July 1, 2025 - JUNE 30, 2026

MASTER CONTRACT BETWEEN

THE BOARD OF SCHOOL TRUSTEES OF THE EAST GIBSON SCHOOL CORPORATION AND THE EAST GIBSON CLASSROOM TEACHERS' ASSOCIATION

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EAST GIBSON SCHOOL CORPORATION
AND
THE EAST GIBSON CLASSROOM TEACHERS' ASSOCIATION

July 1, 2025 - June 30, 2026

PREAMBLE

In order to encourage effective and harmonious working relationships between the Board of School Trustees of the East Gibson School Corporation and the professional staff of this school corporation, this agreement is entered into and will be effective as of July 1, 2025 and will continue until June 30, 2026.

ARTICLE I
RECOGNITION

The Board hereby recognizes the East Gibson Classroom Teachers Association as the exclusive representative of all certified personnel whether under contract, on leave, or on a per diem hourly or class rate basis, employed or to be employed by the Board. Such representation shall cover all certified personnel assigned to newly created positions (IC 20-7.5-1-10). Such representation shall exclude the superintendent, assistant superintendent(s), principal(s), assistant principal(s), business manager, and administrative assistant. The term "teacher" when used hereinafter in the Contract shall refer to all employees represented by the Association in the bargaining unit as defined.

ARTICLE II
DEFINITIONS

As used in this Contract:

1. "Board" or "School Employer" means the Board of Trustees of East Gibson School Corporation and any person(s) authorized to act for said body in dealing with employees.

2. "School Corporation" means the East Gibson School Corporation, County of Gibson, State of Indiana.

3. "Certified School Employees" and "Teacher(s)" mean the certificated personnel employed by the School Employer in the bargaining unit as defined in ARTICLE I of the Contract.

4. "Association" and "Exclusive Representative" means the school employee organization which has been certified or recognized as the Exclusive Representative of East Gibson Classroom Teachers Association (CTA).

ARTICLE III
GRIEVANCE PROCEDURE

A. Definitions:

1. A non-agreement grievance is an allegation by a teacher, group of teachers, or the Association that there has been a violation, misinterpretation, or misapplication that affects the welfare and/or working conditions of employment. Non-agreement grievances are not subject to binding arbitration.

2. An agreement grievance is an allegation by a teacher, group of teachers or the Association that there has been a violation, misinterpretation, or misapplication of any provision of the applicable parts of this agreement. This type of grievance will state specifically the section of the agreement that has been violated.

3. An "aggrieved person" is the person or persons making the claim.

4. A "party of interest" is the person or persons making the claim, any person who might be required to take action or against whom any action might be taken in order to receive the claim, and the President of the Association or designee.

B. Purpose:

1. The purpose of this procedure is to secure, at the lowest possible administrative level, solutions to the problems, which may from time to time arise affecting the welfare or working conditions of teachers. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure. All known evidence will be disclosed at the earliest grievance level.

2. Nothing herein contained will be construed as limiting the right of any teacher having a grievance to discuss the matter informally with the appropriate member of the administration at Level One without intervention of the Association, provided the adjustment is not inconsistent with the terms of this Agreement.

C. Procedure:

If a teacher does not file a grievance in writing with the Association and the written grievance is not forwarded to the Superintendent within twenty (20) school days after the teacher knew of or should have known of the act or condition on which the grievance is based, then the grievance will be considered as waived.

Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum, and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.

In the event a grievance is filed which might not be finally resolved at Level Four under the time limits set forth herein by the end of the school term, and which if left unresolved until the beginning of the following school term could result in irreparable harm to a party in interest, the time limit set forth herein will be reduced so that the grievance procedure may be exhausted prior to the end of the school term or as soon thereafter as is practical.

1. Level One

   (a) A teacher with a grievance will first discuss it with the principal or immediate superior, either directly or through the Association's School Representative, with the objective of resolving the matter informally.

2. Level Two

   (a) If the aggrieved person is not satisfied with the disposition of this grievance at Level One, or if no decision has been rendered within five (5) school days after presentation of the grievance, they may file the grievance in writing with the Association within five (5) school days after the decision at Level One or ten (10) school days after the grievance was presented, whichever is sooner. Within five (5) school days after receiving the written grievance, the chairperson of the Association will refer it to the Superintendent of Schools.

   (b) The Superintendent will represent the Administration at this level of the grievance procedure. Within five (5) school days after receipt of the written grievance by the Superintendent, the Superintendent or designee will meet with the aggrieved person and the chairman of the Association or designee in an effort to resolve it.

3. Level Three

   (a) If the aggrieved person is not satisfied with the disposition of their grievance at Level Two, or if no decision has been rendered within five (5) school days after they first met with the superintendent or designee, they may file the grievance in writing with the Association within five (5) school days after a decision by the superintendent, or ten (10) school days after the grievance was presented to the Superintendent, whichever is sooner. Within five (5) school days after receiving the written grievance, the President of the Association will refer it to the Grievance Committee.

   (b) The Board will meet in Executive Session at its next regularly scheduled meeting to consider all grievances, which fall under the guidelines of The Open Door Law, which have been submitted since the last such meeting. All such grievances, which do not fall under Executive Session considerations, will be heard in the Open Board Meeting. Any party-in-interest of the grievance shall have the right to appear before the Board and be heard. The Board's decision will be final on all grievances with the exception of grievances, which grieve an item, which is in this agreement.

4. Level Four

   (a) If the grievance is an applicable contractual issue and remains unresolved at the completion of Level Three, the Association shall have ten (10) school days to submit to the Superintendent a written request to enter into arbitration. Upon receipt of such request, the Superintendent or designee and the Association shall have ten (10) school days to agree upon a mutually acceptable arbitrator and obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within these ten (10) schools days, a written request for a list of arbitrators shall be made to the appropriate regional office of the American Arbitration Association by either party. The list shall consist of seven (7) potential arbitrators and the parties shall determine by lot which party shall have the right to remove the first name from the list. The party having the right to remove the first name shall do so within two (2) school days. Then the parties shall have one (1) school day alternately to remove until only one (1) name remains and the person whose name remains shall be the arbitrator.

(b) IC 20-28-7.5-7 expressly prohibits a school employer and an exclusive representative from mutually agreeing to binding arbitration concerning teacher dismissals. All other types of grievance shall be an open hearing.

(c) The arbitrator so selected shall confer with the Superintendent or designee and the Association and hold the hearing promptly and shall issue a decision not later than thirty (30) school days from the date of the close of the hearing, or if oral hearings have been waived, then from the date the final statements and proofs on the issues are received by the arbitrator. The arbitrator's decision shall be in writing and shall set forth findings of fact, reasoning, and conclusions on the issues submitted. The arbitrator shall have no power to alter, add to, or detract from the specific provisions of this agreement. The decision of the arbitrator shall be submitted to the Superintendent or designee and the Association and shall be final and binding upon the parties.

(d) The fees and the expenses of the arbitrator shall be shared equally by the Board and the Association.

D. Rights of Teacher to Representation

1. No reprisals of any kind will be taken by the Board or by any member of the administration against any party of interest, any Building Representative, any member of the Association or any other participant in grievance procedure by reason of such participation.

2. Any party of interest may be represented at all stages of the grievance procedure by a person of their own choosing, except that they may not be represented by a representative or an officer of any teaching organization other than the Association.

E. Miscellaneous:

1. If, in the judgment of the Association, a grievance affects a group or class of teachers, the Association may submit such grievance in writing to the Superintendent directly and the processing of such grievance will be commenced at Level Two. The Association may process such a grievance through all levels of the grievance procedure even though the aggrieved group or class does not wish to do so.

2. Decisions rendered at Levels One, Two and Three of the grievance procedure will be in writing setting forth the decision and the reason therefore and will be transmitted

promptly to all parties of interest and to the chairperson of the Association.

3. All documents, communications and records dealing with the process of a grievance will be filed separately from the personnel files of the participants.

4. Forms for filing grievances, serving notices, taking appeals, making reports and recommendations, and other necessary documents will be jointly prepared by the Superintendent and the Association and will be reproduced and given appropriate distribution by the Superintendent so as to facilitate operation of the grievance procedure.

5. The Board agrees to make available to any grievant and/or their representative all information not privileged under law in its possession or control and which is relevant to the issues raised in the grievance.

6. The official representative of each party at any grievance level has the authority to settle the grievance.

ARTICLE IV
LEAVES

A. Personal Leave

Three (3) personal leave days shall be granted during the contract year without loss of compensation for such absence. No reason must be given other than personal business. Teachers shall be given an accounting of their unused personal leave days on each paycheck stub. Those personal leave days unused shall accumulate as personal leave days up to five (5) days and, thereafter, be added to accumulative sick leave days on July 1, after the close of school.

B. Bereavement Leave

When death occurs in the immediate family (immediate family shall be interpreted to mean: spouse, parent, child, brother, sister, or any other member of the family living in the same household no matter what degree of relationship), a teacher, upon request, will be excused from teaching for up to five (5) days per occurrence. Four (4) days to be consecutive and including the day of the funeral and the fifth day at the option of the teacher.

For mother-in-law, father-in-law, brother-in-law, sister-in-law, stepmother, stepfather, stepchildren, grandmother, grandfather, grandchildren, a teacher upon request will be excused from teaching up to three (3) days per occurrence. Two (2) days to be consecutive including the day of the funeral and third day at the option of the teacher. A teacher may be excused for one (1) day of bereavement to attend the funeral of any other blood relative of the teacher or the teacher's spouse.

C. Professional Leave

The Board agrees that professional leave days with pay shall be granted for attendance at conferences of local, state, national professional organization and other program approved for license renewal credit. The payment of employee travel expenses, at the IRS rate per mile, and lodging expenses, shall be the Board's obligation within the limits of the appropriation for same. The Board shall, also, pay the salaries of a substitute employed as a result of granting such leave. Teachers shall be expected to give notification on the proper form. Forms are available from the building principal, personnel office, or the Association. Permission for such leaves must be obtained from the principal and superintendent. The employee shall file a claim for travel expenses and/or hotel lodging, if any.

D. Legal Leave

A teacher called for jury duty or to appear before any judicial or administrative tribunal, (except that involving moral turpitude on the part of the teacher) or in an arbitration, bargaining, mediation or fact finding proceeding involving the Association and/or the East Gibson School Corporation shall receive full compensation.

E. Personal Illness Leave

For absences caused by illness or physical disability of the teacher, each teacher shall be allowed ten (10) days each year accumulative to two hundred and fifteen (215) days. If a new teacher has unused sick leave in the last corporation in which they taught, they may transfer a maximum of three (3) days per year to the East Gibson School Corporation until their days have been fully transferred. Teachers shall be given an accounting of their accumulated sick leave on each paycheck stub. (As amended January 1, 1995.)

F. Personal Injury Leave

Absence due to injury incurred in the course of the teacher's employment shall not be charged against the teacher's sick leave days (subject to medical release and IC 22-3-2-20). The Corporation shall pay to the teacher the difference between their salary and benefits received under the Indiana Workers' Compensation Act for the period of time the teacher cannot work due to the injury not to exceed the maximum number of weeks of compensation allowed to the teacher for the injury under the Indiana Workers' Compensation Act. The benefits being paid or to be paid to any teacher receiving workmen's compensation as of the date of this agreement shall be determined by the language in the Master Contract covering the period July 1, 1988 through June 30, 1990.

G. Sick Leave Bank

The Association may establish a voluntary sick leave bank. The sick leave bank shall provide that a teacher must have used all accumulative sick leave days before application can be made to the bank; that the teacher must have been sick five (5) consecutive days, or ten (10) non-consecutive days beyond the amount of current sick leave during one (1) contract year, and that the teacher must furnish a doctor's certificate as proof of illness or injury. The conduct of the affairs of the voluntary sick leave bank shall be under a committee or board appointed by the Association. When possible, the committee shall advise the Board of School Trustees of its meeting dates, and if desired by the Board, a representative of the Board may sit in on the meeting of the committee as a nonvoting member. Teachers who wish to join the sick leave bank must do so within the first ten (10) days of each school year. New employees who wish to join the sick leave bank must do so within the first ten (10) days of initial employment. A participating teacher shall make an initial contribution of one day. Contributions to the sick leave bank may accumulate to a limit of 150 days. When the sick leave bank accumulation falls below 30 days, each member who wishes to remain as a member of the bank must contribute another day. A total of 80 days may be drawn from the sick leave bank in any one year. Days from the sick leave bank may be recommended by the committee in accordance with these guidelines:

1. If the applicant has taught in this school district for less than three school years, they may be recommended for a maximum of 20 days from the sick leave bank;

2. If the applicant has taught in this school district for three school years or more they may be recommended for 20 days or two-thirds of their own sick leave that had accumulated at the beginning of that school year, whichever is greater, but in no case shall they be recommended for more than 30 days;

3. The committee is not required to recommend to the Board of School Trustees the full amount of sick leave requested by the teacher.

H. Illness in Family Leave

All teachers of the school corporation shall be allowed up to five (5) days leave per year with pay, not accumulative and not deducted from sick leave, in case of serious illness, major surgery, or serious accident involving a member of the family. The term "family" shall be construed to mean spouse, children, parents, brothers, sisters, or others needing to be under the teacher's care. Presentation of proof of the serious illness, major surgery, or serious accident shall be required after two (2) days.

I. Leave Allotments for Part-Time Teachers

The leave allotments in Article IV are granted to part-time teachers on a pro rata basis.

ARTICLE V
REWARD FOR UNUSED LEAVE

1. Any teacher who does not use any sick, personal, or illness in family days shall be rewarded by receiving five (5) additional cumulative sick leave days at the end of that contract year. This policy excludes the use of any bereavement or professional days.

2. If a teacher does not need all of their sick leave days entitled to accumulate to the maximum at the beginning of the school year, then any days not needed, up to a total of eleven and a half (11.5) of these unused days will be reimbursed at a rate of twenty-five dollars ($25.00) per day (up to a maximum of $287.50). Said sum will be added to the annual contract by signed sick leave pay addendum and will be paid no later than the second pay in October.

3. A teacher who uses zero (0) sick, personal leave days, and/or family illness in a school year shall receive a bonus of $500.00.

4. A teacher who uses no more than one (1) sick, personal and/or family illness leave days in a school year shall receive a bonus of $400.00

5. Such additional pay for which a teacher qualifies under this provision shall be paid no

later than July 31, of the school year. It is also understood and agreed that no teacher shall lose any leave bonus due to days donated to the Sick Leave Bank.

ARTICLE VI
INSURANCE

A. Medical Insurance

1. The Board will pay $494.00 per month on the family plan and $429.00 per month on the single plan, to begin on January 1, 2024. Upon written request from the Association, the Board agrees to provide hospitalization insurance with usual and customary medical coverage. By mutual agreement of the Association and Superintendent, the choice of the carrier and types of policies will be recommended to the East Gibson School Board.

    a. If certified employees choose health insurance, they will be enrolled the 1st day of the month following active employment. (example #1: Hired October 1, start work October 10, insurance enrollment would be November 1) (example #2: Hired June 30, start work August 14, insurance enrollment would be September 1).

    b. If a teacher retires at the end of the school year, the teacher will remain on active health coverage until June 30 of the retirement year. The retiree has the option to continue health coverage by self-paying as an early retiree from July 1st until Medicare age eligible. Teacher's life insurance coverage continues until the month prior to the month the retiree reaches the age of 65 or Medicare eligibility, whichever comes first.

    c. "Early Retiree Status" for health insurance will begin July 1st.

B. Section 125

The Board agrees and the Association agrees that the Board shall provide a Section 125 Plan Generation I and II administered by the Board through an insurance carrier of its choice.

The Plan will be arranged at no administrative cost to the employees. Employees participating in the Plan shall agree to hold the Board and the Corporation harmless on a form provided by the Board. The Plan's fiscal year shall begin November.

C. Term Life Insurance

A $25,000 term life insurance policy with AD&D ($50,000 for accidental death) will be provided at $1.00 cost for all teachers.

D. Medical/Health Program Non-Participation

Those electing not to participate in the medical/health program are eligible, upon request, for a $50,000 term life insurance policy at $1.00 per person per year.

ARTICLE VII
RETIREMENT/SEVERANCE PAY

A. Severance Pay-Accumulated Sick Leave

1. This Section A applies to all teachers beginning in the 2004/2005 school year.

2. Teachers will receive thirty-five dollars ($35.00) per day of accumulated sick leave days up to two hundred and fifteen (215) days. This amount shall be paid as follows:

    a. Two thousand dollars ($2000.00) will be paid to the teacher within thirty (30) days following the last day of the teacher's employment.

    b. The remainder of the severance pay (if any) will be paid in two (2) equal payments to the teacher's 403(b) account on January 1 and July 1 beginning on the first calendar year of the teacher's retirement.

3. To be eligible for the accumulated sick leave severance pay, retiring professional employees must meet the following conditions:

    a. Normally must submit in writing to the Superintendent their intention to retire by May 1 prior to retirement;

    b. Must meet the State of Indiana standards for retirement (the earlier of (i) attainment of age 55 plus age and years of TRF service equal to 85, (ii) attainment of age 60 plus 15 years of TRF service, or (iii) attainment of age 65 plus 10 years of TRF service); and

    c. Must retire from the East Gibson School Corporation.

B. Severance Pay - Buy-Out of Years of Service

1. This Section B applies only to teachers employed or on an approved leave for the 2003/2004 school year who continue their employment for the 2004/2005 school year. Individuals who retired prior to or at the end of the 2003/2004 school year will receive any benefits due to them under the Master Contract in effect at the time of their retirement.

2. The net present value of each eligible teacher's buy-out of years will be calculated using the following:

    a. One hundred and sixty dollars ($160.00) per year for each actual year of service to the East Gibson School Corporation as of July 31, 2004.

    b. Assuming continued employment with East Gibson.

    c. School Corporation and retirement at age 59, but in no event earlier than attainment of eligibility for unreduced TRF benefits, one hundred and sixty dollars ($160.00) per year for each projected additional year of service.

d. A discount rate of 4% for the first 2 years, 5% for the second 2 years, and 7% thereafter.

e. From the gross present value, amount subtract 7.65% (FICA discount).

3. The net present value amount will be deposited into a 401(a)-plan account for that teacher as soon as reasonably administratively feasible after receipt of the SB 199 bond proceeds.

4. The 401(a) account of the teacher will vest when the teacher meets the State of Indiana standards for retirement (the earlier of (i) attainment of age 55 plus age and years of TRF service equal to 85, (ii) attainment of age 60 plus 15 years of TRF service, or (iii) attainment of age 65 plus 10 years of TRF service). The teacher will control the investments within the teacher's 401(a) account.

5. If an eligible and vested teacher retires after their assumed retirement age under this Section B, East Gibson School Corporation will pay the teacher one hundred and sixty dollars ($160.00) for each year of service with East Gibson School Corporation after the assumed retirement age. The payment will be made to a 401(a) account for the teacher by December 31 of the calendar year in which the teacher retires.

6. A certified school employee participating in the buy-out retirement program under this Section B forfeits the assets in the employee's 401(a) account, including earnings, if the teacher separates from employment with the East Gibson School Corporation prior to vesting as provided in Subsection (B)(4) above. Being subject to reduction in force and being on the recall list is not a separation from service resulting in a forfeiture. Board approved leave of absence shall not be a forfeitable event; however, it shall become one and cause forfeiture if the individual fails promptly to return to employment following the expiration of the leave period.

7. Time on the Reduction In Force (RIF) recall list shall not be counted for vesting, even after an employee's return to active service, but the time that the employee had accumulated before separation by reduction in force shall be used to establish vesting when the certified school employee is recalled and returns to active service.

8. Amounts forfeited upon separation from employment before vesting shall not be reinstated if the certified school employee is subsequently rehired by the School Corporation. The vendor for the 401(a) Plan shall treat the forfeited amounts as a reduction of future contributions by the School Corporation to the 401(a) Plan under this Article XV.

C. Buy-Out of Early Retirement Bridge Plan

1. This Section C applies only to teachers employed or on an approved leave for the 2003/2004 school year who continue their employment for 2004/2005 school year. Individuals who retired prior to or at the end of the 2003/2004 school year will receive any benefits due to them under the Master Contract in effect at the time of their retirement.

2. The net present value of each eligible teacher's buy-out of the early retirement bridge benefit will be calculated using the following:

    a. A benefit equal to the lesser of (i) $6,500 per year, or (ii) the annual amount that the teacher would be entitled to receive upon attaining the age of eligibility for normal non-reduced old age insurance benefits under Title II of the Social Security Act.

    b. Payable for each year from assumed retirement age until the earlier of (i) attaining eligibility for normal non-reduced old age insurance benefits under Title II of the Social Security Act or (ii) ten (10) years.

    c. Assumed retirement age of 59, but in no event earlier than attainment of eligibility for unreduced TRF benefits.

    d. Discount rate of 4% for first 2 years, 5% for second 2 years, and 7% thereafter.

    e. From gross present value amount subtract 7.65% (FICA discount).

3. The net present value amount will be deposited into a 401(a)-plan account for that teacher as soon as reasonably administratively feasible after receipt of the SB 199 bond proceeds.

4. The 401(a) account of the teacher will vest upon meeting the following conditions:

    a. The teacher has completed at least seventeen (17) years of service with the East Gibson School Corporation.

    b. The teacher has given the Superintendent formal written notice, on or before May 1 of the year of retirement, of their election to retire early from East Gibson School Corporation (the requirement that the teacher retire upon completion of the school year may be waived by the East Gibson School Corporation, in its discretion, provided extenuating circumstances exits); and

    c. The teacher retires and meets the State of Indiana standards for retirement (the earlier of (i) attainment of age 55 plus age and years of TRF service equal to 85, (ii) attainment of age 60 plus 15 years of TRF service, or (iii) attainment of age 65 plus 10 years of TRF service).

5. If an eligible and vested teacher actually retires before their assumed retirement age under this Section C, East Gibson School Corporation will pay the teacher the lesser of (i) $6,500 per year, or (ii) the annual amount that the teacher would be entitled to receive upon attaining the age of eligibility for normal non-reduced old age insurance benefits under Title II of the Social Security Act, for each year after the teacher's actual retirement and before the assumed retirement age. The payment will be made to a 401(a) plan account for the teacher by December 31 of the calendar year in which the teacher retires.

6. Any teacher who retires and receives the benefit under this Section C agrees that

their employment with East Gibson School Corporation will end on the date of retirement and they will not otherwise be employed by the East Gibson School Corporation in the future except that they may be considered by the Corporation for substitute teaching. This employment restriction requirement may be waived by the East Gibson School Corporation, in its discretion.

7. A certified school employee participating in the buy-out retirement program under this Section C forfeits the assets in the employee's 401(a) account, including earnings, if the teacher separates from employment with the East Gibson School Corporation prior to vesting as provided in Subsection (C)(4) above. Being subject to reduction in force and being on the recall list is not a separation from service resulting in a forfeiture. Board approved leave of absence shall not be a forfeitable event; however, it shall become one and cause forfeiture if the individual fails promptly to return to employment following the expiration of the leave period.

8. Time on the RIF recall list shall not be counted for vesting, even after an employee's return to active service, but the time that the employee had accumulated before separation by reduction in force shall be used to establish vesting when the certified school employee is recalled and returns to active service.

9. Amounts forfeited upon separation from employment before vesting shall not be reinstated if the certified school employee is subsequently rehired by the School Corporation. The vendor for the 401(a) Plan shall treat the forfeited amounts as a reduction of future contributions by the School Corporation to the 401(a) Plan under this Article XV.

10. If the teacher elects to stay on the East Gibson School Corporation Health Insurance Plan, expenses for such coverage will be at the retiree's own expense.

D. Section 401(a) Retirement Benefit-New Teachers

1. This Section D applies only to teachers not employed by the East Gibson School Corporation for the 2003/2004 school year.

2. At the completion of each school year, the East Gibson School Corporation will contribute to a 401(a) plan account an amount equal to one and one quarter percent (1.25%) of the teacher's salary on the Salary Schedule for that school year. The teacher will control the investments within the teacher's 401(a) account.

3. This 401(a) plan account will be 100% vested upon completion of the fifth contract year of teaching with East Gibson School Corporation.

ARTICLE VIII
RESOLUTION #11 FISCAL 1992

I, Lee R. Ayers hereby certify, that I am Secretary of East Gibson School Corporation.
A corporation duly organized and existing under the laws of Indiana, that at a meeting of the board of School Trustees of the Corporation, duly held on the 2nd day of March 1992, of which a quorum was present and acting through, the following resolutions were duly adopted, and are still in full force and effect.

Whereas the General Assembly of the State of Indiana passed Section 29 of Public Law #35-1985, be it resolved:

1. That, as of the 1st day of January 1992, this Corporation shall pick up the mandatory contribution by the employees who are members of the Indiana State Teachers' Retirement Fund and Public Employees' Retirement Fund; and, that no contributions or implementation under this Act be committed or enacted prior to this date.

2. Those said contributions, even though designated as employee contributions for state law purposes, are being paid by the employer in lieu of contributions by the employees.

3. That said contributions will not be included in the gross income of the employees for taxing authority reporting purposes, that is, for tax withholding, FICA or any other computation based on gross income, until distributed either through a retirement annuity or a lump sum payment.

4. That said employees shall not be entitled to the option of choosing to receive the contributed amounts directly instead of having them paid by the employer to the Indiana State Teacher's Retirement Fund or the Public Employees' Retirement Fund.

I further certify that the action authorized to be taken by the foregoing resolutions is not contrary to any provision in any governing instruments of the Corporation.

In witness whereof, I have hereunto affixed by hand this 2nd day of March 1992.

Lee R. Ayers
Secretary

ARTICLE IX
TEACHER SALARY COMPENSATION MODEL

A. Compensation Model

1. Salary Range: Actual base salaries range from $42,000 to $71,973. After increases in this agreement are applied, actual base salaries will range from $45,000 to $73,500.

2. Effective for the 2025-26 contract year, the starting salary for full-time teachers with a bachelor's degree and no experience is $45,000. Additionally, newly employed teachers shall be offered a salary that is no higher than the lowest most frequently occurring salary of currently employed teachers with the same years of public school teaching experience and level of education. If no currently employed teacher has the same years of experience and education as a new hire or if another deviation is deemed necessary, the Superintendent will consult with the Association President on a salary for the teacher. The East Gibson School Corporation superintendent may exercise discretion in determining the salary in filling a vacancy based upon the needs of the school corporation and the availability of qualified teachers for the position only if the following criteria is met:

a. All good faith efforts have been exhausted in seeking a qualified employee at the established salary for new employees; and

b. The position has not been filled by July 15; and

c. The applicant for the position has the necessary certification to fill the vacancy; and

d. The salary to be offered to the applicant has been pre-approved during the established bargaining timelines by East Gibson CTA's president and Bargaining Team. It will become an item of discussion after bargaining timelines have expired. The amount must not exceed the maximum salary amount stated in this Agreement. Emergency openings will be approved using these guidelines excluding b above.

B. Eligibility

1. To be eligible for a salary increase, a teacher:

   a. Must not have been rated ineffective or improvement necessary in the prior year, except for those teachers in their first two (2) years of teaching, and
   b. Must have been employed in the corporation at least 120 days in the prior year, and

   c. Must have earned a year of service credit with the state of Indiana for the prior year.

A teacher who does not satisfy these eligibility criteria remains at their prior year salary.

C. Factors and Definitions

1. Academic Needs 1: A teacher who has met the requirements for continued employment with EGSC will have $1,000 added to their base salary.
2. Academic Needs 2: This is a teacher retention catch up in comparison to the minimum salary for 2025-26 increasing to $3,000. A teacher is placed on the 2025-26 Salary Schedule in Appendix A on the step closest to without being less than the sum of their 2024-25 base salary and any increases earned by meeting the Academic Needs 1 factor.
3. Education: A teacher who possesses a content area Masters degree as defined by the Indiana Department of Education beyond the requirements for employment will have an additional $500 added to their base salary after application of the Academic Needs 1 & 2 factors. Teachers must provide documentation of possession of a content area Masters degree by December 1 to receive this increase.
4. Instructional Leadership: A teacher who obtains a teaching credential from the Indiana Department of Education with the literacy endorsement required by Indiana statute will have $200 added to their base salary after application of the Academic Needs and/or Education factors. Teachers must provide an updated license demonstrating an early literacy endorsement by December 1 to receive this increase.

*After all increases are applied, salaries are rounded to the nearest dollar pursuant to IC 20-28-9-5.

*The salary increase for eligible part-time teachers is applied on a pro rata basis.

Step movement on the Salary Schedule for the 2025-2026 contract year is not permitted under this Agreement. Furthermore, step or column movement for any subsequent contract year is not permitted unless otherwise agreed upon by the parties in subsequent bargaining. The status quo for teachers' respective salaries at the end of this Agreement will be their 2025-2026 salaries.

D. Effective Date of Salary Increase

1. The salary increases under this Agreement for eligible teachers shall be retroactive to the beginning of the 2025-26 contract year with retroactive payment made following ratification of this Agreement.

E. Itemized Calculations for Statutory Compliance

1. The total possible base salary increase without including the teacher retention catch up is $1,700.
2. Increase attributable to Education and Experience:
   A. Increase attributable to Education: $500
   B. Increase attributable to Experience: $0
   C. The combined increase for Education and Experience is $500, which is 29.4% of the total possible increase.
3. Increase attributable to Academic Need is $1,000, which is 58.8% of the total possible increase.
4. Increase attributable to Instructional Leadership is $200, which is 11.8% of the total possible increase.
5. A salary differential for the required literacy endorsement is included in the compensation plan.

ARTICLE X
STIPENDS

A. Teachers who add up to twenty (20) students to their teacher of record caseload due to a vacancy in a teacher of record position will be paid a $500 stipend. These stipends shall be paid as soon as practicable following the ratification of this agreement.

B. Teachers who teach a dual credit or advanced placement class or classes will be paid a $500 annual stipend.

C. Teachers with special education or English language learner teacher of record responsibilities will be paid a $500 annual stipend. Teachers who receive a base salary increase for meeting the Education factor an ineligible for this stipend.

D. The stipend amounts listed in this article are exclusive of any fixed costs associated with teacher salaries for the district such as FICA, Medicare, Teacher Retirement Fund, and 401(a).

ARTICLE XI
ATTESTATIONS AND TERM OF AGREEMENT

1. On the 8th day of September, 2025, a public hearing as described in IC 20-29-6-1 (b) was held at Wood Memorial High School.

   On the 3rd day of November, 2025, a public meeting as described in IC 20-29-6-19 was held at Wood Memorial High School.

   This section is attested to by the Board and Association representatives whose signatures appear below.

2. During the public hearing held on the 8th day of September, 2025, governing body members were not allowed to participate in the public hearing by means of electronic communication and members of the public were not allowed to participate in the public hearing by means of electronic communication.

   During the public meeting held on the 3rd day of November, 2025, governing body members were not allowed to participate in the public hearing by means of electronic communication, and members of the public were not allowed to participate in the public hearing by means of electronic communication.

   This section is attested to by the Board representatives whose signatures appear below.

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

   Therefore, this agreement is made and entered into this 10th day of November, 2025 by and between the Board and the Association, as defined herein, and is attested to by the representatives whose signatures appear below. The Board ratified the CBA on November 10, 2025 and the Association ratified the CBA on October 29, 2025, and is attested to by the respective representatives whose signatures appear below.

FOR THE ASSOCIATION	FOR THE BOARD OF SCHOOL TRUSTEES
East Gibson CTA President	East Gibson School Corporation Board President
East Gibson CTA Secretary	East Gibson School Corporation Board Secretary

APPENDIX A - SALARY SCHEDULE

Teachers who meet the Instructional Leadership factor have $200 added to their salary as listed on the schedule below. Steps do not equate to years of experience.

Step	2025-26 Salary	2025-26 Salary with Education Factor
A	$45,000	$45,500
B	$46,000	$46,500
C	$47,000	$47,500
D	$48,000	$48,500
E	$49,000	$49,500
F	$50,000	$50,500
G	$51,000	$51,500
H	$52,000	$52,500
I	$53,000	$53,500
J	$54,000	$54,500
K	$55,000	$55,500
L	$56,000	$56,500
M	$57,000	$57,500
N	$58,000	$58,500
O	$59,000	$59,500
P	$60,000	$60,500
Q	$61,000	$61,500
R	$62,000	$62,500
S	$63,000	$63,500
T	$64,000	$64,500
U	$65,000	$65,500
V	$66,000	$66,500
W	$67,000	$67,500
X	$68,000	$68,500
Y	$69,000	$69,500
Z	$70,000	$70,500
AA	$71,000	$71,500
AB	$72,000	$72,500
AC	$73,000	$73,500
AD	$74,000	$74,500
AE	$75,000	$75,500
AF	$76,000	$76,500
AG	$77,000	$77,500
AH	$78,000	$78,500
AI	$79,000	$79,500
AJ	$80,000	$80,500
AK	$81,000	$81,500
AL	$82,000	$82,500

APPENDIX B
EXTRA-DUTY PAY SCHEDULE
2025-26 SCHOOL YEAR

The following list is what extra duty positions will pay when performing these extra duties. Extra Duty Pay Schedule is effective as of July 1, 2025

SOCCER	Amount
BOYS VARSITY	3,000
BOYS VARSITY ASSISTANT	1,400
GIRLS VARSITY	3,000
GIRLS VARSITY ASSISTANT	1,400
MIDDLE SCHOOL SOCCER	1,000
VOLLEYBALL	**Amount**
VARSITY	4,250
JUNIOR VARSITY	2,250
VARSITY ASSISTANT	1,000
MIDDLE SCHOOL HEAD COACH	1,400
MIDDLE SCHOOL ASSISTANT	1,400
INTERMEDIATE SCHOOL	800
TENNIS	**Amount**
BOYS VARSITY	2,400
GIRLS VARSITY	2,400
BOYS MIDDLE SCHOOL	900
GIRLS MIDDLE SCHOOL	900
BASKETBALL	**Amount**
BOYS VARSITY	7,350
BOYS JUNIOR VARSITY	3,250
BOYS VARSITY ASSISTANT	2,750
BOYS MIDDLE SCHOOL HEAD COACH	2,000
BOYS MIDDLE SCHOOL ASSISTANT	2,000
BOYS ELEMENTARY	800
GIRLS VARSITY	7,350
GIRLS JUNIOR VARSITY	3,250
GIRLS VARSITY ASSISTANT	2,750
GIRLS MIDDLE SCHOOL HEAD COACH	2,000
GIRLS MIDDLE SCHOOL ASSISTANT	2,000
GIRLS ELEMENTARY	800
BASEBALL	**Amount**
VARSITY	4,000
VARSITY ASSISTANT	2,000

ASSISTANT	1,000
MIDDLE SCHOOL BASEBALL	1,000
SOFTBALL	Amount
VARSITY	4,000
VARSITY ASSISTANT	2,000
ASSISTANT	1,000
MIDDLE SCHOOL SOFTBALL	1,000
TRACK	Amount
BOYS VARSITY	2,700
GIRLS VARSITY	2,700
BOYS MIDDLE SCHOOL	1,000
GIRLS MIDDLE SCHOOL	1,000
GOLF	Amount
BOYS VARSITY	2,500
GIRLS VARSITY	2,500
CHEER	Amount
VARSITY	1,800
MIDDLE SCHOOL	1,000
ELEMENTARY	450
WRESTLING	Amount
HIGH SCHOOL	2,400
MIDDLE SCHOOL/HIGH SCHOOL ASSISTANT	1,200
ACTIVITIES	Amount
STRENGTH AND CONDITIONING	$4,400
ASST. STRENGTH AND CONDITIONING	$2,950
MIDDLE/HIGH SCHOOL PEP BAND @BASKETBALL GAMES	1,500
SUMMER BAND ACTIVITIES	1,200
MIDDLE/HIGH SCHOOL BAND	675
*WINTER CONCERT, SPRING CONCERT, GRADUATION ($225 EACH)	
MIDDLE/HIGH SCHOOL CHOIR	450
*WINTER CONCERT, SPRING CONCERT, GRADUATION ($150 EACH)	
ELEM MUSIC - AFTER SCHOOL PROGRAMS	450
*UP TO THREE (3) PROGRAMS AT $150 EACH	
HIGH SCHOOL DRAMA/MUSICAL DIRECTOR	990
SENIOR CLASS SPONSOR (2)	700
JUNIOR CLASS SPONSOR (2)	700
SOPHOMORE CLASS SPONSOR (2)	500
FRESHMEN CLASS SPONSOR (2)	500
DETENTION COORDINATOR	910

ACADEMIC COORDINATOR	900
HIGH SCHOOL NATIONAL HONOR SOCIETY	1,070
MIDDLE SCHOOL NATIONAL HONOR SOCIETY	1,070
MIDDLE/HIGH SCHOOL YEARBOOK	1,250
BPA SPONSOR	805
HIGH SCHOOL STUDENT COUNCIL	825
MIDDLE SCHOOL STUDENT COUNCIL	500
PROM DIRECTOR	805
CONCESSIONS	2,030
HIGH SCHOOL ACADEMIC COACH (5)	660
MIDDLE SCHOOL ACADEMIC COACH (2)	660
HIGH SCHOOL SPELL BOWL COACH	660
MIDDLE SCHOOL SPELL BOWL COACH	660
MIDDLE SCHOOL SPELL BEE COACH	380
PRIMARY SCHOOL YEARBOOK	325
INTERMEDIATE SCHOOL YEARBOOK	325
PRIMARY SCHOOL AR DIRECTOR	100
INTERMEDIATE SCHOOL AR DIRECTOR	100
INTERMEDIATE GEOGRAPHY BEE	300
INTERMEDIATE MATH COMPETITION	300
INTERMEDIATE SPELL BEE	300

*If the extra-duty pay schedule includes an item that has been established to occur during daily educational hours such as a class, the pay listed in Appendix A may be waived.

The above schedule identifies the number of staff positions for several of the ECAs. Although the parties negotiated over whether an ECA position is included in the bargaining unit, the number of positions was not bargained, but merely for informational purposes only.