Agreement
between the School Board of Trustees
of the
White River Valley School Corporation
and the
White River Valley Education Association

2025 - 2026

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AGREEMENT

This agreement is entered into by and between the Board of Trustees of the White River Valley School Corporation, Indiana, hereinafter called the "Board", and the White River Valley Education Association, an affiliate of the Indiana State Teachers Association and the National Education Association, hereinafter called the "Association".

Now, therefore, in consideration of the mutual promises and agreements hereinafter contained, the parties hereto agree as follows:

ARTICLE I
RECOGNITION

A. Exclusive Representative

The Board hereby recognizes the White River Valley Education Association as the exclusive representative of all teachers in the school district.

B. Definitions

1. The term "teacher", when used in this agreement shall refer to all certificated personnel employed by the Board, except the Superintendent, Assistant Superintendent, Principals, Assistant Principals, Administrative Assistants to the Principals, Athletic Directors, paraprofessionals, and substitute teachers.

2. The terms "Board" and "Association" shall include authorized officers, representatives, and agents.

3. The term "School District" when used in this agreement shall refer to the White River Valley School District of the County of Greene of the State of Indiana.

4. When references are made to male teachers in this agreement, it also includes female teachers.

ARTICLE II
ASSOCIATION RIGHTS

A. Separability of Contract Provisions

If any provisions of this contract or any application of this contract to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

ARTICLE III
COMPENSATION AND EXPENSES

A. Salary Schedule

The teachers' salary schedule is set forth as Appendix A of this agreement.

B. Extra Duties Schedule

The extra duties compensation schedule is set forth as Appendix B of this agreement. It is agreed that the salary will be computed using a base of $37,000 for the 25 – 26 school year.

C. Retirement Contribution

The board hereby agrees to pay each teacher's contribution of three percent (3%) of gross salary to the Indiana State Teachers' Retirement Fund.

D. Attendance to School Events

All teachers/spouses/school-age children may attend all school activities including regularly scheduled home athletic events. A retiree and his/her spouse shall have free admission to all school activities for as long as they desire to attend school functions. Central office will provide all retirees/spouses with a free lifetime sports pass upon retirement.

E. Pay Schedule

Teachers will receive their annual salary in twenty-six (26) equal pay periods.

A teacher may elect that the teacher's entire summer pay be paid to the teacher in a lump sum. This election must be made in writing to the Superintendent prior to July 31 of the preceding calendar year. All elections for a summer payout will be treated the same. The summer payout will be made prior to July 1 or within two weeks after the School Corporation receives its draw from the County, whichever is later.

F. Dual Credit or Required Certification Courses/Training

The Board recognizes the importance of being able to offer qualified dual credit courses for the high school students. For any licensed teacher that is willing to return to school in order to pick up the necessary academic credentials in order to become qualified to teach board approved dual credit offerings that meet the state curriculum guidelines, the board is willing to offer scholarship stipends of $1,500 per year ($750 per semester) in order to help subsidize the teacher's education.

Upon completion of the requirements to become certified in dual credit or required certification (ELL/G-T) areas, the teacher shall be bound to the school system for five years of employment. Termination of employment of the teacher by either party prior to completion of the five years of service shall result in the teacher's repayment of the total amount of the scholarship stipend. Anyone seeking a scholarship stipend pursuant to this provision must obtain pre-approval from the Superintendent. The Teacher must submit documentation (transcript) showing completion to building Principal when the transcript becomes available.

G. Retroactive Pay

All adjustments to salary which involve retroactive pay shall be made in one lump sum payment, in a separate electronic deposit.

H. The Teacher Stipend Model is included within Appendix C of this document.

J.Teacher Compensation Model

The compensation model is contained within the Appendix A of this document.

ARTICLE IV
GRIEVANCE PROCEDURE

A. Purpose

It is the objective of the Board and the Association to have all grievances resolved at the earliest possible stage of this grievance procedure.

B. Definitions

1. A "grievance" is a claim, submitted by a grievant that there has been a violation or misinterpretation of a specific article or section of this agreement, Board policy, or that the teacher has been treated unfairly.

2. A "grievant" may be a teacher, or group of teachers, or the Association.

3. A "day", when used in this article, shall refer to teacher days as that term is used in the school calendar. During the summer recess, however, the term shall mean weekdays (Monday through Friday).

C. Formal Procedure

1. Level One - Building Principal

a. Within ten (10) days of the time the grievant knew or should have known of the grievance, a formal written grievance may be presented to the building principal. The grievance, on the form approved by the Board and the Association, shall state the grounds for the grievance and the relief requested. The grievance shall be dated and signed by the grievant. The grievance form is attached as Appendix D.

b. A hearing with the grievant and the building principal shall be held prior to the principal's response to attempt to resolve the grievance. Within seven (7) days after receipt of the written grievance, the building principal shall submit his response in writing to the grievant.

2. Level Two - Superintendent

a. If resolution is not achieved through the written response in Level One, the grievant may submit the grievance to the Superintendent or a designee. The grievance must be received by the Superintendent or his designee within seven (7) days of the grievant's receipt of the written response to Level One.

b. Group Grievance - 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 or his/her designee directly and the processing of such grievance shall be commenced at Step Two of the formal grievance procedure.

c. A hearing with the grievant and the Superintendent or his designee shall be held prior to the Superintendent's response in an attempt to resolve the grievance. Within seven (7) days after receipt of the grievance, the Superintendent or his designee shall submit his response in writing to the grievant.

4. Level Three - Final Decision by the Board

At a regular or special meeting within fifteen (15) days following the superintendent's rendering, the Board shall consider the grievance information and render a final and binding decision on the grievance in question.

D. Provisions Relating to the Grievance Procedure

1. A grievance must be processed within the time limits set forth in the foregoing provisions. Time limits herein may be extended only by mutual agreement signed by both parties.

2. All documents, communications, and records dealing with grievances shall be filed separately from the personnel files of the participants and shall not be used for evaluations.

ARTICLE V
FRINGE BENEFITS

A. Health Insurance

1. The Board shall provide for teachers a health insurance plan for a twelve (12) month period, which provides full-service individual and/or family type medical care and hospitalization, which includes surgical and major medical provisions. Beginning January 1, 2016, the Board will make a flat dollar contribution to the single plan and flat dollar contribution to the family plan. For 2026, the Board contributions are as follows:

Single PPO Plan:
Single HDHP:

Family PPO Plan:
Family HDHP:

The premiums and Board contributions are yet to be finalized for **2025 – 26.** In 2025-26 any insurance increases up to 5% will be the responsibility of the employee to cover. In such situations, any increases over the 5% will be split evenly between the employee and the school district.

For the 2025-2026 school year only, the Board shall make a one-time HSA contribution of $500 for all teachers enrolled in a high deductible plan.

2. Teachers who are paid less than 51% of the full-time salary shall be considered part-time. Part-time teachers will receive single or family health insurance at a pro-rated dollar amount.

During the 25-26 school year, a health insurance committee will be established to do a comprehensive review of health insurance and explore affordable market options. Anything in this provision that is not permitted to be bargained is included for informational purposes only and was not bargained.

B. Dental and Vision Insurances

The Board shall provide a single Dental Plan and a single Vision Plan that is mutually agreed to by the WRVEA and the Board.

The Board shall provide and pay for a single Dental Plan. This single plan will have a minimum coverage as follows: fifty dollars ($50.00) deductible per year for Basic and Major services, one thousand dollars ($1,000) annual maximum benefit, pay one hundred percent (100%) of all Preventive and Diagnostic Services, pay eighty percent (80%) of all basic services and pay fifty percent (50%) of all major services. Each teacher may elect family coverage by paying the difference in premiums

The Board shall provide and pay for a 12/24/24 single Vision Plan. The minimum coverage for this plan will be one (1) free eye examination per year, one (1) set of standard quality frames and lenses every two (2) years. Fancy frames and cosmetic lenses will be at additional cost to the teacher. Each teacher may elect family coverage by paying the difference in premiums.

C. Life Insurance

The Board shall pay all the premium for a seventy thousand dollar ($70,000) term life insurance plan for each teacher. This shall be a basic life, accidental death and dismemberment policy. In addition, each teacher shall be entitled to purchase, at each individual teacher's cost, an additional seventy thousand dollar ($70,000) of term life insurance. (By State Statute, certified employees are responsible for any taxes accrued on the amount above $50,000.)

D. Wage Assignments

The Board, with discussion with the Association, agrees to select companies for participation in tax sheltered annuity plans. Payroll deductions will be made for those participating.

The Board and the WRVEA will collectively address all changes to IRS 403(b) regulations that will keep the school corporation and its employees in compliance with applicable IRS regulations.

E. Section 125 Plan

The benefits provided to employees by Section 125 of the Revenue Act of 1978 shall be made available to any bargaining unit member so requesting. An amount not to exceed 50% of salary may be set aside by the employee for the selection of benefits, under Section 125 of the Internal Revenue Code, which are non-taxable benefits of major medical, long term disability, short term disability, Section 79 life, non-reimbursed medical, and dependent care. All administrative fees to be paid by the Board.

F. Long-Term Disability Insurance

Effective beginning with the 2006-07 school year, each employee shall be covered by a long-term disability insurance program paid for by the Board that provides for a minimum benefit of sixty-six and two-thirds (66-2/3's) of salary to age sixty-five (65) for the first five (5) full continuing years of disability and ninety percent (90%) of salary thereafter to age sixty-five (65). The plan shall carry a Consumer Price Index-W yearly escalator for those on disability and shall not coordinate with employee retirement disability. The plan shall also contain a Social Security Freeze, a successive disability benefit, a recurrent disability clause, and a partial disability provision. The plan shall contain a five-year "Own Occupation": -- definition of "total disability" meaning that during the first five (5) years, the employee is unable to perform the substantial duties of the employee's regular occupation. The five (5) year requirement begins from the date the waiting period is satisfied. This long-term disability insurance policy shall include a ninety (90) day disqualification period.

G. Annuities

Matching Annuity – If a teacher voluntarily contributes up to one and one-half percent (1-1/2%) of his/her contract salary amount to the teacher's individual tax deferred 403(b) annuity, the Board shall make a matching contribution of up to one and one-half percent (1-1/2%) to the teacher's individual 401(a) account. The vendor shall be mutually selected between the Board and the Association. The teacher is one hundred percent (100%) vested upon deposit.

H. Expanded Criminal History Checks

The school corporation shall pay the cost of any and all expanded criminal history checks and expanded child protection index checks that are required by the school corporation or per I.C. 20-26-5-10.

ARTICLE VI
BUYOUT AGREEMENT

A. Retirement Severance Benefits
B. SEA 199 Agreement
C. Buyout of Retirement Benefits
D. Buyout Contributions

A. Retirement Severance Benefits

A teacher who has at least fifteen (15) years of teaching service in the White River Valley School Corporation or its predecessor corporations, as recognized by the Indiana State Teachers' Retirement Fund Board (ISTRF), and 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 requirements and conditions described below.

1. Group Health Insurance

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

a. The teacher was enrolled in the Board's group health insurance plan during the school year immediately before retirement.

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

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

When a retired teacher first becomes eligible for Medicare, the teacher's eligibility to continue to participate in the Board's group health insurance plan shall terminate, if not earlier terminated according to applicable law. This same termination of eligibility shall also apply when a retired teacher's spouse first becomes eligible for Medicare. It is acknowledged that the parties intend these provisions to comply with applicable federal and state laws that establish an eligible teacher's right to 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. A teacher can stay on the corporation plan for 18 months provided he/she pays for the entirety of the COBRA plan.

2. Term Life Insurance

Each retiree, retiring after January 1, 2002, shall receive $3,000 of life insurance from the Board for as long as the insurance carrier allows.

3. Severance Pay Calculation

Teachers that retire, resign or die with at least fifteen (15) years of service in the system or its predecessor school corporations, shall be paid at the end of the school year sixty dollars ($60.00) per day of accumulated sick leave that they have remaining up to a total of one hundred and fifty (150) days. Severance amounts will be deposited into each teacher's qualified 401(a). Two thousand dollars ($2,000.00) of this amount shall be reported by the Board to the Indiana State Teachers Retirement Fund on behalf of the teacher.

B. SEA 199 Agreement

1. Effective Date: The following amendments are made to the Agreement between the White River Valley School Corporation, hereinafter the "Board", and the White River Valley Education Association, hereinafter the "Association", signed the 22nd day of December, 2005. These amendments shall be effective with respect to any teacher retiring on, or after, the first (1st) day of July, 2006. Any teacher who has retired before the effective date will only be entitled to those benefits contained in the prior Agreement dated August 1, 2002 though July 31, 2003.

2. For those wishing to retire or resign at the end of the 2006-07 school year, and thereafter, notice shall be given to the Board by December 31. In the event a teacher is

unable to give the required notice of retirement or resignation and is forced to retire or resign as a result of accident, ill health, or for some unforeseen reason, the Board may waive the required notice.

C. Buyout of Retirement Benefits

1. Elimination of Prior Agreement's Severance Benefits

The Board and the Association specifically reserved the authority to revise or terminate the retirement benefits contained in earlier Agreements. Exercising this authority, the Board and the Association now confirm that Sections A, B, D, E and F of Article XI, entitled "Severance Pay Plan" contained in the Agreement immediately before this amendment's effective date are terminated and shall not apply to any teacher retiring or severing employment with the school corporation on or after this amendment's effective date.

2. Vesting Requirement

A teacher shall be fully vested in the retirement benefits described in this Article if the retiring teacher has satisfied the following requirement:

the teacher has at least fifteen (15) years of teaching service in the White River Valley School Corporation, or its predecessor corporations.

3. Actuarial Determination of Value of the Current Retirement and Severance Benefits

The Educational Services Company has been selected to determine the present value of unfunded retirement and severance benefits described in the prior agreement. In making this present value determination, the Educational Services Company shall use the following assumptions:

a. Interest Rate. The assumed interest rate for the purpose of determining the present value is four percent (4%) in the first two (2) years of the plan, and seven and one-half percent (7.5%) each year thereafter. However, for post-retirement cash flow purposes, a four percent (4%) interest rate shall be used.

b. Retirement Age. It is assumed that an employee terminates employment at the end of the school year in which the employee attains age fifty-eight (58), or at the end of the current year, if the individual is already age fifty-eight (58), or older. If an employee continues employment after the attainment of age fifty-eight (58), the employee does continue to receive all ongoing Board contributions to the annuity to which the employee is entitled.

c. Termination Assumption. The Termination Assumption shall be calculated using the Sarinson T3 Actuarial Table agreed to on the Buyout summary sheet.

d. Retiree Health Insurance. For purposed of calculating the value of the retirement health insurance benefit found in Article X, Section A of the 2002-03 Agreement, the parties agreed to use an assumed annual post-Retirement group health insurance cost of seven thousand one hundred and twenty dollars ($7,120.00) for the single premium, with an assumed annual inflation rate of zero percent (0%). The parties assumed that the retiree receives this benefit from the time of retirement until the date the retiree becomes eligible for Medicare. The present value of the retiree health insurance benefit was calculated assuming that teachers do not retire until the teacher has met the requirements outlined in Section e below.

e. Severance Benefit A Years of Service Benefit. The anticipated amount for the years of service pay shall be determined using the amount of the benefit ($70.00 per year of service) described in Article XI, Section A. of the prior Agreement. However, it is assumed that teachers do not retire until:

(1) the attainment of age fifty-eight (58), and
(2) the completion of at least fifteen (15) years of service in the White River Valley School Corporation or its predecessor school corporations.

f. Severance Benefits A and B Sick Day Benefit. The severance benefit regarding the payment for accumulated sick leave days for each teacher will be determined based upon each teacher's sick leave accumulation as of June 30, 2005.

g. FICA. The present value of future severance benefits will be reduced by the Social Security and Medicare taxes (FICA) that would have been payable if the severance benefits and retirement bridge had been paid directly to the teacher.

h. Exclusion of Employees. Teachers hired after June 30, 2006, shall not be entitled to any payment for severance benefits. In other words, no contribution shall be made for individuals whose first contractual day is after the 30th day of June, 2006.

i. Forfeitures. Amounts forfeited upon termination of employment because of the failure to meet the applicable vesting requirements shall not be reinstated or re-credited if a teacher is subsequently rehired or re-employed by the school corporation. However, if the Board approves a leave of absence for an employee, such period of leave shall not result in forfeiture, provided the teacher shall promptly return to employment following the expiration of the period of leave. In the case of a reduction in force, a teacher's account shall not be forfeited until he/she has exhausted his/her recall rights.

j. Mortality. A mortality discount using the uninsured pensioners 1994 table shall be applied.

k. Using the above assumptions and the other assumptions contained on the buyout spreadsheet, the Educational Services Company shall prepare the present value calculations for each teacher and the contributions described hereinafter shall be made into each teacher's 401(a) annuity and VEBA accounts. Said 401(a) annuity and VEBA accounts shall be administered by a mutually agreed upon vendor.

D. Buyout Contributions

1. VEBA. The school corporation shall contribute to a voluntary employee's beneficiary association ("VEBA") as described in section 501(c)(9) of the Code, that amount representing the present value of those benefits as calculated in Section C. Buyout of Retirements, 3. Actuarial Determination of Value of the Current Retirement and Severance Benefits, d. Retiree Health Insurance above. The terms and conditions for the administration and operation of the VEBA shall be as follows:

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

b. Until such time that a teacher has retired and satisfied the the eligibility requirement set forth in this Article, the teacher shall have no access to the assets held in his/her separate VEBA accounts.

c. If a teacher retires, or otherwise terminates employment, before satisfaction of the requirements set forth in this Article, the terminated teacher's VEBA account shall be forfeited. Teachers whose positions are eliminated by a reduction in force shall not forfeit their individual VEBA account assets until their rights to recall have expired. Teachers who are reduced and who are eligible for and fully vested in the severance pay buyout shall be entitled to all monies in his or her buyout at the time he or she is removed from the recall list. Forfeited amounts shall be reallocated at the end of each plan year only among the then remaining separate VEBA accounts. This reallocation shall be in a manner similar to that used by the Educational Services Company in initially determining the present value calculations. Therefore, the VEBA accounts of the following teachers will not share in the reallocation of a forfeiture of a VEBA account:

(i) Teachers who forfeited their VEBA accounts in the same year;
(ii) Teachers who previously forfeited their VEBA accounts; and
(iii) Teachers who have attained the age of fifty-eight (58) and terminated employment in or before the year of the reallocated forfeiture.

d. Following retirement and the satisfaction of the requirements set forth in section C of this Article, a retired teacher may use the amounts held in his/her separate VEBA account to pay health insurance premiums, group term life insurance premiums, and to be reimbursed for un-reimbursed medical expenses of the teacher, spouse, and dependents. Furthermore following the death of a teacher who had otherwise satisfied the requirements of section C of this Article, any amounts remaining in the deceased teacher's VEBA account may continue to be used to pay these premiums and expenses of the teacher's spouse, and tax dependents. At no time, may the VEBA make loans to a teacher, his/her spouse, or his/her dependent(s).

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

2. 401(a) Plan. The school corporation shall establish a qualified retirement plan as described in section 401(a) of the Code. The amount calculated by Educational Services Corporation as the present value of those benefits as calculated in Section C, 3. Actuarial Determination of Value of the Current Retirement and Severance Benefits, e. Severance Benefit A Years of Service Benefit and f. Severance Benefits A and B Sick Day Benefits above shall be deposited in said 401(a) account. The single investment vendor for the 401(a) plan shall be administered by a mutually agreed upon vendor. The 401(a) plan's terms and conditions for the administration of the 401(a) plan shall be as follows:

a. The amount calculated for each teacher will be invested in a separate account. There will be no commingling of accounts and each teacher may determine how his/her account shall be invested among the investment options made available by the investment vendor for the 401(a) plan.

b. Until such time that a teacher has retired and satisfied the eligibility requirements set forth in this Article, the employee shall have no access to the assets held in his/her separate 401(a) plan account.

c. If a teacher retires or otherwise terminates employment before satisfactions of the requirements set forth in this Article, the terminated employee's 401(a) plan account shall be forfeited. Teachers whose positions are eliminated by a reduction in force shall not forfeit their individual account assets until their recall rights have expired. The forfeited amounts shall be reallocated at the end of each plan year only among the then remaining separate 401(a) plan accounts in a manner similar to that used in initially determining the present value calculations. [However, a teacher who is reduced, and who is eligible for and fully vested in the severance pay buyout, shall be entitled to all monies in his/her 401(a) account at the time he/she is removed from the recall list.] Therefore, the 401(a) plan accounts of the following teachers will not share in the reallocation of a forfeiture of a 401(a) plan account:

(i) Teachers who forfeited their 401(a) plan accounts in the same year;
(ii) Teachers who previously forfeited their 401(a) plan accounts; and
(iii) Teachers who have attained the age of fifty-eight (58) and terminated employment in or before the year of the reallocated forfeiture.

d. Following retirement and the satisfaction of the requirements set forth in Section C of this Article, a retired teacher may elect to commence distributions from his/her 401(a) plan account. Following the death of a teacher who had otherwise satisfied the requirements of Section C of this

Article, the deceased employee's 401(a) plan account shall be distributed to the deceased teacher's designated beneficiary or to his/her estate, if no beneficiary designation has been made. At no time may a participant borrow from his/her 401(a) plan account.

e. 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) assets.

f. The parties agree that this Article, or any other provision of this Agreement, does not constitute an expectation of receiving the enumerated retirement benefits by any current teacher, future teacher, prospective teacher or applicant beyond the expiration of this Agreement. Therefore, except as otherwise limited by applicable law, it is understood that the Board and the Association may in the future bargain modifications of any kind to this provision, provided however, that the future revision of this Article shall not affect the retirement benefits of teachers already receiving benefits pursuant to this Section.

ARTICLE VII
LEAVES OF ABSENCE

A. Paid Leave

1. Each teacher shall be entitled to paid leave in the amount of seventeen (17) days in each year without loss of compensation. If in any one (1) year the teacher uses less paid leave days than the maximum allowed, the remaining paid leave days will accumulate to a maximum of one hundred fifty (150) days. For teachers hired after June 1, 2011, if in any one (1) year the teacher uses less paid leave days than the maximum allowed, the remaining paid leave days will accumulate to a maximum of ninety (90) days.

2. The Board will buy unused paid leave days at the end of each school year at the rate of seventy-five dollars ($75.00) per day for teachers with an unused sick leave accumulation of one hundred and fifty (150) days or more. For teachers hired after June 1, 2011, the Board will buy unused paid leave days at the end of each school year at the rate of seventy-five dollars ($75.00) per day for teachers with an unused paid leave accumulation of ninety (90) days or more. The money shall be deposited into an individual 401(a) which has been established by the Board for each teacher. The vendor shall be mutually selected between the Board and the Association. Said 401(a) shall be one hundred percent (100%) vested upon deposit. Any teacher in his/her year of official retirement will be paid seventy-five dollars ($75.00) per day for any of the 17 days not used in his/her final year of leave time, with the payments being deposited into the teacher's 401(a) account.

3. A teacher may transfer up to three (3) days of accumulated sick leave from another school corporation beginning the second year of employment with the School Corporation and three (3) days each succeeding year until the number of accumulated days to which the teacher was entitled in the last place of employment is exhausted.

4. An accounting of accumulated paid leave will be included on each pay record the teacher receives.

5. Teachers will make every effort to not utilize leave days to extend a recognized school calendar extended vacation. In instances where this occurs, the teacher must realize that his/her peers may have to help cover his/her classes if a substitute teacher cannot be secured.

B. Health Leave Bank

A leave bank was established by the White River Valley Education Association. The School Corporation will assume no involvement in the organization or functions of the leave bank other than transferring sick leave days into the bank upon request of the White River Valley Education Association and/or the teachers involved in the leave bank.

The White River Valley School Superintendent or his designee shall have an active role with the Health Bank Committee in cases where special procedures are requested for approval. All normal procedures of the Leave Bank will be the sole responsibility of the Association.

C. Bereavement Leave

A teacher shall be entitled to a leave of absence with pay for up to five (5) school days for each occurrence of death in the immediate family and/or biological parents. Up to two (2) calendar days shall be granted for each occurrence of death of other family members. One (1) calendar day shall be granted for each occurrence of death of close friends upon consultation with the building principal.

D. Summer School Leaves

Teachers of summer courses offered for credit shall be eligible to use paid leave, or bereavement leave on the same basis as it is used during the regular school year anytime these days cannot be made up.

E. Study Leave

Upon the teacher's request a leave of one (1) school year without pay may be granted to a teacher who has completed two (2) or more years of service with the School Corporation for the purpose of additional study. To apply for a study leave, a teacher must submit a written request for Board approval to the Superintendent prior to May 1 of the school year preceding the school year for which the leave is requested.

F. Sabbatical Leave

Upon the teacher's request a sabbatical leave may be granted to a teacher who has completed seven (7) years of service with the School Corporation. To apply for a sabbatical leave, a teacher must submit a written request for Board approval to the superintendent prior to May 1 of the school year preceding the school year for which the leave is requested. This leave shall be without pay. The teacher will be responsible for the full costs of all benefits that the teacher is enrolled in.

G. Professional Leave

Upon a teacher's request a teacher may be granted up to five (5) days for the purpose of attending meetings or conferences of an educational matter with no loss in pay or accumulated days.

H. Childbirth Leave

1. Parental Leave

When a teacher becomes a parent, the teacher shall be granted five (5) school days of leave with pay.

2. Parental Leave

a. A teacher who is pregnant shall be granted a leave of absence but may continue in active employment as late into pregnancy as she wishes, if she can fulfill the requirements of her position. Temporary disability caused by pregnancy shall be governed by the following:

(1) Any teacher who is pregnant shall be granted a leave of absence anytime between the commencement of her pregnancy and one (1) year following the birth of the child, if she notifies the Superintendent at least thirty (30) days before the date on which she wishes to start her leave. She shall notify the Superintendent of the expected length of this leave, including with this notice either a physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn, whichever is applicable. However, in the case of medical emergency caused by pregnancy, the teacher shall be granted a leave as otherwise provided in this section immediately on her request and the certification of the emergency from an attending physician.

(2) The first two (2) days of a maternity leave taken by a teacher shall not be charged against her sick leave. All or part of a leave taken by a teacher because of a temporary disability caused by pregnancy may be charged, at her discretion, to her available sick days. However, the teacher is not entitled to take accumulated sick leave days when the teacher's physician certifies that the teacher is capable of performing the teacher's regular duties. The teacher is entitled to complete the remaining leave without pay.

b. Except where a contract is not required under IC 20-28-7.5 in any situation occurring before or after the commencement of leave, the teacher and the School Corporation shall execute a regular teacher's contract for each school year in which any part of the teacher's leave is granted and the teacher shall have the right to return to a teaching position for which the teacher is certified or otherwise qualified in accordance with the applicable State statutes, regulations, and rules.

c. Rights existing at the time leave commences, which arise from a teacher's:

(1) status as a professional or established teacher;
(2) accumulation of successive years of service;
(3) service performed under a teacher's contract pursuant to IC 20-28-6-8;or status or rights negotiated under IC 20-29 shall remain intact.

d. During unpaid leave not governed by the Family and Medical Leave Act, the teacher may maintain coverage in any group insurance program by paying the total premium including the School Corporation's share, if any, during the leave.

e. During leave extending into a part of a school year, a teacher shall accumulate sick leave proportionate to the number of days for which the teacher receives pay during each school year.

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I. Adoptive Leave

A teacher who adopts a child shall be entitled, upon request, to a leave of absence. The leave shall begin at such time as the child is placed in the custody of the teacher and shall extend until the beginning of the next school year. A teacher may be granted, upon request, additional leave until the beginning of the second year following the start of the leave. Requests for such additional leave must be made in writing to the Superintendent at least sixty (60) days before the beginning of the next school year.

The teacher shall give notice to the Superintendent's office in writing at such time as the teacher makes application to an agency for adoption and shall give notice in writing to the Superintendent's office immediately on notice to the teacher from the agency of the fact that the application for adoption is to be filled.

J. Jury Duty and Witness Leave

If a teacher is called to jury duty or is subpoenaed as a witness in court, the Board shall pay the teacher his full per diem salary provided that such teacher shall return to the Board all pay received for such services.

K. Special Leave

Upon the teacher's request, a special leave of one school year without pay may be granted to a teacher who has completed five (5) or more years of service with the School Corporation. The purpose of the special leave may be for illness, travel, education, or employment other than public school employment. Except in cases of an emergency, to apply for a special leave, a teacher must submit a written request for Board approval to the Superintendent prior to May 1 of the school year preceding the school year for which the leave is requested.

L. General Provisions for Approved Leaves of Absence

1. Credit for Service Upon Return to Work
All teachers returning to work from approved leaves of absence shall retain full credit for years of teaching service prior to the leave, including permanent status, if applicable.

2. Credited Sick Leave Days
Sick Leave days accumulated by a teacher prior to an approved leave of absence shall be credited to the teacher upon the teacher's return to work.

M. Association Leave

The Association President or his/her designee, shall be granted up to six (6) days of leave with pay each year to conduct Association business.

N. Special Education Professional Duties Leave

White River Valley Special Education and Special Needs Teachers—Each special education and special needs teacher employed by the Board shall be granted up to three (3) days, paid at the respective teacher's daily rate each year for the purpose of preparing proposed IEPs and related case conference paperwork or testing. It is the responsibility of the special education and the special needs teacher to give notice, in writing, when using these days. Such notice shall be given to the building principal.

O. Pandemic Leave

White River Valley Teachers who are medically quarantined) because of a Health Department or other government entity medical quarantine order will have the following choices:

Choice A: the teacher may choose to work from home during his/her own quarantine leave. Should the teacher and his/her principal be able to work out the technology and the schedule to fit with the progress of the school's daily schedule, the teacher shall remote into his/her classroom to continue video contact with his/her classroom on a daily basis. The building principal and superintendent shall monitor the success and progress of the class during the leave. The teacher will not be charged any of his/her own personal use days.

Choice B: the teacher may choose to take regular leave days during his/her own quarantine absences. The teacher would be responsible for substitute teaching plans during each absence.

The building principal will work with the teacher to make sure all materials are secured in order for him/her to stay current with lesson planning and grading.

This section will be renewed on a school year to school year basis and applies only to the employee him/herself. The WRVEA president and designee of the Board will meet prior to the opening Professional Day each school year over the course of this contract to review and approve the continuation of this Memorandum.

ARTICLE VIII
TERM OF AGREEMENT

This contract binds the following parties to an agreement on July 1, 2025, and continuing in effect through June 30, 2026.

This contract is made and entered into by and between the Board of Trustees of the White River Valley School Corporation, County of Greene, State of Indiana, (referred to as the "Board"), and the White River Valley Education Association, (referred to as the "Association").

The undersigned also attest to the following:

a. A public hearing (Pre-formal Bargaining Hearing) was held in compliance with Indiana law on September 24, 2025. Electronic participation was not available.

b. A public Board meeting in compliance with Indiana law was held on November 7, 2025 to discuss the tentative agreement and electronic participation was not available.

c. A public meeting in compliance with Indiana law was held on the date below by the Board for ratification of the tentative agreement. Electronic participation was not available.

This contract is so attested to by the parties whose signatures appear below.

BOARD OF SCHOOL TRUSTEES OF THE WHITE RIVER VALLEY SCHOOL CORP.

Jason Walton
Superintendent

Board President

Board Ratification Date: 11/12/2025

WHITE RIVER VALLEY EDUCATION ASSOCIATION

Rebecca Harris
Association President

Association Ratification Date: 11/4/2025

White River Valley School District
Appendix A as Part of Article III
Teacher Compensation Model
2025 – 2026

A. Salary Range: The salary range for the 2025-2026 school year, prior to any increases provided in this agreement and excluding TRF payments is $42,024 to $71,284. The salary range after increases are provided in this agreement and excluding TRF payments is $45,474 to $71,284 (or $71,434 with literacy endorsement).

B. New Teacher Hires: Using the Salary Schedule in Appendix A-1, for the initial placement purposes of a new teacher, with no experience, hired by the School Corporation, will be placed in Bachelor's 0 or Master's 0 dependent upon the teacher's degree(s). A teacher with experience initial placement on the Salary Schedule should be in the correct degree column and in the salary row corresponding to, but not exceeding, the placement of comparable teachers at White River Valley School Corporation possessing an equivalent number of years of teaching experience. Teachers hired in 2025-2026 prior to the ratification of this contract will have their starting salary adjusted upward in an amount necessary to bring them up to the new starting minimum salary in Appendix A-1. If the new teacher has the literacy endorsement, $150 will be added to their base salary. The School Employer and the Exclusive Representative agree that the salaries of newly hired teachers for the 2025-2026 school year shall be as set forth in Appendix A-1 (hereinafter "New Hire Salary Schedule"), attached hereto and made a part of this agreement.

C. Factor Definitions
   1. Academic Needs: The need to retain teachers whose salary is less than the district's new starting minimums of $45,474 (Bachelors) and $47,344 (Masters).
   2. Instructional Leadership: Attainment of a literacy endorsement. Proof of attainment must be provided to the Superintendent by November 15, 2025, to receive the base salary increase for the 2025-2026 school year. Effective June 30, 2026, proof of attainment must be provided to the Superintendent by August 1.

D. Distribution Plan: Base salary increases will be distributed pursuant to the following plan:
   1. Academic Needs: Teachers with salaries under $45,474 (Bachelors) and $47,344 (Masters) will have their salaries adjusted upward in an amount necessary to bring their salaries up to the district's new starting minimums (up to $3,990). The academic needs factor is being utilized as a teacher retention catch-up to ensure every teacher's base salary is adjusted upward in an amount necessary (up to $3,990) to bring the teacher's salary up to the district's new starting base salary minimums for new hires.

2. Instructional Leadership: $150

E. Additional Duty Stipends: Extra/ancillary duty stipends for co-curricular and extra-curricular duty can be found in Appendix B. Stipends for teacher attendance incentive, teacher loyalty to the district, and dual/credit-Advanced Placement course teaching incentive stipends are included in Appendix C.

Appendix A-1 New Hire Salary Schedule
White River Valley School District
Salary Schedule for 2025-26 for New Employees Only

(Due to the School Corporation being in deficit financing, only teachers specified in the compensation plan in Appendix A will receive base salary increases to adjust their salaries to align to the new minimum base salaries set forth in the New Hire Salary Schedule. All other returning teachers will not move in the salary schedule for the 2025-2026 school year.)

Years	BS Base	BS Base + Literacy	MS Base	MS Base + Literacy
1	45,474	45,624	47,344	47,494
2	46,624	46,774	48,674	48,824
3	47,774	47,924	50,004	50,154
4	48,924	49,074	51,334	51,484
5	50,074	50,224	52,664	52,814
6	51,224	51,374	53,994	54,144
7	52,374	52,524	55,324	55,474
8	53,524	53,674	56,654	56,804
9	54,674	54,824	57,984	58,134
10	55,824	55,974	59,314	59,464
11	56,974	57,124	60,644	60,794
12	58,124	58,274	61,974	62,124
13	59,274	59,424	63,304	63,454
14	60,424	60,574	64,634	64,784
15	61,574	61,724	65,964	66,114
16	62,724	62,874	67,294	67,444
17	63,874	64,024	68,624	68,774
18	65,024	65,174	69,954	70,104
19+	66,174	66,324	71,284	71,434

APPENDIX B
WHITE RIVER VALLEY EXTRA DUTIES SCHEDULE

2025 – 2026 ECA Salaries will be computed using the base salary of $37,000. The numbers in parentheses are listed for informational purposes only. Any newly created ECA positions during the school year will be paid at $277.50 with approval from both the building Principal and Superintendent.

25-26 Base: $37,000

	Index	25-6
<u>BOYS:</u>		
Baseball		
Head Coach	0.08	2960
JV	0.045	1665
MS Head Coach	0.035	1296
MS Asst. Coach	0.03	1110
Basketball		
*Head Coach	0.233	8621
Varsity Assistant	0.045	1665
JV Coach	0.076	2812
C-Team/Freshman Coach	0.035	1295
MS Head Coach	0.035	1295
MS Assistant Coach	0.03	1110
5th/6th Head Coach	0.035	1295
5th/6th Asst. Coach	0.03	1110
Biddy Ball Director	0.035	1295
Soccer		
Head Coach	0.1	3700
Assistant Coach	0.033	1221
MS Coach	0.035	1295
<u>GIRLS:</u>		
Basketball		
*Head Coach	0.233	8621
Varsity Assistant	0.045	1665
JV Coach	0.076	2812
C-Team/Freshman Coach	0.035	1295
MS Head Coach	0.035	1295
MS Assistant Coach	0.03	1110
5th/6th Head Coach	0.035	1295
5th/6th Asst. Coach	0.03	1110

Biddy Ball Director	0.035	1295
Soccer		
Head Coach	.1	3700
Assistant Coach	0.033	1221
MS Coach	0.035	1295
Softball		
Head Coach	0.08	2960
JV	0.045	1665
MS Head Coach	0.035	1295
MS Asst. Coach	0.03	1110
Volleyball		
Head Coach	0.1	3700
JV Coach	0.045	1665
Freshman Coach	0.03	1110
8th Grade	0.035	1295
7th Grade	0.03	1110
6th Grade	0.035	1295
5th Grade	0.03	1110
CO-ED:		
Cross Country		
Head Coach	0.067	2479
Asst. Coach	0.033	1221
MS Coach	0.03	1110
Golf		
Girls Head Coach (Fall)	0.045	1665
Boys Head Coach (Spring)	0.045	1665
MS (Fall)	0.025	1110
Tennis		
Boys Head Coach (Fall)	0.045	1665
Girls Head Coach (Spring)	0.045	1665
MS Coach (Spring)	0.03	1110
Track		
Program Director	0.05	1850
Specialist Asst.	0.033	1221
Specialist Asst.	0.033	1221
Specialist Asst.	0.033	1221
Specialist Asst.	0.033	1221
MS. Asst	0.03	1110

Cheerleading		
Head Coach	0.045	1665
JV/Asst. Coach	0.03	1110
MS Coach	0.03	1110
Elementary	0.03	1110
HS Dance Team		
Head Coach	0.03	1110
MS Coach	0.02	740
Elementary Athletics / Intramural Experiences	0.03	1110

<u>CO-CURRICULAR PROGRAMS:</u>

HS Band	0.075	2775
MS Band	0.05	1850
ES Band	0.05	1850
SAE Agriculture	0.16	5920
Summer School Teacher	the teacher's hourly rate	
Title II Summer Professional Development	$26/hr. as negotiated with the Supt.	
Additional Period Teaching Assignment	1/7th of beginning teacher	

<u>HS SPONSORS:</u>

Media/Newspaper Sponsor	0.03	1110
Academic Team Coach	0.03	1110
Academic Team Coach	0.03	1110
National Honor Society	0.03	1110
HS Drama Sponsor	0.03	1110
HS Drama Sponsor	0.03	1110
World Language Sponsor	0.0125	462.50
FCCLA Sponsor	0.02	740
BPA Sponsor	0.02	740
Yearbook Sponsor	0.06	2220
Senior Class Sponsors (2)	0.02	740
*Includes Senior Trip and Graduation		
Junior Class Sponsors (2)	0.02	740
*Includes Prom		
Sophomore Class Sponsor	0.0075	277.50
Freshman Class Sponsor	0.0075	277.50
Student Government	0.025	925
Special Shop Projects	0.0125	462.50
Shooting Sports Club	0.03	1110
Dance Marathon Club Sponsor	0.05	1850

OTHER:

HS Concession Director	0.0125	462.50

LEADERSHIP: (as directed through Principal)

Teacher Leadership Team (HS only—4)	0.01	370
Teacher Mentors	0.01	370
School Improvement Team Members (3)	0.006	222
Wolverine Enterprise Business Sponsors (8)	0.03	1110

MS SPONSORS:

MS Concessions	0.02	740		
Academic Team Coach	0.02	740		
Academic Team Coach	0.02	740		
Academic Spell Bowl Coach	0.02	740		
Yearbook Sponsor	0.03	1110		
Student Council	0.0075	277.50		
NHS Sponsor	0.0075	277.50		
MS Athletic Director (includes concessions)	0.076	2812		
MS Drama Coach	0.03		1110	
MS Drama Coach	0.03			1110
Wolverine Enterprise Business Sponsors (3)	0.03			1110
Season Athletic Supervisors (3 Seasons)	0.03			1110

ES SPONSORS:

K-4 Yearbook Sponsor	0.03	1110
Robotics Team Sponsor	0.03	1110
Academic Team Sponsor	0.03	1110

An ECA committee will be formed during the 2025-2026 school year to do a comprehensive review of the ECA schedule and prepare recommendations for the bargaining teams consideration. Anything in this provision that is not permitted to be bargained is included for informational purposes only and was not bargained.

A cost-cutting committee will be formed during the 2025-2026 school year to do a comprehensive review of education fund expenditures and prepare recommendations for the Board. Anything in this provision that is not permitted to be bargained is included for informational purposes only and was not bargained.

APPENDIX C

CERTIFIED STIPEND OPPORTUNITIES

1. Certified Employee Attendance Incentive

The Board recognizes that teacher attendance is an important part of a student's education. The following attendance incentive stipends will be available for certificated employees, who were employed by the WRV School Corporation for the entire previous school year during the terms of this master contract.

0-1 Absences	$1,000
2-3 Absences	$750
4-5 Absences	$250

*Professional Development absences approved by the superintendent do not count as absences under this provision.
*The certificated employee must receive a Highly Effective or Effective rating to qualify for the stipend in this provision.

2. District Years of Service Bonus Stipends

A one-time stipend bonus rewarding years of teaching experience will be paid during the 2025-2026 school year to teachers who do not receive a base salary increase in accordance with the following structure:

- $750: Teachers whose base salary during the 2024-2025 school year was at Row 3, 4 or 5.
- $1,500: Teachers whose base salary during the 2024-2025 school year was at Rows 6 to Row 14.
- $3,000: Teachers whose base salary during the 2024-2025 school year was at Row 15 or higher.

The Corporation will make every effort to have these one-time stipend bonuses paid by winter break in December 2025.

3. Dual Credit/Advanced Placement Preparation/Training Stipends

The Board recognizes the importance of being able to offer qualified dual credit courses and advanced placement courses at the high school level. For any licensed teacher that is willing to return to school in order to pick up the necessary academic credentials in order to become qualified to teach board approved dual credit offerings and/or advanced placement courses that meet the state curriculum guidelines, the board is willing to offer scholarship stipends of $1,500 per year ($750 per semester) in order to help subsidize the teacher's education.

Upon completion of the requirements to become certified in dual credit or required certification (ELL/G-T) areas, the teacher shall be bound to the school system for five years of employment. Termination of employment of the teacher by either party prior to completion of the five years of service shall result in the teacher's repayment of the total amount of the scholarship stipend.

4. Dual Credit/Advanced Placement Teaching Stipends

The Board recognizes the importance of being able to offer qualified dual credit courses and/or advanced placement courses at the high school level. For any licensed teacher who completes a semester in-person teaching a dual credit and/or advanced placement course in a highly effective or effective rated manner, a stipend of $500 (per course per semester) will be awarded during the month following completion of the semester. The course must be approved by the superintendent prior to the start of the semester in question.

APPENDIX D

GRIEVANCE FORM

Name of Grievant ______________________________ Grievance #_____

Date Formal Grievance Filed _____________________________________

School ____

Date Cause of Grievance Occurred ________________________________

Statement of Grievance ____

____

____

____

____

Relief Requested ____

____

____

____

Signature of Grievant ____

Received by _________________________ Date Received ____________

Disposition by Principal ____

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____

Principal's Signature _______________________ Date ______________

2025 CBA COMPLIANCE CHECKLIST

Item		Page No.
School employer and exclusive representative identified		1
Bargaining unit description matches the IEERB Order in effect at time of ratification		3
Beginning and ending date of CBA (must end on or before June 30, 2025)		19
Ratification date (must be on or after September 15 and at least 72 hours after TA meeting)		19
Signed by School Board President, Secretary, or Vice President and exclusive representative		19
General definitions (definitions that apply to the whole CBA)		N/A
Grievance procedure (if arbitration used, must indicate if advisory or binding)		5
Contract interpretation provisions (e.g., severability, supremacy, savings clauses)		3
Salary for new teachers (amount, schedule, or method of calculation)		20, 22
Wages/compensation for ancillary duties		23
Wages/compensation for extracurricular duties		23
Compensation for extended contracts		N/A
Public hearing and public meeting attestations (include electronic participation information)		19
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)		20
Full-time classroom teacher (instructs students at least 50% of the workday) salaries are at least $45,000		22
Salary increases		
If using optional eligibility criteria, the criteria are described and separate from factors		N/A
Based on at least two of the five statutory factors (must use academic needs factor)		20
Definitions of factors (e.g., experience, academic needs, instructional leadership)		20
How much each factor contributes to increase (by points, percentage, amount, etc.)		20-21
Amount of increase (flat amount, % amount) or method for calculating amount		20-21
Differentiated base salary increase for literacy endorsement		21
Academic needs is at least 10% of maximum possible salary increase calculation		20-21
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		N/A
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.).