CONTRACT BETWEEN THE BOARD OF SCHOOL TRUSTEES OF THE OAK HILL UNITED SCHOOL CORPORATION AND OAK HILL UNITED CLASSROOM TEACHERS' ASSOCIATION

THIS CONTRACT ENTERED INTO THIS BY AND BETWEEN THE BOARD OF SCHOOL TRUSTEES OF THE OAK HILL UNITED SCHOOL CORPORATION, HEREINAFTER CALLED THE "SCHOOL EMPLOYER" OR "BOARD" AND THE OAK HILL UNITED CLASSROOM TEACHERS' ASSOCIATION, HEREINAFTER CALLED THE "EXCLUSIVE REPRESENTATIVE" OR "ASSOCIATION".

ARTICLE I
Recognition

The school employer recognizes the Oak Hill United Classroom Teachers' Association as the exclusive representative of the certificated school employees in the following bargaining unit:

All employees with a regular or temporary teacher's contract, and as defined in Indiana Code 20-18-2-22, in the Oak Hill United School Corporation, except for those who are contracted as:

Superintendent;	Principals;
Assistant Principals;	Administrative Assistants;
Athletic Directors;	Coordinator of Special Education;
Director of Facilities and Support Services	Director of Curriculum, Assessment and Instruction

ARTICLE II
Definitions

A. "School employer" or "Board" means that the Board of the Oak Hill United School Corporation and any person(s) authorized to act for said body in dealing with its employees.

B. "School corporation" means the Oak Hill United School Corporation of the Counties of Grant and Miami of the State of Indiana.

C. "Certificated school employees" and "teacher(s)" and "employee(s)" mean the certificated personnel employed by the school employer in the bargaining unit as defined in Article I of the Contract.

D. "Exclusive representative" or "Association" means the school employee organization which has been certified or recognized as the exclusive representative of said certificated school employees or the person or person duly authorized to act on behalf of such representative.

E. "Year of service" or "Year of experience" means a teacher under regular contract for the equivalent of 120 days of creditable experience in one regular school year, or two half-years (half year = at least 60 days but less than 120 creditable days) during a single regular school year.

ARTICLE III
Retirement and Severance

A. Employees' Share of Teachers' Retirement

1. The Board will pay directly to the Indiana State Teachers' Retirement Fund the employee share/contribution as defined by law and the regulations of the Indiana State Teachers' Retirement Fund.

B. Retirement

1. Any teacher considering retirement must submit a Form 0020 to the Office of the Superintendent no later than June 15 in the year prior to the last year of employment.

2. An official letter of retirement must be submitted to the Office of the Superintendent on or before April 1 of the year of retirement. Failure to do so may result in the postponement of retirement benefits to the next calendar year.

3. Dates listed in this section may be waived by the Board in emergency cases.

C. Severance Pay (See "Special Rules" at Article III, E, 6)

Severance pay shall be provided to teachers according to the following requirements and provisions:

1. Any teacher in the School Corporation with ten (10) years of service, teaching and/or administrative experience (defined in Article II) in the School Corporation, who at the time of the last year of service is employed in the service of the School Employer, shall be entitled to receive severance pay for their years of service in the School Corporation.

2. Notification of intent to use the severance pay provision must be made to the Office of the Superintendent in writing, on Form 0020, not later than June 15 in the year prior to the last year of employment.

3. Severance pay will be based upon the accumulated sick leave and personal leave total as of the last day of the last School year of employment; subject however, to the accumulative sick leave and personal business leave limitations provided in Article IV, Section B and D, and the number of years of service i.e., teaching and/or administrative experience in this School Corporation as follows:

   a. Unused sick leave and personal business leave - $65.00 per day.

   b. Years of teaching/administrative service in this School Employer - $100.00 per year.

4. Total severance pay under this provision shall be within the following limitations:

   a. Maximum benefits shall be determined by total points equal to the sum of the teacher's age and the number of years of teaching/administrative service in this corporation as per the following schedule:

65 points	$4,000.00
66 points	$4,200.00
67 points	$4,400.00
68 points	$4,600.00
69 points	$4,800.00
70 points	$5,000.00
71 points	$5,200.00
72 points	$5,400.00
73 points	$5,600.00
74 points	$5,800.00
75 points	$6,000.00
76 points	$6,200.00
77 points	$6,400.00
78 points	$6,600.00
79 points	$6,800.00
80 points	$7,000.00
81 points	$7,200.00
82 points	$7,400.00
83 points	$7,600.00
84 points	$7,800.00
85 points	$12,000.00

   b. Furthermore, the amount of severance pay will be reduced for further contributions made to the 401 (a) Plan as hereinafter provided.

5. Sick leave and personal leave days used to receive pay under this provision will be deducted from the accumulated sick leave and personal leave.

6. Severance pay under this Section C of Article III shall be *contributed* by June 30th of the last year of employment. Upon election by the teacher, either the amount of the severance pay under this Section C of Article III will be contributed directly by the Board to a 401(a) plan for the retiring teacher's benefit, subject to the maximum contribution limit permitted by the Internal Revenue Code, with any excess paid directly to the retiring teacher, less applicable withholdings. (The retiring teacher shall immediately be 100% vested in these contributions made to the 401(a) plan.) As a result of this election, none of the severance pay, under this section, will be recognized by Indiana State Teacher's Retirement as the "Retirement Increment." This is subject to future legislative change, the maximum retirement increment recognized for the purposes of the ISTRF is two thousand dollars ($2,000.00).

OR

the lesser of: (i) the total severance payment, if any, or (ii) the maximum retirement increment reported to the ISTRF as additional final year's compensation (the "Retirement Increment") will be paid directly to the retiring teacher with the balance of the severance pay being contributed directly by the Board to a 401(a) plan for the retiring teacher's benefit, subject to the maximum contribution limit permitted by the Internal Revenue Code, with any excess paid directly to the retiring teacher, less applicable withholdings. (The retiring teacher shall immediately be 100% vested in these contributions made to the 401(a) plan.) This is subject to future legislative change, the maximum retirement increment recognized for the purposes of the ISTRF is two thousand dollars ($2,000.00).

D. Retirement Bridge Benefit

1. Eligibility. Any teacher who is employed by the School Corporation at the time of the last year of service and who has ten (10) years of service in the School Corporation shall be entitled to receive Retirement Bridge Benefit Pay and to participate in the Retirement Bridge Health Insurance as described hereinafter upon reaching the age of **55** years by June 30th of said year.

2. Notification

a. Notification of intent to use the Retirement Bridge Benefit must be made to the Office of the Superintendent, in writing, on Form 0020, not later than June 15 in the year prior to early retirement. This date shall be waived in the case of handicap or disablement and/or illness, in which case a physician's statement of disability and/or illness shall be provided the corporation.

b. An official letter of retirement must be submitted to the Office of the Superintendent on or before April 1 of the year of retirement. Failure to do so may result in the postponement of retirement benefits to the next calendar year.

c. In addition, a teacher electing to receive a Retirement Bridge Benefit shall apply as soon as possible with Indiana State Teachers Retirement Fund Board, and the electing teacher shall provide a copy of such an application to the School Employer. In the case of disability and/or illness, application shall be made and approval received for disablement under the Indiana State Teachers Retirement Fund and/or Social Security Act. This documentation must be submitted as soon as possible but not later than June 1 of the final year of employment.

d. A maximum of 4 teachers who have a completed Form 0020 by July 1st of the year prior to retirement may be granted early retirement incentive each school year. These slots shall be allocated as follows:

i) Category A-two (2) slots shall be available to teachers who are 60 to 61 years of age at the time of retirement.

ii) Category B-two (2) slots shall be available to teachers who are **55** through 59 years of age at the time of retirement.

iii) If all the slots in Category A or B above are not assigned, the remaining slots(s) shall be made available to the other category.

iv) These slots will be filled by teachers according to the seniority in the School Corporation on the last contract day of the retirement year after the number of slots available to each category is determined.

3. Retirement Bridge Health Insurance (See "Special Rules" at Article III, E, 6)

a. Retirement Bridge Insurance applicants must meet all of the qualifications as stated in Subsection B1 and B2 of Article III, other than paragraph d of Subsection D2 of Article III limiting the number of eligible teachers, in order to be eligible for payments on health insurance premiums, as well as otherwise satisfying the requirements described herein.

b. A teacher who retires prior to receiving full Medicare benefits under Plan A may continue on the corporation's group health insurance program.

c. The Board will contribute toward the health insurance premium the same rate of support provided for single plan coverage for active teachers as contained in Article IV, Section K2 in this contract in effect at the time of retirement. The retiree is eligible for the same health insurance benefits as provided to active teachers and defined in the current benefit booklet.

d. The Board contribution will be discontinued upon the retiree receiving full Medicare benefits under Plan A or upon the death of the retiree whichever occurs first. The retiree may not continue on the corporation's group health insurance program after receiving full Medicare benefits under Plan A.

e. A spouse of a retiree who was part of the group health insurance program at the time of the teacher's retirement shall remain eligible for health insurance benefits until the spouse becomes entitled to Medicare regardless of the status of the retiree. After the retiree becomes Medicare eligible, the spouse may remain on the group health insurance plan until they become Medicare eligible with the full premium being paid by the spouse. The Board's contribution shall apply only to the retiree and not the spouse.

4. Retirement Bridge Benefit Pay (See "Special Rules" at Article III, E, 6)

a. A retiring teacher who meets the qualifications as stated in Subsection B1 and B2 of Article III will be entitled to receive an annual Retirement Bridge Benefit payment equal to 16.8% of the eligible teacher's base salary at the year of early retirement according to Article III, Section D of this Contract.

b. Retirement Bridge Benefit Pay shall be contributed to the retiree's annuity account by June 30th of each year beginning with the calendar year following retirement and ending at such time that the employee becomes eligible to receive Social Security benefits, currently the attainment of age 62. However, in no instance may any teacher receive more than five (5) annual payments of Retirement Bridge Benefit Pay.

c. It is intended that part of the Severance Pay and Retirement Bridge Benefit Pay otherwise payable to a retiring teacher, if any, will be reported to the ISTRF as additional compensation in the final year of employment, and such amount shall be equal to the maximum retirement increment recognized for ISTRF purposes. Therefore, to the extent that the Severance Pay amount payable to the retiring teacher is less than such maximum retirement increment, such difference will be contributed to the teacher's annuity account by June 30 of the teacher's final year of employment, and this difference will be deducted from the first payment of the Retirement Bridge Benefit Pay to be made to the retiring teacher. Subject to future legislative change, the maximum retirement increment recognized for purposes of the ISTRF is two thousand dollars ($2,000.00).

d. No payment of Retirement Bridge Benefit Pay will be made to the estate of the deceased retiree even if the retiree dies before becoming eligible to receive partial Social Security benefits.

e. Notwithstanding the foregoing, the annual amount of the Retirement Bridge Benefit Pay, shall be contributed each year by the Board to the retiring teacher's account in a post-separation 403(b) Plan established by the Board. Such contributions shall, however, be limited to the maximum contribution limit permitted by the Code, and any excess shall be paid directly to the retiring teacher, less applicable withholdings.

E. Retirement Savings Plans (See "Special Rules" at Article III, E, 6)

1. 403(b) Plan. Each certified employee may elect to make tax deferred contributions ("elective deferrals") to a plan described in section 403(b) of the Internal Revenue Code to the maximum limits allowed by the Code. As otherwise required by the Code, all other employees of the School Employer shall also be allowed to make elective deferrals to a Code section 403(b) plan. The selection of vendors and the remaining terms and conditions of the 403(b) plan shall be reasonably determined by the School Corporation.

2. 401(a) Plan. The Board shall establish and maintain a qualified retirement plan satisfying the requirements of section 401 (a) of the Internal Revenue Code ("401 (a) Plan") for each teacher.

a. Annual Contributions. The Board shall annually make contributions to the 401(a) Plan on behalf of each teacher equal to **3%** of each teacher's base salary ("Employer Contributions). The Board shall deposit Employer Contributions into the 401(a) Plan each payroll cycle.

3. Vesting. Employer Contributions made by the Board to the 401(a) Plan are subject to the following vesting schedule based upon the number of years of service completed by the certified employee:

Completed Years Of Service	Percent
Less than 5	0%
5 or more	100%

a. If a certified employee leaves the School Corporation prior to achieving five years of completed service to School Corporation, the total amount contained in this 401(a) Plan on behalf of that employee will be forfeited.

b. If a certified employee leaves the School Corporation after achieving five years of completed service to the School Corporation, then the total amount contained in this 401(a) Plan will be transferred to the individual who is now a former employee of the School Corporation.

c. Any forfeitures (including contributions and earnings) shall be divided equally among all teachers currently employed and applied to those teachers' 401(a) accounts. This action shall occur in September of each year, and will be based on the forfeitures realized over the previous twelve months.

d. For purposes of this Section E years of service are defined in Article II. Furthermore, in determining an employee's vesting credit, the following shall apply:

(i) A teacher who has not achieved five years of service to the School Corporation, and who either dies or is determined unable to work due to disability by either the long-term disability insurance company or the Social Security Administration, will immediately become 100% vested.

(ii) Subject to the re-employment limitation of sub-paragraph (iii) below, current employees will receive credit for their years of service completed before July 1, 2001. However, individuals previously employed by the School Employer, but not employed as of July 1, 2001 by the School Employer, shall not receive vesting credit for their years of service completed before July 1, 2001.

(iii) Notwithstanding any contrary provisions contained herein, years of service completed by a re-employed employee prior to a re-employment date shall not be counted for purposes of vesting any Employer Contributions subsequently allocated to the account of the re-employed employee following the date of re-employment unless the re-employed employee returns to the 401(a) Plan, in a tax-free manner, any distributions previously made to the re-employed employee from the 401(a) Plan within one (1) year of re-employment.

4. Offset. The Board and the Association agree that the purpose for funding the 401(a) Plan is to offset and eventually eliminate the unfunded Severance Pay and Retirement Bridge Pay obligations (the "Retirement Plan Benefits"). Therefore, the Board and Association agree, for purposes of determining the amount of Retirement Plan Benefits payable to an otherwise eligible retiree, Retirement Plan Benefits will be reduced by the sum of (y) the total amount of Employer Contributions contributed for the eligible retiree, whether or not vested, plus (z) earnings on these Employer Contributions, determined using annual compounding and an assumed rate of return equal to the Fixed Fund Rate established by VALIC as of January 1 of each calendar year. This offset will be applied in the following order:

a. First equally against all of the Retirement Bridge Benefit Pay due the eligible employee under subsection D of Article III; and

b. To the extent the offset exceeds the Retirement Bridge Benefit pay to which an eligible employee would otherwise be entitled, the excess will be offset against the Severance Pay otherwise due the eligible employee under Section C of Article III.

5. 401(a) Plan Distributions and Features. Employees will not be allowed to borrow against the contributions made to the 401(a) Plan, nor will an employee otherwise be entitled to withdraw funds from the employee's 401(a) Plan account prior to the employee's termination of employment with the School. Employer Contributions made to the 401(a) Plan shall be invested with the vendor selected by the Board after receipt of recommendations of a committee comprised of three representatives of both the Association and the Board. (Either party may initiate the convening of this committee to affirm the current vendor or recommend a new vendor.)

6. Special Rules.

a. Employees hired on or before July 1, 2001 shall be eligible to participate in the Retirement Savings Plan provided by this Section E, the Retirement Bridge Health Insurance provided by Subsection D3 of this Article III, the Severance Pay as provided in Section C of this Article III, and the Retirement Bridge Benefit Pay in Subsection D4 of this Article III, provided they otherwise satisfy the requirements for participation in such benefits. However, Employees hired after July 1, 2001 ("Future Hires") shall be eligible to participate in the Retirement Savings Plan provided by this Section E and the Retirement Bridge Health Insurance provided by Subsection D3 of this Article III, but Future Hires shall not be entitled to Severance Pay as otherwise provided in Section C of this Article III nor to Retirement Bridge Benefit Pay as described in Subsection D4 of this Article III.

b. The provisions of this Section E of this Article III apply to any eligible School employee who has not retired on or before the effective date of the 2000-2001 collective bargaining agreement.

c. Teachers retiring in the past, even though currently receiving payments, will be governed by the contract in effect at the time of their retirement.

d. The parties agree that contribution amounts, based upon the calculation of current bargained base salary increases, made by the Board to the 401(a) Plan on behalf of certified employees shall be counted against the new money available to fund teacher salary and benefit increases each year as part of contract negotiations for certified employees.

ARTICLE IV

Salary and Wages Related Fringe Benefits

A. Each bargaining unit employee's salary and benefits will be pro-rated based on their portion of a 100% contract.

B. Sick Leave

1. Sick leave for absence from work on account of personal illness or quarantine shall be credited to each teacher without loss of compensation as follows:

    a. Ten (10) days per school year

    b. Days may be accumulated up to a maximum of one hundred forty (140) days.

2. Sick leave days accumulated by a teacher prior to a Board approved unpaid leave of absence shall remain to the credit of the teacher upon return from such leave.

3. Up to fifteen (15) days of sick leave may be charged to regular sick leave in case of absence due to illness or disability in the immediate family. "Immediate family" for the purpose of this provision shall be interpreted as only spouse, children, step-children, grandchildren, step-grandchildren, teacher's parents, step parent, teacher's mother-in-law or

father-in-law, and other relatives living in the home of the teacher at the time of illness or disability.

4. A teacher employed under regular contract for only a portion of the school year shall be entitled to a proportionate number of days of sick leave, defined as the ratio of the number of days of employment of said teacher to the number of days in the regular school year, and unused days will be accumulated as specified herein.

5. A teacher newly employed by the School Corporation who has accumulated sick leave earned in an immediate prior Indiana school corporation shall receive credit at the beginning of his/her first year of employment for such sick leave as follows:

   a. Four (4) days per year of sick leave until all accumulated sick leave at said school corporation is exhausted; subject however, to the accumulative sick leave limitation provided in Article IV, Section B herein.

C. Sick Leave Bank

The Board and the Association agree to establish a voluntary Sick Leave Bank subject to the following terms, conditions, and procedures.

1. The Sick Leave Bank Program is open to all teachers employed under regular contract.

2. The bank is formed by voluntary participation and voluntary donations of one (1) day of personal sick leave.

3. No teacher will be required to participate in the program.

4. A teacher who has not donated one (1) day of personal sick leave may not receive benefits from the program.

5. Participants will donate one (1) sick leave day only once unless the bank becomes depleted to fifty (50) days or less in which case each participant will be assessed one (1) day of sick leave to replenish the bank. A participant not agreeing to the reassessment will be dropped from membership in the Sick Leave Bank.

6. All teachers new to Oak Hill will become members of the bank by the automatic donation of one (1) sick leave day unless a teacher declines, within the first thirty (30) days of the school year, to become a member by waiving, in writing, that membership. The opportunity to waive that membership will be communicated to each new teacher at the same time all other benefit information is shared. The bank will conduct an open enrollment during the first 30 days of

school. New members will be accepted during this period. Membership will be considered active with the donation of one (1) day.

7. A teacher who at the end of a teacher contract year has sick leave days accumulated above the limitation set forth in Article IV, Section B, of this contract may elect to donate any days above the established limitation to the sick leave bank. The option to donate days to the sick leave bank will cease when the number of days in the sick leave bank exceeds four hundred (400). The option to donate days above the established limitation will be reinstated when the number of days in the sick leave bank fall below the four hundred (400). Notice of donation of excess sick leave days must be submitted to the corporation business office on or before June 30th of the school year donations may be contributed.

8. Teachers employed by the corporation after the thirty (30) days open enrollment period may participate by donating one (1) day within thirty days of employment.

9. All donated days lose their identity.

10. The Bank will be a continuous year-to-year entity.

11. The administration of the Sick Leave Bank will be vested in the Sick Leave Committee.

12. Use of Sick Leave Bank:

a. Written application by the teacher or a member of his/her family accompanied by a physician's certificate stating the nature, length of disability, and prognosis of the person's (teacher, teacher's spouse, or teacher's child: see item "h" below) condition shall be submitted to the Chairman of the Sick Leave Bank Committee. To be eligible to apply for sick leave bank days connected with a maternity or paternity leave, there must be disability-related reason for the use of the sick leave bank days, and the application must be accompanied by a physician's certificate containing the nature, length of disability, and prognosis of the person's condition. Sick leave bank days will not be granted for maternity or paternity leave time that is for bonding purposes and is unrelated to a disability of the teacher, teacher's spouse or teacher's child.

b. Applicant must have been a donating member of the Sick leave Bank prior to the time of need.

c. All medical information concerning an application shall be held in strict confidence by the Committee.

d. Applications will be acted upon by the Committee, and the Chairman shall inform the applicant or his/her appointee in writing of the decision of the Committee within five (5) days following the Committee's action.

e. Any decision to grant sick leave days to an applicant shall be reported to the bookkeeper of the Oak Hill United School Corporation.

f. An applicant must use all of his/her accumulated sick leave and personal leave days before application may be acted upon by the Committee.

g. All sick leave days granted to a teacher under these provisions must be used while the teacher is under the direct care of a medical doctor, and no days will be granted if a teacher has been released from the medical doctor's care.

h. A maximum of thirty (30) days per teacher shall be granted per school year. At its discretion, the Sick Leave Bank Committee may grant up to two (2) thirty (30) day extensions. Up to fifteen (15) days per teacher may be used as a result of a disability of a teacher's spouse or child in the immediate family. "Immediate family" for the purpose of this provision shall be interpreted as only spouse, children, step-children, grandchildren, step-grandchildren, teacher's parents, step parent, teacher's mother-in-law or father-in-law, and other relatives living in the home of the teacher at the time of illness or disability.

13. Repayment of Loan:

a. The recipient who remains in the employment of the Oak Hill United School Corporation shall pay the bank the borrowed days at the minimum rate of three (3) days per school year. In addition, all sick leave days not used in any year will be paid back to the bank until the loan has been repaid.

b. A recipient who leaves the Oak Hill United School Corporation and still owes days to the Sick Leave Bank must transfer any accumulated sick leave days and personal days to the bank as repayment of the loan.

c. If a balance is still owed to the Sick Leave Bank, and the days were borrowed prior to the 2024-2025 contract year an amount equal to $50 times the number of days owed will be deducted from a teacher's final pay. If the days were borrowed during or after the 2024-2025 contract year an amount equal to the rate of pay the substitute teacher was paid for the related leave days will be deducted from the teacher's final pay. Exceptions to this provision will be in the event of the death or determination of permanent disability by either the long-term disability insurance company or the Social Security Administration. Every day re-paid to the Bank in this fashion will revert back to the balance of days in the Bank unless/until the balance in the Bank reaches four hundred (400) days.

d. Recipients who become totally disabled after borrowing from the Sick Leave Bank and still owe days are exempt from repayment.

14. Sick Leave Bank Committee:

a. The committee shall consist of two (2) members of the administration staff, appointed by the Superintendent, and two (2) members of the bargaining unit, appointed by the Association. The President of the Association will act as chairperson of this committee but will have no voting rights except when required to cast a deciding vote.

b. The committee will be responsible for accepting donations from teachers new to the corporation and reporting the donation to the corporation bookkeeper.

c. When the Sick Leave Bank's available days fall below fifty (50), the corporation bookkeeper shall notify the Committee of the need for reassessment. The Committee will be responsible for notifying Sick Leave Bank members of the reassessment and furnish the corporation bookkeeper with a list of members participating in the reassessment.

d. The committee is responsible for maintaining an active list of membership in the Sick Leave Bank.

e. The committee shall verify membership and days available by October 1st of each school year with the corporation bookkeeper.

D. <u>Personal Business Leave</u>

1. Each teacher shall be entitled to four (4) days of absence per school year without loss of pay for the transaction of personal business and/or the conduct of personal or civic affairs. Written requests for such leave shall be submitted whenever possible to the designated administrator not later than two (2) days prior to such leave, on the form provided by the Board.

2. Unused personal business leave days shall accumulate to a total of not more than two (2) days which will be added to personal days for the next year; any unused days beyond said (2) days shall be transferred and added to accumulative sick leave, subject, however, to the accumulative sick leave limitations provided in Article IV, Section B.

3. The use of personal business leave shall be restricted to not more than two (2) consecutive days at one time. If extenuating circumstances should arise, a teacher may appeal, in writing, explaining the situation to the Superintendent and request waiver of this clause.

4. Personal business days may not be used to extend vacations. "Vacations" includes extended weekends unless the extension

is due to the scheduling of make-up days. If extenuating circumstances should arise, a teacher may appeal, in writing, explaining the situation to the Superintendent and request waiver of this clause.

5. Unused personal leave days (up to a maximum of four per year), may be redeemed by the teacher for a payment of $90 per unused day.

E. Bereavement Leave

1. In case of death in the immediate family of a teacher, that teacher is entitled to be absent without loss of compensation for five (5) contracted days for the purpose of attending services and attending to other personal matters of the immediate family member. "Immediate family" for the purpose of this provision is interpreted to mean spouse, children, sister, brother, step-sister, step-brother, half-sister, half-brother, mother, father, mother-in-law, father-in-law, son-in-law, daughter-in-law, sister-in-law, brother-in-law, grandmother, grandfather, grandchild, step-children, step grandchildren, step-parents, step-parents in law, or step-grandparents.

2. In the case of death of a family member(s) not listed in paragraph E1 above, a teacher will be granted up to five (5) total contracted days per school year to be absent without the loss of compensation, for the purpose of attending services. In the case of the death of a non-family member, a teacher may use one day per non-family member under the same conditions previously stated in Paragraph E2. These five (5) days shall not accumulate.

F. Jury Duty/Court Leave

Jury duty leave occurs when a teacher is properly summoned to serve on a jury. The teacher will receive their regular contract pay minus any amount paid to the teacher through the court for jury service.

Court leave occurs when a teacher is properly subpoenaed for the time necessary to make appearances in any court or administrative proceeding that relates to the teacher's employment with the school corporation. The teacher will receive their regular contract pay minus any amount received by the teacher through the court or any party to the case for which the teacher has been subpoenaed (such as witness fees, mileage, etc.).

G. Professional Conference Leave

A leave of absence with pay may be granted for attendance at educational meetings or conferences. Such leave must be approved in advance by the Board. Expenses for attendance to Board approved educational meetings or conferences will be reimbursed according to Board Policy.

H. Family and Medical Leave Act

All eligible teachers have rights guaranteed to them by the Family and Medical Leave Act (FMLA). The leave provisions of this contract are intended to be consistent with FMLA. Whenever FMLA gives teachers greater rights than described herein, FMLA prevails. Whenever this contract gives teachers greater rights than FMLA, this contract prevails.

I. Military Leave

Military leave shall be granted to any teacher who is inducted or enlists in any branch of the armed forces of the United States in accordance with applicable Federal and State Law.

J. Summer Employment Leave

Teachers on summer employment shall be eligible to use sick or personal leave on the same basis as is used during the regular school year.

K. Insurance

1. The Board will pay the amount as stated herein toward insurance benefits described in the Contract for all teachers who are enrolled in the school corporation's group insurance plans and who are on Board approved paid leaves. Teachers enrolled in the school corporation's group insurance plans, and who are on the Board approved paid leaves may continue enrollment for insurance benefits by prepaying the full premium cost to the Board prior to the billing date(s) to be provided to be teacher(s) by the Board. The school corporation and the Board shall not be responsible for any lapse of insurance coverage due to the failure of a teacher to make payments prior to the billing date(s).

2. **Health and Dental Insurance**

a. The Board will pay the amounts as stated herein toward the cost of hospital, surgical, and medical care type insurance for each teacher employed under regular contract and enrolled in the school corporation's group insurance plan. Up to the amounts specified below will be paid to each insurance company or companies as is determined by the Board upon recommendation of the Corporation Insurance Committee, with the teacher paying not less than one dollar ($1.00) per year.

***Dollar figures are as of Jan. 1, 2026**

Maximum Board Payment Per Teacher:

a. Employee Single Coverage for Network Deductible Plan
   - (1) Medical only *$6,394*
   - (2) Dental only *$ 300.00*

b. Employee Family Coverage for Network Deductible Plan
   - (1) Medical only *$15,528*
   - (2) Dental only $ *800.00*

c. Employee Single Coverage for High Deductible – Plan 1-
   - (1) Medical only *$6,394*
   - (2) Dental only *$ 300.00*

d. Employee Family Coverage for High Deductible – Plan 1
   - (1) Medical only *$15,528*
   - (2) Dental only *$ 800.00*

e. Employee Single Coverage for High Deductible – Plan 2
   - (1) Medical only *$6,394*
   - (2) Dental only *$ 300.00*

f. Employee Family Coverage for High Deductible – Plan 2
   - (1) Medical only *$15,528*
   - (2) Dental only *$ 800.00*

g. Insurance Coverage for Married Staff:
   1. All married couples who are both employed by the school corporation and enrolled in one of the School Corporation's high deductible health insurance plans will have an employee premium contribution of $1.00 annually toward the premium cost. Employees not receiving this benefit and premium contribution prior to July 1, 2022 will not receive contributions to a Health Savings Account (HSA). Employees receiving this benefit prior to July 1, 2022 will receive contributions to a Health Savings Account (HAS) in the amounts of:
      a. Family Coverage $666.73
      b. Single Coverage $255.73
   2. All married couples who are both employed by the school corporation and enrolled in the school corporation's PPO health insurance plan will have an employee premium contribution of eight (8) percent toward the premium cost.

3. All married couples who are both employed by the school corporation and enrolled in the school corporation's dental and/or vision insurance plans will have an employee premium contribution of $1.00 annually toward the premium cost of each plan.

3. Long-Term Disability Insurance

a. The Board will offer Long-Term Disability Insurance to each teacher enrolled in the school corporation's group insurance plan for the cost of $1 annually.

4. **Term Life Insurance**

a. The Board will offer a $50,000 term life insurance including accidental death program for each teacher enrolled in the school corporation's group insurance plan at a cost of $1 annually.

In addition, a teacher may purchase, at the teacher's expense, supplemental insurance up to the maximum allowed by the designated insurance company or companies. Payroll deduction will be available for the additional premium and any applicable IRS regulations will be the liability of the teacher.

5. **Vision Insurance**

a. The Board will pay the amount as stated herein toward the cost of vision insurance for each teacher enrolled in the school corporation's group insurance plan. Up to the amount specified below will be paid annually to such insurance company or companies as is determined by the Board upon recommendation of the Corporation Insurance Committee, with the teacher paying not less than one dollar ($1.00) per year. Maximum Board Payment Per Teacher:

a. Employee Single Coverage $ 88.76
b. Employee Family Coverage $230.60

6. Effective January 1, 1992, 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 fifty percent (50%) of salary may be set aside by the employee to their selection of benefits, under said Section 125, which are non-taxable benefits of major-medical, long-term disability, Section 79 Life, non-reimbursed medical, and dependent care. The administrator for the plan shall be mutually agreed upon by the Board and the Association. Any

administrative costs incurred by the plan shall be the responsibility of the individuals participating in the plan. The Board shall be held harmless by the administrator for the plan from any liability to teachers who enroll in the plan arising out of the administrator's performance of its obligations and responsibilities under the plan.

ARTICLE V

Grievance Procedure

This Grievance Procedure, hereinafter referred to as "Procedure", stipulates the conditions under the procedures by which grievances alleged by certain teachers as defined in this Contract shall be processed. If any such grievance arises, there shall be no stoppage or suspension of work because of such grievance, but such grievance shall be submitted to the following grievance procedures.

The purpose of this grievance procedure is to settle equitably at the lowest possible administrative level, issues which may arise from time to time with respect to specific claims of violations or misinterpretation of the provisions of this Contract. Both parties agree that these proceedings shall be kept as confidential as may be appropriate at each level of this procedure.

A. Definitions

1. "grievance" means, and shall be limited to, an alleged violation or an alleged misinterpretation of an expressed article or section of this written contract.

2. "superintendent" means the chief administrative officer of the school corporation, or any person(s) designed by him/her to act in his/her behalf in dealing with school employees.

3. "grievant(s)" means the teacher(s) making the claim who is (are) directly affected by the alleged violation or misinterpretation.

4. "day" means Board assigned duty day of the teacher which occurs during the term of a teacher's individual contract, provided, however, that at all other times, "day" shall mean weekday.

B. Structure

1. Nothing herein contained shall be construed as limiting the right of any teacher having a grievance to proceed independently of this procedure.

2. The Board and the Association agree that neither party shall be permitted to assert in arbitration proceedings any ground allegation, or remedy, or to rely on any evidence not previously disclosed to the other party.

3. The number of days indicated at each level shall be considered as maximum and every effort shall be made to expedite the process. The time limits may be extended by mutual consent in writing by an authorized representative of the Board and grievant(s).

4. The written grievance shall name the certificated school employee(s) involved, shall state the facts giving rise to the grievance, shall identify by specific reference all express articles or sections of this Contract alleged to be violated, shall state the contention of the grievant with respect to the provisions(s) of said articles or sections, and shall indicate the specific relief requested.

C. Procedure

1. Informal Grievance

a. Within twenty (20) days of the time the grievant(s) first knows or should have known the act or condition upon which a potential grievance is based or, in the case of a continuing grievance, within ten (10) days of its last occurrence, the grievant(s) may initiate this Procedure in the following way: the grievant(s) may meet with the building principal or immediate supervisor and discuss the matter informally. The grievant(s) may be accompanied by a representative, provided his principal or immediate supervisor is informed in advance of the grievant's desire to have a representative present. Within five (5) days after presentation of the grievance, the principal or immediate supervisor shall give his answer orally to the grievant(s).

2. Formal Grievance

a. Level One

If the grievance is not resolved, the grievant(s) may file a formal grievance, in writing and within five (5) days of the oral answer, with the building principal or immediate supervisor, signed by the grievant(s). Four copies of this written grievance shall be filed as follows: one (1) copy each with the building principal, Association President, Superintendent, and grievant(s). Within five (5) days of the filing of the formal written grievance, a meeting may take place between the building principal or immediate supervisor concerned and the grievant(s), and an answer to the grievance shall be given to the grievant(s) in writing within seven (7) days of the written grievance being filed.

b. Level Two

If the grievance is not resolved at Level One, it may be appealed to the Superintendent by filing within five (5) days of receipt of written answer of level one, a written notice with the Superintendent stating the grounds for appeal. A meeting with the Superintendent or his/her designed representative(s) shall be held within ten (10) days following the receipt of such notice at a mutually agreed date, time, and place. The Superintendent's written decision shall be transmitted to the grievant(s) within five (5) days after said meeting.

D. Miscellaneous

1. Any meeting at Level One (1) and/or Level Two (2), shall be held during non-teaching hours at a mutually agreed upon time.

1. No reprisal of any kind shall be taken by or against any participant in the grievance procedure by reason of such participation.

1. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel file of the participant and are not a valid basis for evaluations or consideration of awarding any professional advantage to such teacher.

1. Failure at any level of this Procedure to render the decision on a grievance within the specified time limits shall permit the grievant to proceed to the next level within five (5) days after the specified time limit has passed, unless said time limits be extended by mutual consent of both parties in writing. However, the grievance must be appealed by the grievant to the next level within the specified time limit for that level or said grievance shall be deemed resolved by the school employer's answer at the previous level and abandoned.

1. The grievant may be accompanied by an advisor at all levels of the grievance Procedure.

ARTICLE VI

SALARY AND WAGE RELATED BENEFITS

A. Annual corporation contribution to Retirement Savings Plan (401a) will be **3%** of a teacher's annual base salary.

B. TRF, FICA, and Long-Term Disability will remain at current %'s of base salary unless/until legally mandated to be adjusted.

ARTICLE VII

CRIMINAL BACKGROUND CHECKS FOR CURRENT EMPLOYEES

OHUSC will pay the cost of any and all expanded history checks and expanded child protection index checks that are required by OHUSC or IC 20-26-5-10 for current employees. However, if an employee misses the established deadline for inputting the information to the vendor, then the employee will reimburse OHUSC for the full cost of the background check.

ARTICLE VIII

EXTENDED CONTRACT DAYS

A teacher with extended contract days will be paid at their daily rate for each extended day.

ARTICLE IX

TUITION REIMBURSEMENT

Teachers may be eligible for tuition reimbursement up to a maximum of $1,000 a school year if pursuing a content area master's degree that has been pre-approved by the Superintendent. To receive reimbursement for content area credit hours earned toward the pre-approved Master's degree, the teacher must sign an agreement that if he/she separates employment with the OHUSC within 3 years of receiving the tuition reimbursement benefit, then the teacher will repay the full reimbursement amount back to the School Corporation. In addition, upon completing content area credit hours for which the reimbursement benefit is being sought, the teacher must provide his/her transcript to the Superintendent's Office confirming the content area credit hours have been completed, and thereafter the teacher will receive the reimbursement provided through this provision. This benefit will be limited to a maximum of 10 teachers each school year. To move to the master's salary schedule, the teacher must have completed his/her master's degree by prior to the first scheduled teacher workday of the upcoming school year.

ARTICLE X

CONTRACT TERM

A. Term

This contract shall be effective on **July 1, 2025** and shall continue in full force and effect through **June 30, 2026**.

B. Waiver

The parties agree that each party had an opportunity to discuss all bargainable issues during the bargaining leading to this Contract, and no additional bargaining on said issues will be conducted on any item, whether contained herein or not, during the life of this contract, unless the parties, by supplemental written agreement hereto, agree to conduct additional bargaining on said issues.

C. Contract Execution

This contract is made and entered into at 1474 North 800 West – 27, Converse, Indiana, on the **ratification dates below** by and between the Board of the Oak Hill United School Corporation, Counties of Miami and Grant, State of Indiana, party of the first part, heretofore referred to as the "school employer' or "Board" and the Oak Hill United Classroom Teachers Association, party of the second part heretofore referred to as the "exclusive representative" or "Association."

The undersigned attest to the following:

1. A public hearing was held in compliance with I.C. 20-29-6-1(b) on September 8, 2025 and electronic participation from the parties and/or public was not permitted; and
2. A public meeting in compliance with I.C. 20-29-6-19 was held on November 5, 2025 to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

This Contract, plus the attached Extra Curricular Activity information and Compensation Model information is so attested to by the parties whose signatures appear below:

Oak Hill United School Corporation
Board of School Trustees

Board President

Vice President of the Board of School Trustees

Sheri Hardman

Negotiator for the Board of School Trustees

Negotiator for the Board of School Trustees

Ratification Date: 11-10-25

Oak Hill United Classroom Teachers' Association

Danielle Hewitt

President

Negotiator for the Association

Jennifer Lorona

Negotiator for the Association

Danielle Hewitt

Negotiator for the Association

Ratification Date: 11/3/25

APPENDIX A

OHUSC Compensation Plan for 2025-2026

A. Factors and Definitions

Factor 1: Academic Needs: The importance of retaining all teachers to provide educational continuity for students.

Factor 2: Instructional Leadership: Attainment of the literacy endorsement. Proof of attainment must be provided to the Superintendent's office by November 15, 2025 to have this one-time increase to base salary applied for the 2025-2026 school year.

B Distribution Plan – The salary schedule in Appendix A-1 has been increased across the board by $2,000 to comply with the State's new mandatory minimum starting salary. Returning teachers will not row or column advance in the salary schedule, but will receive base salary increases as follows:

Academic Needs: $2,000 (across the board increase to the salary schedule)

Instructional Leadership: $100

C. Salary Range

The salary range is $43,000 to $73,175 prior to base salary increases being applied. The salary range is $45,000 to $75,175 after base salary increases have been applied for the 2025-26 school year.

D. New Hire Placement

A teacher's initial placement on the salary schedule will typically be in the correct degree column and at the Level on the New Hire Salary Placement Schedule (Exhibit A-1) which is equal to the years of service the new teacher has accrued with INPRS and that mirrors a current teacher at OHUSC based on years of service with INPRS as well as education. If the Superintendent has a need to deviate from the typical placement because the position being filled is a hard to fill position, then he/she must discuss the placement with the Association President and be agreed upon by both parties before making the placement.

E. Ancillary Duty Payment for Class Coverage During Prep Time

In the event that no substitute teachers are available, a teacher who is required to cover a classroom for an absent colleague shall receive paid compensation for loss of a prep period. The period must occur during the school day in which students are in the building. Compensation will be paid at the amount of $30 for one (1) period of coverage.

APPENDIX A-1

2025-2026 SALARY SCHEDULE

(This Schedule is used for both returning teachers and new hire salary placement)

	BACHELORS	MASTERS
0	$45,000	47,425
1	$45,750	$48,175
2	$46,500	$48,925
3	$47,250	$49,675
4	$48,000	$50,425
5	$48,750	$51,175
6	$49,500	$51,925
7	$50,250	$52,675
8	$51,000	$53,425
9	$51,750	$54,175
10	$52,750	$55,175
11	$53,750	$56,175
12	$54,750	$57,175
13	$55,750	$58,175
14	$56,750	$59,175
15	$57,750	$60,175
16	$58,750	$61,175
17	$59,750	$62,175
18	$60,750	$63,175
19	$61,750	$64,175
20	$62,850	$65,275
21	$63,950	$66,375

22	$65,050	$67,475
23	$66,150	$68,575
24	$67,250	$69,675
25	$68,350	$70,775
26		$71,875
27		$72,975
28		$74,075
29		$75,175

APPENDIX B

Extra-Curricular Activities (ECA)

1. ECA salary schedule will remain outside of the compensation model.

2. ECA compensation is not a part of base salary.

3. The salary schedule and list of positions entitled "Extra-Curricular Activity Position List" and contained in this contract will be used to determine the compensation for extra-curricular duties assigned by the Board. The stipend includes pay for services rendered before school starts, during vacation periods, and after school closes, according to the assignment of the Board.

4. The number of positions listed is for information purposes only and was not bargained.

Extra-Curricular Assignments

The number of positions is for informational purposes and has not been bargained

NUMBER OF POSITION (2 OR MORE)	POSITION	AMOUNT
	"O" Club	$466.00
	Art Club -– HS	$466.00
	Art Club -– JH	$466.00
	Clay Target Team Sponsor	$466.00
	Coordinator of Faculty Book Study	$466.00
2	Freshman Class Sponsor	$466.00
	German Club	$466.00
	High School Academic Coach - English	$466.00
	High School Academic Coach - Fine Arts	$466.00
	High School Academic Coach - Math	$466.00
	High School Academic Coach - Science	$466.00
	High School Academic Coach - Social Studies	$466.00
	Junior High Academic Coach - English	$466.00
	Junior High Academic Coach - Math	$466.00
	Junior High Academic Coach - Science	$466.00
	Junior High Academic Coach - Social Studies	$466.00
	Junior High Drama Production (Fall)	$466.00
	Junior High Drama Production (Spring)	$466.00
	Junior High Honor Society	$466.00
	Junior High Yearbook	$466.00
	Math Bowl Coach (5th grade)	$466.00
	Math Bowl Coach (6th grade)	$466.00
No Limitation	Mentor Teachers (Semester 1)	$466.00
No Limitation	Mentor Teachers (Semester 2)	$466.00
	Robotics Coach (Grades 3-4)	$466.00
	Robotics Coach (Grades K-2)	$466.00
	Robotics Team Sponsor (Grades 5-6)	$466.00
	Sixth Grade Student Council	$466.00
2	Sophomore Class Sponsor	$466.00
	Spanish Club	$466.00
	Unified Sports Coach -– 1	$466.00
	Unified Sports Coach - 2 (Bocce Ball)	$466.00
	Unified Sports Coach - 3 (Bowling)	$466.00

	Unified Sports Coach - 4 (Robotics)	$466.00
	High School Academic Team Coord	$654.00
	*High School Academic Team Coord - If a high school academic meet is held at OHUSC	$372.00
	High School Concessions Manager	$654.00
	High School Department Chair	$654.00
	High School Entomology	$654.00
2	High School Honor Society	$654.00
	Junior High Academic Team Coord	$654.00
	*Junior High Academic Team Coord - If a junior high academic meet is held at OHUSC	$372.00
	Unified Sports Coordinator	$654.00
	Add HS Drama (spring only) if over 50 students	$840.00
No Limitation	Curriculum Writers	$840.00
	High School Drama Production (Fall)	$840.00
	High School Drama Production (Spring)	$840.00
Maximum 6 - Split Stipend	Kindergarten Round Up	$840.00
-	Building Technology Coordinator - Converse	$1,026.00
	Building Technology Coordinator - HS	$1,026.00
	Building Technology Coordinator - JH	$1,026.00
	Building Technology Coordinator - Swayzee	$1,026.00
	Building Technology Coordinator - Sweetser	$1,026.00
	Forensics Assistant	$1,026.00
2	Junior Class Sponsor	$1,026.00
	Junior High Golf	$1,026.00
	Junior High Student Council	$1,026.00
2	Senior Class Sponsor	$1,026.00
	Elementary Boys' Basketball Coord (Grade 6)	$1,495.00
	Elementary Boys' Basketball Coord (Grades 3-5)	$1,495.00
	Elementary Football Coord (Grade 6)	$1,495.00
	Elementary Volleyball Coord (Grade 6)	$1,495.00
	Elementary Volleyball Coord (Grades 4-5)	$1,495.00
	Assistant Boys' Soccer	$1,679.00
	Assistant Boys' Swim	$1,679.00
	Assistant Girls' Soccer	$1,679.00
	Assistant Girls' Swim	$1,679.00
	Assistant Volleyball	$1,679.00

	Asst Varsity Swim	$1,679.00
	High School Forensics	$1,679.00
	High School Orchestra Director	$1,679.00
2	High School Student Council	$1,679.00
	High School Vocal	$1,679.00
	Junior High Baseball	$1,679.00
2	Junior High Boys' Track	$1,679.00
	Junior High Cheerleaders	$1,679.00
	Junior High Cross Country	$1,679.00
2	Junior High Girls' Track	$1,679.00
	Junior High Soccer	$1,679.00
	Junior High Softball	$1,679.00
2	Junior High Swimming	$1,679.00
	Junior High Volleyball - (Grade 7)	$1,679.00
	Junior High Volleyball - (Grade 8)	$1,679.00
2	Junior High Wrestling	$1,679.00
	Robotics Coach (JH)	$1,679.00
	Elementary Girls' Basketball Coord (Grade 6)	$1,783.00
	Elementary Girls' Basketball Coord (Grades 4-5)	$1,783.00
	Assistant Baseball	$2,051.00
	Assistant Boys' Track	$2,051.00
	Assistant Cross Country	$2,051.00
	Assistant Girls' Track	$2,051.00
	Assistant Softball	$2,051.00
	Elementary Football Coord (Grades 4-5)	$2,051.00
-	High School Yearbook	$2,051.00
	Junior High Boys' Basketball - (Grade 7)	$2,051.00
	Junior High Boys' Basketball - (Grade 8)	$2,051.00
4	Junior High Football	$2,051.00
	Junior High Girls' Basketball - (Grade 7)	$2,051.00
	Junior High Girls' Basketball - (Grade 8)	$2,051.00
	Assistant Volleyball	$2,425.00
	Assistant Wrestling	$2,425.00
	Freshmen Boys' Basketball	$2,425.00
2	Freshmen Football	$2,425.00
-	High School Band Director	$2,425.00
	J.V. Baseball	$2,425.00
	J.V. Softball	$2,425.00

	Robotics Coach (HS)	$2,425.00
	Varsity Boys' Basketball Asst	$2,425.00
	Varsity Girls' Basketball Asst	$2,425.00
Maximum 3 - Split Stipend	Athletic Supervision	$3,450.00
	Assistant Athletic Director	$4,475.00
	Assistant Athletic Director	$4,475.00
2	Assistant Football	$4,475.00
	High School Drama Coordinator	$4,475.00
	Varsity Boys' Golf	$4,475.00
	Varsity Boys' Soccer	$4,475.00
	Varsity Boys' Swim	$4,475.00
	Varsity Boys' Track	$4,475.00
	Varsity Girls' Golf	$4,475.00
	Varsity Girls' Soccer	$4,475.00
	Varsity Girls' Swim	$4,475.00
	Varsity Girls' Track	$4,475.00
	Varsity Volleyball	$4,475.00
2	Assistant Football	$5,594.00
	FFA	$5,594.00
	J.V. Boys' Basketball	$5,594.00
	J.V. Girls' Basketball	$5,594.00
	Varsity Baseball	$5,594.00
	Varsity Boys' Cross Country	$5,594.00
	Varsity Girls' Cross Country	
	Varsity Softball	$5,594.00
	Varsity Wrestling	$5,594.00
	Varsity/J.V. High School Cheerleaders	$6,154.00
	Varsity Boys' Basketball	$9,082.00
	Varsity Football	$9,082.00
	Varsity Girls' Basketball	$9,082.00
	*All persons hired for an ECA position on/before October 14, 2019 are grandfathered at 2018-2019 stipend arrangement/amounts for that particular position(s) until they separate from that position. New hires after October 14, 2019 will be paid the stipend amount determined each contract year during bargaining.	
	**Athletics: If one coach is hired for both Varsity boys/girls Swim, Cross Country, or Track coach then the person will be paid a total stipend of $5,594. However, if it is determined by the Athletic Director, Principal, and Superintendent that there is a separation of generally simultaneous work and responsibilities, then the coach can be paid $4,475 x 2.	

	All ECA positions filled by certified staff members will be paid over 26 pays	

HOURLY Positions:

Homebound Instruction:	$35/hr.
Adult Education:	$35/hr.
Friday School Supervision:	$35/hr.

OTHER:

Off contract voluntary staff development $50 per half-day (with approval of Superintendent) *

*Portions of this provision unrelated to wages are the school's policy and were not bargained but are included for informational purposes only.

Summer School:

Credit Recovery and Summer Ag Experience (SAE) will be paid at the teacher's current hourly rate.
In-Person teaching will be paid at the teacher's current daily rate.

2025 CBA COMPLIANCE CHECKLIST – Oak Hill United School Corporation

Item		Page No.
School employer and exclusive representative identified		1
Bargaining unit description matches the IEERB Order in effect at time of ratification		1
Beginning and ending date of CBA (must end on or before June 30, 2025)		23
Ratification date (must be on or after September 15 and at least 72 hours after TA meeting)		24
Signed by School Board President, Secretary, or Vice President and exclusive representative		24
General definitions (definitions that apply to the whole CBA)		1-2
Grievance procedure (if arbitration used, must indicate if advisory or binding)		19-21
Contract interpretation provisions (e.g., severability, supremacy, savings clauses)		2-10
Salary for new teachers (amount, schedule, or method of calculation)		25
Wages/compensation for ancillary duties		25
Wages/compensation for extracurricular duties		28-33
Compensation for extended contracts		
Public hearing and public meeting attestations (include electronic participation information)		23
Compensation Plan		
If there are no salary increases, CBA includes a statement to that effect		NA
Statement of annual salary range for returning full-time teachers (don't include current year increases, ISTRF contributions, or salaries of newly hired teachers)		25
Full-time classroom teacher (instructs students at least 50% of the workday) salaries are at least $45,000		25
Salary increases		
If using optional eligibility criteria, the criteria are described and separate from factors		25
Based on at least two of the five statutory factors (must use academic needs factor)		25
Definitions of factors (e.g., experience, academic needs, instructional leadership)		25
How much each factor contributes to increase (by points, percentage, amount, etc.)		25
Amount of increase (flat amount, % amount) or method for calculating amount		25
Differentiated base salary increase for literacy endorsement		
Academic needs is at least 10% of maximum possible salary increase calculation		25
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		NA
If using a salary increase to reduce the gap, it must: (1) be clearly identified and (2) actually reduce the gap		25
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		NA

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.).