MASTER CONTRACT AGREEMENT

EASTERN PULASKI COMMUNITY SCHOOL CORPORATION SCHOOL BOARD

and

EASTERN PULASKI TEACHERS ASSOCIATION

July 1, 2025– June 30, 2027

The undersigned attest to the following:

1. A public hearing was held in compliance with I.C. § 20-29-6-1(b) on September 8, 2025 and electronic participation from the parties and/or public was not permitted; and

2. A public meeting in compliance with I.C. § 20–29–6–19 was held on November 3, 2025 to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

Tim Rausch	Emma E. Myers
President School Board	President Eastern Pulaski Teachers Association
Date: 11/10, 2025	Date: 11/10, 2025

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ARTICLE 1: RECOGNITION AND EFFECT OF AGREEMENT

1.1 Definitions.

1.1.1 The Eastern Pulaski Teachers Association, hereinafter referred to as the "Association" is hereby recognized by the Eastern Pulaski Community School Corporation acting by and through its governing body, the Board of School Trustees, hereinafter referred to as the "School Corporation" as the exclusive bargaining agent for the certified employees, excluding the Superintendent, principals, assistant principals, business manager, school psychologist, special education supervisor, Director of Special Education, and athletic director(s) hereinafter referred to as the bargaining unit.

1.1.2 If any section, article, or clause be declared illegal by a court of law, the said section, article, or clause shall be deleted from the contract to the extent it violated the law. The remaining sections, articles, or clauses shall remain in full force for the duration of the contract.

1.1.3 The Association and the School Corporation both affirm that this agreement sets forth the terms and conditions to which each party agrees to be bound, and that such agreement has been reached voluntarily without undue or unlawful coercion or force by either party.

ARTICLE 2: TERMS OF AGREEMENT

2.1. Length of Agreement.

2.1.1 This agreement and all sections contained herein shall be in effect July 1, 2025- June 30, 2027 and shall remain in effect until a new agreement is ratified by both the Association and the School Corporation.

2.2. Amendment of Terms.

2.2.1 The Association and the School Corporation both agree that the terms and conditions set forth in this contract have been mutually determined to represent a complete understanding and commitment between the Association and the School Corporation. This contract may be altered, changed, modified, added to or deleted from, only through voluntary and mutual consent of the Association and the School Corporation in writing, executed by representatives of the Association and the School Corporation, ratified by the Association and the School Corporation, dated and attached to this agreement.

2.3 Definitions.

2.3.1 Per Diem.

Per Diem shall be defined as annual salary divided by one hundred eighty-five (185).

2.3.2 Hourly Wage.

Hourly wage shall be defined as per diem divided by seven (7).

2.3.3. Teacher.

Employees represented by this bargaining agreement shall be referred to as Teacher

ARTICLE 3: LEAVES OF ABSENCE

3.1. Summer School Leave.

3.1.1 Each teacher who teaches classes in Summer School shall be permitted to be absent for up to two (2) days due to personal illness, without loss of compensation and such days shall not be accumulated if unused. A Summer School teacher may not use regular school year sick leave for absence from Summer School.

3.2 Bereavement Leave.

3.2.1. Immediate Family.

Up to five (5) work days of absence, without loss of pay per each occurrence, shall be granted a teacher for a death in the immediate family to wit: spouse, parent (including step or foster parents) or parent-in-law, sibling, son-in-law, daughter-in-law, grandchild, and child (including step and foster child), miscarriage or stillbirth of a medically verified pregnancy, and also includes people living in the home of the Teacher. Two days may be reserved for up to ninety (90) school days for estate-type business.

3.2.2. Grandparents.

Up to three calendar days of absence, without loss of pay per each occurrence, shall be granted to a teacher for a death to include the following: grandparent.

3.2.3. Other Family.

One day per each occurrence shall be granted the teacher, without loss of pay, for a death to include the following: grandparent-in-law, aunt, aunt-in-law, uncle, uncle-in-law, niece, nephew, sister-in-law, and brother-in-law. The day may be taken one day before the funeral, the day of the funeral, or the day after the funeral. If a teacher has used all personal days, one sick leave day may be used within this category to make this provision two calendar days.

3.2.4. Other Deaths.

If a teacher has used all personal days, that teacher may file a written request with the Superintendent requesting one day bereavement leave for the day of the funeral for an individual close to that teacher.

3.3 Association Leave Days.

3.3.1 The Association shall be granted three (3) days annually for use by the Association President, or designee, to perform work of the Association. The School Corporation shall be reimbursed by the Association for the actual costs of the substitute.

3.4 Sick Leave.

3.4.1 Annual Sick Leave.

Each teacher shall be entitled to sick leave in the amount of ten (10) days in the first year of teaching and seven (7) days in each succeeding school year for personal or family illness. Family is defined as the teacher's spouse, children, stepchildren, parents, and wards (children for whom the teacher is the legal guardian). Family also includes people living in the home of the Teacher or for whom the Teacher is the sole guardian or caregiver. Other individuals can be counted as family for the purposes of illness leave at the discretion of the Superintendent. If more than five (5) consecutive days of leave or fifteen (15) cumulative leave days in a semester are utilized, a medical statement for the absences may be required at the discretion of the Superintendent. The use of an excessive amount of illness may initiate the use of Family Medical Leave Act Leave. Unused Sick Leave days will be credited toward that teacher's accumulated balance at the close of the school year.

3.4.2 Accumulated Sick Leave.

Unused sick days may accumulate to one hundred eighty (180). Unused sick leave days that exceed one hundred eighty (180) at the start of a school year will be purchased by the School Corporation on the first paycheck of the school year at a rate of sixty dollars ($60) per day in excess of one hundred eighty (180). This amount will be sent to the teacher's VEBA or 403B. Teachers may use annual and accumulated sick leave when absent from work due to personal illness, injury, or quarantine, without loss of compensation.

3.4.3 Transfer of Sick Leave from Other Public School Corporation.

If a teacher has accumulated one or more sick days from another public school corporation, and then becomes employed at the School Corporation, these shall be added to his sick days, for the second year and each succeeding year, five (5) sick days, until the accumulated sick days to which the teacher was entitled in his last employment are exhausted or exceed the ceiling in the paragraph above.

3.4.4 At the Superintendent's discretion, additional days may be transferred from the prior corporation at a rate greater than five days per year. Consideration may include, but is not limited to, FMLA eligibility. Supporting medical documentation may be requested. The total number of days transferred cannot exceed the sick day balance brought forward from the prior corporation.

3.5 Leave for On-the-Job Injury.

3.5.1 If a teacher must leave school due to an injury sustained at school within the course of employment, that specific day, and the next day if needed, will not be charged against the teacher's sick leave days in addition to any applicable leaves under relevant Workers Compensation statutes.

3.6 Paid Parental Leave

In addition to other applicable leaves in this agreement, when a child is born or adopted, a parent shall be granted five (5) days paid parental leave to be used within twelve (12) weeks of the birth or adoption. The leave days need not be taken consecutively.

3.7 Maternity Leave.

3.7.1 A teacher who is pregnant may continue in active employment as late into the 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 following:

3.7.2 A teacher is entitled to a leave of absence, without pay, any time between the commencement of her pregnancy and one (1) year following the birth of the child. She shall notify the Superintendent in writing of the expected length of this leave.

3.7.3 In case of a medical emergency caused by the pregnancy, the teacher shall be granted a leave, as otherwise provided in this collective bargaining agreement. Such leave shall be granted immediately upon her written request and the certification of the emergency from an attending physician. The teacher's intent to return shall be given at least twenty-one (21) calendar days prior to the date of return. Where possible the teacher will schedule her date of return to correspond to the beginning of a grading period.

3.7.4 All or part of a leave taken by a teacher because of a temporary disability caused by pregnancy may be charged, at her discretion, to her available sick leave days. Beginning with the birth of the child, a teacher may be absent from her position due to temporary disability. A teacher may use her available accumulated sick leave during this temporary disability. After her available sick leave has been used, the teacher may be absent without pay, subject to provisions of this collective bargaining agreement. This leave may be taken without jeopardy to the teacher's reemployment, retirement and salary benefits. If a teacher will be absent more days than available in her accumulated days, upon request, the contract can be recalculated.

3.7.5 Upon the return to the classroom, the teacher is guaranteed a teaching position in Eastern Pulaski for which she is certified and may have the option to return to the position from which leave was taken if such position is available.

3.8 Non-birthing Parent.

3.8.1 Any teacher whose spouse gives birth to or adopts a child may be granted an unpaid leave of absence any time between the commencement of the pregnancy or adoption and one (1) year following the birth or adoption of the child, if he/she notifies the Superintendent at least thirty (30) days before the date on which he/she wishes to start his/her leave, unless extenuating circumstances approved by the Superintendent require shorter prior notice. Such notice shall include the expected length of the leave, and a copy of the birth certificate of the newborn or applicable adoption documents. A teacher's right to Parental Leave will be coordinated with the teacher's right under the Family and Medical Leave Act and any applicable leave policies adopted by the board.

3.9 One Day Leave.

3.9.1 Teachers shall receive a paid leave day on a day agreed upon through mutual consensus between the School Corporation and the Association.

3.10 Family and Medical Leave Act.

3.10.1. The corporation adheres to the Family and Medical Leave Act (FMLA) in accordance with School Board Policy 3430.01

3.11 Salary During an Unpaid Leave.

3.11.1 When a teacher is on unpaid leave, his/her pay shall decrease by his/her per diem times the number of days unpaid leave. Per diem shall be defined as annual salary divided by one hundred eighty-five (185). A teacher shall receive a copy of this calculation using his/her salary from the school business official.

3.12 Provisions Governing Extended Leaves.

3.12.1 A teacher granted a leave of absence by the School Board, expected to extend over sixty (60) calendar days in any school year as determined by the school calendar, shall be governed by the following:

3.12.2. Length of Leave.

The teacher requesting leave shall notify the Office of the Superintendent in writing as soon as reasonably possible, stating the reason for the requested leave, the requested commencement date for the leave, and either the termination date of the leave or the effective date of the teacher's resignation, whichever is appropriate.

3.12.3. Use of Sick Leave.

Any teacher taking an extended leave of absence may use days of sick leave, which the teacher has accumulated, but shall be required, at the option of the School Corporation to present a doctor's certificate of personal physical inability to teach to justify such use of accumulated sick leave days. Such use of sick leave shall be limited to the teacher's personal disabilities directly related to the cause of the disability or pregnancy.

3.13 Teacher Retirement Fund Qualifications Regarding Leaves of Absence.

3.13.1 Credit toward the Teacher's Retirement Fund shall be governed by the rules of that Fund.

3.14 Sick or Personal Leave Accumulation.

3.14.1 Sick and personal leave shall not accumulate for a school year when the teacher did not teach.

3.14.2 For teachers under regular contract who do not teach the entire year:

a. Credit for personal leave shall be based upon one day's credit for each 60 days in which the teacher taught in any given year.

b. Credit for sick days shall be based on the following formula: One day of sick leave credit for each 15 days that the teacher is paid until the teacher has secured that year's maximum sick leave credit.

3.14.3 Recognizing that sick and personal leave are usually credited to the teacher as of the first day of the Fall Semester, if this policy necessitates deducting sick or personal days, such adjustment shall be made in the school year of the teacher's return to teaching at the School Corporation, except as provided in the section governing teachers not intending to return to teaching after leave.

3.15 Teachers Not Intending to Return To Teaching After Leave.

3.15.1 In case of a teacher who does not intend to resume teaching duties with the School Corporation after expiration of the requested leave:

a. The notice or request to take leave shall set forth the effective date of the teacher's resignation.

b. The teacher shall then be eligible to use accumulated leave as provided for in paragraph B above and to continue the insurance as provided for in the insurance provisions of this contract.

3.15.2 In the event of a teacher taking leave leading to resignation, if the teacher is over-credited with sick or personal days, the adjustment shall be made at the time of the taking of the leave, either by deducting such accumulated sick or personal days from the teacher's accumulated credits or, if necessary, in the teacher's final pay on a per diem basis.

3.16 Payroll Elections for a Teacher On Unpaid Leave for Three or More Weeks.

3.16.1 When a teacher is granted an unpaid leave lasting three weeks or longer, the business office shall schedule a meeting with the teacher within seven (7) calendar days of the approval of the leave to review the teacher's options for adjustments to salary, benefits, and withholdings as a result of the leave. This shall include a schedule of how much the teacher will be paid and have withheld for each pay date for the remainder of the contract. Exceptions shall be made when an unpaid leave arises out of an emergency.

3.17 Court Leave.

3.17.1 If a Teacher is summoned to appear in a Court of Law or is to serve on a jury in a Court of Law, the School Corporation shall pay the difference in compensation received and the Teacher's daily rate of pay. This does not apply to any Teacher who files a lawsuit.

3.18 Personal Business Leave.

3.18.1 Annual Personal Business Leave.

Each teacher may have three (3) days of each school year with pay for the transaction of personal business or to conduct personal or civic affairs. The teacher shall submit to the Superintendent through the building principal the proper forms as soon as possible before the leave is desired. If a teacher wishes to use a personal day on the day before or after a recognized break in the school calendar to extend the break, it shall count as two (2) personal business days. Single days may be granted/approved for significant life events, or circumstances beyond teacher control, at the discretion of the Superintendent. A teacher shall be charged only one personal day when attending a School Corporation sponsored field trip with the teacher's child. Recognized breaks include Labor Day, Fall Break, Thanksgiving Break, Christmas Break, President's Day, Spring Break, Good Friday, and Memorial Day.

3.18.2 Accumulated Personal Business Leave.

Unused personal business leave shall be rolled into personal business leave days at the end of the school year up to ten (10) days. Any unused personal leave days after ten (10) shall be transferred to accumulated sick leave at the end of the school year.

ARTICLE 4: RETIREMENT BENEFITS

4.1 Teachers Retirement Fund Reporting After Retirement.

4.1.1 Upon retirement, the first $2000 of retirement benefits shall be shown on the teacher's last contract as salary for Indiana State Teachers' Retirement Fund purposes as an amount paid in contemplation of retirement pursuant to IC 5-10.2-4-3.

4.2 VEBA.

4.2.1 No additional contributions will be made to these individual VEBA accounts by the School Corporation after June 30, 2024.

4.2.2 School Corporation contributions made on behalf of the Teacher shall vest with the Teacher upon completion of five consecutive years of service to the School Corporation.

4.2.3 The single investment vendor for the VEBA plan shall be determined by mutual agreement.

4.2.4 The VEBA plan's terms and conditions shall be as follows:

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

b. Until such time that a Teacher has satisfied the vesting requirements in Section 4.2.2, the Teacher shall have no access to the assets held in his or her individual VEBA plan account.

c. If a teacher terminates employment before satisfaction of the vesting requirements in Section 4.2.2, the terminated Teacher's VEBA plan account shall be forfeited. The forfeiture account balance on June 30, 2024, will be reallocated to all active plan participants (including those not vested) using a proration based on completed years of service. After June 30, 2024, the forfeited amounts will be reallocated at the end of each plan year only among the then-remaining separate VEBA plan accounts of those teachers hired on or after July 1, 2006 in equal amounts to active participants.

d. Therefore, the VEBA plan accounts of the following Teachers will not share in the reallocation of a forfeiture of a VEBA plan account:

i. Teachers who forfeited their VEBA plan accounts in the same year;

ii. Teachers who previously forfeited their VEBA plan accounts; and

iii. Teachers who have terminated employment in or before the year of the reallocated forfeiture.

4.2.5 Teachers whose positions are eliminated by a reduction in force shall not forfeit their individual VEBA account assets. Teachers who are reduced, and who are eligible for and fully vested in the VEBA plan, shall be entitled to all monies in her or her account.

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

4.2.7 The School Corporation shall not be paid any compensation for its services performed on behalf of the VEBA. All costs incurred in the administration of the VEBA and investment fees shall be paid from the VEBA assets.

4.2.8 Following retirement and the satisfaction of the requirements set forth in this section, a retired teacher may use the amounts held in his/her separate VEBA account to pay health care benefits to the Teacher, the Teacher's spouse, and the Teacher's dependents, subject to the restrictions and limitations of the Internal Revenue Service.

4.3 Group Health Insurance for Retirees.

4.3.1 Immediately following retirement, the teacher, and his/her spouse, shall have the option of remaining in the current School Corporation group health insurance plan if all of the following conditions are met as of the date of retirement and thereafter:

a. For the purposes of Article 4, Section 4.3, a retired teacher is defined as one who is otherwise qualified for benefits under the Indiana Teachers Retirement Fund.

b. While the retired teacher, spouse and eligible dependents, if any, remain enrolled in the health insurance plan, the retired teacher and spouse shall pay the entire insurance premium applicable to the insurance coverage.

c. Within ninety (90) days of the retirement date, the teacher has provided a written request to the Board for insurance coverage for the teacher, spouse and eligible dependents, if any.

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

e. Once this option is dropped, the participant will no longer be eligible to participate in the program.

4.4 Accumulated Unused Sick Days.

4.4.1 At the time of retirement, the School Corporation shall contribute to a teacher's individual Section 403(b) account an amount equal to sixty ($60) dollars per day for each day of unused accumulated sick leave.

4.5 Section 403(b) Annuity

4.5.1 Effective July 1, 2024, the School Corporation agrees to maintain an Internal Revenue Code Section 403 (b) Plan (hereinafter referred to as the "403(b) Plan") for all certified employees hired after July 1, 2006. The 403(b) Plan will include provisions for pre-tax salary reduction contributions by the employee.

4.5.2 Effective July 1, 2024, the School Corporation shall contribute $300 annually into the Section 403(b) accounts for all certified employees hired after July 1, 2006, offered by vendors specified Section 7.10.

4.5.3 Effective July 1, 2024, each certified employee hired after July 1, 2006 shall be immediately vested in the Board's Section 403(b) contribution.

ARTICLE 5: SICK LEAVE BANK

5.1. Purpose.

5.1.1 A voluntary sick leave bank to which a teacher may contribute unused sick days and from which a contributing teacher may draw sick days when his/her accumulated sick days are exhausted will be administered according to the policies set forth in this Article.

5.1.2 The purpose of the sick leave bank is to relieve teachers from undue financial burden due to absence from work on a long-term basis as a result of a severe illness, injury, or incapacitation.

5.2 Committee.

5.2.1 The sick leave bank will be administered by a committee of five teachers and the Superintendent. The Superintendent may include an additional administrator to be present in an advisory capacity. The teachers shall be selected as follows:

a. two (2) from Eastern Pulaski Elementary School
b. one (1) from Winamac Community Middle School
c. two (2) from Winamac Community High School

5.2.2 The chairperson of the committee will be appointed by the president of the Association. The chairperson and the Association president will select the members of the committee. These committee appointments will require approval of the Association Executive Committee.

5.2.3 The sick leave bank committee or executive board, if called upon, may grant, deny, or suspend grants of sick days from the bank. Their judgment or decision will be final. Each applicant automatically consents to submit to a medical examination and/or review of his/her medical history if it is deemed necessary by the committee.

5.3 Administration of the Sick Leave Bank.

5.3.1 The sick leave bank will be administered by both the Association president and a representative from the Administration Building (Superintendent, Business Manager, etc.). All sick leave bank documentation will be kept in the Administration Building and will be checked by the Association president on a periodic basis.

5.4 Maximum Days.

5.4.1 The maximum number of days to be held in the bank shall be one hundred eighty (180). The maximum number of days to be held in the bank may be allowed to increase to allow new teachers to join and at any time. The School Corporation and Association mutually agree to do so under special circumstances.

5.5 Joining the Sick Leave Bank.

5.5.1 To enroll in the sick leave bank, a teacher will be required to donate one (1) of their sick days by completing the required form no later than October 15. First-year teachers will be enrolled in the program upon completing the required form to donate a day to the sick leave bank no later than October 15. Once a teacher is enrolled in the sick leave bank, the teacher's membership is continuous unless and until they choose to opt out of the program.

5.6 Resigning Membership of the Sick Leave Bank.

5.6.1 A member teacher wishing to opt out of the sick leave bank must complete the opt out form and submit it to either the Association president or to the Administration Building by October 15 of the school year.

5.7 Assessments.

5.7.1 If the number of days in the bank falls below ninety (90), each member teacher will be assessed one (1) sick day to remain members of the sick leave bank. A member teacher who declines the assessment shall no longer be considered a member of the sick leave bank and shall be ineligible for its benefits.

5.8 Past Donations.

5.8.1 Any days previously donated by past members (current inactive members, retired members, members who left the School Corporation, etc.) will remain in the sick leave bank and be labeled as general days for accounting purposes. Once days are donated to the Sick Leave Bank they are not refundable for any reason.

5.9 Eligibility.

5.9.1 Any contributing teacher is eligible to withdraw days from the bank if:

a. the teacher has completed the Sick Leave Bank Application and Agreement form,
b. the teacher has submitted documentation from a physician that establishes a physical/mental illness, incapacitation, or injury, and,
c. being absent three consecutive work days and the teacher has exhausted all accumulated sick days and personal days. A person may withdraw days only until the end of the school year. At the beginning of a new school year the teacher must have a contract to teach in the school system and re-apply to the Sick Leave bank Committee if more days are needed.

5.10 Release Statement.

5.10.1 In consideration of the benefits of participating in the sick leave bank, each applicant for membership in the bank shall, as a condition to such application, agree in writing substantially as follows:

> "I specially acknowledge and agree that the granting of days from the sick leave bank shall be at the sole discretion of the sick leave bank committee or, in the event of an appeal, the executive board of the Eastern Pulaski Teachers' Association will be final and binding and not subject to grievance. I further agree to abide by such decision and to indemnify and hold harmless the Eastern Pulaski Teachers' Association and the Eastern Pulaski Community School Corporation and all of their agents for any loss they may sustain as a result of any claim or legal proceedings I may bring

against them with respect to a decision made by any of them concerning this application."

5.11 Repayment.

5.11.1 Persons withdrawing sick leave days from the bank will not have to replace these days except as a regular contributing member to the sick leave bank.

5.12. Appeal.

5.12.1 An applying teacher may appeal the decision of the sick bank committee to the Association Executive Board. The Association Board will consider all appeals and exceptional cases which do not fit the above guidelines on an individual basis.

ARTICLE 6: COMPENSATION

6.1 Terms.

6.1.1 The Association and the School Corporation agree to the following compensation plan for July 1, 2025 - June 30, 2027.

See Appendix C.

6.1.2 Salary range $44,000 - $77,000 not including current year increases or TRF distribution.

6.1.3 Salary Increase Factors

2025-2026

a. Evaluation – The teacher received a highly effective or effective evaluation rating for the prior school year.

b. Education – Possession of a content area Master's degree or additional content credit hours as defined by the Indiana Department of Education.

c. Academic Need (2025-2026 only) – Teacher Retention Catch Up - Each teacher shall receive a $2000 base salary increase for the 2025-2026 school year as a teacher retention catch up payment.

2025-2026 Base Salary	$46,000
2024-2025 Base Salary	$44,000

Teacher Retention Increase $2000

d. Instructional Leadership – Each teacher who possesses an early literacy endorsement will receive a $250 one-time base salary increase.

2025-2026 Summary

Teacher retention base increase	$2000
Evaluation step increase	$1000
Education increase	$1000
Literacy Endorsement Increase	$250

Total Possible 2025-2026 Increase **$4250**

Education / Total Possible = $1000/$4250 = 23.5%
Academic Needs / Total Possible = $2000 / $4250 = 47%

2026-2027

a. Evaluation – The teacher received a highly effective or effective evaluation rating for the prior school year.

b. Education – Possession of a content area Master's degree or additional content credit hours as defined by the Indiana Department of Education.

c. Academic Need (2026-2027 only) –Each teacher who possesses an early literacy endorsement will receive a $250 one-time base salary increase

2026-2027 Summary

Evaluation	$1000
Education	$1000
Academic Need	$250

2026-2027 Total Possible Base Salary Increase **$2250**

Education / Total 2026-2027 Possible Base Salary Increase = $1000 / $2250 =44%
Academic Needs / Total Possible Base Salary Increase = $250 / $2250 = 11%

Movement

1. For the 2025-2026 school year only, all teachers will receive a teacher retention catch up base salary increase of $2000.

2. Teachers in the BS, BS+12, BS+24, or BS+36/MS, MS+18, MS+36/PhD column who meet the evaluation factor but do not meet any of the remaining factors will advance one row in the column.

3. Teachers in the BS, BS+12, BS+24, or BS+36/MS, MS+18, MS+36/PhD column who possess a Literacy Endorsement will receive a $250 one-time base salary increase.

4. Teachers in the BS column who meet the evaluation factor and earn twelve (12) additional content credit hours as defined by the Indiana Department of Education will advance one row in the BS column and then move in that row from the BS column to the BS+12 column.

5. Teachers in the BS+12 column who meet the evaluation factor and earn twelve (12) additional content credit hours as defined by the Indiana Department of Education will advance one row in the BS column and then move in that row from the BS column to the BS+24 column.

6. Teachers in the BS+24 who meet the evaluation factor and earn twelve (12) additional content credit hours or a master's degree in an additional content area, as defined by the Indiana Department of Education will advance one row in the BS+24 column and then move in that row from the BS+24 column into the BS+36 / MS column.

7. Teachers in the BS+36 / MS column who meet the evaluation factor and earn eighteen (18) additional content credit hours, as defined by the Indiana Department of Education will advance one row in the BS+36/MS column and then move in that row from the BS+36/MS column to the the MS+18 column.

8. Teachers in the MS+18 column meet the evaluation factor and earn eighteen (18) additional content credit hours, as defined by the Indiana Department of Education will advance one row in the MS+18 column and then move in that row from the MS+18 column to the MS+36 / PhD column.

6.2 Stipends.

6.2.1 Highest Salary Stipend.

If a teacher does not receive the same raise as other teachers who meet the same factors because they are on the final row of the salary schedule, the teacher will receive a stipend equal to the difference between the raise received by other teachers and the raise received by that teacher.

6.2.2 AP & Dual Credit Stipend.

Teachers assigned to teach AP and dual credit courses will receive a stipend annually of five hundred dollars ($500) per course per semester. A dual credit course is defined as a class that is offered by the School Corporation for one credit per semester for which the student also receives some number of credits from an institution of higher education. If a Teacher has more than one section of a course during a given semester, this shall count as one course. To receive the stipend, the teacher must complete teaching the course(s) for the entire semester.

6.3 New Hires.

6.3.1 Training and Experience.

The Superintendent shall evaluate the training and experience (including military service) of all applicants for teaching positions. When placing a new hire on the salary schedule, the Association and the Administration will agree on the placement on the salary schedule.

6.3.2 Experience shall be established by a signed statement from previous employers and shall only include years of teaching at an accredited public or private K-12 or pre-K-12 school district or public or private college or university. When new hires from outside of the educational field are hired, the Association and the Administration will agree on the placement on the salary schedule.

6.3.3 When a shortage of qualified applicants exists, the years of experience of a new hire may be increased by the School Corporation no more than five (5) years.

a. This increase shall be by mutual consent of the Superintendent, the new hire and the Association president or his/her designee.
b. Once the increase has been made, no change can be made to reduce the years of experience in the future.

c. It is understood by the parties that the intent of this language is to hire experienced and qualified teachers in an effort to have a good distribution of teaching experience within the teaching staff.

d. A consistent criteria will be used when establishing the experience of new hires.

6.3.4 When a consensus can not be reached between the Superintendent and Association, the School Corporation has discretion to determine new hire's placement on salary schedule.

6.5 Extra Curricular Stipends.

6.5.1 The salaries for extra-curricular positions are set forth in Appendix B of this agreement. The School Corporation is not under obligation to fill any certain number of positions but will pay the compensation indicated if such positions are filled. The number of positions posted is for informational purposes and was not negotiated.

6.5.2 A Teacher may request in writing for an ECA position to be shared with one other Teacher to the Superintendent for approval. If there is a request for a position to be split by more than two Teachers, that request shall be submitted to the Association President and Superintendent for approval. Any granted request will only be applicable for the school year in which it was granted. The School Corporation shall maintain a list of shared positions each school year. The stipend for all shared positions shall be divided equally if they are in the same experience category. If the split position is held by two or more Teachers who are not in the same experience category, each Teacher shall be paid a proportion of the listed stipend in the appropriate experience category.

6.6 New Teacher Orientation.

6.6.1 A teacher who is required or requested to attend New Teacher Orientation shall be paid the Teacher's per diem wage.

6.7 Mentors.

6.7.1 If a teacher is assigned the task of mentoring another teacher, the mentoring teacher shall be paid a wage of six hundred dollars ($600) per year for each teacher he/she mentors.

6.8 Background Checks.

6.8.1 The School Corporation shall assume the responsibility for the costs associated with obtaining expanded criminal background checks and expanded child protection index checks.

6.9 Athletic Pass.

6.9.1 The School Corporation shall provide each teacher and one guest a pass for all school events. The athletic passes will be for all corporation athletic events other than those events which are shared gate receipts or those events for which the corporation is host for a tournament or play-off.

ARTICLE 7: INSURANCE BENEFITS

7.1 Vision Insurance.

7.1.1 The School Corporation shall contribute $105 (or an amount not to exceed the total cost of a Single Vision Plan less $1.00) annually toward a single or family vision plan.

7.2 Dental Insurance.

7.2.1 The School Corporation shall contribute the cost of an annual single dental premium minus one dollar ($1.00) toward either a single or family dental insurance plan.

7.3 Health Insurance.

7.3.1 The School Corporation shall contribute to a single health insurance plan for each Teacher working an average of at least 30 hours per week who elects to participate on the health insurance renewal dates as follows:

Employer 85% -Employee 15%

7.3.2 Teachers who select the family plan will contribute to a family plan in the following ratio:

Employer: 54% - Employee 46%

7.3.3 The contribution to a family plan for two married staff members shall be two times the contribution to a family plan listed above and not to exceed 100% minus one dollar ($1.00).

7.3.4 The School Corporation shall contribute into a health savings account for each Teacher who is on a high-deductible health plan through the School Corporation one-thousand dollars ($1000.00) for those on a single plan and two-thousand dollars ($2000.00) for those on a family plan.

7.3.5 Term of Insurance Benefits.

a. For a new Teacher who is hired prior to September 1, insurance benefits shall begin September 1.
b. For a new Teacher who is hired on or after September 1, insurance benefits shall begin on the first day of the month following the date of hire.
c. The School Corporation shall pay its contribution to insurance benefits on behalf of a Teacher who retires upon or after completion of the school year until July for coverage through August 31. The School Corporation shall pay its contribution to insurance benefits on behalf of a teacher who resigns upon or after completion of the school year for coverage through June 30.

d. The School Corporation shall pay its contribution to insurance benefits on behalf of a Teacher who separates employment prior to completion of the school year through the last day of the month of separation.

7.4 Life Insurance.

7.4.1 The School Corporation shall pay all but $1 of a $50,000 term life insurance policy with accidental death and double indemnity benefits for each Teacher.

7.5 Mileage.

7.5.1 The School Corporation shall pay a per mile rate as set by the IRS on July 1, of each year to Teachers for approved school business trips when the school van is not available.

7.6 TRF.

7.6.1 The School Corporation shall pay three percent (3%) to the Indiana Teachers' Retirement Fund beginning with the 1994-95 school year.

7.7 Long Term Disability.

7.7.1 The School Corporation shall pay all but $1.00 of the cost of a School Corporation-Sponsored Long Term Disability (LTD) policy for each full-time Teacher.

7.8 Wage Pay Agreement.

7.8.1 Pay Periods.

Each teacher shall have the option of receiving 20 equal pays spread over a nine-month period or 26 equal pays every other Friday spread over a twelve-month period. The first pay date of 2025-26 shall be August 15, 2025 and and shall continue every two weeks thereafter until a successor agreement has been ratified by the School Corporation.

7.8.2 Holidays.

In the event a scheduled holiday falls on a scheduled payday, teachers shall receive their checks on the last school day prior to the holiday; however, this clause does not apply to scheduled paydays falling during Christmas, spring, or summer recesses.

7.8.3 Extra Curricular Payments.

Effective July 1, 2018, teachers filling positions on extra-curricular Appendix B will have the option of receiving their compensation in one payment on their regular paycheck upon completion of their duties or having the sum divided by their number of pays. Teachers filling positions on extra-curricular Appendix B will have the choice of receiving half of their salary upon completion of half the season or in one lump sum upon completion of their "season". "Season" is defined by utilizing IHSAA practice start dates and season-ending tournaments while lower levels will be defined by the athletic schedule. It will be the responsibility of those receiving pay on Schedule A or B in any lump sum to ensure their claim form is completed, signed, and is turned into the Athletic Department/Building Administrator for signature.

7.9 Direct Deposit.

7.9.1 All teachers will have their pay direct deposited into the bank/credit union of their choice.

7.10 Payroll Deductions.

7.10.1 Payroll deductions shall be available to teachers for:

a. Equitable Life Assurance Society
b. American Fidelity
c. Franklin Templeton Mutual Funds
d. American Funds

e. Security Benefits

7.10.2 Deductions may also be for other non-political purposes upon the request for such deduction by at least ten percent (10%) of the members of the bargaining unit. Deductions will be forwarded to the designated recipient on a bi-weekly basis.

7.10.3 All salary adjustments shall be distributed within thirty (30) days of the finalization of evaluations.

ARTICLE 8: GRIEVANCE PROCEDURE

8.1 Agreement.

8.1.1 The Association and the School Corporation agree that grievances which arise out of an alleged misapplication or misinterpretation of this agreement, shall be resolved in accordance with the grievance procedure set forth in this article.

8.2 Grievance Procedure and Arbitration Procedure: Section 1 - Definition.

8.2.1 The arbitration shall be advisory. A grievance is an alleged violation or claimed misinterpretation of a specific article or section of this agreement. Any person or persons covered by this agreement who have allegedly been grieved upon or the Association may file a grievance.

8.3 Procedure: Section 2.

8.3.1 Step One.

The grievant shall present the grievance in writing on the grievance form attached hereto to the Building Principal during non-teaching hours within ten (10) days of the time that the grievant knew, or reasonably should have known of the grievance.

8.3.2 The grievance shall: (1) Name the Teacher(s) involved, (2) State the facts giving rise to this grievance, (3) Identify the specific provisions of this agreement alleged to be violated, (4) State the contention of the grievant with respect to the grievance, and (5) Indicate the specific relief requested.

8.3.3 Within ten (10) days after receiving the written grievance, the principal shall arrange to meet with the grievant and his/her Association representative to discuss the alleged grievance.

a. Within ten (10) days after such meeting, the principal shall give his/her written disposition to the grievant and his/her Association representative.
b. The term "day" when used herein shall mean teacher days (as that term is used in the school calendar of 185 days). During the summer recess, the term shall mean weekdays (Monday through Friday), except holidays when the Office of the Superintendent is closed.

8.3.4 Step Two.

a. If the grievance is not resolved in Step One, the grievant may within ten (10) days of receipt of the principal's answer, appeal to the Superintendent by filing the grievance and the principal's answer, along with any written response of the grievant to the answer of the principal, with the Office of the Superintendent, which shall acknowledge receipt thereof.
b. Within ten (10) days of receiving the Step Two grievance form, the Superintendent, or his designated representative, shall arrange to meet with the grievant and his/her Association representative to discuss the alleged grievance.
c. Within ten (10) days after such meeting, the Superintendent, or his designated representative, shall give his written disposition to the grievant

and his/her Association representative.

8.3.5 Step Three.

a. Within ten (10) working days after receiving the decision of the Superintendent, an appeal from the decision may be made to the Board of School Trustees. The Board shall hold a hearing of the grievance at a regular or special meeting and render its decision within thirty days of said hearing.
b. The Board may not consider any material or allegation that was not presented in Step Two.
c. The Board's decision shall be final.

8.4 Hearings - Section 3.

7.4.1 Hearings shall be conducted at a time and place which will afford 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.

8.5 Time Limits - Section 4.

8.5.1 Time limits herein may be extended only by mutual agreement, signed by the Association and the School Corporation

8.5.2 If there is a failure at any step to communicate the decision on a grievance within the specified time limit, the grievant shall then have the right to appeal at the next step of the procedure.

8.5.3 Any grievance not advanced by the grievant from one step to the next within the time limits, shall be deemed resolved by the answer at the previous step.

8.5.4 Any grievance already in process on the effective date of this agreement shall not be terminated, but shall be processed according to the new agreement.

8.6 State and Federal Law - Section 5.

8.6.1 Nothing contained herein shall deny to any Teacher rights under State and/or Federal Constitutions and laws.

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

APPENDIX A

DATE FILED: ____________________

GRIEVANCE FORM
EASTERN PULASKI COMMUNITY SCHOOL CORPORATION

NAME OF TEACHER(S) SEEKING RELIEF:

____

NAME OF OTHER EMPLOYEE(S) INVOLVED, IF ANY:

____

IDENTIFICATION OF SPECIFIC PROVISIONS OF AGREEMENT VIOLATED OR MISINTERPRETED:

____

STATEMENT OF FACTS GIVING RISE TO THE GRIEVANCE AND CONTENTION OF THE GRIEVANT WITH RESPECT TO THE GRIEVANCE:

____

____

____

SPECIFIC RELIEF REQUESTED:

____

____

____

SIGNATURE OF TEACHER(S) SEEKING RELIEF

____

____

____

APPENDIX B

ECA SCHEDULE

	0 - 5 Years Experience	6 + Years Experience		
HS Fall Athletics			**MS Fall Athletics**	**AMOUNT**
Head Football	$7,500	$7,800	8th Grade Football (2)	$1,385
Assistant Football (3)	$3,500	$3,800	7th Grade Football (2)	$1,385
JV Assistant Football	$2,500	$2,800	8th Grade Volleyball	$1,800
Head Volleyball	$5,500	$5,800	7th Grade Volleyball	$1,800
JV Volleyball	$2,500	$2,800	6th Grade Volleyball	$600
Assistant Volleyball/Freshman	$850	$1,150	MS Girls Cross Country	$1,300
Varsity Soccer	$4,800	$5,100	MS Boys Cross Country	$1,300
Assistant Soccer	$1,300	$1,600	MS Soccer	$1,350
Head Cross Country (CoEd)	$3,500	$3,800	MS Assistant Soccer	$1,000
Varsity Girls Golf	$2,500	$2,800		
			MS Winter Athletics	
HS Winter Athletics			8th Grade Boys Basketball	$1,800
Head Boys Basketball	$7,500	$7,800	7th Grade Boys Basketball	$1,800
JV Boys Basketball	$3,500	$3,800	6th Grade Boys Basketball	$1,100
9th Grade Boys Basketball/Boys Varsity Ass't	$2,500	$2,800	8th Grade Girls Basketball	$1,800
Head Girls Basketball	$7,500	$7,800	7th Grade Girls Basketball	$1,800
9th Grade Girls Basketball/Girls Varsity Ass't	$2,500	$2,800	6th Grade Girls Basketball	$1,100
JV Girls Basketball	$3,500	$3,800	MS Wrestling	$1,350
Head Wrestling	$4,800	$5,100	MS Assistant Wrestling	$1,000
JV Wrestling	$2,200	$2,500		
Assistant Wrestling	$1,000	$1,300	**MS Spring Athletics**	
Head Girls Wrestling	$4,800	$5,100	MS Softball	$1,300
			MS Baseball	$1,300
HS Spring Athletics			MS Girls Track (2)	$1,300
Head Baseball	$4,800	$5,100	MS Boys Track (2)	$1,300
JV Baseball	$2,200	$2,500		
Assistant Baseball (2)	$850	$1,150	**MS Multi-Season Athletics**	
Head Softball	$4,800	$5,100	Cheerleader	$2,060
JV Softball	$2,200	$2,500		

Assistant Softball(2)	$850	$1,150
Varsity Boys Track	$4,000	$4,300
Assistant Boys Track	$1,600	$1,900
Varsity Girls Track	$4,000	$4,300
Assistant Girls Track	$1,600	$1,900
Varsity Boys Golf	$2,500	$2,800
Multi-Season Athletics		
Cheerleader HS	2,7000	3,150
High School		
Musical Director*	$1,900	$2,200
Assistant Musical Instructor (2)	$850	$1,150
Band	$2,900	$3,200
Drama Play Director	$1,900	$2,200
Assistant Drama Instructor	$850	$1,150
HS Student Council (2)	$950	$1,250
Yearbook	$925	$1,225
HS Choir Director	$700	$1,000
MS Choir Director	$700	$1,000
Other		
Test Coordinator	$500	
Supervision	$30/event up to $1000	
* Grandfather in		

All Buildings	
Leadership Team (21)	$1,000
High School	
Academic Coach (11)	$800
Sunshine Society	$725
National Honor Society	$725
Freshman Class Sponsor	$400
Sophomore Class Sponsor (2)	$550
Junior Class Sponsor (2)	$550
Senior Class Sponsor (2)	$550
Bowl Coaches (2)	$400
Middle School	
Academic Coach (3)	$800
Junior National Honor Society	$725
Yearbook	$400
Bowl Coaches (2)	$400
Elementary	
Elementary Choir	$1,000
Yearbook	$400
Bowl Coaches (2)	$400
Academic Coach (1)	$800

Appendix C

2025-2027 Salary Schedule							
Row	BS	BS+12	BS + 24	BS+36/ MS	MS+18	MS+36 / Doctorate	Row
A	$46,000	$47,000	$48,000	$49,000	$50,000	$51,000	A
B	$47,000	$48,000	$49,000	$50,000	$51,000	$52,000	B
C	$48,000	$49,000	$50,000	$51,000	$52,000	$53,000	C
D	$49,000	$50,000	$51,000	$52,000	$53,000	$54,000	D
E	$50,000	$51,000	$52,000	$53,000	$54,000	$55,000	E
F	$51,000	$52,000	$53,000	$54,000	$55,000	$56,000	F
G	$52,000	$53,000	$54,000	$55,000	$56,000	$57,000	G
H	$53,000	$54,000	$55,000	$56,000	$57,000	$58,000	H
I	$54,000	$55,000	$56,000	$57,000	$58,000	$59,000	I
J	$55,000	$56,000	$57,000	$58,000	$59,000	$60,000	J
K	$56,000	$57,000	$58,000	$59,000	$60,000	$61,000	K
L	$57,000	$58,000	$59,000	$60,000	$61,000	$62,000	L
M	$58,000	$59,000	$60,000	$61,000	$62,000	$63,000	M
N	$59,000	$60,000	$61,000	$62,000	$63,000	$64,000	N
O	$60,000	$61,000	$62,000	$63,000	$64,000	$65,000	O
P	$61,000	$62,000	$63,000	$64,000	$65,000	$66,000	P
Q	$62,000	$63,000	$64,000	$65,000	$66,000	$67,000	Q
R	$63,000	$64,000	$65,000	$66,000	$67,000	$68,000	R
S	$64,000	$65,000	$66,000	$67,000	$68,000	$69,000	S
T				$68,000	$69,000	$70,000	T
U				$69,000	$70,000	$71,000	U
V				$70,000	$71,000	$72,000	V
W				$71,000	$72,000	$73,000	W
X				$72,000	$73,000	$74,000	X
Y				$73,000	$74,000	$75,000	Y
Z				$74,000	$75,000	$76,000	Z
AA				$75,000	$76,000	$77,000	AA
BB				$76,000	$77,000	$78,000	BB
CC				$77,000	$78,000	$79,000	CC

2025-2027 Salary Schedule with an Early Literacy Endorsement							
Row	BS with an Early Literacy Endorsement	BS+12 with an Early Literacy Endorsement	BS + 24 with an Early Literacy Endorsement	BS+36/MS with an Early Literacy Endorsement	MS+18 with an Early Literacy Endorsement	MS+36 / Doctorate with an Early Literacy Endorsement	Row
A	$46,250	$47,250	$48,250	$49,250	$50,250	$51,250	A
B	$47,250	$48,250	$49,250	$50,250	$51,250	$52,250	B
C	$48,250	$49,250	$50,250	$51,250	$52,250	$53,250	C
D	$49,250	$50,250	$51,250	$52,250	$53,250	$54,250	D
E	$50,250	$51,250	$52,250	$53,250	$54,250	$55,250	E
F	$51,250	$52,250	$53,250	$54,250	$55,250	$56,250	F
G	$52,250	$53,250	$54,250	$55,250	$56,250	$57,250	G
H	$53,250	$54,250	$55,250	$56,250	$57,250	$58,250	H
I	$54,250	$55,250	$56,250	$57,250	$58,250	$59,250	I
J	$55,250	$56,250	$57,250	$58,250	$59,250	$60,250	J
K	$56,250	$57,250	$58,250	$59,250	$60,250	$61,250	K
L	$57,250	$58,250	$59,250	$60,250	$61,250	$62,250	L
M	$58,250	$59,250	$60,250	$61,250	$62,250	$63,250	M
N	$59,250	$60,250	$61,250	$62,250	$63,250	$64,250	N
O	$60,250	$61,250	$62,250	$63,250	$64,250	$65,250	O
P	$61,250	$62,250	$63,250	$64,250	$65,250	$66,250	P
Q	$62,250	$63,250	$64,250	$65,250	$66,250	$67,250	Q
R	$63,250	$64,250	$65,250	$66,250	$67,250	$68,250	R
S	$64,250	$65,250	$66,250	$67,250	$68,250	$69,250	S
T				$68,250	$69,250	$70,250	T
U				$69,250	$70,250	$71,250	U
V				$70,250	$71,250	$72,250	V
W				$71,250	$72,250	$73,250	W
X				$72,250	$73,250	$74,250	X
Y				$73,250	$74,250	$75,250	Y
Z				$74,250	$75,250	$76,250	Z
AA				$75,250	$76,250	$77,250	AA
BB				$76,250	$77,250	$78,250	BB
CC				$77,250	$78,250	$79,250	CC