 years on a salary schedule of $57,000. There will be no incremental increases beyond these amounts.

Appendix A2
Fairfield Community Schools
Newly Hired Teachers Compensation Schedule
July 1, 2026 - June 30, 2027

Salary Schedule				
Years	Bachelors	Bachelors + Literacy	Masters	Masters + Literacy
0	$48,000	$48,100	$49,500	$49,600
1	$49,000	$49,100	$50,500	$50,600
2	$50,000	$50,100	$51,500	$51,600
3	$51,000	$51,100	$52,500	$52,600
4	$52,000	$52,100	$53,500	$53,600
5	$53,000	$53,100	$54,500	$54,600
6	$54,000	$54,100	$55,500	$55,600
7	$55,000	$55,100	$56,500	$56,600
8	$56,000	$56,100	$57,500	$57,600
9	$57,000	$57,100	$58,500	$58,600
10	$58,000	$58,100	$59,500	$59,600
11	$59,000	$59,100	$60,500	$60,600
12	$60,000	$60,100	$61,500	$61,600
13	$61,000	$61,100	$62,500	$62,600
14	$62,000	$62,100	$63,500	$63,600
15	$63,000	$63,100	$64,500	$64,600
16	$64,000	$64,100	$65,500	$65,600
17	$65,000	$65,100	$66,500	$66,600
18	$66,000	$66,100	$67,500	$67,600
19	________	________	$68,500	$68,600
20	________	________	$69,500	$69,600

21			$70,500	$70,600
22			$71,500	$71,600
23			$72,500	$72,600
24			$73,500	$73,600
25			$74,500	$74,600
26			$75,500	$75,600
27			$76,500	$76,600
28			$77,500	$77,600
29			$78,500	$78,600
30			$79,500	$79,600
31			$80,500	$80,600

*Teachers who have retired from a school district, accepted a buy-out from a school district, or are currently receiving TRF/PERF benefits will be subjected to a maximum cap of Non-Masters +8 years at a salary of $56,000, and Masters +8 years on a salary schedule of $57,500. There will be no incremental increases beyond these amounts

Appendix B
Extra Duty Schedule by Pay Level July 1, 2025-June 30, 2027

*The Corporation will pay the state retirement in addition to these amounts for the members of the Indiana State Teachers Retirement Fund

Position	0-5 Years Experience	6-10 Years Experience	11+ Years Experience
Group A			
Assistant Athletic Director	$10,500		
Group B			
Head Basketball Head Football Head Volleyball Band Director Choir Director	$7,761	$8,231	$8,702
Group C			
Head Baseball Head Softball Head Track FFA	$5,047	$5,305	$5,488
Group D			
Head Wrestling	$3,751	$3,819	$3,895
Group E			
Varsity Assistant Basketball Assistant Basketball Assistant Football Assistant Band Assistant Choir	$3,480	$3,549	$3,619

Group F			
Varsity Cheerleading Coach	$2,929	$2,986	$3,044
Assistant Volleyball			
Sports Contest Supervisor			
Yearbook			
Group G			
Freshman Basketball	$2,411	$2,460	$2,507
Freshman Football			
Head Tennis			
Cross Country			
Training Room Assistant			
Guard Director			
Group H			
JH Basketball	$2,239	$2,281	$2,327
Assistant Wrestling			
Summer Band			
Semester Academic Tutor			
Group I			
Competition Cheerleading Coach	$1,825	$1,861	$1,899
JH Cross Country			
Assistant Track			
Assistant Baseball			
Head Musical Director			
Assistant Softball			
JV Softball			
Head 8th Grade Football			
Head 7th Grade Football			

Group I (Continued)			
Head Golf	$1,825	$1,861	$1,899
Robotics Coach/Coordinatory			
Group J			
Assistant 8th Grade Football	$1,764	$1,802	$1,866
Assistant 7th Grade Football			
JH Wrestling			
JH Track			
Junior Class Sponsor			
JH Volleyball			
Freshman Volleyball			
Play Director			
Group K			
Building Guiding Coalition Members	$1,326	$1,349	$1,374
Assistant Musical Director			
Auditorium Coordinator			
Freshman Baseball			
5th/6th A/B District Basketball			
5th/6th A/B District Volleyball			
7th/8th A/B District Basketball			
7th/8th A/B District Volleyball			
Skills USA			
International Culture Club/GAPP			
Assistant JH Cross Country			
Group L			
JH Baseball	$1,243	$1,269	$1,294
Weight Training Coordinator			

Group L (Continued)			
Assistant Tennis			
Percussion Director			
Elementary Music			
Assistant Play Director	$1,243	$1,269	$1,294
JV Cheerleading			
JH Softball			
Assistant JH Wrestling			
Group M			
Academic Coach			
Sunshine Society			
Senior Class Sponsor			
Freshmen Cheerleading			
Student Council			
JH Cheerleading			
Assistant Musical Director B	$1,055	$1,080	$1,102
FJSHS A/V Events Coordinator			
Robotics Coach			
Play Tech Coordinator			
Musical Tech Director			
E-Sports			
Group N			
FHA			
Intramurals			
National Honor Society	$805	$818	$836
National Art Honor Society			
6th Grade Volleyball			

Group N (Continued)			
JH Golf			
Elementary Dyslexia Coordinator			
Elementary Student Council			
Jr Robotics Coaches	$805	$818	$836
Chess Club			
5th/6th Intramural Basketball			
5th/6th Intramural Volleyball			
Group O			
FJSHS Team Coordinator			
Sign Language Club			
German Club			
Spanish Club	$642	$656	$668
Key Club			
FADD			
Outdoor Lab Coordinator			
Group P			
Fairfield Jr Honor Society			
JH Student Council	$424	$433	$440
Teachers Regularly Traveling			
Group Q			
Class Sponsors	$348	$366	$385