2025-2026

MASTER CONTRACT

BETWEEN

THE BOARD OF SCHOOL TRUSTEES

OF THE

METROPOLITAN SCHOOL DISTRICT

OF SHAKAMAK

AND

SHAKAMAK CLASSROOM TEACHERS ASSOCIATION

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SHAKAMAK CLASSROOM TEACHERS ASSOCIATION

THIS MASTER CONTRACT entered into this 23rd day of October, 2025, by and between the Board of School Trustees of the Metropolitan School District of Shakamak, hereinafter called the "Board," and the Shakamak Classroom Teachers Association, hereinafter sometimes called the "Local Association," an affiliate of the Indiana State Teachers Association and the National Education Association, hereinafter called the "Association."

ARTICLE I

Recognition

Section 1. The Board hereby recognizes the Shakamak Classroom Teachers Association as the exclusive representative of all teachers in the school corporation.

Section 2. Definitions

a. The term "teacher," when used in this Contract, shall refer to all certified personnel employed by the Board except the Superintendent, Assistant Superintendents, Athletic Director, Principals, and Assistant Principals.

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

c. The term "School Corporation," when used in this Contract, shall refer to the Metropolitan School District of Shakamak, in the counties of Greene and Clay in the State of Indiana.

d. The term "emergency," when used in this Contract, shall refer to a condition or situation which could not have been anticipated under normal circumstances.

e. When references are made to male teachers in this Contract, it also includes female teachers.

ARTICLE II

Entire Contract

Section 1. This Contract supersedes and cancels all previous agreements between the School Corporation and the Association as well as any alleged past practices of the School Corporation and this Contract constitutes the entire agreement between the parties.

Section 2. The parties agree that this Contract shall supersede any rules, regulations, policies, or practices of the Board which would be contradictory or inconsistent with the terms of this Contract. Any individual contracts between the Board and an individual member of the bargaining unit shall be made subject to this Contract.

Section 3. If any such individual contract made during the term of this Contract contains any language inconsistent with this Contract, this Contract shall prevail.

Section 4. Any amendment or agreement adding to, subtracting from, or supplemental to, this Contract shall not be binding upon either party unless it is executed in writing by each of the parties hereto.

Section 5. If any provision of this Contract or any application of this Contract to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

ARTICLE III

Management Rights

Section 1. Subject to the provisions of Section 2 below, the Board, on its own behalf and on behalf of the school patrons in the School Corporation, hereby retains and reserves unto itself, without limitation, all power, right, authority, duties, and responsibilities conferred upon and vested in it by the laws and Constitution of the State of Indiana, and of the United States, including, but without limiting the generality of the foregoing, the right:

a. To the executive management and administrative control of the school system and its properties and facilities of its employees;

b. To hire all employees and, subject to the provisions of law, to determine their qualifications and the conditions for their continued employment or their dismissal or demotion, and to promote and transfer all such employees;

c. To establish grades and courses of instruction, including special programs, and to provide for athletic, recreational and social events for students, all as deemed necessary or advisable by the Board;

Section 2. The exercise of the foregoing powers, rights, authority, duties, and responsibilities by the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only to the specific and express terms of this Agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and laws of the State of Indiana and the Constitution and laws of the United States.

ARTICLE IV

Leaves of Absence Which Are Paid or Salary and Wage Fringe Benefits

Section 1. Sick Leave.

a. Each teacher shall be entitled to be absent from work on account of illness or quarantine for a total of thirteen (13) days without loss of compensation.

b. (i) If in any one (1) school year the teacher shall be absent for such illness or quarantine less than the prescribed number of days, the remaining days shall be accumulative to one hundred twenty (120) days. At the end of any school year in which a teacher's sick leave accumulation has exceeded the maximum accumulation as defined above, that excess accumulation shall be designated as annual buy-back days and the teacher will be compensated One Hundred Dollars ($100.00) for each day in excess of the maximum accumulation. Such compensation for annual buy-back days shall be paid to the teacher's 401(a) account on or before June 30th. These 401(a) contributions will be vested upon deposit by the School District.

c. Sick leave accumulation will be increased each year the equivalent of unused and unaccumulated personal leave days until the maximum accumulation is reached. A teacher may recommend to the School Corporation for its consideration the substitute of his/her choice.

d. In the event any teacher shall have accumulated one (1) or more days of sick leave and shall thereupon become employed in this School Corporation, there shall be added according to the following schedule:

Years of Shakamak Experience	Days Transferred Annually (until depleted)
1-3 years	3 days
4-5 years	4 days
6+ years	5 days

e. Teachers shall be given a written accounting of accumulated sick leave and accumulated absences by September 15 of each school year.

f. If a returning teacher decides to resign within thirty (30) days of the first day of the school year, the returning teacher may only use accumulated personal leave days from the previous school year.

g. Sick Leave on Restricted Days. If an absence occurs on a restricted day and is reported as sick leave, the Superintendent or designee reserves the right to require appropriate medical or other documentation to substantiate the use of sick leave. Misrepresentation of the reason for leave, or misuse of leave provisions, may result in denial of paid leave and/or disciplinary action in accordance with Board policy. For purposes of this Agreement, a restricted day is defined as: The first instructional day of the school year; the last instructional day of the school year; and any instructional day immediately preceding or following a scheduled school recess or holiday (e.g., fall break, winter break, spring break, Thanksgiving recess, Labor Day weekend). Exceptions may be granted with prior written approval of the building principal.

<u>Section 2</u>. <u>Personal Leave</u>.

Each teacher shall be entitled to three (3) days for the transaction of personal business and/or the conduct of personal or civic affairs during each year of such employment. Any unused personal business days shall accumulate as personal business days up to five (5) days. Any unused personal business days for the year above five (5) will be transferred to the teachers' accumulated sick leave days. Personal business days may not be taken on a restricted day except with the prior written approval of the building principal. Examples of circumstances that may warrant approval include, but are not limited to: The wedding or graduation of an immediate family member, religious observances not otherwise covered by school holidays, court appearances, legal proceedings, or jury duty obligations, a scheduled medical procedure for the employee or an immediate family member, situations involving serious illness, emergency, or hardship. This list is not exhaustive. Approval of requests for exceptions shall remain within the discretion of the building principal.

If a returning teacher decides to resign within thirty (30) days of the first day of the school year, the returning teacher may only use accumulated personal leave days from the previous school year.

Section 3. Family Illness.

The teacher shall be allowed to use accumulated sick leave in case of severe illness, illness to infant child, the day of birth of child, the hospitalization of a spouse following delivery of a child, or accident to a member of the immediate family of the teacher. The immediate family for this section is interpreted to mean: husband, wife, child, foster child, father, mother, brother or sister, grandparent, grandchild, or other relative for whom the teacher is providing care in his household. Relatives listed above shall include those established by blood, marriage, and step relations.

Section 4. Family Medical Leave Act.

Bargaining unit members shall have the right to the appropriate family and medical leave and to the appropriate designated benefits provided by the Family Medical Leave Act ("FMLA"). Any provision of this Contract which restricts any leave or benefits of the FMLA will not have any effect for any bargaining unit member who has a right to a leave and/or benefit under the FMLA. The School Corporation may require a teacher to verify any information which an employer may require under the FMLA. All fringe benefits shall remain in effect during a family or medical leave, and the School Corporation shall continue its premium contributions for the duration of the leave.

Section 5. Bereavement Leave/Family Leave.

Up to seven (7) teacher work days of absence shall be granted to a teacher for a death in the immediate family. This leave period will commence on the day of the death or the day after death at that teacher's option and those days may be used in a thirty (30) calendar day period following the day of death. The immediate family for this section is interpreted to mean: father, mother, brother, brother-in-law, sister, sister-in-law, husband, wife, child, foster child, grandparent, grandchild, pregnancy loss (including miscarriage or stillbirth) experienced by the teacher or the teacher's spouse/partner and any other relative who at the time of death is living as a member of the household of the teacher. Relatives listed above shall include those established by blood, marriage, and step relations. These seven (7) days shall NOT be deducted from accumulated sick leave.

Up to two (2) of the unused days from the entitlement in the above paragraph may be used for personal business and/or estate or business matters on behalf of the deceased within twenty-four (24) months following the date of the death. These two (2) days may be reserved by written notice to the Superintendent's office to be used in the twenty-four (24) month period following the date of the death.

The teacher is entitled to two (2) teacher work days leave (with compensation) in case of the death of an uncle, aunt, niece, nephew, or first cousin (not to be charged against sick leave) for the purpose of attending the funeral service, memorial service, or wake. Relatives listed above shall include those established by blood, marriage, and step relations.

A teacher is entitled to one (1) teacher work day of leave (with compensation) to attend the funeral service, memorial service, or wake of a close friend.

The School Corporation has the right to ask for written verification for use of bereavement days.

Section 6. Maternity and Adoption Leave.

A teacher shall be entitled to request a maternity or adoption leave of absence for up to a period of one (1) year. This leave shall begin at such time as is determined by the teacher and the attending physician. Said teacher shall notify the superintendent in writing of the intention to take such leave and, except in case of emergency, shall give such notice, at least sixty (60) days prior to the date on which the leave is to begin. The teacher shall notify the administration office so that necessary arrangements may be made for any special problem. Accumulated Sick Leave days may be used during this leave.

Section 7. Court and Jury Duty Leave.

Teachers who are called for jury duty or who are subpoenaed for witnesses in a trial will be paid their regular salary less the amount they are paid for the service they are called on to render except in the following situations:

1. in an action to enforce this collective bargaining contract or the rights under Public Law 217; or

2. where the teacher has sued the school corporation or any board member.

Section 8. Professional Leave.

Leave of absence of up to one (1) year (without reimbursement) may be granted to any permanent teacher who serves as an exchange teacher or joins the Peace Corps and who is a full time participant in either of such programs. Leaves of absence may be granted to serve in public office. The Board will grant a temporary leave of absence to a teacher (without reimbursement) who has been elected to the General Assembly of the State of Indiana. Such leave shall be for the length of time the General Assembly is in session. A permanent teacher may apply for a leave of absence not to exceed one (1) year for the purposes of professional growth.

Professional growth may be for the purposes of travel, advanced study, teaching in a college or university, teaching abroad, or special work programs related to his professional responsibilities.

Section 9. Sabbatical Leave.

The School Corporation may grant a leave of absence for a period not exceeding one (1) year to a teacher for a non-paid sabbatical leave. This time shall be credited towards the teacher's tenure and retirement if allowed under the State's retirement rules. A contract is required for a leave granted under this section. The School Corporation may grant a sabbatical to a teacher, upon written request, for improvement of professional skills through advanced study, work experience, teacher exchange programs, or approved educational travel. A teacher after taking a sabbatical shall return for a period of time equal to the length of time of the sabbatical leave granted.

Section 10. Unpaid Leave.

a. Upon written request, the School Corporation may place a teacher on leave of absence for a period not exceeding one (1) year.

b. In the absence of a written request, the School Corporation may only place a teacher on an unpaid leave pursuant to the guidelines and procedures set forth in state law, I.C. 20-6.4.

Section 11. Staff Development Leave.

Teachers may be granted up to three (3) days with pay for the purpose of visiting other schools or attending meetings or conferences of an educational nature. The School Corporation may grant additional days to teachers serving on committees established by the School Corporation.

Section 12. Provisions Applying to Leaves.

a. A teacher absent for reasons not covered in the above stated leave policies or after all available sick leave has been exhausted, will have his pay deducted for each day absent.

b. The Board reserves the right to ask for and be given evidence satisfactory to it of the authenticity of the reasons given for any absence for which sick or emergency leave is requested.

c. A teacher unable to be present at school shall notify a designated person in each building by 6:30 A.M. If a teacher is unable to return the second day, he/she will attempt to notify the school by 3:00 P.M., if the teacher's status for the next day is known, in order to retain the same substitute. In any event, such notice must be provided by 6:30 A.M.

d. Upon return from any approved extended leave, a teacher will be assigned to the same position if vacant, or, if not, to the position which, in the opinion of the Board, is the most nearly equivalent position then available.

Section 13. Association Leave

The Association President or designee shall be entitled to six (6) days each year for Association business. During the long session years of the Indiana General Assembly, the Association President or designee shall be entitled to nine (9) days each year for the Association business. No more than three (3) persons may take Association leave on the same day.

ARTICLE V

Sick Leave Bank

Section 1. The purpose of the Bank is to assist teachers in financial difficulties caused by prolonged absence from work due to serious illness, major surgery, or serious accident.

Section 2. Board Contribution to Bank

The Board shall contribute to the Sick Leave Bank forty (40) sick leave days at the time the Bank opens.

Section 3. Eligibility for Bank Use

a. Must be an active participant in the Bank. For purposes of this agreement, active participant shall mean a teacher who: 1) formally elected to join the

Sick Leave Bank during the enrollment period established by the parties; 2) contributed the required number of personal sick leave days to the Bank, as specified in this policy; and 3) has not withdrawn participation during the school year.

b. Must have depleted all accumulated sick leave days.

c. Sick Leave Bank Days shall not be used during summer school employment.

d. A teacher is only eligible for Sick Leave Bank Days if the teacher would be otherwise entitled to use personal illness days.

e. The maximum number of days to be granted to a participating member shall be limited to ninety (90) teaching days per school year, in 30 day increments.

f. Sick Leave Bank days shall not be granted to a disabled teacher once the Long Term Disability insurance elimination period has passed.

Section 4. Structure

a. The Bank is formed initially through the contributions of the Board referred to herein, and the contribution of one (1) sick leave day by each member, which day shall be deducted from the sick leave days to which members are otherwise entitled pursuant to Article V, Section 1. Initial enrollment in the Bank shall be permitted at any time on or before November 1st each year. New teachers becoming employed by the School Corporation shall have one (1) month from the date such teacher begins work to enroll in the Bank.

b. The Bank will be operated on a school-year to school-year basis. Unused days in the Bank will be carried forward.

c. If in subsequent years at the start of the school year, there are less than eighty (80) but at least twenty (20) days in the Sick Leave Bank, each teacher shall contribute one (1) sick leave day to the Bank; if there are less than twenty (20) days in the Sick Leave Bank, each teacher shall contribute two (2) sick leave days to the Bank. If the balance of days available in the Sick Leave Bank falls below twenty (20) days during any school year, each teacher shall contribute two (2) additional sick leave days to the Bank.

d. The School Corporation shall not have any liability or obligation to pay sick leave days from the Sick Leave Bank at any time when such Sick Leave Bank has been exhausted.

e. Governing Board of the Sick Leave Bank – The governing board of the Sick Leave Bank consists of one teacher representative from the elementary school, one teacher representative from the junior high/high school, and the Association President, who shall also serve as chairperson. The 2 teacher representatives shall be appointed by the Association President.

Section 5. Procedure

a. If a member has a serious illness or injury and will need more sick leave days than they have accumulated, the member or a person acting on the member's behalf may request days from the Sick Leave Bank by sending a letter to the chairperson. A physician's statement with an anticipated date of return to work shall accompany the letter.

b. Upon receipt of the request, the governing board shall meet to review the application. The Association President will notify the member as soon as possible of the decision of the governing board. The Association President shall also provide written authorization for the use of Sick Leave Bank days to the Superintendent.

c. An applicant must have evidence of being a donating member of the Bank prior to the time of need. The use of the Bank shall not be retroactive.

d. Each teacher requesting Sick Leave Bank days shall consent (if requested to do so), to submit a medical examination and/or review of his/her medical history at the Board's expense by a physician or physicians approved by the Superintendent of Schools or the Superintendent's designee.

e. The Association President, or their designee, shall be responsible for providing all bargaining unit members with an annual Sick Leave Bank membership list and an accounting of the remaining Sick Leave Bank days on or before September 1 of each year. The school treasurer, or their designee, working with the Association President, will assist in maintaining the Sick Leave Bank records, deducting sick days from members as needed and authorized, and informing new teachers of the availability of the Sick Leave Bank.

ARTICLE VI

Compensation and Expenses

Section 1. Compensation Plan

a. General Matters and Definitions

1. Salary Range:

   The salary range for teachers PRIOR to any 2025-2026 changes and WITHOUT any raises, ranges from a low of $40,450 to a high salary of $67,214.

   The salary range for teachers AFTER any 2025-2026 change and WITH any raises, ranges from a low of $45,000 to a high salary of $71,000.

2. Definitions:

   a. The factor of the "Academic Needs of the Students" is defined as all teachers employed in the Shakamak School Corporation last year and employed on September 15th of this year because of the importance of retaining experienced teachers for the students of the Shakamak School Corporation.

   b. The factor "Academic Needs of the Students" is applied to address teacher retention. This factor includes adjustments ("retention catch-up") resulting from the implementation of the new minimum salary of $45,000 and the placement of returning teachers on the new Veteran Salary Schedule (Appendix G).

   c. The factor of the "Instructional Leadership" is defined as the teacher obtaining and possessing one or more of the following:

   - Literacy Endorsement
   - Masters Degree in an IDOE recognized content area
   - Masters +18 hours in content area qualifying the teacher to teach dual credit

   d. The factor of evaluation is defined as having received a final summative evaluation rating of "Highly Effective" or "Effective" from the Shakamak School Corporation during the previous school year.

e. The term *returning teacher* refers to a teacher who was employed by the Shakamak School Corporation during the previous school year and is placed on the Veteran Salary Schedule rather than under the starting salary provisions.

b. New Veteran Teacher Salary Schedule

The Shakamak School Corporation commencing with the 2025-2026 school year adopts a new "Veteran Teacher Salary Schedule" set forth in Appendix G of this Agreement.

c. Transition to and Placement on Appendix G – Veteran Teacher Salary Schedule

Transition and Placement
Returning teachers shall be placed on the new *Veteran Teacher Salary Schedule* (Appendix G). Placement will be determined as follows:

- Each returning teacher will be placed at the step (row) that corresponds to either:

1. The salary amount equal to the teacher's current (status quo) salary; or

2. If the teacher's current salary falls between two step amounts, the teacher will be placed at the next higher step on the schedule.

Special Adjustment for 2024–2025 Stipend Recipients
Returning teachers who received the one-time $1,000 stipend (Stipend C) in the 2024–2025 Collective Bargaining Agreement shall, in addition to the placement described above, receive an advancement of ten (10) steps on Appendix G. This one-time adjustment is not recurring annually.

Differential Raises and Retention Adjustment
This transition and placement process will result in varying salary increases ("differential raises") among returning teachers. These differences are permissible as part of the *teacher retention catch-up* adjustment, which aligns with the salary factor defined as *Academic Needs of the Students.*

d. 2025–2026 Potential Step Increases on the Veteran Teacher Salary Schedule

Returning teachers who meet the criteria under *Academic Needs of the Students* (Article VI, Section 1(A)(2)(b)) shall receive an increase of five (5) steps on

Appendix G for the 2025–2026 school year.

e. One-Time Adjustments

Teachers may receive a one-time step increase on the Veteran Teacher Salary Schedule (Appendix G) based on completion of the following instructional leadership or advanced credential roles earned by the beginning of the school year:

- Literacy Endorsement: advance one (1) step, not to exceed the top step of the schedule
- Master's Degree in Content Area: advance twenty (20) steps, not to exceed the top step of the schedule
- Master's Degree plus 18 Graduate Hours in Content Area (qualifying the teacher to teach dual credit): advance nine (9) steps, not to exceed the top step of the schedule

This one-time adjustment is not recurring annually but may be applied once when the above qualifications are met at the beginning of the school year.

f. Starting Salary

Newly hired teachers will be placed at the approximate salary on Appendix F "2025-2026 New Hire Salary Schedule" pursuant to the teacher's appropriate experience and degree.

The Superintendent shall discuss with the Association President the initial salary placement of all newly hired bargaining unit members within the first thirty (30) teacher contact days of the new academic year. The Superintendent shall have the authority to offer a new hire up to a $1500 one-time hiring bonus. If the new hire leaves prior to the end of the second semester, the new hire will be required to repay the School Corporation one-half of the signing bonus back to the School Corporation.

<u>Section 2</u>. Salary differentials are in Appendix A.

<u>Section 3</u>. A teacher who is not provided a car and who is authorized to use his/her own automobile in pursuance of assigned school duties shall be reimbursed at the I.R.S. per mile reimbursement rate in effect on the August 1st immediately preceding the school year for each mile traveled.

Section 4. Teachers will be paid by twenty-six (26) pays. The amount of the paycheck will be calculated by dividing the teacher salary by the appropriate number of pay dates.

A teacher who resigns and leaves employment before the end of the school year or who dies during the school year will receive any remaining pay on the pay date for the pay period immediately following the pay period in which the resignation or death occurs. A teacher whose employment ends at the end of the school year will receive any remaining pay by at least the pay date for the pay period in which the last teacher day occurs.

Section 5. All teacher pay will be through direct deposit.

Section 6. Updated individual teacher contracts shall be distributed for signatures within 30 days after ratification.

Section 7. The School District shall pay for criminal history checks.

ARTICLE VII

Fringe Benefits

Section 1. (A) Hospitalization:

(a) These provisions will be effective on January 1, 2021, and thereafter.

(b) Effective January 1, 2021, the School District will move the current Hospitalization Insurance to the Indiana State Employees Health Insurance Plan frequently referred to as the "State of Indiana Personnel Plan."

(c) The premium year will be from January 1st to December 31st. As a note the movement to this State of Indiana Personnel Plan will require a minimum three (3) year commitment.

(d) The School District will pay the maximum amount allowable for the Health Insurance plan for the State of Indiana and the plan options (PPO and/or HDHP) and the School District contribution amount will be a subject of negotiations thereafter.

(e) Benefits shall also be paid to employees working less than full-time but at least eighty percent (80%) of the time, but may be prorated to such employees according to contracted hours actually worked.

(f) Between fifty-five (55) and qualification for Medicare, a retired teacher who is currently enrolled in the group health insurance program and who (1) does not qualify for the retirement program or (2) who no longer qualifies for the retirement program may continue in the group health insurance program by paying the entire premium.

(g) MSD of Shakamak will continue to contribute the maximum allowed by the Indiana State Insurance Plan for the insurance premium costs, covered by the employer.

Section 2. Life Insurance

Effective October 1, 2002, the Board will provide $70,000 of group term life insurance for each teacher in the bargaining unit. This will include double indemnity for accidental death or dismemberment. The carrier will be selected by the Board. Teachers may purchase supplemental term life insurance in increments of $10,000 to a maximum of $70,000, subject to the carrier's enrollment restrictions and rules.

Section 3. Long Term Disability Insurance.

The School Corporation will provide, at its own expense, a Long Term Disability Plan (Income Protection Insurance Plan) in which each teacher may elect to participate. That insurance plan shall provide for an income protection benefit payment of sixty-six and two thirds percent (66-2/3%) of the teacher's salary, a ninety (90) day qualification period, social security freeze, no coordination with the teacher retirement disability and a reoccurring disability benefit clause (reoccurring and successive).

Section 4. Section 125 - Salary Diversion, Flexible Fringe Benefit Plan.

The School Corporation will provide a Section 125, Flexible Fringe Benefit Plan. That flexible benefit plan will include the following options:

a. Health insurance premium;
b. Supplemental life insurance premium;
c. Long term disability or income protection insurance premiums;
d. Non-reimbursed medical expenses;
e. Dependent care expenses;
f. Cash; or
g. A combination of any of the above.

Section 5. Dental Insurance.

The Board shall provide a dental insurance plan and shall pay one hundred percent (100%) of the premium cost for a single plan, and eighty-eight percent (88%) of the premium cost for a family plan.

Section 6. Vision Insurance.

The Board shall provide a vision care rider and shall pay 100% of the premium cost for a single or a family plan.

Section 7. Insurance Carrier.

The School Corporation agrees to form a committee to discuss alternative insurance carriers with the Association. The School Corporation reserves the right to select the insurance carrier for its group insurance benefit programs. This committee may also investigate and review alternative benefit provisions. Any change in benefits may be implemented during the term of the agreement but must be ratified by the Association and the School Board.

Section 8. Tax Sheltered Annuities.

The Board shall provide each teacher the opportunity to payroll withholdings for a voluntary tax sheltered annuity program approved by the School Board.

Section 9. Matching Annuities.

The School Corporation will contribute toward a matching annuity plan. The School Corporation's total annual contribution to the 401(a)* Account will match the teacher's contribution to his/her 403(b) Tax Shelter Annuity up to a maximum of the greater of Five Hundred Dollars ($500.00) or two percent (2%) of a Teacher's salary in any one school year. Effective with the 2008-2009 school year, the School Corporation will match up to a maximum of the greater of Five Hundred Dollars ($500.00) or one and one-half percent (1 ½%) of the teacher's regular salary with a contribution to the teacher's account in the 401(a) plan. These amounts will be stated in dollar amounts or dollar amounts and twenty cent ($.20) increments. Should the amount not be in such increments, the matching amounts will be rounded up to the nearest twenty cents ($.20). The provisions for this program will be set forth in the plan document. To the extent there are any and to the extent permitted by the law, the plan will pay the set-up and/or administration costs of the matching annuity plan.

ARTICLE VIII

Severance Benefits

Section 1. Service Years Pay

Commencing in June 2002, and at the end of each school year thereafter, all bargaining unit members who have nineteen (19) years of service in Shakamak, or its predecessors, shall sell one (1) year of service, and shall receive Seventy-five Dollars ($75.00) for the year of service paid into the teacher's 401(a) account. If in the last year of employment prior to retirement the teacher qualifies for Section 2- Service Years Pay at Retirement, then there will be no pay for any additional years of service under this Section, but all the years of service will be compensated pursuant to Section 2.

Commencing with the end of the 2006-2007 school year and each school year thereafter, all teachers shall sell any years of service earned and shall receive Seventy-five Dollars ($75.00) for that year of service which will be paid into the teacher's 401(a) account.

Section 2. Service Years Pay at Retirement for Transition Option Benefit Teachers

Teachers retiring at age fifty-five (55) or older (the teacher must be at least fifty-five (55) prior to the beginning of the next semester following the date of retirement) in the Metropolitan School District of Shakamak shall receive Seventy-five Dollars ($75.00) per year of service in Shakamak or its predecessors. Such payment of service years shall be paid into the teacher's 401(a) account on or before the teacher's last day of employment.

Section 3. Unused Leave Day Pay at Retirement

Each retiring teacher shall receive One Hundred Dollars ($100) for each unused sick leave day. This payment will be paid into the teacher's 401(a) account in his/her last year of teaching prior to the effective date of the teacher's retirement.

Section 4. The last year of employment prior to retirement, a teacher may choose to have up to Two Thousand Dollars ($2,000.00) paid as salary rather than deposited into the 401(a) account. If that option is chosen, up to Two Thousand Dollars shall be paid as salary and then also report to INPRS on behalf of the retired teacher during his/her last year of teaching.

Section 5. Should a retired teacher reach a maximum contribution level to his 401(a) account, any entitlement of contribution for accumulated sick days or service years pay in excess of the 401(a) maximum shall be paid in cash to the retiring teacher.

Section 6. Any teacher retiring shall give a letter of resignation effective at the end of the final teaching contract. Beginning with the 2006-07 school year, said resignation shall be presented to the Superintendent of Schools on or before March 1 of the teacher's final school year.

Section 7. In the event an eligible teacher is unable to give the required notice of retirement and is forced to retire as a result of an accident or ill health, or other unforeseen event, the School Board may waive the required notice of retirement and pay the severance allowance by appropriate adjustment of the teacher's current contract.

Section 8. If a teacher provides notice to the School Corporation and dies before receiving the retirement severance, the retirement severance pay benefit shall be paid in a lump sum to the teacher's named beneficiary if the teacher would have been eligible for retirement severance benefits as of the date of death. If the beneficiary(ies) is not filed with the Indiana State Teacher's Retirement Fund, benefits shall be paid to the teacher's estate.

Section 9. If a teacher, who is eligible for retirement severance benefits, dies and did NOT provide notice to the School Corporation, then, the retirement severance pay benefit shall be paid in a lump sum to the teacher's named beneficiary if the teacher would have been eligible for retirement severance benefits as of the date of death. If the beneficiary(ies) is not filed with the Indiana State Teacher's Retirement Fund, benefits shall be paid to the teacher's estate.

ARTICLE IX

Retirement Benefits

Section 1. Retirement Restructuring Buyout Program.

a. Eligibility for Benefits

All teachers hired on or before January 1, 2003, except those eligible to receive benefits under Article IX, Section 4 (see Appendix D).

b. Retirement Restructuring Lump Sum Contribution

In response to both the mandates and opportunity provided by Public Law 253 (Acts of 2001) commonly known as Senate Enrolled Act 199 the Association and the School District engaged in a retirement restructuring review during 2006.

As a result of this restructuring, eligible teachers pursuant to Section A above, will receive a one-time lump sum buy-out contribution for their right to receive Service Years at Retirement (Article VIII, Section 2) and Retirement Benefits (Article IX, Section 1).

The amount of the buy-out contribution was actuarially determined and the amount of the buy-out contribution is set forth in a "Retirement Restructuring Buyout Memorandum of Agreement" by and between the School Corporation and the Association. The amount of the buy-out specified in the Memorandum of Agreement is enforceable through the grievance procedure of the Agreement.

Twenty percent (20%) of the lump sum buyout will be deposited in a separate account for each eligible teacher in the 401(a) plan and eighty percent (80%) will be deposited in a separate account for each eligible teacher in the Retirement 501(c)(9) Trust Retirement VEBA. Said 401(a) and VEBA accounts shall be administered by the ISTA Financial Services Program.

Any Retirement Restructuring Buyout contribution will not vest until the teacher completes his/her tenth (10^{th}) year of service.

A teacher meeting the above vesting requirements will become fully vested. A teacher whose employment is terminated prior to vesting will have the then current value of the Retirement Restructuring Buy-Out Payment reallocated at the end of each school year among the then remaining separate Retirement Restructuring Buy-Out Payment accounts of those teachers who have not yet reached the assumed retirement age of fifty-eight (58). Such reallocation shall be in a similar ratio for the reallocation as was the ratio for the initial deposit of the remaining accounts at the time of reallocation. Teachers whose positions are eliminated by a reduction in force shall not forfeit their individual account assets (401(a) and VEBA) until their rights to recall have expired. Teachers who are reduced and who are eligible for and fully vested in the retirement benefits buyout shall be entitled to all monies in his/her buyout at the time he/she is removed from the recall list.

This section will remain in the Collective Bargaining Agreement for historical information and will remain in this Collective Bargaining Agreement until all of the teachers listed in Appendix D have been deleted.

Section 2. M.S.D. of Shakamak's Retirement Savings Plan

a. The School Corporation will maintain the M.S.D. of Shakamak's Retirement Savings Plan ("Retirement Savings Plan"). The provisions for such a program are set forth in the plan document. This Plan will be a 401(a) qualified plan. Teachers hired after January 1, 2003, and teachers designated as "grandfathered teachers" (as listed in Appendix D attached hereto and incorporated herein by reference) for this Retirement Savings Plan will be in this Retirement Savings Plan and eligible for benefits. These retirement benefits are in lieu of and teachers eligible for the Retirement Savings Plan shall not receive any benefits under Article IX, Section 1.

b. Effective with the 2008-2009 school year, the School Corporation will contribute to every teacher eligible for the Retirement Savings Plan and employed under regular contract an amount equal to one and one-half percent (1 ½%) of the teacher's regular salary to the teacher's account in the Retirement Savings Plan. The School Corporation's contribution will be submitted to the Retirement Savings Plan vendor on a ten (10) pay basis, like the payroll deductions for teachers' elective employee contributions to their 403(b) qualified tax deferred plan.

c. Teachers will have the option of continuing to invest their dollars in a 403(B) plan. Vendors eligible for payroll deduction will be selected through the 403(b) compliance process. Teachers who qualify for this plan will also be eligible for the benefits of Article VII, Section 9 (Matching Annuity). Teachers may change their payroll deductions twice a year by providing written notice to the Superintendent's office during the months of August and January.

d. Since this Retirement Savings Plan is a replacement for the benefits provided for in Article IX, Section 1, all contributions to eligible teachers will not vest until that time the teacher would have qualified for benefits under the Social Security and Medicare Bridge, that being obtaining the age of fifty-five (55), and having ten (10) years of service with the M.S.D of Shakamak, at which time the teacher will become fully vested. A teacher whose employment is terminated prior to vesting will have the value of their Retirement Savings Plan forfeited to the plan and that amount will be utilized as part of the School Corporation's next required contribution. The School Corporation will disclose and provide a written notice to the Association of the amount, if any, that has been forfeited and used to reduce the School Corporation's contribution that year.

Section 3. M.S.D. Shakamak VEBA Plan.

a. During the 2005-2006 school year, the School Corporation will establish and maintain the M.S.D. Shakamak Retirement VEBA Plan. The provisions for such a program are set forth in the plan document. This plan will be a retirement 501(c)(9) Trust.

b. Effective with the 2006-2007 school year, the School Corporation will contribute to every teacher under regular contract an amount equal to one-fourth of one percent (1/4%) of the teacher's regular salary to the teacher's account in the M.S.D. Shakamak Retirement VEBA Plan. The

School Corporation's contribution will be submitted to the Retirement VEBA Plan vendor before February 1 of each school year. Teachers shall be vested upon their first day of work in their sixth year under a regular teacher contract.

Effective with the 2008-2009 school year, the School Corporation will contribute to every teacher under regular contract the following amounts:

(i) An amount equal to one and one-four of one percent (1 ¼%) of the teacher's regular salary; and

(ii) Thirty Dollars ($30.00) if the value of the teacher's account is less than Three Thousand Dollars ($3,000.00) on the December 31st of each school year.

The School Corporation's contribution will be submitted to the Retirement VEBA Plan vendor before the following March 1st of each school year. Teachers shall be vested upon the first (1st) day of work in their sixth (6th) year under a regular teacher contract.

Section 4. Continuation of Insurance(s) in Retirement.

a. Certified staff members may elect to continue their current health, dental or vision insurance(s) with the School Corporation group plans, by notifying the office of the Superintendent, in writing, along with the application for retirement.

b. Except for prior retirees and teachers (transition teachers) eligible for the Social Security Bridge Benefit, teachers who elect continuation of the School District's Group Health Insurance Program will be responsible for the entire health insurance premium.

Section 5. Teachers retiring in the past, even though currently receiving payments, will be governed by the Collective Bargaining Agreement in effect at the time of their retirement.

ARTICLE X

Grievance Procedure

Section 1. Definitions.

a. A "grievance" is an alleged violation or claimed misinterpretation or misapplication of a specific article or section of this Agreement.

b. The term "teacher" includes any individual or group of individuals in the bargaining unit.

c. The term "day" when used in this Article shall mean teacher days (as that term is used in the teacher work year). During the summer between teacher work years, the term shall mean weekdays (Monday through Friday not including legal holidays).

Section 2. Grievant and Representation.

An individual employee, or group of employees, may present a grievance and may do so through the exclusive representative, and the exclusive representative may thus be given an opportunity to be present at all stages of the grievance machinery. The adjustment of all grievances shall not be inconsistent with the terms of this Contract.

Section 3. Procedure.

a. Step One

A grievance may be initiated in one (1) of the following ways:

(1) Within ten (10) working days of the time a teacher has actual knowledge or should have knowledge of a grievance, the teacher may approach the building principal concerned and discuss the matter in his own behalf.

(2) The teacher may request that a representative of the Association accompany the teacher and in such case the building supervisor shall not initiate any consultation with the grievant prior to any scheduled meeting at which the representative is to be present. Within four (4) working days after presentation of the grievance, the principal shall give his answer orally to the teacher.

b. Step Two

In the event the grievance is not resolved in Step One, the grievant within five (5) working days of receipt of this answer or the last date on which the answer is to be provided, may file a formal grievance in writing with the building principal. Any grievance not so presented in writing in Step Two shall be deemed waived and shall not be processed.

(1) The grievance form shall be filed in quadruplicate with one (1) copy for the Association, the grievant, the building principal, and the school central office.

(2) The grievance shall (1) name the employee(s) involved, (2) state the facts giving rise to the grievance, (3) identify the specific provisions of this Agreement alleged to have been violated or misinterpreted, (4) state the contention of the grievant with respect to the grievance, (5) indicate the specific relief requested, and (6) be signed by the employee(s).

(3) The teacher may request a meeting with the building principal and the Association representative may accompany the grievant. In any event, within five (5) days after receiving the written grievance, the building principal shall communicate his answer in writing to the grievant and the Association representative, and said answer shall be attached to the grievance.

c. Step Three

(1) If the grievance is not resolved in Step Two, the teacher may within five (5) days of receipt of the building principal's answer or the last date on which the answer is to be provided, appeal to the superintendent, or his designee, by filing the grievance and the principal's answer, along with a written response of the teacher, if desired, with the Office of the Superintendent, which shall receipt therefore. Any such response by the grievant shall be attached to the grievance.

(2) The teacher may request a meeting with the superintendent, or his designated representative, and the Association representative may accompany the grievant.

The superintendent, or his designated representative, shall give the teacher an answer in writing no later than ten (10) days after receipt of the written grievance properly filed with the Office of the Superintendent. Such answer shall be attached to the grievance.

d. Step Four

(1) If the grievance is not resolved in Step Three, the teacher may within five (5) days of receipt of the Superintendent's or the Superintendent designee's answer or the last date on which the answer is to be provided, appeal to the Board by filing the grievance and the Superintendent's answer with the office of the Superintendent.

(2) The Board shall hold a conference concerning the grievance with the grievant and the Association and the Board shall render its decision within ten (10) days after the conference.

e. Step Five

Within twenty (20) days after receipt of the decision in Step Four or the last date on which the answer is to be provided, the Association, upon written notice to the Board, may submit the grievance to the Third Party Grievance Resolution process pursuant to the following procedure:

(1) The two (2) parties, the Board and the Association, shall attempt to select an Independent Third Party Grievance Resolution person by mutual agreement, or a method of selecting an arbitrator by mutual agreement. If the two (2) parties cannot agree on such a person, or a method of selecting that person, within ten (10) days after notification is given, the Independent Third Party Grievance Resolution person shall be selected in accordance with the rules of the American Arbitration Association.

(2) The cost of the services of the Independent Third Party Grievance Resolution person, including per diem expenses, if any, and actual and necessary travel and subsistence expenses shall be borne equally by the Board and the Association.

Section 4. Other Provisions Relating to the Grievance Procedure.

a. At his option, a teacher may bypass Step One of this procedure.

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

c. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel file of the participant and are not valid bases for evaluations.

d. Time limits herein may be extended only by mutual agreement, signed by the parties.

e. Time limits herein apply to teachers on leave of absence, other than sick leave, as if such teacher was present and working.

f. No steps of the grievance procedure shall be conducted during the time the teacher has any assigned duties.

g. If there is a failure at any step to communicate the decision on a grievance within the specified time limit, the grievant shall then have the right to appeal at the next step of the procedure.

h. Any grievance not advanced from one step to the next within the time limits, shall be deemed resolved by the answer at the previous step.

i. Any grievance which arose prior to the effective date of this agreement to the extent permitted, shall be processed pursuant to the proceeding agreement.

j. No teacher may use the grievance procedure in any way to appeal discharge or a decision by the Board not to renew or cancel such teacher's contract.

k. Where a grievance filed under this Article is of the nature that the resolution of the grievance is not within the authority of a building principal, the teacher or teachers may elect to file the grievance directly with the Superintendent in Step Three. If a grievance is filed directly at Step Three and is a grievance which may be resolved by the principal, the grievance will be deemed to be filed at Step Two by the Superintendent forwarding the grievance to the appropriate principal.

Term of Agreement

The Board and its designated representatives have met with representatives of the Association and entered into extended deliberate negotiations, and the Board and the Association recognize and declare that providing quality education for the children of the Metropolitan School District is their mutual aim.

This Contract shall be effective as of July 1, 2025, and shall continue in effect through June 30, 2026, with the exception of those provisions which specifically go into effect or expire by their terms at such other dates. This Contract shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

This Contract is made and entered into at Jasonville, Indiana, on this 23rd day of October 2025, by and between the Board of School Trustees of the Metropolitan School District of Shakamak, Counties of Greene and Clay, State of Indiana, party of the first part, heretofore referred to as the "Board," and the Shakamak Classroom Teachers Association, affiliated with the Indiana State Teachers' Association and the National Education Association, heretofore referred to as the "Association."

The undersigned attest to the following:

1. A public hearing was held in compliance with IC 20-29-6-1(b) on 9/19/25, and electronic participation from the parties and public was not permitted;

2. A public meeting in compliance with IC 20-29-6-19 was held on 10/9/25, to discuss the tentative agreement and electronic participation from the parties and public was not permitted.

The contents of this Term of Agreement, including the dates and actions taken, and this Contract is so attested to by the parties whose signatures appear below:

BOARD OF SCHOOL TRUSTEES
METROPOLITAN SCHOOL DISTRICT
OF SHAKAMAK

President

Jacinda Smith
Superintendent

The Board ratified on the
23th day of October, 2025

SHAKAMAK CLASSROOM
TEACHERS ASSOCIATION

Carol J. McDonald
President

Carol J. McDonald
Bargaining Team Chairperson

The Association ratified on the 7th ______
day of October, 2025

EXTRA-DUTY PAY
SCHEDULE

APPENDIX A

Base =	$40,450	
	Rate	Corporation Cost
Fall Sports		
Cross Country, HS Boys	0.0662	$2,677.79
Cross Country, HS Girls	0.0662	$2,677.79
Cross Country, JH CoEd	0.0296	$1,197.32
Golf, HS Girls	0.0443	$1,791.94
Golf, JH CoEd	0.0221	$893.95
Volleyball, HS Girls	0.1034	$4,182.53
Volleyball Asst, HS Girls	0.0500	$2,022.50
Volleyball, 8th Girls	0.0500	$2,022.50
Volleyball, 7th Girls	0.0450	$1,820.25
Winter Sports		
Basketball Varsity, HS Boys	0.1724	$6,973.58
Basketball JV, HS Boys	0.0936	$3,786.12
Basketball Freshman, HS Boys	0.0640	$2,588.80
Basketball Varsity, HS Girls	0.1724	$6,973.58
Basketball Asst, HS Girls	0.0938	$3,794.21
Basketball Freshman, HS Girls	0.0640	$2,588.80
Basketball, 8th Boys	0.0443	$1,791.94
Basketball, 7th Boys	0.0419	$1,694.86
Basketball, 8th Girls	0.0443	$1,791.94
Basketball, 7th Girls	0.0419	$1,694.86
Basketball, 6th Boys	0.0320	$1,294.40
Basketball, 5th Boys	0.0320	$1,294.40
Basketball, 6th Girls	0.0320	$1,294.40
Basketball, 5th Girls	0.0320	$1,294.40
Cheerleaders, HS	0.0419	$1,694.86
Cheerleaders, JH	0.0246	$995.07
Cheerleaders, Elem	0.0200	$809.00

Spring Sports		
Baseball, HS Boys	0.1034	$4,182.53
Baseball Asst, HS Boys	0.0468	$1,893.06
Softball, HS Girls	0.1034	$4,182.53
Softball Asst, HS Girls	0.0468	$1,893.06
Track, HS Boys	0.0739	$2,989.26
Track, HS Girls	0.0739	$2,989.26
Track Asst, HS CoEd	0.0369	$1,492.61
Track, JH CoEd	0.0345	$1,395.53
Track Asst, JH CoEd	0.0148	$598.66
Golf, HS Boys	0.0443	$1,791.94
Performances / Publications		
Band Director	0.0887	$3,587.92
Dance Team	0.0197	$796.87
Dance Team Asst	0.0123	$497.54
Chorus Director	0.0887	$3,587.92
Yearbook, HS	0.0384	$1,553.28
Class Sponsors		
Class Sponsor, Senior Lead	0.0213	$861.59
Class Sponsor, Senior Asst	0.0150	$606.75
Class Sponsor, Junior Lead	0.0283	$1,144.74
Class Sponsor, Junior Asst	0.0213	$861.59
Class Sponsor, Sophomore (2)	0.0150	$1,213.50
Class Sponsor, Freshman (2)	0.0150	$1,213.50
Class Sponsor, 8th Grade	0.0110	$444.95
Class Sponsor, 7th Grade	0.0110	$444.95
Clubs		
Academic Spell Bowl (Fall), HS	0.0150	$606.75
Academic Spell Bowl (Fall), JH	0.0150	$606.75
Academic Spell Bowl (Fall), Elem	0.0150	$606.75
Academic Quiz Bowl (Winter), HS	0.0150	$606.75
Academic Super Bowl (Spring), HS (2)	0.0250	$2,022.50
Art Club	0.0110	$444.95

BPA	0.0300	$1,213.50
Chess Club	0.0110	$444.95
Creative Writing Club	0.0110	$444.95
Drama Fall Production	0.0150	$606.75
Drama Spring Production	0.0150	$606.75
FCA	0.0110	$444.95
FCCLA, HS	0.0150	$606.75
FCCLA, JH	0.0110	$444.95
FFA, HS	0.0300	$1,213.50
FFA, JH	0.0200	$809.00
Foreign Language Club	0.0110	$444.95
Media Club	0.0110	$444.95
National Honor Society	0.0150	$606.75
Pep Club	0.0200	$809.00
Robotics, HS	0.0150	$606.75
Robotics, JH	0.0150	$606.75
International Robotics Honor Society	0.0150	$606.75
SADD	0.0110	$444.95
Science Club	0.0110	$444.95
Student Council, HS	0.0300	$1,213.50
Student Council, JH	0.0150	$606.75
YCA	0.0110	$444.95

<u>Additional Stipend - Regional Competition (Athletic Coaches)</u>

Varsity Coach - Team Qualification	$150
- Individual/s Qualify	75
Asst. Coaches to Varsity Team Sports	75

<u>Additional Stipend - Semi-State Competition (Athletic Coaches)</u>

Varsity Coach - Team Qualification	$150
- Individual/s Qualify	75
Asst. Coaches to Varsity Team Sports	75

<u>Additional Stipend - State Competition (Athletic Coaches)</u>

Varsity Coach - Team Qualification	$150
- Individual/s Qualify	75
Asst. Coaches to Varsity Team Sports	75

* Index base is Bachelors Degree 0 Experience from the 2024-2025 contract.

<u>EXTENDED CONTRACTS</u>

[NOTE: These Extended Contracts are for informational purposes only and have not been bargained.]

Guidance Counselor – Minimum 10 days at per diem rate up to a maximum of 15 days.

Vocational Agribusiness Teacher – The Board may pay extended days up to a maximum of 20 days (at the per diem rate).

An hourly rate of $35.00 an hour shall be paid for any corporation sponsored professional development offered during the summer only.

<u>MISCELLANEOUS</u>

1. The parties understand that the Board retains its sole authority to hire, promote, assign, transfer, retain or remove any person from any or to any position for which additional compensation is paid.

2. Extra assignments as set forth in the Extra-Duty Schedule will be offered to teachers on a voluntary basis. No teacher will be given a negative evaluation for not accepting an extra-duty assignment as set forth in the Extra-Duty Schedule nor for applying for release under this provision.

3. Each new teacher who signs an individual contract with extra duty positions(s) included in the teacher's first regular contract that commences the teacher's employment is expected to continue said assignment until the earliest of the following dates:

    a. The date on which a replacement satisfactory to the Board is hired; or

    b. The end of the sixth (6th) year following hire or rehire, if notice is provided prior to February 1 or if provided thereafter then the resignation is effective at the end of the following year; or

    c. After the sixth (6th) year the end of the school year if notice is provided prior to February 1st. If notice is provided on or after February 1st of the sixth (6th) year or any school year after the sixth (6th) year then the end of the following school year.

    Each new teacher who signs an individual contract who has extra duty positions included in their initial individual contract will be advised in writing of this contract provision before he/she signs his/her initial individual teaching contract.

4. A teacher who signs, after their initial individual contract, any individual contract which contains an extra-curricular position which was (1) not contained on the initial regular contract or (2) there was a contract after the teacher's initial

contract which did not set forth that extra-curricular position is expected to continue such assignment until the earliest of the following two dates:

a. The date on which a replacement satisfactory to the Board is hired;

b. The end of the school year if a written resignation is submitted to the Superintendent's Office prior to February 1; or

c. If the notice is not submitted by February 1, then the end of the school year following the school year during which a written resignation is submitted to the Superintendent's office.

5. Any reference in Appendix A that refers to a non-bargaining subject is set forth herein for informational purposes only.

APPENDIX B

GRIEVANCE FORM

NAME OF TEACHER(S) SEEKING RELIEF:________________________________
NAME OF OTHER EMPLOYEE(S) INVOLVED, IF ANY:__________________

____

IDENTIFICATION OF SPECIFIC PROVISIONS OF AGREEMENT VIOLATED OR

MISINTERPRETED:____

____

____

STATEMENT OF FACTS GIVING RISE TO THE GRIEVANCE AND CONTENTION OF THE GRIEVANT WITH RESPECT TO THE GRIEVANCE:

____

____

____

____

____

____

____

SPECIFIC RELIEF REQUESTED:__________________________________

____

____

____

____

SIGNATURE OF TEACHER(S) SEEKING RELIEF

____

APPENDIX C
2025-2026
PAY DATE SCHEDULE

AUGUST
August 8, 2025

August 22, 2025

SEPTEMBER
September 5, 2025

September 19, 2025

OCTOBER
October 3, 2025

October 17, 2025

October 31, 2025 (No Section 125 Deductions)

NOVEMBER
November 14, 2025

November 28, 2025

DECEMBER
December 12, 2025

December 26, 2025

JANUARY
January 9, 2026

January 23, 2026

FEBRUARY
February 6, 2026

February 20, 2026

MARCH
March 6, 2026

March 20, 2026

APRIL
April 3, 2026

April 17, 2026

May
May 1, 2026

May 15, 2026

May 29, 2026 (No Section 125 Deductions)

June
June 12, 2026

June 26, 2026

July
July 10, 2026

July 24, 2026

Association Dues are taken through EFTs and will commence in September through May.

APPENDIX D

M.S.D. OF SHAKAMAK
"GRANDFATHERED TEACHERS"

The following teachers were hired before January 1, 2003, and have elected to participate in the new M.S.D. of Shakamak Retirement Savings Plan.

1. Ronal Barber
2. Debbie Eccles
3. Jennifer Scott

APPENDIX E

MSD SHAKAMAK
SEVERANCE BENEFIT ELECTION FORM
FOR THE LAST YEAR OF TEACHING

Up to Two Thousand Dollars ($2,000.00) may be reported to INPRS on behalf of the retiring teacher during his/her last year of teaching as severance payments and then those payments would be eligible to be included in calculating those payments along with other eligible compensation as one of the teacher's five (5) highest years of reportable salary compensation.

401(a) contributions are not eligible pursuant to the INPRS statutes and regulations and therefore do not count towards this calculation. Such payments must be paid in taxable cash payments reportable on the teacher's W-2 form to be eligible to be included in that calculation.

This form shall be utilized for a teacher to make an election. Once this form is submitted, it is irrevocable.

Section 2 Amount $______________________

Section 3 Amount $______________________

Total Amount $______________________

The amount of the above which is to be placed in a 401(a) $______________________

The amount of the above which is to be placed in wages and reported to INPRS, not to exceed $2,000 $______________________

______________________________ ______________________

Signature Date

____

Printed Name

2025 – 2026 New Hire Salary Schedule

Experience	Bachelor's Degree	Master's Degree
0	$45,000	$45,000
1-5	$45,500	$45,500
6-8	$46,100	$46,100
9-13	$46,500	$48,500
14-16	$48,600	$50,600
17-20	$51,400	$53,400
21-24	$57,100	$59,100
25-29	$59,400	$61,400
30-32	$61,800	$63,800
Above 32	$67,600	$69,600

APPENDIX G

Step	Salary	Step	Salary	Step	Salary	Step	Salary
1	$45,000	67	$51,600	133	$58,200	199	$64,800
2	$45,100	68	$51,700	134	$58,300	200	$64,900
3	$45,200	69	$51,800	135	$58,400	201	$65,000
4	$45,300	70	$51,900	136	$58,500	202	$65,100
5	$45,400	71	$52,000	137	$58,600	203	$65,200
6	$45,500	72	$52,100	138	$58,700	204	$65,300
7	$45,600	73	$52,200	139	$58,800	205	$65,400
8	$45,700	74	$52,300	140	$58,900	206	$65,500
9	$45,800	75	$52,400	141	$59,000	207	$65,600
10	$45,900	76	$52,500	142	$59,100	208	$65,700
11	$46,000	77	$52,600	143	$59,200	209	$65,800
12	$46,100	78	$52,700	144	$59,300	210	$65,900
13	$46,200	79	$52,800	145	$59,400	211	$66,000
14	$46,300	80	$52,900	146	$59,500	212	$66,100
15	$46,400	81	$53,000	147	$59,600	213	$66,200
16	$46,500	82	$53,100	148	$59,700	214	$66,300
17	$46,600	83	$53,200	149	$59,800	215	$66,400
18	$46,700	84	$53,300	150	$59,900	216	$66,500
19	$46,800	85	$53,400	151	$60,000	217	$66,600
20	$46,900	86	$53,500	152	$60,100	218	$66,700
21	$47,000	87	$53,600	153	$60,200	219	$66,800
22	$47,100	88	$53,700	154	$60,300	220	$66,900
23	$47,200	89	$53,800	155	$60,400	221	$67,000
24	$47,300	90	$53,900	156	$60,500	222	$67,100
25	$47,400	91	$54,000	157	$60,600	223	$67,200
26	$47,500	92	$54,100	158	$60,700	224	$67,300
27	$47,600	93	$54,200	159	$60,800	225	$67,400
28	$47,700	94	$54,300	160	$60,900	226	$67,500
29	$47,800	95	$54,400	161	$61,000	227	$67,600
30	$47,900	96	$54,500	162	$61,100	228	$67,700
31	$48,000	97	$54,600	163	$61,200	229	$67,800

32	$48,100	98	$54,700	164	$61,300	230	$67,900
33	$48,200	99	$54,800	165	$61,400	231	$68,000
34	$48,300	100	$54,900	166	$61,500	232	$68,100
35	$48,400	101	$55,000	167	$61,600	233	$68,200
36	$48,500	102	$55,100	168	$61,700	234	$68,300
37	$48,600	103	$55,200	169	$61,800	235	$68,400
38	$48,700	104	$55,300	170	$61,900	236	$68,500
39	$48,800	105	$55,400	171	$62,000	237	$68,600
40	$48,900	106	$55,500	172	$62,100	238	$68,700
41	$49,000	107	$55,600	173	$62,200	239	$68,800
42	$49,100	108	$55,700	174	$62,300	240	$68,900
43	$49,200	109	$55,800	175	$62,400	241	$69,000
44	$49,300	110	$55,900	176	$62,500	242	$69,100
45	$49,400	111	$56,000	177	$62,600	243	$69,200
46	$49,500	112	$56,100	178	$62,700	244	$69,300
47	$49,600	113	$56,200	179	$62,800	245	$69,400
48	$49,700	114	$56,300	180	$62,900	246	$69,500
49	$49,800	115	$56,400	181	$63,000	247	$69,600
50	$49,900	116	$56,500	182	$63,100	248	$69,700
51	$50,000	117	$56,600	183	$63,200	249	$69,800
52	$50,100	118	$56,700	184	$63,300	250	$69,900
53	$50,200	119	$56,800	185	$63,400	251	$70,000
54	$50,300	120	$56,900	186	$63,500	252	$70,100
55	$50,400	121	$57,000	187	$63,600	253	$70,200
56	$50,500	122	$57,100	188	$63,700	254	$70,300
57	$50,600	123	$57,200	189	$63,800	255	$70,400
58	$50,700	124	$57,300	190	$63,900	256	$70,500
59	$50,800	125	$57,400	191	$64,000	257	$70,600
60	$50,900	126	$57,500	192	$64,100	258	$70,700
61	$51,000	127	$57,600	193	$64,200	259	$70,800
62	$51,100	128	$57,700	194	$64,300	260	$70,900
63	$51,200	129	$57,800	195	$64,400	261	$71,000
64	$51,300	130	$57,900	196	$64,500		
65	$51,400	131	$58,000	197	$64,600		
66	$51,500	132	$58,100	198	$64,700		