

# **Master Contract**

## 2025 - 2027



Between the  
Board of School Trustees of the  
South Harrison Community School Corporation  
and the  
South Harrison Education Association

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**THIS MASTER CONTRACT ENTERED INTO BY AND BETWEEN THE BOARD  
OF SCHOOL TRUSTEES OF THE SOUTH HARRISON COMMUNITY  
SCHOOL CORPORATION, HEREINAFTER CALLED THE "BOARD"  
AND THE SOUTH HARRISON EDUCATION ASSOCIATION,  
HEREINAFTER CALLED THE "ASSOCIATION"**

**ARTICLE I**

**A. Recognition**

The Board hereby recognizes the South Harrison Education Association as the exclusive representative of all teachers in the school corporation.

**B. Definition:**

1. The term "teacher," when used in this Contract, shall refer to all certificated personnel employed by the Board except the Superintendent, Assistant Superintendents, Director of Transportation, Director of Maintenance, Administrative Assistants, Director of Special Education, Assistant Director of Special Education, Director of Enrichment, Director of Technology, High School Athletic Directors, Principals and Assistant Principals. Department chairpersons and department coordinators may remain a member of the S.H.E.A. bargaining unit until such time that the department chairpersons and department coordinators evaluate teachers within their department.
2. The terms "Board" and "Association" shall include authorized officers and representatives.
3. The term "School Corporation" when used in this Contract, shall refer to the South Harrison Community School Corporation of the County of Harrison of the State of Indiana.

**ARTICLE I-A**

For purposes of this contract, the term year of service shall mean 120 days per academic year.

**ARTICLE II – ANNUAL LEAVE DAYS AND SICK LEAVE BANK**

- A.** Teachers will be granted a total of sixteen (16) Annual Leave Days the first year of employment and fourteen (14) Annual Leave Days in each succeeding year without loss of compensation. Request for such leave should be made at least one (1) day in advance except

in the case of an emergency. Unused Annual Leave Days will accumulate as sick leave days up to a maximum of one hundred twenty (120) days. Once Annual Leave Days have rolled into a teacher's accumulated sick leave days, then such days may be used only for personal or family illness reasons. All accumulated sick leave days in excess of the one hundred twenty (120) day maximum will be compensated at Seventy Dollars (\$70.00) per day paid to the teacher's 401(a) account. This payment will occur also in the teacher's last year at Seventy Dollars (\$70.00) per day for any days over one hundred twenty (120) even though the teacher receives severance pay for any days up to and including one hundred twenty (120) days pursuant to Article VI, Fringe Benefits.

- B. The contractual allotment of Annual Leave Days provided in Article II, Paragraph A above shall constitute compliance with the School Corporation's statutory obligation to provide a certain number of days for sick leave under IC 20-28-9-9 and personal leave under IC 20-28-9-14.
- C. Teachers on summer employment shall be eligible to use Annual Leave Days on the same basis as is used during the regular school year. (The law states that each school year is defined as a twelve (12) month period from July 1 through June 30.) The number of Annual Leave Days a teacher has accumulated is not increased due to summer employment.
- D. Sick Leave Bank:

A voluntary Sick Leave Bank shall be established to relieve teachers from undue financial hardship resulting from a prolonged illness or disability wherein their accumulated sick leave is exhausted. Teachers entering the bank for the first time or wishing to continue participation after using the sick leave bank, shall contribute two (2) days of their accumulated sick leave by October 1 of that school year. A teacher employed during the school year shall have thirty (30) days to enroll in the bank. Each member will then be eligible to be considered by the Association Sick Leave Bank Committee to draw a number of days from the bank equal to his/her accumulated days at the beginning of a school year.

Teachers with a major medical problem verified by their physician, who have indicated in writing their intention to request long-term disability status as defined by our insurance carrier and who have used up their regular sick leave as well as their sick leave bank days for which they were eligible, shall be able to make a subsequent request for sick leave bank days. The maximum number of days that can be drawn will not exceed 90 days. These extra sick leave bank days may run consecutively regardless of school years.

An Association Committee consisting of five (5) members appointed by the Association shall direct the bank, by preparing enrollment forms,

enrolling members, submitting a list of participating members and days contributed to the Superintendent and screening requests for days from participating members who have exhausted their sick leave. If the Committee is satisfied the request is valid, it shall approve the granting of days from the bank subject to the approval of the School Board. In the event the bank is exhausted during the year, the Committee will contact its participating members and ask that they contribute one (1) day in order to remain in the bank. Teachers who have reached maximum accumulation of sick leave days may voluntarily contribute five (5) days to the bank at the end of each year if they so desire. A maximum of three (3) days per participating teacher will carry over in the bank to the next school year.

E. Teachers can transfer days to a fellow teacher experiencing a catastrophic illness. Before an employee can receive transferred days, he/she must exhaust all annual leave, accumulated sick leave, and the available sick bank days before receiving any transferred days. Transferred days will not be returned to the donor. Donating days under this provision is outside of the scope of the sick leave bank and is strictly voluntary.

F. Note: Disciplinary and evaluation procedures included within this Section F were not bargained and are presented for informational purposes only.

- a. When a teacher misses a total of 10 days or 4 or more consecutive days in a school year without medical documentation, then the teacher must meet with the Superintendent. Continued absences will result in a written directive, the loss of a professional point from his/her evaluation, and/or termination of employment.
- b. The teacher will be required to meet with the Principal and/or Superintendent to discuss any patterns of absences, such as the repeated missing of contracted professional development or PLCs. Continued absences will result in a written directive and/or termination of employment.
- c. If a teacher misses three (3) PLC meetings, then the teacher will have one-half (1/2) of an annual leave day deducted from their annual leave day allotment. If the teacher does not have any annual leave days to deduct, then the teacher must meet with the Principal and/or Superintendent to discuss the absences from PLC meetings.
- d. If leave days are not available for an absence, the days will be charged as a day without pay and a full professionalism point will be deducted from the teacher's evaluation score. Days taken off for an FMLA qualifying reason and/or a medically documented illness will not result in a professional point deduction. Medical documentation needs to come from an in-person visit with a licensed health care professional.
- e. If a teacher misses more than 2 blackout days in a school year or 4 blackout days in 2 consecutive school years, the teacher will lose a

professional point from his/her evaluation. The Superintendent may waive the loss of the professionalism point from the teacher's evaluation one time in a ten-year period for an individual teacher for special circumstances.

**2025-2027 Calendar Blackout Days:**

Note: Blackout absences are determined upon the number of individual days missed and not the occurrence.

- October 3, 2025 and any prior consecutive days
- October 13, 2025 and any following consecutive days
- November 25, 2025 and any prior consecutive days
- December 1, 2025 and any following consecutive days
- December 19, 2025 and any prior consecutive days
- January 5, 2026 and any following consecutive days
- March 20, 2026 and any prior consecutive days
- March 30, 2026 and any following consecutive days
- May 5, 2026
- May 26, 2026 and any following consecutive days

**2026-2027 Calendar Blackout Days:**

Note: Blackout absences are determined upon the number of individual days missed and not the occurrence.

- October 2, 2026 and any prior consecutive days
- October 12, 2026 and any following consecutive days
- November 24, 2026 and any prior consecutive days
- November 30, 2026 and any following consecutive days
- December 18, 2026 and any prior consecutive days
- January 4, 2027 and any following consecutive days
- March 19, 2027 and any prior consecutive days
- March 29, 2027 and any following consecutive days
- May 27, 2027 and any following consecutive days

### **ARTICLE III – LEAVES OF ABSENCE**

- A. Maternity Leave: Any teacher who is pregnant may continue in active employment as late into pregnancy as she desires, if she is able to fulfill the requirements of her position. Temporary disability caused by pregnancy shall be governed by the same provisions governing sickness and by the following:
- (a) Any teacher who is pregnant is entitled to a leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of the child, if, except in a medical emergency, she notifies the Superintendent at least thirty (30) days before the date on which she desires to start her leave. She shall

also notify the Superintendent of the expected length of this leave, including with this notice either a physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn, whichever is applicable. In case of a medical emergency caused by pregnancy, the teacher shall be granted a leave, as otherwise provided in this section, immediately upon her request and certification of the emergency from an attending physician.

- (b) All or any portion of leave taken by a teacher because of temporary disability caused by pregnancy may be charged at her discretion, to her available sick leave. After her available sick leave has been used, the teacher may be absent without pay, subject to subsection (a) of this section. This leave may be taken without jeopardy to re-employment, retirement, and salary, benefits, tenure, and seniority rights except a teacher on maternity leave shall be eligible for layoff as a result of a reduction in force.

- B. Bereavement Leave: Five (5) working days of absence shall be granted to a teacher for a death in the immediate family within fourteen (14) calendar days of the date of the death; provided, however, that with the prior approval of the Superintendent, two (2) of the five (5) days granted herein may be used later in the school year in which the death occurs for the purpose of the teacher attending to estate work. The immediate family is interpreted to mean: father, mother, brother, sister, husband, wife, son, daughter, father/mother-in-law, son/daughter-in-law, grandchild, grandparent and other relatives or persons who at the time of death, have been living as a member of the household of the teacher. The first day may be either the day of or the day following the death. These five (5) days shall not detract from the accumulated sick leave. If the death should occur less than five (5) days prior to the start of a school vacation period, the counting of the five (5) days will not resume after the vacation. For purposes of this section, a school vacation period is defined as a break in the school calendar of at least five working days.

In the case of the death of an uncle, aunt, niece, nephew, brother-in-law, or sister-in-law, the teacher is entitled to be absent two (2) days without loss of compensation. These two (2) days shall not detract from the accumulated sick leave.

In the event that more than one (1) such death occurs in the period of a school year, the above provisions shall apply in each instance.

Changes to the window of time during which bereavement days may be utilized will be considered by the Superintendent for unusual circumstances. The Superintendent will consider such requests on a case-by-case basis.

- C. Jury Duty: When a teacher is requested to serve on jury duty or issued a subpoena to appear in a court of law, or must appear in a court of law on charges for which the teacher is found innocent, leave will be granted as necessary. The Board shall pay a teacher his/her full salary provided such teacher returns to the Board all pay for serving on jury duty.
- D. Professional Leave: A teacher upon written request, may be granted approval to attend workshops, seminars, and conferences upon the signed recommendations of the Principal and Superintendent. Attendance at these in-service training type of activities should be planned well in advance and within the school corporation's budget for such expenses.
- E. Association Leave: The President of the Association or his/her designee shall be granted five (5) days leave for Association business. The President of the Association or his/her designees shall have an additional three (3) days for the purpose of lobbying in the Indiana General Assembly, attending and/or participating in meetings concerning educational reform or regulation of school corporations. (This would not include attendance before the Indiana Education Employment Relations Board or any of its agents.) These lobby and/or public education advocacy days if not used in any one year shall be accumulated to six (6) days. The Association shall reimburse the Board for the cost of the substitute for these days.

Additionally, if the Association President and the Superintendent of Schools mutually agree, there may be additional release time provided to the Association President or his/her designee for meetings with the Superintendent and/or his/her designee and other matters which will enhance the working relationship between the School Corporation and the Association.
- F. When a teacher is on any type of leave(s) as described in this contract, the Corporation will provide the same fringe benefits to the teacher as described in Article VI. The teacher will be responsible for paying full premiums except those benefits that the Corporation must pay in full due to policy and company requirements.

#### **ARTICLE IV – GRIEVANCE PROCEDURE**

##### **Section 1. Definition**

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

##### **Section 2. Procedure**

###### **Step One**

Within thirty (30) calendar days of the time that the grievant or grievants knew or reasonably should have known, of the grievance, the grievant or grievants shall informally discuss the grievance with the Building Principal during non-teaching hours. Within three (3) working days after presentation of the grievance, the Building Principal shall orally answer the grievant or grievants. The grievant or grievants shall have the right to have an Association representative at such meetings if the grievant or grievants so desire. In the event the grievance is filed during the summer when a Principal is not in the building or if the grievance is directed at the Central Administration and does not involve a Building Principal, both Step One and Step Two may be eliminated and the written grievance may go directly to Step Three.

#### Step Two

- A. Within five (5) working days of the oral answer, if the grievance is not resolved, it shall be stated in writing, signed by the grievant or grievants and submitted to the Building Principal on the form provided by the administration. (See Appendix C.)
- B. The grievance shall: (1) name the teacher or teachers involved, (2) state the facts giving rise to the grievance, (3) identify the specific provisions of this Contract alleged to be violated, (4) state the contention of the grievant or grievants with respect to the grievance, and (5) indicate the specific relief requested.
- C. Within five (5) working days after receiving the written grievance the Principal shall communicate his/her answer in writing to the grievant or grievants.

#### Step Three

- A. If the grievance is not resolved in Step Two, the grievant or grievants 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 or grievants to the answer of the Principal, with the Office of the Superintendent, which shall receipt therefor.
- B. The Superintendent, or his designated representative, shall give the grievant or grievants an answer in writing no later than ten (10) working days after receipt of any written grievance properly filed with the Superintendent's office.

#### Step Four

- A. Within ten (10) working days after receiving the decision of the Superintendent, an appeal from the decision may be made to the

Board. The Board shall hold a hearing on the grievance within 25 working days at a regular or special meeting (which shall be open to the public) and render its decision in writing to the grievant or grievants within five (5) working days after the first subsequent regular Board meeting following the hearing.

- B. The Board may not consider any material, allegation, or remedy that was not permitted in Step Three.
- C. Ground rules for the hearing will be mutually agreed upon by the Board and the Association.

### Section 3. Hearings

Grievance hearings shall be conducted at a mutually agreeable 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.

### Section 4. Time Limits

- A. Time limits herein may be extended only by mutual agreement, signed by the parties.
- B. If there is a failure at any step to communicate the decision on a grievance within the specified time limit, the grievant or grievants shall then have the right to appeal at the next step of the procedure.
- C. 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.
- D. Any grievance which arose prior to the effective date of this Contract or after the termination date of this Contract shall not be processed.
- E. Any grievance not presented in Step One within thirty (30) calendar days of the time the grievant or grievants 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.

### Section 5. Other Provisions Relating to the Grievance Procedure

- A. No teacher 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 V – COMPENSATION AND EXPENSES**

- A. The Compensation Model is set forth in Appendix A.
- B. For the 2025-2026 and 2026-2027 school years, the ECA schedule is set forth in Appendix B-1 and Appendix B-2.
- C. The Board has liability insurance to protect teachers who are asked to transport pupils in their personal automobiles. The limits of liability for bodily injury is \$300,000 each person and \$500,000 each occurrence. The limits of liability for property damage is \$100,000 each occurrence. This insurance does not apply for the amount of liability coverage assumed by the insured under his or her own personal insurance contract or agreement.
- D. Indiana Code Section 20-28-6-7(d) provides that the superintendent shall determine the salary for a supplemental service (including summer school) contract. The Superintendent has determined that the supplemental service salary will be bargained. The salary of a teacher who serves on a Supplemental Service Contract shall be the same as the salary of a regular teacher on a regular pay schedule in effect in the South Harrison Community School Corporation. The hourly rate shall be computed using the regular teacher's contract salary divided by one thousand one hundred ten (1,110) hours.
- E. The additional compensation for teachers with assigned additional duties for the 2025-2026 and 2026-2027 school years is set forth in Appendix B-1 and Appendix B-2.
- F. In a high school the salary for chairpersons shall be as indicated in Appendix B-1. (Department Chairpersons: Three (3) or more teachers within a department. Department Coordinator: Two (2) or less teachers within a department.) The number of positions was not bargained, but is included merely for informational purposes.
- G. Approved Conference Stipend: A stipend in the sum of \$75.00 per day will be paid to a teacher for attendance outside of contracted hours at a conference such as Advanced Placement, Project Lead the Way, Hire Tech or other conferences as requested and approved by the Superintendent. The Superintendent reserves the right to deny stipend to be paid to teachers for conferences attended.
- H. The parties have agreed the School Corporation will pay the following ancillary duty compensation to teachers who provide after-school tutoring to South Harrison students: \$40.00 per hour.
- I. Dual Credit Credentialing Stipend: The South Harrison Community School Corporation will pay a stipend in the amount of \$1,000 for each

high school teacher who has verified dual credit credentials, regardless of the number of dual credit courses taught by the teacher, except if the teacher is not utilized to teach a dual credit course due to the teacher's own performance issues.

- J. Dual Credit Courses Taught Stipend: The South Harrison Community School Corporation will pay a stipend in the amount of \$500 per section taught in which students earn dual credit per year if the teacher meets the requirements set forth herein. This includes those teachers who are currently teaching a dual credit course(s) and are pursuing dual credit credentials as described in the dual credit tuition reimbursement language. To be eligible to receive this stipend, the teacher must: (1) be taking courses to become credentialed to teach dual credit; (2) have a signed agreement/plan in place with the college issuing credit/credentials; and (3) demonstrate a good faith effort to complete the coursework and attain the credentials to teach dual credit.
- K. Advanced Placement Passage Stipend: The South Harrison Community School Corporation will pay a stipend to an AP teacher in the amount of \$100 per student who passes the AP test. For purposes of this provision, the term "pass" is defined as the student earning a score of 3 or above.
- L. Teachers will be paid \$40.00 per hour for extended day and professional development activities provided by the SHCSC.

#### **ARTICLE VI – FRINGE BENEFITS**

- A. The School Board will make an insurance package available to all professional personnel.

This package will consist of the following insurance plans:

- 1. Health Insurance

The School Corporation will pay up to Seven Thousand Dollars (\$7,000) toward the annual premiums on a single plan or Fourteen Thousand Dollars (\$14,000) on a family plan, not however to exceed the entire premium minus (\$1.00) for teachers employed on a full-time basis for nine months and one-quarter (9 1/4) months or more of the school year.

The parties agree to mutually form an insurance committee for the purpose of exploring alternative insurance options. Since the Board's contribution to health insurance premiums is expressed as a flat dollar amount, any premium savings realized as a result of the work of this committee will reduce teacher contributions toward health insurance premiums.

2. A \$60,000 term life insurance policy increased to \$120,000 coverage when accidental death or dismemberment occurs.
  3. A disability insurance policy shall be provided each teacher which provides indemnity of sixty-six and two thirds percent (66 2/3%) of salary after the first one hundred twenty (120) days of an accident or illness payable so long as the disability exists to age 65.
  4. A dental insurance policy shall be provided by the corporation. The Board shall pay up to \$178.92 for a single employee dental plan. The Board shall pay up to \$331.50 for a single employee with one dependent dental plan. The Board shall pay up to \$526.86 for a family dental plan.
  5. A vision insurance policy shall be provided by the corporation. The Board shall pay up to \$120 towards the cost of the single or family policy.
  6. The amount paid by the corporation for fringe benefits for employees on less than a full time basis will be pro-rated, provided the employee otherwise qualifies for the benefit.
- B. The corporation shall implement a plan to provide the benefits of Section 125 of The Revenue Act of 1978 for health insurance premiums only. Teachers shall have the right to elect or refuse participation in the plan.
- C. The School Corporation will implement a plan during the 1997-1998 contract year to provide GENERATION II benefits of Section 125 which are mutually agreed upon between the Board and the Association.
- D. The School Corporation will permit teachers living outside of the district to enroll their children at South Harrison Community School Corporation at no cost providing they are enrolled and counted for average daily membership counts and there is availability of space in the classroom(s) affected as determined by the Superintendent.
- E. The School Corporation will establish a reimbursement program with proceeds derived from the riverboat education funds. Annually, amounts of \$30,000 for the reimbursement of out-of-pocket expenses for pre-approved college courses and \$7,500 for costs (including cost of substitute teachers) related to professional development activities will be allocated. This benefit is contingent upon approval by the appropriate Harrison County officials. In the event the School Corporation fails to receive approval for this benefit from the appropriate Harrison County officials or the riverboat funding is no longer available to the School Corporation for any reason, this benefit must cease. However, upon availability of appropriate funding, this benefit may be re-negotiated.

College Course Reimbursement Criteria:

- All requests for reimbursement must be pre-approved by the Superintendent.
- Normally, the request for approval must be made in writing, in advance of the start of the course.
- The course must be recognized for college credit at an accredited college or university.
- The course must be in the area of the teacher's certification, current teaching position, re-certification or an accredited master's program. Or, the course may be one that the teacher can demonstrably show would be of benefit to the School Corporation in which case the applying teacher will, in writing, state to the Superintendent the relevance and benefit of the course to the Corporation as well as a practical plan of implementation during the year following the teacher's taking said class.
- Reimbursement for one college course per teacher each year will be approved in the order received up to the total amount specified. Maximum reimbursement is \$1,000 for tuition and related fees paid out-of-pocket by the teacher. Expenses related to audited courses will not be reimbursed.
- Once all first requests for reimbursement for first courses have been paid, reimbursement for a second course may be approved. Requests for approval of second course reimbursement can be made at any time throughout the school year and will be processed and paid in the order received up to the amount of available funding. Maximum reimbursement is \$1,000 for tuition and related fees paid out-of-pocket by the teacher. Expenses related to audited courses will not be reimbursed.
- No later than 30 days following the quarter (quarters begin on the first day of January, April, July and October) in which the course is completed, the following documentation should be submitted for reimbursement request:
  - Tuition Reimbursement Program form, with Section II completed, including signatures;
  - Satisfactory evidence documenting the receipt of a grade of B or better for the course or the Superintendent, with acceptable supporting documentation of a pass/fail outcome in the course, may in the Superintendent's discretion accept the pass/fail documentation in lieu of a letter grade;
  - A receipted copy of the tuition bill; and,
  - If applicable, the written, practical plan of implementation during the year following teacher's taking the class.

Professional Development Activity Reimbursement Criteria:

- The maximum amount of reimbursement per activity is \$375 for related costs, including substitute teacher costs.

- Reimbursements are approved based upon first-come; first-served priority and are limited to one activity per teacher per school year.
- The activity must be approved by the Principal and the Superintendent prior to the beginning of the activity.
- The teacher must present information obtained through the activity to pertinent staff members. If the teacher provides a satisfactory presentation plan to his/her building principal in advance to the presentation, a leadership point for being a professional development trainer may be earned.
- If approved, the teacher's absence from work for attendance/participation in the activity will be reflected as a School Corporation Business Day.
- The activity must be in the area of the teacher's certification, current teaching position, re-certification or an accredited master's program; or
- The activity may also be one that the teacher can demonstrably show would be of benefit to South Harrison Community School Corporation. In this event, the applying teacher will, in writing, state to the Superintendent the relevance and benefit of the activity to the Corporation as well as a practical plan of implementation during the year the following teacher's participation in the activity.
- Completed form (including Principal approval) must be submitted to the Superintendent prior to the beginning of the activity. Incomplete or untimely submissions, including requested documentation, may result in delays/denial of reimbursement.
- Upon approval, the original form will be returned to the teacher for subsequent submission for reimbursement along with the required documentation.
- No later than 30 days following the quarter (quarters begin on the first day of January, April, July and October) in which the course is completed, the following documentation should be submitted for reimbursement request:
  - Original Professional Development Activity Reimbursement Request form, with Section II completed, including signatures;
  - Satisfactory evidence of attendance or participation in the professional development activity;
  - A detailed summary of costs, with receipts, to support the reimbursement request, including the cost for the substitute teacher; and
  - If applicable, the written, practical plan of implementation during the year following teacher's participation in the activity.

F. Dual Credit, English Language Learners, SPED and High Ability Tuition Reimbursement: Teachers who are taking courses to become credentialed to teach dual credit, high ability, SPED or English Language

Learners will be eligible for tuition reimbursement of up to \$1,250 per course (which may be increased with the specific approval of the Superintendent) for all identified required courses if the teacher meets all of the following requirements:

- (a) The teacher must receive prior approval from the Superintendent for each class taken;
  - (b) The teacher must earn at least a B for each class taken or the Superintendent, with acceptable supporting documentation of a pass/fail outcome in the course, may in the Superintendent's discretion accept the pass/fail documentation in lieu of a letter grade;
  - (c) The teacher must sign an agreement/plan with the college issuing credit/credentials;
  - (d) The teacher must demonstrate a good faith effort to complete the coursework and attain the credentials to teach dual credit, high ability or English Language Learners;
  - (e) The teacher must sign a repayment agreement whereby the teacher will individually agree to be responsible for repaying reimbursement funds to the School Corporation in accordance with the following repayment schedule if the teacher separates employment for any reason other than full retirement from the South Harrison Community School Corporation:
    - a. If the teacher completes less than a 1 year contract post credentialing, then the teacher will repay 100% of the tuition reimbursement.
    - b. If the teacher completes 1 contract year post-credentialing, then the teacher will repay 75% of the tuition reimbursement.
    - c. If the teacher completes 2 contract years post-credentialing, then the teacher will repay 50% of the tuition reimbursement.
    - d. If the teacher completes 3 contract years post-credentialing, then the teacher will repay 25% of the tuition reimbursement.
    - e. Upon completion of 4 contract years post-credentialing, the teacher has no further obligation of repayment of the tuition reimbursement.
    - f. The Superintendent has the discretion to waive the reimbursement requirement if it is determined to be in the best interest of the School Corporation.
- G. Advanced Placement Training Expenses Reimbursement: Expenses associated with a teacher attending advanced placement training will be repaid by the teacher in full if the teacher does not teach the AP course the school year following the training, unless the course is cancelled by the South Harrison Community School Corporation.
- H. Payment of Criminal History Checks. The Board agrees to pay the cost of any and all expanded criminal history checks that are required for

current employees by I.C. 20-26-5-10. This provision shall only apply to current employees and is inapplicable to applicants for employment.

## **ARTICLE VII – RETIREMENT BENEFITS**

To be eligible for any retirement benefits under this Article VII, the teacher must qualify for full retirement benefits upon the date of his/her resignation for retirement purposes per the INPRS Rule of 65 or 85 (as set forth in Section B and C below), or the teacher must be 60 years of age and have a minimum of 15 years of service with the SHCSC as follows:

(i) The teacher must be 60 years of age and have completed a minimum of 15 years of service with the South Harrison Community School Corporation.

(ii) If retiring under the INPRS Rule of 65: The teacher must have completed a minimum of 10 years of service with the South Harrison Community School Corporation.

(iii) If retiring under the INPRS Rule of 85: The teacher must have completed a minimum of 15 years of service with the South Harrison Community School Corporation.

A. Overview of Retirement Benefits. Retirement benefits will vary for teachers depending upon which classification is applicable to a teacher. Each teacher will be entitled to Retirement Benefits and will be eligible for only one (1) of the following classifications:

1. Retirement Buyout and Restructuring Program as provided in Section B. [For teachers employed during the 2005-2006 and 2006-2007 school years and who do not qualify for the transition benefits.]
2. Retirement Benefits for teachers whose first day of teaching was after the 2005-2006 school year. These benefits will be summarized in Section C below.

For those teachers who have retired prior to the effective date of this Collective Bargaining Agreement, their retirement benefits, if any, will be governed by the provisions of the Collective Bargaining Agreement in effect on the date of the teacher's retirement.

B. Retirement Buyout and Restructuring Program.

1. All teachers who were employed during the 2005-2006 and 2006-2007 school years will participate in the Retirement Buyout and

Restructuring Program as provided by this section and will not be eligible for the benefits of Section C of this Article.

2. Severance pay will be granted to all retiring professional personnel at the rate of \$48.00 (forty-eight dollars) per day based on the following percentage of their accumulated sick leave up to a maximum of one hundred twenty (120) days. Any days a retiring teacher may have accumulated in excess of one hundred twenty (120) will be compensated pursuant to Article II, Section A.

Teachers who are retiring at the end of the school year may receive their full payment on the last day of the school year provided they notify the Central Office by May 1. This may be an advantage upon retirement.

| Years Experience<br>In Corporation* | % of Accumulated<br>Sick Leave |
|-------------------------------------|--------------------------------|
| 10**                                | 50%                            |
| 11**                                | 55%                            |
| 12**                                | 60%                            |
| 13**                                | 65%                            |
| 14**                                | 70%                            |
| 15                                  | 75%                            |
| 16                                  | 80%                            |
| 17                                  | 85%                            |
| 18                                  | 90%                            |
| 19                                  | 95%                            |
| 20                                  | 100%                           |

\*Corporation includes any public school that existed or exists that is presently within the geographical area of the South Harrison Community School Corporation.

\*\*To be eligible for this payment, the teacher must retire under the INPRS Rule of 65.

According to present laws, severance pay is not counted toward social security benefits but up to \$2,000 in severance pay is counted toward teacher retirement benefits.

3. Retirement Restructuring Buyout Contribution

In response to both the mandates and opportunity provided by Public Law 253 (Acts of 2001) commonly known as Senate Enrolled Act 199 the Association and the School Corporation agreed to this Retirement Restructuring Program.

As a result of this restructuring, teachers who do not qualify for retirement benefits pursuant to Article VII, Section C, will receive a one-time lump sum buy-out contribution.

The amount of the buy-out contribution was actuarially determined by the Educational Services Corporation and the amount of the buy-out contribution is set forth in a Retirement Restructuring Memorandum of Agreement by and between the School Corporation and the Association. The amount of the buy-out specified in the Retirement Restructuring Memorandum of Agreement is enforceable through the grievance procedure of the Agreement. These contributions were deposited the first week of October 2006.

That portion of the lump sum one-time buy-out that has been calculated for the buy-out of a portion of the Retirement Pay will be deposited into a separate account for each eligible teacher in the 401(a) Retirement Savings Plan. That portion, if any, of the lump sum one-time buy-out that has been calculated for the buy-out of the teacher's potential right to receive, in the future, a Board contribution towards his/her retirement health insurance premiums will be deposited into a separate account for each eligible teacher in the Retirement 501(c)(9) Trust (Retirement VEBA).

Since this Retirement Restructuring Program is a replacement for the benefits provided for in prior Collective Bargaining Agreements which had a vesting qualification for the benefits at full retirement at Rule of 85 (Early Retirement) or 55 for health insurance contribution toward premium then those lump sum contributions will not vest for their contributions in the lump sum accounts until the calendar year the teacher turns 55 and is eligible for full retirement under the Rule of 85, the Rule of 65 (65 years old and 10 years of experience), or the teacher is 60 years old and has completed a minimum of 15 years of service with the SHCSC.

A teacher who is not otherwise vested qualifies for and is receiving benefits from the South Harrison Community School Corporation Long Term Disability Insurance Plan will become vested.

A teacher meeting the above vesting requirement will become fully vested. A teacher whose employment is terminated prior to vesting and a forfeiting event occurs prior to vesting will have the then current value of the lump sum buyout accounts reallocated at the end of each school year among the then remaining separate Retirement Restructuring Buy-Out Payment accounts of those teachers still employed by the School Corporation who had previously received a buyout contribution in a similar ratio for the

reallocation as was the ratio for the initial deposit of the remaining accounts.

4. South Harrison Retirement VEBA Plan.
  - A. During the 2005-2006 school year the School Corporation will establish and maintain the South Harrison Retirement VEBA Plan. The provisions for such a program are set forth in the plan document. This plan will be a retirement 501(c)(9) Trust.
  - B. Effective with the 2008-2009 school year, the School Corporation will contribute to every teacher under regular contract an amount equal to one percent (1.00%) of the teacher's regular salary to the teacher's ongoing account in the South Harrison Retirement VEBA Plan. The School Corporation's contribution will be made monthly.
  - C. The amount in the ongoing account in the South Harrison Retirement VEBA will vest as follows:
    1. Fifty percent (50%) when a teacher finishes his/her third year of teaching;
    2. One hundred percent (100%) when a teacher works his/her first day under his/her sixth regular teaching contract.

If not otherwise vested, a teacher who qualifies for and is receiving benefits from the South Harrison Community School Corporation Long Term Disability Insurance Plan will become vested.

A teacher meeting the above vesting requirement will become fully vested. A teacher whose employment is terminated prior to vesting and a forfeiting event occurs prior to vesting will have the then current value of the ongoing account forfeited to the Plan and that amount will be utilized as part of the School District's next required contribution to the Plan.

5. Employee Elective 403(B) Contributions. Employees may make employee elective (salary reduction) contributions to the 403(B) program already in existence, subject to the statutory contribution limits.
6. Retired Teacher's Right to Remain in the School Corporation's Group Health Plan. Any professional personnel who retire at the age of 55 or after will be permitted, at their written request, to remain a part of the Corporation's Health Insurance Program until

they reach the age of full eligibility for Medicare. Likewise, spouses and/or dependents may remain a part of the Corporation's Health Insurance Program until the spouse and/or dependent becomes fully eligible for Medicare.

In addition to the retiring teacher's right to remain in the plan as a retiree if already enrolled as a teacher, a retiring teacher has the following right to elect participation or to change plans:

- i. Within ninety (90) days following a retiring teacher's last day of work there will be an enrollment period for the retiring teacher to elect health insurance coverage if not already enrolled or to elect to change plans (i.e., single or family). In order to elect to participate or to elect to change plans (single, family) a written election must be delivered to the Superintendent's office during this ninety (90) day window.
- ii. If a retired teacher has a HIPAA qualifying event after retirement and before the retired teacher becomes eligible for Medicare then if necessary because of the HIPAA qualifying event, the retired teacher may elect to participate in the School Corporation's health insurance plan or change plans (single, family).

If a retired teacher has previously elected to cover his/her spouse, such spouse may continue participation in the School Corporation's group health insurance program by his or herself until the earlier of the following:

1. When the surviving spouse becomes eligible for Medicare;
2. Two (2) years after the date of the employee's death;
3. The surviving spouse's remarriage;
4. Fails to timely submit the cost of the premiums for the School Corporation.

A retired teacher's right to participate is at the retired teacher's own cost and will terminate if any of the following events occur:

1. when the retired teacher becomes eligible for Medicare;
2. fails to timely submit to the School Corporation the cost of the premiums; or

3. provides a written notice electing to terminate in force coverage.

7. Advanced Retirement Notification Benefit

Effective with the 2008-2009 school year, the School Corporation will contribute a lump sum payment to the teacher's ongoing VEBA account for early notification of retirement. A teacher submitting an irrevocable notice of retirement to the Superintendent's Office by the first day of school preceding the last full school year of employment will receive a lump sum payment of One Thousand Dollars (\$1,000.00) upon completion of that school year. A teacher submitting an irrevocable two-year notice prior to the first day of school of the school year preceding the last two full school years of employment will receive one payment of One Thousand Dollars (\$1,000.00) into their ongoing VEBA account at the end of the first school year following the submission of the retirement notice and a second payment of One Thousand Dollars (\$1,000.00) upon completion of their last school year of employment. No partial amount will be paid under this provision for years less than the full school year unless approved by the Superintendent for extenuating circumstances.

C. Retirement Benefits For Teachers Whose First Day of Work Was After The 2005-2006 School Year.

1. Teachers whose first day of teaching under a regular contract was after the 2005-2006 school year will receive retirement benefits only under this Section C and do not qualify for any benefits under Section B.
2. Severance pay will be granted to all retiring professional personnel at the rate of \$48.00 (forty-eight dollars) per day based on the following percentage of their accumulated sick leave up to a maximum of one hundred twenty (120) days. Any days a retiring teacher may have accumulated in excess of one hundred twenty (120) will be compensated pursuant to Article II, Section A.

Teachers who are retiring at the end of the school year may receive their full payment on the last day of the school year provided they notify the Central Office by May 1. This may be an advantage upon retirement.

| Years Experience<br>In Corporation* | % of Accumulated<br>Sick Leave |
|-------------------------------------|--------------------------------|
| 10**                                | 50%                            |
| 11**                                | 55%                            |

|      |      |
|------|------|
| 12** | 60%  |
| 13** | 65%  |
| 14** | 70%  |
| 15   | 75%  |
| 16   | 80%  |
| 17   | 85%  |
| 18   | 90%  |
| 19   | 95%  |
| 20   | 100% |

According to present laws, severance pay is not counted toward social security benefits but up to \$2,000 in severance pay is counted toward teacher retirement benefits.

\*Corporation includes any public school that existed or exists that is presently within the geographical area of the South Harrison Community School Corporation.

\*\*To be eligible for this payment, the teacher must retire under the INPRS Rule of 65.

### 3. South Harrison Retirement VEBA Plan.

- A. During the 2005-2006 school year the School Corporation will establish and maintain the South Harrison Retirement VEBA Plan. The provisions for such a program are set forth in the plan document. This plan will be a retirement 501(c)(9) Trust.
- B. Effective with the 2008-2009 school year, the School Corporation will contribute to every teacher under regular contract an amount equal to one percent (1.00%) of the teacher's regular salary to the teacher's ongoing account in the South Harrison Retirement VEBA Plan. The School Corporation's contribution will be made monthly.
- C. The amount in the ongoing account in the South Harrison Retirement VEBA will vest as follows:
  - 1. Fifty percent (50%) when a teacher finishes his/her third year of teaching;
  - 2. One hundred percent (100%) when a teacher works their first day under their sixth regular teaching contract.

If not otherwise vested, a teacher who qualifies for and is receiving benefits from the South Harrison Community School Corporation

Long Term Disability Insurance Plan will become vested.

A teacher meeting the above vesting requirement will become fully vested. A teacher whose employment is terminated prior to vesting and a forfeiting event occurs prior to vesting will have the then current value of the ongoing account is forfeited to the Plan and that amount will be utilized as part of the School District's next required contribution to the Plan.

4. Employee Elective 403(B) Contributions. Employees may make employee elective (salary reduction) contributions to the 403(B) program already in existence, subject to the statutory contribution limits.
5. Retired Teacher's Right to Remain in the School Corporation's Group Health Plan. Any professional personnel who retire at the age of 55 or after will be permitted, at their written request, to remain a part of the Corporation's Health Insurance Program until they reach the age of full eligibility for Medicare. Likewise, spouses and/or dependents may remain a part of the Corporation's Health Insurance Program until the spouse and/or dependent becomes fully eligible for Medicare.

In addition to the retiring teacher's right to remain in the plan as a retiree if already enrolled as a teacher, a retiring teacher has the following right to elect participation or to change plans:

- i. Within ninety (90) days following a retiring teacher's last day of work there will be an enrollment period for the retiring teacher to elect health insurance coverage if not already enrolled or to elect to change plans (i.e., single or family). In order to elect to participate or to elect to change plans (single, family) a written election must be delivered to the Superintendent's office during this ninety (90) day window.
- ii. If a retired teacher has a HIPAA qualifying event after retirement and before the retired teacher becomes eligible for Medicare then if necessary because of the HIPAA qualifying event, the retired teacher may elect to participate in the School Corporation's health insurance plan or change plans (single, family).

A retired teacher's right to participate is at the retired teacher's own cost and will terminate if any of the following events occur:

1. when the retired teacher becomes eligible for Medicare;

2. fails to timely submit to the School Corporation the cost of the premiums; or
3. provides a written notice electing to terminate in force coverage.

If a retired teacher has previously elected to cover his/her spouse, such spouse may continue participation in the School Corporation's group health insurance program by his or herself until the earlier of the following:

1. When the surviving spouse becomes eligible for Medicare;
2. Two (2) years after the date of the employee's death;
3. The surviving spouse's remarriage;
4. Fails to timely submit the cost of the premiums for the School Corporation.

6. Advanced Retirement Notification Benefit

Effective with the 2008-2009 school year, the School Corporation will contribute a lump sum payment to the teacher's ongoing VEBA account for early notification of retirement. A teacher submitting an irrevocable notice of retirement to the Superintendent's Office by the first day of school preceding the last full school year of employment will receive a lump sum payment of One Thousand Dollars (\$1,000.00) upon completion of that school year. A teacher submitting an irrevocable two-year notice prior to the first day of school of the school year preceding the last two full school years of employment will receive one payment of One Thousand Dollars (\$1,000.00) into their ongoing VEBA account at the end of the first school year following the submission of the retirement notice and a second payment of One Thousand Dollars (\$1,000.00) upon completion of their last school year of employment. No partial amount will be paid under this provision for years less than the full school year unless approved by the Superintendent for extenuating circumstances.

**ARTICLE VII(A) – 401(a) PLAN**

**401(a) PLAN CONTRIBUTIONS**

The Board will contribute one percent (1%) of the teacher's base salary to a 401(a) Plan.

## ARTICLE VIII – TERM OF AGREEMENT

This contract shall be effective as of July 1, 2025 and shall continue in effect through June 30, 2027 with the exception of those provisions by their own language are effective at some other date. This contract may be reopened by either party if determined to be necessary due to an anticipated reduction in funding, including but not limited to an anticipated reduction in riverboat funding. . If a party desires to reopen the contract, then notice of the reopener to the other party will be made by September 1, 2026.

Whenever any notice is required to be given by either of the parties to this Contract to the other party, either shall do so by written notice at the following addresses:

If by the Association to the Board at: Dr. Mark Eastridge  
Superintendent  
315 South Harrison Drive  
Corydon, IN 47112

If by the Board to the Association at: Ms. Kathryn Crecelius  
2609 Crescent Hill Drive NE  
Corydon, IN 47112

This Contract is made and entered into at Corydon, Indiana, by and between the Board of School Trustees of the South Harrison Community School Corporation, County of Harrison, State of Indiana, party of the first part, heretofore referred to as the "Board", and the South Harrison Education Association, party of the second part, heretofore referred to as the "Association".

The undersigned attest to the following:

1. A public hearing (Pre-formal Bargaining Hearing) was held in compliance with Indiana law on September 2, 2025. Electronic participation was not available.
2. A public meeting in compliance with Indiana law was held on September 25, 2025 to discuss the tentative agreement and electronic participation was not available.
3. A public meeting in compliance with Indiana law was held on October 2, 2025 for ratification of the tentative agreement. Electronic participation was not available.

[SIGNATURES ON NEXT PAGE]

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

Board of School Trustees of the  
South Harrison Community School  
Corporation

  
Mary Mathes, Board President

  
Barbara Smith, Board Secretary

  
Dr. Mark Eastridge, Superintendent

South Harrison Education  
Association

  
Kathryn Crecelius, President

Ratification Date: 9/25/25

Ratification Date: 10/2/25

**APPENDIX A**  
**COMPENSATION MODEL SPECIFICATIONS**

1. Statutory Factors and Definitions applicable to the 2025-2026 and 2026-2027 school years.

(a) Education – This factor is limited to a teacher possessing a content area Master's Degree (content area degree beyond the requirement for employment). Eligible content areas are those defined by the IDOE.

(b) Academic Needs: The importance of retaining all eligible teachers in the Corporation to provide educational continuity for students.

(c) Instructional Leadership: A teacher who newly attains a literacy endorsement through the IDOE.

2. Base Salary Increases.

A. General Eligibility Criteria for the 2025-2026 and 2026-2027 School Years

A teacher who received an evaluation rating of ineffective or improvement necessary in the prior school year is not eligible for any salary increase and remains at their prior year salary, except a teacher who is in the first two full school years of instructing students who receives an evaluation rating of improvement necessary is eligible for a salary increase. In addition, a teacher who newly attains a literacy endorsement through the IDOE will be permitted to get the raise associated with the instructional leadership factor only.

The teacher was employed in the corporation for at least 120 days in the prior school year.

B. Base Salary Distribution Description

(a) 2025-2026 School Year Base Salary Distribution Plan: For the 2025-2026 school year, there will be a salary cap of \$56,500 for teacher's possessing a bachelor's degree (which cap is \$1,500 higher than the bachelor's salary cap for the preceding school year) and a salary cap of \$80,000 for teacher's possessing a master's degree (which cap is \$2,000 higher than the master's salary cap for the preceding school year).

(1) EDUCATION = \$1,000

(2) ACADEMIC NEEDS = Up to \$3,000 not to exceed the salary cap.  
(For example, bachelors teachers who started the school year at the salary cap of \$55,000 will have their salary increased by \$1,500 to bring them to the new \$56,500 salary cap. Masters teachers who started the school year at the salary cap of \$78,000, after receiving the increase for meeting the education factor, will

have their salary increased by an additional \$1,000 to bring them up to the new \$80,000 salary cap.)

(3) INSTRUCTIONAL LEADERSHIP = \$250 (Note: Teachers at the salary cap who have attained a literacy endorsement will still receive this increase added to their base salary as is required by Indiana law).

The maximum possible base salary increase for the 2025-2026 school year will be \$4,250. The education factor does not account for more than 50% of the teacher's total possible base salary increase ( $\$1,000 / \$4,250 = 24\%$ ). The academic needs factor accounts for more than 10% of the possible total base salary increase.

One-Time Stipend for 2025-2026 School Year for Teachers at the Salary Cap:

Bachelor's teachers who meet the academic needs factor but do not receive a full base salary increase because they hit the salary cap will receive a stipend in a range between \$0 and \$1,500 as determined by the Superintendent.

Master's teachers who meet the education factor and academic needs factor but do not receive a full base salary increase because they hit the salary cap will receive a stipend in a range between \$362 and \$2,000 as determined by the Superintendent.

(b) 2026-2027 School Year Base Salary Distribution Plan: For the 2026-2027 school year, there will be a salary cap of \$57,250 for teacher's possessing a bachelor's degree (which cap is \$750 higher than the bachelor's salary cap for the preceding school year) and a salary cap of \$81,000 for teacher's possessing a master's degree (which cap is \$1,000 higher than the master's salary cap for the preceding school year).

(1) EDUCATION = \$500

(2) ACADEMIC NEEDS = Up to \$1,500 not to exceed the salary cap. (For example, bachelors teachers who started the school year at the salary cap of \$56,500 will have their salary increased by \$750 to bring them to the new \$57,250 salary cap. Masters teachers who started the school year at the salary cap of \$80,000, after receiving the increase for meeting the education factor, will have their salary increased by an additional \$500 to bring them up to the new \$81,000 salary cap.)

(3) INSTRUCTIONAL LEADERSHIP = \$250 (Note: Teachers at the salary cap who have attained a literacy endorsement will still receive this increase added to their base salary as is required by Indiana law).

The maximum possible base salary increase for the 2026-2027 school year will be \$2,250. The education factor does not account for more than 50% of the teacher's total possible base salary increase ( $\$500 / \$2,250 = 22\%$ ). The

academic needs factor accounts for more than 10% of the possible total base salary increase.

One-Time Stipend for 2026-2027 School Year for Teachers at the Salary Cap:

Bachelor's teachers who meet the academic needs factor but do not receive a full base salary increase because they hit the salary cap will receive a stipend in a range between \$500 and \$750 as determined by the Superintendent.

Master's teachers who meet the education factor and academic needs factor but do not receive a full base salary increase because they hit the salary cap will receive a stipend in a range between \$82 and \$1,000 as determined by the Superintendent.

(c) Base salary increases will be retroactive to July 1, 2025; provided, however, if a teacher is not employed by the SHCSC on the date of ratification of the 2025-2027 contract, then no back pay or other adjustments are due to the former employee.

3. Salary Placement of New Teachers. Typically, any teacher newly employed with the South Harrison Community School Corporation will be placed at a starting salary that mirrors the salary and placement of current employees with the same degree and number of years of experience as verified through Indiana's TRF (INPRS) or equivalent retirement system of another state.

Despite the typical placement rules stated above, the Superintendent shall always have the sole discretion to place a new hire at a salary that is lower than the typical placement.

Despite the typical placement rules stated above, the Superintendent shall also have the discretion to place a new hire at a salary that is higher than the typical placement, but before doing so, the Superintendent must first discuss and obtain meaningful input from the South Harrison Education Association President (or the President's designee) before making the offer of employment to the new hire. After receiving the SHEA President's (or designee's) meaningful input, the Superintendent may in his sole discretion place the teacher at a salary higher up to the maximum caps set forth in paragraph 2 of this compensation model.

The Superintendent may recommend to the Board of School Trustees that a one-time starting bonus be paid to new teachers employed in hard-to-fill positions.

New hires hired in at BS-0 in the 2025-2026 school year who were hired prior to the ratification of this contract will have their salary adjusted upward in a range between \$0 to \$3,250. New hires hired in at MS-0 in the 2025-2026 school year who were hired prior to the ratification of this contract will have their salary adjusted upward by \$0 to \$4,250.

4. Salary Range. The salary range prior to increases being granted for the 2025-2026 school year is anticipated to be \$48,250 to \$78,000. The salary range after increases are granted for the 2026-2027 school year is anticipated to be \$51,250 to \$80,250.

The salary range prior to increases being granted for the 2026-2027 school year (assuming there would be no reopener) is anticipated to be \$51,250 to \$80,250. The salary range after increases are granted for the 2026-2027 school year (assuming no reopener) is anticipated to be \$52,750 to \$81,250.

5. Salary Placement of Long Term Subs. Typically, an individual who holds a professional license or provisional license and serves as a substitute teacher in the same teaching position for more than fifteen (15) consecutive school days shall be placed at a salary according to recognized teaching experience mirroring the salary and placement of current employees with the same degree and number of years of experience as verified through Indiana's TRF (INPRS) or equivalent retirement system of another state. This typical salary placement rule for long term subs is subject to the exceptions set forth in paragraph 4 above. Despite the typical placement rules stated above, the Superintendent shall always have the sole discretion to place a new hire at a salary that is lower than the typical placement.

6. Salary Placement of Retirees Who are Rehired by the School Corporation. The Superintendent shall always have the sole discretion to place a new hire (including teachers who have retired as verified through Indiana's TRF (INPRS) or equivalent retirement system of another state) at a salary that is lower than the typical placement. Typically, retired teachers who are re-hired shall be placed at \$65,000. This typical salary placement rule for rehired retirees is subject to the exceptions set forth in paragraph 4 above.

#### 7. Notification Requirements for Literacy Endorsement

Teachers who attain a literacy endorsement must submit proof of certification attainment to the Superintendent's Office by no later than October 3, 2025 in order to receive the base increase for instructional leadership for the 2025-2026 school year.

Beginning with the 2026-2027 school year, teachers who attain a literacy endorsement must submit proof of certification attainment to the Superintendent's Office by no later than August 1.

8. Employee Share of TRF Contribution. The School Corporation agrees to pay the teacher's share of the teacher's retirement to INPRS.

9. Pay Schedule. All personnel shall be paid based upon 26 pays per year, which is generally every two weeks. For the 2025-2026 school year, the first pay will be August 15, 2025. Teachers who are retiring at the end of a contract year

may receive their full payment on the last day of the school year provided they notify the Central Office by May 1. This may be an advantage upon retirement.

**APPENDIX B-1**  
**South Harrison Community School Corporation**  
**2025-2027 Salary Schedule for Extra-Curricular Activities**

| <b>Category</b> | <b>Position Title</b>                             | <b>Number of Positions</b> | <b>Stipend</b> |
|-----------------|---------------------------------------------------|----------------------------|----------------|
| Activities      | Activity Supervisor                               | 3                          | \$ 1,700       |
|                 | Activity Supervisor (1/2)                         | 1                          | \$ 850         |
|                 |                                                   |                            |                |
| Baseball        | Baseball Head Coach                               | 2                          | \$ 4,000       |
|                 | Baseball First Assistant Coach                    | 2                          | \$ 2,200       |
|                 | Baseball Second Assistant Coach                   | 2                          | \$ 1,400       |
|                 | Baseball Head Coach Summer/Youth/Offseason        | 2                          | \$ 1,000       |
|                 |                                                   |                            |                |
| Basketball      | Basketball Head Coach (B)                         | 2                          | \$ 7,300       |
|                 | Basketball Head Coach (G)                         | 2                          | \$ 7,300       |
|                 | Basketball High School First Assistant Coach (B)  | 4                          | \$ 3,300       |
|                 | Basketball High School First Assistant Coach (G)  | 4                          | \$ 3,300       |
|                 | Basketball High School Second Assistant Coach (B) | 2                          | \$ 2,000       |
|                 | Basketball High School Second Assistant Coach (G) | 2                          | \$ 2,000       |
|                 | Basketball 8th Grade Coach (B)                    | 2                          | \$ 3,000       |
|                 | Basketball 8th Grade Coach (G)                    | 2                          | \$ 3,000       |
|                 | Basketball 7th Grade Coach (B)                    | 2                          | \$ 3,000       |
|                 | Basketball 7th Grade Coach (G)                    | 2                          | \$ 3,000       |
|                 | Basketball Elementary Coach (B)                   | 8                          | \$ 1,800       |
|                 | Basketball Elementary Coach (G)                   | 8                          | \$ 1,800       |
|                 | Basketball Head Coach Offseason (B)               | 2                          | \$ 1,645       |
|                 | Basketball Head Coach Offseason (G)               | 2                          | \$ 1,645       |
|                 | Basketball Head Coach Summer (B)                  | 2                          | \$ 2,370       |
|                 | Basketball Head Coach Summer (G)                  | 2                          | \$ 2,370       |
|                 | Basketball Head Coach Youth (B)                   | 2                          | \$ 1,100       |
|                 | Basketball Head Coach Youth (G)                   | 2                          | \$ 1,100       |
|                 |                                                   |                            |                |
| Cheerleading    | Cheerleading Head Coach (with Football)           | 1                          | \$ 3,000       |
|                 | Cheerleading Head Coach (no Football)             | 1                          | \$ 2,500       |
|                 | Cheerleading Assistant Coach                      | 2                          | \$ 1,400       |
|                 | Cheerleading Junior High Coach (with Football)    | 1                          | \$ 1,400       |
|                 | Cheerleading Junior High Coach (no Football)      | 1                          | \$ 1,200       |
|                 | Cheerleading Elementary Coach                     | 4                          | \$ 1,000       |
|                 |                                                   |                            |                |
| Cross Country   | Cross Country Head Coach (B)                      | 2                          | \$ 2,525       |
|                 | Cross Country Head Coach (G)                      | 2                          | \$ 2,525       |

| Category | Position Title                                                                                                                             | Number of Positions | Stipend   |
|----------|--------------------------------------------------------------------------------------------------------------------------------------------|---------------------|-----------|
|          | Cross Country Assistant (B)                                                                                                                | 1                   | \$ 1,250  |
|          | Cross Country Assistant (G)                                                                                                                | 1                   | \$ 1,250  |
|          | Cross Country Junior High Coach (B/G)                                                                                                      | 2                   | \$ 1,700  |
|          | Cross Country Junior High Assistant Coach (B/G)                                                                                            | 2                   | \$ 1,250  |
|          | Cross Country Head Coach Summer/Youth/Offseason                                                                                            | 2                   | \$ 1,000  |
|          |                                                                                                                                            |                     |           |
| Football | Football Head Coach                                                                                                                        | 1                   | \$ 7,300  |
|          | Football First Assistant Coach                                                                                                             | 2                   | \$ 3,800  |
|          | Football Second Assistant Coach                                                                                                            | 3                   | \$ 3,190  |
|          | Football 8th Grade Coach                                                                                                                   | 1                   | \$ 3,000  |
|          | Football 7th Grade Coach                                                                                                                   | 1                   | \$ 3,000  |
|          | Football Junior High Assistant Coach                                                                                                       | 2                   | \$ 1,000  |
|          | Football Head Summer Coach                                                                                                                 | 1                   | \$ 2,370  |
|          | Football Head Offseason Coach                                                                                                              | 1                   | \$ 1,645  |
|          |                                                                                                                                            |                     |           |
| Golf     | Golf Head Coach (B)                                                                                                                        | 2                   | \$ 3,000  |
|          | Golf Head Coach (G)                                                                                                                        | 2                   | \$ 3,000  |
|          | Golf Varsity Assistant Coach (B) (team of 5 – the number of students on the team is for informational purposes only and was not bargained) | 1                   | \$ 1,000  |
|          | Golf Varsity Assistant Coach (G) (team of 5 – the number of students on the team is for informational purposes only and was not bargained) | 1                   | \$ 1,000  |
|          | Golf Junior High Coach (B/G)                                                                                                               | 2                   | \$ 1,800  |
|          |                                                                                                                                            |                     |           |
| Soccer   | Soccer Head Coach (B)                                                                                                                      | 1                   | \$ 3,600  |
|          | Soccer Head Coach (G)                                                                                                                      | 1                   | \$ 3,600  |
|          | Soccer Assistant Coach (B)                                                                                                                 | 1                   | \$ 2,000  |
|          | Soccer Assistant Coach (G)                                                                                                                 | 1                   | \$ 2,000  |
|          | Soccer Head Coach Summer/Youth/Offseason                                                                                                   | 1                   | \$ 750    |
|          |                                                                                                                                            |                     |           |
| Softball | Softball Head Coach                                                                                                                        | 2                   | \$ 4,000  |
|          | Softball Assistant Coach                                                                                                                   | 2                   | \$ 2,200  |
|          | Softball 2 <sup>nd</sup> Assistant Coach<br>*This position will only be paid if there is a full JV roster of at least nine (9) players.    | 1                   | \$ 1,400* |
|          | Softball Head Coach Summer/Youth/Offseason                                                                                                 | 2                   | \$ 1,000  |
|          |                                                                                                                                            |                     |           |
| Swimming | Swimming Head Coach (B)                                                                                                                    | 1                   | \$ 2,525  |
|          | Swimming Head Coach (G)                                                                                                                    | 1                   | \$ 2,525  |
|          | Swimming Head Coach (B/G)                                                                                                                  | 1                   | \$ 2,525  |
|          |                                                                                                                                            |                     |           |

| <b>Category</b> | <b>Position Title</b>                                                                                                                                                                                                                     | <b>Number of Positions</b> | <b>Stipend</b> |
|-----------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|----------------|
| Tennis          | Tennis Head Coach (B)                                                                                                                                                                                                                     | 2                          | \$ 3,000       |
|                 | Tennis Head Coach (G)                                                                                                                                                                                                                     | 2                          | \$ 3,000       |
|                 | Tennis Assistant Coach (B)                                                                                                                                                                                                                | 2                          | \$ 1,000       |
|                 | Tennis Assistant Coach (G)                                                                                                                                                                                                                | 2                          | \$ 1,000       |
|                 | Tennis Junior High Coach (B)                                                                                                                                                                                                              | 2                          | \$ 1,800       |
|                 | Tennis Junior High Coach (G)                                                                                                                                                                                                              | 2                          | \$ 1,800       |
|                 |                                                                                                                                                                                                                                           |                            |                |
| Track           | Track & Field Head Coach (B)                                                                                                                                                                                                              | 2                          | \$ 3,600       |
|                 | Track & Field Head Coach (G)                                                                                                                                                                                                              | 2                          | \$ 3,600       |
|                 | Track & Field Assistant Coach (B)                                                                                                                                                                                                         | 2                          | \$ 1,250       |
|                 | Track & Field Assistant Coach (G)                                                                                                                                                                                                         | 2                          | \$ 1,250       |
|                 | Track & Field Junior High Coach (B)                                                                                                                                                                                                       | 2                          | \$ 1,800       |
|                 | Track & Field Junior High Coach (G)                                                                                                                                                                                                       | 2                          | \$ 1,800       |
|                 | Track & Field Junior High Assistant Coach (B)                                                                                                                                                                                             | 2                          | \$ 900         |
|                 | Track & Field Junior High Assistant Coach (G)                                                                                                                                                                                             | 2                          | \$ 900         |
|                 | Track & Field Head Coach Summer/Youth/Offseason                                                                                                                                                                                           | 2                          | \$ 750         |
|                 | Track & Field Unified Coach                                                                                                                                                                                                               | 2                          | \$ 750         |
|                 |                                                                                                                                                                                                                                           |                            |                |
| Volleyball      | Volleyball Head Coach                                                                                                                                                                                                                     | 2                          | \$ 4,000       |
|                 | Volleyball First Assistant Coach                                                                                                                                                                                                          | 2                          | \$ 2,800       |
|                 | Volleyball Second Assistant Coach                                                                                                                                                                                                         | 2                          | \$ 1,650       |
|                 | Volleyball 8th Grade Coach                                                                                                                                                                                                                | 2                          | \$ 1,700       |
|                 | Volleyball 7th Grade Coach                                                                                                                                                                                                                | 2                          | \$ 1,700       |
|                 | Volleyball Junior High Assistant Coach                                                                                                                                                                                                    | 1                          | \$ 1,000       |
|                 | Volleyball Head Coach Summer/Youth/Offseason                                                                                                                                                                                              | 2                          | \$ 2,370       |
|                 | Volleyball Elementary                                                                                                                                                                                                                     | 8                          | \$ 750         |
|                 |                                                                                                                                                                                                                                           |                            |                |
| Weights         | Strengthening & Conditioning Coach                                                                                                                                                                                                        | 1                          | \$ 2,000       |
|                 |                                                                                                                                                                                                                                           |                            |                |
| Wrestling       | Wrestling Head Coach (B)                                                                                                                                                                                                                  | 1                          | \$ 3,600       |
|                 | Wrestling Head Coach (G)<br>*To receive the stipend of \$3,600 the team must have at least eight (8) members. For a team with less members, the stipend will be reflected via pro-rated percentage (i.e. four (4) team members = \$1,800) | 1                          | \$ 3,600*      |
|                 | Wrestling Assistant Coach (B)                                                                                                                                                                                                             | 1                          | \$ 2,500       |
|                 | Wrestling Junior High Coach (B)                                                                                                                                                                                                           | 1                          | \$ 1,700       |
|                 | Wrestling Junior High Assistant Coach (B)                                                                                                                                                                                                 | 1                          | \$ 500         |
|                 |                                                                                                                                                                                                                                           |                            |                |
| Academic        | Academic Coach                                                                                                                                                                                                                            | 9                          | \$ 1,186       |
|                 | Academic Coach - Robotics                                                                                                                                                                                                                 | 9                          | \$ 1,186       |

| <b>Category</b>        | <b>Position Title</b>                              | <b>Number of Positions</b> | <b>Stipend</b>  |
|------------------------|----------------------------------------------------|----------------------------|-----------------|
|                        | <b>MTSS Coordinator</b>                            | <b>8</b>                   | <b>\$ 1,000</b> |
|                        | <b>Writing &amp; Scholarship Coordinator</b>       | <b>2</b>                   | <b>\$ 1,200</b> |
|                        |                                                    |                            |                 |
| <b>Band</b>            | <b>Marching Band Director</b>                      | <b>1</b>                   | <b>\$ 2,000</b> |
|                        | <b>Band Assistant</b>                              | <b>4</b>                   | <b>\$ 2,250</b> |
|                        |                                                    |                            |                 |
| <b>Business</b>        | <b>Future Business Leaders of America</b>          | <b>2</b>                   | <b>\$ 1,104</b> |
|                        |                                                    |                            |                 |
| <b>Chorus</b>          | <b>Chorus - High School</b>                        | <b>2</b>                   | <b>\$ 1,011</b> |
|                        | <b>Chorus - Junior High</b>                        | <b>1</b>                   | <b>\$ 1,011</b> |
|                        | <b>Chorus - Elementary</b>                         | <b>4</b>                   | <b>\$ 605</b>   |
|                        |                                                    |                            |                 |
| <b>Departments</b>     | <b>Department Heads (24)</b>                       | <b>24</b>                  | <b>\$ 537</b>   |
|                        | <b>Department Coordinators (5)</b>                 | <b>5</b>                   | <b>\$ 358</b>   |
|                        |                                                    |                            |                 |
| <b>Drama</b>           | <b>Drama Coach</b>                                 | <b>2</b>                   | <b>\$ 1,647</b> |
|                        | <b>Drama Assistant Coach</b>                       | <b>2</b>                   | <b>\$ 1,011</b> |
|                        |                                                    |                            |                 |
| <b>Newspaper</b>       | <b>Newspaper - High School</b>                     | <b>2</b>                   | <b>\$ 1,647</b> |
|                        | <b>Newspaper/Yearbook - Junior High School</b>     | <b>2</b>                   | <b>\$ 1,104</b> |
|                        |                                                    |                            |                 |
| <b>NHS</b>             | <b>National Honor Society - High School</b>        | <b>2</b>                   | <b>\$ 1,104</b> |
|                        | <b>National Honor Society - Junior High School</b> | <b>2</b>                   | <b>\$ 1,104</b> |
|                        |                                                    |                            |                 |
| <b>Sponsor</b>         | <b>Senior Class Sponsor</b>                        | <b>2</b>                   | <b>\$ 1,104</b> |
|                        | <b>Junior Class Sponsor</b>                        | <b>2</b>                   | <b>\$ 1,104</b> |
|                        |                                                    |                            |                 |
| <b>Student Council</b> | <b>Student Council - High School</b>               | <b>2</b>                   | <b>\$ 1,104</b> |
|                        | <b>Student Council - Junior High School</b>        | <b>2</b>                   | <b>\$ 1,104</b> |
|                        |                                                    |                            |                 |
| <b>Yearbook</b>        | <b>Yearbook - High School</b>                      | <b>2</b>                   | <b>\$ 1,647</b> |

This Appendix B-1 applies to all teachers serving in ECA positions except for those grandfathered teachers specifically identified in Appendix B-2.

\* After September 1, 1990, any person hired to coach a girls' team in these positions will be paid a percentage of the stated salary based on the ratio of number of girls' games scheduled to the number of boys' games scheduled.

Stipends received by certified personnel due to authorship of grants will be in accordance with the policies of the granting agency. If no such policy is in place, a committee shall decide stipends. This committee will consist of a Building Principal, a person designated by the SHEA President, and a member of the Central Administration. All stipend amounts will be paid within sixty (60) days of the completion of the grant.

The Corporation will pay 3% of the above toward the employees' share of TRF.

The number of positions was not bargained, but included merely for informational purposes.

All ECA positions are dependent upon the establishment of full teams for the identified season.  
This provision is included for informational purposes and was not bargained.

**Appendix B-2**  
**SOUTH HARRISON EXTRA-CURRICULAR STIPEND GRANDFATHER SCHEDULE**

This Appendix B-2 applies only to those grandfathered teachers specifically identified in this schedule who, as of the beginning of the 2025-2026 school year, have been performing the extra-curricular activity identified below and already receive ECA pay for the position identified that is higher than the stipend identified in Appendix B-1 of this contract for the same position. Each teacher on this Appendix B-2 will be paid the stipend set forth in this schedule until they no longer perform the extra-curricular activity identified (assuming the teacher fulfills all duties required of the ECA position). If the identified grandfathered teacher ceases performing his/her extra-curricular activity on this schedule, then the grandfathered teacher's ECA position and corresponding stipend shall be editorially deleted from this Appendix B-2 and any new teacher covered by this Agreement who is hired for the ECA position shall be paid in accordance with the schedule in Appendix B-1.

| ECA Position                                 | Teacher                | Stipend Amount |
|----------------------------------------------|------------------------|----------------|
| Basketball Elementary Coach (B)              | Carrillo, Tracy        | \$ 2,204.00    |
| Basketball Elementary Coach (B)              | Yeager, Andrew         | \$ 2,204.00    |
| Basketball Elementary Coach (G)              | Yeager, Andrew         | \$ 2,204.00    |
| Basketball Elementary Coach (G)              | Carrillo, Tracy        | \$ 2,204.00    |
| Basketball Head Coach (B)                    | Hinton, Joseph         | \$ 7,303.00    |
| Basketball Head Coach (G)                    | Conrad, Joshua         | \$ 7,303.00    |
| Basketball Head Coach Offseason (B)          | Hinton, Joseph         | \$ 1,647.00    |
| Basketball Head Coach Offseason (G)          | Conrad, Joshua         | \$ 1,647.00    |
| Basketball Head Coach Summer (B)             | Hinton, Joseph         | \$ 2,373.00    |
| Basketball Head Coach Summer (G)             | Conrad, Joshua         | \$ 2,373.00    |
| Basketball Head Coach Youth (B)              | Hinton, Joseph         | \$ 1,104.00    |
| Basketball Head Coach Youth (G)              | Conrad, Joshua         | \$ 1,104.00    |
| Golf Head Coach (G)                          | Rowland, Eric          | \$ 3,087.00    |
| Golf Head Coach (G)                          | Carter, Dane           | \$ 3,087.00    |
| Volleyball Head Coach Summer/Youth/Offseason | Tuchscherer, Christina | \$ 2,373.00    |

\*The names of the teachers noted in the ECA positions are for informational purposes and were not bargained.

**APPENDIX C**  
**NOTICE OF GRIEVANCE OR CLAIM**

Name of Grievant: \_\_\_\_\_

School: \_\_\_\_\_

Date: \_\_\_\_\_

1. State the facts giving rise to the grievance:
  
2. Identify the specific provisions of this Contract alleged to be violated:
  
3. State the contention of the grievant with respect to the grievance:
  
4. Indicate specific relief requested:

Submitted by: \_\_\_\_\_  
Signature of Grievant

Received by: \_\_\_\_\_  
Signature of Principal

Date: \_\_\_\_\_

Within five (5) working days after receiving the written grievance, the Principal shall communicate his answer in writing to the grievant.

## 2025 CBA COMPLIANCE CHECKLIST

| Item                                                                                                                                                                                                                                                                                                                                                      | Page No. |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| School employer and exclusive representative identified                                                                                                                                                                                                                                                                                                   | 1        |
| Bargaining unit description matches the IEERB Order in effect at time of ratification                                                                                                                                                                                                                                                                     | 2        |
| Beginning and ending date of CBA (must end on or before June 30, 2025)                                                                                                                                                                                                                                                                                    | 25       |
| Ratification date (must be on or after September 15 and at least 72 hours after TA meeting)                                                                                                                                                                                                                                                               | 25-26    |
| Signed by School Board President, Secretary, or Vice President and exclusive representative                                                                                                                                                                                                                                                               | 26       |
| General definitions (definitions that apply to the whole CBA)                                                                                                                                                                                                                                                                                             | 2        |
| Grievance procedure (if arbitration used, must indicate if advisory or binding)                                                                                                                                                                                                                                                                           | 7        |
| Contract interpretation provisions (e.g., severability, supremacy, savings clauses)                                                                                                                                                                                                                                                                       | N/A      |
| Salary for new teachers (amount, schedule, or method of calculation)                                                                                                                                                                                                                                                                                      | 29       |
| Wages/compensation for ancillary duties                                                                                                                                                                                                                                                                                                                   | 10       |
| Wages/compensation for extracurricular duties                                                                                                                                                                                                                                                                                                             | 32-36    |
| Compensation for extended contracts                                                                                                                                                                                                                                                                                                                       | N/A      |
| Public hearing and public meeting attestations (include electronic participation information)                                                                                                                                                                                                                                                             | 25       |
| <b>Compensation Plan</b>                                                                                                                                                                                                                                                                                                                                  |          |
| If there are no salary increases, CBA includes a statement to that effect                                                                                                                                                                                                                                                                                 | N/A      |
| Statement of annual salary range for returning full-time teachers (don't include current year increases, ISTRF contributions, or salaries of newly hired teachers)                                                                                                                                                                                        | 30       |
| Full-time classroom teacher (instructs students at least 50% of the workday) salaries are at least \$45,000                                                                                                                                                                                                                                               | 30       |
| <b>Salary increases</b>                                                                                                                                                                                                                                                                                                                                   |          |
| If using optional eligibility criteria, the criteria are described and separate from factors                                                                                                                                                                                                                                                              | 27       |
| Based on at least two of the five statutory factors (must use academic needs factor)                                                                                                                                                                                                                                                                      | 27       |
| Definitions of factors (e.g., experience, academic needs, instructional leadership)                                                                                                                                                                                                                                                                       | 27       |
| How much each factor contributes to increase (by points, percentage, amount, etc.)                                                                                                                                                                                                                                                                        | 27-29    |
| Amount of increase (flat amount, % amount) or method for calculating amount                                                                                                                                                                                                                                                                               | 27-29    |
| Differentiated base salary increase for literacy endorsement                                                                                                                                                                                                                                                                                              | 28       |
| Academic needs is at least 10% of maximum possible salary increase calculation                                                                                                                                                                                                                                                                            | 27-28    |
| The combination of education and experience (excluding increases to reduce the gap and teacher retention catch-up increases) does not exceed 50% of the maximum available salary increase                                                                                                                                                                 | 27-28    |
| If using a salary increase to reduce the gap, it must: (1) be clearly identified and (2) actually reduce the gap                                                                                                                                                                                                                                          | N/A      |
| If using a teacher retention catch-up salary increase it must: (1) be clearly identified, (2) attributed to a factor, (3) describe the teachers to whom the catch-up increase applies, (4) describe the increase amount or method of calculating, and (5) describe how the increase amount represents a comparison to the starting salary of new teachers | N/A      |

### Reminders:

1. Make sure all salary increases are included and described in the compensation plan.
2. If you include non-bargainable items for informational purposes only (e.g., number of ECA positions, number of extended contract days, etc.), be sure to include a statement to that effect.
3. Ensure all date references in the CBA reflect the current contract period.
4. Ensure that the CBA is uploaded to Indiana Gateway by November 15th to avoid a declaration of impasse.
5. Ensure that the electronic participation information in CBA matches information in Indiana Gateway.

1 IEERB encourages parties to number the pages of their CBA. If there are no page numbers, parties should identify the Article or Section number of the particular item (e.g., Art. I Sec B; Sec IV #2, etc.).