

TABLE OF CONTENTS

	PAGE
1.000	PREAMBLE..... 2
2.000	RECOGNITION..... 2
3.000	GENERAL EMPLOYMENT PRACTICES..... 2
4.000	LEAVE DAYS..... 2
5.000	SICK LEAVE BANK..... 5
6.000	WAGES AND SALARY..... 8
7.000	INSURANCE PROTECTION..... 8
8.000	RETIREMENT SEVERANCE BENEFIT..... 10
9.000	TERM OF AGREEMENT..... 11
APPENDIX A	COMPENSATION MODEL..... 14
APPENDIX B	COMPENSATION LEVELS..... 17
APPENDIX C	ECA PAY SCHEDULE..... 18
APPENDIX D	REQUEST FOR PROFESSIONAL MEETING..... 20
APPENDIX E	APPLICATION FOR USE OF SICK LEAVE BANK..... 21

MASTER CONTRACT

1.000 PREAMBLE

1.100

This Agreement is entered by and between the Board of School Trustees of the Eminence Community School Corporation, Eminence, Indiana, hereinafter called "the Board," and the Eminence Classroom Teachers Association, hereinafter called "the Association."

When reference is made to male teachers in this Agreement, it also includes female teachers.

1.101

The general purpose of this Agreement is to foster a cooperative relationship between the Association and the Board of School Trustees. The Board and the Association recognize and declare that providing quality education for the children of Eminence is their mutual aim and that the character of such education depends predominantly upon the quality and morale of teaching.

Therefore, the parties have bargained and discussed, and have reached certain understandings which they hereby confirm in this Agreement.

2.000 RECOGNITION

2.100

The Board recognizes the Association as the sole and exclusive bargaining representative for all certificated employees, as defined by I.C. 20-29, except the following:

1. Superintendent
2. Principal(s)
3. All employees not on a standard teacher's contract
4. Athletic Director
5. Boys' and Girls' Head Varsity Basketball Coach

The term "Certificated School Employee," when used in this Agreement, shall refer to all teachers as defined in Indiana law unless excluded by this Contract section. The parties to this Agreement may petition the Indiana Education Employment Relations Board for unit clarification during the term of this Agreement.

3.000 GENERAL EMPLOYMENT PRACTICES

3.100

The cost of any medical or physical examination required by the Board or by law shall be paid by the Board.

4.000 LEAVE DAYS

4.100

In case of death within the family, the certificated school employee shall be provided with a leave of five (5) consecutive school days from the date of death and shall receive full compensation for such

school days not in attendance. Family shall be interpreted as partner, children, sister, brother, mother, father, mother-in-law, father-in-law, grandmother, grandfather, grandchildren, or any member of the family unit living in the same household. Two (2) day leaves shall be granted for funerals for other family members to include only uncles, aunts, nieces, and nephews of certificated school employee and certificated school employee's partner, and partner's grandfather and grandmother, without loss of compensation; provided, however, said certificated school employee does attend in person the last burial rites of said family member.

4.101

Professional leave days with pay shall be granted, with the approval of the Superintendent, for the purpose of attending and/or participating in professional meetings related to his teaching field. The Request to Attend Professional Meeting Form (Appendix D) shall be completed and submitted to the principal.

4.102

A certificated school employee called for jury duty or subpoenaed to appear in any judicial or administrative tribunal will not be charged with any day's absence.

4.103

While on jury duty, a certificated school employee shall be paid the difference between his salary and the compensation he receives for jury services. A certificated school employee having served on a jury shall be required to endorse his check for jury service to the Board so that his regular salary may continue without adjustment. When personal expenses are included in the check, the amount shall be refunded to the certificated school employee by the Board if an accounting of these expenses by a court official accompanies the check.

4.104

Certificated school employees subpoenaed by lawful authority to court actions or hearings of a personal nature, will not receive compensation for such days missed unless they are taken as leave days.

4.105

Each certificated school employee shall be entitled to thirteen (13) days each school year to be absent from work without loss of compensation. If in any one school year the certificated school employee is absent less than the granted number of days, the remaining days shall be accumulative to a total of ninety (90) days. Any certificated school employee who is absent for more than four (4) consecutive days, not documented by medical evidence, shall not be paid for the day(s) unless pre-approved by the superintendent. Medical evidence may extend to the immediate family here defined as partner, children, and parent.

Annual Buydown of Leave Days -- Beginning with the 2017-18 school year, the new maximum accumulation of Leave Days shall be ninety (90) days. If a teacher reaches the cap of ninety (90) days in any given year, that teacher shall also receive the annual allotment of thirteen (13) days. Unused leave days will be available to be sold in the Annual Buydown.

The Board will buy such unused leave days at the end of each school year at the rate paid to a certified substitute teacher per day for teachers with an unused leave accumulation of more than ninety (90) days. The money shall be deposited into an individual 401(a) account which has been established by the Board for each teacher. Said 401(a) shall be immediately vested.

Final Buydown of Leave Days—In the final year of employment for teachers who are retiring from Eminence Community School Corporation, and who meet the vesting requirements of not less than fifteen (15) full years of service as a professional educator with the Eminence Community School Corporation, the Board will pay up to 103 accumulated leave days at the rate of certified substitute teacher pay per day to be paid in the final check in June of the year of retirement.

4.106

If National Guard or Reserve encampment or a period of active training due to an emergency situation should occur during the school year, the certificated school employee required to participate shall be granted a temporary leave of absence, with no loss of compensation or status of employment. The certificated school employee shall receive his regular salary, less that which he shall receive from the government for school days spent in government services.

4.107

In the event any certificated school employee shall have accumulated one or more leave days in another school corporation in this state before being employed by Eminence Schools, then there shall be added for the second (2nd) year and each succeeding year of employment up to three (3) days of leave until the number of accumulated days to which the certificated school employee was entitled in the last place of employment shall be exhausted.

4.108

In the event that a certificated school employee has accumulated the maximum number of leave days possible any used leave days will be charged against the days granted for the current year. In the event that the certificated school employee uses more days than the number granted for that year the balance will be subtracted from the certificated school employee cumulative total.

4.109

Absences due to personal injury incurred in the course of the certificated school employee's employment shall not be charged against the certificated employee's leave days.

4.110

Teachers terminating employment before completion of the contract and/or employment for parts of a school year will be credited sick leave on a prorated basis determined by the total number granted times the percentage of the school year actually employed.

4.111

The salary of any certificated employee who leaves the corporation's employment, voluntarily or otherwise, before the end of the school year will be reduced by any paid sick days which exceed the

total number granted for that year times the percentage of the school year actually employed.

4.112

Teachers may use up to ten (10) days of paid leave for Family Military Leave. This leave is available to the partner, parent, grandparent, or siblings of a person ordered to active duty in the United States Armed Forces or the National Guard.

4.113

A teacher may use up to thirty (30) days of accumulated leave for the adoption of a child.

4.114

A teacher who is pregnant shall be granted a leave of absence any time between the commencement of the teacher's pregnancy and one (1) year following the birth of the child. Said teacher shall notify the Superintendent, in writing, of her desire to take such leave and, except in case of emergency, shall give such notice at least thirty (30) days prior to the date on which her leave is to begin. She shall include with such notice either a physician's statement certifying her pregnancy or a copy of the birth certificate of her child, whichever is applicable. A teacher who is pregnant may continue in active employment as late into her pregnancy as she desires, provided she is able to properly perform her required functions. All or any portion of a leave taken by a teacher because of a medical disability connected with, or resulting from her pregnancy may, at the teacher's option, be charged to her available sick leave.

4.115

Teachers are entitled to take ten (10) unpaid paternity leave days within one (1) year following the birth of a child.

5.000 SICK LEAVE BANK

5.100

The purpose of the Voluntary Sick Bank (hereinafter referred to as the Bank) is to provide medical/illness leave to contributors to the Bank after their accumulated medical/illness leave has been exhausted – and more specifically to provide such leave from the Bank in cases of prolonged illness. The Bank rules and guidelines are as follows:

5.101 Voluntary Sick Bank Committee

The Bank will be operated on a voluntary basis. A committee shall be formed to administer the Bank and to provide the information whereby the administration office of the Eminence Community School Corporation will keep the records. This committee shall be empowered to adopt rules and regulations and to make decisions required to administer the Sick Leave Bank, so long as those rules, regulations and decisions do not modify the Agreement contained herein.

1. This committee will be titled the Voluntary Sick Bank Committee (hereafter referred to as the SBC). The SBC shall be composed of the following five (5) persons:
 - a. Superintendent of Schools of the Eminence Community School Corporation or his designee and one additional individual appointed by the Superintendent.
 - b. The Eminence Classroom Teachers Association President(s) or his designee and two

- additional members of the bargaining unit appointed by the Association President(s).
2. Should a vacancy occur on the SBC, a replacement for the vacant position shall be appointed by the authority making the original appointment.
 3. One of three bargaining unit SBC representatives will be selected to act as a chairperson of the SBC. The Eminence Classroom Teachers Association President(s) will designate the chairperson prior to the first meeting of the SBC.
 4. The SBC will be responsible for developing the forms needed to operate the Bank.

5.102 Effective Date

In order to participate in the sick leave bank, a teacher must make his/her contribution by October 1 of each school year.

5.103 Membership

The Bank shall be established for all bargaining unit members who indicate their desire to participate by contributing the individually required number of days.

5.104 Guidelines

The Bank shall be administered by the SBC in accordance with the following provisions:

1. The Bank may be used by the individual contributor for medical/illness reasons for themselves, partner, or child.
2. Days from the Bank may be used only for those workdays that the individual contributor is employed under a Regular Teacher Contract consisting of at least 180 days.
3. Any person desiring to participate in the Bank will donate one (1) day annually of his accumulated medical/illness leave to the Bank. Additional days may be requested by the SBC as the need arises.
4. A Sick Bank member, who terminated employment with the School District, and returns, must contribute one (1) additional day upon re-employment in order to reinstate membership.
5. If the number of days in the Bank falls below twenty (20) days prior to the end of any school year, each participant will be required by the SBC to donate one (1) additional day of his accumulated medical/illness leave to the Bank. If a member has used all his medical/illness leave, the additional day will be donated as soon as new medical/illness leave is accrued.
6. All days once donated to the Bank become the property of the Bank.
7. All requests to receive grants from the Bank must be submitted in writing to the SBC on prescribed Form SBL-1 as presented in the Appendix E of the Agreement.
8. Any person submitting a request to use the Bank must have made his proper contribution and met all eligibility requirements. If a person is physically unable to submit the forms, the forms may be submitted by a proxy.
9. A person will not be able to withdraw days from the Bank until his own accumulated medical/illness leave and personal leave is depleted. Days granted from the Bank can only be used for extended illness or disability. (The SBC will generally consider an extended illness one that involves ten (10) or more working days.)
10. Periodic review by the SBC of all Bank use will be made and the SBC may grant additional days at the time of review. Days granted from the Bank may not be granted for the period of disability when monies are paid to the employee under the Workmen's Compensation Law or

if the employee has qualified for long-term or short-term disability benefits. Teachers may access the sick leave bank only one time during any one school year.

11. Days will be granted at a rate equal to the per diem rate of pay for the teacher's current salary level at the time they apply for the days. The SBC will review and send to the corporation office its decision concerning all requests to draw on the Bank within ten (10) working days after such request is received by the Committee. The Committee will also make its decision known to the applicant within this ten (10) day period.

5.105 Repayment of Days Granted

After accumulating a minimum of nine (9) leave days, the recipient of Sick Bank days who continues in the employment of the School Corporation shall repay the Sick Bank the borrowed days. At the beginning of each school year a teacher who owes days to the bank shall be credited with nine (9) leave days and the balance of days available shall be credited to the bank until the bank is repaid.

A recipient who leaves the School Corporation and still owes days to the Sick Bank must transfer accumulated leave days, if available, to the Sick Bank as repayment toward the days granted.

5.106 Appeal Board

An appeal Board will be established composed of the following four (4) persons:

1. The Superintendent of Schools or his/her designee.
2. The Association President(s) or his/her designee.
3. Two (2) members will be appointed-- one (1) each by the Superintendent and the Association President(s).
4. No appointed member of the SBC may at the same time be a member of the Appeal Board.

The Association President(s) or his/her designee will act as chairman of the Appeal Board. If a request for use of leave days is denied by the SBC, then the applicant may appeal the Committee's decision to the Appeal Board within ten (10) working days after the denial. Any decision by the Appeal Board must be a majority vote. A tie vote will automatically support the SBC decision. All decisions of the Appeal Board are final and binding. The Appeal Board will rule on any appeal within ten (10) working days after receiving the appeal in writing.

5.107 Members Agreement

A member shall be required to furnish a medical report from a licensed physician at any time before or during the time of use of the Bank. The medical report will be at the member's expense. The SBC reserves the right, if necessary, to limit the number of days granted.

In consideration of the benefits of participating in the Bank, each applicant for membership in the Bank and for benefits from the Bank shall, as a condition to such application, agree in writing substantially as follows:

"I specifically acknowledge and agree that the granting of days from the Voluntary Sick Leave Bank shall be at the sole discretion of the Sick Bank Committee or, in the event of an appeal, the Appeal Board and that all decisions of the Sick Bank Committee or the Appeal Board will be final and binding and not subject to grievance. I further agree to abide by such decision and to

indemnify and hold harmless the Eminence Classroom Teachers Association, Eminence Community School Corporation, the Sick Bank Committee and the Appeal Board and all of their agents for any loss they may sustain as a result of any claim or legal proceedings I may bring against any of them with respect to a decision made by any of them concerning this application." When an employee donates days to the Bank, he agrees to the above stated rules for administration of the Bank and agrees to abide by the stated rules.

5.108 Annual Report

An annual report of the Bank will be published for each year the Bank is in operation. This report will be published by the SBC and approved by the Superintendent of Schools or his designee prior to publication. The report shall include a statement of the number of days contributed to the Bank, the number of days granted from the Bank and the number of days remaining in the Bank.

6.000 WAGES AND SALARY

6.100

The Compensation Plan for teachers covered by this Agreement is set forth in Appendix A and B which is attached to and incorporated in this Agreement. This Compensation Plan shall remain in effect during the term of this Agreement or until another Agreement is reached. The superintendent shall have sole discretion in establishing the compensation for new hires. Placement would be agreed upon by the superintendent and the new hire. The agreed upon amount would be within the boundaries of the established compensation levels as set forth in Appendix B.

6.101 Indiana State Teachers' Retirement Fund

In addition to the salary provided by the Appendices, the Board shall pay from the employers' funds to the Indiana State Teachers' Retirement Fund (ISTRF) the teacher's share of the Indiana State Teachers' Retirement Fund (ISTRF) contribution as established by the Board of Trustees of the Indiana State Teachers' Retirement Fund (ISTRF). Teachers shall not be entitled to the option of choosing to receive the contributed amount directly instead of having employer funds paid to the ISTRF on their behalf.

7.000 INSURANCE PROTECTION

7.100 Health Insurance

Each contracted certificated school employee shall have available a health insurance program that will provide hospitalization, intensive care, supplemental benefits, surgical benefits, cost of physician's care, major medical and maternity care in a policy. The Board shall pay eighty-five percent (85%) of the single premium, and sixty-five percent (65%) of the family premium. To the extent the Board's contribution needs to be increased to meet the requirements under the Affordable Care Act, then the Board will contribute such additional amount as is necessary to fulfill the requirements of the law. In addition, the Board will contribute \$500 into an HSA for each certificated school employee who is enrolled in the School Corporation's health insurance plan. To be eligible for the HSA contribution, the teacher must have an account or the teacher will not receive the benefit. The teacher's HSA account must be open during the health insurance open enrollment period. In addition, to receive the HSA contribution, the teacher must work 120 days that equals a year of service as defined by INPRS. The HSA contribution will be deposited into each teacher's

account in either May or June.

Retired Participation: Teachers who retire at fifty-five (55) years of age or older, have been employed by Eminence Schools for a minimum of fifteen (15) years, and are currently participating in the group health, dental, and/or vision insurance, may continue in the group plan until eligible for Medicare.

Should the teacher experience a qualifying event under the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) or the Health Insurance Portability and Accountability Act of 1996 (HIPAA), and require enrollment in the Corporation's medical insurance plan, the Board will contribute to the premium at the appropriate level as described above.

7.101 Dental Insurance

Each contracted certificated school employee shall have available a dental insurance policy agreed to by the Board the Association.

1. The Board will pay all but \$1.00 of the annual premium, either single or family coverage for certificated employees currently enrolled in a dental plan or electing coverage before October 1, 2015.
2. The Board will contribute 65% of the annual premium of a family plan or 85% of an individual plan for any current certificated employee or new employee choosing to enroll in a dental plan after October 1, 2015.

7.102 Long Term Disability Insurance

Each contracted certificated school employee shall have available a long-term disability insurance program which is agreed to by the Board and the Association. The Board will pay for the cost of this program up to thirty-eight cents (\$.38) per each hundred dollars of coverage.

7.103 Term Life Insurance

Each contracted certificated school employee shall have available a seventy thousand dollar (\$70,000) term life insurance program that provides a one hundred and forty thousand dollar (\$140,000) accidental death clause which is agreed to by the Board and the Association. The Board will pay for the cost of this program. The teacher will pay the applicable tax on the amount over fifty thousand dollars (\$50,000).

Each contracted certificated school employee shall have available the option to purchase a twenty-five thousand dollar (\$25,000) dependent life insurance program for his/her partner, and a ten thousand dollar (\$10,000) life insurance program for each dependent.

7.104 Vision Insurance

Each contracted certificated school employee shall have available a vision insurance policy agreed to by the Board the Association.

The Board will pay all but \$1.00 of the annual premium, either single or family coverage for certificated employees currently enrolled in a vision plan or electing coverage before October 1, 2015.

1. The Board will contribute 65% of the annual premium of a family plan or 85% of an individual

plan for any current certificated employee or new employee choosing to enroll in a vision plan after October 1, 2015.

7.105

In the event a total required premium is less than the Board's allowable amount, a one dollar (\$1.00) deduction will be made from the employee's pay on the twenty-sixth (26th) or last scheduled pay. The fringe benefits shall include reallocation of salary under Section 125 of the Revenue Act of 1978 in which the employee may select taxable and/or non-taxable benefits according to those benefits allowed under the written plan document.

7.106 Continuation of Benefits

Teachers on paid leave shall continue to have Board contributions made according to the level which existed at the time of starting on leave.

Teachers on unpaid leave for one (1) month or longer may continue benefits by paying the full premium to the Business Office within thirty (30) days of the billing date.

7.107

All certificated school employees shall be covered by a workmen's compensation insurance policy, in relation to injury incurred on the job.

7.108

A certificated school employee who is collecting workmen's compensation insurance may use accumulated sick leave to make up the difference, if any, between the certificated school employee's regular pay and the workmen's compensation payments received. Deductions from sick leave days shall be made on a pro rata basis.

8.000 RETIREMENT SEVERANCE BENEFIT

8.100 403(b) Matching Annuity Plan.

1. Teachers who are currently employed and teachers who are newly hired or rehired after July 1, 2004, shall be eligible for the Section 403(b) Matching Annuity benefit described in this section.
2. Effective 2004-2005 and thereafter, all teachers shall have the option of investing in the 403(b) plan up to the maximum allowable under Federal Law. The Board will match such teacher contributions on a dollar for dollar basis in a Section 403(b) Plan account up to three percent (3%) of the teacher's Gross Pay salary.
3. The Board shall deposit its matching contributions into an individual 403(b) account for each teacher who elects to contribute into a 403(b) program. The Board's 403(b) vendor shall be AIG. Each teacher shall choose a 403(b) vendor from the Board approved list. Such deposits into the individual 403(b) accounts shall be made on a monthly basis.

4. The teacher shall immediately be fully vested in the plan.
5. The Board shall provide each employee the opportunity to participate in a voluntary tax-sheltered 403(b) program, consistent with the 403(b) Plan, adopted by the Board and agreed upon by the Association. The Board and the Association agree that the Plan Document and the Adoption Agreement will not be changed without agreement in bargaining.

8.101 Group Health Insurance.

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 benefit provided the teacher has otherwise satisfied the requirements and conditions described below.

Immediately following severance, the teacher and his/her partner, 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:

1. The teacher and has been employed by the School Corporation for fifteen (15) years;
2. The teacher was enrolled in the Corporation's group health insurance plan during the school year immediately before severance;
3. While the retired teacher and partner, if any, remain enrolled in the health insurance plan, the retired teacher and partner shall pay the entire insurance premium applicable to the insurance coverage, with the annual payment to be made on or before the 15th day of the month for the succeeding year; and
4. Within ninety (90) days prior to the severance date, the teacher has provided a written request to the School Corporation for continuing insurance coverage for the teacher and partner, if any.
5. 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 partner first becomes eligible for Medicare.) It is acknowledged that the parties intend these provisions to comply with applicable federal and state laws that establish an eligible teacher's right to continue health insurance for the teacher and partner, 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. This provision shall become effective at the beginning of the 2005-2006 school year.

9.000 TERM OF AGREEMENT

9.100

The Agreement shall be effective as of July 1, 2025 and shall continue in effect through June 30, 2026.

9.101

This Agreement is made and entered into at Eminence, Indiana by and between the Board of School Trustees of the Eminence Community School Corporation, County of Morgan, State of Indiana, party of the first part, heretofore referred to as the "Board," and the Eminence Classroom Teachers

Association, an affiliate of the Indiana State Teachers Association and the National Education Association, party of the second part, heretofore referred to as the "Association."

9.102 The undersigned attest to the following:

A public hearing (Pre-formal Bargaining Hearing) was held in compliance with Indiana law on September 18, 2025. Electronic participation was available.

A public meeting in compliance with Indiana law was held on November 5, 2025 to discuss the tentative agreement and electronic participation was available.

A public meeting in compliance with Indiana law was held by the Board on November 10, 2025 for ratification of the tentative agreement. Electronic participation was available.

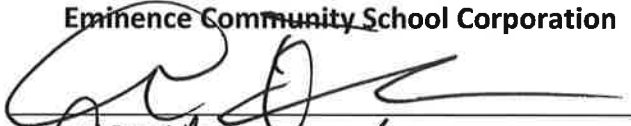
This agreement is so attested to by the parties whose presidents', secretaries', and the board members' signatures appear below:

[SIGNATURES FOLLOW ON NEXT PAGE]

Ratification

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

**Board of School Trustees
Eminence Community School Corporation**


Board President


Board Vice President

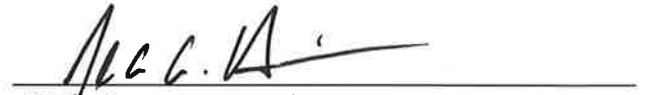

Board Secretary

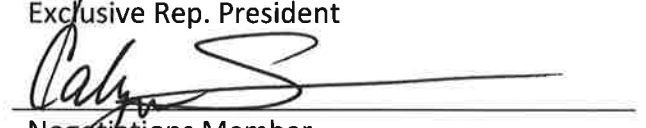

Board Member

Board Member


Superintendent

ECTA Exclusive Representatives


Exclusive Rep. President


Negotiations Member


Negotiations Member

Ratification Date: October 27, 2025

Ratification Date: November 10, 2025

APPENDIX A COMPENSATION MODEL

New Hire Salary Placement

Each teacher shall receive proper placement on the compensation plan each year subject to and in accordance with applicable law. The superintendent shall have sole discretion in establishing the compensation for new hires. Placement would be agreed upon by the superintendent and the new hire. The agreed upon amount would be within the parameters of the established compensation plan salary schedule as set forth in Appendix B. New hires employed prior to ratification of this contract will have their starting salary adjusted upward by \$2,000.

Eminence Compensation Model

Base Salary Increases for 2025-2026 School Year

Salary Range

The salary range for the 2025-2026 school year is \$45,500 to \$65,300, not including current year increase or TRF contributions.

The salary range for the 2025-2026 school year is \$47,500 to \$67,300 after base salary increases are applied.

A. General Eligibility Criteria

Except as provided below, a teacher who received an evaluation rating of ineffective or improvement necessary in the prior school year is not eligible for any salary increase and remains at their prior year salary.

A teacher who is in the first two full school years of instructing students who receives an evaluation rating of improvement necessary is eligible for a salary increase.

The teacher must have been employed during the prior school year for at least 120 days.

B. Compensation Model for Base Salary Increases

1. Factors and Definitions

- a. Evaluation Rating - The teacher must not be rated as "Ineffective" or "Improvement Necessary" in the prior school year.
- b. Education – The teacher attains a content area master's degree, as defined by the Indiana Department of Education, that is beyond the requirements for employment.

- c. Meeting Academic Needs of Students: Due to the teacher shortage in Indiana, all teachers who meet the general eligibility criteria are deemed important to retain to the School Corporation to provide educational continuity for the students.
- d. Instructional Leadership Roles: The teacher has newly attained a literacy endorsement issued by the IDOE.

2. Distribution of Base Salary Increases:

All teachers meeting the general eligibility criteria and the meeting academic needs factor will receive the \$2,000 across-the-board increase to the salary schedule.

All teachers who are not at the top of the salary schedule after receiving the \$2,000 across-the-board increase to the salary schedule and who meet the general eligibility criteria and the requirements to move on the salary schedule (as described below) will be permitted to move and earn an additional increase to their base salary. Movement can only occur to the right (a column change) or down. There is no diagonal movement.

Movement down one (1) row

If the teacher is ineligible for a column change due to the teacher not attaining a new content area master's degree, but the teacher's evaluation rating for the prior school year is not in the bottom two performance categories, then the teacher will move down one (1) row in the column s/he is currently placed based upon the teacher meeting the evaluation factor, which factor is worth \$900.00.

Movement over to the right one (1) column

If the teacher qualifies for a column change due to newly possessing a content area master's degree, and the teacher's evaluation rating is not in the bottom two performance categories for the prior school year, then the teacher will move across one (1) column to the right. The teacher's content area degree attainment constitutes \$900.00 of the teacher's increase, and the teacher's evaluation rating constitutes \$900.00 of the teacher's increase. The education factor does not account for more than 50% of the teacher's total increase.

After taking a step down or moving from the BS/BA column to the MS/MA column (whichever may apply), any BS/BA teacher who possesses a literacy endorsement will move from the BS/BA column straight across to the BS/BA+Literacy Endorsement column for an additional \$200.00 increase to their base salary for satisfying the instructional leadership factor, and any MS/MA teacher who possesses a literacy endorsement will move straight across from the MS/MA column to the MS/MA+Literacy Endorsement column for an additional \$200.00 increase to their

base salary for satisfying the instructional leadership factor.

Notification of Column Change and Attainment of Literacy Endorsement

A teacher must notify in writing and verify to the Superintendent that he/she has earned a new content area master's degree beyond the requirements for employment that qualify the teacher for a column change on the salary schedule prior to October 1 of the contract year. A teacher who newly attains a literacy endorsement issued by the IDOE must provide written proof of such attainment to the Superintendent by October 1 of the contract year.

The total maximum possible base salary increase a teacher may receive for the 2025-2026 contract year is \$4,000. More than 10% of the total possible increase is attributable to the meeting academic needs of students factor ($\$2,000/\$4,000 = 50\%$). The amount of the possible salary increase attributable to the education factor is less than 50% of the total possible increase ($\$900 / \$4,000 = 22.5\%$).

C. One-Time Stipend

All returning teachers with an evaluation rating of highly effective or effective during the prior school year will receive a one-time stipend of \$1,000. One-half of the stipend will be paid in December 2025 and the second half will be paid in May 2026 of the 2025-2026 school year.

**APPENDIX B
COMPENSATION LEVELS**

Levels	BS/BA	BS/BA +Literacy Endorsement	MS/MA	MS/MA +Literacy Endorsement
1	47,500	\$47,700	49,300	\$49,500
2	48,400	\$48,600	50,200	\$50,400
3	49,300	\$49,500	51,100	\$51,300
4	50,200	\$50,400	52,000	\$52,200
5	51,100	\$51,300	52,900	\$53,100
6	52,000	\$52,200	53,800	\$54,000
7	52,900	\$53,100	54,700	\$54,900
8	53,800	\$54,000	55,600	\$55,800
9	54,700	\$54,900	56,500	\$56,700
10	55,600	\$55,800	57,400	\$57,400
11	56,500	\$56,700	58,300	\$58,500
12	57,400	\$57,600	59,200	\$59,400
13			60,100	\$60,300
14			61,000	\$61,200
15			61,900	\$62,100
16			62,800	\$63,000
17			63,700	\$63,900
18			64,600	\$64,800
19			65,500	\$65,700
20			66,400	\$66,600
21+			67,300	\$67,500

APPENDIX C
EMINENCE ECA SCHEDULE
2025-2026

Activity	Amount
Assistant Athletic Director	\$2,250*
Art Club	\$500
Band Director (eliminated vocals)	\$2,400
HS Musical/Drama Director	\$775
Baseball, Boys Varsity	\$2,700
Baseball, Boys Assistant Varsity	\$1,500
Basketball, Boys Varsity Assistant	\$2,400
Basketball, Boys Assistant	\$1,300
Basketball, Boys A	\$1,000
Basketball, Boys B	\$1,000
Basketball, Girls Varsity Assistant	\$2,400
Basketball, Girls Assistant	\$1,300
Basketball, Girls A	\$1,000
Basketball, Girls B	\$1,000
Cheerleader & Pep Club HS	\$1,000
Cheerleader & Pep Club MS	\$750
Cross Country	\$2,100
MS/ Elem Cross Country	\$1,000
FFA Sponsor	\$1,000
National Honor Society	\$500
Softball Varsity	\$2,700
Softball, Assistant	\$1,500
Sponsor, 12th Grade	\$1,000
Sponsor, 11th Grade	\$1,000
Sponsor, 10th Grade	\$500
Sponsor, 9th Grade	\$500
Mentor(s)	\$150
Student Council, MS	\$500
Student Council, HS	\$500
Sunshine	\$500
Track HS	\$2,100
Track JH	\$1000
Volleyball, Varsity	\$2,700
Volleyball, Assistant	\$1,500
Volleyball A	\$1,000
Volleyball B	\$1,000
Yearbook, JH/ HS	\$600
Yearbook, Elementary	\$600
Soccer	\$2,700
Wrestling, Varsity	\$2,700
Wrestling, Assistant/JV	\$1,500
Middle School Baseball A	\$1,000

Middle School Baseball B	\$1,000
Middle School Softball A	\$1,000
Middle School Softball B	\$1,000
Archery	\$1,000
Strength and Conditioning Coach	\$1,200**

If the situation should arise that there are not enough participants to field a team or club, that stipend will not be paid. Stipends for Non-Varsity Activities will be paid at the conclusion of the activity.

*The Assistant Athletic Director stipend will be paid in three \$750 increments after each sports season - fall, winter and spring.

** The Strength and Conditioning Coach will be paid in two \$600 increments, one after each semester.

Dual Credit/AP Course Stipends – Teachers who teach a dual credit or AP course are eligible for a \$1,000 stipend per semester for each course taught.

Summer Weightlifting Supervision Stipend - \$1,500

ALL Stipends paid at the end of the season

APPENDIX D
REQUEST TO ATTEND PROFESSIONAL MEETING

Name: _____

Description Of Meeting: _____

Dates: _____ Location: _____

Reasons why you should be eligible to attend meeting:

Estimated Expenses:

Substitute Teacher For _____ Days, Mileage _____

Lodging _____, Registration _____ TOTAL EXPENSES: _____

Signature _____ School _____ Date _____

#####

EXPLANATION: This request should be filed with the Superintendent's Office by all personnel at least two weeks in advance for in-state meetings, and one month in advance for out-of-state meetings. The request may be approved with or without expenses, depending upon the distance involved and the condition of the budget.

Disapproved _____
Superintendent

Approved _____
Superintendent

APPENDIX E
APPLICATION FOR USE OF SICK LEAVE BANK

The applicant (or proxy) should complete this form completely in triplicate. One (1) copy should be retained by the applicant and two (2) copies should be submitted to the Sick Bank Committee (SBC). Submit the two (2) copies to the SBC by the building representative, building principal, or a member of the SBC.

After the SBC has made a decision on the application, their decision will be relayed to the applicant on one (1) copy, to the Superintendent on a second (2nd) copy and the third (3rd) copy will be for the SBC file.

NAME _____

PROXY _____

DATE _____ BUILDING _____

APPROXIMATE NUMBER OF PERSONAL ILLNESS DAYS TO BE USED _____

FIRST DAY OF EXTENDED ILLNESS _____

APPROXIMATE NUMBER OF DAYS NEEDED FROM THE SICK BANK _____

REASON FOR APPLYING FOR USAGE _____

THIS APPLICATION IS SUBMITTED ACCORDING TO THE GUIDELINES OF THE SICK BANK.

Signature

DATE RECEIVED BY COMMITTEE _____

ACTION OF COMMITTEE _____

DATE _____ APPLICATION NUMBER _____

SIGNATURE _____

2025 CBA COMPLIANCE CHECKLIST

Item		Page No.
School employer and exclusive representative identified		2
Bargaining unit description matches the IEERB Order in effect at time of ratification		2
Beginning and ending date of CBA (must end on or before June 30, 2025)		11
Ratification date (must be on or after September 15 and at least 72 hours after TA meeting)		12, 13
Signed by School Board President, Secretary, or Vice President and exclusive representative		13
General definitions (definitions that apply to the whole CBA)		N/A
Grievance procedure (if arbitration used, must indicate if advisory or binding)		N/A
Contract interpretation provisions (e.g., severability, supremacy, savings clauses)		N/A
Salary for new teachers (amount, schedule, or method of calculation)		14
Wages/compensation for ancillary duties		N/A
Wages/compensation for extracurricular duties		18-19
Compensation for extended contracts		N/A
Public hearing and public meeting attestations (include electronic participation information)		12
Compensation Plan		
If there are no salary increases, CBA includes a statement to that effect		N/A
Statement of annual salary range for returning full-time teachers (don't include current year increases, ISTRF contributions, or salaries of newly hired teachers)		14
Full-time classroom teacher (instructs students at least 50% of the workday) salaries are at least \$45,000		17
Salary increases		
If using optional eligibility criteria, the criteria are described and separate from factors		14
Based on at least two of the five statutory factors (must use academic needs factor)		14-15
Definitions of factors (e.g., experience, academic needs, instructional leadership)		14-15
How much each factor contributes to increase (by points, percentage, amount, etc.)		15-16
Amount of increase (flat amount, % amount) or method for calculating amount		15-16
Differentiated base salary increase for literacy endorsement		15-16
Academic needs is at least 10% of maximum possible salary increase calculation		15-16
The combination of education and experience (excluding increases to reduce the gap and teacher retention catch-up increases) does not exceed 50% of the maximum available salary increase		15-16
If using a salary increase to reduce the gap, it must: (1) be clearly identified and (2) actually reduce the gap		N/A
If using a teacher retention catch-up salary increase it must: (1) be clearly identified, (2) attributed to a factor, (3) describe the teachers to whom the catch-up increase applies, (4) describe the increase amount or method of calculating, and (5) describe how the increase amount represents a comparison to the starting salary of new teachers		N/A

Reminders:

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

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