SALEM COMMUNITY SCHOOLS

Collective Bargaining Agreement

Between Salem Community Schools and Salem Classroom Teachers' Association

2025-2027

This Agreement is effective from July 1, 2025 through June 30, 2027

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This Contract is made by and between the Board of School Trustees of the Salem Community Schools, as the school employer, and the Salem Classroom Teachers' Association, as the exclusive representative of certified employees.

This contract supersedes and cancels all previous agreements whether verbal or written between the school corporation and the association.

ARTICLE I. RECOGNITION

The Board hereby recognizes the Association as the exclusive representative of certified teaching personnel in the Salem Community Schools except for the superintendent, assistant superintendent, director of assessment, principals, assistant principals, supervisors, and non-certified employees.

ARTICLE II. DEFINITIONS

As used in this Contract:

A. "Board" means the Board of School Trustees of the Salem Community Schools and any person(s) authorized to act for said body in dealing with its employees.
B. "School Corporation" means the Salem Community Schools of the County of Washington of the State of Indiana.
C. "Superintendent" means the chief administrative officer of this School Corporation, and any person(s) designated by him or her to act on his or her behalf in dealing with certified school employees.
D. "Certified school employees" and "teacher(s)" mean the certified personnel employed by the Board in the bargaining unit as defined in Article I of this Contract.
E. "Association" means the Salem Classroom Teachers Association, which has been recognized as the exclusive representative of said certified school employees or the person or persons duly authorized to act on behalf of such representative.
F. When the masculine gender is used, it shall include the feminine wherever required by the context in which a specific provision of this Contract is applied.
G. Experience refers to working at least 120 days of an individual school year.
H. "Days" mean calendar days unless otherwise specified.
I. "Year of Experience" means having been employed by the school for at least 120 days in the prior school year.

ARTICLE III. PROFESSIONAL COMPENSATION

SALARY

The base salaries and additional compensation model for teachers are set forth in Attachment A-2 for school year 2025-2026 and in Attachment A-3 for school year 2026-2027. Attachment A-2 and A-3 shall remain in effect during the term of this contract.

SUPPLEMENTAL CONTRACTS

Compensation for summer school programs shall be paid at the teacher's hourly rate. The hourly rate shall be calculated based upon 6-hours. Supplemental Instructional Rate (e.g. Home bound instruction) – shall be paid at the teacher's hourly rate. The hourly rate shall be calculated based upon 6-hours. The parties acknowledge that this rate was negotiated with the superintendent.

EXTRA-CURRICULAR ASSIGNMENTS AND OTHER DUTIES

Extra-curricular assignments shall be paid in accordance with Attachment B.

SPORTS EVENT PAYMENTS

Teachers shall be paid at a rate of $20.00 for each required attendance at sports events. Teachers may be assigned or sign up to serve for these events on a rotating basis.

PAYMENT SCHEDULE

Basic salary for a teacher shall be paid in twenty-six (26) equal gross payments. In the event a legal holiday falls on a payday, a teacher shall receive that check on the last school day prior to the holiday, excluding Christmas. The pay schedule for a teacher shall provide for the first (1st) check for the school year to be paid on a date established by the Superintendent after recommendation by the Association and the remaining checks paid in succeeding alternate weeks. In no event shall there be more than three (3) calendar weeks between the 26th pay of one (1) school year and the first (1st) pay of the succeeding year unless the number of pays for January 1st through December 31st calendar year would exceed 26 pays.

INDIANA STATE TEACHERS RETIREMENT FUND

The corporation paid Teacher Retirement Fund (TRF) is in addition to the amounts contained in (1) the teacher compensation model herein contained in ATTACHMENT A-1 and ATTACHMENT A-2, and the extra duty assignment pay schedule herein contained in ATTACHMENT B. The corporation TRF is to be paid directly to the Indiana State Teachers Retirement Fund by the Board on behalf of each affected teacher.

DUAL CREDIT AND CAREER ADVANCEMENT TUITION REIMBURSEMENT

Teachers teaching dual credit, preparing to teach dual credit, or preparing to enter advanced positions with required or additional graduate coursework may apply to receive a stipend in the amount of $1,000 for a single school year. Teachers that teach at least one dual credit or advanced placement will receive $500 annually. Teachers must be properly credentialed to receive payment.

A. Areas of "high need" must be identified and approved by the superintendent. The superintendent may seek advice from a committee of administrators and teachers to help determine "high need" areas and reach out to possible educators who may take advantage of such opportunities.
B. Such "high need" areas *may* include high school subject areas (ex: chemistry, physics, mathematics, foreign language, etc.), administrative licensing courses, counseling licensing courses, gifted and talented licensing courses, and special education licensing courses, or any other area for which the corporation may need a licensed teacher.
C. This stipend would be given as a partial reimbursement for tuition for the approved subject or licensing course and materials for those classes if they are not provided on a no-cost basis. Teachers are not eligible for this incentive if a course they are taking is being paid through state funded initiatives or through grant monies.

Teachers must apply for this reimbursement to the superintendent. Applications will be approved by the superintendent based on need and total available funds for reimbursement.

A. Teachers in their application process must submit proof of their course enrollments and tuition and materials costs that were personally paid for by the teacher.
B. Reimbursement will be given to the teacher in a stipend once proof of course completion is demonstrated. This will be a one-time per school year stipend.
C. If the teacher is approved for this stipend, successfully completes the course, and receives the stipend, the teacher must then agree to work for Salem Community Schools for at least five more consecutive years. Failure to do so will require repayment of any stipend money received.

ARTICLE IV. LEAVE POLICIES

PERSONAL TIME OFF

Each teacher shall be granted fourteen (14) days of personal time off during the first year of his/her employment and thirteen (13) days each succeeding year. Personal time off shall accumulate to 194 days. The School Corporation shall have the authority, under certain conditions (such as prolonged illness or hospitalization), to request a doctor's release before a teacher can return to work after using personal time off.

PTO and accumulated PTO may be used for the care of immediate family members.A doctor's statement may be requested to justify extended periods of PTO use for family care.If a teacher has taught at least 5 years in the Salem Community Schools leaves, and then returns at some point, their accumulated PTO days will be restored to the number they had when they left employment, minus any days that have transferred to another school corporation.

SICK LEAVE BANK

A sick leave bank shall be established to relieve teachers from undue financial burdens resulting from long-term illness, injury, or incapacitation that may exhaust their accumulated sick leave.

1. Participation by teachers will be strictly voluntary.
2. Each teacher who chooses to participate shall donate two (2) days the first year only.
3. In the event the sick leave bank is exhausted during a school year, participating members shall replenish the bank by donating one (1) additional day of their own sick days to maintain active membership in the sick leave bank program.
4. Once days are donated to the bank, they may not be withdrawn.
5. Enrollment in the sick leave bank must be offered annually. Enrollment shall be completed by the 15th day of the school year.
6. All days in the sick leave bank shall carry over from year to year.
7. The sick leave bank shall remain in force under these terms from year to year unless the Association and School Corporation agree upon mutual changes.
8. Participating members are eligible to request days from the common pool up to the number of days needed to qualify for long-term disability.

PROFESSIONAL LEAVE

Teachers will be allowed, upon the approval of the Superintendent, to attend professional development opportunities without loss of compensation.

BEREAVEMENT LEAVE

In case of death in the immediate family during a time when school is in session, teachers will be allowed leave for up to five (5) working days with full pay. "Immediate family" includes: husband, wife, child (including stillbirth & miscarriage), grandchild, parents, grandparents, sister, brother, each similar relationship established by marriage, and a legal dependent living with the teacher. Up to two (2) days leave with full pay will be granted to the teacher to attend the funeral of an aunt, uncle, niece, nephew, first cousin, and each similar relationship established by marriage.

ASSOCIATION LEAVE

The Association President(s) and/or his designee may be granted Association leave each year for Association business. The Association President(s) will notify the building principal and the Superintendent at least one (1) day in advance of leave. The Association shall reimburse the School Corporation for pay of the substitute.

FAMILY MEDICAL LEAVE

A teacher must use qualifying accrued leave days as described in this contract. Use of leave days that qualifies for family medical leave will be counted as part of the teacher's twelve (12) total weeks of family medical leave entitlement. Leave for the teacher's immediate family will be permitted. Immediate family includes spouse, child, grandchild, parents, grandparents, sister, brother, each similar relationship established by marriage, and a legal dependent living with the teacher.

FMLA Leave will be based on a 52 week rolling basis. Teachers will be eligible for 12 weeks during any 52 week period. (This is for informational purposes and was not bargained.)

ARTICLE V. INSURANCE

HEALTH INSURANCE

For each employee who qualifies and enrolls in the School Corporation's group medical plan, SCS will contribute a predetermined amount towards the annual premium of a single policy, employee/children policy, employee/spouse policy, and a family policy (see Attachment 7). Health insurance for new employees will begin on the first day of the month after they are employed.

LIFE INSURANCE

All full-time active teachers of the School Corporation shall receive a life insurance policy based on twice their annual salary in multiples of $1,000.00 carried to the nearest $1,000.00. The annual cost to a teacher for this insurance benefit shall be $1.00.

DISABILITY INSURANCE

All active teachers of the School Corporation shall be provided, at an annual cost of $1.00 to the individual, a long-term disability insurance protection that provides a minimum benefit of two-thirds (2/3) of their salary to the age of Medicare eligibility after a ninety (90) day waiting period.

VISION INSURANCE

Active teachers will be provided Vision Insurance paid by this School Corporation, for the teacher only, at an annual cost of $1.00. A teacher may pay for the cost of a family plan if he/she so desires.

LIABILITY INSURANCE

All teachers of the School Corporation shall be included in the Board's "Base Liability Insurance Policy" and the extended "Umbrella Liability Addendum" for duties performed within the scope of their employment.

INSURANCE – RETIREMENT AND LEAVE OF ABSENCE

Subject to the approval, procedures and all requirements of the insurance carrier(s) (1) a teacher who permanently retires from teaching while in service to this School Corporation, or (2) a teacher who has been granted an unpaid leave of absence by the Board, and who was a member of this School Corporation's group health insurance plan and/or group term life insurance plan at the time of such retirement or leave of absence many continue his coverage in such plan(s) at his own expense as follows:

1. Retire – Health insurance coverage may continue until eligible for Medicare benefits.
2. Leave of Absence – Coverage may continue until expiration of such leave. Such teacher shall be responsible for remitting the full or partial premium amount due in accordance with procedures and requirements as established by this School Corporation.

I.R.S. SECTION 125

A teacher may participate in the School Corporation's flexible benefits plan. Prior to determination and adoption of the plan by the Board under the provision of Section 125 of the Internal Revenue Service Code, the Association shall be given the opportunity to review and have input on the plan through a joint committee. The plan will provide for salary reduction agreements for the employee share of group insurance premiums.

DENTAL INSURANCE

A teacher may enroll in the School Corporation's group dental insurance plan at the teacher's sole expense. The plan shall be mutually agreed upon by the Board and the Association.

ARTICLE VI. RETIREMENT

Eligibility for retirement begins at age 50 and older with 15 continuous years of experience at Salem Community Schools.

CONDITIONS

The conditions for eligible teachers taking retirement are as follows:

1. A teacher intending to retire at the close of a school year will notify the Superintendent with a letter of retirement/resignation by March 1st of the teacher's last contract year.
2. In the event a teacher is unable to give timely notice of retirement because of ill health, accident, or other unforeseen events, the required notice of retirement may be waived by the Board.

EARLY RETIREMENT INCENTIVE

The Salem Community Schools Board of School Trustees has the authority to offer an early retirement incentive.

RETIREMENT SEVERANCE BENEFIT

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

GROUP HEALTH INSURANCE

Immediately following severance, the teacher and spouse, if any, shall have the option of remaining in the Corporation's current group health insurance plan if all of the following conditions are met as of the date of severance and thereafter.

- The teacher was enrolled in the Corporation's group health insurance plan during the school year immediately before the severance;
- While the retired teacher and spouse, if any, remain enrolled in the health insurance plan, the retired teacher and spouse shall pay the entire insurance premium prior to the due date each month or, at the teacher's option, on an annual basis prior to the start of each school year. Payment must be made to the School Corporation's business office.

When a retired teacher first becomes eligible for Medicare, the teacher's eligibility to continue to participate in the Corporation's group health insurance plan shall terminate, if not earlier terminated according to applicable law. (The same termination of eligibility shall also apply when a retired teacher's spouse first becomes eligible for Medicare.) It is acknowledged that the parties intend those provisions to comply with applicable federal and state laws that establish an eligible teacher's right to continue health insurance for the teacher and spouse, including if otherwise applicable, 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.

403(b) RETIREMENT ANNUITY PLAN

1. Each teacher may elect to make a salary reduction election and make tax deferred contributions, to a plan described in section 403(b) of the Internal Revenue Code (the "Code") to the maximum limits allowed by the Code. The Board shall forward salary reduction money to the Third-Party Administrator each payday.
2. The School Corporation shall maintain a list of three approved investment vendors for the salary reduction contributions made to 403(b) Plan.

RETIREMENT SAVINGS 401(a) ANNUITY

1. The Board agrees to contribute 1.5% of each bargaining unit member's base salary into each individual's separate 401(a) account. Each employee may determine how his/her account shall be invested among the investment options made available by the investment vendor for the 401(a) Plan. The single investment vendor for the 401(a) plan shall be Security Benefit. The Board shall make equal monthly contributions throughout the school year and will complete its contributions by August 31st of each succeeding year.
2. Each bargaining unit member is considered vested in these individual 401(a) accounts upon signing the sixth consecutive contract.
3. The school 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.

WELFARE BENEFITS PLAN (VEBA)

1. The school corporation shall establish a qualified Welfare Benefits Plan (VEBA) as described in section 501(c) 9 of the IRS Code.
2. The Board agrees to contribute 0.5% of each bargaining unit member's base salary into each individual's separate Welfare Benefits Account (VEBA). The Board shall make equal monthly contributions throughout the school year, and will complete its contributions on or before August 31st of each succeeding year. Each employee may determine how his account shall be invested among the investment options made available by the investment vendor for the Welfare Benefits Plan (VEBA). The Third-Party Administrator for the plan shall be Mid America.
3. Each bargaining unit member is considered vested in these individual Welfare Benefit accounts (VEBA) upon signing the sixth consecutive contract.

ARTICLE VII. GRIEVANCE PROCEDURE

Definitions

A "grievance" is a claim by a teacher or the Association that there has been a violation, misinterpretation, or misapplication of any provision of this collective bargaining agreement.

A "day", as used in this grievance procedure, shall mean a calendar day.

A. **STEP ONE** -In the event a teacher believes that there has been a violation, misinterpretation, or misapplication of any provision of this collective bargaining agreement, he or she shall file the grievance with the building principal within thirty (30) days of the date the grievant knew or should have known of the alleged violation. The grievance must identify the date on which the alleged contract violation occurred, the contract section(s) alleged to have been violated, and the facts supporting the alleged grievance and the relief sought.

Within five (5) days of receipt of the grievance, the principal shall meet with the grievant in an effort to resolve the grievance. Thereafter, the principal shall provide a written response to the grievant within ten (10) days of such meeting.

B. **STEP TWO**- If the grievant is not satisfied with the principal's disposition of the grievance, or if the building principal fails to respond within the time limits set forth above, the grievant may appeal the grievance to the superintendent within five (5) days of receipt of the principal's answer or within ten (10) days of the initial filing of the grievance, whichever shall be later.

   Within seven (7) days of the receipt of the grievance, the superintendent, or his or her designee, shall meet with the grievant. Within five (5) days after such a meeting, the superintendent shall respond in writing to the grievance.

C. **STEP THREE**- If the grievant is not satisfied with the Superintendent's disposition of the grievance, the grievant may file a written appeal to the Board, or if no disposition has been made within five (5) days of the date the grievant meets with the superintendent.

   Within fifteen (15) days of receipt of the grievance, the Board shall meet with the grievant. The superintendent may attend this meeting. The Board shall respond in writing to the grievance within fifteen (15) days following this meeting.

D. In the event the grievance is not resolved at Step Three, or if no written decision has been rendered within the time limit provided, the Association may submit the grievance to arbitration provided the Association gives written notice to the Superintendent of such intent within ten (10) days of the Board's decision.

E. Upon receipt of said notice of appeal to arbitration, the appealing party shall request the American Arbitration Association to submit to the parties a panel of arbitrators. Selection of the arbitrator and the rules which govern the arbitration proceedings, except where such rules are in conflict with the express provisions of this Contract, shall be in accordance with the rules of the American Arbitration Association.

F. If requested by the Board, the arbitrator shall first rule on the arbitrability of the grievance. With such a ruling by the arbitrator that the grievance is not arbitrable, the grievances shall be deemed resolved by the Board's answer at the previous level and abandoned.

POWERS OF THE ARBITRATOR

It shall be the function of the arbitrator, and he/she shall be empowered except as his/her powers are limited below, after due investigation, to make an advisory recommendation in cases of an alleged violation of the express Articles or Sections of this Contract.

G. He/she shall have no power to add to, subtract from, supplement, disregard, alter, or modify any of the terms of this Contract;

H. His/her powers shall be limited to (1) deciding whether the Board, the grievant, or the Association has violated the express Article or Section of this Contract, and (2) recommending the remedy for such violation;

I. He/she shall have no power to make any decision which would require the commission of an act inconsistent with or prohibited by law or which is violative of the terms of this Contract;

J. If the Board elects to separate the arbitrability issue from the merits, the arbitrator shall first hear the arbitrability issue and shall render a decision on such before considering the merits of the grievance.

K. Each of the parties shall bear the expense of preparing and presenting its own case in arbitration. The filing fee and costs and expenses of the arbitrator shall be borne equally by the parties. Each party shall bear the fees and expenses of its respective witnesses and/or attorneys and other costs for arbitration.

L. The arbitrator's decision shall be advisory only.

M. The grievant may be accompanied by an Association representative at any step of this procedure.

N. The time limits set forth in this procedure may be extended by written agreement of the parties. The parties may also mutually agree in writing to bypass steps in this procedure.

O. All documents dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

P. If, in the judgment of the Association, a grievance affects a group of employees, the Association may submit such grievance, in writing, to the superintendent or his or her designee directly, and the proceeding of such grievance shall be commenced at Step Two of the grievance procedure.

Q. An employee engaged during the school day in the investigation, preparation, or presentation of a grievance, or who is a witness for a grievance, shall be released from regular duties without loss of pay or other benefits.

Article VIII

A. Any work product created by a teacher for use in their classroom will be property of that teacher and may be sold or disseminated at the discretion of the teacher.

B. The corporation will offer CPR training and pay the cost for this training to keep all employees CPR certified.

C. The School Corporation and the SCTA agree that the term of this contract shall be one hundred eighty-four (184) days. A work day consists of eight (8) hours. (This is for informational purposes only and was not bargained.)

ARTICLE IX. EFFECT AND TERM OF AGREEMENT

A. This agreement is effective from July 1, 2025 through June 30, 2027.

B. The CBA was ratified by both parties on November 10, 2025.

C. The undersigned also attest to the following:
   1. A public hearing (Pre-formal Bargaining Hearing) was held in compliance with I.C. & 20-29-6-1(b) on September 15, 2025. Electronic participation was not available.
   2. A public meeting in compliance with I.C. 20-29-6-1(b) was held on November 6, 2025 to discuss the tentative agreement and electronic participation was not available.
   3. A public meeting in compliance with I.C. 20-29-6-1(b) was held on November 10, 2025 for ratification of the tentative agreement. Electronic participation was not available.

SALEM CLASSROOM TEACHERS ASSOCIATION

Amy E. Jones
President

Elizabeth Bung
Negotiations Chairperson

BOARD OF SCHOOL TRUSTEES

Allison Ezzell
President

Dr. Terry Good
Superintendent

ATTACHMENTS

Attachment A-1

Salem Community Schools

Compensation Model for July 1, 2025 through June 30, 2027

The compensation model bargained between the Salem Community Schools and the Salem Classroom Teachers Association is set forth below. Under Indiana Code a compensation model must use a combination or at least two of the following factors: Possession of content area degrees and content area credit hours beyond the requirement for employment and years of experience (which cannot account for more than 50% of a teacher's salary increase); teacher evaluation; instructional leadership roles; and meeting academic needs of students. This model uses academic needs and experience to earn a base salary increase. Definitions of these factors are set forth below:

Teachers will be placed in either career path one or career path two. Teachers in career path one currently hold a bachelor's degree. Teachers in career path two currently hold a master's degree in their content area or as approved by the superintendent.

A. General Eligibility Criteria:
To be eligible to receive an increase in pay a teacher must have been employed by the Salem Community Schools for at least 120 days the prior year.

B. Factors and Definitions:
Experience – To satisfy the "experience factor" the teacher must have been employed by the school for at least 120 days in the prior school year.

Academic Needs- The need to retain teachers and for the continuity of education for students. All teachers contribute to graduation rate and the well-rounded education of all Salem students.

Base Salary Increases-- For the 2025-2026 School year $1,800 will be added across the board on the salary grid. For the 2026-2027 School year $1,800 will be added across the board on the salary grid and all teachers will move one step up on the salary grid. Teachers who are already at the top of the salary schedule will receive a stipend in the amount of $1,000 (the equivalent of a step)

C. Weight Assigned to Factors
The weight assigned to the factors identified above shall be as follows:

Academic Needs—The teacher meets the Academic Needs definition above. This is 50%.

Experience – The teacher was employed with the Salem Community Schools for at least 120 days in the prior school year. This is 50%.

D. Distribution

For 2025-2026 the salary grid has been increased by $1,800. All eligible teachers will receive an increase of $1,800. This distribution will be based on:

Academic Needs	$900
Experience	$900 (Does not exceed 50%)

For 2026-2027 the salary grid has been increased by $1,800 . All eligible teachers will receive an increase of $1,800. This distribution will be based on:

Academic Needs	$900
Experience	$900 (Does not exceed 50%)

Also, for 2026-2027 all eligible teachers not already at the top of the salary grid will receive a step on the salary grid of $1,000. This distribution will be based on:

Academic Needs	$500
Experience	$500 (Does not exceed 50%)

Teachers who have already reached the top of the salary grid will receive a stipend in the amount of $1,000 (The equivalent of one step).

E. Attendance Incentive

A stipend of $500 may be paid to any teacher having missed 0, ½, or 1 leave day the first semester or $250 for missing 1.5 to 3 days. A stipend of $500 may be paid to any teacher having missed 0, ½, or 1 leave day the second semester or $250 for missing 1.5 to 3 days. Leave for professional development, bereavement, jury duty, or military duty will not be included in the attendance percentage calculation. If a stipend is warranted, it will be included with the second pay in January for the first semester and the second pay in June for the second semester. The employee will be responsible for notifying the Central Office of this accomplishment.

F. Time of Payment

Base salary increases will be applied retroactively to the start of the 2025-2026 school year.

G. Salary Range

The salary range $41,400 to $74,600 prior to this contract. Consequent to this contract, the salary range will be $43,200 to $76,400 for the 2025-2026 school year and $45,000 to $78,200 for the 2026-2027 school year. This beginning salary will meet the state mandated $45,000 minimum salary.

H. New Hires

Initial placement on the Salem Community Schools Placement Schedule will be determined as follows:

1. Any new teacher without any years of teaching experience with a Bachelor's degree shall begin at the entry level salary of $43,200 for 2025-2026 and $45,000 for 2025-2026 or $46,400 for 2025-2026 and $48,200 for 2026-2027 with a Master's degree.

2. Any new teacher with prior years of teaching experience will be placed at a

level consistent with and which mirrors the salaries of teachers currently employed by Salem Community Schools subject to the following provisions:

a. A teacher holding a Bachelor's Degree will be placed in Career Path I on the Salary Placement Schedule at a salary which mirrors the salaries of teachers with comparable education and experience currently employed by Salem Community Schools.

b. A teacher holding a Master's Degree will be placed in Career Path 2 on the Salary Placement Schedule at a salary which mirrors the salaries of teachers with comparable education and experience currently employed by the Salem Community Schools.

c. Teachers with verified out-of-state teaching experience recognized by the Indiana Department of Education will be credited with the same experience as a teacher at Salem Community Schools.

d. A teacher with post-secondary service within an accredited institution will be credited with the same teaching experience as a teacher with the Salem Community Schools

e. Lack of Funding - If sufficient funding is not available in any future year to fund complete movement on the salary schedule of all teachers who would otherwise meet the requirements to move on the schedule, then the parties will negotiate an alternative compensation arrangement that is compliant with Indiana law and comports with the funding available (if any) at that time.

Attachment A-2
Compensation Model 2025-2026

Level	Career Path I	Career Path I Plus Literacy Endorsement	Career Path II	Career Path II Plus Literacy Endorsement
A	43200	43450	46400	46650
B	44200	44450	47400	47650
C	45200	45450	48400	48650
D	46200	46450	49400	49650
E	47200	47450	50400	50650
F	48200	48450	51400	51650
G	49200	49450	52400	52650
H	50200	50450	53400	53650
I	51200	51450	54400	54650
J	52200	52450	55400	55650
K	53200	53450	56400	56650
L	54200	54450	57400	57650
M	55200	55450	58400	58650
N	56200	56450	59400	59650
O	57200	57450	60400	60650
P	58200	58450	61400	61650
Q	59200	59450	62400	62650
R	60200	60450	63400	63650
S	61200	61450	64400	64650
T	62200	62450	65400	65650
U	63200	63450	66400	66650
V	64200	64450	67400	67650
W	65200	65450	68400	68650
X	66200	66450	69400	69650
Y			70400	70650
Z			71400	71650
AA			72400	72650
BB			73400	73650
CC			74400	74650
DD			75400	75650
EE			76400	76650

Attachment A-3
Compensation Model 2026-2027

Level	Career Path I	Career Path I Plus Literacy Endorsement	Career Path II	Career Path II Plus Literacy Endorsement
A	45000	45250	48200	48450
B	46000	46250	49200	49450
C	47000	47250	50200	50450
D	48000	48250	51200	51450
E	49000	49250	52200	52450
F	50000	50250	53200	53450
G	51000	51250	54200	54450
H	52000	52250	55200	55450
I	53000	53250	56200	56450
J	54000	54250	57200	57450
K	55000	55250	58200	58450
L	56000	56250	59200	59450
M	57000	57250	60200	60450
N	58000	58250	61200	61450
O	59000	59250	62200	62450
P	60000	60250	63200	63450
Q	61000	61250	64200	64450
R	62000	62250	65200	65450
S	63000	63250	66200	66450
T	64000	64250	67200	67450
U	65000	65250	68200	68450
V	66000	66250	69200	69450
W	67000	67250	70200	70450
X	68000	68250	71200	71450
Y			72200	72450
Z			73200	73450
AA			74200	74450
BB			75200	75450
CC			76200	76450
DD			77200	77450
EE			78200	78450

Attachment A-4
Schedule B Coaching

SPORTS EVENT PAYMENTS:

Teachers shall be paid at a rate of $20 for each required attendance at sports events. Teacher may be assigned or sign up to serve for these events on a rotating basis.

Position	Rate 25-26	Rate 26-27	Position	Rate 25-26	Rate 26-7
Band	3477	3547	Football Grade 7 Asst.	1507	1537
Band Assistant	1391	1418	Golf Boys Varsity	3477	3547
Baseball Varsity	4174	4257	Golf Girls Varsity	3477	3547
Baseball JV	2087	2129	Golf MS	1275	1301
Basketball Boys Varsity	7071	7212	Guard Color	1623	1656
Basketball Boys Assistant	2898	2956	Guard Winter	1623	1656
Basketball Boys JV	3710	3784	SCS Videographer	3183	3247
Basketball Boys Freshmen	2898	2956	Soccer Boys Varsity	3477	3547
Basketball Boys 8th	2550	2601	Soccer Boys Varsity Asst.	1507	1537
Basketball Boys 7th	2550	2601	Soccer Girls Varsity	3477	3547
Basketball Boys 6th	1391	1418	Soccer Girls Varsity Asst.	1507	1537
Basketball Boys 5th	1391	1418	Softball	4174	4257
Basketball Boys Summer	2666	2719	Softball Assistant	2087	2129
Basketball Girls Varsity	7071	7212	Swimming Boys Varsity	3477	3547
Basketball Girls Assistant	2898	2956	Swimming Girls Varsity	3477	3547
Basketball Girls JV	3710	3784	Swimming Girls MS	1507	1537
Basketball Girls Freshmen	2898	2956	Tennis Boys Varsity	3477	3547
Basketball Girls 8th	2550	2601	Tennis Girls Varsity	3477	3547
Basketball Girls 7th	2550	2601	Tennis Boys MS	1275	1301
Basketball Girls 6th	1391	1418	Tennis Girls MS	1275	1301
Basketball Girls 5th	1391	1418	Track Boys Varsity	4174	4257
Basketball Girls Summer	2666	2719	Track Boys Varsity Asst.	1854	1891
Cheerleading HS	2087	2129	Track Girls Varsity	4174	4257
Cheerleading HS Assistant	1275	1301	Track Girls Varsity Asst.	1854	1891
Cheerleading MS	1275	1301	Track Boys MS	1854	1891
Cheerleading 6th Grade	1063	1084	Track Boys MS Asst.	1275	1301
Cross Country Boys HS	3477	3547	Track Girls MS	1854	1891
Cross Country Girls HS	3477	3547	Track Girls MS Asst.	1275	1301
Cross Country MS	1507	1537	Volleyball Varsity	4174	4257

Football Varsity	7071	7212	Volleyball JV	2087	2129
Football Varsity Assistant 1	3710	3784	Volleyball Freshmen	1854	1891
Football Varsity Assistant 2	3710	3784	Volleyball 8th Grade	1623	1656
Football Varsity Assistant 3	3710	3784	Volleyball 7th Grade	1623	1656
Football Varsity Assistant 4	3710	3784	Volleyball 6th Grade	1275	1301
Football Summer	2666	2719	Weight Training Supervisor	2898	2956
Football Grade 8	2550	2601	Wrestling Varsity	3477	3547
Football Grade 8 Asst.	1507	1537	Wrestling Assistant	1507	1537
Football Grade 7	2550	2601	Wrestling MS	1854	1891

Attachment A-5

Schedule B ECA

Attachment A-6

Position	Rate 25-26	Rate 26-27	Position	Rate 25-26	Rate 26-27
Chair Business Dept HS	289	295	Sponsor Tri Hi Y	696	710
Chair English Dept HS	289	295	Sponsor Shooting Club	696	710
Chair Fine Arts Dept HS	289	295	Sponsor Spanish Club HS	696	710
Chair Foreign Lang Dept HS	289	295	Sponsor Senior Class	579	590
Chair Health/PE Dept HS	289	295	Sponsor Junior Class	579	590
Chair Math Dept HS	289	295	Sponsor Sophomore Class	289	295
Chair Science Dept HS	289	295	Sponsor Freshman Class	289	295
Chair Soc Studies Dept HS	289	295	Chair Fine Arts MS	289	295
Chair Spec Ed Dept HS	289	295	Chair Health/PE MS	289	295
Chair Vocal Dept HS	289	295	Chair LA Dept MS	289	295
Choir HS	1739	1773	Chair Math Dept MS	289	295
Dramatics HS	2087	2129	Chair Science Dept MS	289	295
IMC Director HS	289	295	Chair Soc Studies Dept MS	289	295
Pub/Newspaper HS	2763	2819	Dramatics MS	1044	1065
Sponsor Honor Program HS	289	295	IMC Director MS	289	295
Sponsor Acad. Decathlon	696	710	Publications MS	905	923
Sponsor Archery Club	696	710	Sponsor Gr 8 DC Trip	289	295
Sponsor Art Club HS	696	710	Sponsor NJHS MS	637	649

Sponsor Booster Club HS	696	710	Sponsor SADD MS	637	649
Sponsor BPA HS	696	710	Sponsor Student Gov MS	637	649
Sponsor Dance Team HS	696	710	Chair Grade Level K	289	295
Sponsor eSports Club	696	710	Chair Grade Level 1	289	295
Sponsor Fishing Club	696	710	Chair Grade Level 2	289	295
Sponsor FCCLA HS	696	710	Chair Grade Level 3	289	295
Sponsor FFA HS	696	710	Chair Grade Level 4	289	295
Sponsor French Club HS	696	710	Chair Grade Level 5	289	295
Sponsor Guitar Club HS	696	710	Choir Elementary	870	888
Sponsor Hi Y Club HS	696	710	IMC Director Elementary	289	295
Sponsor NHS HS	696	710	Robotics (2)	696	710
Sponsor SADD HS	696	710	Lions Unified	696	710
Sponsor Science Club HS	696	710	Sponsor Spell/Math Bowl (2)	696	710
Sponsor Student Council HS	696	710			

Attachment A-7

Salem Community Schools
Insurance Contributions

Salem Community Schools will contribute the following yearly amounts towards insurance plans for employees during calendar year 2026.

SCS Yearly Contribution Amounts will be as follows:

Plan Category:	H35	H60	P50
A. Single	$4575.60	$5427.12	$5919.43
A. Emp. + Spouse	$5771.16	$7418.28	$7840.84
B. Emp. + Children	$5780.40	$7219.92	$7714.98
C. Family	$6456.84	$8605.32	$8979.03

SCS will contribute the following to HSA and FSA accounts for Certified Staff:

Plan	H35 or H60 (HSA)	P50 (FSA)
Single	$500	$500
Employee + Spouse	$1500	$1050
Employee + Children	$1500	$1050
Family	$1500	$1050

SCS Yearly Contribution will be determined by renewal rates for the 2027 calendar year, staff will pay 75% of premium increase.

Attachment A-8

Enrollment Stipend

Certified staff will receive an enrollment stipend if the corporation's total student enrollment increases compared to the previous school year. The stipend amounts corresponding to enrollment growth are outlined in the table below. The enrollment count will be based on the official fall ADM compared to the prior year's fall ADM. To be eligible, a teacher must have been employed by the corporation for the entire previous school year and must complete the current school year under contract. Stipend disbursement will be made at the discretion of the school corporation.

Number of Students (Corporation Enrollment)	Stipend
Less than 1550	$0
1550-1560	$250
1561-1570	$500
1571-1580	$750
1581-1590	$1000
1591-1600	$1250