CONTRACT

BETWEEN

CCSC BOARD OF SCHOOL TRUSTEES

AND

CLINTON CENTRAL ASSOCIATED PERSONNEL

July 1, 2025 – June 30, 2026

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Article I - Introduction

A. Parties

This master contract is entered into this 6th Day of November, 2025, by and between the Clinton Central School Corporation, hereinafter called the "Board," and the Clinton Central Associated Personnel, an affiliate of the Indiana State Teachers Association, hereinafter called the "Association."

B. Recognition Clause/Composition of Bargaining Unit

All certificated personnel of Clinton Central School Corporation except for the Superintendent, Assistant Superintendent, Principals, Assistant Principals, Athletic Director, and Substitute Teachers.

C. Definitions

1. The term "school corporation," when used in this contract, shall refer to the Clinton Central School Corporation of Clinton County, Indiana.
2. The term "Board" and "Association" shall include their authorized officers, representatives, and agents.
3. The term "teacher," when used hereinafter in this agreement, shall refer to all certificated employees represented by the Association in the bargaining unit.
4. The term "base salary," when used hereinafter shall refer to the salary a teacher receives for their contracted days of employment. It does not include any additional days, ECA stipends, or any other miscellaneous monetary compensation or benefits attached to it.

D. Provisions

1. Using the compensation model within this contract, the 2025-2026 salary increase will be paid in the second pay period in November through the final pay period of the 2025-2026 school year.
2. The Board has agreed to pay the employee's defined contribution to the Teacher's Retirement Fund for all certified teachers.
3. Any certified employee who is qualified and teaches a dual credit course during the 2025-2026 school year will receive an ECA stipend of $1,000 per course taught.
4. Certificated employees may earn additional compensation through coaching and/or sponsoring teams and other extracurricular activities (ECA). The amounts of compensation for coaching and/or sponsorship are set forth in Appendix B of this contract.
5. Each employee shall be paid in 26 bi-weekly pays. The ECA positions shall be paid along with each normally scheduled payroll date for employees of the corporation. If an employee of the corporation were to be paid for a position they did not start or complete, the corporation shall deduct from the employee's remaining payrolls the amount of ECA salary paid to them.
6. Any employee whose contract has been canceled or non-renewed for any reason other than a reduction in force has no contract rights, are not paid, and will not be entitled to years of experience, benefits, or leaves of any kind unless otherwise required to be provided by law.
7. Certified teachers teaching during summer school will be paid at their hourly rate for time worked as part of a regular pay period.
8. The Board will pay the cost of background checks as required for certified teachers.

Article II - Salary/Wages

A. Salary Range (before increases)

The salary range for the 2025-2026 school year is $42,200 to $81,800 for returning full-time teachers not including current year increases or TRF contributions. The salary range for the 2025-2026 school year after salary increases have been awarded through the compensation plan is $45,200 to $84,800, in compliance with I.C. 20-28-9-26.

B. Base Salary Increases (Compensation Plan)

1. Eligibility Statement (Must meet both a and b below)
    a. Must not have been rated ineffective or improvement necessary in the prior year. A teacher in their first two full years of teaching is exempt from the evaluation rating requirement and is eligible.
    b. A teacher must have been employed at least 120 contract days in the prior year at CCSC.
2. Factors and Definitions
    a. Evaluation Rating: Effective or Highly Effective Evaluation Rating for the 2024-2025 school year.
    b. Academic Need:
        i. Literacy Endorsement: Initial attainment of a Literacy Endorsement
        ii. High Need: Licensed as a Special Education Teacher

    The maximum compensation under the Academic Need category shall not exceed six hundred dollars ($600) and may be awarded for:
    1. the initial attainment of a Literacy Endorsement; and
    2. Licensure as a Special Education Teacher

    The initial determination of eligibility shall be based on documentation provided by the teacher no later than November 15 of the current school year. Upon verification of eligibility, compensation shall be added to the employee's base salary for the current school year.

3. Distribution
    a. Evaluation Rating: $3,000.00
    b. Academic Need: Maximum of $600.00
        i. Initial attainment of a Literacy Endorsement: $300.00
        ii. Licensed as a Special Education Teacher: $300.00

4. Itemized Compensation Requirements
    a. Total potential base salary increase available to teachers under the compensation plan = $3,600.00
        i. Evaluation = $3,000.00 (83.33% of Salary Increase)
        ii. Academic Needs = Maximum of $600 or 16.67% of Salary Increase
            1. Initial attainment of a literacy endorsement = $300
            2. Licensed as a Special Education Teacher = $300
    b. Is there a differentiated increase for the Literacy Endorsement? Yes
    c. Is Academic Need compensation equal to or greater than 10%? Yes (16.67%)
    d. Is Education/Experience less than 50%? Yes (0%)

C. New Hire Salaries

New teachers to CCSC will be compensated according to the spreadsheet in Appendix A based on their years of experience according to INPRS and educational attainment as evidenced by transcripts. All new hires must provide experience verification from INPRS prior to employment. The Superintendent shall have the discretion to place a newly hired teacher up to three steps below or three steps above the current step commonly occupied by teachers with the same years of experience with INPRS and education. A "hired retiree" is an individual who has retired under full INPRS retirement benefits and with whom the Superintendent shall have full discretion to determine the base salary within the confines of the new hire spreadsheet (Appendix A).

D. Wages

1. Ancillary Duties:
    a. A teachers' participation in corporation sponsored detention or similar types of programs, as determined by the administration, shall be paid $20 per hour.
    b. Certified teachers teaching during summer school will be paid at their hourly rate for time worked as part of a regular pay period.
2. Extracurricular or Co-Curricular Activity Pay Schedule
    a. Certificated employees will be paid out over the normal pay dates throughout the year.
    b. The Board shall have the discretion for the extended contract positions listed to establish additional compensation for additional service to the district within the following listed ranges:

Extended Contract Positions	Additional Compensation Range
Guidance Counselors*	$500 - $20,000
Vocational Agriculture*	$500 - $20,000

*The extended contract positions identified are included for informational purposes and have not been bargained

3. The following positions are considered ECA positions. The number of days has not been bargained but rather is included for informational purposes only. These days are included in the teacher's salary amount and paid on normal pay dates. The number of additional days is at the discretion of the Board.
    a. Elementary Guidance Counselor will have up to an additional 26 days
    b. Jr/Sr High School Guidance Counselors will have up to an additional 31 days
    c. Agriculture teachers will have up to an additional 56 days for SAE responsibilities
    d. Art Show Directors (2 Art Teachers) – Will receive $250 stipend each for additional responsibilities
4. Appendix B is a spreadsheet of all other extracurricular positions and compensation. The number of positions on the spreadsheet in Appendix B is noted for informational purposes only and has not been bargained.

Article III - Wage/Salary Related Fringe Benefits

A. LEAVES

1. Sick Leave
    a. Employees, new to the corporation, shall be entitled to ten (10) sick days for the first three years and seven (7) sick days annually thereafter. Employees may be absent from work on account of illness or quarantine of self or household family. Unused sick days will be accumulated to a maximum of 120 days. Sick leave must be taken in half or full day units.
    b. New sick days will be awarded on the first payroll of the new school year.
    c. In the event any Employee shall have accumulated one (1) or more days of sick leave in another school corporation, then these sick leave days shall be immediately transferred to Clinton Central up to the maximum of 120 sick days.
    d. In the event an Employee finds it necessary to keep a doctor's appointment during regular school hours, any time off from school shall be taken from the Employee's accumulated sick leave. If an appointment is scheduled the day prior to or day following: Fall Break, Thanksgiving, Christmas, or Spring Break, a doctor's note must be delivered to Human Resources within 72 hours of return date.
    e. At the end of a school year, a certified staff member will be awarded $100 for each sick day accumulated beyond 120 days. This payment shall be deposited in the employee's 401(a) account in July.
2. Personal Business Leave
    a. Each Employee shall be entitled to three (3) new Personal Business days for the transaction of personal business and/or the conduct of personal or civic affairs during each year of employment. An Employee may carry-over a maximum of three (3) unused Personal Business Days from the preceding year to be added to the three (3) new school year Personal Business Days for an accumulation of six (6) Personal Business Days to start the school year. All unused Personal Business Days over the three (3) carry-over Personal Business Days at the end of each school year shall be added to the Employee's accumulated Sick Leave Days. A written Personal Business Leave request shall be submitted to the absence management system two (2) days prior to such leave except in cases of emergency. No more than five (5) consecutive Personal Business Days may be used at one time. Personal Business Days will not be permitted prior to or following: Fall Break, Thanksgiving, Christmas, Spring Break, vacations for the purpose of extending vacations. Personal Business Leave must be taken in half or full day units. Exceptions to this holiday rule may be made for those Employees designated as chaperones for school trips. However, this exception will apply to a maximum of two Employees for the first ten students and one Employee for every additional ten students on the trip.
3. Professional Leave
    a. The Superintendent may grant permission for an Employee to be absent from duty with pay, upon submission of a planned professional development request, which has been approved by the Building Principal and Superintendent.
4. Bereavement Leave
    a. In the case of death in the immediate family of an Employee or the immediate family of the spouse of an Employee, the Employee is entitled to be absent without loss of compensation for a period extending not more than

five (5) school days. "Immediate family" shall be interpreted as including spouse, mother, father, children, stepchildren, and any other permanent member of the Employee's household.

b. In the case of death of a sister, brother, grandparent, great-grandparent, grandchild, great-grandchild, aunt, uncle, niece, nephew, or cousin of an Employee or their spouse, the Employee is entitled to be absent without loss of compensation for up to two (2) days, provided that said Employee does attend in person the last burial rites of said person during the aforementioned school day. The employee shall also be required to provide an original copy of documentation from the funeral or service held in memory of the deceased family member to the Superintendent on the first day they return to school.

5. Legal Leave
    a. An Employee called for jury duty shall, during the required period of absence from assigned duty, be paid full regular salary. Court payment earned, will be released to the Corporation less money for mileage.
    b. Employees who are subpoenaed for court appearances involving the School Corporation will also be granted legal leave for the period of time they are required to be present in court. This leave shall not be available if the employee is a party in the case against the School Corporation.

B. Insurance
1. Health Care Insurance
    a. The Board will provide Employees, upon approved application, Anthem Blue Cross/Blue Shield major medical health care insurance coverage or comparable health care benefit plan coverage from a different insurance carrier with the selections of the health care benefit plan in accordance with the paragraphs below:
    b. The Board will pay:
        i. $7,300 toward single membership coverage
        ii. $14,100 toward family membership coverage
2. Life Insurance
    a. The Board will pay all less $1.00 of the annual premium for a $50,000 term life insurance policy on all full-time Employees.
    b. Additional term life insurance increments will be available at the Employee's expense to the maximum provided by the insurance carrier.
3. Disability Insurance
    a. The Board will pay all less $1.00 of the premium on a sixty (60) calendar day exemption disability plan for long term income protection for all contracted Employees.
4. Liability Insurance
    a. The Board will carry workers' compensation and liability coverage on all Employees in case of an accident in the line of duty.
5. Dental Insurance and Vision Insurance:
    a. Employees will pay the full cost of the plan.
6. An Employee whose position has been eliminated due to a RIF shall have the right to continue to participate in the insurance plans for up to one calendar year, but shall pay the total cost of these plans.

C. Retirement Benefits
1. Retirement Pay: The Board will award severance pay for qualified retirement to

eligible contracted Employees. To be eligible the retiring contracted Employee must meet the following conditions:

a. Have a minimum of fifteen (15) years of employment with CCSC.
b. Submit to the Superintendent, on or before January 1 of the last teaching contract year, a notification in writing of intent to retire.
c. Meet minimum requirements in the Indiana Teachers' Retirement Fund.
d. In the event an Employee is unable to give timely notice of retirement as required and is forced to retire as a result of ill health, accident, or other unforeseen events, or if the Employee dies, the required notice of retirement shall be waived and any benefits due to an Employee under this section shall be to the Employee or the Employee's surviving spouse or, if no surviving spouse, to the estate, upon the death of the Employee.
e. Employees meeting the above requirements will receive reimbursement for unused accumulated Sick Leave Days not to exceed 120 days with each day reimbursed at $100 per day to be deposited to employees (401A) prior to July 1 of retirement year.
f. A hired retiree is not eligible for this Retirement Pay benefit.

2. Retirement Savings Plan
   a. The Board shall provide a 401 (a) plan and shall provide a matching contribution of one percent (1%) of an individual employee's regularly scheduled salary from Appendix A if the employee contributes that amount to his/her 403 (b) plan. Contributions under this subsection will be 100% vested upon deposit. The Corporation's contribution will be made in September of the following school year.
   b. The Board shall deposit a lump sum payment to each qualified Employee's 401(a) plan, based upon the Retirement Calculation as outlined in subsection 4 below. Deposits under this subsection will be vested at the completion of fifteen (15) years of service with CCSC.
   c. By July 1 following the end of each school year, beginning with 2017-18, the Board will deposit $100 per excess day into any Employee's 401(a) account if that Employee has accumulated Sick Days that exceed 120 days during the previous school year.
   d. Upon retirement, an employee may receive any portion of the payment required by Article IV, Paragraph A, as a deposit in the employee's 401(a) account prior to July 1 of the year of retirement
   e. Employees will have the option of continuing to invest portions of their salaries in tax-deferred annuities for which money is already being deducted from the Employee salary, if any, or the tax-deferred annuity offered by the sole administrator.
3. Eligibility for and Notice of Intent to Retire
   a. Official written notification of retirement must be given on or before January 1 of the calendar year in which retirement will begin. However, in the case of unforeseen circumstances, special consideration for retirement will be given.
   b. The Employee may elect to retire from the Corporation at the age when retirement is possible under the provision of the state retirement policy.
   c. All such retirements must commence with the beginning of the school year. If the employee will become eligible for retirement during the school year, that employee may elect to retire at the beginning of that school year.
4. Retirement Health Coverage - If the retiree elects to stay in the Corporation's insurance program after retirement, the retiree may do so at his/her own expense.

D. Other Permissible Wage/Salary-Related Fringe Benefits

1. Sick Leave Bank
    a. The purpose of the sick leave bank is to provide sick leave pay to contributors to the sick leave bank after their individual accumulated leave has been exhausted due to prolonged illness or accident.
    b. Membership:
        i. Participation in the sick leave bank shall be on a voluntary basis and shall be open to all members of the collective bargaining unit.
        ii. To become a member of the sick leave bank, one day from the participant's accumulated sick leave must be donated to the sick bank each year or until the bank reaches a total balance of 300 days. Newly hired teachers would still be required to donate a day to become a member of the Sick Leave Bank even if the balance is 300 or above.
        iii. Enrollment shall be open during the first thirty (30) calendar days of each school year or the first week of employment.
    c. Use of Sick Leave Bank:
        i. A member may apply for the use of day(s) in the sick leave bank after the following terms have been met:
            1. The members own sick leave and personal leave days have been used.
            2. A member applying to the sick leave bank for the use of days shall submit a statement in writing, supply a doctor's statement, and file any form required by the Sick Leave Bank Committee.
        ii. Sick leave bank is only for use during regular contract workdays.
        iii. Sick leave bank days shall not cover pregnancy unless pregnancy complications before and/or after childbirth are attested to by a physician as qualifying the teacher for medical leave. The teacher will then be eligible for sick leave benefits subject to section D of this article.
        iv. Sick leave bank days shall be used only by the individual contributor for his/her personal or immediate family illness.
        v. Days granted from the sick leave bank shall be credited to the account of the applicant. Should all borrowed days not be used, the days shall be returned to the sick leave bank.
        vi. Period reviews by the sick leave bank committee of all use shall be made. No use shall extend more than thirty (30) working days without review by the committee.
        vii. A recipient of days from the sick leave bank that are used for his/her personal illness will not be required to repay the borrowed days.
        viii. A recipient of days from the sick leave bank who uses the days for his/her immediate family illness who stays in the employment of the Corporation shall be required to repay those days as follows:
            1. The Corporation's payroll department will deduct two (2) days from the employee's sick day balance each year at the time of accrual.
            2. The recipient may transfer any accumulated sick days to the sick leave bank as payment of the days borrowed.
            3. The recipient may use a combination of the two above.
        ix. A recipient who retires, becomes totally disabled, or dies after

borrowing days from the sick leave bank and who still owes days, is exempt from repayment.

x. A recipient who leaves the corporation's employment may have the financial value of the remaining days owed deducted from their final check(s) at their daily rate at the time of the loan. The number of days repaid in this manner will be credited to the sick leave bank.

xi. Repayment shall begin the school year immediately following withdrawal of days from the bank.

xii. Days that are contributed to the sick leave bank cannot be reclaimed.

d. Sick Leave Bank Committee:

i. The sick leave bank committee shall consist of the CCSC Superintendent or designee, and four contributing members of the sick leave bank to be appointed by the President of CCAP

ii. The sick leave bank committee will approve or deny all requests to draw on the bank within ten (10) working days after the request is received. The decision will be returned in writing within this period.

iii. The sick leave bank committee shall have the right to limit the number of days granted from the bank.

iv. All decisions shall be made by a majority vote of the entire committee.

v. All decisions of the sick leave bank committee to grant, deny or suspend grants of sick leave days from the sick leave bank will be final and binding and not subject to grievance.

vi. The sick leave bank committee will assess each participating member one day per school year, unless the days held by the bank are deemed sufficient by the committee (at 300 or above). In that case no additional days would be assessed; however, new members would be required to donate one day. If the committee felt the sick leave bank were in danger of being depleted, an additional day might be requested from each member at the discretion of the sick leave bank committee.

vii. The sick leave bank committee shall be empowered to adopt rules and regulations, to design required forms and to make decisions required to administer the bank.

2. Death Benefits - In case of the death of an Employee while employed by CCSC, the Employee's 401(a) accounts will be 100% vested. The deceased Employee's named beneficiary under the 401(a) plan will be entitled to the accounts.

Article IV - Grievance Procedure

A. Definitions

1. "Grievance" is a claim by one (1) or more Employees of a violation, a misapplication, or a misinterpretation of an express article or section of this written contract, of written Board policy or of Indiana statutes.
2. The term "Employee" or "Grievant" includes any individual or group of individuals within the bargaining unit.
3. The term "Employee-Working Days" when used in this article shall be scheduled school days during the regular school year.

B. Both parties agree that these proceedings shall be kept as confidential as may be appropriate at each level of the procedure.

C. Nothing contained herein shall be construed to prevent any individual Employee from presenting a Grievance and having the Grievance adjusted if the adjustment is not inconsistent with the terms of this contract, written Board policy, or Indiana statute and the Association has been given an opportunity to be present at such hearings.

D. Procedure

1. Step I. Informal
    a. Within fifteen (15) Employee-Working Days of the time the act or condition upon which the Grievance is based occurs, the Employee, either individually or accompanied by his Building Representative, will present the Grievance to the Building Principal or the Designated Administrator In-Charge during the time the Employee and/or his representative is not directly responsible for students.
    b. Within five (5) Employee-Working Days after presentation of the Grievance, the Building Principal or Designated Administrator In-Charge shall give his answer orally to the Grievant.
2. Step II
    a. Within five (5) Employee-Working Days of the oral answer, if the Grievance is not resolved, the Grievance shall be stated in writing signed by the Grievant, and lodged with the Building Principal or Designated Administrator In-Charge on the form provided in this agreement. This form shall be filed in quadruplicate with one (1) copy each going to the Grievant, Association, Building Principal or Administrator In-Charge and the Superintendent.
    b. The "Statement of Grievance" form shall name the Employee(s) involved, shall state the facts giving all the provisions of the agreement alleged to be violated, shall state the contention of the Grievant and of the Association with the respect to these provisions, and shall indicate the specific action desired.
    c. Within five (5) Employee-Working Days after receiving the Grievance, the Building Principal or Designated Administrator In-Charge shall communicate an answer in writing to the Grievant and the Building Representative.
3. Step III
    a. If the Grievance arises from an action or authority higher than the Building Principal of a school, the Grievant may present such Grievance at Step III. of this procedure.
    b. If the Grievance is not resolved in Step II., the Grievant may, within ten (10) Employee Working Days of receipt of the Step II. answer, submit to the Superintendent a written "Statement of Grievance" signed by the Grievant. A copy shall also be given to the Building Principal and/or Designated Administrator In-Charge involved.
    c. The Superintendent shall give the Grievant an answer in writing no later than ten (10) Employee Working Days after receipt of the written Grievance.
    d. If further investigation is needed, additional time may be allowed by mutual agreement of the Superintendent and the Grievant in writing.
4. Step IV.
    a. Within ten (10) Employee Working Days after receiving the decision of the Superintendent, an appeal of the decision may be made to the Board. This appeal shall be in writing and accompanied by a copy of the decision at Step III.
    b. No later than ten (10) Employee Working Days after receiving the appeal, the Board shall hold a hearing on the Grievance at a regular or special

meeting.
   c. All hearings conducted by the Board for the expressed purpose of resolving grievances shall be in Executive Session.
   d. The Association or the Board may not present any material, allegation, or evidence that was not presented in Step III. If the Association or the Board should submit any new material, allegation or evidence not submitted in the prior steps, the Grievance will go back to its original step.
   e. Within fifteen (15) Employee Working Days after the hearing, the Board shall communicate their decision in writing and state the reasons, if any, to the Grievant and the Association.
   f. The decision of the Board will be final.
5. Appearance and Procedure
   a. Hearings held under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all entitled persons to be present. Such hearings shall be conducted during non-school hours, unless there is mutual agreement for other arrangements.
   b. The Grievant is responsible for the payment of their representatives and witnesses involved in any step of the Grievance procedure.
6. Time Limits and Limitations
   a. Failure at any step of this procedure to communicate the decision on a Grievance within the specified time limit shall permit the Grievant to lodge an appeal at the next step of this procedure.
   b. Any Grievance not advanced by the Grievant from one step to the next within the time limits of that step, shall be bound by the decision of the last step completed.
   c. Time limits provided in this agreement may be extended or reduced by mutual agreements when signed by both parties.
   d. Effort shall be made to expedite the process, especially on Grievances which are filed near the end of the school year.
7. Employees' Legal Rights
   a. Nothing contained herein shall deny to any Employee their rights under State or Federal constitutions and laws.
   b. An employee may not use the Grievance procedure in any way to appeal discharge or a decision by the Board not to renew his/her contract.
   c. No reprisal of any kind shall be taken by or against any participant in the Grievance procedure by reason of such participation.
   d. All documents, communications, and records dealing with the processing of a Grievance shall be filed separately from the personnel file(s) of the participant(s).
   e. See Appendix E for Grievance Form.

Article V - CBA Ratification

A. Contract Term
   1. This agreement will be in effect from July 1 2025 through June 30, 2026.

B. Public Hearing and Meeting Attestations
   1. A public hearing was held in compliance with I.C.§ 20-29-6-1(b) on October 6, 2025 and electronic participation was not permitted from parties and/or the public.
   2. A public meeting in compliance with I.C. § 20-29-6-19 was held on November 03, 2025 to discuss the tentative agreement and electronic participation was not

permitted from parties and/or the public.

3. A public ratification meeting in compliance with I.C. § 20-29-6-19 was held on November 06, 2025 to ratify the collective bargaining agreement and electronic participation was not permitted from parties and/or the public.

Public Hearing Prior to Formal Bargaining	October 6, 2025
Tentative Agreement Reached	October 28, 2025
Ratified by the Clinton Central Associated Personnel	October 29, 2025
Public Meeting to Discuss the Tentative Agreement	November 03, 2025
Ratification Meeting by CCSC Board of School Trustees	November 06, 2025

BOARD OF SCHOOL TRUSTEES	CLINTON CENTRAL ASSOCIATED PERSONNEL

Appendix A

NEW HIRE PLACEMENT SCALE

ROW	BACHELOR	MASTERS
A	45,200	46,800
B	46,200	47,800
C	47,200	48,800
D	48,200	49,800
E	49,200	50,800
F	50,200	51,800
G	51,200	52,800
H	52,200	53,800
I	53,200	54,800
J	54,200	55,800
K	55,200	56,800
L	56,200	57,800
M	57,200	58,800
N	58,200	59,800
O	59,200	60,800
P	60,200	61,800
Q	61,200	62,800
R	62,200	63,800
S	63,200	64,800
T	64,200	65,800
U	65,200	66,800
V	66,200	67,800
W	67,200	68,800
X	68,200	69,800
Y	69,200	70,800
Z	70,200	71,800
AA	71,200	72,800
BB	72,200	73,800
CC	73,200	74,800
DD	74,200	75,800
EE	75,200	76,800
FF	76,200	77,800
GG	77,200	78,800
HH	78,200	79,800
II	79,200	80,800
JJ	80,200	81,800
KK	81,200	82,800
LL	82,200	83,800
MM	83,200	84,800

Appendix B
Extracurricular Activity (ECA) Compensation
The number of positions is noted for informational purposes only and has not been bargained.

Non-Athletic Positions*			
		Number	Total
Art Club Sponsor		1	$287.00
Elementary Spell Bowl Sponsor		1	$250.00
Band		1	$6,560.00
Choir		1	$3,075.00
Class Sponsors			$2,870.00
	12th Grade	1	
	11th Grade	1	
Class Sponsors			
	10th Grade	1	$500.00
	9th Grade	1	$500.00
Department Chairperson			$15,248.00
Elementary Grade Level/PLC Chair		20	
High School - Math Chair		1	
High School - Social Studies Chair		1	
High School - English Chair		1	
High School - Science Chair		1	
High School - Fine Arts/PE Chair		1	
High School - CTE Chair		1	
High School - Special Education Chair		1	
Junior High - 7th Grade Chair		1	
Junior High - 8th Grade Chair		1	
FFA		2	$3,000.00
Foreign Language Club Sponsor			$287.00

National Honor Society		$1,476.00
High School	2	
Junior High	1	
Robotics		$7,500.00
Coordinator	1	
Coach	1	
Coach	1	
Student Council		$3,526.00
High School	1	
Junior High	1	
Elementary	1	
Thespians		$7,500.00
Sponsor (Per Event: 2 max)	1	
Assistant (Per Event: 2 max)	1	
Yearbook		$1,230.00
High School Sponsor	1	
Elementary Sponsor	1	
Athletic Positions**		
Baseball		$9,840.00
Head Coach	1	
Assistant Coach	1	
Junior High	2	
Basketball (Boys & Girls)		$31,160.00
Varsity Assistant	2	
Assistant Coach	4	
Junior High Coach	4	
Elementary Coach	4	
Cheerleading		$9,020.00

Head Coach	1	
Assistant Coach	2	
Elementary Coach	2	
Cross Country (Boys & Girls)		$4,510.00
Head Coach	1	
Junior High Coach	1	
Football		$29,110.00
Assistant Coach	1	
Junior High Head	5	
Junior High Coach	1	
Youth League Coach	3	
Golf (Boys & Girls)		$6,425.00
Head Coach	2	
Assistant Coach	2	
Junior High Coach	1	
Softball		$9,840.00
Head Coach	1	
Assistant Coach	2	
Swimming (Boys & Girls)		$10,660.00
Head Coach	1	
Assistant Coach	2	
Junior High Coach	1	
Junior High Assistant Coach	1	
Track (Boys & Girls)		$13,940.00
Head Coach	1	
Assistant Coach	3	
Junior High Coach	3	
Volleyball		$9,020.00

Assistant Coach	1	
Junior High Coach	2	
Elementary Coach	2	
Wrestling (Boys & Girls)		$15,187.50
Head Coach	1	
Assistant Coach	2	
Junior High Coach	2	
Elementary Coach	1	

*The number of positions has not been bargained and is included for informational purposes only. Each of these non-athletic ECA groups have a pool of funds dedicated to their respective group. The Principals determine how the pool of funds for each group will be divided among the positions within the group.

**The number of positions has not been bargained and is included for informational purposes only. Each of these athletic ECA groups have a pool of funds dedicated to their respective groups. The Head Coaches of each group in collaboration with the Athletic Director determine how the pool of funds for each group will be divided among the positions within the group.

APPENDIX C

STATEMENT OF GRIEVANCE

GRIEVANCE #_________________

I. Date(s) of Incident(s) Occurred Leading to Grievance __________

II. Step I. Informal

A. Date Grievant(s) requested oral hearing with the Building Principal or Administrator In-Charge __________

B. Date Building Principal or Administrator In-Charge gave oral hearing __________

C. Date Building Principal or Administrator In-Charge gave oral answer to Grievant(s) __________

III. Step II.

A. Date "Statement of Grievance" was formally filed in writing with the Building Principal or Administrator In-Charge __________

B. On attached sheets the Grievant(s) shall:

1. Name the Employee(s) involved
2. State the facts giving rise to the grievance
3. Identify by appropriate reference all provisions of the agreement alleged to be violated
4. Shall state the contention of the Grievant(s) and of the Association with respect to the provisions
5. Indicate the specific action desired

C. This form shall be filed in quadruplicate with copies to the (1) Grievant(s) (2) Association (3) Building Principal and/or Administrator In-Charge and (4) Superintendent

D. Date Building Principal or Administrator In-Charge provided written answer to Grievant(s) and the Association

IV. Step III.

A. Date written Grievance filed with Superintendent ____________

B. Date Superintendent provided written answer to Grievant(s) and the Association ____________

V. Step IV.

A. Date written grievance filed with the Board or Designee ____________

B. Date Board held a hearing with the Grievant(s) ____________

C. Date Board communicated their written decision to the Grievant(s) and the Association

ALL WRITTEN DECISIONS ARE TO BE ATTACHED TO THIS STATEMENT OF GRIEVANCE, SIGNED BY THE APPROPRIATE ADMINISTRATOR(S) AND DISTRIBUTED AS IN III C ABOVE.

* *

I/WE HAVE FORMALLY FILED THIS GRIEVANCE ON __________
(Date)

Printed Name: ____

Signature: ____

Appendix D

2025 - 2026 Payroll Dates

Period #	Beginning Date	Ending Date	Paydate
1	7/27/2025	8/9/2025	8/15/2025
2	8/10/2025	8/23/25	8/29/25
3	8/24/25	9/6/25	9/12/25
4	9/7/25	9/20/25	9/26/25
5	9/21/25	10/4/25	10/10/25
6	10/5/25	10/18/25	10/24/25
7	10/19/25	11/1/25	11/7/25
8	11/2/25	11/15/25	11/21/25
9	11/16/25	11/29/25	12/5/25
10	11/30/25	12/13/25	12/19/25
11	12/14/25	12/27/25	1/2/2026
12	12/28/25	1/10/26	1/16/26
13	1/11/26	1/24/26	1/30/26
14	1/25/26	2/7/26	2/13/26
15	2/8/26	2/21/26	2/27/26
16	2/22/26	3/7/26	3/13/26
17	3/8/26	3/21/26	3/27/26
18	3/22/26	4/4/26	4/10/26
19	4/5/26	4/18/26	4/24/26
20	4/19/26	5/2/26	5/8/26
21	5/3/26	5/16/26	5/22/26
22	5/17/26	5/30/26	6/5/26
23	5/31/26	6/13/26	6/19/26
24	6/14/26	6/27/26	7/3/26
25	6/28/26	7/11/26	7/17/26
26	7/12/26	7/25/26	7/31/26