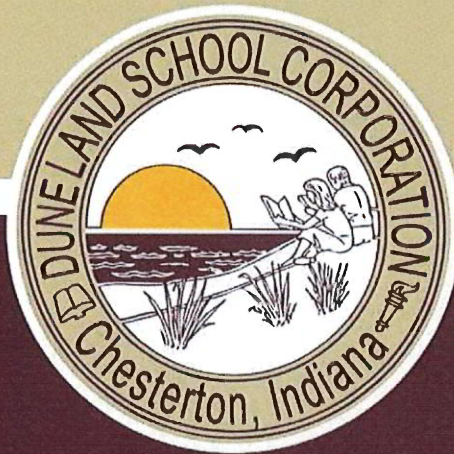


DUNELAND

SCHOOL CORPORATION



Collective Bargaining Agreement

July 1, 2025 - June 30, 2027

An agreement between the Board of School Trustees of Duneland
School Corporation and the Duneland Teachers Association

ARTICLE	TABLE OF CONTENTS	PAGE
I	Recognition and Definitions_____	2
II	Board Rights_____	2
III	Grievance Procedure_____	2-3
IV	Leaves of Absence_____	4-9
V	Fringe Benefits_____	9-12
VI	Payroll Provisions_____	12
VII	Salary and Related Provisions_____	12–17
VIII	Ancillary Duties_____	18
IX	Effect of the Agreement_____	19
X	Terms of the Agreement_____	19
	Appendix A_____	20-26

ARTICLE I

RECOGNITION AND DEFINITIONS

A. Recognition

All certified employees except the superintendent, assistant superintendent, principals, associate principals, assistant principals, deans and department chairpersons with system-wide responsibilities including the evaluation of certified personnel such as the high school athletic directors, director of human resources, director of technology, director of teaching and learning, assistant director of teaching and learning, director of exceptional learning, director of trojan learning center, instructional technology coordinator, student support services coordinator, behavior coach and special education coordinators.

B. Definitions

1. The term "day(s)", when used in this Agreement, shall mean calendar day(s) unless the language specifically specifies otherwise.
2. The term "Board" shall mean the Duneland School Board.
3. The term "Association" shall mean the Duneland Teachers Association and its officers, representatives and agents.
4. The term "corporation" shall mean the Duneland School Corporation.
5. The term "employer" shall mean the Board, administrators, supervisors and any other person(s) authorized to act on behalf of the Board in dealing with its employees.
6. The term "teacher" or "employee" shall mean any member of the bargaining unit.
7. The term "seniority" is defined as the employee's length of continuous service under a regular teacher's contract from the employee's last date of employment and is not interrupted by an approved leave of absence.

ARTICLE II

BOARD RIGHTS

The Association recognizes that the Board reserves full right, responsibility and authority to manage and direct all the operations and activities of the Duneland School Corporation provided that such rights, responsibilities and authority shall be in conformity with the provisions of this agreement and provided such provisions do not conflict with any right or benefit established by federal or state law, including IC 20-29 et. seq.

ARTICLE III

GRIEVANCE PROCEDURE

- #### **A. Purpose** - The purpose of the grievance procedure is to settle at the lowest possible administrative level issues, which may arise from time to time with respect to specific claims of violation or misinterpretation of provisions of this agreement. Both parties agree that these procedures shall be kept as confidential as possible. All days mentioned herein shall be calendar days.

- B. **First Level** - A teacher shall present his/her grievance to the immediate supervisor concerned and discuss the matter on his/her own behalf either personally or accompanied by representation from the Association. A formal written grievance shall be filed as soon as possible, but in no event later than twenty-one (21) days of the time the grievant first knew, or should have known, of the act or condition upon which it is based. The supervisor shall respond to the grievance in writing within fourteen (14) days.
- C. **Second Level** - If the grievance is not settled at the First Level, the Association may appeal to the Superintendent of Schools by filing a written notice with the Superintendent. The statement of the grievance shall name the employee involved and shall state the facts giving rise to the grievance, shall identify all provisions of this Agreement alleged to be violated and shall state the relief requested. The statement of grievance should be submitted within fourteen (14) days from the time that the employee has received a reply from the immediate supervisor concerning his/her original statement of grievance.

Within fourteen (14) days of receipt of the appeal, the Superintendent shall conduct an appeal conference on the grievance. The Superintendent shall give the answer in writing no later than fourteen (14) days after the appeal conference. A copy of this answer will be sent to the employee submitting the grievance, as well as the President of the Association.

- D. **Third Level** - If the grievance is not settled at the Second Level, the grievant may appeal to the School Board by submitting a written request to the Superintendent within fourteen (14) days of receipt of the response from the Superintendent. The Board may conduct a hearing in executive session on the appeal of the grievance within thirty-five (35) days following receipt of the notice of appeal. The participants at the hearing shall be limited to the individual(s) involved at the second level of the formal grievance procedure. The hearing shall be limited solely to reviewing the information presented at the second level grievance conference.

The Board will take final action on the grievance at the next regular meeting after the hearing. The Superintendent will transmit the Board's disposition of the grievance in writing to the grievant(s) and the President of the Association.

E. **Miscellaneous Provisions**

1. The time limits provided in this Article shall be strictly observed but may be extended by a written agreement between the parties.
2. If, in the judgment of the Association, a grievance affects a group or class of employees, the Association may submit such grievance, in writing, to the Superintendent or his/her designee directly and the processing of such grievance shall be commenced at Step Two (2) of the formal grievance procedure.
3. All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.
4. The administrative remedies provided for herein shall be exhausted prior to a teacher or the Association instituting any legal proceeding to enforce a term or provision of the Agreement.

ARTICLE IV

LEAVES OF ABSENCE

Teachers who need to be absent for reasons set forth in this category shall notify their building principal and specify the type of absence prior to the absence. The Board and Association agree that all teachers are expected to exercise personal integrity in the use of sick leave, personal leave and bereavement leave.

The Superintendent, or designee, will review the use of all paid leave requests and is authorized to make adjustments for unusual circumstances.

A. Paid Leaves

1. Personal Leave

Each teacher may use five (5) days for the transaction of personal business and/or the conduct of personal or civic affairs during each school year with the following exceptions: the first staff day and student day of the school year; the day before or the day after scheduled break periods and/or holidays; and the last student day and staff day of the school year.

- a. In all cases, the employer shall be notified prior to the use of such leave. Preferably, the notification shall be at least two business days in advance of the requested leave date.
- b. In cases when the employer is not notified prior to the use of the leave, the request for use of personal business leave may be denied and any days taken may be considered as days without pay.
- c. Unused personal business days will be added to accumulated sick leave at the end of the regular school year.
- d. Employees shall not be eligible to use personal leave for planned extension of school vacations, supplemental employment and other activities that could reasonably be conducted on noncontracted days.
- e. The initial allocation of personal leave days will be prorated based on the start date of each employee.

2. Sick Leave

Each teacher may be absent from work on account of illness or quarantine for a total of eleven (11) days during the first year and eight (8) days in each succeeding year without loss of compensation, unused days to be accumulated in accordance with Indiana law (IC 20-28-9-9)

- a. To comply with FMLA regulations and district policies, DSC may request medical documentation for sick leave related to an employee's illness or injury, or that of an immediate family member, on day three (3) or more of consecutive days of absence. Verification may also be required for any absence that may reasonably fall under FMLA guidelines, when a continued pattern of absences is observed, or when required as part of a request for a reasonable accommodation.

Sick leave may be used for personal illness or injury, the illness or injury of an immediate family member, and for routine check-ups, medical appointments, or physician-ordered diagnostic testing. When applicable, sick leave will run concurrently with FMLA-approved leave.

- b. The transfer of sick leave days from any previous Indiana school corporation employer(s) shall be in accordance with Indiana law. Currently, beginning with the teacher's second year of employment, IC 20-28-9-10 requires a transfer of three (3) sick days per year until the accumulated sick bank from the teacher's previous employment is exhausted.

Each teacher may use sick leave in case of illness or injury, or when the teacher is the primary caregiver involving a sick/injured member of the immediate family. If accumulated sick leave has been exhausted, additional days without pay may be granted by submitting a written request, with appropriate documentation, to the Superintendent. Immediate family members shall be interpreted as those meeting the definition of "immediate family member" under the FMLA which includes, spouse, child (who is either under age 18, or age 18 or older and incapable of self-care because of a mental or physical disability at the time the leave is to commence), or parent (biological, adoptive, step or foster parent, or any other individual who stood in loco parentis to the employee when the employee was a child). This term does not include "in law" parents.

- c. Sick leave days shall run concurrently when the employee is taking time for a sick/injured member of the immediate family for an FMLA-qualifying & approved reason.
- d. The initial allocation of sick days will be prorated based on the start date of each employee.

3. Bereavement Leave

The Duneland School Corporation recognizes the importance of allowing its employees to grieve and celebrate the life of a loved one.

- a. An employee may be absent from work without loss of compensation for up to five (5) workdays, within one calendar year (365 days), related to the death of an immediate family member. For this section, immediate family members shall be interpreted as spouse, child, sibling, parent, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandchild, grandparent, stepparent, stepchild, or any other person living in the same household no matter what degree of relationship. Unless specifically stated, terms do not include "in law" relatives.
- b. One (1) day may be taken without loss of compensation to grieve and celebrate the life of a grandparent-in-law, aunt, uncle, first cousin, niece or nephew not living in the household of the employee. Unless specifically stated, terms do not include "in law" relatives.

4. Association Leave

Upon written request, each President of the Association or his/her designee will be granted up to ten (10) days paid leave per year (maximum of 20) to conduct Association business. Any day(s) granted under this article shall be used in units of a one-half (1/2) day or a full day.

5. Absences Resulting from Injury by Student/Parent

Any teacher who is absent from work as a result of injuries received from assault and/or battery while properly performing the teacher's duties as prescribed by the School Corporation shall receive in addition to the compensation prescribed by the Indiana Worker's Compensation Act a sum of money equal to the difference between the teacher's basic compensation and any temporary disability Worker's Compensation benefits to which the employee may be entitled for a period of not to exceed thirty (30) working days or for a period equal to the number of working days the teacher is entitled to receive temporary disability Worker's Compensation benefits, whichever is less. A teacher injury caused by a student, parent, guardian, or any individual who is not a DSC staff member, while on duty either in the classroom, or the playground, or serving in an official position at a school sponsored function, is considered to be an injury caused by assault and battery if the assault is clearly directed at the staff member, unprovoked and warrants medical attention or hospitalization.

Pay received under this provision shall not cause a reduction in other leave entitlements provided in this Agreement (maximum of thirty days). All absences under this provision must be supported by documentation from a physician licensed to practice medicine in Indiana, verifying the nature of the injury and the estimated duration of incapacity. The Corporation may, at its own expense, require an examination by a physician of its choice to determine eligibility for continued benefits under this section.

Any false claim or misrepresentation of a work-related injury or recovery status may be subject to disciplinary action, up to and including termination, and/or repayment of improperly received compensation.

6. Sick Leave Bank

The primary purpose of the sick leave bank is to provide teachers with more sick leave days in addition to those provided/accumulated through normal sick leave policy in the event of a personal and serious health condition.

I. Eligibility

- a. Any teacher employed by the Duneland School Corporation is eligible to participate in the bank.

- b. A contribution of one (1) sick leave day is required to join the bank.

An additional day will be required when the total number of days in the bank falls below one hundred and fifty (150). Participants will be notified by the Business Office of the additional assessment and those current members who sign the authorization to contribute an additional day to the bank will continue membership in the bank.

- c. Newly contracted teachers may join the sick leave bank at the time they are employed. All other teachers who are not members of the bank may join during the enrollment period from September 1 to September 15 each year.
- d. Sick leave days donated to the bank are considered a permanent donation to the bank.

II. Criteria for Use of the Bank

- a. The applicant must be a current participant in the bank.
- b. All benefit leave days previously accumulated by the applicant must be exhausted.
- c. The request for withdrawal of days from the bank must be made on the appropriate form and submitted to the Duneland Teachers' Association Professional Rights and Responsibilities Committee (PR&R).
- d. The PR&R Committee will grant days using the following table as a guideline:

<u>Years in Duneland of</u>	<u>Maximum Number Days Granted</u>
0-2	20
3-4	30
5-6	40
7-8	50
9-10	60
11-12	70
13-14	80
Over 14	90

- e. The PR&R Committee may require the applicant to submit a written statement from the applicant's doctor indicating the prognosis for returning to work.
 - f. Sick Leave Bank may be used to provide days for disability related to pregnancies, as certified by the teacher's physician, but not for childcare.
- III. Any days remaining in the sick leave bank at the end of a school year will be carried over to the bank for the next school year.

- IV. The Duneland Teachers' Association will receive a written accounting of the number of days donated, used and remaining in the sick leave bank at the close of each school year.
- V. Teachers are eligible to draw days only while under contract to the Duneland School Corporation and not during summer or school vacation periods.

B. Unpaid Leaves of Absence

1. Unpaid Leave

Employees on FMLA-protected or paid sick leave must use all applicable paid leave benefits (sick and personal days) concurrently with their time away from work.

An employee may apply for unpaid leave of absence once paid leave is exhausted or once FMLA eligibility has ended.

Unpaid leave may be granted for up to 180 school days for the following reasons **only**:

- Medical conditions substantiated by a healthcare provider
- Post-graduate education
- Educational travel that benefits the school district
- Legal obligations

Unpaid leave for medical reasons must include a physician's statement that outlines the diagnosis, prognosis, and estimated return date.

Taking unpaid leave without prior approval **will** result in disciplinary action in accordance with the Certified Staff Handbook up to and including cancellation of teaching contract.

To request unpaid leave, employees must submit a Request for Non-Paid Leave of Absence Form along with:

- Confirmation that all paid leave days have been exhausted
- A written explanation of the reason for leave
- Supporting documentation
- Principal/Supervisor approval

Additional Guidelines:

- Requests should be submitted at least three (3) months in advance, under normal circumstances.
- The Superintendent is authorized to approve unpaid leave.
- Employees on approved unpaid leave may continue participating in DSC's health insurance programs by paying 100% of the premium cost.

2. Family Medical Leave Act FMLA

The Board agrees to comply with the Family Medical Leave Act (FMLA).

Leaves for family medical purposes may be included or excluded from other qualified leave benefits. The application for family medical leave shall include the mix of leaves requested by the teacher and reflected in the final agreement.

3. Child Care Leave

A teacher who is pregnant shall be granted a leave of absence any time between the commencement of the teacher's pregnancy and one (1) year following the birth of the child if the teacher notified the superintendent at least thirty (30) days before the date on which the teacher wishes to start the leave. The teacher shall notify the superintendent of the expected length of this leave, including with this notice:

- (A) a physician's statement certifying the teacher's pregnancy; or
- (B) a copy of the birth certificate of the newborn (IC 20-28-10-5).

ARTICLE V **FRINGE BENEFITS**

- I. Indiana Worker's Compensation and Occupations Disease Laws apply to all employees of the Duneland School Corporation. To substantiate claims for medical bills and lost time accidents under these laws, all on-the-job injuries must be reported to the employee's immediate supervisor and an accident report filed with the school nurse immediately or as soon as practical.

A. Hospitalization and Major Medical Insurance

2026 & 2027 Insurance Premiums:

The Board shall contribute the following amounts toward the annual premium cost for Health Insurance:

Board Contribution

2026	Single - \$8,681	Family - \$20,091
2027	Single - \$8,760	Family - \$20,292

The remaining premium balance, regardless of the selected plan, will be the responsibility of the employee.

The parties agree that, should the cost of the health insurance premium increase by more than 4% in any plan year of this Agreement, either party may reopen negotiations limited solely to the issue of health insurance premiums and employer/employee contributions. Any intent to reopen must be provided on or before October 1st. All other provisions of this Agreement shall remain in full force and effect.

Employees who enroll (or are already enrolled) in a High Deductible Health Plan (HDHP) would be eligible for the following Health Savings Account (HSA) prorated contributions:

HDHP HSA Contribution

2026	Single - \$2,500	Family - \$5,000
------	------------------	------------------

2027 - If the Duneland School Corporation's Self-Insurance Reserve Fund (fund 1100) exceeds \$3,699,999.99 on September 30, 2026, bargaining unit members will receive a Health Savings Account (HSA) contribution of \$2,500 for single plans and \$5,000 for family plans. If the fund balance is below \$3,700,000 on that date, the HSA contribution will be \$1,250 for single plans and \$2,500 for family plans.

A husband and wife who are both employed by the Corporation, and who no longer need the benefits of the family plan, shall each enroll in a single plan.

B. Life Insurance

All certified employees of the Duneland School Corporation shall be provided a group life insurance program that includes accidental death and dismemberment benefits. The term life insurance shall be in the amount of fifty thousand dollars (\$50,000).

C. Income Protection

All certified employees of the Duneland School Corporation shall be eligible to participate in a group long-term disability insurance program (i.e. income protection plan) upon payment of an annual premium of fifteen dollars (\$15.00).

D. Insurance Regulations

1. The open enrollment period shall be in November each year for an effective date of January 1. Premium payments shall be paid by payroll deduction. Premium payments are not refundable under any circumstance.
2. Teachers who resign their employment prior to the completion of the contracted school year will automatically terminate their membership in all group insurance programs sponsored by the Board. Insurance coverage shall end on the last day of the month in which employment is terminated.
3. Teachers who resign or retire after completing their contracted workdays may choose to continue their DSC-sponsored group health insurance, along with employee-paid dental and vision coverage, through August 31 of the year they resign or retire.
4. Insurance coverage for employees contracted during the school year will begin on the first day of the month following the start of employment. The start of employment is defined as the first approved base contract day. This does not include any supplemental days that may take place prior to the start of the employee's regular calendar (orientation, training, etc.).
5. Any employee who becomes permanently disabled and subsequently resigns may continue to participate in the Duneland School Corporation Group Health Insurance Program by paying the full amount of the monthly premium provided they have served a minimum of five years in the Duneland School Corporation. In the event of the death of such a permanently disabled employee, a surviving spouse and/or dependent(s) may continue to participate in the group health insurance plan by paying the full amount of the monthly premium until the spouse qualifies for Medicare.
6. Per IC 20-28-9-20, an employee who retires may continue in the Duneland School Corporation Group Health Insurance Program by paying the full amount of the monthly premium provided they retire after age 50 with a minimum of five (5) consecutive years of service in Duneland immediately preceding their retirement.

7. If an employee dies after s/he retires, and their spouse was covered at the time of retirement, the spouse may continue in the plan by paying the full amount of the monthly premium until s/he is eligible for Medicare.
8. All individuals paying the full cost of the Duneland Group Health Insurance Program must submit their check for the monthly premium to the Duneland School Corporation Business Office by the 15th day of the month preceding the month in which the premium is due.
9. Participation in the Group Health Insurance program cannot extend past eligibility for Medicare.
10. Duneland School Corporation will make a voluntary dental and vision program available to all teachers. Participants will be responsible for all premium payments.
11. The Board's contribution toward the cost of the insurance programs and benefits for which part-time teachers are eligible shall be prorated to the percentage of one full time equivalent (1 FTE) for the term of their part time employment.

E. Insurance Coverage Changes, Regulations and Reviews

Any changes in the insurance program (e.g. coverage, plan design, etc.) shall be mutually agreed upon by the parties. A permanent insurance committee shall meet quarterly with the administration to review costs, potential premium rate changes, and reserve fund levels. This committee shall make recommendations to the parties.

II. Retirement Benefits

A. Retirement Benefits for Teachers Hired After July 1, 2002

All teachers hired after July 1, 2002 shall have seven hundred fifty dollars (\$750.00) deposited annually, in ten (10) equal payments by the employer into an employer approved 403(b) account. Investment options shall be at the choice of the teacher affected. One year of service is defined as a year of service under a regular teacher's contract with the Duneland School Corporation, which otherwise is a year of creditable service with the Indiana State Teachers Retirement Fund. The plan participants shall be vested as follows:

<u>Year</u>	<u>Vested</u>
1	20%
2	40%
3	60%
4	80%
5	100%

B. 403(b) Matching Annuity

If a teacher elects to contribute into the employer approved 403(b) plan, the employer will match the employee's contribution to a maximum of **\$500** per school year.

All salary reduction contributions and matching contributions will be 100% immediately vested.

**ARTICLE VI
PAYROLL PROVISIONS**

A. 403(b)/457 Retirement Savings Plan

1. All teachers shall be eligible to participate in the Duneland School Corporation 403(b) and/or 457 Retirement Savings Plan(s) (the "Plan") through payroll deduction.
2. Authorized changes in deductions may be provided to the Business Office one time per month.

**ARTICLE VII
SALARY AND RELATED PROVISIONS**

I. 2025-2026 COMPENSATION PLAN (Year 1)

A. Salary Range

1. **\$54,000 to \$91,485**, for returning teachers not including current year increases.
2. After salary increases have been awarded through the compensation plan, the salary range for full-time teachers will be **\$56,500 to \$94,685**, in compliance with I.C. § 20-28-9-26.

B. Base Salary Increases

1. General Eligibility

- a) To be eligible for a salary increase, a teacher:
 - (1) Must not have been rated ineffective or improvement necessary in the prior year, AND
 - (2) Must have been employed at least 60 days in the prior year.
 - (3) A teacher who does not satisfy these eligibility criteria remains at their prior year salary.

2. Factors and Definitions

- a) Experience: employed in the corporation for at least 60 days in the prior school year.
- b) Evaluation: teacher receiving an effective or highly effective evaluation rating for the previous school year.
- c) Academic Needs:
 - (1) The need to compensate teachers who attain an Early Literacy Endorsement.
 - (2) The need to retain teachers who participated in a Professional Learning Community (PLC) during the 2024-2025 school year.

3. Distribution
 - a) Experience = **\$1,440**
 - b) Evaluation = **\$1,440**
 - c) Academic Needs = **\$320**
4. Itemized Compensation Requirements
 - a) Calculation of Total Possible Base Salary Increase Available to Teachers Under the Compensation Plan = **\$3,200**
 - (1) Increase attributable to experience = **\$1,440**, which is 45% of total possible increase
 - (2) Increase attributable to evaluation = **\$1,440**, which is 45% of total possible increase
 - (3) Increase attributable to academic needs:
 - (a) Early Literacy Endorsement Attainment prior to October 1, 2025 = **\$200**
 - (b) Participated in a Professional Learning Community during the 2024-2025 school year = **\$120**
 - (i) The combined increase for academic needs is **\$320** which is 10% of the total possible increase.
 - (ii) A differentiated salary increase for the literacy endorsement is included in the total possible increase.
- C. New Hire Salaries:
 1. The salary for newly hired teachers with no experience or additional educational attainment is **\$56,500**.
 2. The salary for new hires with verified teaching experience will be determined by the salary range identified in the New Teacher Hiring Placement Chart below.

II. 2026-2027 COMPENSATION PLAN (Year 2)

- A. Salary Range
 1. **\$56,500 to \$94,685**, for returning teachers not including current year increases.
 2. After salary increases have been awarded through the compensation plan, the salary range for full-time teachers will be **\$59,000 to \$97,885**, in compliance with I.C. § 20-28-9-26.
- B. Base Salary Increases
 1. General Eligibility
 - a) To be eligible for a salary increase, a teacher:
 - (1) Must not have been rated ineffective or improvement necessary in the prior year, AND
 - (2) Must have been employed at least 60 days in the prior year.
 - (3) A teacher who does not satisfy these eligibility criteria remains at their prior year salary.
 2. Factors and Definitions
 - a) Experience: employed in the corporation for at least 60 days in the prior school year.
 - b) Evaluation: teacher receiving an effective or highly effective evaluation rating for the previous school year.
 - c) Academic Needs:
 - (1) The need to compensate teachers who attain an Early Literacy Endorsement.

- (2) The need to retain teachers who participated in a Professional Learning Community (PLC) during the 2025-2026 school year.
3. Distribution
 - a) Experience = **\$1,440**
 - b) Evaluation = **\$1,440**
 - c) Academic Needs = **\$320**
4. Itemized Compensation Requirements
 - a) Calculation of Total Possible Base Salary Increase Available to Teachers Under the Compensation Plan = **\$3,200**
 - (1) Increase attributable to experience = **\$1,440**, which is 45% of total possible increase
 - (2) Increase attributable to evaluation = **\$1,440**, which is 45% of total possible increase
 - (3) Increase attributable to academic needs:
 - (a) Early Literacy Endorsement Attainment between October 2, 2025 and August 15, 2026 = **\$200**
 - (b) Participated in a Professional Learning Community during the 2024-2025 school year = **\$120**
 - (i) The combined increase for academic needs is **\$320** which is 10% of the total possible increase.
 - (ii) A differentiated salary increase for the literacy endorsement is included in the total possible increase.

C. New Hire Salaries:

1. The salary for newly hired teachers with no experience or additional educational attainment is **\$59,000**.
2. The salary for new hires with verified teaching experience will be determined by the salary range identified in the New Teacher Hiring Placement Chart below.

III. Compensation Plan Stipends (Returning Teachers Stipends)

The following are one-time stipends and are not part of a base salary increase:

1. Amount of one-time stipend:
 - a. 2025-2026 = **\$500**
 - b. 2026-2027 = **\$500**
2. Eligibility
 - a. To be eligible for a Compensation Plan Stipend, a teacher:
 - i. Must not have been rated ineffective or improvement necessary in the prior year, AND
 - ii. Must have worked for a minimum of 60 days in the previous school year.

New Teacher Hiring Placement

The school corporation determines the compensation of teachers new to the school corporation based on the New Teacher Hiring Placement chart. Several factors will contribute to the determination of the salary for a newly hired teacher such as experience, education, and licensing. Any newly hired teacher placed outside the New Teacher Hiring Placement chart requires consultation between the Superintendent and the DTA president.

New Teacher Hiring Placement (2025-2027)

2025-2026

	BA/BS	MA/MS
0	\$56,500	\$58,500
1	\$56,750	\$58,750
2	\$57,000	\$59,000
3	\$57,250	\$59,250
4	\$57,500	\$59,500
5	\$57,750	\$59,750
6	\$58,000	\$60,000
7	\$58,500	\$60,500
8	\$59,000	\$61,000
9	\$59,500	\$61,500
10	\$60,000	\$62,000
11	\$60,750	\$62,750
12	\$61,500	\$63,500
13	\$62,250	\$64,250
14	\$63,000	\$65,000
15	\$63,750	\$65,750
16	\$64,500	\$66,500
17	\$65,250	\$67,250
18	\$66,000	\$68,000
19	\$66,750	\$68,750
20	\$67,500	\$69,500
21	\$68,250	\$70,250
22	\$69,000	\$71,000
23	\$69,750	\$71,750
24	\$70,500	\$72,500
25	\$71,250	\$73,250

2026-2027

	BA/BS	MA/MS
0	\$59,000	\$61,000
1	\$59,250	\$61,250
2	\$59,500	\$61,500
3	\$59,750	\$61,750
4	\$60,000	\$62,000
5	\$60,250	\$62,250
6	\$60,500	\$62,500
7	\$61,000	\$63,000
8	\$61,500	\$63,500
9	\$62,000	\$64,000
10	\$62,500	\$64,500
11	\$63,250	\$65,250
12	\$64,000	\$66,000
13	\$64,750	\$66,750
14	\$65,500	\$67,500
15	\$66,250	\$68,250
16	\$67,000	\$69,000
17	\$67,750	\$69,750
18	\$68,500	\$70,500
19	\$69,250	\$71,250
20	\$70,000	\$72,000
21	\$70,750	\$72,750
22	\$71,500	\$73,500
23	\$72,250	\$74,250
24	\$73,000	\$75,000
25	\$73,750	\$75,750

Stipends – Any reference to assigned duties associated with the additional compensation provisions below is included for informational purposes only and was not bargained.

Course Training and Curriculum-Stipend: \$500.00

Teachers who teach one or more Advanced Placement, Dual Credit, International Baccalaureate courses will receive one **\$500** stipend per year to compensate for the additional training and prep time required to teach these courses.

Host Student Teacher Stipend: \$250.00

Teachers who host a student teacher and do not receive a stipend-equivalent to **\$250** from the student teacher's University of origin will receive this stipend one time during a school year.

Professional Development Point Stipend:

A one-time monetary stipend for professional development can be earned by conducting principal or district approved professional development and/or attending after-hour professional development session(s) hosted by the Duneland School Corporation. Professional development points are distributed by the building principal and/or the DSC curriculum office.

The DSC Professional Development stipend allocation will be **\$30,000** per year.

If the allocation is not depleted by the end of the school year, the remaining balance will carry over to the subsequent school year.

The monetary value of a single point is **\$50.00**

A maximum of 20 points (**\$1,000**) can be earned by an individual teacher per school year.

District and/or school total point allotments may be pre-determined by the Superintendent.

The Professional Development Stipend will be paid no later than the end of the contract year.

Professional Development Criteria

Points

- | | |
|--|---------------|
| 1. Conduct principal or district approved professional development | 2 – 4 |
| 2. Attend an approved after-hour (outside of contracted workday)
DSC professional development session | 1 per session |

(The number of points awarded for conducting professional development will be based on preparation time, length of professional development session, and size of audience.)

The following rubric will be used to determine the points awarded to teachers who present principal or district approved professional development.

Points	Length of Presentation	Size of Audience
2	Before or after school presentation in a building or in the PD room. Presentation = 10 minutes – 1 hour	Entire staff of a small building or group fewer than 40
3	Before or after school presentation in a building or in the PD room. Presentation = 10 minutes – 1 hour	Entire staff of a medium or large building or a district group of more than 40
3	2-hour after school session or half day workshop during the school day	Entire staff of a small building or group fewer than 40
4	2-hour after school session or half day workshop during the school day	Entire staff of a medium or large building or a district group of more than 40
4	¾ to full-day workshop during the school day	Any size audience

School-Based Instructional Leadership Point Stipend:

A monetary point (school-based instructional leadership) stipend can be earned by DSC instructional staff members based on the following rubric:

<u>Activity</u>	<u>Points</u>
Serve as a member of the School Improvement Team	1-3
Lead a pre-approved school-based instructional initiative	1-5

The DSC school-based instructional leadership allocation will be **\$15,000** per year (300 points).

- CHS = 100 Points
- LMS & WMS = 25 Points each
- LIS & WIS = 25 Points each
- Elementary Schools = 20 Points each

If the allocation is not depleted by the end of the school year, the remaining balance will carry over to the subsequent school year.

The monetary value of a single point is **\$50.00**

A maximum of 20 points (**\$1,000**) can be earned by an individual teacher per school year.

District and/or school total point allotments may be pre-determined by the Superintendent.

The school-based instructional leadership point will be paid no later than the end of the contract year.

Supplemental Payment (For informational purposes only)

Fully licensed teachers who attain an initial Master's or Doctoral degree after August 1, 2016, shall be eligible to receive a one-time **\$1,000** stipend and a supplemental base salary increase of **\$2,000**. Master's or Doctoral degree must be earned from an accredited postsecondary educational institution in a content area directly related to the subject matter of:

1. a dual credit course; or
2. another course; taught by the teacher; or is an elementary school teacher who earns a master's degree in math or reading and literacy.

Teachers who received tuition assistance from the Duneland School Corporation via the Tuition Reimbursement program are not eligible for the **\$1,000** stipend.

This supplemental payment is being unilaterally granted by the School Corporation as is permitted by IC 20-28-9-1.5(a). This supplemental payment has not been bargained but rather is included in this Contract for informational purposes only.

Tuition Reimbursement

To ensure the Duneland School Corporation has properly credentialed teachers to meet the certification needs of specific academic initiatives, the Board will implement a tuition reimbursement program for pre-approved collegiate courses. Program approval will be made by the superintendent based solely on the academic programming needs of the Duneland School Corporation.

Teachers who have been pre-approved to participate in the program may submit a claim for tuition reimbursement for each credit earned. The per credit reimbursement will not exceed the cost associated with Indiana public/state universities. When multiple universities offer comparable programs of study, approval will be granted for the most cost-effective option. The reimbursement will not cover fees, books, materials or other ancillary costs. Teachers must submit a record of credit attainment to the respective principal and/or director of curriculum prior to reimbursement distribution.

ARTICLE VIII
ANCILLARY DUTIES

- A. ECA Payments are determined by Appendix A as attached to this Agreement. Any reference to the number of positions listed are for informational purposes and have not been bargained.

B. PROFESSIONAL DEVELOPMENT AND/OR EXTRA DUTY RATE

The hourly rate for any stipends paid for qualified and approved work outside the regular school day or school year activities shall be, including the adjustment for TRF, as follows: (Note: Professional Development and/or Extra Duty stipends require pre-approval by the building administrator and/or the Teaching & Learning Department.) Examples include, curriculum creation/revision, homebound instruction, Saturday school, and after school detention

2025-2027 = **\$30.00**

E. MENTOR PROGRAM

Mentor teachers will be paid **\$200** per mentee per school year.

F. ABSENTEE COVERAGE

Classroom teachers will receive **\$20.00** per class period when assigned the ancillary duty of covering a class for an absent teacher.

G. LONG-TERM CLASS COVERAGE

Teachers who teach a permanent class during their regular scheduled prep period will be compensated at a pro-rated rate based on the **Bachelors-0** base salary within the Duneland School Corporation.

For example, a high school teacher who teaches a class during his/her prep period for an entire school year will receive one-seventh (1/7) of the base salary of an entry level teacher (Bachelors=0) in the DSC. If the teacher does not currently teach the class, the teacher may be eligible for up to forty (40) hours of additional compensation at the prescribed Extra Duty Rate at the discretion of the Superintendent.

ARTICLE IX
EFFECT OF THE AGREEMENT

The parties mutually agree that the terms and conditions set forth in this agreement represent the full and complete understanding and commitment between the parties hereto which may be altered, changed, added to, deleted from or modified only through the voluntary written mutual consent of the parties.

Should any article, section, or clause of this agreement be declared illegal by a court of competent jurisdiction or administrative agency, said article, section or clause, as the case may be, shall be automatically deleted from this agreement to the extent that it violated the law, but the remaining articles, sections and clauses shall remain in full force and effect for the duration of the agreement, if not affected by the deleted article, section or clause. Any such article, section or clause shall be renegotiated upon the written request of either party.

During the term of this agreement, contracts of teachers who are members of the bargaining unit shall be made expressly subject to the provisions of this agreement.

ARTICLE X
TERMS OF THE AGREEMENT

The undersigned attest to the following:

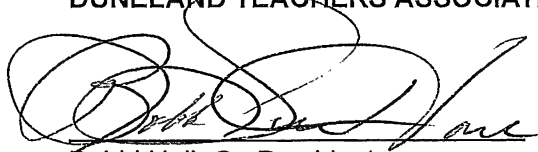
1. A public hearing was held in compliance with I.C. § 20-29-6-1(b) on **September 8, 2025** and electronic participation from the parties and/or public was not permitted; and
2. A public meeting in compliance with I.C. § 20-29-6-19 was held on **November 10, 2025** to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

This agreement shall be effective as of **July 1, 2025** and shall continue in effect through **June 30, 2027**.

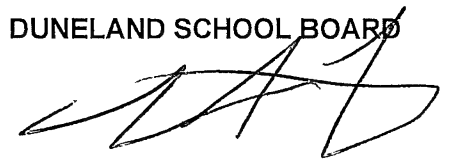
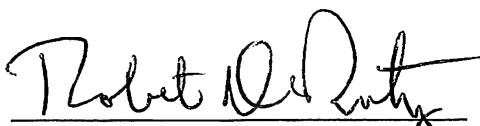
This agreement is made and entered into at Chesterton, Indiana, on this **14th day of November 2025** by and between the Duneland School Corporation, County of Porter, State of Indiana, heretofore referred to as the "Board" and the Duneland Teachers Association, heretofore referred to as the "Association."

This agreement is so attested by the signatures below.

DUNELAND TEACHERS ASSOCIATION


Bobbi Hall, Co-President

DUNELAND SCHOOL BOARD


Brandon Kroft, Board President
Robert DeRuntz, Co-President
Beth Mehling, Board Secretary

APPENDIX A

EXTRA-CURRICULAR ACTIVITIES (ECA) SCHEDULE

Note: The number of positions was not bargained and are included for informational purposes.

ASSIGNMENT	#	2025-2026	#	2026-2027
DISTRICT LEVEL				
DYSLEXIA COORDINATOR	1	\$1,330	1	\$1,330
K-12 MUSIC COORDINATOR	1	\$7,000	1	\$7,000
K-8 ART COORDINATOR	1	\$4,035	1	\$4,035
READING SPECIALIST COORDINATOR	1	\$2,655	1	\$2,655
ALTERNATIVE PROGRAMMING COORDINATOR	1	\$4,000	1	\$4,000
ROBOTICS COORDINATOR	1	\$5,455	1	\$5,455
HIGH SCHOOL SPORTS				
HS VARSITY FOOTBALL	1	\$15,000	1	\$15,000
HS VARSITY ASST. FOOTBALL	6	\$7,600	6	\$7,600
HS JV FOOTBALL	2	\$6,700	2	\$6,700
HS FRESHMAN FOOTBALL	1	\$6,000	1	\$6,000
HS FRESHMAN ASST. FOOTBALL	2	\$5,100	2	\$5,100
HS SPRING FOOTBALL	2	\$960	2	\$960
HS SUMMER FOOTBALL ATH. TRAINER	1	\$1,595	1	\$1,595
HS VARSITY FLAG FOOTBALL G	1	\$2,750	1	\$2,750
HS VARSITY ASST. FLAG FOOTBALL G	1	\$2,250	1	\$2,250
HS VARSITY BASKETBALL B/G	2	\$15,000	2	\$15,000
HS VARSITY ASST. BASKETBALL B/G	4	\$7,200	4	\$7,200
HS JV BASKETBALL B/G	2	\$6,800	2	\$6,800
HS FRESHMAN BASKETBALL B/G	2	\$6,000	2	\$6,000
HS FRESHMAN ASST. BASKETBALL B/G	2	\$5,200	2	\$5,200
HS VARSITY CROSS COUNTRY B/G	2	\$6,600	2	\$6,600
HS VAR. ASST. CROSS COUNTRY B/G	2	\$4,000	2	\$4,000
HS VARSITY TENNIS B/G	2	\$6,300	2	\$6,300
HS VARSITY ASST. TENNIS B/G	2	\$4,000	2	\$4,000
HS VARSITY SOCCER B/G	2	\$7,500	2	\$7,500
HS VARSITY ASST. SOCCER B/G	2	\$5,350	2	\$5,350
HS JV SOCCER B/G	2	\$4,900	2	\$4,900
HS FRESHMAN SOCCER B/G	2	\$3,400	2	\$3,400

HS VARSITY GOLF B/G	2	\$5,900	2	\$5,900
HS VARSITY ASST. GOLF B/G	2	\$3,600	2	\$3,600
HS VARSITY VOLLEYBALL B/G	2	\$8,000	2	\$8,000
HS VARSITY ASST. VOLLEYBALL B/G	2	\$5,000	2	\$5,000
HS JV VOLLEYBALL B/G	2	\$4,800	2	\$4,800
HS FRESHMAN VOLLEYBALL B/G	2	\$4,100	2	\$4,100
HS VARSITY SWIMMING B/G	1	\$15,000	1	\$15,000
HS ASST. SWIMMING B/G	3	\$6,100	3	\$6,100
HS VARSITY GYMNASTICS	1	\$7,200	1	\$7,200
HS VARSITY ASST. GYMNASTICS	1	\$4,600	1	\$4,600
HS VARSITY WRESTLING B/G	1	\$11,000	1	\$11,000
HS VARSITY ASST. WRESTLING B/G	2	\$5,000	2	\$5,000
HS FRESHMAN WRESTLING B/G	2	\$4,200	2	\$4,200
HS FRESHMAN ASSISTANT WRESTLING B/G	2	\$3,800	2	\$3,800
HS VARSITY BASEBALL/SOFTBALL	2	\$8,400	2	\$8,400
HS VAR. ASST. BASEBALL/SOFTBALL	2	\$5,500	2	\$5,500
HS JV BASEBALL/SOFTBALL	2	\$5,000	2	\$5,000
HS FRESHMAN BASEBALL/SOFTBALL	2	\$4,500	2	\$4,500
HS VARSITY TRACK B/G	2	\$7,700	2	\$7,700
HS TRACK ASST. LEVEL I B/G	4	\$5,100	4	\$5,100
HS TRACK ASST. LEVEL II B/G	4	\$4,300	4	\$4,300
HS TRACK ASST. LEVEL III B/G	2	\$3,200	2	\$3,200
HS VARSITY LACROSSE G	1	\$3,500	1	\$3,500
HS VARSITY ASST. LACROSSE G	1	\$2,000	1	\$2,000
HS UNIFIED TRACK B/G	2	\$2,500	2	\$2,500
HS UNIFIED BOCCE BALL	1	\$1,250	1	\$1,250
HS UNIFIED BOWLING	2	\$2,500	2	\$2,500
HS ALLY-OOP EXL BASKETBALL	1	\$400	1	\$400
HS HONORARY CAPTAIN PROGRAM	1	\$500	1	\$500
HS VARSITY CHEERLEADING	1	\$6,400	1	\$6,400
HS ASST. VARSITY CHEERLEADING	1	\$4,000	1	\$4,000
HS JV CHEERLEADING	1	\$3,100	1	\$3,100

HS POOL DIRECTOR	1	\$3,270	1	\$3,270
HS ASST. POOL DIRECTOR	1	\$1,380	1	\$1,380
HS INTRAMURALS DIRECTOR	1	\$2,760	1	\$2,760
HS ASST. INTRAMURALS DIRECTOR	1	\$2,445	1	\$2,445
HS ZERO HOUR WEIGHT ROOM SUPERVISOR	6	\$2,060	6	\$2,060
HIGH SCHOOL ACADEMIC, MUSIC AND ARTS				
HS CLUB (LEVEL 1)	9	\$1,350	9	\$1,350
HS CLUB (LEVEL 2)	14	\$750	14	\$750
HS CLUB (LEVEL 3)	18	\$620	18	\$620
HS GUIDING COALITION - CHAIR	1	\$2,800	1	\$2,800
HS GUIDING COALITION - DATA LEAD	1	\$1,000	1	\$1,000
HS GUIDING COALITION - PD LEAD	1	\$1,000	1	\$1,000
HS GUIDING COALITION - DATA MEMBER	3	\$400	3	\$400
HS GUIDING COALITION - PD MEMBER	3	\$400	3	\$400
HS GUIDING COALITION - PLC MEMBER	4	\$400	4	\$400
HS ADVISORY - LEAD	2	\$2,000	2	\$2,000
HS ADVISORY - MEMBER	7	\$500	7	\$500
HS MTSS - LEAD	1	\$1,000	1	\$1,000
HS MTSS - MEMBER	6	\$500	6	\$500
HS PLC/DEPARTMENT LEADER - ART	1	\$2,940	1	\$2,940
HS PLC/DEPARTMENT LEADER - BUSINESS	1	\$2,450	1	\$2,450
HS PLC/DEPARTMENT LEADER - ENGLISH	1	\$6,860	1	\$6,860
HS PLC/DEPARTMENT LEADER - FACS	1	\$2,940	1	\$2,940
HS PLC/DEPARTMENT LEADER - COUNSELING	2	\$1,470	2	\$1,470
HS PLC/DEPARTMENT LEADER - HEALTH/PE	1	\$3,430	1	\$3,430
HS PLC/DEPARTMENT LEADER - MATH	1	\$6,860	1	\$6,860
HS PLC/DEPARTMENT LEADER - MUSIC	1	\$1,470	1	\$1,470
HS PLC/DEPARTMENT LEADER - SCIENCE	1	\$6,370	1	\$6,370
HS PLC/DEPARTMENT LEADER - SOCIAL STUDIES	1	\$6,370	1	\$6,370
HS PLC/DEPARTMENT LEADER - EXL	1	\$3,200	1	\$3,200
HS PLC/DEPARTMENT LEADER - WORLD LANG.	1	\$4,900	1	\$4,900
HS ACADEMIC COMPETITION COORD.	1	\$2,985	1	\$2,985
HS ART EXHIBITION	1	\$495	1	\$495
HS BPA	1	\$1,810	1	\$1,810
HS CHILDRENS PLAY DIRECTOR	1	\$2,445	1	\$2,445
HS CHOIR DIRECTOR - HS ASST. SHOW	1	\$3,000	1	\$3,000
HS CHOIR DIRECTOR - HS SHOW	1	\$6,000	1	\$6,000
HS CLASS SPONSOR - FRESHMAN	2	\$750	2	\$750
HS CLASS SPONSOR - JUNIOR	2	\$750	2	\$750
HS CLASS SPONSOR - SENIOR	2	\$750	2	\$750
HS CLASS SPONSOR - SOPHOMORE	2	\$750	2	\$750

HS COLLEGE APPLICATION CAMP COORD.	2	\$265	2	\$265
HS CONCERT BAND	1	\$1,405	1	\$1,405
HS CONCERT CHOIRS	1	\$3,315	1	\$3,315
HS COSTUME/MAKE-UP PER PRODUCTIONS.	1	\$780	1	\$780
HS CREATIVE WRITERS	1	\$935	1	\$935
HS DIRECTOR OF MUSICAL	2	\$2,445	2	\$2,445
HS DIRECTOR OF STUDENT GOVERNMENT	1	\$2,710	1	\$2,710
HS JAPAN BOWL	1	\$715	1	\$715
HS JAZZ BAND	1	\$2,400	1	\$2,400
HS MARCHING BAND - ASST.	2	\$6,000	2	\$6,000
HS MARCHING BAND - DIRECTOR	1	\$6,700	1	\$6,700
HS COLOR GUARD MARCHING UNIT	1	\$4,045	1	\$4,045
HS NATIONAL HONOR SOCIETY	1	\$1,350	1	\$1,350
HS NATURAL HELPERS	2	\$1,115	2	\$1,115
HS ORCHESTRA	1	\$2,975	1	\$2,975
HS PEP BAND	1	\$1,775	1	\$1,775
HS PERCUSSION COACH	1	\$3,185	1	\$3,185
HS PERCUSSION ENSEMBLE	1	\$1,395	1	\$1,395
HS PIT ORCHESTRA	1	\$780	1	\$780
HS PROM CO-COORDINATOR	2	\$810	2	\$810
HS QUIZ BOWL	1	\$1,810	1	\$1,810
HS ROBOTICS COACH - ASST.	1	\$2,565	1	\$2,565
HS ROBOTICS COACH - HD	1	\$3,590	1	\$3,590
HS SCHOOL PAPER	1	\$2,125	1	\$2,125
HS SCIENCE OLYMPIAD	1	\$1,775	1	\$1,775
HS SCIENCE OLYMPIAD ASSISTANTS	2	\$400	2	\$400
HS SHOW CHOIR BAND DIRECTOR	1	\$1,065	1	\$1,065
HS SOUND & LIGHTING I - ALL PRODUCTIONS	1	\$2,735	1	\$2,735
HS SOUND & LIGHTING II - ALL PRODUCTIONS	3	\$1,370	3	\$1,370
HS SPEECH AND DEBATE - ASSOCIATE	3	\$5,840	3	\$5,840
HS SPEECH AND DEBATE - ASST.	3	\$3,610	3	\$3,610
HS SPEECH AND DEBATE - DIRECTOR	1	\$10,430	1	\$10,430
HS SPELL BOWL	1	\$715	1	\$715
HS STAGE DESIGNER - ALL PRODUCTIONS	1	\$3,395	1	\$3,395
HS STREAMING PROD. COORD.	1	\$5,050	1	\$5,050
HS SUPER BOWL COACHES	5	\$1,210	5	\$1,210
HS THEATER DIRECTOR/PRODUCER	1	\$2,920	1	\$2,920
HS THEATER PUBLICITY	1	\$715	1	\$715
HS WDSO ADVISOR	1	\$7,160	1	\$7,160
HS WIND ENSEMBLE	1	\$2,300	1	\$2,300
HS WINTER GUARD	1	\$4,045	1	\$4,045
HS YEARBOOK	1	\$6,700	1	\$6,700

MIDDLE SCHOOL SPORTS				
MS ATHLETIC DIRECTOR	2	\$9,025	2	\$9,025
MS 7TH/8TH HD FOOTBALL	2	\$4,800	2	\$4,800
MS 7TH/8TH ASST. FOOTBALL	10	\$3,500	10	\$3,500
MS 7TH/8TH HD BASKETBALL	8	\$4,425	8	\$4,425
MS 7TH/8TH ASST. BASKETBALL	8	\$3,375	8	\$3,375
MS 7TH/8TH HD CR. COUNTRY B/G	4	\$3,350	4	\$3,350
MS 7TH/8TH ASST. CR. COUNTRY B/G	4	\$2,150	4	\$2,150
MS 7TH/8TH HD VOLLEYBALL	4	\$4,000	4	\$4,000
MS 7TH/8TH ASST. VOLLEYBALL	4	\$2,350	4	\$2,350
MS 7TH/8TH HD WRESTLING	2	\$4,300	2	\$4,300
MS 7TH/8TH ASST. WRESTLING	4	\$3,600	4	\$3,600
MS 7TH/8TH HD CHEERLEADING	2	\$3,100	2	\$3,100
MS 7TH/8TH ASST. CHEERLEADING	2	\$2,800	2	\$2,800
MS HD TRACK	12	\$3,500	12	\$3,500
MS ASST. TRACK	12	\$2,500	12	\$2,500
IS/MS UNIFIED TRACK	4	\$1,250	4	\$1,250
MS CONCESSIONS MANAGER	2	\$5,095	2	\$5,095
MS HD ATHLETIC CLUB TENNIS	2	\$1,990	2	\$1,990
MS ASST. ATHLETIC CLUB TENNIS	2	\$1,775	2	\$1,775
MIDDLE SCHOOL ACADEMIC, MUSIC AND ARTS (YEAR 2 +)				
MS CLUB (LEVEL 2)	12	\$750	12	\$750
MS CLUB (LEVEL 3)	10	\$620	10	\$620
MS PLC COURSE MANAGER	20	\$500	20	\$500
MS DEPARTMENT MANAGER - ENGLISH	2	\$1,960	2	\$1,960
MS DEPARTMENT MANAGER - HEALTH/PE	2	\$1,715	2	\$1,715
MS DEPARTMENT MANAGER - MATH	2	\$1,960	2	\$1,960
MS DEPARTMENT MANAGER - MUSIC	2	\$735	2	\$735
MS DEPARTMENT MANAGER - SCIENCE	2	\$1,470	2	\$1,470
MS DEPARTMENT MANAGER - SOCIAL STUDIES	2	\$1,470	2	\$1,470
MS DEPARTMENT MANAGER - EXL	2	\$800	2	\$800
MS MTSS - LEAD	2	\$1,000	2	\$1,000
MS MTSS - MEMBER	10	\$500	10	\$500

MS GUIDING COALITION	10	\$400	10	\$400
MS TEAM LEADERS	7	\$2,520	7	\$2,520
MS COMPETITION ACADEMIC COACHES	8	\$640	8	\$640
MS ART EXHIBITION	2	\$495	2	\$495
MS BAND	2	\$1,700	2	\$1,700
MS CHORAL DIRECTOR	2	\$1,915	2	\$1,915
MS CIRCLE THE STATE CHOIR	2	\$620	2	\$620
MS WINTER GUARD	2	\$750	2	\$750
MS DRAMA DIRECTOR	2	\$1,810	2	\$1,810
MS BAND ASST.	2	\$935	2	\$935
MS NATIONAL JUNIOR HONOR SOCIETY	2	\$1,105	2	\$1,105
MS JAZZ BAND	2	\$1,370	2	\$1,370
MS ORCHESTRA	2	\$1,700	2	\$1,700
MS PERFORMANCE ARTS TROJAN GOLD	2	\$1,065	2	\$1,065
MS ROBOTICS COACH ASST.	2	\$2,565	2	\$2,565
MS ROBOTICS COACH HD	2	\$3,590	2	\$3,590
MS SCHOOL PAPER	2	\$1,810	2	\$1,810
MS SCIENCE OLYMPIAD	2	\$2,000	\$	\$2,000
MS DRAMA ASSISTANT	2	\$1,370	2	\$1,370
MS STUDENT COUNCIL	2	\$1,700	2	\$1,700
MS VETERANS DAY PROGRAM	2	\$495	2	\$495
MS YEARBOOK	2	\$3,175	2	\$3,175
INTERMEDIATE SCHOOL SPORTS				
LIS/WIS 5TH/6TH IM BBALL	8	\$935	8	\$935
LIS/WIS 5TH/6TH IM VOLLEYBALL	4	\$935	4	\$935
LIS/WIS 5TH/6TH IM RUNNING CLUB	4	\$935	4	\$935
INTERMEDIATE SCHOOLS ACADEMIC, MUSIC AND ARTS				
LIS/WIS CLUB (LEVEL 2)	8	\$750	8	\$750
LIS/WIS CLUB (LEVEL 3)	8	\$620	8	\$620
LIS/WIS COURSE MANAGER - ENG/LANG ARTS	2	\$850	2	\$850
LIS/WIS COURSE MANAGER - SOCIAL STUDIES	2	\$850	2	\$850
LIS/WIS COURSE MANAGER - MATH	2	\$850	2	\$850
LIS/WISCOURSE MANAGER - SCIENCE	2	\$850	2	\$850
LIS/WIS GUIDING COALITION	10	\$400	10	\$400
LIS/WIS MTSS - LEAD	2	\$1,000	2	\$1,000
LIS/WIS MTSS - MEMBER	10	\$500	10	\$500
LIS/WIS DEPARTMENT MANAGER	2	\$800	2	\$800
LIS/WIS GRADE LEVEL COORD.	4	\$2,655	4	\$2,655
LIS/WIS DEPARTMENT MANAGERS	18	\$1,580	18	\$1,580
LIS/WIS 5TH/6TH CHOIR	2	\$1,065	2	\$1,065
LIS/WIS 5TH/6TH ORCHESTRA	2	\$1,065	2	\$1,065
LIS/WIS 6TH GRADE BAND	2	\$715	2	\$715

LIS/WIS COMPETITION ACADEMIC COACHES	6	\$640	6	\$640
LIS/WIS ART EXHIBITION	2	\$495	2	\$495
LIS/WIS ASST. ROBOTICS COACH	2	\$2,375	2	\$2,375
LIS/WIS HD ROBOTICS COACH DTA	2	\$3,335	2	\$3,335
LIS/WIS RED RIBBON PROGRAM	2	\$495	2	\$495
LIS/WIS SCHOOL PAPER	2	\$430	2	\$430
LIS/WIS SPELLING BEE	2	\$430	2	\$430
LIS/WIS STUDENT COUNCIL	2	\$1,200	2	\$1,200
LIS/WIS STUDENT NEWS PROD.	2	\$850	2	\$850
LIS/WIS VETERANS DAY PROGRAM	2	\$495	2	\$495
LIS/WIS YEARBOOK	4	\$495	4	\$495
ELEMENTARY SCHOOL ACADEMIC, MUSIC AND ARTS				
K-4 CLUB (LEVEL 2)	15	\$750	15	\$750
K-4 CLUB (LEVEL 3)	20	\$620	20	\$620
K-4 MTSS - LEADER	5	\$1,000	5	\$1,000
K-4 MTSS - MEMBER	30	\$500	30	\$500
K-4 BUILDING MANAGER - EXL	5	\$400	5	\$400
K-4 RELATED ARTS TEAM LEADER	5	\$2,655	5	\$2,655
K-4 COURSE MANAGER - ELA	5	\$1,000	5	\$1,000
K-4 COURSE MANAGER - MATH	5	\$1,000	5	\$1,000
K-4 COURSE MANAGER - CONTENT	5	\$1,000	5	\$1,000
K-4 GVC BUILDING-LEVEL MANAGER	25	\$500	25	\$500
K-4 GRADE LEVEL TEAM LEADER	25	\$2,655	25	\$2,655
K-4 MATH BOWL	5	\$500	5	\$500
K-4 SCIENCE BOWL	5	\$500	5	\$500
K-4 ACADEMIC SHOWCASE	5	\$320	5	\$320
K-4 ART EXHIBITIONS	5	\$770	5	\$770
K-4 EVENING MUSIC PROGRAM	5	\$495	5	\$495
K-4 ASST. ROBOTICS COACH	5	\$1,795	5	\$1,795
K-4 HD ROBOTICS COACH	5	\$2,560	5	\$2,560
K-4 RED RIBBON PROGRAM	5	\$275	5	\$275
K-4 SAFETY PATROL (YOST)	1	\$640	0	\$0
K-4 STUDENT COUNCIL	10	\$510	10	\$510
K-4 VETERANS DAY PROGRAM	5	\$495	5	\$495
K-4 YEARBOOK	5	\$500	5	\$500

2025 CBA COMPLIANCE CHECKLIST

Item	✓	Page No. ¹
School employer and exclusive representative identified	✓	COVER, 19
Bargaining unit description matches the IERB Order in effect at time of ratification	✓	2
Beginning and ending date of CBA (must end on or before June 30, 2027)	✓	COVER, 19
Ratification date (must be on or after September 15 and at least 72 hours after TA meeting)	✓	19
Signed by School Board President, Secretary, or Vice President and Exclusive Representative	✓	19
General definitions (definitions that apply to the whole CBA)	✓	2
Grievance procedure (if arbitration used, must indicate if advisory or binding)	✓	2-3
Contract interpretation provisions (e.g., severability, supremacy, savings clauses)	✓	19
Salary for new teachers (amount, schedule, or method of calculation)	✓	15
Wages/compensation for ancillary duties	✓	18
Wages/compensation for extracurricular duties	✓	20-26
Compensation for extended contracts		
Public hearing and public meeting attestations (include electronic participation information)	✓	19
Compensation Plan		
If there are no salary increases, CBA includes a statement to that effect	-	N/A
Statement of annual salary range for returning full-time teachers (don't include current year increases, ISTRF contributions, or salaries of newly hired teachers)	✓	12-13
Full-time classroom teacher (instructs students at least 50% of the workday) salaries are at least \$45,000	✓	12-13
Salary increases		
If using optional eligibility criteria, the criteria are described and separate from factors	-	N/A
Based on at least two of the five statutory factors (must use academic needs factor)	✓	12-15
Definitions of factors (e.g., experience, academic needs, instructional leadership)	✓	12-15
How much each factor contributes to increase (by points, percentage, amount, etc.)	✓	12-15
Amount of increase (flat amount, % amount) or method for calculating amount	✓	12-15
Differentiated base salary increase for literacy endorsement	✓	12-15
Academic needs is at least 10% of maximum possible salary increase calculation	✓	12-15
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 possible salary increase calculation	✓	12-15
If using a salary increase to reduce the gap, it must: (1) be clearly identified and (2) actually reduce the gap	-	N/A
If using a teacher retention catch-up salary increase it must: (1) be clearly identified, (2) attributed to a factor, (3) describe the teachers to whom the catch-up increase applies, (4) describe the increase amount or method of calculating, and (5) describe how the increase amount represents a comparison to the starting salary of new teachers	-	N/A

Reminders:

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

¹ IERB 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.).