2025-2026

CONTRACT AGREEMENT

BETWEEN

THE BOARD OF SCHOOL TRUSTEES

OF THE

CENTERVILLE-ABINGTON COMMUNITY SCHOOLS

AND

THE CENTERVILLE-ABINGTON EDUCATION ASSOCIATION

THIS AGREEMENT ENTERED INTO THIS 22ND DAY OF OCTOBER, 2025 BY AND BETWEEN THE BOARD OF SCHOOL TRUSTEES OF THE CENTERVILLE-ABINGTON COMMUNITY SCHOOLS, HEREINAFTER CALLED THE "BOARD", AND THE CENTERVILLE-ABINGTON EDUCATION ASSOCIATION, HEREINAFTER CALLED THE "ASSOCIATION".

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ARTICLE I
Recognition - Definitions

A. In accordance with I.C. 20-29 the Centerville-Abington Board of School Trustees hereby recognizes the Centerville-Abington Education Association as the exclusive representative, for purposes of collective bargaining and discussion, of certificated employees in the bargaining unit. Included in the bargaining unit are all certificated employees as defined in I.C. 20-29 except superintendents, assistant superintendents, administrative assistants, business managers, supervisors, athletic directors, directors with corporation wide responsibility, principals, assistant principals, department heads who have responsibility for evaluating teachers, director of guidance, school psychologist, counselors, confidential employees, employees performing security work within the meaning of I.C. 20-29, substitute teachers, any employee who may be appointed by the employer to serve in an acting supervisory or confidential capacity, any supervisory position that is subsequently created by the school employer.

B. Definitions

1. The term "teacher", when used in this contract, shall mean an employee represented by the Centerville-Abington Education Association pursuant to Article I Section A of this contract.

2. The term "Board", when used in this contract, shall refer to the governing body of the school corporation and its authorized representative(s).

3. The "Association" shall refer to the Centerville-Abington Education Association which is the organization that has been recognized as the exclusive representative and includes any person or persons authorized to act on behalf of such organization.

4. The term "school corporation", when used in this contract, shall refer to the Centerville-Abington Community Schools of the County of Wayne of the State of Indiana.

ARTICLE II
Compensation Provisions

A. Compensation Schedule

The teacher compensation schedule is listed in Appendix "A" and Appendix "B".

Compensation will be paid according to the compensation schedule listed below:

1. General Eligibility

    a. Must have been employed at least one hundred and twenty (120) days in the prior year.
    b. Teachers who do not satisfy this eligibility criteria remain at their prior year salary.

2. Eligible teachers will transition to the column on the schedule in Appendix "A" or "Appendix B", dependent on the teacher's possession of a literacy endorsement, that matches their degree and on the row that matches the amount of money that is the result of the raises listed below added to the teacher's 2025-2026 salary. Increases ($1422) are based upon a combination of the following factors:

    a. Academic Needs 1 is defined as sufficiently meeting the requirements to be retained by the Corporation - $1,033.
    b. Education is defined as possessing a content area master's degree/credit - The teacher has a master's degree/credits in a content area as defined by the Indiana Department of Education. These amounts do not exceed the 50% rule.

        a. MA - $189
        b. MA+15 - $189
        c. MA+30 - $189

3. Instructional Leadership is defined as possession of a teaching license with a literacy endorsement under IC 20-28-5-19.7 – $200.

4. Academic Needs 2 is defined as the need to retain certain teachers because of their invaluable contributions to the Centerville-Abington Community Schools. This is a differentiated salary increase under IC 20-28-9-1.5(c)(2) and is granted to the following teachers in the amounts listed below:

    Employee #1059 - $3,731.00
    Employee #3134 - $3,730.00

    *The total available salary increase under the compensation model is $5,153, but because only 2 individuals are impacted by Academic Needs 2, the total listed does not reflect the application of Academic Needs 2 in order to avoid confusion.

5. New teachers with no previous experience shall enter the compensation schedule and be placed in row 1 and the appropriate degree column. Teachers being hired with previous experience shall be placed in the appropriate column that matches their current degree/education and on the row that matches their current year of experience from Indiana TRF as well as other verified years of teaching in Indiana and any other state that matches their current education level and on the row that matches their current year of experience/evaluation.

B. The salary range for 2025-2026 is from $48,000-$80,431 in Appendix "A".
The salary range for 2025-2026 is from $48,200-$80,631 in Appendix "B".

C. The extra-duty compensation schedule is listed in Appendix "C".
For the 2025-2026 contract year, the teacher extra-duty compensation schedule will remain the same.

D. All adjustments to compensation, as a result of the attainment of eligible content area graduate college credit hours beyond the requirements for employment, shall be effective at the beginning of each semester. Eligible content areas are any content area (as defined by the IDOE). Any increase in the teacher's base compensation as a result of the attainment of content area graduate college credit hours is subject to the requirements of the Compensation Schedule listed in Appendix "A" and "Appendix B" herein. This will not apply for teachers who are rated ineffective or needs improvement unless the teacher is a true first or second year teacher, per Indiana Code 20-28-9-1.5(f).

E. Teachers completing and receiving the National Board Certification shall receive a one-time stipend in the amount of $1500 in the year the teacher receives and presents proof of attainment of the certification to the Superintendent. Stipends are provided outside of the compensation schedule.

F. Teachers that are required to write new curriculum outside of contractual time shall be compensated at a rate of $150/day at a maximum of two days per prep.

G. All years of teaching experience will be accepted for compensation schedule purposes when a teacher is employed, providing this experience was earned in an elementary or secondary school accredited by a State Department of Education requiring a teaching license and can be documented by the previous employers. Any teacher with years of experience of 0.5 or greater will be rounded up to the next full year of service for purposes of placement on the compensation model.

H. For purposes of state tuition support as well as placement on a compensation schedule, the school corporation shall translate military experience of a person licensed to teach in Indiana into teaching experience as follows:

1. Eight months of either military service or military service combined with teaching experience shall be equivalent to one year teaching experience provided such service shall occur within the school year beginning July 1 and ending June 30.

2. Military experience substituted shall not exceed four years.

3. The provisions of this section shall apply to all veterans who took the oath of allegiance, wore the uniform, served in either combat or non combat units, and were discharged under honorable conditions.

4. It is the responsibility of the teacher to furnish the school corporation with all documentation necessary to substantiate the claim for military experience prior to the time a teacher signs the teaching contract.

I. Any teacher with unused leave days at or above eighty (80) accumulated days will be paid a one-time stipend of two hundred dollars ($200) the last pay period in May after the school year ends.

J. Mentor teachers are to be paid a $600 stipend, per assignment, in two (2) payments of $300 each. The first half of the stipend is to be paid on the last pay in December and the second half of the stipend is to be paid on the first pay in May.

K. Summer school compensation will be based on the teacher compensation schedule at the appropriate place on the compensation schedule for the individual teacher with one (1) hour of summer school counting as 1/6th of a teacher's daily rate multiplied by the number of hours taught. The amendments further provide that the superintendent shall establish the rate of pay for a teacher on a supplemental service contract.

L. Any approved mileage which may be authorized to be paid to teachers shall be based on the current I.R.S.

reimbursement rate.

M. Technology Training-Teachers may earn an additional day of pay by attending at least 8 hours outside the normal teaching day or calendar year during the school year. This day is in approved technology instruction/training program(s) that expands or upgrades the teacher's skills and/or knowledge of technology for use in the classroom.

1. Instruction/training will be pre-approved by the Superintendent or his designee. It will include but not be limited to corporation-sponsored programs.

2. Teachers who have completed at least 8 hours of approved technology instruction/training will receive a stipend equivalent to 1/183rd of their annual compensation on the compensation model by the next payroll. The amendments further provide that the superintendent shall establish the rate of pay for supplemental compensation.

3. After school and weekend training technology credit will be given in the ratio of one hour of technology training to one hour of technology credit. Technology hours will be credited for college credit classes at the rate of 2.5 hours of technology credit per one hour of college credit.

4. Technology training will be paid to the teacher upon completion of the 8 hours.

N. An English as a Secondary Language teacher will be based upon their annual salary with one hour counting as 1/8 of the teachers daily rate multiplied by the number of hours worked.

O. Teachers who teach a dual credit course will receive a $250 stipend per semester per section. The stipend is to be paid at the end of each semester once in the second pay in January and the last pay in May.

P. The board agrees to pay the costs associated with obtaining criminal background checks for currently-employed teachers.

Q. For the 2025-26 school year, the board agrees to pay a $500 stipend to any teacher at row 22 or above on Compensation Schedule "A" or "B" if the teacher participates in the health insurance plan.

Article III
Insurance Benefits

EFFECTIVE December 1, 2025 (For plan year 2026)

A. The Board agrees to pay a maximum amount of $8788 for a single policy for each full time teacher employed under regular contract. A teacher will be responsible for any amount above the maximum amount paid by the corporation.

B. The Board agrees to pay a maximum amount of $18,572 for a family policy for each full time teacher employed under regular contract. If both teachers are employed by the corporation the maximum amount to be paid for the family plan shall not exceed $22,166. A teacher will be responsible for any amount above the maximum amount paid by the corporation.

C. The corporation is a member of the East Central Indiana School Trust. In the event that the Trustees of the East Central Indiana School Trust approve a premium holiday, the holiday shall be shared equitably between the Corporation and its employees that participate in medical coverage provided through the East Central Indiana Trust. Specifically, the corporation shall receive a credit towards the amount of premium payable under the terms of this agreement equal to the portion of the Corporation's normal contribution that is not paid as a result of the premium holiday.

D. The Board agrees to pay an annual stipend of $1,300 in lieu of health insurance coverage. The Board agrees to pay the $1,300 stipend on the first pay after the plan year ends.

E. The Board agrees to pay those on the single plan an additional $800 on the first pay after the plan year ends.

F. The East Central Insurance Trust Dental Insurance plan will be provided to each eligible teacher employed under regular contract. All premiums will be paid by the teacher. Any insurance plan provided will be subject to the rules and regulations of the underwriters or carriers. The plan will be administered through a Section 125, Flexible Benefits Plan.

G. The East Central Insurance Trust Optical Insurance plan will be provided, if available, to each eligible teacher employed under a regular contract. All premiums will be paid by the teacher. Any insurance plan provided will be subject to the rules and regulations of the underwriters or carriers. The plan will be administered through a Section 125, Flexible Benefits Plan.

H. The Board will provide a health insurance plan which will include a $1,000,000 limit major medical addendum with a $2,500 Stop Loss provision. The Board will pay premiums only to the company selected by the Board. Necessary policies to administer the program will be the responsibility of the Board. Any insurance plan provided by the Board will be subject to the rules and regulations of the underwriters.

I. The Board shall provide for each qualifying teacher a group life insurance plan which shall pay the teacher's designated beneficiary the sum of up to seventy-five thousand dollars ($75,000) in the event of death; and in the event of an accidental death, a sum of not less than two (2) times that amount shall be paid. The board shall pay all premiums except for one (1) cent which shall be paid by the qualifying teachers. Eligible teachers will have thirty (30) days after the start of school or thirty (30) days after signing their contract; whichever comes last, to complete an application for this coverage.

J. A long term disability insurance plan will be provided to each eligible teacher employed under regular contract. The Board agrees to pay 100% of the premium less one (1) cent which will be paid by the teacher. The Board will pay premiums only to the company selected by the board. Any insurance plan provided will be subject to the rules and regulations of the underwriters or carriers. Effective with the 2005-06 school year and each succeeding year no teacher may accumulate more than 90 sick days. If a teacher qualifies for LTD insurance and receives payments the Board will make up the difference in compensation between their LTD gross insurance distribution and what the teacher's normal compensation would be up to one hundred and twenty-two (122) work days.

K. A teacher may participate in the Centerville-Abington School Corporation flexible benefits plan approved and adopted by the Board under the provisions of Section 125 of the internal revenue code. This Plan is defined in the Board's "FLEXIBLE BENEFITS PLAN".

L. The sole authority for the selection of the insurance carrier shall be with the Board. Any insurance plan provided by the Board shall be subject to the rules and regulations of the underwriters or carriers.

Article IV
Retirement Benefits

An individual who is employed as a bargaining unit member at the time of retirement from employment will be eligible for the following retirement benefits provided the teacher has otherwise satisfied the requirements and conditions described below:

1. Group Health Insurance – immediately following retirement the teacher and his/her spouse, if any, shall have the option of remaining on the Corporation's current health insurance plan if all of the following conditions are met as of the date of retirement and thereafter:

    a. while the retired teacher and spouse, if any, remain enrolled in the health insurance plan, the retired teacher and spouse shall pay the entire insurance premium applicable to the insurance coverage, with the monthly payment to be made on or before the 25th day of the month for the succeeding month; and

    b. within ninety (90) days of the retirement date, the teacher has provided a written request to the School Corporation for continuing insurance coverage for the teacher and spouse, if any.

When a retired teacher first becomes eligible for Medicare, the teacher's eligibility to continue to participate in the Corporation's group health insurance plan shall terminate, if not earlier terminated according to applicable law. (The same termination of eligibility shall also apply when a retired teacher's spouse first becomes eligible for Medicare) It is acknowledged that the parties intend these provisions to comply with applicable federal and state laws that establish an eligible teacher's right to continue health insurance for the teacher and spouse, including if otherwise applicable, I.C. 5-10-8-2.6. Therefore, this right to extended coverage shall not override any rights to continuing health care coverage as required by COBRA.

2. Term Life Insurance – If an individual was employed as a bargaining unit member for at least ten (10) consecutive years at the time of retirement, and the retired teacher otherwise qualifies under the eligible class for retirement as defined by the school corporation's term life insurance carrier, the retired teacher may continue to participate in the school corporation's term life insurance coverage program. To continue this coverage, the retired teacher must pay the entire insurance premium applicable to the term life insurance coverage. Such premium payment shall be made monthly on or before the 25th day of the month.

3. The corporation will pay a one-time amount to any qualifying teacher (rule of 85) who is retiring in good standing and has fifteen (15) years of service to Centerville-Abington Community Schools. This amount is equal to $150 dollars per year of service and $50 per day for sick and personal days up to 96 days. This one-time amount is capped at $10,000 and will be deposited into the teacher's VEBA account in June following the teacher retirement year.

4. The annual cost of the retirement severance payment shall be deducted from the cost savings calculation for the following year's negotiations as agreed to in the 2025-26 contract negotiations.

5. 403(b) Annuity Plan-Each teacher may elect to make a compensation reduction election and make tax deferred contributions to the plan described in section 403(b) of the Internal Revenue Code to the maximum limits allowed by the Code. The Board shall forward compensation reduction money to the appropriate vendor once a month. The school corporation shall maintain a list of no more than seven approved investment vendors for the compensation reduction contributions to the 403(b) Plan.

    The 403(b) Plan shall:

a. Be subject to all applicable Internal Revenue regulations, including non-discrimination tests.
b. Have no contract initiation fees charged to the employee.
c. Have no administrative or plan document charge to the Board.

The Vendor shall:

a. Not be allowed to sell other insurance products as part of the agreement under this contract.
b. Provide all third party administration for the 403(b) Plan at no cost to the employee and employer.
c. Provide a legal plan document and all necessary amendments to always cause the Plan to be in compliance with the IRS codes and regulations.
d. Provide for fixed and variable investment opportunities to the parties.
e. For the last three (3) years have at least two of the following: Best Rating; A+, Standard and Poor's: AA; Moody's: A2, and Duff & Phelps:AA.

6. Ongoing Retirement Savings VEBA Plan
Upon retirement from the Centerville-Abington School Corporation, a teacher shall be fully vested in the retirement benefits described in this Article if in the year (September 1 through August 31) of the teacher's retirement, the retiring teacher must satisfy either of the following:

    a. The teacher is at least age fifty-five (55) in the year of retirement and reached the rule of eighty-five (85) set by the state of Indiana.

    b. Immediately prior to retirement, the teacher must have completed not less than ten (10) full years of service as a professional educator with the Centerville-Abington Community Schools and is at least age fifty-five (55).

The retiring teacher must submit a written unconditional and irrevocable letter of resignation to both the Board and the Superintendent. If, at the date of the death of a Participant, he or she is eligible to receive any medical benefits subject to Article VIII of the VEBA Master Plan Document, and if such deceased Participant's Spouse or other Dependents are also eligible to receive such medical benefits, the Administrator will make available to the Spouse or the other Dependents of the deceased Participant a one-time irrevocable election to transfer all or a portion of the balance remaining in the deceased Participant's Other Benefits Account to a Health Reimbursement Account for such Spouse and Dependents. If the deceased has no living dependents the money will be distributed evenly to current staff in the VEBA plan. At no time may the VEBA make loans to an employee, his/her spouse, or his/her dependents.

7. Beginning with the 2005-06 school year and each succeeding year the Board agrees to:

    a. Pay into the individual teacher's VEBA account 1.0% of each bargaining unit member's base compensation. The Board shall make equal monthly contributions throughout the school year, and will complete its contributions on or before September 15, of each succeeding year.
    b. Provide a matching contribution of up to .5% to the teacher's 401(a) plan or VEBA plan, to be determined as follows:

        1. all teachers born July 1, 1954 or earlier and with 10 years of teaching experience with the Centerville-Abington Community Schools shall have the contribution made to their VEBA account.
        2. all teachers born after July 1, 1954 shall have the contribution made to their 401(a) account.

The Board shall make equal monthly contributions throughout the school year, and will complete its contributions on or before September 15 of each succeeding year.

Each employee may determine how his or her account shall be invested among the investment options made available by the investment vendor for the VEBA Plan. The single investment vendor for the VEBA plan shall be by a jointly agreed vendor.

Eligible employees whose birthday is before July 1, 1954, shall be vested 100% immediately in their account in the VEBA plan. Employees whose birthday is after July 1, 1954, shall be vested based on the vesting table. Years of service at the Centerville-Abington Community Schools will be determined by ISTRF years of service rules.

VESTING TABLE

1-2 Years of Service	3-4 Years of Service	5 Years of Service
0%	50%	100%

Money not received because of failure to vest shall be placed in a forfeiture account and distributed equally to current staff in the VEBA plan on an F.T.E. basis when the account reaches $5,000.

8. Except as listed below, part time teachers included in the bargaining unit as defined in Article I Section A of this agreement shall receive all benefits provided by this agreement. The Board's contribution to the following benefits, rounded up to the nearest 25%, shall be adjusted to reflect the proportion of a part time teacher's assigned duties to a full time teacher's assigned duties:

   a. Compensation pursuant to Appendix "A" or Appendix "B";
   b. Health insurance pursuant to Article III Section H

9. 401(a) Matching Annuity Plan
   The Board agrees to establish and maintain a qualified 401(a) Annuity Plan (hereinafter referred to as the "401(a) Plan") for all certified employees covered under this collective bargaining agreement. The 401(a) Plan shall be available for all certified employees.

   The Board shall also maintain a 403(b) Plan (hereinafter referred to as the "403(b) Plan") for all certified employees covered under this collective bargaining agreement. The 403(b) Plan will include provisions for pre-tax compensation reduction contributions which will be matched up to 3% by equal Board contributions to the 401(a) Plan on a monthly basis.

   In order to qualify for the matching contribution, the certified employee must make a minimum contribution to a 403(b) plan or additional contributions to the employee's Indiana Teachers Retirement Fund equal to 2.5%. The contributions made by the certified employee and matched by the Board shall be an amount which reflects the appropriate percent of the certified employees base compensation as set forth on the certified employee's Teacher's Contract which corresponds to his or her placement on the compensation schedule.

   Eligible employees as of August 18, 1997, shall be vested 100% immediately in their account in the 401(a) Plan.

   Employees hired after August 18, 1997, shall only be eligible for the 401(a) Plan and shall be vested based on the vesting table. Years of service at Centerville-Abington Community Schools will be determined by ISTRF years of service rules.

VESTING TABLE

1-2 Years of Service	3-4 Years of Service	5 Years of Service
0%	50%	100%

Money not received because of failure to vest fully shall be placed in a forfeiture account and distributed equally to current teaching staff in the 401(a) Plan on a F.T.E. basis when the account reaches $5,000.

The 401(a) and 403 (b) Plan shall:

a. be subject to all applicable Internal Revenue regulations, including non-discrimination tests.
b. have no contract initiation fees charged to the employee.
c. have no administrative or plan document charge to the Board.

The Vendor of the annuity for the 401(a) and 403(b) Plan shall be selected by mutual agreement of the parties to this agreement. The Vendor shall:

a. not be allowed to sell other insurance products as part of the agreement under this contract.
b. provide all third party administration for the 401(a) Plan and the 403(b) Plan at no cost to the employee and employer.
c. provide a legal plan document and all necessary amendments to always cause the Plan to be in compliance with the IRS codes and regulations.
d. provide for fixed and variable investment opportunities to the parties.
e. for the last three (3) years have at least two of the following: Best Rating; A+, Standard and Poor's: AA; Moody's: A2, and Duff & Phelps:AA.

ARTICLE V
Leave Provisions

A. Personal - Emergency Leave

1. Teachers will be allowed five (5) days of personal leave each year. If unused, one of the unused personal days will be carried over to the next year. A teacher will not have more than six (6) personal days per year. Up to Five (5) unused personal days will be allowed to accumulate as sick leave.

   The following guidelines will be used:

   a. a written request will be submitted to the superintendent through the building principal.
   b. prior notification of intent to be absent is strongly recommended to ensure that the classroom program can be properly covered.
   c. a teacher will not be charged for personal leave on a day that school is canceled or closed for emergency reasons.
   d. personal leave may be used as sick leave if the teacher has exhausted all accumulated sick leave.
   e. personal leave shall not be used in support of any job action by an employee group.
   f. a teacher will not use more than two (2) personal days preceding or following a scheduled school break.

B. Sick Leave/Family Illness Days

All teachers will be allowed ten (10) days of sick leave/family illness days their first year in the corporation and seven (7) days of sick leave in each year thereafter. Unused sick leave may be accumulated to ninety (90) days. As indicated under the preceding paragraph, up to five (5) days of unused personal leave may be allowed to accumulate as sick leave. A teacher may not claim more than one first year credit of ten (10) days sick leave against this corporation.

A teacher will not be charged for sick leave on a day that school is canceled or closed.

Teachers who are on a supplemental contract for summer work and are absent due to illness will be allowed one additional day of sick leave. For any days thereafter, teachers will have one-half day deducted from their leave for each day missed unless they teach more than three hours per day in which case one day will be deducted from their leave. The one additional day will not accumulate.

C. Jury Duty

The school district will pay a teacher required to serve on jury duty the difference between their regular per day compensation and the per diem received for jury duty. The following regulations will govern the administration of such leave:

1. An initial written request will be submitted to the superintendent through the building principal immediately following the receipt of a summons.

2. The teacher will advise the principal when he is dismissed from jury duty.

D. Bereavement Leave

1. In the case of death in the immediate family of the teacher, the teacher is entitled to be absent for five (5) school days, within fourteen (14) calendar days of the death in the immediate family, without loss of compensation. The immediate family is defined as: husband, wife, father, stepfather, mother, stepmother, brother, sister, child, father-in-law, mother-in-law, any person living as a member of the household of the teacher or for whomever a teacher is appointed to be attorney in fact through power of attorney.

2. In the case of death involving grandparents, grandchild, aunt, uncle, brother-in-law, sister-in-law, daughter-in-law, son-in-law, or close friend, the teacher is entitled to be absent for two (2) school days without loss of compensation.

E. Sabbatical Leave

The Board of School Trustees, upon the recommendation of the superintendent of schools, may grant a sabbatical leave, up to one school year in length for study purposes (without compensation) to qualified instructional personnel who hold a tenure contract with the school district. Recipients of a sabbatical leave must file written notification with the superintendent by March 15 of his/her intent to return for the school year following their leave.

F. Sick Leave Donation Days

When a teacher has an illness or accident that causes that teacher to miss more than his/her allotted sick leave days, the teacher may request sick leave donation days. The following procedures and guidelines shall be followed:

1. The request for sick leave donation days may originate with the teacher.

2. It then shall be the responsibility of the teacher to submit the following information and submit the request to the superintendent or his designee:
    a. the name of the requesting teacher
    b. the date of absence
3. A teacher may donate no more than two (2) sick days each school year and a teacher may receive no more than sixty (60) donated days for an illness or disability.
4. The sick day shall be donated on a day to day basis as needed.
5. Donated days will be deducted from the donating teacher's sick leave days.

G. Adoptive Leave or Birth Leave

The Family Medical Leave Act (FMLA) allows a teacher 12 weeks or 60 days of unpaid leave. Paid personal days can be used to extend the 12 weeks or 60 days. A maximum of two personal days can be saved for use after FMLA leave. A teacher may not use sick leave to extend FMLA beyond 12 weeks or 60 days. Therefore, teachers may not request sick leave donations to extend the 12 week or 60 day period.

If a teacher does not receive an evaluation because of FMLA leave, they are not eligible for salary increase and for informational purposes only and not bargained, they are not eligible for the Teacher Appreciation Grant. In accordance with Indiana Code 20-28-11.5, a teacher rated ineffective or improvement necessary may not receive any raise the following year, except for those that are eligible per I.C. 20-9-1-1.5(f). For informational purposes only and not bargained, a teacher should request an evaluation before FMLA leave if they will not be returning to school as a result of a pregnancy leave. A teacher shall be granted an evaluation prior to the end of school after returning from birth leave if requested.

Adoptive and birth leave shall be granted for up to a period of one (1) school year without pay. In the case of adoption, the teacher shall notify the superintendent of his/her intent upon initial application for the adoption. The period of leave shall commence when the child is physically turned over to their home. In the case of a birth, the teacher shall notify the Superintendent of his/her intent within eight weeks of the child's birth. The period of leave shall commence when the child is physically turned over to the teacher/parent.

ARTICLE VI
Grievance Procedure

A. Definition

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

B. Procedure

Step One

Within ten (10) working days of the time that the grievant knew, or reasonably should have known of the grievance, the grievant, who may be accompanied by an association representative, shall present the grievance to the building principal during non-teaching hours. Within three (3) working days after the presentation of the grievance, the building principal shall orally answer the grievant, who may be accompanied by an association representative.

Step Two

1. 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.

2. The grievance shall (a) name the employee involved, (b) state the facts giving rise to the grievance, (c) identify the specific provisions of this agreement alleged to be violated, (d) state the contention of the grievant with respect to the grievance, and (e) indicate the specific relief requested.

3. Within five (5) working days after receiving the written grievance, the principal may request a meeting with the grievant. Within five working days after this meeting, or within five working days after receipt of the grievance if no meeting is held, the principal shall communicate his answer in writing to the grievant.

Step Three

1. 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 acknowledge receipt.

2. The superintendent, or his designated representative, shall, within ten (10) working days after the receipt of a grievance, meet with the grievant, who may be accompanied by an association representative, to discuss the grievance.

3. The superintendent, or his designated representative, shall give the grievant an answer in writing no later than ten (10) working days after meeting with the grievant.

Step Four – Arbitration

1. Within twenty (20) working days after receipt of the decision of the Superintendent, the Association may submit the grievance to arbitration under and in accordance with the rules of the American Arbitration Association.

2. The arbitrator shall have no power:

    a. to render an award which in any way infringes upon the responsibility and authority of the board to manage and direct the operations and activities of the school corporation as such responsibilities and activities are defined in IC 20-29.

    b. to add to, subtract from, disregard, alter, or modify any of the terms of this agreement.

    c. to rule on the termination of services or failure to reemploy any employee to a position on the extracurricular schedule, on the coaching staff, as department chairman, or any other position which has a compensation or time-off or extra-time bonus.

    d. in regard to the dismissal of, or the renewal or non-renewal of, any contract.

    e. in regard to any claim or complaint for which there is another remedial procedure or course established by law or by regulation having the force of law, including but not limited to any matter subject to the procedures specified in the Equal Employment Opportunity Act, or other legislation, unless the grievant has submitted an express and effective waiver to any such rights or procedures and has specifically stated in such written waiver agreement to be bound by the decision of the arbitrator.

f. to change any practice, policy, or rule of the board or to substitute his judgment for that of the board as to the reasonableness of any such practice, policy, rule, or any action taken by the board.

3. If either party disputes the arbitrability of any grievance under the terms of this agreement, the arbitrator shall have no jurisdiction to act until the matter has been determined by a court of competent jurisdiction. In the event that a case is appealed to an arbitrator on which he has no power to rule, it shall be referred back to the parties without decision or recommendation on its merits.
4. The decision of the Arbitrator shall be advisory. The Board may implement the decision in whole or in part or may meet with the Association to discuss other alternatives.

5. The cost of the Arbitrator shall be shared equally by the School Corporation and the Association.

C. Hearings shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons, including witnesses, entitled to be present to attend. Hearings shall be conducted during non-school hours, unless there is mutual agreement for other arrangements.

D. Time Limits

1. The term "working day" as used in the grievance procedure shall refer to all days except Saturdays, Sundays, and holidays.

2. Time limits herein may be extended only by mutual agreement, signed by the parties.

3. If there is a failure at any step to communicate the decision on a grievance within the specified time limit, the grievant shall then have the right to appeal at the next step of the procedure.
4. Any grievance not advanced from one step to the next within the time limits, shall be deemed resolved by the answer at the previous step.

5. Any grievance which arose prior to the effective date of the current agreement shall be processed under the provisions of the current agreement.

6. Any grievance not presented in Step One within ten (10) working days of the time the grievant knew or reasonably should have known of the grievance, or any grievance not submitted in writing in Step Two within six (6) working days of its submission in Step One, shall be deemed waived and shall not be processed.

E. State and Federal Law

1. Nothing contained herein shall deny to any employee rights under State or Federal Constitutions and laws.

2. No certificated employee may use the grievance procedure in any way to appeal discharge or a decision by the Board not to renew such employee's contract.

3. No tenure employee shall use the grievance procedure to dispute any action by the Board which is in accordance with the State Tenure Laws.

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

Article VII
Wage Payments

A. All contracts which are nine months or more in length will be paid in twenty-six (26) installments with bi-weekly pay periods.

1. Teachers who have a separation from service within the meaning of Section 409A of the Internal Revenue Code and the underlying regulations (which includes voluntary or involuntary termination of employment for any reason, including death, resignation, and retirement) will receive any balance due on the first regular pay period following the date they have separation from the service.

2. Summer School work will be paid in bi-weekly installments during the teaching time for the program, with bi-weekly pay periods.

3. Extra-Curricular work will be paid according to: (a) Fall activities will be paid in one sum at the last pay in December; (b) Spring activities will be paid in one sum at the last pay in May; and (c) Activities that cover both fall and spring will be paid one half of the sum at the last pay in December and the other half at the last pay in May. If the number of positions for an activity is not filled and a teacher undertakes the duties of the entire sponsorship, that teacher shall be paid the amount times the number of positions that sponsor fills. All Extra-Curricular work will be paid in the calendar year in which the work is done. (See Extra-Curricular List)

Article VII
Signature/Attestation Page

On the **10th day of September, 2025 at 3:00 PM**, a public hearing as described in IC 20-29-6-1 (b) was held at Centerville-Abington Community School Corporation Central Office.

On the **8th day of October, 2025 at 7:00 *PM***, a public meeting as described in IC 20-29-6-19 was held at Centerville-Abington Community School Corporation Central Office.

During the public hearing held on the **10th day of September, 2025 at 3:00 PM**, governing body members were not allowed to participate in the public hearing by means of electronic communication..

During the public meeting held on the **8th day of October, 2025 at 7:00 PM**, governing body members were not allowed to participate in the public hearing by means of electronic communication.

The terms and conditions of this agreement shall become effective on **July 1, 2025,** and shall continue in effect through **June 30, 2026** with all issues having been considered and agreed upon.

Therefore, this agreement is made and entered into this **22nd day of October, 2025** by and between the Board and the Association, as defined herein, and is attested to by the representatives whose signatures appear below. The Board ratified the CBA on the **22nd day of October, 2025**, and the Association ratified the CBA on the **2nd of day of October, 2025**, and is attested to by the respective representatives whose signatures appear below.

Paragraph 1 and 2 in this Article are attested to by the Board and Association representatives whose signatures appear below. Paragraph 3 and 4 in this Article are attested to by the Board representatives whose signatures appear below.

Attested on this the **22nd day of October, 2025.**

Board President	Association Bargaining Spokesperson
Renee Westover Board Secretary	Association Bargaining Team Member
Board Member	Association Bargaining Team Member
Board Member	Association Bargaining Team Member
Board Member	Association Bargaining Team Member

Science Coordinator HS	769	December/May
Physical Ed. Coordinator HS	769	December/May
Special Education Coordinator	769	December/May
Technical Education Coordinator	769	December/May
Jr. High Cheerleader Sponsor (2 sponsors)*	769	December/May
Elementary Cheerleader Sponsor	769	December/May
Jr. High Guard	769	December/May
Jr. High Student Council Advisor	769	December/May
Elem. Music C-A Elementary	769	December/May
Elem. Music R-H Elementary	769	December/May
Green Club HS	769	December/May
CAE Play Set Director (2 directors)	769	December/May
Bowling Coach (2 coaches)	769	December/May
Sophomore Class Sponsor (2 sponsors)*	769	December/May
Freshman Class Sponsor (2 sponsors)*	769	December/May
High School		
Academic Coaches HS (6 sponsors)*	445	December/May
Cubing Club	445	December/May
Business Professional of America	445	December/May
Tabletop Gaming Club	445	December/May
Chess Club	445	December/May
French Club	445	December/May
FCA	445	December/May
Leo Club	445	December/May
Model Legislature	445	December
National Honor Society	445	December/May
Spanish Club	445	December/May
S.A.D.D.	445	December/May
Junior High		
Jr. High Choral Sponsor	445	December/May
Centerville-Abington Elementary		
History Club (2 sponsors)*	445	December/May
Math Club (2 sponsors)*	445	May
Spell Bowl (2 sponsors)*	445	May
Student Council (2 sponsors)*	445	December/May
Science Fair (2 sponsors)*	445	May
Safety Patrol (1 sponsor)*	445	December/May
Green Club (2 sponsors)*	445	December/May
Star Volunteers (2 sponsors)*	445	December/May
Jr. High Academic Super Bowl(4 sponsors)*	323	May
Junior Class Assistant Sponsors (7 sponsors)*	194	May

Head Jr. High Basketball Girls 8th	2,732	December/May
Asst. Swimming HS(Diving)	2,069	December/May
Head Jr. High Golf Coach	2,069	May
Head Freshman Football Coach	2,069	December
Head Jr. High Wrestling Boys	2,069	May
8th Grade Volleyball	2,069	December
7th Grade Volleyball	2,069	December
Head Jr. High Track Boys/Girls	2,069	May
Head Jr. High Swim Boys/Girls	2,069	December
Head Jr. High Cross Country B/G	2,069	December
Choral Director HS	2,069	December/May
Show Choir Director HS	2,069	December/May
Yearbook Sponsor HS	2,069	December/May
Asst. Band Director HS	2,069	December/May
School Improvement Chair	2,069	December/May
H.S. Musical: Vocal Musical Director	2,069	December
H.S. Musical: Director	2,069	December
Asst. Jr. High Swim Coach Boys/Girls	1,490	December
Asst. Jr. High Football Boys	1,490	December
Asst. Jr. High Track Boys	1,490	May
Asst. Jr. High Track Girls	1,490	May
Asst. Jr. High Wrestling	1,490	May
Head Jr. High 7th Grade Football Boys	1,490	December
Asst. Cheerleading HS	1,490	December/May
Elementary Intramurals	1,490	December
H.S. Musical: Pit Orchestra Director	1,490	December
Academic Competition Coordinator HS	1,490	December/May
Jr. High Head Tennis Coach	1,490	December
Athletic Supervision (2 sponsors)*	1,201	December/May
Newspaper HS	1,201	December/May
H.S. Musical: Assistant Director	1,201	December
Play Director HS (Spring)	1,201	May
5th/6th Boys Basketball	1,201	December/May
5th/6th Girls Basketball	1,201	December/May
Student Council HS	1,201	December/May
Sr. Class Sponsor Chairman HS (2 sponsors)*	1,201	December/May
Jr. Class Sponsor Chairman HS (2 sponsors)*	1,201	December/May
JH Play Director	769	May
Play Set Director HS (Fall)	769	December
Play Set Director HS (Spring)	769	May
Foreign Language Coordinator HS	769	December/May
English Coordinator HS	769	December/May
Math Coordinator HS	769	December/May
Social Studies Coordinator HS	769	December/May

APPENDIX "C"
Centerville-Abington Community Schools
2025-2026 Extra Duty Compensation Schedule

Position	Compensation	Payment Schedule
Head Football Boys HS	7,552	December
Head Basketball Boys HS	7,552	December/May
Head Basketball Girls HS	7,552	December/May
Band Director HS	5,102	December/May
Head Swim HS	5,102	December/May
Head Track Boys HS	4,380	May
Head Track Girls HS	4,380	May
Head Volleyball Girls HS	4,380	December
Head Baseball Boys HS	4,380	May
Head Wrestling HS	4,380	December/May
Cross Country Boys/Girls HS	4,380	December
Head Tennis Boys HS	4,380	December
Head Tennis Girls HS	4,380	May
Head Golf Boys HS	4,380	May
Head Golf Girls HS	4,380	May
Head Soccer Boys	4,380	December
Head Soccer Girls	4,380	December
Head Girls Softball	4,380	May
Asst. Basketball Girls HS	3,584	December/May
Asst. Basketball Boys HS	3,584	December/May
Reserve Boys Basketball HS	3,584	December/May
Reserve Girls Basketball HS	3,584	December/May
Cheerleading HS	3,584	December/May
Asst. Football Coach (3 sponsors)*	3,584	December
Asst. Swim HS	2,732	December/May
Asst. Track Boys HS	2,732	May
Asst. Track Girls HS	2,732	May
Asst. Wrestling Boys HS	2,732	December/May
Asst. Wrestling Girls HS	2,732	December/May
Asst. Cross Country HS	2,732	December
Asst. Baseball Boys HS	2,732	May
Asst. Volleyball Girls HS	2,732	December
Asst. Softball HS	2,732	May
Reserve Baseball	2,732	May
Reserve Softball	2,732	May
Head Jr. High Football Boys	2,732	December
Head Jr. High Basketball Boys 7th	2,732	December/May
Head Jr. High Basketball Boys 8th	2,732	December/May
Head Jr. High Basketball Girls 7th	2,732	December/May

Appendix B – With Literacy Endorsement Centerville-Abington Community Schools 2025-2026 Compensation Schedule							
Row	BA	BA+6	BA+15	BA+30	MA	MA+15	MA+30
1	48200	48389	48535	48870	49503	49850	50198
2	49233	49422	49568	49903	50725	51072	51420
3	50266	50455	50601	50936	51947	52294	52642
4	51299	51488	51634	51969	53169	53516	53864
5	52332	52521	52667	53002	54391	54738	55086
6	53365	53554	53700	54035	55613	55960	56308
7	54398	54587	54733	55068	56835	57182	57530
8	55431	55620	55766	56101	58057	58404	58752
9	56464	56653	56799	57134	59279	59626	59974
10	57497	57686	57832	58167	60501	60848	61196
11	58530	58719	58865	59200	61723	62070	62418
12	59563	59752	59898	60233	62945	63292	63640
13	60596	60785	60931	61266	64167	64514	64862
14	61629	61818	61964	62299	65389	65736	66084
15	62662	62851	62997	63332	66611	66958	67306
16	63695	63884	64030	64365	67833	68180	68528
17	64728	64917	65063	65398	69055	69402	69750
18	65761	65950	66096	66431	70277	70624	70972
19	66794	66983	67129	67464	71499	71846	72194
20	67827	68016	68162	68497	73760	74108	74456
21	68860	69049	69195	69530	74982	75330	75678
22	69893	70082	70228	70563	79935	80282	80631

Appendix A – Without Literacy Endorsement Centerville-Abington Community Schools 2025-2026 Compensation Schedule							
Row	BA	BA+6	BA+15	BA+30	MA	MA+15	MA+30
1	48000	48189	48335	48670	49303	49650	49998
2	49033	49222	49368	49703	50525	50872	51220
3	50066	50255	50401	50736	51747	52094	52442
4	51099	51288	51434	51769	52969	53316	53664
5	52132	52321	52467	52802	54191	54538	54886
6	53165	53354	53500	53835	55413	55760	56108
7	54198	54387	54533	54868	56635	56982	57330
8	55231	55420	55566	55901	57857	58204	58552
9	56264	56453	56599	56934	59079	59426	59774
10	57297	57486	57632	57967	60301	60648	60996
11	58330	58519	58665	59000	61523	61870	62218
12	59363	59552	59698	60033	62745	63092	63440
13	60396	60585	60731	61066	63967	64314	64662
14	61429	61618	61764	62099	65189	65536	65884
15	62462	62651	62797	63132	66411	66758	67106
16	63495	63684	63830	64165	67633	67980	68328
17	64528	64717	64863	65198	68855	69202	69550
18	65561	65750	65896	66231	70077	70424	70772
19	66594	66783	66929	67264	71299	71646	71994
20	67627	67816	67962	68297	73560	73908	74256
21	68660	68849	68995	69330	74782	75130	75478
22	69693	69882	70028	70363	79735	80082	80431