2025 CBA COMPLIANCE CHECKLIST

Item		Page No.
School employer and exclusive representative identified		1
Bargaining unit description matches the IEERB Order in effect at time of ratification		4
Beginning and ending date of CBA (must end on or before June 30, 2025)		12
Ratification date (must be on or after September 15 and at least 72 hours after TA meeting)		12
Signed by School Board President, Secretary, or Vice President and exclusive representative		12
General definitions (definitions that apply to the whole CBA)		4
Grievance procedure (if arbitration used, must indicate if advisory or binding)		11
Contract interpretation provisions (e.g., severability, supremacy, savings clauses)		N/A
Salary for new teachers (amount, schedule, or method of calculation)		5
Wages/compensation for ancillary duties		N/A
Wages/compensation for extracurricular duties		14
Compensation for extended contracts		N/A
Public hearing and public meeting attestations (include electronic participation information)		12
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)		4
Full-time classroom teacher (instructs students at least 50% of the workday) salaries are at least $45,000		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)		4
Definitions of factors (e.g., experience, academic needs, instructional leadership)		4
How much each factor contributes to increase (by points, percentage, amount, etc.)		4
Amount of increase (flat amount, % amount) or method for calculating amount		4
Differentiated base salary increase for literacy endorsement		4
Academic needs is at least 10% of maximum possible salary increase calculation		4
The combination of education and experience (excluding increases to reduce the gap and teacher retention catch-up increases) does not exceed 50% of the maximum available salary increase		N/A
If using a salary increase to reduce the gap, it must: (1) be clearly identified and (2) actually reduce the gap		N/A
If using a teacher retention catch-up salary increase it must: (1) be clearly identified, (2) attributed to a factor, (3) describe the teachers to whom the catch-up increase applies, (4) describe the increase amount or method of calculating, and (5) describe how the increase amount represents a comparison to the starting salary of new teachers		N/A

Reminders:

1. Make sure all salary increases are included and described in the compensation plan.

2. If you include non-bargainable items for informational purposes only (e.g., number of ECA positions, number of extended contract days, etc.), be sure to include a statement to that effect.

3. Ensure all date references in the CBA reflect the current contract period.

4. Ensure that the CBA is uploaded to Indiana Gateway by November 15th to avoid a declaration of impasse.

5. Ensure that the electronic participation information in CBA matches information in Indiana Gateway.

1 IEERB encourages parties to number the pages of their CBA. If there are no page numbers, parties should identify the Article or Section number of the particular item (e.g., Art. I Sec B; Sec IV #2, etc.).

2025-2026

TEACHERS CONTRACT

between the

BARR-REEVE COMMUNITY SCHOOLS
BOARD OF TRUSTEES

and the

BARR-REEVE CLASSROOM
TEACHERS ASSOCIATION

CONNECT - CONTRIBUTE - CHALLENGE

TABLE OF CONTENTS

CONTRACT

BETWEEN THE

BARR-REEVE COMMUNITY SCHOOLS, INC.
BOARD OF TRUSTEES

AND THE

BARR-REEVE CLASSROOM TEACHERS ASSOCIATION

THIS CONTRACT ENTERED INTO BY AND BETWEEN THE BOARD OF TRUSTEES OF THE BARR-REEVE COMMUNITY SCHOOLS, INC., HEREINAFTER CALLED THE "BOARD", AND THE BARR-REEVE CLASSROOM TEACHERS ASSOCIATION, AN AFFILIATE OF THE INDIANA STATE TEACHERS ASSOCIATION AND THE NATIONAL EDUCATION ASSOCIATION, HEREINAFTER CALLED THE "ASSOCIATION".

ARTICLE I

RECOGNITION

A. The Board hereby recognizes the Barr-Reeve Classroom Teachers Association as the exclusive representative of all Teachers in the School Corporation.

B. DEFINITIONS.

1. The term "Teacher" when used in this Contract shall refer to all certificated personnel employed by the School Corporation except Superintendent, Building Principals, Assistant Principals, Athletic Director, Title I Administrator, Technology Coordinator, School Counselors, and School Nurses.
2. The term “School Corporation”, when used in this Contract, shall refer to the Barr-Reeve Community Schools, Inc., of the County of Daviess of the State of Indiana. The term “Board” when used in this Contract, shall refer to the Board of Trustees of the Barr-Reeve Community School Corporation.
3. The term “Days” means calendar days unless otherwise specified.

ARTICLE II

COMPENSATION AND EXPENSES

A. COMPENSATION:

- **SALARY RANGE(S) The salary range before base salary increases are applied, excluding TRF, is $45,000 - $78,000 for 2025-2026. The salary range after base salary increases are applied, excluding TRF, is $46,500-$79,650 for 2025-2026**
    - Compensation Schedules shall be found in APPENDIX “A”.

- **COMPENSATION FACTORS AND DEFINITIONS:**
    - This compensation model uses teacher evaluation, experience, and meeting the academic needs of students as criteria to earn a base salary increase. Definitions of these factors are:
        1. Evaluation: To satisfy the “evaluation” factor, the teacher’s evaluation rating for the prior school year cannot be “improvement necessary” or “ineffective”.
        2. Meeting Academic Needs of Students: The need to retain all teachers to provide educational continuity for students.
        3. Instructional Leadership: The teacher has newly attained the literacy endorsement through IDOE.
- **COMPENSATION DISTRIBUTION PLAN:**
    - Evaluation = $750
    - Academic Needs = $750
    - Instructional Leadership: $150. To receive this one-time addition to base salary for the 2025-2026 school year, the teacher must submit proof of attainment of the literacy endorsement by November 15, 2025. Starting June 30, 2026, the teacher must submit proof of attainment of the literacy endorsement by August 1.

The total possible base salary increase a teacher may receive is $1,650. The academic needs factor constitutes more than 10% of the total possible increase ($750 / $1,650 = 45%).

B. Extra Duty Pay Stipends for Extra Curricular Sponsors and Coaches shall be found in APPENDIX "B".

C. It is understood and agreed that Teachers teaching part time shall have their salary prorated. If a part time Teacher is receiving at least Fifty Percent (50%) of the full time salary, then the Teacher shall also receive the full insurance benefits. If a part time Teacher is receiving less than Fifty Percent (50%) of the full time salary, then the Teacher shall not receive any paid insurance benefits, but will be allowed to participate in the group insurance programs at said Teacher's own expense, if participation in said insurance programs is allowed by the insurance carrier(s) for Teachers teaching less than Fifty Percent (50%) of the time. It is also understood and agreed that all part time Teachers, regardless of how much salary they are receiving, will receive the leave benefits spelled out in this Contract on a pro rata basis.

D. **NEW HIRES.** Newly hired teachers, with zero (0) years of experience, will be placed at Level A on the BRCS Compensation Schedule. The Board will place teachers with years of experience on the BRCS Compensation Schedule at the appropriate step along with teachers with similar years of experience. The Board, following consultation with CTA leadership, may place the teacher on the BRCS Compensation Schedule within three (3) steps based upon degrees held, licensure, number of qualified applicants and teaching/subject area of need.

E. **PRO-RATION OF STIPENDS**: If a teacher has the opportunity to earn any stipend available through this contract, but the teacher does not either complete the duties associated with the stipend or does not complete the number of days of work associated with the stipend (as may be applicable), then the stipend shall be pro-rated so that the teacher only receives a stipend amount that is proportionate to the amount of work completed in connection with the stipend or the number of days actually worked in connection with the stipend. This provision applies to all stipends available through this contract, including but not limited to ECA stipends.

ARTICLE III

PAID LEAVE

A. Each teacher shall receive fifteen (15) paid leave school days per school year.

B. Teachers will have the choice at the end of each year:

1. Unused days may be added to the Teachers accumulation until the maximum number is reached. Teachers will be able to accumulate to a maximum of ninety (90) days. At the end of each school year, the Board will buy back any days over the ninety (90) accumulated days at the rate of seventy dollars ($70) per day. The pay for this unused leave will be a one-time annual stipend dependent upon the number of days bought back each year. Any teacher who does not use any paid leave during the school year shall receive an incentive payment reflecting the present value of one thousand dollars ($1000.00). This money shall be deposited into the teacher's Section 401(a) account. It is understood that those ninety (90) days of accumulated leave are not entitled to any compensation. Only days accumulated over those ninety (90) at the end of each year will be tied to the annual buyout.
2. Teachers can also opt to just have a "buyout" at the end of each year instead of banking those days to ninety (90). The pay for this unused leave will be seventy dollars ($70) per day depending on the number of used days each year. This pay for this unused leave will be a one-time annual stipend. Any teacher who does not use any paid leave during the school year shall receive an incentive payment reflecting the present value of one thousand dollars ($1000.00). This money shall be deposited into the teacher's Section 401(a) account. If the teacher chooses to opt out of banking those days, they will be ineligible for the sick leave bank for the first ninety (90) days needed.
3. All teachers will have a Section 401(a) account established. It is agreed upon that those 401(a) accounts have no vesting requirements. If those teachers cease employment with BRCS, they will be entitled to take those 401(a) accounts with them.

4. Any teacher with an attendance rate of 98% (without rounding up) will receive a $750 stipend, which will be deposited into the teacher's Section 401(a) account. A teacher who receives the $1,000 stipend for perfect attendance shall not be permitted to receive the $750 stipend provided for herein.

C. Teachers employed for the 2003-2004 School Year will not be allowed to add onto their already "frozen/banked 100 sick days" accumulation that are eligible for a *buy-out at the amount of $115.00 at retirement. Teachers can utilize those frozen/banked sick days by notifying the Superintendent.

1. At retirement, any remaining unused sick leave days not previously bought out will be paid at the rate of One Hundred Fifteen Dollars ($115.00) per day to a 401(a) plan account for each eligible Teacher in their year of retirement.

2. At retirement, any remaining unused personal leave days not previously bought out will be paid at the actual value of one (1) day Informational Pay **(Teacher Salary divided by 182)** in effect that year for that Teacher per unused personal leave day not previously bought out and that amount will be deposited to a 401(a) plan account for each eligible Teacher in their year of retirement.

D. Teachers employed for the 2004-2005 School Year and beyond will be allowed to use any banked days prior to the (2011-12) Teachers Contract up to ninety (90) days if they have them available.

E. Paid leave days may be used on a one-half (½) day basis.

F. BEREAVEMENT LEAVE.

1. A Teacher absent due to death of spouse and children shall be allowed up to six (6) school days for each occurrence.

2. A Teacher absent due to death of other members of the immediate family shall be allowed up to five (5) school days for each occurrence. Such days shall begin immediately following the death. Other immediate family shall include father, mother, brother, sister, stepparent, father-in-law, mother-in-law, grandchildren or any person living in the home as a part of the family.

3. Three (3) school days shall be allowed for the death of grandparents for each occurrence.

4. Two (2) school days shall be allowed for the death of brother-in-law, sister-in-law, son-in-law, daughter-in-law, aunt, uncle, niece, nephew, and other dependent persons not living in the home.

5. In the case of the death of a relative not addressed above or a close personal friend, one (1) day of bereavement shall be granted. If additional days are needed, a request may be made to the superintendent.

6. If a current faculty member dies, one (1) day of bereavement shall be granted to all Teachers if the funeral is scheduled on a regular working day.

**A teacher may take the number of bereavement leave days spelled out in this section for a death both the school year of the death of the relative and also take the same number of days the school year following the death of a relative, for estate and/or financial matters. A request may be made to the superintendent if these additional days are needed to attend to estate/financial matters.

G. PERSONAL INJURY LEAVE.

Absence of a Teacher due to an injury incurred in the course of the Teacher's employment shall not be charged against the Teacher's sick leave days for the first thirty (30) school-days of such an absence.

H. MATERNITY LEAVE.

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

   a) All or part of a leave taken by a Teacher because of a temporary disability caused by pregnancy may be charged, at her discretion, to her available leave days; however, the Teacher is not entitled to take accumulated leave days when the Teacher's physician certifies that the Teacher is capable of performing the Teacher's regular teaching duties. The Teacher is entitled to complete the remaining leave without pay.

   b) During leave the Teacher may maintain coverage in any group insurance program by paying the employee's share of the premium attributable to the leave period.

   c) During leave extending into a part of a school year, a Teacher shall accumulate paid leave in accordance with the provisions of the Master Contract in effect in the Barr-Reeve Community Schools, Inc. in the same proportion which the number of days the Teacher is paid during such year of work or leave bears to the total number of days for which Teachers are paid in the School Corporation.

   d) During leave of a probationary Teacher the period of probationary successive years of service under a Teacher's Contract which is a condition precedent to becoming an established or professional Teacher under IC 202868 shall be uninterrupted for that Teacher; however, this probationary period shall not include an entire school year spent on leave.

I. PROFESSIONAL DEVELOPMENT LEAVE.

Teachers may be granted one (1) or two (2), if consecutive, day(s) with pay for the purpose of visiting other schools or attending meetings or conferences of an educational nature with the approval of the Administration.

J. COURT LEAVE.

Court leave with pay shall be granted to Teachers for the time necessary to make an appearance(s) in any court proceeding resulting from activities relating to the Teacher's employment with the School Corporation.

K. JURY DUTY.

When requested, a Teacher may serve on jury duty. The Board shall pay the Teacher his full salary provided that such Teacher agrees to return to the Board all pay less mileage and meals, received for serving on jury duty.

L. ADOPTION LEAVE.

In the event a teacher chooses to adopt a child, the teacher shall be entitled to use paid leave days for adoption leave.

ARTICLE IV

SICK LEAVE BANK

A. The Board agrees to establish a "sick leave bank" for the Teachers and Administrators of the Barr-Reeve Community Schools, Inc. Such a bank shall be established by September 1, 1990, by the Board setting aside forty (40) sick leave days which may be drawn upon by the Teachers and Administrators in the system. Individual Teachers and Administrators in the system may voluntarily contribute one (1) sick leave day to the sick leave bank. An employee must enroll in their first year of eligibility or thereafter be ineligible for membership. New Teachers and Administrators into the school system shall have thirty (30) calendar days after their first day of employment to become a member of the sick leave bank.

B. If at any time the number of days in the sick leave bank drops below forty (40) days, then each member of the sick leave bank who has donated only one (1) day to the bank will be assessed another day until their donated days are even with the members who have donated three (3) days. Days donated to the sick leave bank do not cause a Teacher or Administrator to lose the "bonus incentive leave" which is given to an employee who uses no paid leave days or who has a 98% attendance rate during the school year.

C. A sick leave bank committee will be composed of a representative of the Administration to be determined by the Superintendent and one (1) representative from grades K-6 and one (1) representative from grades 7-12 to be determined by the Association, plus the President(s) of the Association. The purpose of said committee is to administer the sick leave bank. Any Teacher who is a member of the sick leave bank and who wishes to use days from the sick leave bank must first of all use all of his own accumulated leave days before submitting a request to the sick leave bank committee. Requests to the committee for days from the bank shall be acted upon by the committee.

D. The number of days to be granted per Teacher or Administrator shall be a maximum of twenty-five (25) school days per school year. If the need arises, the Teacher or Administrator may reapply for additional sick leave days, and the committee shall make a decision on whether to grant said request. It is understood that the sick leave bank committee shall not discriminate against any member of the sick leave bank who has a legitimate request for days from the bank.

E. If the teacher chooses to opt out of banking leave days up to the maximum allowed (90 days), they will be ineligible for the sick leave bank for the first ninety (90) days needed.

ARTICLE V

FRINGE BENEFITS

The schedule of benefits regarding health, dental, vision, long-term disability and life insurance are included in the most recent Employee Benefits Handbook. It is understood and agreed to that health, dental, vision, long term disability and life insurance benefits listed in the Employee Benefits Handbook shall not be changed from the current benefits without mutual agreement of both parties of this contract. In addition, the third party administrator and/or provider administering the health, dental, vision, long term disability and life insurance benefits shall not be changed without mutual agreement between the Board and the Association. The following items are also hereby understood and agreed to as part of this Agreement:

1. It is understood and agreed to that the maximum individual lifetime benefit will be set in accordance with current state and federal law.

2. Workers' Compensation language is included which guarantees payment of claims except those which have been paid or are payable under Workers' Compensation.

3. The Barr-Reeve Community Schools, Inc. fully understands the elements of risk which could possibly affect the employees who are covered by the insurance benefits, and the School Corporation fully accepts those risks on behalf of the covered employees.

A. HEALTH INSURANCE OR INCOME PROTECTION INSURANCE.
*****BRCS employees will only have a high deductible plan option.***

1. The Barr-Reeve Community School employees' responsibilities towards premiums for the 2025 calendar year were as follows:
   - Single hospital plan - $1.00
   - Employee + Child hospital plan - $2,000
   - Employee + Spouse hospital plan - $3,250
   - Family hospital plan - $6,000

   a. 2026 Calendar Year: The Corporation will be responsible for paying any increases to the health insurance premiums unless this will cause the corporation to not be in compliance with HEA 1260. The Association recognizes the need for compliance with HEA 1260 and agrees the Corporation's contribution toward health insurance plans shall never exceed the State plan costs by 12%. Therefore, the parties agree that should any of the Board's contributions create a violation of HEA 1260, the contributions will be adjusted through mutual agreement to assure compliance with the law.

   b. 2025 Calendar Year: The Barr-Reeve Community Schools shall provide the following choice of one only: The Corporation shall pay up to Ten-Thousand Dollars ($10,000) annually towards the cost of the single hospital plan premium or the Corporation shall pay Fourteen-Thousand Dollars ($14,000) toward the premium of a spouse/children/family hospitalization plan, never to exceed the total cost of the premium. If a spouse/child is eligible to receive insurance from their employer, they would not be eligible to be on the BRCS plan.

2. It is understood that when a husband and wife are both Teachers in the school district that they may either choose to take two (2) single plans with the Corporation paying up to Ten- Thousand Dollars ($10,000) annually for each employee towards the cost of the two (2) single hospital plan premiums, never to exceed the total cost of the premium, <u>or</u> they may choose to have a spouse/children/family plan, with the Corporation paying up to a Maximum of Twenty-Two Thousand Dollars ($22,000) or the total cost of the spouse/children/family hospitalization plan premium (whichever is the lesser amount). Under no circumstance shall the Board's contribution toward a teacher(s) health insurance plan exceed the total cost of the premium.

3. If the teacher enrolls in the high-deductible hospital plan, the Barr-Reeve Community Schools Corporation will also deposit $1,500 per insured teacher into a Health Savings Account (HSA) by the start of each year. (January)

4. If the teacher chooses not to take the hospitalization plan, the teacher may have the Barr-Reeve Community Schools pay up to Fifty Dollars ($50.00) per month towards a supplemental insurance

policy at the Teacher's option. The anniversary supplemental insurance policy date will be October 1st.

B. VISION INSURANCE.

The Board shall provide single or family vision insurance. The Board shall pay an amount equal to One Hundred Percent (100%) of the cost for a single or a family plan premium.

C. DENTAL INSURANCE.

The Board shall provide single or family dental insurance coverage. The Board shall pay an amount equal to One Hundred Percent (100%) of the cost for a single or a family plan premium.

D. LIFE INSURANCE.

The Board shall pay the premium of life insurance + AD&D. The amount of coverage shall be One Hundred Five Thousand Dollars ($105,000.00) until there is mutual agreement of both parties to change said amount. The life insurance premiums will be fully paid by the Board.

E. LONG-TERM DISABILITY INSURANCE.

The Board shall provide, at no cost to the Teachers, long-term disability insurance coverage.

F. LIABILITY INSURANCE

The Board shall provide liability insurance for all Teachers in the amount of One Million Dollars ($1,000,000.00) with full premium to be paid by the Board.

G. At retirement and after attaining age fifty-five (55) and completing at least ten (10) years of service with the School Corporation, teachers may receive fully paid single vision insurance, fully paid single or family dental insurance, and fully paid life insurance plus AD&D, with eligibility for Medicare, but not to exceed a total of Six Hundred Dollars ($600.00) per year if single dental coverage or One Thousand One Hundred Fifty Dollars ($1,150.00) per year if family dental coverage.(Language also available in Appendix C; Supplemental Retirement Information)

H. AIR EVAC INSURANCE

The Board shall provide Air Evac Coverage. The Board shall pay an amount equal to One Hundred Percent (100%) of the cost of family coverage.

I. EXPANDED CRIMINAL HISTORY CHECKS

The board shall pay for Expanded Criminal History Checks for current employees. The board shall pay an amount equal to One Hundred Percent (100%) of the cost of these background checks for current employees.

ARTICLE VI

GRIEVANCE PROCEDURE

A. DEFINITION.

- A "Grievance" is a claim by one (1) or more Teachers of a violation, a mis-application, or a misinterpretation of this Contract.

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

C. PROCEDURE.

1. The number of days indicated at each level shall be considered maximum and every effort shall be made to expedite the process. The time limits may be extended by mutual consent in writing by authorized representatives of each party. During the summer recess, the term "school days" shall mean weekdays (Monday through Friday).

2. Level One A Teacher with a grievance may initiate this procedure in the following way:

a. The teacher may approach the immediate supervisor and discuss the matter on the teacher's own behalf, or be accompanied by an Association Representative.

3. Level Two If the grievance is not settled at Level One, it may be appealed to the Superintendent by filing a written notice with the grounds for the appeal. A meeting with the Superintendent shall be held within twenty (20) school days following the receipt of such notice and the Superintendent shall promptly notify the grievant and the Association of the date, the time, and the place where such appeal shall be heard. The Superintendent's written decision shall be transmitted to the grievant and the Association within fifteen (15) school days after the hearing.

4. Level Three If the grievance is not settled at Level Two, it may be appealed to the Board by filing a written notice with the grounds for the appeal. A meeting with the Board shall be held within twenty (20) school days following the receipt of such notice and the Board shall promptly notify the grievant and the Association of the date, the time, and the place where such appeal shall be heard. The Board's written decision shall be transmitted to the grievant and the Association within fifteen (15) school days after the hearing.

ARTICLE VII

TERMS AND CONDITIONS OF CONTRACT

This Contract shall be effective as of July 1, 2025 and shall continue in effect through June 30, 2026.

The undersigned attest to the following:

1. A public hearing was held on **Tuesday, September 16, 2025** (in compliance with IC 20-29-6-1(b), and electronic participation from the parties and/or public was not permitted, and

2. A public meeting was held on **Monday, November 10, 2025,** (in compliance with IC 20-29-6-19) to discuss the tentative agreement and electronic participation from the governing body and /or public was not permitted.

3. This Contract is made and entered into at the Barr-Reeve Community Schools and ratified on the dates indicated below by and between the Board of School Trustees of the Barr-Reeve Community Schools, Inc. and the Barr-Reeve Classroom Teachers Association.

BARR-REEVE CLASSROOM TEACHERS ASSOCIATION

BY:__________

BY:__________

BY:__________

Association President(s)

Ratification Date: 11/12/25

BOARD OF SCHOOL TRUSTEES OF THE BARR-REEVE COMMUNITY SCHOOLS, INC.

BY:__________

BY:__________

BY:__________

School Board Members

BY:__________

Bargaining Spokesperson

Ratification Date: 11/13/25

APPENDIX A - (2025-2026 COMPENSATION SCHEDULE)

2025-2026		Literacy Endorsement	
A	$46,500	A	$46,650
B	$48,000	B	$48,150
C	$49,500	C	$49,650
D	$51,000	D	$51,150
E	$52,500	E	$52,650
F	$54,000	F	$54,150
G	$55,500	G	$55,650
H	$57,000	H	$57,150
I	$58,500	I	$58,650
J	$60,000	J	$60,150
K	$61,500	K	$61,650
L	$63,000	L	$63,150
M	$64,500	M	$64,650
N	$66,000	N	$66,150
O	$67,500	O	$67,650
P	$69,000	P	$69,150
Q	$70,500	Q	$70,650
R	$72,000	R	$72,150
S	$73,500	S	$73,650
T	$75,000	T	$75,150
U	$76,500	U	$76,650
V	$78,000	V	$78,150
MAX	$79,500	MAX	$79,650

TEACHERS STAY @ SAME LETTER FROM 2024-2025 thru 2025-2026

APPENDIX B - (2025-2026 ECA COMPENSATION SCHEDULE)

ATHLETIC COACHING	STIPEND
Boys Varsity Basketball	$9,000
Boys Junior Varsity Basketball	$4,500
Boys High School Basketball Assistant	$3,250
Boys Freshman Basketball	$3,000
Boys 8th Grade Basketball	$2,000
Boys 7th Grade Basketball	$2,000
Boys 6th Grade Basketball	$1,000
Boys 5th Grade Basketball	$1,000
Boys Varsity Cross Country	$3,500
Boys JH Cross Country	$1,000
Boys Varsity Tennis	$3,000
Boys High School Tennis Assistant	$1,500
Boys Junior High Tennis	$1,000
Boys Varsity Soccer	$3,000
Boys Varsity Assistant Soccer	$1,500
Middle School Boys Soccer	$1,000
Boys Varsity Baseball	$6,000
Boys Junior Varsity Baseball	$3,000
Boys High School Baseball Assistant	$2,200
Boys Junior High Baseball	$1,500
Boys Junior High Baseball Assistant	$1,000
Boys Track Coach	$3,000
Boys Assistant Track Coach	$1,500
Boys Junior High Track Coach	$1,000
Boys Golf Coach	$3,000
Boys Golf Assistant	$1,000
Girls Varsity Basketball	$9,000
Girls Junior Varsity Basketball	$4,500
Girls High School Basketball Assistant	$3,250
Girls Freshman/Basketball Assistant	$3,000
Girls 8th Grade Basketball	$2,000
Girls 7th Grade Basketball	$2,000

Girls 6th Grade Basketball	$1,000
Girls 5th Grade Basketball	$1,000
Girls Varsity Cross Country	$3,500
Girls JH Cross Country	$1,000
Girls Varsity Volleyball	$7,000
Girls Junior Varsity Volleyball	$3,000
Girls High School Volleyball Assistant	$2,200
Girls High School Volleyball Freshman/Asst Coach	$1,500
Girls 8th Grade Volleyball	$1,500
Girls 7th Grade Volleyball	$1,500
Girls 6th Volleyball	$1,000
Girls Varsity Soccer	$3,000
Girls Varsity Soccer Assistant	$1,500
Middle School Girls Soccer	$1,000
Girls Varsity Softball	$6,000
Girls Junior Varsity Softball	$3,000
Girls High School Softball Assistant	$2,200
Girls Junior High Softball	$1,500
Girls Junior High Softball Assistant	$1,000
Girls Varsity Tennis	$3,000
Girls High School Tennis Assistant	$1,500
Girls Junior High Tennis	$1,000
Girls Track Coach	$3,000
Girls Assistant Track Coach	$1,500
Girls Junior High Track Coach	$1,000
Girls Golf Coach	$3,000
Girls Golf Assistant	$1,000
Co-Ed Middle School Golf	$1,000
Athletic Business/Marketing Managers	$1,500
ACTIVITY/CLUB SPONSOR/COACH	**STIPEND**
New Teacher Mentors	$1,000
Professional Development/E-Coaches	$1,500
High School Dance Team Coach	$1,000
STEM Coaches	$1,000
Senior Class Sponsors	$1,500

Junior Class Sponsors	$1,200
High School Cheerleader Coach	$1,500
High School Cheerleader Assistant	$1,000
7th/8th Grade Cheerleader Coach	$1,000
Yearbook Sponsors	$1,500
Student Council Sponsor	$1,000
Senior Beta Club Sponsor	$1,500
Senior Beta Assistant Sponsor	$1,000
Junior Beta Club Sponsor	$1,000
High School Academic Team Coordinator	$1,500
High School Subject Area Academic Coaches	$1,000
Quiz Bowl Coach	$1,000
Middle School Quiz Bowl Coach	$1,000
Foreign Language Sponsor	$1,000
FCCLA Sponsor	$1,000
Art Club Sponsor	$1,000
Middle School Academic Team Coordinator	$1,500
Middle School Subject Area Academic Coaches	$1,000
SADD Sponsor	$1,000
Level Up Club Sponsor	$1,000
Elementary Spell Bowl Coach	$1,000
Elementary Math Bowl Coach	$1,000
5th/6th Grade Cheerleader Coach	$1,000
Band Director	$2,500
Choral Director	$2,500
Tri M Honor Society Sponsor	$1,000
Internship/Cadet Teacher Coordinator	$2,500
ESL Coordinator	$1,500
Title I Coordinator	$1,500
High Ability Coordinator	$1,500
School Musical Director	$1,500
School Musical Assistant	$1,000
Unified Sports Coaches	$1,000

APPENDIX C

*****With the exception of Section B; items 4 & 5, and Section C; item 5 & 6, this information is for historical reference purposes. Teachers are still entitled to those four items.***

SUPPLEMENTAL RETIREMENT PROGRAM

A. BUY-OUT OF CURRENT SUPPLEMENTAL RETIREMENT PAY FOR TEACHERS EMPLOYED FOR THE 2003-2004 SCHOOL YEAR.

1. This section applies to Teachers employed for the 2003-2004 school year.
2. The present value of each eligible Teacher's buy-out of supplemental retirement pay as of July 30, 2004 shall be calculated using the following:

a. One (1) day Informational Pay pursuant to the maximum amount on the 2003-2004 Salary Schedule [Fifty-Eight Thousand Two Hundred Thirty-Two Dollars ($58,232.00) ÷ one hundred eighty-two (182) = Three Hundred Nineteen Dollars Ninety-Six Cents ($319.96)] per each actual year of service at Barr-Reeve Community Schools, Inc. at July 30, 2004 plus each additional projected year to assumed retirement age.

b. One (1) day Informational Pay pursuant to the maximum amount on the 2003-2004 Salary Schedule [Fifty-Eight Thousand Two Hundred Thirty-Two Dollars ($58,232.00) ÷ one hundred eighty-two (182) = Three Hundred Nineteen Dollars Ninety-Six Cents ($319.96)] per each unused personal leave day over two (2) days as of July 30, 2004. For any Teacher hired for the first time in Barr-Reeve after June 1, 1996, the maximum number of unused personal leave days which a Teacher may be compensated for in this section is one hundred seventy-five (175) days.

c. One Hundred Fifteen Dollars ($115.00) per each day of accumulated sick leave over one hundred (100) days as of July 30, 2004. For any Teacher hired for the first time in Barr-Reeve after June 1, 1996, the maximum number of unused accumulated sick leave days which a Teacher may be compensated for in this section is five hundred fifty (550) days.

d. An assumption that the value would have been paid as follows: Two Thousand Dollars ($2,000.00) on the first payday after the end of the Teacher's last year of employment. Teachers who provide a written notice of retirement to the Superintendent prior to January 31 of the school year in which they intend to retire shall receive their retirement benefit in three (3) equal monthly deposits into their Section 401(a) accounts prior to the end of that school year.

e. Discount rate of Four Percent (4%) for three (3) years and Seven and One-Quarter Percent (7.25%) thereafter.

f. Assumed retirement age of fifty-eight (58).

g. Assumed turnover - pursuant to the Termination Table.

h. Use Seven and Sixty-Five Hundredths Percent (7.65%) discount to calculate present value.

3. The present value amount will be deposited into a 401(a) plan account for the eligible Teacher in 2004 from SB 199 bond proceeds.
4. That account will vest at:

a. Completion of ten (10) years of service at the School Corporation, and

b. Attainment of age fifty-five (55).

That 401(a) account will also be One Hundred Percent (100%) vested if the Teacher dies while actively employed by the School Corporation.

B. ANNUAL BUY-OUT OF FUTURE LEAVE AND YEARS OF SERVICE FOR TEACHERS EMPLOYED FOR THE 2003-2004 SCHOOL YEAR.

1. This section applies to Teachers employed for the 2003-2004 school year, effective with the 2004-2005 school year.
2. Each school year, the School Corporation will calculate the following:

a. The present value of one (1) day Informational Pay pursuant to the maximum amount on the actual Salary Schedule in effect that year for each Teacher per each unused personal leave day over two (2) days as of the end of that school year.

b. The present value of One Hundred Fifteen Dollars ($115.00) per each day of unused sick leave accumulated that school year over one hundred (100) days. A teacher's unused accumulated sick leave balance shall be frozen as of October 5, 2011.

c. If the Teacher used no paid days that year, the present value of One Thousand Dollars ($1,000.00).

d. The assumed retirement age will be fifty-eight (58) and the discount rate will be Four Percent (4%) for three (3) years and Seven and One-Quarter Percent (7.25%) thereafter.

3. The amount calculated under 2. will be deposited into a 401(a) plan account for each eligible Teacher at the end of the school year on or before July 15th each year. In that some components of these payments are out of the control of the School Corporation, the School Corporation shall be granted an extension of this deadline for those reasons if discussed prior to the July 15th date with Association leadership.
4. At retirement, any remaining unused sick leave days not previously bought out will be paid at the rate of One Hundred Fifteen Dollars ($115.00) per day to a 401(a) plan account for each eligible Teacher in their year of retirement.

5. At retirement, any remaining unused personal leave days not previously bought out will be paid at the actual value of one (1) day Informational Pay in effect that year for that Teacher per unused personal leave day not previously bought out and that amount will be deposited to a 401(a) plan account for each eligible Teacher in their year of retirement.

This account will vest at completion of ten (10) years of service at the School Corporation and attainment of age fifty-five (55) for a teacher employed during the 2003-2004 school year. This 401(a) account will also be One Hundred Percent (100%) vested if the Teacher dies while actively employed by the School Corporation.

C. RETIREE MEDICAL FOR TEACHERS EMPLOYED FOR THE 2003-2004 SCHOOL YEAR – INDIVIDUAL VEBA.
1. This section applies only to Teachers employed for the 2003-2004 school year.
2. The School Corporation agrees to establish a VEBA trust account.
3. The present value of each eligible Teacher's buy-out of the retiree medical plan shall be calculated using the following:
a. The cost of a single health plan, but not to exceed Eight Thousand Five Hundred Dollars ($8,500.00) per year.
b. Discount rate of Four Percent (4%) for three (3) years and Seven and One-Quarter Percent (7.25%) thereafter.
c. Assumed retirement age of fifty-eight (58).
d. Assumed turnover - pursuant to the Termination Table.
4. The present value amount will be deposited into an individual VEBA account for the eligible Teacher in 2004 from SB 199 bond proceeds.
5. That account will be available for qualified medical expenses at retirement after attaining age fifty-five (55) and completing at least ten (10) years of service with the School Corporation.
6. Each eligible Teacher meeting the requirements of section 5. above shall also receive fully paid single vision insurance, fully paid single or family dental insurance, and fully paid life insurance plus AD&D, with eligibility for Medicare, but not to exceed a total of Six Hundred Dollars ($600.00) per year if single dental coverage or One Thousand One Hundred Fifty Dollars ($1,150.00) per year if family dental coverage.