2025 CBA COMPLIANCE CHECKLIST

Item	✔	Page No.[1]
School employer and exclusive representative identified	X	4
Bargaining unit description matches the IEERB Order in effect at time of ratification	X	4
Beginning and ending date of CBA (must end on or before June 30, 2027)	X	1
Ratification date (must be on or after September 15 and at least 72 hours after TA meeting)	X	28
Signed by School Board President, Secretary, or Vice President and Exclusive Representative	X	28
General definitions (definitions that apply to the whole CBA)	X	throughout
Grievance procedure (if arbitration used, must indicate if advisory or binding)	X	4-7
Contract interpretation provisions (e.g., severability, supremacy, savings clauses)	X	26
Salary for new teachers (amount, schedule, or method of calculation)	X	23
Wages/compensation for ancillary duties	X	25
Wages/compensation for extracurricular duties	X	21
Compensation for extended contracts	X	21
Public hearing and public meeting attestations (include electronic participation information)	X	27
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)	X	23
Full-time classroom teacher (instructs students at least 50% of the workday) salaries are at least $45,000	X	23
Salary increases		
If using optional eligibility criteria, the criteria are described and separate from factors	X	24
Based on at least two of the five statutory factors (must use academic needs factor)	X	24
Definitions of factors (e.g., experience, academic needs, instructional leadership)	X	24
How much each factor contributes to increase (by points, percentage, amount, etc.)	X	24 & 43
Amount of increase (flat amount, % amount) or method for calculating amount	X	24 & 43
Differentiated base salary increase for literacy endorsement	X	24 & 43
Academic needs is at least 10% of maximum possible salary increase calculation	X	24 & 43
The combination of education and experience (excluding increases to reduce the gap and teacher retention catch-up increases) does not exceed 50% of the maximum possible salary increase calculation	X	24 & 43
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.).

CONTRACT BETWEEN:

THE TRI-CREEK SCHOOL CORPORATION BOARD OF SCHOOL TRUSTEES

and

THE TRI-CREEK TEACHERS ORGANIZATION

An Affiliate of

THE INDIANA STATE TEACHERS ASSOCIATION

And

THE NATIONAL EDUCATION ASSOCIATION

Effective: July 1, 2025, through June 30, 2026

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ARTICLE I: RECOGNITION

Section A — Parties

This contract is by and between the Tri-Creek Board of School Trustees of Tri-Creek School Corporation ("Board" or "School Corporation") and the Tri-Creek Teachers Organization ("Organization" or "TCTO"), an affiliate of the Indiana State Teachers Association and the National Education Association.

Section B — Bargaining Unit

The bargaining unit shall mean all certified school employees as defined by I.C. 20-29-2-4 *et seq*., except for the superintendent, assistant superintendents, director of operations, director of instruction, principals, assistant principals, athletic directors, and full-time administrators with corporation-wide responsibilities.

Section C — Recognition

The Board recognizes the Organization as the exclusive representative for certified school employees in the bargaining unit in accordance with I.C. 20-29-2-4 *et seq*.

ARTICLE II: GRIEVANCE PROCEDURE

Section A — Definitions

1. This Grievance Procedure ("Procedure") stipulates the conditions under and procedures by which grievances alleged by members of the bargaining unit shall be processed.
2. A "grievance" is a claim of an alleged violation, misinterpretation, or misapplication of an article, section, or clause of this contract.
3. A "grievant" is a teacher, group of teachers, or the Organization having a claim.

Section B — Purpose

The purpose of this Procedure is to secure, at the lowest possible administrative level, an equitable solution to grievances that may arise from time to time.

Section C — Informal Level

1. An informal meeting between the building principal and the involved teacher will be held prior to the filing of a formal grievance in an attempt to resolve the problem.
2. If two or more teachers from the same building plan to sign the same claim, a representative will be selected from the group to hold the informal meeting with the building principal.

3. A teacher may discuss the alleged grievance with the building principal and may have an Organization representative with him/her at the meeting. In the latter case, the principal shall receive prior notice and may have another administrator attend the meeting to be held at a mutually agreed time.

4. The informal level of this grievance procedure does not toll the timeline for filing a Formal Level One grievance within twenty (20) school days of the time the teacher knew or should have known of an event that gave rise to the alleged grievance.

Section D — Formal Level One

1. A grievant shall file the alleged grievance in writing with the building principal within twenty (20) school days of the time the teacher knew or reasonably should have known of the event that gave rise to the alleged grievance. The grievance form shall be handed to the principal or his/her designee in person. (See Appendix A.)

2. Within seven (7) school days after receipt of the grievance form, the principal will render a decision.

Section E — Formal Level Two

1. If the grievant is not satisfied with the disposition of the grievance or if no disposition has been made within seven (7) school days, the grievant shall file the grievance with the superintendent or his/her designee within seven (7) school days after receipt of the disposition at Formal Level One. The grievance form shall be handed to the superintendent or his/her designee in person.

2. Within eight (8) school days after receipt of the grievance form, the superintendent will meet with the grievant in an effort to resolve the alleged grievance.

3. Within seven (7) school days from the meeting with the grievant, the superintendent will render a decision.

Section F — Formal Level Three

1. Within ten (10) business days after receiving the decision of the superintendent, a request for an appeal from the decision may be made to the employer through the executive secretary.

2. Within five (5) business days of receipt of the request for an appeal, the Board shall provide a list of three (3) persons who are licensed to practice law within the State of Indiana and available to hear arguments and evidence about the grievance and render a decision about the grievance within thirty (30) business days of the hearing. The Organization can choose from the list of the three (3) persons who will serve as the hearing officer within three (3) business days. The hearing shall

be held at a date and time mutually agreeable to the parties but not more than forty-five (45) business days from the date of receipt of the hearing officer appointment to hear to appeal the Step Three grievance. The appointed hearing officer's review and decision will be limited to interpreting the contractual provisions of this Agreement and apply Indiana law in his/her decision. The appointed hearing officer will not have the authority to review alleged violations of school board policy or other laws. Both Board and Organization bear equal shares of the cost of the hearing officer. Other costs associated with the hearing such as transcript if elected by the hearing officer will be shared by both the Board and Organization, equally. Both parties will be responsible for their own costs for legal representation. The decision of the hearing officer will be binding on both parties.

Section G — General Provisions

1. **Details of Written Grievance**

   The grievant will indicate on the grievance form the article, section, or clause of the contract alleged to be violated, misinterpreted, or misapplied.

2. **Withdrawal**

   A grievance may be withdrawn at any time by a written statement by the grievant to the Organization, building principal, and superintendent.

3. **Definition of Days**

   In the event any grievance is processed following the regular school year, all reference to "school days" shall be construed to mean weekdays.

4. **Distribution of Grievance**

   The grievant, the Organization, the building principal, and the superintendent shall receive a copy of the grievance and its disposition at each level. Decisions rendered at Formal Level Two of this Procedure shall be in writing.

5. **Personnel Files**

   All documents, communications, and records dealing with grievances shall be filed separately from personnel files.

6. **Forms**

   Forms to be used in the grievance Procedure shall be provided by the superintendent and the Organization, copies of which are attached to this contract. (See Appendix A.)

7. **Representation**

The Organization shall be given the opportunity to be represented at all steps of this grievance Procedure beyond the Informal Level.

8. **Time Limits**

The number of days indicated at each level will be considered as maximum. The time limits may be extended by mutual and written agreement of the parties.

9. **Confidentiality**

All proceedings shall be kept as confidential as possible.

10. **Successor Agreements**

Any grievance filed at Formal Level One before the expiration date of this contract shall be processed to resolution under this Procedure and terms of this contract.

11. **Meetings**

At each level of the grievance Procedure, an Organization representative and one additional witness for each party will be allowed to be present. If the Organization representative and witness are present during the workday, it shall be without loss of pay. In the alternative, the grievance meeting may be scheduled before or after the school day; however, the Organization may request a continuance of the meeting if an Organization representative is not available.

12. **Reprisals**

Teachers who believe they have been unlawfully discriminated/retaliated against for filing or participating in a grievance procedure are entitled to utilize the complaint process set out in Board policy.

ARTICLE III: LEAVES OF ABSENCE

Section A — General Provisions

1. **Use of Leave**

A variety of leave days is provided by contract. The Organization and the Board expect that the teacher uses the leave in the way intended.

2. **Leave Balances**

The balance of sick days, personal leave days, and family illness days will be made available to teachers by the first pay of the contract year via the online attendance system.

Section B — Sick Leave

1. **Purpose**

   Sick leave is for personal illness, personal injury, physical incapacity, or verifiable healthcare provider appointments.

2. **Accumulation**

   Sick leave will accumulate to two hundred (200) days during the term of the contract. Commencing with the 1999-2000 school year, teachers at the 200 maximum will receive the 11 days (plus PB) for that year, but the unused days at the end of the school year will not exceed the 200-day maximum.

3. **Sick Leave and FMLA**

   Sick leave shall be used concurrently with FMLA leave for a personal illness.

4. **Annual Allotment**

   Sick leave shall accumulate at the rate of eleven (11) days each year.

5. **Supplementing Workers' Compensation with Sick Leave**

   If a teacher incurs an injury during the course of employment that incapacitates him/her for work for a period of time, the Board shall pay the teacher the difference between his/her salary and the benefits received under the Indiana Workmen's Compensation Act until accumulated sick leave is exhausted. Deduction of sick leave shall be prorated on the basis of the Board's payment versus the daily rate.

6. **Public Health Emergencies**

   When a public health emergency is enacted by state and/or local official(s) and is enforced by the board of school trustees, the School Corporation will permit use of personal days, sick days, and family illness days for mandatory quarantines. The expanded leave is available for any teacher if he/she meets one of the following eligibility reasons, which include: (1) If a teacher is mandated into quarantine under public health guidelines or the teacher is ill/symptomatic of the public health specific illness, or (2) If a teacher has dependent children and the teacher's dependent child(ren) is/are mandated into quarantine under public health guidelines or the dependent child is ill/symptomatic of the public health specific illness, and the teacher needs to be home to take care of the child. The teacher will select what type of day to apply for the mandatory quarantine leave through the district-designated leave process. Once available paid days are exhausted, a teacher may petition for additional available days through the sick leave bank.

Section C — Sick Leave Banks

1. **Purpose**

   To provide additional sick leave benefits beyond normal sick leave policy for certified personnel who have documented disability, incapacity, or illness.

2. **Participation**

   a. All personnel as defined in Article I, Section B of this agreement in the Tri-Creek School Corporation ("members") may participate.

   b. All donated days lose their identity.

   c. When members leave Tri-Creek School Corporation employment, all donated days will be noted on the personnel record as donated, not as used.

3. **Structure**

   The bank is sustained by voluntary participation and voluntary donation of one (1) sick day by qualifying personnel.

   a. The bank will be open for voluntary donations from new teachers or other certified personnel during the first fifteen (15) contract days of each school year.

   b. Members who have been in Tri-Creek employment may continue membership by paying back assessments currently due.

   c. Certified personnel employed at a date after the opening of the school year will have fifteen (15) school days after the employment date to contribute.

   d. The Sick Leave Bank will be replenished by contribution of one (1) day by all current members when the bank falls to one hundred (100) days of accumulation.

   e. The bank will be a continuous school-year-to-school-year entity.

   f. The Leave Bank Committee will be composed of one of the faculty from each school. The TCTO president(s) will be a member(s). Teacher representatives shall be determined by the TCTO president(s).

   g. A quorum of the Leave Bank Committee shall be present to conduct the business of the committee. A quorum shall be considered one-half the Leave Bank Committee plus one member.

   h. The chair shall be appointed by the TCTO president(s). The chair may not prevent the Leave Bank Committee from voting on a request before them.

   i. The business office shall provide new teachers with a sick leave bank membership form and will be directed to the language in the contract upon hire.

j. A list of current members will be maintained by the business office and will be available upon request.

4. **Use of Bank**

a. **Withdrawal**

i. A Sick Leave Bank application is available in Appendix B at the back of the agreement. Only members who have been approved for leave by the Board or their designee may apply. Written application by certified personnel or a member of his/her immediate family, accompanied by a physician's certificate stating the nature, length of disability, and prognosis of the person's condition is to be submitted to the committee chairperson. The chair of the Leave Bank Committee will notify the committee on the day of receipt of the application or as soon as is practicable. Only members who have contributed a sick day as specified under Section 3.a. may make application.

ii. The application will be acted upon by the Leave Bank Committee, and the chair shall inform the applicant, or where advisable a member of the family, of the decision of the committee. The chair will also notify the business office of the action taken.

iii. All applicable paid time off must be exhausted before any days will be transferred from the bank.

iv. No member of the Sick Leave Bank will be granted more than thirty (30) days per school year, including any days previously loaned.

b. **Repayment of Loaned Days**

i. Members of the Sick Leave Bank shall repay the bank the borrowed days at the rate of not less than two (2) days per school year until the loan is repaid. The days may be repaid from accumulated days, or at the current daily rate of the qualifying member, or through a combination of either one.

ii. A recipient who leaves the employment of Tri-Creek School Corporation and still owes a quantity of days to the Sick Leave Bank:

(a.) May have the dollar value of the remaining days deducted from his/her final paychecks at his/her current daily rate.

(b.) May transfer any accumulated paid time off to the bank as repayment of the loan.

(c.) Shall use (a.) or (b.) above, or a combination of both.

iii. Recipients who retire, die, or become totally and permanently disabled after borrowing from the Sick Leave Bank are exempt from the repayment of loaned days.

Section D — Family Leave Bank

1. **Purpose**

   To provide additional family leave benefits beyond normal family leave policy for certified personnel for personal caretaking of an immediate family member as defined under the provision for Leave for Illness in Family in this agreement.

2. **Participation**

   a. All personnel as defined in Article I, Section B of this agreement in the Tri-Creek School Corporation ("member") may participate.

   b. All donated days lose their identity.

   c. When members leave Tri-Creek School Corporation employment, all donated days will be noted on the personnel record as donated, not as used.

3. **Structure**

   a. The bank is sustained by voluntary participation and voluntary donation of one (1) family illness or personal leave day.

      i. The bank will be open for voluntary donations from new teachers or other certified personnel during the first fifteen (15) contract days of each school year.

      ii. Members of the Family Leave Bank may continue membership by paying back assessments currently due.

      iii. Certified personnel employed at a date after the opening of the school year will have fifteen (15) school days after the employment date to contribute.

   b. The Family Leave Bank will be replenished by contribution of one (1) day by all current members when the bank reaches twenty-five (25) days of accumulation.

   c. The bank will be a continuous school-year-to-school-year entity.

   d. The Leave Bank Committee will be composed of one of the faculty from each school. The TCTO president(s) will be a member(s). Teacher representatives shall be determined by the TCTO president(s).

   e. A quorum of the Leave Bank Committee shall be present to conduct the business of the committee. A quorum shall be considered one-half the Leave Bank Committee plus one member.

   f. The chair shall be appointed by the TCTO president. The chair may not prevent the Leave Bank Committee from voting on a request before them.

g. The business office shall provide new teachers with a sick leave bank membership form and will be directed to the language in the contract upon hire.

h. A list of current members will be maintained by the business office and will be available upon request.

4. **Use of Bank**

a. **Withdrawal**

i. This agreement provides that each teacher is entitled to leave in case of illness, surgery, accident, or personal caretaking by a teacher that involves a member of the immediate family (as under the provision for Leave for Illness in Family in this agreement). Only members who have been approved for leave by the Board or their designee may apply. Written application by certified personnel or a member of his/her immediate family, accompanied by a hospital or physician's certificate stating the nature, length of disability, and prognosis of the family member's condition is to be submitted to the committee chairperson. Personal caretaking by the member must be certified by the family member's physician and submitted to the committee chairperson. The chair of the Leave Bank Committee will notify the committee on the day of receipt of the application or as soon as is practicable. Only members who have contributed a family illness or personal leave day as specified under Section 3.a. may make an application.

ii. The application will be acted upon by the Leave Bank Committee, and the chair shall inform the applicant, or where advisable a member of the family, of the decision of the committee. The chair will also notify the business office of the action taken.

iii. The applicant must have used all of his/her family illness and personal leave days before any granted family illness days shall apply.

iv. A member of the Family Illness Leave Bank will be granted up to seven (7) days per school year, including any days previously loaned. In emergency situations, up to seven (7) additional days may be granted with the approval of the committee.

b. **Repayment of Loaned Days**

i. Members of the Family Illness Leave Bank shall repay the bank the borrowed days at the rate of not less than one (1) day per school year until the loan is repaid. The days may be repaid from family illness or personal leave days, or at the current daily rate of the qualifying member, or through a combination of either one.

ii. A recipient who leaves the employment of Tri-Creek School Corporation and still owes a quantity of days to the Family Illness Leave Bank:

(a.) May have the dollar value of the remaining days deducted from his/her final paychecks at his/her current daily rate.

(b.) May transfer any accumulated paid time off to the bank as repayment of the loan.

(c.) Shall use (a.) or (b.) above, or a combination of both.

iii. Recipients who retire, die, or become totally and permanently disabled after borrowing from the Family Illness Leave Bank are exempt from repayment of loaned days.

Section E — Bereavement Leave

1. **Leave for Family**

Each teacher shall be entitled to a leave not exceeding five (5) school days per occurrence in the event of death in the immediate family. Immediate family shall be considered father, mother, son, daughter, brother, sister, husband, wife, grandparents, grandchildren, niece, nephew, aunt, uncle, by blood, marriage, or law, or a relative living in the same household. In the event that a teacher has no spouse, he/she may designate a close friend as a member of the immediate family. The definition of immediate family shall also include a miscarriage or stillbirth by the teacher or teacher's spouse or partner. Each teacher shall be entitled to one (1) day of bereavement leave, per occurrence, for the day of the funeral of a cousin.

2. **Leave for Non-Immediate Family**

Each teacher shall be permitted one (1) day of leave each school year for the memorial services of someone other than the immediate family. In order to qualify for this one (1) day of leave, the teacher must have no personal business leave available, and if this one (1) day of leave is utilized, the day shall be deducted from sick leave. Notice must be submitted to the building principal at least 24 hours prior to the day the leave is to occur.

Section F — Leave for Illness in Family

1. **Purpose**

Each teacher shall be entitled to leave in case of illness, surgery, accident, or personal caretaking by a teacher which involves a member of the immediate family as defined below.

2. **Annual Allotment**

Family Illness Leave shall consist of three (3) school days per school year. If additional Family Illness Leave is necessary after exhausting the initial three (3) within a school year, use of Personal Illness Leave may be used for the purpose of Family Illness.

3. **Accumulation**

   Leave shall not be cumulative.

4. **Definition of Immediate Family**

   Immediate family shall be considered father, mother, husband, wife, son, daughter, father-in-law, mother-in-law, brother, sister, grandparents, grandchildren, daughter-in-law, son-in-law, or a relative living in the same household. In the event that a teacher has no spouse, he/she may designate a close friend as a member of the immediate family.

5. A Family and Sick Leave Bank application is available in Appendix B at the back of the agreement.

Section G — Personal Leave

1. **Accumulation**

   Personal leave shall accumulate at the rate of three (3) days per year to a maximum of four (4) days per year with pay for the purpose of transaction of personal business or the conduct of personal or civic affairs. A teacher may use no more than two (2) personal business days per school year to extend one (1) school break period (Labor Day, Fall Break, Thanksgiving Break, Christmas Break, Martin Luther King Jr. Day, Presidents' Day, Spring Break, Good Friday*, Easter Monday*, Memorial Day). Only one (1) school break period per school year can be extended. If a teacher does not have a balance of at least two (2) personal business days to use for the extension of a school break period, the teacher may request unpaid leave under Board Policy 3430–Leaves of Absence. Understanding that extraordinary opportunities may occur, a teacher may petition the superintendent for an exception to the two (2) day limit. Unused personal leave may be transferred to sick leave at the end of the school year, unless the teacher retains a day for accumulation purposes.

2. ***Good Friday and Easter Monday**

   Good Friday and Easter Monday are not always scheduled as school break periods.

3. **Timing of Leave Requests**

Personal leave should be requested at least two (2) school days before the leave is to occur consistent with procedures of the business office. An exception shall be made in case of emergencies.

4. **Application and Reason for Request**

   Application for leave shall be to the superintendent or his/her designee through the building principal. The application shall state a reason, which may be personal business and/or personal or civic affairs. When the principal determines that an excessive number of substitute teachers are required for personal leave on a particular day, the principal may ask a teacher seeking leave to forego voluntarily the use of the leave.

5. **Exception**

   The administrator will notify the building representative when he/she intends to apply the provisions of paragraph four (4) above.

Section H — Jury Duty Leave

Any teacher who is called for jury duty or receives a summons shall be paid, during his/her absence, his/her regular salary less the total per diem allowance earned on jury duty. Jury duty pay back to the corporation will be prorated for part-time employees with the remainder going to the teacher.

Section I — Maternity Leave

A teacher who is pregnant may continue in active employment as late into the pregnancy as the teacher wishes, if the teacher can fulfill the requirements of the teacher's position.

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

   a. a physician's statement certifying the teacher's pregnancy; or

   b. a copy of the birth certificate of the newborn; whichever is applicable.

      However, in the case of a medical emergency caused by pregnancy, the teacher shall be granted a leave, as otherwise provided in this section, immediately on the teacher's request and the certification of the emergency from an attending physician.

2. All or part of a leave taken by a teacher because of a temporary disability caused

by pregnancy may be charged, at the teacher's discretion, to the teacher's available sick days.

Section J — Caregiver Leave

Caregiver leave is intended for use by the main or supporting caregiver to care for or bond with a child within the twelve (12) months following the birth or placement via adoption, surrogacy, or foster care. An employee may request to transfer up to five (5) sick days to personal business days for this purpose. The employee will request the transfer of days through the superintendent at least fifteen (15) days before the anticipated leave. An exception to this requirement may be waived in the event of an emergency.

Section K — Association Leave

Upon written request, TCTO will receive a total of two (2) days paid leave per year to be used by the Organization president(s) to conduct Association business provided that a substitute is available and that the Organization pays for the cost of the substitute. Any day granted under this provision shall be used in units of a one-half (1/2) day or a full day. In addition to the aforementioned days, the trustee appointed to the Northwest Indiana Schools Insurance Trust shall receive professional leave to attend insurance trust meetings.

Section L — Family Medical Leave Act

The Tri-Creek School Corporation will comply with the provisions of the Family Medical Leave Act of 1993 (herein referred to as "FMLA").

Section M — Unpaid Leave

The employee may request approval from the Board and superintendent for a leave of absence without pay, fringe benefits, or salary increases for a period not to exceed one (1) school year. The Board and/or superintendent may grant or deny the request in part or in whole based upon ensuring continuity of quality classroom instruction such as ensuring the availability of qualified substitute teachers. Upon return, the teaching assignment will be determined by the administration.

Written request for said leave shall be submitted to the Board through the superintendent. Notification of intent to return must be made in writing to the superintendent. Notification must be made by March 1 for re-employment at the start of the following school year.

Notification must be made sixty (60) calendar days prior to the second semester for re-employment at the beginning of the second semester of a school year. If a change occurs within the sixty (60) calendar days, the employee must petition the Board for an unpaid leave of absence.

ARTICLE IV: PROFESSIONAL DEVELOPMENT

Section A — Attendance at Professional Meetings or Education Seminars

1. **Purpose**

   Teachers will be granted leave for the purpose of visiting other schools or attending meetings or conferences of an educational nature.

2. **Timing of Leave Requests**

   Requests for approval for such attendance shall be in writing to the superintendent through the principal at least five (5) school days prior to the event.

3. **Reimbursement of Expenses**

   When approval is given, the superintendent will designate which fees are to be paid. Eligible for approval are attendance fees, lodging and food, and automobile mileage with Lowell as the point of origin for figuring mileage. Reimbursement for approved expenses will be made within thirty (30) days of the teacher's submission of receipts to the central office. Payment shall be made in a check that is separate from the teacher's paycheck and, as reimbursement for a business expense, the School Corporation shall not make any withholdings from the check.

4. **Limits on Professional Leave Absences**

   The number of teachers allowed to leave at any one time will be determined by the superintendent.

ARTICLE V: FRINGE BENEFITS

Section A — Retirement Benefits

1. **Salary Reduction Elections**

   The Board agrees to maintain the Tri-Creek School Corporation 403(b) Plan (“403(b) Plan”), a plan described in Section 403(b) of the Internal Revenue Code of 1986, as amended (“Code”). A teacher may elect to make tax-deferred contributions, i.e., salary reduction contributions, to the 403(b) Plan up to the maximum limits allowed by the Code. Such elective contributions shall be 100% vested at all times.

2. **State Teachers’ Retirement Fund Contribution**

   Indiana Code requires the employee to pay 3% of their gross wages to the State Teachers’ Retirement Fund. The Board will pay this 3% on behalf of the employee. The district will not contribute the 3% on behalf of the employee if the employee draws their retirement benefits through the State Teachers’ Retirement Fund but continues to work for the district.

3. **401(a)/403(b) Matching Contributions**

a. **Contribution**

The Board shall match the salary reduction contributions made by a teacher to the 403(b) Plan to the Tri-Creek School Corporation 401(a) Plan ("401(a) Plan") subject to the following terms and conditions. For purposes of the Matching Contributions, "Base Salary" means the teacher's base salary specified in the teacher's basic teacher's contract, stipend pay, extracurricular assignments, and summer school contract pay. For certified staff, the Board shall provide and deposit into a 401(a) account for each teacher an amount equal to 100% of the teacher's elective deferrals in the 403(b) Plan up to 2.5% of the teacher's Base Salary.

b. **Portability**

The Salary Reductions Elections and Matching Contributions shall be portable and include the availability of loans and hardship withdrawals, where applicable. The Salary Reductions Elections and Matching Contributions shall continue for as long as the 403(b) Plan and 401(a) Plan are in effect.

4. **Voluntary Annuity Participation**

A teacher may voluntarily elect to designate a portion of the teacher's salary to be deposited into a tax-sheltered annuity account for the teacher with a retirement benefit carrier to be selected and designated by the teacher. All applicable federal, state, or local laws, rules, and regulations, specifically including the Internal Revenue Service regulations limiting the amounts that may be deferred annually, shall apply to such voluntary tax-deferred annuities. It is agreed that the teacher shall be responsible to ensure compliance with all applicable limitations on deferrals.

5. **Voluntary Retirement Buyout/Separation Incentive**

a. **Eligibility**

i. To be eligible for participation in the incentive, a teacher must:

(a.) Have twenty (20) or more years of total teaching experience in the Tri-Creek School Corporation as of June 1, 2026; and

(b.) Be an active, full-time member of the bargaining unit at the time of application.

b. **Program Limits and Benefit Amounts**

i. The total amount allocated by the Tri-Creek School Corporation for the incentive program shall not exceed one hundred fifty thousand dollars ($150,000) for the 2025-2026 school year.

ii. The individual incentive is thirty thousand dollars ($30,000) per eligible teacher, to a maximum of five (5) teachers.

iii. In the event that the number of eligible applicants exceeds the available funds, participation shall be determined by seniority within the Tri-Creek School Corporation.

c. **Form of Payment**

i. The incentive payment shall be made by the Tri-Creek School Corporation, no later than June 30, 2026, as an employer contribution to a 401(a) account or VEBA account established on behalf of the eligible teacher.

ii. No direct cash payment shall be made to the teacher.

iii. Contributions shall be made in accordance with applicable IRS regulations, plan documents, and administrative procedures.

d. **Application Process and Timeline**

i. Teachers who wish to participate in the incentive program must submit an irrevocable written notice of intent to retire or resign to the superintendent no later than January 31, 2026.

ii. Participation is contingent upon approval by the superintendent and the Board of Education.

iii. Employment for approved participants shall end on June 30, 2026.

Section B — Insurances

1. **Medical**

a. **Contribution**

The table below is a listing of the School Corporation contribution levels for health insurance premiums and health savings accounts through the Northwest Indiana Schools Insurance Trust.

Single – $10,312 of the plan cost	Health Savings Account Contributions
Employee + Child – $17,590 of the plan cost	An employee who elects to enroll in a high-deductible health insurance plan

<table>
<tr><td>Employee + Spouse – $19,522 of the plan cost</td><td rowspan="4">will receive, up to the amount allowable by the Internal Revenue Service, the difference in the employer cost between a PPO plan and the employer cost of the high-deductible plan as a contribution to the employee’s health savings account (HSA). Contributions to the employee’s HSA will be provided monthly.</td></tr>
<tr><td>Family – $24,105 of the plan cost</td></tr>
<tr><td>Dual employees, no dependents – approximately $23,256 of the plan cost (employee deduction shall not exceed the cost of one single PPO health plan)</td></tr>
<tr><td>Dual employees plus dependents – approximately $28,985 of the plan cost (employee deduction shall not exceed the cost of one single PPO health plan)</td></tr>
</table>

b. **Dual Employees Medical Insurance**

Dual employees are defined as a bargaining member being married to another full-time employee eligible for health insurance in the district.

c. **Section 125 Plan**

The School Corporation will provide a Section 125 plan to current eligible employees within the limits and provisions allowed by law. Teachers who have a Health Savings Account are only eligible for Section 125 child care expenses.

2. **Term Life**

a. The School Corporation will pay the premium on a $50,000 policy.

b. An Accidental Death and Dismemberment policy will be paid by the teacher.

3. **Long-Term Disability (LTD)**

The Board shall provide an LTD policy including a 90-day elimination period.

4. **Dental**

The Board shall make available dental benefits. The Board shall pay $766 toward the premium for those electing family plan coverage and $267 toward the premium for those electing single plan coverage. Any change in the carrier shall be by mutual agreement.

5. **Vision Coverage**

The Board shall provide each member of the bargaining unit the choice of a single or a family vision plan at no cost to the employee. Any change in the carrier and/or benefits shall be by mutual agreement.

Section C — Criminal Background Checks

For existing employees, the School Corporation shall pay the cost of any and all expanded criminal history checks and expanded child protection index checks that are required by the School Corporation or per IC 20-26-5-10.

ARTICLE VI: COMPENSATION

Section A — Extended Contracts and Extra-Duty Compensation

1. **Extra-Duty Compensation**

   Extra-duty compensation will be provided according to Appendix C.

2. Teachers offered an **extended contract** shall receive their per diem for each day beyond the standard school year as defined on the extended contract.

Section B — Mileage Reimbursement

Teachers assigned to more than one school and required to drive personal automobiles to fulfill the assignments shall be reimbursed at the current IRS rate when the travel took place, excluding extra-curricular assignments. Reimbursable mileage must be pre-approved by the building administrator.

Section C — Payroll Procedures

1. **Number of Payrolls**

   Salaries will be divided by 24 to determine the gross per pay and shall be distributed on the 5th and 20th day of each month starting on September 5, 2025. If a payday falls on a weekend or a bank holiday, payroll will be deposited on the previous business day. Changes in salary or additional responsibilities will be made by addendum, and the contractual balance divided by the remaining number of pays to determine the gross per pay. A teacher who decides to retire at the end of the school year will have the salary divided by 20. A teacher who retires during the school year will meet with administration to determine the balance of the salary amount.

2. **Payroll Deductions**

   a. **State and Federal Withholdings**

      Deductions as required by state and federal law will be withheld.

   b. **Teacher Requested Withholdings**

      The following deductions will be withheld upon written request with 1/24 of the annual payments being deducted each pay period for the 2025-2026 contract year.

i. **Investments**

Tax-sheltered annuities, mutual funds, and 403(b) tax-sheltered custodial retirement accounts, with the two (2) enrollment dates being the first teacher contract day of the school year and the last teacher contract day in December. The school district will allow no more than ten (10) qualifying companies to provide services to district staff. The teacher will provide his/her own paperwork for the account. The investment custodian selected by the teacher will assume responsibility for verifying the accuracy of the amount of the deduction to comply with IRS regulations.

ii. **Insurances**

Deductions for medical and dental insurance by the School Corporation under Article V. of this contract shall be made twice each month beginning with deductions taken in December for the plan starting in January for the following year. The enrollment deadline shall be the first fifteen (15) school teacher days after the first teacher contract day of the school year.

Section D — Wage Deductions

Daily absences taken by certified staff member(s) that are not covered by a paid leave provision of this agreement shall be deducted from payroll checks at the daily rate.

Section E — Homebound Instruction

Reimbursement for homebound instruction shall be for actual student contact hours and at the teacher's normal base hourly rate. This excludes homebound service provided on behalf of NISEC. A teacher will receive at least one hour of compensation if the student does not arrive for the scheduled instruction.

Section F — Part-time Status

1. **Salary**

   The Board may hire certified staff member(s) on a part-time basis. Any certified staff member employed by the Board on less than a full-time basis (1 FTE) shall receive salary on a prorated basis in proportion to the percentage of one full-time equivalent (1 FTE) and also taking into account the employment period the certified staff member is employed.

2. **Benefits**

   The Board’s contribution toward the cost of the insurance programs and benefits for which part-time teachers are eligible shall be prorated to the percentage of one full-time equivalent (1 FTE) for employment period of the part-time certified staff member(s).

Section G — Salary Placement for New Hires

1. **Salary Range**

   a. At the beginning of the 2025-2026 school year, the salaries of returning full-time teachers were between $48,500 - $87,785.

   b. After the increase is awarded for the 2025-2026 school year, the salaries of teachers will be $48,750-$89,798.

2. **Previous Experience**

   a. **Teaching Experience**

   The superintendent will make every effort to hire new teachers at the minimum salary. Individuals with prior teaching or applicable workplace experience can be hired at the low end of the range. The superintendent will evaluate the experience, training, degrees, applicable workplace experience, and effectiveness of a teacher candidate to determine placement within the applicable years of experience ranges set out below with those teachers newly hired for the remainder of the 2025-2026 school year.

Years of Experience	Row Placement
0 – 3	A–D
4 – 6	C–G
7 – 9	D–J
10 – 12	E–M
13 – 15	G–P
16 – 18	K–S
19+	N–Y

3. **Resignation and Rehiring**

   A teacher currently employed by the School Corporation who presents a written offer to the superintendent for employment with another school corporation may resign and may be rehired. The School Corporation makes no guarantee that the teacher will be rehired or be rehired at a greater salary. Salary may be discussed between the superintendent, business manager, and the teacher who presented the written offer for employment.

Section H — Eligibility for Salary Increase/Stipend

Teachers rated Highly Effective or Effective on their most recent annual evaluation are eligible for a salary increase in the current year. Teachers rated Ineffective or Improvement Necessary in the prior school year are not eligible for a salary increase and remain at their prior year salary. However, a teacher in his/her first two full school years of instructing students must receive an evaluation to be eligible but are not required to score Effective or Highly Effective. A teacher must have been employed by the school corporation for at least 120 days in the prior school year. A part-time teacher who does not work on a daily basis and does not complete 60 days of paid service shall not be eligible for a salary increase.

Section I — Payments by Grant Fund

The Board has the authority to award grant-based stipends to the teachers pursuant to the guidelines of the grant.

Section J — Base Salary Increase

1. **Term**

   The salary increase is limited only to the current contract term of July 1, 2025, through June 30, 2026.

2. **Description of Method**

   a. **Factors for Salary Increase for 2025-2026 School Year**

      i. ACADEMIC NEED FACTOR: A need to retain all eligible teachers. A teacher remains in the same column on the Teacher Salary Schedule and advances one row down (effective only July 1, 2025 - June 30, 2026), resulting in an increase as calculated by method of multiplying each index by $48,750. The base multiplier of $48,750 is a result of adding $250 to Column 1, Row 1, creating a new Teacher Salary Schedule for the 2025-2026 school year.

      ii. EDUCATION FACTOR: Additionally, a teacher who has earned a content area Master's Degree (MS) or a total of at least 15 additional content area credit hours beyond a Bachelor's Degree (BS), MS, or MS +15 since the 2024-2025 school year moves two salary columns (red columns) to the right based on initial column placement to receive an additional salary increase of $1,462 for the 2025-2026 school year.

      iii. INSTRUCTIONAL LEADERSHIP FACTOR: Additionally, a teacher who has earned a literacy endorsement as of August 13, 2025, and submitted the credentials, application, and any required payment to the Indiana Department of Education, moves one salary column (red column) to the right of the latest education column placement, to receive an additional base salary increase of $97 for the 2025-2026 school year.

3. **Part-Time Teachers**

Teachers working on a less than full-time basis shall receive a raise on a pro rata basis.

4. **Redistribution**

Any funds otherwise allocated for teachers who were rated Ineffective or Improvement Necessary will be equally redistributed to all teachers rated Effective or Highly Effective. The redistribution will be in the form of a stipend that will be paid within thirty (30) days of the finalization of the evaluation results.

Section K — Ancillary Duties

A teacher who performs the ancillary duty of substitute teaching for another teacher as assigned by the administration shall receive $20.00 per 30 minutes.

Section L — Tuition Reimbursement

The School Corporation will allot **$10,000.00** each school year of this contract for the reimbursement of tuition and fees for pre-approved college/university courses.

1. **College/University Course Approval Process**

   a. Approval shall be on a first-come-first-served basis until the full amount of **$10,000.00** has been reached.

   b. All requests for reimbursement must be pre-approved by the superintendent.

   c. Requests should be submitted on the College/University Course Application & Agreement Form.

   d. Applications are accepted July 1 through May 31 by submission to the superintendent prior to the course starting to be considered for reimbursement.

   e. The courses reimbursed under this provision shall be related to the teacher's current license or possible additional area(s) of licensure that contributes to the district's welfare as determined by the superintendent.

   f. The courses must be recognized for credit at an accredited college or university. Expenses related to audited courses will not be reimbursed.

2. **Benefit Administration**

   a. A teacher shall be reimbursed for college/university course tuition and fees not to exceed the cost of the course up to a rate of three hundred dollars ($300.00) per credit hour.

   b. A teacher may not receive reimbursement for more than six (6) credits per semester or for any course(s) resulting in a letter grade of C, D, F or Withdraw.

3. **Reimbursement Process and Criteria**

   a. Not later than thirty (30) days following the quarter or semester in which the course is completed, the teacher shall provide the following to the superintendent:

      i. A copy of the original approved College/University Course Application & Agreement.

      ii. A completed claim form with support documentation showing payment in full for the approved courses.

      iii. Official transcripts showing a final letter grade of an A or B for course work or in cases where letter grades are not assigned, Pass or Mastery will be required on transcripts.

   b. After the superintendent reviews the claim, payment shall be made within 45 days.

ARTICLE VII: EFFECT OF THE CONTRACT

Section A — Term of the Contract

This contract shall be effective, and shall remain in effect through June 30, 2026. This contract shall not be extended orally, and it is expressly understood that it shall expire on the date indicated subject to the provisions of Indiana Code 20-29-5 *et seq*.

Section B — Effect of the Contract

Effective with the date of ratification of this contract by the parties, when the Indiana Code is referenced in this contract, the language will be the Indiana Code in effect on the date of the contract ratification on the date set forth above, and not as amended, supplemented, or superseded by subsequent action of the Indiana General Assembly. In interpreting the language of the Indiana Code on the date of ratification, it is to be construed with administrative and courts of record decisions and orders relative to such statutory language existing on or before the date of such ratification.

Section C — Severability

In the event that any article, section, or clause is declared unlawful or invalid by a court of competent jurisdiction, it shall be immediately deleted to the extent of the violation, but all other provisions and applications of the contract shall continue in full force and effect. Nothing in this section shall be construed as a waiver by either party of its constitutional right against the impairment of this existing contract by subsequent legislative action as guaranteed by the Indiana Constitution, Article I, Section 24.

Section D — Execution and Effective Date

July 1, 2025, through June 30, 2026

Section E — Attestation

The undersigned attest to the following:

1. A public hearing was held in compliance with I.C. 20-29-6-1(b) on September 11, 2025, and electronic participation from the parties and/or public was not permitted; and
2. A public meeting in compliance with I.C. 20-29-6-19 was held on October 23, 2025, to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

ON BEHALF OF THE ASSOCIATION (T.C.T.O.)

By: ______________________________
Association (T.C.T.O.) President

ON BEHALF OF THE BOARD OF TRUSTEES FOR TRI-CREEK SCHOOL CORPORATION

By: ______________________________
Board President

By: ______________________________
Board Secretary

____
T.C.T.O. Bargaining Spokesperson

____
Board Spokesperson

As ratified by the T.C.T.O. on

10/16/2025
Date

As passed by a majority of the full Board in public and posted session on

11/13/25
Date

APPENDIX A

Grievance Forms

SUBMISSION OF GRIEVANCE FORM

Tri-Creek School Corporation

			Dates	
			Submitted	**Disposition**
Grievance Number	______	Level One	______	______
Date of Occurrence	______	Level Two	______	______
School	______	Level Three	______	______
Submitted to	______			
Level	______			

Nature of Grievance:

Settlement Desired:

Signed: ______________________

Completed Before Grievance Filed:		**Completed After Grievance Filed:**	
Teacher(s)	______	Date of Conference	______
Position	______	Date of Reply	______
Home Address	______		
Home Phone	______		

DISPOSITION OF GRIEVANCE FORM

Tri-Creek School Corporation

Grievance Number ______________________________

Date of Occurrence ______________________________

Grievant ______________________________

Date of Disposition ______________________________

Grievance Level Number ______________________________

Disposition and Reasons Therefor:

Signed ______________________________

Position ______________________________

APPENDIX B

Family Illness and Sick Leave Loan Bank Applications

TRI-CREEK SCHOOL CORPORATION

FAMILY ILLNESS LEAVE LOAN BANK APPLICATION

(Please Print)

NAME: ______________________________ DATE: ______________________________

ADDRESS: ______________________________ PHONE: ______________________________

______________________________ SCHOOL: ______________________________

EXPLANATION OF APPLICATION: Please list such things as name of family member, relationship to family member, need, type of emergency, number of days needed, etc.

____

____

____

____

PHYSICIAN'S REPORT: Please have the attending physician fill out the bottom portion of this form and sign it. Then return the application.

REPAYMENT ALTERNATIVES: (Please check one)

________ 1. I wish to repay the Bank at the rate of 1 day per school year.

________ 2. I wish to have the financial value of my loan deducted from my paycheck. .

________ 3. Other: ______________________________

(DL.4.b.2) A recipient who leaves the employment of Tri-Creek School Corporation and still owes a quantity of days to the Family Illness Leave Bank: (a) May have the dollar value of the remaining days deducted from his/her final paychecks at his/her current daily rate. (b) May transfer any accumulated family illness or personal leave days to the bank as repayment of the loan. (c) Shall use (a) or (b) above, or a combination of both.

I hereby agree to honor the Family Illness Leave Loan Bank rules and regulations.

Date: ______________________________ Signed: ______________________________

PHYSICIAN'S REPORT

NAME OF PHYSICIAN: ______________________________ DATE: ____________________

NATURE, EXPECTED DURATION, PROGNOSIS OF FAMILY MEMBER'S ILLNESS:

TYPE OF TREATMENT OF ILLNESS OR INJURY:

PRINTED NAME OF PHYSICIAN: ____________________ PHONE: ____________________

SIGNATURE OF ATTENDING PHYSICIAN: ______________________________

________ ACCEPTED THE LOAN SHALL BE IN EFFECT FOR ____ SCHOOL DAYS

________ REJECTED REMARKS:

SIGNED: ______________________________
(CHAIRMAN)

TRI-CREEK SCHOOL CORPORATION
SICK LEAVE LOAN BANK APPLICATION

(Please Print)

Name: ______________________________ Date: ____________________
Address: ______________________________ Phone: ____________________
______________________________ School: ____________________

Explanation of application: Please list such things as need, type of emergency, etc.

____
____
____

Number of days needed: ____________

Physician's Report: Please have your attending physician fill out the bottom portion of this form and sign it. Return the application to the superintendent's office.

Repayment: Members shall repay the bank the borrowed days at the rate of not less than **two (2) days** per fiscal year until the loan is repaid

A recipient who leaves the employment of Tri-Creek School Corporation and still owes a quantity of days to the Sick Leave Bank: (a) May have the dollar value of the remaining days deducted from his/her final paychecks at his/her current daily rate. (b) May transfer any accumulated paid time off days to the bank as repayment of the loan. (c) Shall use (a) or (b) above, or a combination of both.

I hereby agree to honor the Sick Leave Loan Bank rules and regulations.

Signed: ______________________________ Date: ____________________

Physician's Report

Type of illness or injury to applicant: ______________________________

Type of treatment of illness or injury: ______________________________

____

Estimated date of return to work of applicant: ____________________
Printed name of physician: ______________________________

Signature: ______________________________ Date: ____________________

_____ Accepted
_____ Rejected

The loan shall be in effect for _____ school days.
Remarks: ______________________________
____

Signed: ______________________________
(Chairman)

Rev. 6/14/17 {vicki/forms/Sick Bank App}

APPENDIX C

Extra-Duty Pay

EXTRA-DUTY PAY SCHEDULE

Board Responsibility:

It is the sole responsibility of the Board, upon recommendation of the superintendent, to determine which positions on this schedule are to be assigned and how many of each are to be assigned. **Job sharing may be allowed as approved by the Board and agreed upon by the shared members.** The number of extra-duty positions listed below is included for reference only and is not a subject of bargaining. The base for the Extra-Duty Pay Schedule is **$44,000.**

EXTRA-DUTY PAY SCHEDULE — Athletics

BASEBALL	Coed	Girls	Boys	Index	Stipend
HS Varsity Coach			1	0.1476	$6,494.40
HS Assistant Varsity Coach			1	0.0880	$3,872.00
HS Junior Varsity Coach			1	0.0880	$3,872.00
HS Freshman Coach			1	0.0711	$3,128.40
BASKETBALL	**Coed**	**Girls**	**Boys**	**Index**	**Stipend**
HS Varsity Coach		1	1	0.2161	$9,508.40
HS Assistant Varsity Coach		1	1	0.1299	$5,715.60
HS Junior Varsity Coach		1	1	0.1299	$5,715.60
HS Freshman Coach		1	1	0.1041	$4,580.40
MS 8th Grade Coach		1	1	0.052	$2,288.00
MS 8th Grade Assistant Coach		1	1	0.0383	$1,685.20
MS 7th Grade Coach		1	1	0.052	$2,288.00
MS 7th Grade Assistant Coach		1	1	0.0383	$1,685.20
CHEERLEADING	**Coed**	**Girls**	**Boys**	**Index**	**Stipend**
HS Coach (Fall)		1		0.088	$3,872.00
HS Coach (Winter)		1		0.088	$3,872.00
HS Assistant Coach (Fall)		1		0.0383	$1,685.20
HS Assistant Coach (Winter)		1		0.0383	$1,685.20
MS Coach		1		0.0436	$1,918.40

CROSS COUNTRY	Coed	Girls	Boys	Index	Stipend
HS Varsity Coach		1	1	0.1058	$4,655.20
HS Assistant Varsity Coach		1	1	0.0664	$2,921.60
MS Coach		1	1	0.0382	$1,680.80
FOOTBALL	**Coed**	**Girls**	**Boys**	**Index**	**Stipend**
HS Varsity Coach			1	0.2161	$9,508.40
HS Assistant Varsity Coach			4	0.1299	$5,715.60
HS Freshman Coach			2	0.1041	$4,580.40
MS 8th Grade Head Coach			1	0.0711	$3,128.40
MS 8th Grade Assistant Coach			1	0.0632	$2,780.80
MS 7th Grade Head Coach			1	0.0436	$1,918.40
MS 7th Grade Assistant Coach			1	0.0382	$1,680.80

GOLF	Coed	Girls	Boys	Index	Stipend
HS Varsity Coach			1	0.1210	$5,324.00
HS Varsity Coach		1		0.1130	$4,972.00
HS Assistant Varsity Coach		1	1	0.0214	$941.60
GYMNASTICS	**Coed**	**Girls**	**Boys**	**Index**	**Stipend**
HS Varsity Coach		1		0.1441	$6,340.40
HS Assistant Varsity Coach		1		0.0711	$3,128.40
SOCCER	**Coed**	**Girls**	**Boys**	**Index**	**Stipend**
HS Varsity Coach		1	1	0.1156	$5,086.40
HS Junior Varsity Coach		1	1	0.0694	$3,053.60
SOFTBALL	**Coed**	**Girls**	**Boys**	**Index**	**Stipend**
HS Varsity Coach		1		0.1476	$6,494.40
HS Assistant Varsity Coach		1		0.0880	$3,872.00
HS Junior Varsity Coach		1		0.0880	$3,872.00
HS Freshman Coach/Assistant JV		1		0.0711	$3,128.40

STRENGTH TRAINING	Coed	Girls	Boys	Index	Stipend
HS Strength Trainer	1			0.0640	$2,816.00
SWIMMING	**Coed**	**Girls**	**Boys**	**Index**	**Stipend**
Aquatic Supervisor	1			0.036	$1,584.00
HS Varsity Coach		1	1	0.1610	$7,084.00
HS Assistant Varsity Coach		1	1	0.0969	$4,263.60
TENNIS	**Coed**	**Girls**	**Boys**	**Index**	**Stipend**
HS Varsity Coach			1	0.0943	$4,149.20
HS Assistant Varsity Coach			1	0.0507	$2,230.80
HS Varsity Coach		1		0.1103	$4,853.20
HS Assistant Varsity Coach		1		0.057	$2,509.65
MS Coach	1			0.0373	$1,641.20
TRACK	**Coed**	**Girls**	**Boys**	**Index**	**Stipend**
HS Varsity Coach		1	1	0.1539	$6,771.60
HS Assistant Varsity Coach		1	1	0.0925	$4,070.00
MS 8th Grade Coach		1	1	0.0498	$2,191.20
MS 7th Grade Coach		1	1	0.0498	$2,191.20
VOLLEYBALL	**Coed**	**Girls**	**Boys**	**Index**	**Stipend**
HS Varsity Coach		1		0.1289	$5,671.60
HS Junior Varsity Coach		1		0.0774	$3,405.60
HS Freshman Coach		1		0.0623	$2,741.20
MS 8th Grade Coach		1		0.0463	$2,037.20
MS 7th Grade Coach		1		0.0463	$2,037.20
WRESTLING	**Coed**	**Girls**	**Boys**	**Index**	**Stipend**
HS Varsity Coach	1			0.1592	$7,004.80
HS Assistant Varsity Coach	1			0.0952	$4,188.80
HS Freshman Coach	1			0.0765	$3,366.00
MS Head Coach	1			0.0569	$2,503.60
MS Assistant Coach	1			0.0507	$2,230.80

EXTRA-DUTY PAY SCHEDULE — Non-Athletic

HIGH SCHOOL POSITIONS	Number of Positions	Index	Stipend
HS Academic Head Coach	1	0.0572	$2,516.80
HS Academic Assistant Coach — Assist. Head Coach	1	0.0190	$836.00
HS Assistant Academic Coach — Spell Bowl	1	0.0190	$836.00
HS Assistant Academic Coach — English	1	0.0190	$836.00
HS Assistant Academic Coach — Fine Arts	1	0.0190	$836.00
HS Assistant Academic Coach — Math	1	0.0190	$836.00
HS Assistant Academic Coach — Science	1	0.0190	$836.00
HS Assistant Academic Coach — Social Studies	1	0.0190	$836.00
HS Academic Coach — Science Olympiad	1	0.0494	$2,173.60
HS Building Tech Leader	1	0.0653	$2,873.20
HS Student Council Sponsor	1	0.0835	$3,674.00
HS Art Club Sponsor	1	0.0100	$440.00
HS DECA Sponsor	1	0.0100	$440.00
HS Diversity Club Sponsor	1	0.0100	$440.00
HS Ecology Club Sponsor	1	0.0100	$440.00
HS FFA Advisor	1	0.0690	$3,036.00
HS Grand Prix Sponsor	1	0.0345	$1,518.00
HS National Honor Society Sponsor	1	0.0100	$440.00
HS Publications Sponsor	1	0.0550	$2,420.00
HS Auditorium Director	1	0.0413	$1,815.00
HS Drama Director (fall)	1	0.0326	$1,434.40
HS Drama Assistant (fall)	1	0.0103	$453.20
HS Drama Director (spring)	1	0.0326	$1,434.40
HS Drama Assistant (spring)	1	0.0103	$453.20
HS Music Band Director	1	0.1399	$6,155.60

HS Music Jazz Band Director	1	0.0420	$1,848.00
HS Music Vocal Director	1	0.0653	$2,873.20
HS Learning Coordinator Math	1	0.0718	$3,160.00
HS Learning Coordinator ELA	1	0.0718	$3,160.00
HS Learning Coordinator Science	1	0.0482	$2,120.00
HS Learning Coordinator Social Studies	1	0.0482	$2,120.00
HS Learning Coordinator Electives	3	0.0420	$1,850.00
HS Guidance Director	1	0.0472	$2,076.80

MIDDLE SCHOOL POSITIONS	Number of Positions	Index	Stipend
MS Academic Coach (Super Bowl)	1	0.0326	$1,434.40
MS Academic Coach (Science Olympiad)	1	0.0326	$1,434.40
MS Robotics Sponsor	1	0.0357	$1,570.80
MS Spell Bowl Sponsor	1	0.0084	$369.60
MS Building Tech Leader	1	0.0327	$1,438.80
MS National Honor Society Sponsor	1	0.0100	$440.00
MS Newspaper Sponsor	1	0.0252	$1,108.80
MS Music Band Director	1	0.0224	$985.60
MS Music Jazz Band Director	1	0.0168	$739.20
MS Choir Director	1	0.0224	$985.60
MS Music Show Choir Director	1	0.0168	$739.20
MS Learning Coordinator Science	1	0.0482	$2,120.00
MS Learning Coordinator Social Studies	1	0.0482	$2,120.00
MS Learning Coordinator Math	1	0.0718	$3,160.00
MS Learning Coordinator ELA	1	0.0718	$3,160.00
MS/IS Learning Coordinator Electives	1	0.0420	$1,850.00
MS Student Council Sponsor	1	0.0149	$655.60

INTERMEDIATE SCHOOL POSITIONS	Number of Positions	Index	Stipend
IS Academic Coach (Science Olympiad)	1	0.0326	$1,434.40
IS Robotics Sponsor	1	0.0357	$1,570.80
IS Spell Bowl Sponsor	1	0.0084	$369.60
IS Science Bowl Sponsor	1	0.0084	$369.60
IS Math Bowl Sponsor	1	0.0084	$369.60
IS Building Tech Leader	1	0.0327	$1,438.80
IS Music Band Director	1	0.0224	$985.60
IS Choir Director	1	0.0224	$985.60
IS Learning Coordinator Science	1	0.0482	$2,120.00
IS Learning Coordinator Social Studies	1	0.0482	$2,120.00
IS Learning Coordinator Math	1	0.0718	$3,160.00
IS Learning Coordinator ELA	1	0.0718	$3,160.00
IS Student Council Sponsor	1	0.0149	$655.60

ELEMENTARY POSITIONS	Number of Positions	Index	Stipend
Nifty Notes Sponsor	1	0.0476	$2,094.40
Elementary Robotics Sponsor	3	0.0357	$1,570.80
Elementary Math Bowl Sponsor	3	0.0084	$369.60
Elementary Building Tech Leader	3	0.0285	$1,254.00
Elementary Learning Coordinator Math K-2	3	0.0718	$3,160.00
Elementary Learning Coordinator ELA K-2	3	0.0718	$3,160.00
Elementary Learning Coordinator Math 3-4	3	0.0718	$3,160.00
Elementary Learning Coordinator ELA 3-4	3	0.0718	$3,160.00
Elementary Student Council Sponsor	3	0.0112	$492.80
Elementary Science Fair Coordinator	1	0.0084	$369.60

ALL SCHOOL POSITIONS	Number of Positions	Index	Stipend
All Teacher Mentor		0.0120	$528.00
All Dance Supervisor LHS Formal/Semi-Formal			$32.00
All Dance Supervisor			$15.27

APPENDIX D

Certified Teacher Salary Schedule

TRI-CREEK SCHOOL CORPORATION
CERTIFIED TEACHER SALARY SCHEDULE 2025-2026

	BS Index	BS Salary	BS + Literacy Index	BS + Literacy Salary	BS+15 Index	BS+15 Salary	BS+ 15 + Literacy Index	BS + 15 + Literacy Salary	MS Index	MS Salary	MS Literacy Index	MS + Literacy Salary	MS+15 Index	MS+15 Salary	MS + 15 + Literacy Index	MS+15 Salary + Literacy	MS+30 Index	MS+30 Salary	MS + 30 + Literacy Index	MS + 30 + Literacy Salary
A	1.00	$48,750	1.002	$48,848	1.03	$50,213	1.032	$50,310	1.06	$51,675	1.062	$51,773	1.09	$53,138	1.092	$53,235	1.12	$54,600	1.122	$54,698
B	1.03	$50,213	1.032	$50,310	1.06	$51,675	1.062	$51,773	1.09	$53,138	1.092	$53,235	1.12	$54,600	1.122	$54,698	1.15	$56,063	1.152	$56,160
C	1.06	$51,675	1.062	$51,773	1.09	$53,138	1.092	$53,235	1.12	$54,600	1.122	$54,698	1.15	$56,063	1.152	$56,160	1.18	$57,525	1.182	$57,623
D	1.09	$53,138	1.092	$53,235	1.12	$54,600	1.122	$54,698	1.15	$56,063	1.152	$56,160	1.18	$57,525	1.182	$57,623	1.21	$58,988	1.212	$59,085
E	1.12	$54,600	1.122	$54,698	1.15	$56,063	1.152	$56,160	1.18	$57,525	1.182	$57,623	1.21	$58,988	1.212	$59,085	1.24	$60,450	1.242	$60,548
F	1.15	$56,063	1.152	$56,160	1.18	$57,525	1.182	$57,623	1.21	$58,988	1.122	$54,698	1.24	$60,450	1.242	$60,548	1.27	$61,913	1.272	$62,010
G	1.18	$57,525	1.182	$57,623	1.21	$58,988	1.212	$59,085	1.24	$60,450	1.242	$60,548	1.27	$61,913	1.272	$62,010	1.30	$63,375	1.302	$63,473
H	1.21	$58,988	1.212	$59,085	1.24	$60,450	1.242	$60,548	1.27	$61,913	1.272	$62,010	1.30	$63,375	1.202	$58,598	1.33	$64,838	1.332	$64,935
I	1.24	$60,450	1.242	$60,548	1.27	$61,913	1.272	$62,010	1.30	$63,375	1.302	$63,473	1.33	$64,838	1.332	$64,935	1.36	$66,300	1.362	$66,398
J	1.27	$61,913	1.272	$62,010	1.30	$63,375	1.302	$63,473	1.33	$64,838	1.332	$64,935	1.36	$66,300	1.362	$66,398	1.39	$67,763	1.392	$67,860
K	1.30	$63,375	1.302	$63,473	1.33	$64,838	1.332	$64,935	1.36	$66,300	1.362	$66,398	1.39	$67,763	1.392	$69,323	1.42	$69,225	1.422	$69,323
L	1.33	$64,838	1.332	$64,935	1.36	$66,300	1.362	$66,398	1.39	$67,763	1.392	$67,860	1.42	$69,225	1.422	$70,454	1.45	$70,688	1.452	$70,785
M	1.36	$66,300	1.362	$66,398	1.39	$67,763	1.392	$67,860	1.42	$69,225	1.422	$69,323	1.45	$70,688	1.445	$72,248	1.48	$72,150	1.482	$72,248
N	1.39	$67,763	1.392	$67,860	1.42	$69,225	1.422	$69,323	1.45	$70,688	1.452	$70,785	1.48	$72,150	1.482	$72,248	1.51	$73,613	1.512	$73,710
O	1.42	$69,225	1.422	$69,323	1.45	$70,688	1.452	$70,785	1.48	$72,150	1.482	$72,248	1.51	$73,613	1.512	$73,710	1.54	$75,075	1.542	$75,173
P	1.45	$70,688	1.452	$70,785	1.48	$72,150	1.482	$72,248	1.51	$73,613	1.512	$73,710	1.54	$75,075	1.542	$75,173	1.57	$76,538	1.572	$76,635
Q	1.48	$72,150	1.482	$72,248	1.51	$73,613	1.512	$73,710	1.54	$75,075	1.542	$75,173	1.57	$76,538	1.572	$76,635	1.60	$78,000	1.602	$78,098
R	1.51	$73,613	1.512	$73,710	1.54	$75,075	1.542	$75,173	1.57	$76,538	1.572	$76,635	1.60	$78,000	1.602	$78,098	1.63	$79,463	1.632	$79,560
S	1.54	$75,075	1.542	$75,173	1.57	$76,538	1.572	$76,635	1.60	$78,000	1.602	$78,098	1.63	$79,463	1.632	$79,560	1.66	$80,925	1.662	$81,023
T	1.57	$76,538	1.572	$76,635	1.60	$78,000	1.602	$78,098	1.63	$79,463	1.632	$79,560	1.66	$80,925	1.662	$81,023	1.69	$82,388	1.692	$82,485
U	1.60	$78,000	1.602	$78,098	1.63	$79,463	1.632	$79,560	1.66	$80,925	1.662	$81,023	1.69	$82,388	1.692	$82,485	1.72	$83,850	1.722	$83,948
V					1.66	$80,925	1.662	$81,023	1.69	$82,388	1.692	$82,485	1.72	$83,850	1.722	$83,948	1.75	$85,313	1.752	$85,410
W					1.69	$82,388	1.692	$82,485	1.72	$83,850	1.722	$83,948	1.75	$85,313	1.752	$85,410	1.78	$86,775	1.782	$86,873
X									1.75	$85,313	1.752	$85,410	1.78	$86,775	1.782	$86,873	1.81	$88,238	1.812	$88,335
Y									1.78	$86,775	1.782	$86,873	1.81	$88,238	1.812	$88,335	1.84	$89,700	1.842	$89,798