AGREEMENT

BETWEEN

THE BOARD OF SCHOOL TRUSTEES

OF THE

SOUTH HENRY SCHOOL CORPORATION

AND

THE SOUTH HENRY CLASSROOM TEACHERS ASSOCIATION

EFFECTIVE JULY 1, 2025 to JUNE 30, 2026

THIS AGREEMENT ENTERED INTO THIS 11th DAY OF NOVEMBER, 2025 BY AND BETWEEN THE BOARD OF SCHOOL TRUSTEES OF THE SOUTH HENRY SCHOOL CORPORATION, HEREIN-AFTER CALLED THE "BOARD" AND THE SOUTH HENRY CLASSROOM TEACHERS ASSOCIATION, HEREINAFTER CALLED THE "ASSOCIATION."

WITNESSETH:

WHEREAS:	The Board and Association recognize and declare that providing quality education for the children of the South Henry School Corporation is their mutual aim, and
WHEREAS:	The Board and its designated representatives have met with representatives of the Association and entered into extended deliberate negotiations concerning salary, wages, and salary and wage related fringe benefits including accident, sickness, health, dental, vision, life, disability, retirement benefits, and paid time off as permitted to be bargained under IC 20-28-9-11.

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A. RECOGNITION

In accordance with Public Law 217, the South Henry School Corporation Board of School Trustees hereby recognizes the South Henry Classroom Teachers Association as the exclusive representative, for the purpose of collective bargaining and discussion, of all certificated employees in the school corporation. Included in the bargaining unit are all full-time certificated school employees, except the Superintendent of Schools, Principals, Assistant Principals, Director of Guidance, Full Time or Part Time Director of Athletics, part-time personnel (people not holding a regular contract with the school corporation), and Speech Language Pathologists.

B. DEFINITIONS

1. The term “teacher”, when used in the Contract, shall refer to all certificated personnel employed by the Board included in the bargaining unit described above.
2. The terms “Board” and “Association” shall include authorized officers, representatives, and agents.
3. The term “school corporation”, when used in this contract, shall refer to the South Henry School Corporation of the County of Henry of the State of Indiana.
4. The term “professional hourly rate”, when used in this contract, shall be one (1) day of contract pay divided by seven (7) hours.
5. When references are made to male teachers in this contract, it also includes female teachers.

ARTICLE II - INSURANCE

A. HEALTH INSURANCE

Beginning on January 1, 2025, the Corporation will pay the following amounts for each health insurance plan for all employees eligible and participating in the plan. The employee will pay the remaining cost of the premium.

The amounts to be paid by the South Henry School Corporation are:

- PPO Plan
  - Single $7,460.16
  - Family $19,071.36
- HDHP 1
  - Single $7,095.36
  - Family $18,101.16
- HDHP 2
  - Single $7348.19
  - Family $15,015.00

B. RETIREMENT HEALTH INSURANCE

In the event that employment is terminated during the contract, insurance payments will stop at the end of the month of termination. Employees who retire during the contract year and who also do not qualify for Medicare may continue to receive health insurance benefits under this Article II for the duration of the contract year or until they qualify for Medicare, whichever is sooner.

C. LONG TERM DISABILITY INSURANCE

The Board shall provide a Long Term Disability Insurance Plan (LTD) for all teachers. Each certified staff member will contribute $13.50 per year to the cost of this plan.

D. LIFE INSURANCE

The Board shall provide group life insurance for all teachers. The plan will provide for the 2025-2026 school year fifty thousand dollars ($50,000) death benefit, and double indemnity death benefits in case of accidental death. The corporation will pay all but a penny ($.01) per teacher per year for this plan.

E. SECTION 125

The benefits provided to employees by Section 125 of the Revenue Act of 1978 shall be made available to any bargaining unit member so requesting.

F. PREMIUM HOLIDAY

The Corporation is a member of the East Central Indiana School Trust. In the event that the Trustees of the East Central Indiana School Trust approve a premium holiday, the holiday shall be shared equitably between the Corporation and its employees that participate in medical coverage provided through the East Central Indiana School Trust. Specifically, the Corporation shall receive a credit towards the amount of premium payable under the terms of this Agreement equal to the portion of the Corporation's normal contribution that is not paid as a result of the premium holiday.

ARTICLE III - LEAVES

A. PERSONAL LEAVE

The School Corporation will provide eighteen (18) days of personal leave per teacher per year. Days are awarded on the first day contracted. The leave days may be used for any reason. However, a teacher may not take more than five (5) consecutive personal leave days, or at any day immediately before or after a scheduled school break without approval from the building principal.

   a. At the end of each school year, any unused personal leave days shall be added to the teacher's accumulated sick leave days.
   b. The total of unused portion of the personal leave allowance, up to a total of ten (10) days per year, shall be permitted to accumulate to one hundred (100) sick leave days.

B. ACCUMULATED SICK LEAVE

Accumulated sick leave days are allowed for the employee's own illness or for the employee to care for the illness of an immediate family including father, mother, brother, sister, husband, wife, child or fetus, father-in-law, mother-in-law, grandparent, grandchild, daughter-in-law , son-in-law, or any person living as a member of the household of the teacher. Teachers may accumulate a maximum of one hundred (100) sick days.

C. EMERGENCY SICK LEAVE BANK

The Purpose of the Sick Leave Bank is to relieve teachers from the financial burden of extended absence related to illness or injury that results in temporary disability and the inability of the teacher to perform the duties of employment.

1. Any teacher, defined in Article I of this agreement as eligible for the bargaining unit, is eligible to participate ("participants") in the Sick Leave Bank.
2. The sick leave bank is voluntary and participants may withdraw at any time.
3. A Sick Leave Bank (SLB) shall be established as follows:
   a. Teachers may voluntarily become participants of the SLB. To enroll, the teacher shall contribute one (1) day of personal leave to the SLB ("account") within the first 30 work days of their employment. Teachers are also permitted to enroll within the first 30 days after ratification of this contract.
   b. Participants may withdraw, at any time, by notifying the Superintendent in writing.
   c. Teachers who do not voluntarily enroll according to (a.) and those who withdraw according to (b.) may not participate in the SLB.

d. All teachers who enroll and who do not withdraw are automatically continued as participants from year to year.
e. All days contributed to the account are permanent.
f. The number of accumulated days in the bank shall not exceed one hundred fifty (l50) days, except in circumstances where new teachers are added to the bank as described in (a).
g. If the number of accumulated days in the account falls below twenty-five (25) an obligatory assessment of one (1) additional leave day shall be made upon all participants.
    i. Participants may donate up to two additional days at the time of the assessment.
    ii. Participants who have no remaining leave to contribute may continue to participate without penalty.

4. Eligibility to request sick leave from the SLB shall be determined as follows:
    a. Participants must exhaust all current and accrued personal leave and accumulated sick leave.
    b. Participants must make a request in writing to the Superintendent.
        i. This requirement may be met by a member of the participants immediate family or by the Association on behalf of the participant.
        ii. The Superintendent will consult with a Committee consisting of the Association President or his/her designee and a teacher mutually agreed upon by the Superintendent and Association President.
    c. Participants must include a signed physician's statement verifying the inability of the participant to perform the duties of employment.
        i. Where possible, this statement should also include the anticipated length of absence.
        ii. When the length of anticipated absence is unknown or longer than 15 days, the participant shall present a physician's statement reconfirming continued disability.
    d. Participants are not eligible if the absence is due to elective surgery.
    e. Participants may not sue the SLB to extend the period of leave beyond the Regular Teacher Contract year in which the leave commenced.
    f. Participants may use the SLB during the elimination period of the Long term Disability (LTD) coverage provided by the Corporation; however, once a participant is eligible for LTD , participants must elect LTD and are no longer permitted to use SLB while on LTD.
    g. The maximum number of days that a participant may draw from the Bank in any one school year shall be sixty (60) days.
    h. The decision of the SLB Committee and Superintendent shall be considered final.

D. BEREAVEMENT LEAVE

1. A classroom teacher absent due to the death in the immediate family shall be allowed not to exceed five (5) school days as leave time with pay. The immediate family shall be limited to husband, wife, child, parent, grandparent, grandchild, brother, sister, and each similar relationship established by marriage or a person living in the same home as part of the family.
2. Three days (per death) shall be allowed for death of brother-in-law, son-in-law, daughter-in-law, sister-in-law, aunt, uncle, niece or nephew.

E. JURY DUTY/REQUIRED COURT APPEARANCE
   A teacher called for grand or petit jury duty shall, during the required period of absence from assigned duty by the school employer, be paid full regular salary less the total amount of per diem allowance earned by such teacher for jury duty. If subpoenaed to testify in court, the employee shall be paid full regular salary and shall not forfeit any sick or personal business leave days.

F. MATERNITY LEAVE
   Maternity leave may be taken by a teacher at the discretion of the teacher and her physician. Length of each leave will be determined on an individual basis, without discrimination. All or any part of a teacher's accumulated personal leave days and/or accumulated sick leave days may be used while on maternity leave at the discretion of the teacher and in accordance with the personal leave and accumulated sick leave policies. However, accumulated sick leave days will be paid for this purpose only during the time period in which a physician certifies that the teacher is unable to perform his or her regular duties. Upon exhaustion of personal leave and/or accumulated sick leave, the rest of said maternity leave may be taken without pay.

G. BIRTH & BONDING/ADOPTION LEAVE
   The teacher may take up to five (5) days leave upon the birth or adoption of his/her child. This leave shall be charged to his/her available sick or personal leave days. Upon the exhaustion of such leave, the rest of said leave may be taken without pay.

ARTICLE IV - RETIREMENT NOTIFICATION

A letter of intention to retire shall have been filed with the Superintendent’s office by January 1 of the current school year for the planned retirement. If, due to extenuating circumstances, the retiree cannot notify the school board of his/her intention to retire at the end of the current school year, payment of retirement shall depend upon the recommendation of the Superintendent with the concurrence of the School Board.

ARTICLE V - RETIREMENT SEVERANCE BENEFIT

An individual who is employed as a bargaining unit member at the time of retirement or severance from employment will be eligible for the following severance benefits provided the teacher has otherwise satisfied the requirements and conditions described below.

A. GROUP HEALTH INSURANCE
   1. The South Henry School Corporation will pay the entire monthly health insurance premium (employer portion and employee portion) for those individuals who are retiring at the end of the current school year contract for the months of July and August. These contributions will be to the retiring individual’s selected health insurance plan.
   2. Immediately following retirement, the teacher and his/her spouse, if any, shall have the option of remaining in the Corporation’s current group health insurance plan if all of the following conditions are met as of the date of retirement and thereafter:
      a. While the retired teacher and spouse, if any, remain enrolled in the health insurance plan, the retired teacher and spouse shall pay the entire insurance premium applicable to the insurance coverage, with the premium payment to be made monthly for each succeeding year.
      b. Upon retirement, the teacher shall have provided a written request to the School corporation for continuing insurance coverage for the teacher and spouse, if any spouse.

When a retired teacher first becomes eligible for Medicare, the teacher's eligibility to continue to participate in the Corporation's group health insurance plan shall terminate, if not earlier terminated according to applicable law. (The same termination of eligibility shall also apply when a retired teacher's spouse first becomes eligible for Medicare.) It is acknowledged that the parties intend these provisions to comply with applicable federal and state laws that establish an eligible teacher's right to continue health insurance for the teacher and spouse, including if otherwise applicable, Indiana Code 5-10-8-2.8. Therefore, this right to extended coverage shall not override any rights to continuing health care coverage as required by COBRA.

ARTICLE VI - BUY OUT OF RETIREMENT BENEFIT

A. Elimination of Prior Agreement's Retirement Bridge and Severance Benefit
   The Board and the Association specifically reserved the authority to revise or terminate the retirement benefits contained in earlier agreements. Exercising this authority, the Board and the Association now confirm that Section C and D under Article VII, entitled Retirement Pay in the Agreement, and the Early Retirement Plan described in Article VII, of the prior agreement (prior to the 2011 – 2013 Agreement) are terminated and shall not apply to any teacher retiring from the school corporation on or after this amendment's effective date, except that any teacher who meets the retirement eligibility contained herein by June 30, 2009 may choose to retire under the provisions of the previous agreement provided that they have given the Corporation an irrevocable notice of such election no later than September 1, 2008. Those teachers who retired before the effective date shall only be entitled to the retirement benefits contained in the prior agreement as of the time of his or her retirement.
B. Entitlement to Retirement Benefits and Vesting Requirements
   Upon retirement from the Corporation, a teacher shall be fully vested in the retirement benefits described in the Article if the retiring teacher has satisfied the following requirements:
   1. The retiring teacher has reached the age of fifty-five (55); and
   2. Immediately prior to retirement, the teacher must have completed not less than ten (10) full years of service as a professional educator with the Corporation.
   3. There must be evidence that the teacher is planning permanent retirement from teaching in public education in Indiana. Permanent retirement will be indicated by either a signed application for retirement benefits from the Indiana State Teachers Retirement Fund or a notarized statement offered to the School Corporation stating that the requesting teacher will not teach elsewhere in public education in Indiana and will apply for retirement benefits from the Indiana State Teachers Retirement Fund at a later date: provided, however, part-time teaching with an Indiana public school corporation following retirement shall not disqualify a teacher for early retirement benefits if the earnings from such part time teaching do not exceed the maximum allowable Indiana public school earnings limit established by Indiana law or the regulations of the Indiana Teachers Retirement Fund.
C. Actuarial Determination of Value of the Current Retirement Bridge and Severance Benefits
   The Educational Services Company has been selected to determine the present value of the unfounded severance benefits and retirement bridge benefits described in the prior agreement. In making this present value determination, the Educational Services Company shall use the following assumptions:
   1. The assumed interest rate for the purpose of determining the present value is four percent (4%) in the first two (2) years of the plan and seven and a quarter (7.25%) each year

thereafter. However, for post-retirement cash flow purposes, a four percent (4%) interest rate shall be used.

2. It is assumed that an employee terminates employment at the end of the school year in which the employee attains age sixty (60), or at the end of the current year if the individual is already age sixty (60) or older. If an employee continues employment after the attainment of age sixty (60), the employee does continue to receive all ongoing board contributions to the 401 (a) and VEBA, and the employee does continue to share in any future forfeitures.
3. The Termination Assumption shall be calculated at a two point two five percent (2.25%) annual rate.
4. The anticipated amount of the retirement bridge shall be determined using the amount of annual benefit described in Article VIII of the prior agreement. However, it is assumed that individuals do not retire until the later of: (a) the attainment of age sixty (60), or (b) satisfaction of the eligibility requirements of the Article.
5. Using the method of calculation described in Article VII of the prior agreement, the severance benefit for each employee will be determined, subject to the following adjustments: (a) Sick leave accumulation shall be calculated as of September 1, 2006.
6. The present value of the future severance benefits and retirement bridge payments will be reduced by the Social Security and Medicare taxes (FICA) that would have been payable if the severance benefits and retirement bridge had been paid directly to the employee.
7. Employees, whose first contractual day is after the 30th day of June, 2006, shall not be entitled to any payment for the eliminated retirement bridge or severance benefits. In other words, no contribution shall be made for individuals, whose first contractual day is after 30th day of June, 2006.
8. Among forfeited upon termination of employment because of the failure to meet the applicable vesting requirements shall not be reinstated or re-credited if an individual is subsequently rehired or re-employed by the school corporation. However, if the Board approves a leave of absence for an employee, such period of leave shall not result in forfeiture, provided the employee shall promptly return to employment following the expiration of the period of leave.
9. The present value of the Retirement Pay under the prior agreement shall be calculated, effective as of the 30th day of June, 2006.
10. To confirm the accuracy of the underlying information to be used in the present value calculations, each teacher shall be provided with his or her basic data that will be used in the calculations, including but not limited to, the following information as of the lst day of September, 2005, base salary, age, years of service, and accumulated sick leave. The Educational Services Company shall assist in the preparation of this verification sheet for each teacher, However, the Board will have the responsibility to forward the verification sheets to the respective teachers. Any corrections must be returned to the Board within ten (10) days of receipt of the verification sheets.

Using the above assumptions and the other assumptions contained on the buyout spreadsheet, the Educational Services Company shall prepare the present value calculations for each teacher and the contributions described hereinafter will be made.

D. Buyout Contributions

1. VEBA. The school corporation shall contribute to a voluntary employees' beneficiary association ("VEBA") as described in section 501c(9) of the Code, the amount representing the early retirement portion of the Retirement Benefit as calculated for all employees under subsection C above. VALIC shall be the organization administering the

VEBA and shall be the single investment vendor for the VEBA. The terms and conditions for the administration and operations of the VEBA shall be as follows:

a. The amount calculated for each employee will be invested in a separate account. There will be no commingling of accounts and each employee may determine how his or her account shall be invested among the investment options made available by the vendor for the VEBA.
b. Until such time that an employee has retired and satisfied the eligibility requirements set for in the Article, the employee shall have no access to the assets held in his or her separate VEBA account.
c. If an employee or otherwise terminates employment before satisfaction of the requirements set forth in this Article, the terminated employee's VEBA account shall be forfeited. Forfeited amounts shall be reallocated at the end of each plan year only among the then remaining separate VEBA accounts. This reallocation shall be in a manner similar to that used by the Educational Services Company in initially determining the present value calculations. Therefore, the VEBA accounts of the following employees will not share in the reallocation of a forfeiture of a VEBA account:
   i. Employees who forfeited their VEBA accounts in the same year
   ii. Employees who previously forfeited their VEBA accounts: and
   iii. Employees who have attained the age of sixty (60) and terminated employment in or after the year of the reallocated forfeiture
d. Following retirement and the satisfaction of the requirements set forth in this Article, a retired employee may use the amounts held in his/her separate VEBA account to pay health insurance premiums, term life insurance premiums, and to be reimbursed for unreimbursed medical expenses of the employees, spouse, and dependents. Furthermore, following the death of an employee who had otherwise satisfied the requirements of this Article, any amounts remaining in the deceased employee's VEBA account may continue to be used to pay these premiums and expenses of the employee's spouse and dependents. At no time may the VEBA make loans to an employee, his/her spouse, or his/her dependents.

2. 401 (a) Plan. The school corporation shall establish a qualified retirement plan as described in section 401 (a) of the Code. The total sum of the amount calculated by Educational Services Corporation as the present value for years of service and sick day benefits shall be contributed by the school corporation to the 401 (a) plan by the 31st day of December, 2006. The single investment vendor for the 401 (a) plan shall be VALIC. The 401 (a) plan's term and conditions for the administration of the 401 (a) plan shall be as follows:
   a. The amount calculated for each employee will be invested in a separate account. There will be no commingling of accounts and each employee may determine how his or her account shall be invested among the investment options made available by the vendor for the 401 (a) Plan.
   b. Until such time that an employee has retired and satisfied the eligibility requirements set forth in the Article, the employee shall have no access to the assets held in his or her separate 401 (a) plan account.
   c. If an employee retires or otherwise terminates employment before satisfaction of the requirements set forth in this Article, the terminated employee's 401 (a) plan account shall be forfeited. The forfeited amounts shall be reallocated at the end of each plan year only among the then remaining separate 401 (a) plan accounts in a manner similar to that used in initially determining the present value calculations. Therefore,

the 401 (a) plan accounts of the following employees will not share in the reallocation of a forfeiture of a 401 (a) plan account:

i. Employees who forfeited their 401 (a) plan accounts in the same year;
ii. Employees who previously forfeited their 401 (a) plan accounts; and
iii. Employees who have attained age sixty (60) and terminated employment in or after the year of the reallocated forfeiture.

d. Following retirement and the satisfaction of the requirements set forth in this Article, a retired employee may elect to commence distributions from his 401 (a) plan account. If an employee dies after having satisfied the requirements of this Article, the deceased employee's 401 (a) plan account shall be distributed to the descendants designated beneficiary or to his/her estate if no beneficiary designation has been made. At no time may a participant borrow from his 401 (a) plan account.
e. The school corporation shall not be paid any compensation for its services performed on behalf of the 401 (a) plan. All costs incurred in the administration of the 401 (a) plan and investment fees shall be paid from the 401 (a) plan assets.

E. Future Adjustments
The parties agree that this Article, or any other provision of this Agreement, does not constitute an expectation of receiving the enumerated retirement benefits by any current employee, future employee, prospective employee or applicant beyond the expiration of this Agreement. Therefore, except as otherwise limited by applicable law, it is understood that the Board and Association may in the future bargain modifications of any kind to this provision, provided however, that the future revision of this Article shall not affect the retirement benefits of teachers already receiving benefits pursuant to this Section.

ARTICLE VII - RETIREMENT SAVINGS 401 (a) ANNUITY PLAN

A. The school corporation shall establish a qualified retirement plan as described in section 401 (a) of the Code. The Board agrees to contribute into each individual's separate 401 (a) account, two percent (2.0%) of the teacher's base pay, if the employee contributes the same minimum match into his/her 403 (b) account. The Board's contribution may vary annually with contract negotiations.
B. There will be no commingling of accounts and each employee may determine how his or her account shall be invested among the investment options made available by the investment vendor for the 401 (a) Plan. The single investment vendor for the 401 (a) plan shall be VALIC/Corebridge.
C. The Board shall make equal monthly contributions throughout the school year, and will complete its contributions on or before August 1 or each succeeding year. There will be no commingling of accounts and each employee may determine how his or her account shall be invested among the investment options made available by the investment vendor.

ARTICLE VIII - RETIREMENT SAVINGS VEBA PLAN

VEBA/HRA: The school corporation shall create an Employer unallocated VEBA/HRA account and fund this unallocated account, and every year thereafter, with an annual amount equal to 2.0% of the total of all teachers' annual salary amounts (not including ECA amounts) for members of the bargaining unit.

1. Vesting occurs upon the signing of the sixth contract with the Corporation.
2. Upon signing the sixth contract with the school corporation following creation of the unallocated account or a vested teacher's separation from the school corporation,

whichever comes earlier, the school corporation will create and fund an individual VEBA/HRA account for the given teacher by transferring from the unallocated account an amount equal to the given teacher's pro rata share of unallocated account funds for the lesser of the five years or number of years from the creation of the aggregate account to the year of the teacher's retirement plus or minus the investment return/loss on this amount calculated by multiplying the amount by the percentage of return/loss for the unallocated account investments during the same time period less the teacher's share of vendor fees on the unallocated account.

3. Beginning with the first year of a given teacher's employment and for every year thereafter that the given teacher remains employed by the school corporation, the school corporation shall deposit an amount equal to 2.0% of the given teacher's annual salary into his/her individual 401 (a) and VEBA accounts in lieu of the deposit to the unallocated account provided the teacher contributes at least 2.0% of their annual salary to a 403 (b) plan.
4. A joint Retirement Benefits Committee comprised of three (3) school board members/administrators appointed by the Superintendent and three (3) teachers appointed by the Association President, independent from the vendor, shall make investment decisions regarding funds in the unallocated account. Whenever possible, the committee shall base its decisions on majority votes. In the case of a tie, the Superintendent and Association President shall alternate in making the given investment decision.
5. In no case shall the school district be forced to fund more than the yearly contribution as stipulated in Subsection l of this Section.
6. The vendor of this program shall be the same vendor used for the school corporation's 401 (a) program unless otherwise agreed to by the parties.

ARTICLE IX - TEACHER RETIREMENT FUND

Consistent with Indiana law, the School Corporation participates in the Indiana Teachers' Retirement Fund (TRF) Hybrid Retirement plan administered by the Indiana Public Retirement System. All legally qualified teachers within the School Corporation are enrolled in the TRF Hybrid Plan. Teachers enrolled in the TRF Hybrid Plan must contribute a mandatory 3% of their gross covered wages as a member contribution rate, and the School Corporation shall deduct this amount through a payroll deduction.

ARTICLE X - SICK AND SURPLUS DAYS

Beginning with the 2005-2006 school year, any unused sick or personal leave days shall be accumulated to a total of one hundred (100) days. Annually, the Board will buy all unused sick leave or personal days above one hundred (100) days at the prevailing certified substitute daily pay rate. This money shall be deposited into an individual 401 (a) account that has been established by the Board for each teacher. This 401 (a) shall be administered by the VALIC. Days one (1) through one hundred (100) will be bought out at retirement at the prevailing certified substitute daily rate.

Surplus sick days may be accumulated to June 30, 2006. After this date the surplus day program will be non-existent for further accumulation. Teachers with surplus days may continue to use them annually prior to the use of their allotted sick days. Surplus sick days will not have a monetary value related to this agreement.

ARTICLE XI - GRIEVANCE PROCEDURE AND ARBITRATION

This Grievance Procedure (hereinafter referred to as "Procedure") stipulates the conditions under the procedures by which grievances that pertains to matters within the scope of bargaining alleged by certain defined school employees shall be processed. If any such grievances arise, there shall be no stoppage or suspension of work because of such grievances; but such grievances shall be submitted to the following grievance procedure:

This Grievance Procedure shall in no way inhibit or infringe upon the rights of a school employee to confer with the school employer in the line and staff organization structure seeking possible solutions in his own behalf provided these possible solutions are not inconsistent with the Master Contract.

The filing of a formal grievance must involve the Association in the processing of that grievance to its conclusion of abandonment.

A. DEFINITIONS USED IN THE PROCEDURE
   1. A grievance is a problem concerned with inequitable application, misrepresentation, or other violation of the Master Contract, alleged violation of Board policy or state law.
   2. "School Employer" means the Board of Education of the South Henry School Corporation and any person(s) authorized to act for said body in dealing with employees.
   3. "School Employees" means any individual or group of individuals in the bargaining unit.
   4. "Grievant" refers to any school employee who is included in this bargaining unit, whether or not that employee is actually a member of the Association.
   5. The term "day" refers to a school employer assigned duty day of the school employee which occurs during the term of an individual contract. During the summer recess, the term shall mean weekday.

B. PURPOSE

   The purpose of the Grievance Procedure is to settle grievances at the lowest level.
   Both parties agree that these proceedings shall be kept as confidential as may be appropriate at each level of the procedure.

C. PROCEDURE
   - Step 1 – Informal Grievance

   In the event that a teacher believes there is a basis for a grievance, he/she shall first discuss the alleged grievance with his/her building principal or immediate supervisor, either personally or accompanied by his association representative. The grievance must be filed within ten (10) days of the time of the grievant first knew or should have known of the act or condition upon which it is based.
   - Step 2 – Formal Grievance

   If, as a result of the informal discussion with the building principal or immediate supervisor, a grievance still exists, he may invoke the formal grievance procedure through the Association on the form set forth, signed by the grievant and a representative of the Association. A copy of the grievance form shall be delivered to the principal.
      a. The formal grievance must be filed within seven (7) days of the informal discussion.
      b. The written grievance shall name the school employee involved, shall state the facts giving rise to the grievance, shall identify by specific references all articles or sections of the contract alleged to be violated, and shall indicate the specific relief requested.
      c. Within seven (7) days after receiving the written grievance, the principal or his designee shall communicate his/her answer in writing to the grievant.

- Step 3

If the grievance is not resolved in Step 2, the grievant may appeal the decision to Step 3 provided said appeal is filed with the Superintendent within ten (10) days of the receipt of the written answer of Step 2. The appeal shall include a copy of all materials and evidence previously submitted and a copy, at the same time, shall be given to the principal or supervisor involved.

The grievant shall submit the written claim signed by him/her to the Superintendent of Schools, within ten (10) days from the receipt of the grievance, the Superintendent shall render a written decision to the grievant as to the resolution of the grievance. The Superintendent may hold a formal hearing(s) prior to the written decision, and an additional fourteen (14) days beyond the ten (10) shall be allowed if the Superintendent determines further investigation is necessary.

- Step 4

If the grievance is not resolved at Step 3, it may be appealed to the Board by filing a written notice to the Superintendent and the President of the Board stating the ground for the appeal. A meeting with the Board shall be held within seven (7) days following the receipt of such notices 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 Board's written decision shall be transmitted to the grievant and the Association within three (3) days after such hearing.

- Step 5

Within thirty (30) calendar days after receipt of the decision at Step 4, the Association may submit the grievance to arbitration under and in accordance with the rules of the American Arbitration Association.

After notification that the matter shall be submitted to arbitration, the following procedure shall be followed.

a. The two parties shall attempt to select an arbitrator by mutual agreement. If they cannot agree on an arbitrator within five (5) days after notification is given, the arbitrator shall be selected by the American Arbitration Association in accordance with its rules which shall likewise govern the arbitration hearing.
b. The arbitrator shall have no power to add to, subtract from, disregard, alter, or modify any of the terms of this Contract, applicable Board policy, or applicable state laws or regulations.
c. The arbitrator shall set forth his findings and conclusions on the issues submitted. The decision of the arbitrator shall be advisory. The Board shall consider the written advisory recommendation rendered by the arbitrator and shall finally rule on the disposition of the grievance.
d. The Board and the Association agree that neither party shall be permitted to assert in such arbitration proceedings any grounds or to rely on any evidence not previously disclosed to the other party.
e. The usual cost of arbitration under this section shall be divided equally between the Board and the Association. Should either party desire to employ outside assistance during arbitration, this additional cost shall be borne by the party that employs the outside assistance.
f. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel file of the participant and are

not valid basis for evaluations or considerations or awarding any professional advantage to such a teacher.

ARTICLE XII - COMPENSATION

A. SALARY AND WAGE PROVISIONS
   The parties agree that teacher salaries and wages to be affected by this agreement are accurately reflected within this agreement.

B. SALARY RANGE
   1. $45,250 - $70,852.80 not including any current year salary increases or ISTRF contributions.
   2. Teachers hired in 2025-2026 that were hired with a base salary will have their base salary increased to the new base salary.

C. NEW TO THE DISTRICT STARTING SALARY
   1. New hires in their initial year of employment will be placed on the row on the Salary Schedule that corresponds with their current level of public or private school teaching experience in Appendix B.
   2. New hires who possess a literacy endorsement on their license on the date of hire will receive a one time $500 base pay increase.
   3. One year of qualified teaching experience is defined as having instructed students in a public or private school setting in the same content area for a minimum of 120 days.

D. BASE SALARY INCREASES
   1. Eligibility
      a. A teacher rated ineffective or improvement necessary in the prior school year is not eligible for a salary increase in the current year and remains at their prior year salary.
   2. Factors and Definitions
      a. Evaluation
         The Evaluation Rating factor is met when a teacher was rated effective or highly effective in the prior school year.
      b. Year of Experience
         The Year of Experience factor is met when a teacher was employed in the South Henry School Corporation for at least 120 days in the prior school year.
      c. Academic Needs
         The Academic Needs factor is met when a teacher is in the first year of holding a literacy endorsement on their teaching license. To confirm eligibility, teachers with an early literacy endorsement must submit the updated license to the South Henry Central Office by August 10, 2025.

E. DISTRIBUTION
   Teachers must meet both factors a and b to receive a base salary increase.
   1. A teacher who satisfies the <u>Evaluation Rating Factor</u> will receive a $1350 base pay increase and will transition to the 2025-2026 salary schedule on the same row.
   2. A teacher who satisfies the <u>Year of Experience Factor</u> will move down one row on the 2025-2026 salary schedule.
      a. A teacher with one year of experience will receive a $650 stipend.
      b. A teacher with 2 or more years of experience will receive a $650 base pay increase
   3. A teacher who satisfies the <u>Academic Needs Factor</u> will receive a one time $500 base pay increase.

F. CALCULATION
   1. Calculation of total possible base salary increase available to teachers under the compensation plan is $2,500.
   2. Increase attributed to evaluation is $1350, which is 54% of the total possible increase.
   3. Combined increase attributed to education and experience is $650, which is 26% of the total possible increase. Increase attributed to:
      a. education is $0
      b. experience is $650
   4. Increase attributed to academic needs (literacy endorsement attainment) is $500, which is 20% of the total possible increase.

G. EXTRA-CURRICULAR COMPENSATION
   Compensation for non-classroom and extra-curricular responsibilities of teachers is set forth in Appendix A which is attached hereto and incorporated herein as part of this agreement.

H. EXPANDED CRIMINAL HISTORY BACKGROUND CHECK
   The Board agrees to pay the cost of one required background check for all incumbent teachers every five years.

G. EMPLOYMENT OR RE-EMPLOYMENT OF RETIRED TEACHERS
   1. Teachers who have officially retired under the provisions of Indiana law and have begun to draw upon earned benefits from the Indiana Teachers' Retirement Fund or similar retirement fund from another state may be employed or re-employed by the Board at the sole discretion of the Board.
   2. Such retired persons shall be paid at a base salary mutually-agreed upon by the teacher and Board of at least the minimum compensation level in Appendix B but not to exceed their actual level of experience in Appendix B.
   3. Persons newly employed under said provisions shall receive no additional benefits other than those explicitly required by state and/or federal law. Contributions to health insurance plans shall meet only the minimum required under federal law.

H. DUAL CREDIT/AP COURSE STIPENDS
   1. Teachers who teach a semester-long dual credit or AP course are eligible for a $500 stipend per unique course offering per academic year.
      a. Teachers who teach the same course for two semesters may only claim this stipend once per year per course.
   2. Teachers who teach a year-long dual credit or AP course are eligible for a $1000 stipend per unique course offering per academic year.
      a. Teachers who teach multiple sections of the same course offering are only eligible to claim each course offering once per academic year regardless of how many sections are offered.
      b. Compensation for Substitute Teacher During Planning Period

I. COMPENSATION FOR SUBSTITUTE TEACHER DURING PLANNING PERIOD
   If a teacher serves as a substitute teacher during their planning period, they will be compensated at the rate of one-seventh (1/7th) of the current certified substitute teacher rate of pay. At the end of the school year, the total number of planning periods that the teacher substituted will be totaled and multiplied by one-seventh (1/7th) of the certified substitute teacher rate of pay and the entire amount will be placed in the teacher's 401a account.

ARTICLE XIII - TERMS OF AGREEMENT

A. The Board and the Association mutually agree that the terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties hereto which may not be altered, changed, added to, deleted from, or modified during the terms of this agreement unless by mutual consent.

B. Should any Article, Section, or Clause of this Agreement be declared illegal by a court of competent jurisdiction, or by any legislative act, said Article, Section, or Clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violates the law; but the remaining Articles, Sections and Clauses shall remain in full force and effect for the duration of the Agreement to the extent that such remain unaffected by the deleted Article, Section or Clause.

C. In compliance with IC 20-29-6-1, the public hearing was held on Tuesday, September 23rd, 2025 at 5:30 PM, and electronic participation from the parties and/or public was permitted.

D. In compliance with IC 20-29-6-19, a public meeting was held on Wednesday, November 5th, 2025 at 7:30 AM to discuss the tentative agreement and electronic participation from the parties and/or public was permitted.

E. The Board agrees to assume the financial responsibility and to present to the Association a copy of this contractual agreement for each teacher upon ratification.

F. This Agreement is effective July 1, 2025 and shall continue in effect up to and including June 30, 2026 by and between the South Henry School Corporation and the South Henry Classroom Teachers Association. This Agreement shall not be extended orally.

This Agreement is so attested to by the parties whose officer's signatures appear below.

Board of School Trustees of the South Henry School Corporation	South Henry Classroom Teachers Association
Casey N Carmichael PRESIDENT	[signature] PRESIDENT
Sarah Lynch SUPERINTENDENT	Kristi Williams CHIEF NEGOTIATOR
11/14/25 Date	11/14/25 Date

APPENDIX A

SOUTH HENRY EXTRA-CURRICULAR – CO-CURRICULAR PAY
2025-2026

Numbers of positions are provided for informational purposes only and were not bargained.

DEPARTMENT HEAD	**SHSC EMPLOYEE**
Language Arts	728.00
Mathematics	728.00
Related Arts	728.00
Science	728.00
Social Studies	728.00
Special Education (K-12)	728.00
TECHNOLOGY AND CURRICULUM DEVELOPMENT	
Elementary School Grade Level Leads	
Kindergarten	743.00
First Grade	743.00
Second Grade	743.00
Third Grade	743.00
Fourth Grade	743.00
Fifth Grade	743.00
Technology Integration and Digital Learning Specialist	832.00
High School Improvement Leaders	
Position 1	416.00
Position 2	416.00
High School RtI Committee	
Position 1	309.00
Position 2	309.00
Position 3	309.00
Position 4	309.00
Position 5	309.00
Position 6	309.00
COORDINATORS	
Elementary School STEM Night Coordinator	624.00
Elementary School Teacher Mentors	416.00
Jr./Sr. High School Social Media Coordinator	416.00
Elementary Reading Specialist/Dyslexia Coordinator	624.00
Corporation Test Coordinator	416.00
CLUB SPONSORSHIP	
Student Council	
Position 1	728.00
Position 2	728.00
National Honor Society	885.00
BPA	989.00
FFA	1197.00
National Jr. Honor Society	573.00
High School Mentor Teachers	903.00
THS TASC	195.00

THS Voice	195.00
Elementary Student Council	312.00
Elementary Spring Olympics	
Position 1	258.00
Position 2	258.00
Elementary Titan 500	515.00
Elementary Media Team Coordinator	312.00
Elementary TedEd Club	325.00
Elementary Garden Club	325.00
Jordan Woods Club	300.00
ACADEMIC TEAM SPONSORSHIP	
Elementary Math Bowl	312.00
Elementary Spell Bowl	312.00
Speech Team	1352.00
Junior High Academic Coordinator	469.00
Junior High Social Studies	312.00
Junior High Mathematics	312.00
Junior High English	312.00
Junior High Science	312.00
High School Academic Coordinator	702.00
High School Social Studies	858.00
High School Mathematics	858.00
High School English	858.00
High School Science	858.00
High School Fine Arts	858.00
DRAMA ACTIVITIES	
Fall Play	1093.00
BAND AND CHOIR	
Band	2133.00
Summer Band	2627.00
Choir	1378.00
Band Assistant	1025.00
Color Guard Instructor	1025.00
Elementary Music Program/Art Show	325.00
LITERARY ACTIVITIES	
Annual	1769.00
Tri Newspaper	1093.00
CLASS SPONSORS	
Sixth Grade	546.00
Seventh Grade	546.00
Eighth Grade	546.00
Freshman Class	546.00
Sophomore Class	546.00
Junior Class	
Position 1	728.00
Position 2	728.00
Position 3	728.00

Senior Class	
Position 1	728.00
Position 2	728.00
ATHLETICS	
Assistant to the Athletic Director	3745.00
High School Cheerleader Coach	2024.00
Junior High Cheerleader Coach	1301.00
CLUB SPORTS	
Bowling Coach	
Position 1	624.00
Position 2	624.00
Archery Coach	
Position 1	624.00
Position 2	624.00
Junior High Tennis Coach	
Position 1	624.00
Position 2	624.00
GIRLS SPORTS	
Basketball Varsity Coach	6866.00
Basketball Junior Varsity Coach	3745.00
Basketball Varsity Assistant	1951.00
Basketball 8th Grade Coach	1623.00
Basketball 7th Grade Coach	1623.00
Basketball 6th Grade Coach	1030.00
Basketball 5th Grade Coach	1030.00
Volleyball Varsity Coach	3745.00
Volleyball Assistant Coach	1951.00
Volleyball Junior Varsity Coach	1951.00
Volleyball 8th Grade Coach	1613.00
Volleyball 7th Grade Coach	1613.00
Track Junior High Coach	1613.00
Wrestling Varsity Coach	3745.00
Wrestling Assistant Coach	1951.00
Softball Varsity Coach	3745.00
Softball Assistant Coach	1951.00
Softball Junior Varsity Coach	1951.00
Junior High Softball	807.00
Tennis Varsity Coach	2809.00
Golf Varsity Coach	2809.00
Track Varsity Coach Girls	2821.00
Track Varsity Assistant Coach Girls	1898.00
BOYS SPORTS	
Baseball Varsity Coach	3745.00
Baseball Assistant Coach	1951.00
Baseball Junior Varsity Coach	1951.00
Junior High Baseball	807.00
Golf Varsity Coach	2809.00
Tennis Varsity Coach	2809.00
Track Junior High Coach	1613.00

Wrestling Varsity Coach	3745.00
Wrestling Assistant Coach	1951.00
Wrestling Junior High Coach	1613.00
Wrestling Junior High Assistant	1040.00
Football Varsity Coach	6866.00
Football Assistant Coach	3745.00
Football Junior Varsity Coach	2705.00
Football Junior Varsity Coach	2705.00
Football Junior High Head Coach	2002.00
Football Junior High Assistant	
Position 1	1664.00
Position 2	1664.00
Basketball Varsity Coach	6866.00
Basketball Junior Varsity Coach	3745.00
Basketball Varsity Assistant	1951.00
Basketball 8th Grade Coach	1623.00
Basketball 7th Grade Coach	1623.00
Basketball 6th Grade Coach	1030.00
Basketball 5th Grade Coach	1030.00
Track Varsity Coach Boys	2821.00
Track Varsity Assistant Coach Boys	1898.00
BOYS/GIRLS COACHES	
Cross Country Varsity Coach (Boys and Girls)	3745.00
Cross Country Junior High Coach (Boys and Girls)	1613.00
Track Junior High Assistant Coach (Boys and Girls)	1040.00
ELEMENTARY SKILL DEVELOPMENT	
Basketball Youth Camp	1040.00
OTHER EXPENSES	
Summer Recreation (260 hours X 10.40)	2704.00
Summer Weightlifting (40 hours X 10.40)	416.00
Friday School Supervision: $15.40/hour	
Remediation/Plato Monitoring Outside of the School Day: $30.90/hour	
Mileage: Based on IRS Rate	

Any employee required to travel for the school corporation shall be reimbursed mileage with administrative approval. Mileage will be reimbursed only when a personal vehicle is used for required school travel.

ATHLETIC DEPARTMENT EXPENSES - informational and not bargained

Athletic Supervision (Not To Exceed 4.5 Hours Per Event)**

Ticket Taking at School Events **

* The Athletic Director determines the assignment of the hours to the various athletic programs.

** The Athletic Director determines the assignment and pay.

APPENDIX B

2025 - 2026 Salary Schedule

Row	Salary
0	$46,600
1	$46,600
2	$47,250
3	$47,900
4	$48,550
5	$49,200
6	$49,850
7	$50,500
8	$51,150
9	$51,800
10	$52,450
11	$53,100
12	$53,750
13	$54,400
14	$55,050
15	$55,700

Row	Salary
16	$56,350
17	$57,000
18	$57,650
19	$58,300
20	$58,950
21	$59,600
22	$60,250
23	$60,900
24	$61,550
25	$62,200
26	$62,850
27	$63,500
28	$64,150
29	$64,800
30	$65,450
31+	$66,100

Teachers hired in 2025-2026 will have their base salary increased to the new base salary.