CONTRACT

BETWEEN

THE BOARD OF SCHOOL TRUSTEES

OF THE

VINCENNES COMMUNITY SCHOOL CORPORATION

AND

THE VINCENNES EDUCATION ASSOCIATION

2025-2026

2026-2027

TABLE OF CONTENTS

ARTICLE I. RECOGNITION

A. Recognition

The Board recognizes the Vincennes Education Association as the exclusive representative of teachers included in the bargaining unit in the Vincennes Community School Corporation.

B. Definitions

The term "Bargaining Unit" when used in this Contract shall refer to the personnel in the Unit as follows:

1. All Certificated Employees, as defined in P.L. #217, in the Vincennes Community School Corporation except for:

   Superintendent
   Assistant Superintendent
   Director of Special Education
   Curriculum Director
   Technology Director
   Principals
   Assistant Principals
   Dean of Students
   Head Coach of Basketball
   Head Coach of Football
   Athletic Director
   ROTC Instructors
   SWIRYV Teachers
   Part-Time Teachers who are not available for Full-time Duty
   All Substitute Teachers
   Any Supervisory Position Classification that may be added in
   the future and is excluded by law

2. The term "Board" when used in this Contract shall refer collectively to the five (5) members of the Board of School Trustees of the Vincennes Community School Corporation.

3. The term "Association" when used in this Contract shall refer to the Vincennes Education Association.

4. The term "immediate family", when used in this agreement shall refer to: husband, wife, child or step-child, father or step-father, mother or step-mother, grandchild or step-grandchild, grandparent or step-grandparent, brother or step-brother, sister or step-sister, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, or a member of the household in which a staff member resides.

ARTICLE II. FRINGE BENEFITS

A. Health Insurance

Each full-time teacher is entitled to coverage in the health and major medical plan that has been selected. The plan is to be selected by the VEA.

Membership in the plan is optional. The dollar amount paid by the corporation varies with the different plans but is a flat dollar amount paid by the corporation. The Vincennes Community School Corporation will pay $5,964 per year $497 per month toward the Health Insurance for a single plan. The Vincennes Community School Corporation will continue to pay 100% minus $.01 per pay for a single plan for all employees hired before January 1, 2007. Those employees will be grandfathered at this amount until retirement, resignation, or employment ends.

If a family membership is chosen, the teacher will pay the balance of the premium that exceeds the VCSC payment, through withholdings.

The Vincennes Community School Corporation will pay $1,069 per month for all employees who participate in the family plan for Health Insurance.

In cases when a husband and wife are both full-time employees, each married employee will receive $1,069 but the married couple will be responsible for the amount that is above and beyond the cost of the insurance. Effective on October 24, 2017, and beyond all married employees for the future will be responsible for incurring their own insurance premiums and be considered no different than that of all other employees. Employees married prior to December 31, 2017, are considered "grandfathered".

Plan	**Board Contribution**
Single	**$5,964 per year or $497 per month.**
Family	**$12,828 per year or $1,069 per month.**

Early retirees may remain in the plan at 100% of the premium until the retiree is Medicare and/or Medicaid eligible.

As the VCSC offers four plans for certificated employees and two of these plans include high deductible plans that are eligible for Health Savings Accounts (HSA's), the VCSC will make a one-time contribution of $1,750 for a single; $2,500 for a single + spouse or single + child(ren); $3,500 for a family plan. The HSA will be setup by the VCSC through American Fidelity or will be sent to the current employee HSA account established prior to December 31, 2014. The deposit will be made near the beginning of the New Year and as close to January 1, 2026, and January 1, 2027, as possible depending upon the banking and securities industry. The employee must have taught for the entire semester one and be returning for the second semester.

Individuals who reach the age of 65 after December 31st are not eligible for the VCSC Board contribution to HSA's. This is a result of the VCSC not being able to verify if an individual reaches the age of 65 and chooses to take Medicare Part A, B or D. When individuals do this, they are considered ineligible and place the VCSC HSA plan into ineligibility.

Plan	**Board Contribution to HSA**
Single	**$1,750**
Single + Spouse or Single + Child(ren)	**$2,500**
Family	**$3,500**

B. Life Insurance

Each full-time teacher is entitled to coverage in a level term life insurance program of seventy-five thousand dollars ($75,000) plus an additional seventy-five thousand dollars ($75,000) for accidental death or dismemberment. Each participant will pay through withholdings an amount equal to one cent ($.01) per pay. Coverage in the plan for a new employee will begin on the first day of employment, provided the teacher has submitted the required enrollment form.

If approved by the insurance carrier, a teacher may purchase supplemental coverage at the teacher's sole expense.

C. Insurance Coverage

School Corporation insurance contributions shall cease at the end of August for health, LTD, vision, dental and life insurance when a teacher leaves the School Corporation for any reason at the end of the school year.

D. Long Term Disability Insurance

All full-time teachers in the bargaining unit shall participate in the plan. The Board will pay all but $.04 per pay for long-term disability insurance. The carrier shall be determined by the Board. Elimination period is 90 days and at 60% of your pay. This is effective January 1, 2019.

E. Vision Insurance

The amount specified below, but not to exceed the actual cost of the premium, will be paid by the Board toward the cost of either single or family vision insurance for each full-time teacher enrolled in the school corporation's group vision insurance plan, with the teacher paying not less than $.04 per pay. The carrier shall be determined by the Board.
Maximum Board payment per teacher:

Up to two hundred and seventy-four dollars ($274.00) per year.

F. Dental Insurance

The amount specified below, but not to exceed the actual cost of the premium, will be paid by the Board toward the cost of either single or family dental insurance coverage for each full-time teacher enrolled in the school corporation's group dental insurance plan, with the teacher paying not less than $.04 per pay. The carrier shall be determined by the Board.

Maximum Board payment per teacher:

Up to sixty dollars ($60.00) per month.

ARTICLE III. LEAVES

A. Benefit Days

Teachers will be awarded 15days per year to use at their discretion, with unused days accumulating to 130 days maximum. If a teacher has exhausted their days for the calendar year, and have no days left in their accumulated leave, said employee will be docked their day rate, **IN ADDITION** to losing their professional point. **However,** if you have accumulated days, they may be used for sick and family illness days **ONLY**. Upon return, a **DOCTOR'S SLIP** must be provided each time an illness occurs.

Failure to comply with said policy will result in the loss of the employee's daily pay for said days. Also, the employee will lose their professional point.

It is understood that unique health situations do occur, and the superintendent has the authority to override the above stated policy in those unique health situations.

In situations that involve a maternity or extended leave situation, the teacher will not receive a loss in pay on the 17th day as they are already on leave and simply will need to be sure that their requested leave specifies the time period with which they will be out. Upon return, and with any further absences, they will need to supply the proper documentation.

The superintendent always has the discretion to reverse days, in addition to awarding days within the 130 days that can be accumulated up to in which situations have occurred or may occur, but these may not be reflected on the current pay period and may be reflected on subsequent pay periods.

Unused leave days shall accumulate up to 130 days. An accounting of unused days shall be given on each paycheck stub.

A paid annual stipend will be paid to those individuals of $1,000 in the form of a stipend who use no more than four (4) Benefit Days during a school year. This stipend will be paid prior to June 30 of each year.

B. Sick Leave Bank

1. A sick leave bank will be established for all full-time bargaining unit personnel as follows:

    a. Full-time bargaining unit personnel may donate one (1) day of their accumulated sick leave to the bank. This will constitute membership in the bank. In no event, shall the Board contribute days to the bank.

    b. All members will be asked for an additional day of contribution only when the accumulation of days in the bank falls below thirty (30) days. At no time will the number of days in the bank exceed a number equal to one (1) day per bank member plus thirty (30) days.

    c. Failure to donate days, as requested, will result in loss of membership. However, in the event a member has zero (0) sick leave days at the time of an assessment of an additional day of contribution, such member may remain in the bank but must donate an additional day at the beginning of the next school year.

    d. Each new full-time bargaining unit employee will be asked if they wish to contribute one (1) day to the bank at the time of employment. Employees may join the sick leave bank within the first ten (10) days of any school year, or within the first ten (10) days after employment whichever is later.

    e. The bank shall be administered by a committee comprised of three persons, two (2) selected by the VEA, and one (1) selected by the Board.

    f. It is understood that any teacher who is granted sick leave bank days shall repay the bank at the rate of eight (8) days per school year. The repayment days shall be taken from the teacher's annual allotment of leave days by September 15th of the school year following the year in which the days are granted and will continue each school year thereafter until such days are repaid. A teacher who wants to repay more than eight (8) days at the beginning of each school year shall be allowed to do so. The committee's determination shall be made on a case-by-case basis.

2. Provisions for withdrawing benefits from the bank:

    a. Bank members must file an application in the Superintendent's Office.

    b. The applicant must have exhausted all accumulated benefit days.

    c. No bank leave days will be granted without the action and consent of the committee. The decision of the committee to grant or deny days shall be final and binding and such action by the committee shall not be subject to the Grievance Procedure contained herein in this Contract.

d. The application shall include a statement from the physician, including the nature of the illness or injury and the estimated duration.

e. A maximum of four hundred ten (410) days may be granted from the bank to all individuals during a school year.

f. After days have been donated to the bank, those days can never be returned to the individual, nor can they be used for severance pay.

g. Days from the bank shall not be granted when such bank member is eligible to receive Worker's Compensation or long-term disability benefits. A normal pregnancy does not constitute acceptable use of the sick leave bank. Complications resulting from a pregnancy and more so where the employee is under doctor's orders as a result of the pregnancy and complications that have resulted could be an acceptable use. The committee's determination shall be made on a case-by-case basis.

C. Bereavement Leave

In the case of death in the immediate family, the teacher shall be permitted to be absent without loss of compensation for a period of up to seven (7) school days. Up to two (2) of the seven (7) days may be reserved for personal business and/or estate or business matters on behalf of the deceased within six (6) months following the date of death.

In cases of uncle, aunt, first cousin, niece, or nephew, not living in the teacher's household, the teacher may be absent two (2) school days without loss of compensation.

D. Association Leave

The Association President or the President's designee shall be entitled to eight (8) days for Association business without loss of compensation. No more than three (3) Association members per day may take Association leave.

E. Absence Due to Compensable Injury

An employee whose ability to perform duties is interrupted because of injury or occupational disease in the course of employment is eligible to receive compensation according to the benefits provided under the Worker's Compensation Insurance Law of the State of Indiana. Such employee will receive the difference between the employee's daily salary and such benefits as may be provided by the Worker's Compensation Insurance Law for a period not to exceed the time of such employee's sick leave. One-third (1/3) of one sick day shall be deducted from the employee's accumulated sick leave for each day of absence for which the employee is receiving Worker's Compensation benefits. The total number of 1/3 sick leave days used during the employee's leave will be totaled at the end of the employee's leave and will be rounded to the nearest one-half (1/2) day. This is the number that will be deducted from the employee's accumulated sick leave.

However, benefits provided by the Worker's Compensation Insurance Law may continue beyond expiration of the accumulated sick leave benefits, if eligible by law.

F. Jury Duty

A teacher will reimburse the corporation the amount paid for jury duty when they are subpoenaed as witnesses in court or to serve on a jury. There will be no loss in pay due to jury duty.

G. Pregnancy Leave

A teacher on maternity leave can only be paid for time the physician has stated assuming enough days are accumulated. If the teacher wishes to use more time than the doctor says is necessary, those days will be unpaid regardless of how many accumulated days that the employee has accumulated.

ARTICLE IV. RETIREMENT

A. Elimination of Retirement Severance Pay

The Board and the Association specifically reserved the authority to revise or terminate the benefits contained in earlier agreements. Exercising this authority, the Board and the Association now confirm that except as hereinafter set forth in this Article XII, Article IV, Section A of the Contract is eliminated and shall not apply to any teacher retiring on or after September 1, 2004, but shall be replaced by a mutually agreed 401(a) Plan.

B. Vesting Requirements for Retirement Severance Pay Buyout

Upon retirement from the Corporation, a teacher shall be fully vested in the buyout contributions described in Section D of this Article if the retiring teacher has satisfied the following requirements:

1. The teacher must be at least fifty-five (55) years of age and qualify for teacher's pension. A teacher who is fifty-four (54) years old in his or her last year of employment with the School Corporation may receive benefits when the employee reaches age fifty-five (55).
2. Immediately prior to retirement, the teacher must have completed not less than ten (10) full years of creditable service with the Corporation.

C. Actuarial Determination of Value of the Current Retirement Severance Pay

A calculation will be made to determine the buy-out present value of the unfunded retirement severance pay described in the now eliminated Article IV, Section A of the Contract for each teacher employed on August 31, 2004. In making this present value determination, the following assumptions shall be used:

1. The assumed interest rate for the purpose of determining present value is three percent (3.00%) for the first four years with an annual increase in the interest rate of one-half of

one percent (0.50%) thereafter until the assumed interest rate reaches a maximum interest rate of six percent (6.00%).

2. It is assumed that each teacher will terminate employment at the end of the school year in which the teacher attains age fifty-eight (58), or at the end of the current year if the individual is already age fifty-eight (58) or older.
3. The anticipated amount of retirement severance pay for each teacher shall be determined using the formula described in the now eliminated Article IV, Section A of the Contract. However, it is assumed that individuals do not retire until the attainment of age fifty-eight (58).
4. Using the method of calculation described in the now eliminated Article IV, Section A of the Contract, the retirement severance pay for each teacher will be determined based on the following assumptions:

   a. The present value of future retirement severance pay will not be reduced by the Social Security and Medicare taxes (FICA).
   b. Teachers hired on or after June 1, 2004 shall not be entitled to any payment for the eliminated retirement severance pay. In other words, no buy out contribution shall be made for individuals hired or rehired on or after June 1, 2004.
   c. There will be no discount for mortality.
   d. There will be no discount for turnover.
   e. Sick leave accumulation shall be calculated as of August 31, 2004, but each teacher will be assumed to earn an additional six (6) days of unused sick pay for each year until age fifty-eight (58).
   f. The present value of the retirement severance pay contribution under the Contract shall be calculated effective as of September 1, 2004.
   g. To confirm the accuracy of the underlying information to be used in the present value calculations, each teacher shall be provided with his or her basic data that will be used in the calculations, including, but not limited to, the following information as of September 1, 2004: age, years of service, and accumulated sick leave. Verification sheets shall be prepared for each teacher. The Corporation will forward the verification sheets to the respective teachers. Any corrections must be returned to the Corporation on or before October 31, 2004. Corrections not returned to the Corporation until after October 31, 2004 shall be disregarded.

D. Buy Out Contributions

The Corporation shall establish a qualified retirement plan as described in section 401(a) of the Internal Revenue Code (the "401(a) Plan"). The total sum of the amount calculated as the present value for retirement severance pay for each teacher employed on August 31, 2004 shall be contributed by the Corporation to the 401(a) Plan within 30 days of receipt of bond funds under SEA 199, but in no event later than January 15, 2005.

The vendor for the 401(a) Plan shall be mutually agreed to by both parties. The 401(a) Plan's terms and conditions will include the following:

1. The amount calculated 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 401(a) Plan.

2. Until such time that a teacher has retired and satisfied the eligibility requirements set forth in Section B of this Article, the teacher shall have no access to the assets held in his or her separate 401(a) Plan account.
3. If a teacher retires or otherwise terminates employment (other than by reason of death) before satisfaction of the requirements set forth in Section B of this Article, the terminated teacher's 401(a) Plan account shall be forfeited. If a teacher dies while employed by the Corporation, his or her 401(a) Plan account shall immediately vest and be non-forfeitable. Any forfeited amounts shall be reallocated at the end of each plan year among the then remaining separate 401(a) Plan accounts based on the respective account balances of the remaining 401(a) Plan participants.
4. Following retirement and the satisfaction of the requirements set forth in Section B of this Article, a retired teacher may elect to commence distributions from his 401(a) Plan account. If a teacher dies after having satisfied the requirements of Section B of this Article, the deceased teacher's 401(a) Plan account shall be distributable to the decedent's designated beneficiary or to his/her estate if no beneficiary designation has been made. At no time may a teacher borrow from his 401(a) Plan account.
5. The Corporation shall not be paid any compensation for its services performed on behalf of the 401(a) Plan. All costs incurred in the administration of the 401(a) Plan and investment fees shall be paid from the 401(a) Plan assets.

E. Use of Bought Out Sick Days

Any unused sick days bought out under this Section XII shall have no further cash value. However, as of September 1, 2004, a teacher whose sick days are bought out under this Article XII shall be treated as having (and may use and carryover in accordance with Article III) the number of sick days bought out from that teacher under this Article XII, not to exceed 130 sick days.

F. Additional Retirement Contributions for Teachers Hired after June 1, 2004

1. As noted in Article IV, Section B, the Corporation has previously established the 403(b) plan for all employees of the Corporation.

2. In addition to those contributions of the Corporation already set forth in Article IV, Section B, the Corporation agrees that with respect to each teacher initially hired on or after June 1, 2004, the Corporation will match the teacher's contribution to the Section 403(b) plan on a dollar for dollar basis up to an additional one quarter of one percent (0.25%) of that teacher's regularly scheduled salary, with that matching contribution being made to that teacher's separate 403(b) plan account for each school year. As set forth in Article IV, Section B, the Corporation shall make monthly contributions throughout the school year, and will complete its contributions on or before the last day of each month.

3. With respect to any teacher who is eligible to receive matching contributions under both Article IV, Section G and Article IV, Section F-2, those matching contributions shall be determined as follows:

a. The first 2.5% of regularly scheduled salary of the teacher's contribution to the Section 403(b) plan shall be used to determine the teacher's entitlement to a matching contribution under Article IV, Section G.

b. Any contribution to the Section 403(b) plan in excess of 2.5% of regularly scheduled salary shall be used to determine the teacher's entitlement to a matching contribution under Article IV, Section F-2.

4. Each teacher shall be vested in contributions to these individual 403(b) Plan accounts under Article IV, Section F-2 upon the completion of five (5) years of service with the Corporation.

5. Amounts that have not vested under Section F-4 of this Article IV at the time the teacher terminates employment shall be forfeited and used to reduce future Corporation contributions.

G. Upon Retirement and Remaining Accumulated Days

1. If an individual retires from the Corporation and has twenty (20) years of Service (must be within the VCSC) and meets the full criteria for retirement under the State of Indiana (Rule of 85). The Corporation will buy remaining days that the employee has left at $65 a day. This total is not to exceed $8,450.

a. To be eligible for this, the individual must notify the superintendent by March 1 with a letter of intent to retire.

b. Any individual who notifies, thereafter, is not eligible.

c. Payment will be made on or before June 30 of each year of the contract.

H. Retirement Savings Plan

1. Each employee shall have the option of investing in the Section 403(b) plan up to the maximum extent allowable by law. The Board shall match such employee contributions on a dollar-for-dollar basis up to 2.5% of the individual teacher's regularly scheduled salary.

2. In order to maintain the corporation's 2.5%, match an employee must increase his/her contribution to the minimum amount anytime a pay increase is received. Once an employee begins participating in the matching annuity program with only the minimum amount contributed and a pay increase occurs, the corporation has authority to increase the amount to the necessary minimum to keep the employee within the program. This will only occur if an increase is needed to keep them in the program, all other changes/increases can occur at any time at the employee's discretion.

3. The employer shall deposit employer contributions for each employee into an individual account for the employee in a tax-deferred annuity program sponsored by AIG / VALIC as the selected vendor. Should the decision be made to terminate

AIG/VALIC, this must be agreed upon by both the Board and the Association's bargaining team. Such deposits will be made on a monthly basis.

4. The selected vendor or its agents shall be the sole administrator of employer contributions to the tax-deferred annuity program.

5. School employees will have the option of continuing to invest their dollars in tax-deferred annuities for which money is already being deducted from the employee's salary, if any, or the tax-deferred annuity offered by the selected vendor.

6. For employees who were hired before October 1, 1998, once contributions are made by the employee and the employer on behalf of the employee, all assets of the accounts become the property of the employee and, in the event of death, his/her designated beneficiaries or, lacking same, estate.

ARTICLE V. CORPORATION PAID BENEFITS

A. Employee's Status

Except for the provisions of the Family and Medical Leave Act of 1993 for a teacher who qualifies as an "eligible employee", insurance benefits paid by the VCSC will be determined by the employee's current status. If the non-paid leave of absence approved by the Board is over thirty (30) calendar days, the teacher may continue coverage in the health insurance plan but must pay the full monthly premiums during the period of the leave after thirty (30) calendar days.

To be eligible for School Corporation paid summer premiums, after a non-paid leave has been taken for more than two (2) calendar months, the teacher must sign a written statement of intent to return the following school year.

Subject to insurance carrier rules, for those months the teacher does not qualify for any School Corporation paid premiums, membership may be maintained in the group insurance plan providing the teacher pays the full monthly premiums and providing the intent to return statement is signed.

B. IRS Section 125

A teacher may participate in this School Corporation's flexible benefits plan, with all yearly administrative and monthly user fees paid by the Board. Such plan shall be adopted by the Board under the provisions of Section 125 of the Internal Revenue Service Code. The plan will provide for the following benefits, through salary reduction agreements: The employee share of group insurance premiums; medical care reimbursement accounts; dependent care assistance accounts; and other benefits provided through the plan.

ARTICLE VI. COMPENSATION

A. Actual Compensation Plan can be found in Appendix A

B. Pay Option

At the teacher's option, contractual salaries will be payable as follows:

1. Not to exceed twenty-four (24) equal pays on the 10th and the 25th of each month beginning with the 25th of August.

2. Where a teacher resigns and/or signs a contract with another school corporation, the remaining compensation shall be paid in full as soon as the payroll changes can be made.

C. Certification Classifications

Certification classifications shall be determined according to the teacher's status on the date of the contract. Any claims for a change in status because of acquiring a master's degree as of the end of summer school requires notifying the Superintendent by July 1st of such anticipated change in qualifications, and evidence then is to be presented prior to the first day of school. If the master's program is completed during the first semester of the VCSC calendar, notification is due to the Superintendent by December 1 with evidence presented prior to the first day of the second semester. A change from the bachelor's to the master's column will only be allowed in August and January and the new pay will begin only at this time moving forward with the start of the school year or the start of second semester.

Master's must be completed in content area for which teacher is certified by Indiana licensure.

D. Training and Experience

All evidence of education and experience of all teachers must be on file in the Superintendent's Office.

E. Portion of a Year

A portion of a year will count as one (1) year of experience only if the teacher received pay for one hundred twenty (120) or more days.

F. Indiana State Teachers Retirement Fund

Salaries include three percent (3.00%) of said amounts to be paid directly to the Indiana State Teachers Retirement Fund by the Board on behalf of each affected teacher for payment of the teacher's share of such retirement contribution. Thus, the individual teacher's contract for each affected teacher shall be written for compensation payable which is less the said three percent (3.00%).

ARTICLE VII. TERM OF AGREEMENT

A. This Contract shall be effective as of November 11, 2025, and shall continue in effect through June 30, 2027. This Contract shall not be extended orally, and it is expressly understood that it shall expire on the date indicated.

B. This Contract is made and entered into at Vincennes, Indiana, on the 11th day of November 2025 by and between the Board of School Trustees of the Vincennes Community School Corporation, County of Knox, State of Indiana, and the Vincennes Education Association, an affiliate of the Indiana State Teachers Association and the National Education Association, heretofore referred to as the "Association".

C. The undersigned attest to the following:
1. A public hearing was held Wednesday, September 17 in compliance with IC 20-29-6-1 (b), and electronic participation from the parties was not permitted; and
2. A public meeting was held on Monday, October 13 in compliance with IC 20-29-6-19 to discuss the tentative agreement and electronic participation from the governing body and public was not permitted.

Vincennes Education Association	Board of School Trustees of the Vincennes Community School Corp.
BY:__________ President	BY:__________ President
BY:__________ Secretary	BY:__________ Secretary
BY:__________ Bargaining Spokesperson	BY:__________ Bargaining Spokesperson

APPENDIX A
2025-2027 Compensation Plan
Salary Increase

I. Salary Range

A. The salary range for the 2025-2026 school year is $46,000 to $75,000. This amount does not include pay raises under this Agreement or the three (3%) ISTRF Corporation contribution. The salary range for the 2026-2027 school year is $47,000 to $76,250. This amount does not include the pay raises for the second year of the two-year contract nor does it include the three (3%) ISTRF contribution.

II. Base Salary Increases

A. General Eligibility - A teacher who received an evaluation rating of ineffective or improvement necessary the prior school year is not eligible for any salary increase(s) and remains at the prior year salary. For 2026-2027, a teacher who remains in the needs improvement or who subsequently goes on an improvement plan, will not be eligible to advance a row and in fact will revert back one row, so that they return to their previous salary.

III. Factor and definitions

A. Evaluation rating – The teacher received a highly effective or effective rating for the prior year (2024-2025). For the 2025-2026 school year but what will be effective for the 2026-2027 part of the contract these classifications are teacher leader or proficient. This is $1,000 placed on each row of the salary schedule for evaluation rating. Should a teacher be in needs improvement, they will revert one row so that they are placed at their present salary amount. They are not losing salary, but they are not advancing. They are simply returning to the row that corresponds with their current salary.

B. Academic Needs - To retain eligible teachers, $1,000 will be added onto the base.

C. Instructional Leadership - An additional $250 will be added onto the base for those teachers holding a literacy endorsement and this will be one-time for the 2025-2026 and an additional $250 for the 2026-2027. To be compensated for the literacy endorsement, this MUST be on the license and proof MUST be given to the business office by March 1.

D. Education – Teachers who satisfy the attainment of a master's degree and notify the business office by January 1 or September 1 will move horizontally or across from the bachelor to the master column thus resulting in a $2,000 increase. The first $1,000 being the academic needs and the second $1,000 being the attainment of the master's but satisfying the education definition.

IV. Distribution (See Salary Schedules)

A. Teachers are placed on the new salary schedule (both years) in the same row and column, resulting in a $1,000 increase (Evaluation).

B. Teachers who satisfy academic needs, but not education move down one row, resulting in a $1,000 increase and this is retainment (Academic Needs).

C. Teachers who satisfy academic needs and education move across to the master's column, resulting in a $2,000 increase in which $1,000 is academic needs and $1,000 is education (Academic Needs and Education).

D. Teachers who satisfy the academic needs of literacy endorsement move to the literacy endorsement column resulting in a $250 increase in both years.

V. New Hires

A. The superintendent has the discretion to set the new hire salary within the salary schedule, but the salary cannot exceed the salary of a veteran teacher with similar experience and education credentials. New hires will be placed on the salary schedule that commensurate their years of experience and what is defined by the Indiana Teachers Retirement Fund. If coming from out of state, the same expectation is in place, it will simply have to be verified by previous employers but should show what they are eligible for in years of experience from that states retirement system and proof will have to be provided. Upon agreement of the contract, the individual will also receive $1,000 added to the base for academic needs and this is for retainment of high-quality teachers to the Corporation and they will also receive $250 for having the literacy endorsement.

VI. Teachers at or on Row BB

A. To retain our most tenured teachers who receive an evaluation rating of highly effective or effective or in 2026-2027 of teacher leader or proficient, in addition to academic needs our highest tenured teachers and where there is not the ability to move down another row on the salary schedule a stipend on the base of $1,000 for Evaluation Rating, $1,000 stipend on the base for academic needs, in addition to a in addition to a stipend of $250 for having the Literacy Endorsement.

Salary Schedule(s)

2024-2025 COMPENSATION PLAN

	BS Degree	MS Degree
Row	2024-2025 Base	2024-2025 Base
A	46000	48000
B	47000	49000
C	48000	50000
D	49000	51000
E	50000	52000
F	51000	53000
G	52000	54000
H	53000	55000
I	54000	56000
J	55000	57000
K	56000	58000
L	57000	59000
M		60000
N		61000
O		62000
P		63000
Q		64000
R		65000
S		66000
T		67000
U		68000
V		69000
W		70000
X		71000
Y		72000
Z		73000
AA		74000
BB		75000

2025-2026 COMPENSATION PLAN

	BS Degree	MS Degree	Literacy Endorsement	
Row	2025-2026 Base	2025-2026 Base	2025-2026 Base	
A	47,000	49,000	47,250	49,250
B	48,000	50,000	48,250	50,250
C	49,000	51,000	49,250	51,250
D	50,000	52,000	50,250	52,250
E	51,000	53,000	51,250	53,250
F	52,000	54,000	52,250	54,250
G	53,000	55,000	53,250	55,250
H	54,000	56,000	54,250	56,250
I	55,000	57,000	55,250	57,250
J	56,000	58,000	56,250	58,250
K	57,000	59,000	57,250	59,250
L	58,000	60,000	58,250	60,250
M		61,000		61,250
N		62,000		62,250
O		63,000		63,250
P		64,000		64,250
Q		65,000		65,250
R		66,000		66,250
S		67,000		67,250
T		68,000		68,250
U		69,000		69,250
V		70,000		70,250
W		71,000		71,250
X		72,000		72,250
Y		73,000		73,250
Z		74,000		74,250
AA		75,000		75,250
BB		76,000		76,250

2026-2027 COMPENSATION PLAN

	BS Degree	MS Degree	Literacy Endorsement
Row	2026-2027 Base	2026-2027 Base	2026-2027 Base
A	48,000	50,000	48,500 50,500
B	49,000	51,000	49,500 51,500
C	50,000	52,000	50,500 52,500
D	51,000	53,000	51,500 53,500
E	52,000	54,000	52,500 54,500
F	53,000	55,000	53,500 55,500
G	54,000	56,000	54,500 56,500
H	55,000	57,000	55,500 57,500
I	56,000	58,000	56,500 58,500
J	57,000	59,000	57,500 59,500
K	58,000	60,000	58,500 60,500
L	59,000	61,000	59,500 61,500
M		62,000	62,500
N		63,000	63,500
O		64,000	64,500
P		65,000	65,500
Q		66,000	66,500
R		67,000	67,500
S		68,000	68,500
T		69,000	69,500
U		70,000	70,500
V		71,000	71,500
W		72,000	72,500
X		73,000	73,500
Y		74,000	74,500
Z		75,000	75,500
AA		76,000	76,500
BB		77,000	77,500

APPENDIX B

ADDITIONAL ALLOWANCE PAY SCHEDULE (Any information in this schedule beyond the wage was not bargained and is included for informational purposes only.)

SUPPORTIVE STAFF DUTIES	NUMBER OF POSITIONS	2025-2027
School Psychologist – Additional 20 days		2587
Pre-K Special Education Coordinator		750
ABA Licensed		750
Middle and High School Licensed Counselors – 11-month contract		8000
Middle and High School Licensed Counselors – 12-month contract (260 or 261-day contract)		12000
Elementary Counselors (includes 5 days before and 10 days after. The five before is paid as a stipend and if the 10 days are worked after, it is the hourly rate)		1800

POSITIONS WITH HOURLY RATES	# YEARS	2025-2027
In-Service Stipend for approved grants and tutoring. Effective from the date of the contract being ratified.		25.00/hour
Summer and out of school workshops. Includes weekend conferences. Documentation will need to be provided on required form and signed by principal. Effective from the date of the contract being ratified.		$150 for a full day (full constitutes a six-hour period/$75 for a half day (half constitutes a three-hour period)
Adult Education	0-5	23.36/hour
Adult Education	6-10	24.67/hour
Adult Education	11-15	25.97/hour
Adult Education	16-20	28.55/hour
K-12 Summer School		Teacher's Hourly Rate

HOMEBOUND INSTRUCTION @ Per Diem Hourly Rate

ACADEMIC PROGRAMS	2025-2027
High Ability Coordinator	1235
Student Council Sponsor H.S.	1142
Student Council Sponsor M.S.	823

ACADEMIC PROGRAMS	2025-2027
Academic Coach H.S.	1657
Academic Coach M.S.	1598
Asst. Academic Coach H.S.	1446
Elementary High Ability Facilitator—Challenge Research--One (1) per building	1118
Mathematics Pentathlon Facilitator –One (1) per building	888
Elementary Academic Coach—One (1) per building	679
Elementary Spell Bowl Coach one (1) per building	467
Elementary Math Bowl Coach –One (1) per building	467
M.S. & H.S. High Ability Facilitator---Separate these Out	1118
LHS Academic Bowl Coach	888
CMS Academic Bowl Coach	888
National Honor Society	1142
National Junior High Society	571
Interact Sponsor	800
CMS Media Tech—If not offered as a class	1456
Vincennes University Early College – includes coordinator (guidance) 18 or more credits (teaching)	1500
Vincennes University Early College 11 to 17 credits	1200
Vincennes University Early College 1 to 10 credits	900
Alternative Education Coordinator	900
ELL (English Language Learner) – One (1) corporation	1500
ICTQ Teacher Leaders will remain at 3000 for 25/26, but changes in 26/27	3000(25/26) 1200 (26/27
Robotics (CMS and LHS) one per building	1200
Unified Robotics one (1) per elementary	500
If a teacher does not possess the literacy endorsement, yet they have on their license and are teaching in special education, ELL or classes for the Early College, they will receive a $250 stipend for each of the two years of this contract. This is likely only for the 2025-2026 and 2026-2027 contract years and is to offset for those that do not need to possess literacy endorsement. Proof must be on the license and given to the Business Office by March 1. These are not stackable and it is a "or" statement. You only receive one $250 stipend for possessing one of the required items on your license.	250

PUBLICATIONS	2025-2027
Yearbook – Lincoln Log Director	1376
CMS Yearbook Sponsor	415

DRAMA & MUSIC	2025-2027
Band Director	4597
Associate Band Director	3082
Summer Band	16540
Pep Band (Fall and Winter)	1800
Color Guard Instructor Marching Band	2500
Percussion Instructor for Marching Band	2500
Color Guard Instructor Winter Drumline	2500
Percussion Instructor Winter Drumline	2500
LHS Choral Director	3082
LHS Drama Director	3000
Asst. LHS Drama Director	2000
LHS Backstage Assistant (3)	1500
LHS Costumes	1500
CMS Drama Director	3000
CMS Assistant Drama Director	2000
CMS Backstage Assistant (3)	1500
CMS Costumes	1500
Elementary Drama Director	1800
Elementary Drama Assistant Director	1200
Elementary Backstage Assistant (3)	600
Elementary Costumes	600
Audio/Visual Coordinator	2092

OTHER EXTRA CURRICULAR DUTIES	2025-2027
Department Heads, Grade 6-12. Departments MUST have a minimum of three (3) people. All other departments will be combined into an Elective Department	1127
Class Sponsors – Senior	848
Class Sponsors – Junior	1324
Class Sponsors – Junior Concessionaire	1034
Class Sponsors – Sophomore	403
Class Sponsors – Freshman	403
Middle School Concessionaire (All year or $500 per season)	1200
Middle School Athletic Director	7500
FCA Sponsor – One (1) position art LHS; one (1) position at CMS	400

OTHER EXTRA CURRICULAR DUTIES	2025-2027
LHS Safety Controller (AM)—Limit Two (2)	1329
LHS Safety Controller (PM)—Limit Two (2)	595
CMS Safety Controller (AM)—Limit Two (2)	1329
CMS Safety Controller (PM) (Limit Two (2)	595
Supervision (Two (2) per building) (LHS, CMS & Riley)	1212
Additional Supervisor (up to 4) (Franklin, Tecumseh-Harrison and Vigo)	1212
LHS Project Excel Sponsor	888

CHEERLEADER/DANCE SPONSORSHIPS	2025-2027
LHS Cheerleading Head Coach	5500
LHS Cheerleader Sponsor (each if TWO) both are head co-coaches	2750
CMS Cheerleader Sponsor	3500
LHS Dance Head Coach	4000
LHS Dance Sponsor (each if TWO) both are head co-coaches	2000
CMS Dance Coach	3500

BASEBALL COACHING DUTIES	2025-2027
LHS Head Baseball Coach	4825
LHS Asst. Baseball Coach	2821
LHS 2nd Asst. Baseball Coach	2010
LHS Freshman Baseball Coach	2010
CMS Baseball Head Coach	1800
CMS baseball Assistant	1440

BASKETBALL COACHING DUTIES	2025-2027
LHS Boys Assistant Varsity Basketball Coach	5525
LHS 1st Boys Assistant Basketball Coach (including holiday coaching)	5126
LHS Boys Other Assistant Basketball Coaches (Limit Two (2))	4168
LHS Girls Assistant Varsity Basketball Coach	5525
LHS Girls 1st Assistant Basketball Coach	5126
LHS Girls Other Assistant Basketball Coaches (Limit (2))	4168
CMS Boys Basketball Coaches—Limit one (1) per grade level or split)	2672
CMS Girls Basketball Coaches—Limit one (1) per grade level or split)	2672
Elementary Basketball Coordinators – Limit to one (1) per boys and one per girls (1)	2500
Grade 4 and Grade 5 Basketball Coaches – Limit to one (1) per grade 4 and one (1) per grade 5 for both boys and girls. Boys will have up to eight (8) positions and the girls will have up to eight (8)	1200

positions for a total of 16 but there MUST be an actual team for each position as these are considered one coach per team positions. Each building is technically allotted four (4) positions, however, if a building does not need all these positions and another building does, the positions could be moved to accommodate.	

CROSS COUNTRY COACHING DUTIES	2025-2027
LHS Boys & Girls Cross Country Coach (if one)	4104
LHS Boys & Girls Cross Country Coach (if TWO)	2736
CMS Cross Country Coach	1783
CMS Cross Country Coach (if TWO)	1195

FOOTBALL COACHING DUTIES	2025-2027
LHS Assistant Football Coaches—Limit Five (5)	4912
LHS Freshman Football Coach ~~(1)~~ (2)	1500
CMS Head Football Coach (7th grade head coach and 8th grade head coach)	3263
CMS Assistant Football Coaches—Limit one (1) per grade level	2540
Strength Coach (three positions) Fall, Spring & Summer	1000 each

GOLF COACHING DUTIES	2025-2027
LHS Golf Coach	2428
LHS Golf Assistant	1500
CMS Golf Coach	1444
CMS Golf Assistant	1000

SOCCER COACHING DUTIES	2025-2027
LHS Girls Head Soccer Coach	4104
LHS Girls Assistant Soccer Coach	2736
LHS Boys Head Soccer Coach	4104
LHS Boys Assistant Soccer Coach	2736
CMS Boys Soccer Coach	1782
CMS Girls Soccer Coach	1782

SOFTBALL COACHING DUTIES	2025-2027
LHS Head Softball Coach	4825
LHS Assistant Softball Coach	2821
2nd LHS Softball Coach (Assistant)	2010
CMS Head Softball Coach	1800
CMS Assistant Softball Coach	1440

SWIM COACHING DUTIES	2025-2027
LHS Boys Head Swim Coach	3235
LHS Girls Head Swim Coach	3235
LHS Boys Assistance Swim Coach	1831
LHS Girls Assistance Swim Coach	1831
CMS Swimming Coach	1940

TENNIS COACHING DUTIES	2025-2027
Fall (Boys) Tennis	2428
Spring (Girls)Tennis	2428
LHS Boys Assistant Tennis Coach	1189
LHS Girls Assistant Tennis Coach	1189
CMS Tennis Coach One (1) Boys; One (1) Girls	1444

TRACK COACHING DUTIES	2025-2027
LHS Boys Head Track Coach	4511
LHS Boys Assistant Track Coach (2)	2672
LHS Girls Head Track Coach	4511
LHS Girls Assistant Track Coach (2)	2672
CMS Boys Head Track Coach	1488
CMS Boys Assistant Track Coach	1488
CMS Girls Head Track Coach	1488
CMS Girls Assistant Track Coach	1488
Unified Track Head Coach	2000
Unified Track Assistant Coaches (up to 3)	1500

VOLLEYBALL COACHING DUTIES	2025-2027
LHS Head Volleyball Coach	4321
LHS Assistant Volleyball Coach	2620
2nd LHS Volleyball Coach (Assistant)	1976
CMS Volleyball, one (1) per grade level	1650

WRESTLING COACHING DUTIES	2025-2027
LHS Head Wrestling Coach	4610
LHS Assistant Wrestling Coach	2890
CMS Head Wrestling Coach	1564
CMS Assistant Wrestling Coach	1464

The high school athletic director has the discretion to determine the wages for unit members those individuals who serve as athletic workers, not to exceed $15,000 total for all athletic workers per each year of this existing contract.

The middle school athletic director has the discretion to determine the wages for those individuals who serve as athletic workers, not to exceed $7,500 total for all athletic workers per year of this existing contract.

Payment for all positions will be divided equally overall in 24 pays.