BARGAINING AGREEMENT

BETWEEN

THE KANKAKEE VALLEY SCHOOL CORPORATION

AND

THE KANKAKEE VALLEY TEACHERS ASSOCIATION

Effective from July 1, 2025, through June 30, 2027

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Article I

RECOGNITION

The Kankakee Valley Teachers' Association (KVTA), hereinafter called the Exclusive Representative, is hereby recognized by the Kankakee Valley School Corporation, hereinafter called the Corporation, as the bargaining agent for: The Kankakee Valley School Corporation Bargaining Unit. All certified employees in the Kankakee Valley School Corporation, except for the Superintendent of Schools, Assistant Superintendent, Business Manager and/or Administrative Assistant, all principals, all assistant principals, associate principals, and/or vice principals, part time teachers not under contract, Athletic Director, Assistant Athletic Director, Head Football Coach, Head Basketball Coaches (Boys' and Girls'), Technology Director, Director of Attendance, and Athletic Trainers, are eligible for membership in the KVTA. Teachers with a Master Degree in Speech and Language Pathology who are certified by the American Speech and Language Association are also excluded from the Bargaining Unit.

This agreement sets forth the terms and conditions to which each party agrees to be bound, and this agreement has been reached voluntarily without undue or unlawful coercion or force by either party.

Article II
DEFINITIONS

A. The term "Teacher" when used in this Agreement shall refer to all members of the bargaining unit as defined in the recognition clause.

B. The term "Board" when used in this Agreement shall refer to the Board of School Trustees of Kankakee Valley School Corporation.

C. The term "Corporation Office day" when used in this Agreement shall be days when the Corporation Office is open as determined by the Board or Superintendent (i.e., any board or superintendent approved days off for fall break, Christmas vacation, winter break, spring break, select federal holidays, or emergency weather days are not considered Business Days).

D. The term "calendar day" when used in this Agreement shall be any day on the calendar including holidays, Saturdays, and Sundays.

E. The term "Corporation" when used in this Agreement shall refer to Kankakee Valley School Corporation of Jasper County in the State of Indiana.

F. The term "immediate family" when used in this Agreement shall be construed to mean spouse, children, step-children, parents, step-parents, brothers, sisters, mothers-in-law, fathers-in-law, sons-in-law, daughters-in-law, grandparents, grandchildren, step-grandchildren, others living in the same household as the Teacher, or one for whom the Teacher has power of attorney or is the only living relative. This definition of immediate family does not apply to insurance coverages listed elsewhere in this agreement.

G. The term "School day" when used in this Agreement shall be a work day for Teachers as determined by the school calendar approved by the Board. (i.e., any board approved days off for fall break, Christmas vacation, winter break, spring break or select federal holidays are not considered school days.)

H. The term "Superintendent" when used in this Agreement shall refer to the Superintendent of Kankakee Valley School Corporation.

I. The term "hourly wage" when used in this Agreement shall refer to a Teacher's per diem wage divided by six (6).

J. The term per diem when used in this Agreement shall refer to a Teacher's annual base salary divided by 185.

Article III

LEAVES

SECTION 1: SICK LEAVE

A. Each Teacher shall be entitled to be absent from work on account of illness, quarantine, or family illness for a period of ten (10) days in each year of employment. Unused annual sick leave days shall be cumulative with a maximum limit of ninety (90) days. Illness in family shall be defined as a case of illness, surgery, or accident involving a member of the immediate family. Teachers contracted less than 185 days shall receive pro-rated sick days (rounded to the nearest whole number).

B. In the event a Teacher who is employed in the Corporation who has one (1) or more days of sick leave accumulated from a previous school employer in this state, the Teacher shall be entitled to transfer three (3) days of accumulated sick leave after the first year of employment and three (3) days at the end of each succeeding year of employment until the accumulated days to which the Teacher was entitled in the last place of employment is exhausted. A Teacher who the Corporation previously employed shall have all accumulated sick leave not transferred to a different school employer reinstated immediately upon their return to employment for the Corporation if the Teacher's time not employed by the Corporation does not exceed 10 years from the date of retire. This would include any Teacher rehired after July 1, 2020 and is still a Teacher in the Corporation.

C. At the end of each school year, the Corporation shall buy back from a Teacher unused accumulated sick leave days in excess of ninety (90) days up to a maximum of ten (10) days at a rate of sixty-five dollars ($65) per day no later than June 30.

SECTION 2: PERSONAL LEAVE

Each Teacher shall be entitled to three (3) personal days for the transaction of personal business and/or to conduct personal or civic affairs during each school year. Teachers contracted less than 185 days shall receive pro-rated personal days (rounded to the nearest whole number). A written statement shall be submitted to the Superintendent of Schools setting forth the reason(s) which shall cause the absence. Personal leave days shall accumulate to a maximum of four (4) days. Personal leave days above the four (4) at the end of a school year shall be rolled over as unused sick leave. Two (2) personal leave days may be used to extend vacation periods by one (1) day. Participating in a Corporation sponsored field trip shall not be considered extending a vacation. Vacation periods are summer break, Labor Day, fall break, Thanksgiving Break, winter break, Martin Luther King, Jr Day, Presidents' Day, spring break, Good Friday, and Memorial Day.

SECTION 3: BEREAVEMENT LEAVE

In the case of death(s) within the immediate family, the Teacher shall be provided with a bereavement leave of five (5) successive school days. Additionally, it shall include when a pregnancy loss is suffered by the Teacher, Teacher's spouse, or when a Teacher or Teacher's spouse would have been the primary caregiver. If more than one (1) death in the immediate family should occur, five (5) working days shall be granted for each death. In the event the death occurs within the immediate family and that family member's services or financial affairs may require a different arrangement of bereavement days, that arrangement is to be approved by the Superintendent.

Two (2) working days shall be granted for the death of a brother-in-law, sister-in-law, and aunts and uncles. One (1) working day will be allowed for pallbearers; one (1) working day shall be granted for funerals of other family members or close friend(s).

SECTION 4: FMLA LEAVE

Family and Medical Leave Act (FMLA) is available for serious health conditions of the Teacher or of the Teacher's family members. During approved leave to the extent paid accumulated sick leave days or sick bank days (subject to the requirements of the sick leave bank) are available, paid sick days shall be applied. FMLA leave will run concurrent with paid sick days and personal days. When a child is born, the non-birthing parent shall be afforded leave pursuant to the Family and Medical Leave Act. The Corporation shall continue its contribution to all insurances for the duration of the twelve (12) week FMLA leave. For the purposes of FMLA, a year shall be defined as a rolling year looking backward. While on Paid Leave, the Board shall continue its contribution to insurance premiums during all paid leaves of absence.

SECTION 5: PROFESSIONAL LEAVE

The Board agrees that professional leave with pay may be granted for the purpose of:

A. Attending and/or participating in professional meetings relating to educational workshops, seminars, conferences, or other professional opportunities sponsored by industry or professional associations, colleges, universities, or any governmental agencies concerned with public school matters.
B. A visitation to another school corporation or educational institution for the purpose of observing instructional techniques or other educational endeavors.
C. Taking a Praxis or other licensing exam for the first time, not to exceed once per year, with proof of registration before the exam and proof of completing the exam the next school day.

The Board agrees to reimburse funds toward some or all of the expenses incurred by the above-mentioned leaves. One (1) department member may attend one (1) convention at district expense. The Superintendent may approve exceptions and allow additional staff members to attend. Teachers are expected to give adequate notification on the proper form for a professional leave. Teachers are expected to complete a report after attending a conference, visitation, or professional organization. Report forms are available in the school offices.

SECTION 6: COURT LEAVE

Teacher is entitled to court leave when he/she is subpoenaed:

A. To serve grand or petit jury duty,
B. To testify in court as a witness in a case,
C. To testify in court in any suit arising out of the performance of the duties for or employment with the Corporation, or
D. To testify before a judicial or legislative body legally empowered to issue said subpoena.

During the period of required absence for such mandated duty as provided herein, the Teacher shall be paid full salary, provided the total amount of payment for witness fee or other per diem allowance earned during school days by such Teacher, if any, is remitted by the Teacher to the Corporation.

SECTION 7: PAID PARENTAL LEAVE

In addition to other applicable leaves in this agreement, when a child is born or adopted, a parent shall be granted ten (10) days paid parental leave to be used within twelve (12) weeks of the birth or adoption. The leave days need not be taken consecutively.

SECTION 8: ASSOCIATION LEAVE

The President(s) of the Exclusive Representative and/or the President's designees shall be entitled to six (6) days of absence each year for the purpose of conducting Association business. When possible, three (3) days notice will be given to the superintendent of such a request.

SECTION 9: UNPAID LEAVES OF ABSENCE

A. Unpaid Leave. A Teacher returning to the Corporation at the end of an unpaid leave, shall notify the Superintendent of Schools in writing of his/her intent by the first day of March preceding the next school year. Failure to meet the deadline will automatically terminate his/her ensuing employment with the Corporation.

B. Additional Teaching Background. A leave of absence of up to one year (1) may be granted to any Teacher, upon application, for the purpose of participating in exchange teaching programs with other states, territories, countries, and foreign or military teaching programs.

C. Leave of Absence. A leave of absence for a full-time participation in programs such as the Peace Corps, Public Service, Teachers' Corps, foreign or military teaching programs is permitted. Cultural, travel, or a work program related to the Teacher's professional responsibilities is also permitted. The leave of absence requires that said Teacher states the date he/she intends to return to the school system. Upon the Teacher's return from such leave, the Teacher shall be paid at the same salary as when they left in addition to any raises to which they earned prior to their absences as long as not categorized as ineffective or needs improvement. This leave shall not exceed two (2) years. If there is a request to extend a leave of absence and the request does not exceed the two (2) year limitation, it must be submitted in advance to the Superintendent for Board approval.

D. Study Leave. A Teacher may take an unpaid leave to attend school. Upon their return to employment, the Teacher must notify the Corporation sixty (60) days in advance of their return and be able to verify their status as a student during the period of the leave. Failure to verify their student status may result in the non-renewal of their teaching contract, except when a Teacher drops student status for loss of financial resources or a medical emergency. In order to qualify for the exception, the Teacher must immediately notify the Corporation of any change in their student status. This leave shall not exceed one (1) year.

E. Military Leave. Military leave will be granted to any Teacher who is inducted or enlists in any branch of the Armed Forces of the United States. Teachers who are called for military service will be granted a leave. Upon the Teacher's return from such leave, the Teacher shall be paid at the same salary as when they left in addition to any raises to which they earned prior to their absences as long as not categorized as ineffective or needs improvement. The Teacher shall have up to sixty (60) days after release from active duty to notify the Board of his/her intention to return.

F. Association Work Leave. A leave of absence of up to two (2) years may be granted to any Teacher, upon application, for the purpose of serving as an office or staff member of the Association (Local, State, and National). Upon the Teacher's return from such leave, the Teacher shall be paid at the same salary as when they left in addition to any raises to which they earned prior to their absences as long as not categorized as ineffective or needs improvement.

G. Maternity Leave. Maternity leave may be granted for up to a period of two (2) school years. This leave shall begin at such time as determined by the Teacher. Written notice to the Superintendent is required six (6) weeks prior to the beginning of the requested leave. The Teacher may select the return date from unpaid maternity leave.

H. Adoptive Leave. A Teacher may take adoptive leave pursuant to FMLA and this leave can extend a Teacher's period of leave where accumulated sick leave days may be used.

I. Health Leave. When a Teacher's health warrants it, an unpaid health leave may be granted after one (1) year of service. This leave may be renewed annually upon written request of the Teacher.

J. Family Illness Leave. A leave of absence, without pay or raise, of up to one (1) year will be granted for the purpose of caring for a sick member of the Teacher's immediate family. The Teacher shall notify the Board of his/her intention to return on or before March 1 preceding the school year.

K. Extending a Leave. Upon a Teacher's written request, to the Superintendent, with Board-approval, may extend any unpaid leave that has been granted to a Teacher.

Article IV

SICK LEAVE BANK

SECTION 1: GENERAL PROVISIONS

A sick leave bank will be established for the voluntary participation of all Teachers in the Corporation. The bank will be governed by the elected officials of the Exclusive Representative and will be operated under the following criteria:

A. Each Teacher may donate one (1) of his/her sick leave days per year to the bank until he/she has reached his or her individual maximum of five (5) donated days.
B. The sick leave bank will accumulate days with the minimum number of days not to go below two hundred fifty (250). When the number remains at two hundred fifty (250) days or above, no further yearly contributions will be required from the membership unless a non-member wishes to join or a member wishes to add to their account.
C. The bank will accumulate until reaching a maximum of three hundred fifty (350) days. When the bank has reached the maximum of three hundred fifty (350) accumulated days, Teachers desiring to be bank members and have not met the maximum of five (5) days, shall have one (1) day per year deducted from their personal total. That day will be credited toward the individual maximum of five (5) days in the bank.
D. If the bank falls below the two hundred fifty (250) minimum, the membership may be assessed according to the following list:
    1. Members that have not reached their individual maximum will be asked to contribute first.
    2. Members who have reached their individual maximum will be asked to contribute next.
    3. If the needed days are not contributed through steps A. and B. above, the bank membership may each contribute one or more days to the bank until the bank's minimum is 250 days or more.
E. Participant contributions to the sick bank may only be done during the following time periods: 1) within two (2) weeks following the Teachers' first day of school, or

2) within two (2) weeks following the Teachers' last day of school.

SECTION 2: ELIGIBILITY FOR SICK LEAVE BANK

A. The Teacher must be an active participant in the bank.
B. The Teacher must have used all but five (5) accumulated sick days.
C. Sickness must be a serious illness lasting more than seven (7) consecutive days with a seriousness to be determined by the governing body.
D. Number of days that are allowed for sick leave bank benefit is not to exceed ten (10) times the individual's contribution, with a maximum lifetime usage of one hundred (100) days per Teacher.
E. Teachers on leave due to pregnancy are only eligible to receive sick leave bank days for the time that they are incapacitated or disabled and must submit documentation of incapacitation or disability.
F. Any unusual circumstances not accounted for in the above provisions may be allowed sick leave benefits.
G. Disputed sick leave bank claims may be appealed once to the total membership of the sick leave bank for a final disposition.
H. Written request must be submitted to the sick leave committee prior to the leave taking place specifying the reason for use of the sick bank days and a doctor's statement that indicates the extended time that is needed for the Teacher.

Article V

INSURANCE

SECTION 1: HEALTH INSURANCE

A. Vendor

The Board shall provide a health insurance plan for all Teachers who meet the eligibility requirements of the insurance carrier. The Board selects the vendor.

B. Self-Insurance Fund

No later than December 31, 2026, representatives of the parties will convene to analyze the self-insurance fund and make recommendations to the parties.

For the 2025-2026 school year only, the parties agree to a one-time health insurance premium holiday. This shall mean that a Teacher's health insurance premium contributions for the month of February 2026 shall not be withheld from the Teacher's paycheck but shall be paid out of the Self-Insurance Fund.

C. Premium Contributions

The Board agrees to pay the following per month toward health insurance:

Single membership:	$966.00 beginning with January 2026 premiums
Member and family:	$1,982.00 beginning with January 2026 premiums

In no event, however, shall the Corporation's contribution exceed the cost of the insurance less $1.00.

If insurance premiums increase for 2027, the Corporation shall pay one-half of the increase based on the PPO 2. The new Corporation contributions shall be calculated as follows:

2027 premium of the single plan PPO 2 minus (-) the 2026 premium of the single plan PPO 2 / (divided) by two, and the amount is rounded to the nearest whole dollar

2027 premium of the family plan PPO 2 minus (-) the 2026 premium of the family plan PPO 2 / (divided) by two, and the amount is rounded to the nearest whole dollar

Teachers whose spouses also are Corporation full-time Teachers are eligible for the following board contribution provided, however, that a Teacher cannot be covered as both an employee and a dependent at the same time. Teachers who are spouses may have two (2) single plans or one (1) family plan.

Member and family:	$2,343.00 beginning with the January 2026 premiums

December premium payments are for January coverage.

D. Retiree Health Insurance

A Teacher who is employed by the Corporation may participate in the health insurance plan upon retirement at the Teacher's own cost if the Teacher meets the requirement of the vendor and Indiana Code.

E. Retiree Incentive

The parties agree to the following terms and conditions for an early retirement incentive for the Teachers in the Corporation during the spring of 2026.

Requirements for this benefit are that the Teacher has fifteen (15) years of experience in the Kankakee Valley School Corporation, has reached the age of fifty-five (55) years of age or older on or before September 30, 2026, and submits written notification of intention to retire between February 1, 2026 and April 1, 2026. This early retirement incentive is only available for the first ten (10) Teachers who elect to retiree. After ten (10) Teachers make this election, no more Teachers shall qualify.

The Corporation offers as an early retirement incentive for Teachers the following:

1. Teachers accepting the terms are offered up to $60,000 for Kankakee Valley School Corporation offered health insurance paid through the Kankakee Valley Self-Insurance Fund to be used for the retiree's health insurance premiums.
2. The Teacher must sign up for participation on the Early Retirement Enrollment Form by April 1, 2026. Once a Teacher has elected to retire early, they are not able to rescind that decision.
3. The incentive begins on October 1, 2026 for the Teacher and ends when the total benefit amount ($60,000) is reached or the Teacher is Medicare eligible.
4. The Teacher may use the benefit for any health insurance rates that are in effect during the period of this Agreement. The benefit will be applied to the full premium of health insurance plan of the Teacher's choice until the benefit allocation is exhausted.

5. If a Teacher experiences a qualifying event, the guidelines of the Kankakee Valley School Corporation offered health insurance vendor at the time of the qualifying event shall be followed.
6. In the event of a Teacher's death or the Teacher becomes Medicare eligible, access to the funds described herein ceases. Dependents will be provided a notification to change status that permits payment and participation in the health insurance plan as dictated by state law.
7. The funds supporting this incentive are from the Kankakee Valley Self-Insurance Fund and may only be used for health insurance premiums. The funds in the Self-Insurance may not be used for salaries, stipends, other types of insurance or remuneration.

SECTION 2: DENTAL INSURANCE

The Corporation will pay $29.86 per month for all Teachers.

SECTION 3: VISION INSURANCE

The Corporation will pay the lesser of the following: up to $9.00 or the equivalent to single plan per month for all Teachers.

SECTION 4: LIFE INSURANCE

The Board shall provide full payment for a $50,000.00 life insurance policy with double indemnity for each Teacher that meets the life insurance eligibility requirements of thirty (30) hours per week. However, the life insurance benefits will be reduced based on the age of the Teacher as contained in the schedule of benefits in the life insurance contract document. The Board shall select the company to furnish the above life insurance.

SECTION 5: LONG TERM DISABILITY

The Corporation will provide a Long-Term Disability insurance plan. The Board selects the carrier. The Board may not reduce or eliminate the long-term disability insurance.

SECTION 6: WORKERS' COMPENSATION

As per Indiana Code, the Corporation shall provide Workers' Compensation insurance for on-the job injuries consistent with statute. When a Teacher is shot or stabbed by a student, parent, or intruder, while in the course and scope of employment, the Corporation shall not charge absences from work against the Teacher's accumulated sick leave and the Corporation shall pay the difference between Workers' Compensation payments and the Teacher's regular pay for as long as the Teacher is an employee of the Corporation.

Article VI

RETIREMENT BENEFITS

SECTION 1: PAYMENT FOR SICK DAYS

All retiring administrative and instructional personnel who have attained the age of fifty-five (55) by June 30 of the retirement year, have fifteen (15) years or more of credit experience in the Corporation, and have acquired retirement status as recognized by the Teacher's Retirement Fund Board of the State of Indiana shall be eligible for additional compensation at the time of retirement on the following basis:

A. Announcement of retirement and a letter of resignation effective on the retirement date shall be presented to the Superintendent prior to May 1 of the current calendar year preceding the retirement date.
B. Such eligible personnel shall receive a severance pay equal to the sum of the following: $65.00 times the number of accumulated sick leave days, up to ninety (90), remaining at the time of retirement.

SECTION 3: RETIREMENT PLAN

A. The Board agrees to establish and maintain a Retirement Plan (hereinafter referred to as the Retirement Plan) for all certified employees covered under the collective bargaining agreement. The Retirement Plan requires the participation of the Teacher in a withholding agreement establish a 403(b). The Retirement Plan contributions will commence with the January 2003 contract and continue each contract thereafter.

   i. The Retirement Plan will accept:
      a. School Corporation Contributions
      b. Teacher Pre-tax Contributions
      c. Teacher Roth Contributions
   ii. The Retirement Plan will be comprised of
      a. One Vendor/Custodian (once administratively feasible
      b. One Third Party Administrator (TPA) (once administratively feasible)
   iii. Until said Retirement Plan can be set up, School Corporation and Teacher contributions will continue to be deposited into the current plans.

B. The maximum contribution that will be made to the Retirement Plan by the Board will be as follows:

Retirement Plan

Teacher's Years in Corp.	KVSC Contribution		Teacher's Years in Corp.	KVSC Contribution
1	$350		13	$950
2	$400		14	$1,000
3	$450		15	$1,050
4	$500		16	$1,100
5	$550		17	$1,150
6	$600		18	$1,200
7	$650		19	$1,250
8	$700		20	$1,300
9	$750		21	$1,300
10	$800		22	$1,300
11	$850		23	$1,300
12	$900		24	$1,300
			25	$1,300
			26+	The greater of $1,300 or 2% of Teacher Compensation

C. Payroll withholding will be made twice a month 24 (twenty-four) pays . Board contributions shall be deposited on annually during the month August.

D. If a Teacher is employed 120 days or more, the Teacher is entitled to any matching contribution by the Board. If an employee is not a full-time Teacher and employed for 120 days or more the contribution maximum will be prorated (i.e., for a half-day Teacher the maximum contributions will be half those established as stated above).

E. The Retirement Plan will be managed by a company to be jointly determined by the Board and the Exclusive Representative. However, it is anticipated that this company indemnifies the Board for the company action during administration of the plan.

The Retirement Plan shall:

1. Be subject to the Internal Revenue codes and all applicable regulations.

F. For a Teacher hired after July 1, 2003, the Retirement Plan will replace the former Early Retirement Plan (Social Security Bridge Plan).

G. Teachers hired on a regular teacher contract prior to July 1, 2003 shall be 100% vested in their matching account in the Retirement Plan. Teachers hired on a regular teachers' contract after that date shall be vested immediately .H. If a court finds any part or parts of the Retirement Plan invalid, the other parts remain in effect.

I. Teachers' years in the Corporation is defined as total years employed as a teacher in the Corporation.

J. For a teacher eligible for a two percent (2%) annuity match, the match shall only be for the salary listed on the regular teacher contract. Wages or stipends for extra-curricular or ancillary duties shall not be included.

ARTICLE VII

PROFESSIONAL COMPENSATION

SECTION 1: WAGE PAYMENT AGREEMENT

Salaries for the Teacher shall be paid in twenty-six (26) payments. The method of payment cannot be changed during any school year.

The first paycheck shall be issued to each contracted Teacher within three (3) weeks of the start of the school year. The balance of the checks will be issued in twenty-five (25) equal pays, one every other Friday.

Paychecks will be issued according to the Board approved School Calendar with the following exceptions:

A. If the pay date falls on the last Friday in December and results in a 27th check for that calendar year, the check will be issued on the first Friday of the New Year.

B. If New Year's Day falls on a Friday and a payday, that check will be issued on Monday, January 4 of the New Year or unless otherwise approved.

C. If a Friday payday is on Good Friday, Independence Day, or Christmas, the paycheck will be issued on the Thursday preceding the aforementioned holidays.

At no time shall a Teacher receive more than twenty-six (26) pays in any calendar year. Teachers will be able to access their pay stubs via a payroll management system. Each Teacher shall receive compensation through direct deposit.

SECTION 2: PAYROLL DEDUCTIONS

A. The following payroll deductions are available to Teachers:
   1. Federal Income Tax,
   2. State Income Tax,
   3. Social Security Tax,
   4. County Tax,
   5. Teachers' Retirement,
   6. Insurance/Health Savings Accounts,
   7. Section 125 Part A and B - Parts A and B will be provided through a mutually agreed to vendor in accordance with Internal Revenue regulations,
   8. Local Retirement plan contributions, and
   9. The Kankakee Valley Educational Foundation.

B. Deductions for daily absences not covered by provisions listed in this Agreement shall be made at an amount equal to the Teacher's per diem wage based on the standard number of contracted days as determined by discussions.

SECTION 3: WAGE PAYMENT FOR EXTRA-CURRICULAR

Teachers involved in extra-curricular assignments shall be compensated in accordance with the provisions of this Agreement (including Appendix A).
ECA are paid out as "Index per Coach" times the Minimum Teachers Salary. (Rounded to the nearest whole dollar)
Example HS Academic Coordinator/Coach - Index .0701 x $47,500 = 3,330

A. For payment of athletic extra-curricular activities, Teachers shall be paid on the pay schedule listed below:

- Fall Sports – last paycheck of October,
- Winter Sports – last paycheck of February, and

- Spring Sports – last paycheck of May

B. For payment of all other extra-curricular activities, a Teacher shall notify the Corporation by September 1 of the Teacher's payment election. Teachers shall elect to be paid one of the following methods:
   - Half of the salary the last paycheck of December and half of the salary the last paycheck of May or
   - One lump sum the last paycheck of May.

Extra-Curricular Activities

For informational purposes only, every Teacher in the Corporation may choose to supervise extra-curricular activities on a first-come, first-served basis. A sign-up sheet will be made available to each staff member by the Friday of the first full week of school. Teachers may sign up with any school that may have an opening on its schedule. The group sponsoring the activity shall be required to pay $30.00-60.00 per event per individual for any supervision. Extra-curricular activity is defined as a program involving the students and primarily benefiting the students.

SECTION 4: TRAVEL REIMBURSEMENT

A. The current IRS rate (January each year) per mile is the rate for mileage reimbursements.

B. Teachers will be reimbursed for reasonable housing, mileage, and meals (if part of the registration and registration costs) when in attendance at approved conventions. The Board must approve the convention and the costs incurred prior to the event.

C. When a Teacher travels between schools during the school day, they will be reimbursed the current IRS rate (as of January) per mile. This will be paid in addition to the regular Teacher base salary contract amount. The Superintendent will establish a school as the Teacher base from which mileage will be determined.

D. The same mileage reimbursement rate shall be given for use of personal cars for Corporation business authorized by the administration.

SECTION 5: SALARY PLACEMENT FOR NEW HIRES

The Superintendent of Schools will evaluate the training, certification, education, and experience of new Teachers. Experience and training above five (5) years will be evaluated and may or may not be allowed for all teaching experience gained in another district. An official transcript must be furnished by the Teacher to the Superintendent to establish placement on the salary table. Experience on the salary table will be awarded for accredited schools that are covered by Indiana Teacher Retirement System (TRF) or TRF reciprocity with another state or territory provided the number of days is 120 or greater.

Newly Hired Teachers Salary Table

The Superintendent has the discretion to determine the salary of new hires within the following set range. In hard to fill positions, the Superintendent may offer one (1) more row than the below stated range.

Years of Experience	Bachelors	Bachelors +18	Masters/ Bachelors +36	Masters +18
0-5	Rows A-C	Rows A-C	Rows A-C	Rows A-C
6-9	Rows C-E	Rows C-E	Rows C-G	Rows C-G
10-15	Rows E-G	Rows E-G	Rows G-M	Rows G-M
16-19	Rows G-J	Rows G-J	Rows M-T	Rows M-T
20 or more years	Rows K-T	Rows K-U	Rows U-Y	Rows U-Z

New Teachers with Workplace Specialist License

At the time of hiring, the Teacher shall present the Superintendent with proof of professional experience in the area in which they will be teaching. Teachers shall be hired utilizing the newly hired Teachers Salary Table corresponding to their number of years of experience in the area in which they are teaching as delineated below:

Less than or equal to 10 years of experience – BS Rows A-C

Greater than 10-20 years of experience – BS Rows C-E

Greater than 20 years of experience – BS Rows E-G

SECTION 6: COMPENSATION MODELS

2025-2026								
	B	B+LE	B+18	B/18 +LE	M/B+36	M+ LE	M+18	M+18 +LE
A	$47,500	$47,900	$49,500	$49,900	$51,500	$51,900	$53,500	$53,900
B	$48,700	$49,100	$50,700	$51,100	$52,700	$53,100	$54,700	$55,100
C	$49,900	$50,300	$51,900	$52,300	$53,900	$54,300	$55,900	$56,300
D	$51,100	$51,500	$53,100	$53,500	$55,100	$55,500	$57,100	$57,500
E	$52,300	$52,700	$54,300	$54,700	$56,300	$56,700	$58,300	$58,700
F	$53,500	$53,900	$55,500	$55,900	$57,500	$57,900	$59,500	$59,900
G	$54,700	$55,100	$56,700	$57,100	$58,700	$59,100	$60,700	$61,100
H	$55,900	$56,300	$57,900	$58,300	$59,900	$60,300	$61,900	$62,300
I	$57,100	$57,500	$59,100	$59,500	$61,100	$61,500	$63,100	$63,500
J	$58,300	$58,700	$60,300	$60,700	$62,300	$62,700	$64,300	$64,700
K	$59,500	$59,900	$61,500	$61,900	$63,500	$63,900	$65,500	$ 65,900
L	$60,700	$61,100	$62,700	$63,100	$64,700	$65,100	$66,700	$67,100
M	$61,900	$62,300	$63,900	$64,300	$65,900	$66,300	$67,900	$68,300
N	$63,100	$63,500	$65,100	$65,500	$67,100	$67,500	$69,100	$69,500
O	$64,300	$64,700	$66,300	$66,700	$68,300	$68,700	$70,300	$70,700
P	$65,500	$65,900	$67,500	$67,900	$69,500	$69,900	$71,500	$71,900
Q	$66,700	$67,100	$68,700	$69,100	$70,700	$71,100	$72,700	$73,100
R	$67,900	$68,300	$69,900	$70,300	$71,900	$72,300	$73,900	$74,300
S	$69,100	$69,500	$71,100	$71,500	$73,100	$73,500	$75,100	$75,500
T	$70,300	$70,700	$72,300	$72,700	$74,300	$74,700	$76,300	$76,700
U			$73,500	$73,900	$75,500	$75,900	$77,500	$77,900
V					$76,700	$77,100	$78,700	$79,100
W					$77,900	$78,300	$79,900	$80,300
X					$79,100	$79,500	$81,100	$81,500
Y					$80,300	$80,700	$82,300	$82,700
Z							$83,500	$83,900

1. Eligibility Statement

   A Teacher must have been employed by the corporation for at least 120 days the previous year and the Teacher's most recent evaluation result must have been sufficient for the Teacher to retain employment with the Corporation .

2. Factors for Salary Increases

A. Evaluation and Education

i. Evaluation: In 2025-2026, a Teacher who received an evaluation rating that was sufficient for the Teacher to retain employment with the Corporation will transition to the 2025-2026 salary schedule in the same row and column, receiving a $1000 increase and will move down a row for an additional $1,200. The total salary increase would be $2200.

ii. Education: A Teacher who possesses an additional content area degree or content area credit hours beyond the requirements for employment will transition to the 2025-2026 salary schedule in the same row moving over one column and receiving an additional $800 increase. Eligible content areas mean any content area defined by the Indiana Department of Education.

iii. Academic Needs of Students – A Teacher who completes an early literacy endorsement shall move down a row and shall advance one column on the salary schedule. Advancing one column is a four hundred ($400) salary increase. For 2025-2026 only, a Teacher will have until December 1, 2025 to submit proof of a literacy endorsement.

2026-2027								
	B	B+LE	B+18	B/18 +LE	M/B+36	M+ LE	M+18	M+18 +LE
A	$48,500	$48,900	$50,500	$50,900	$52,500	$52,900	$54,500	$54,900
B	$49,700	$50,100	$51,700	$52,100	$53,700	$54,100	$55,700	$56,100
C	$50,900	$51,300	$52,900	$53,300	$54,900	$55,300	$56,900	$57,300
D	$52,100	$52,500	$54,100	$54,500	$56,100	$56,500	$58,100	$58,500
E	$53,300	$53,700	$55,300	$55,700	$57,300	$57,700	$59,300	$59,700
F	$54,500	$54,900	$56,500	$56,900	$58,500	$58,900	$60,500	$60,900
G	$55,700	$56,100	$57,700	$58,100	59,700	$60,100	$61,700	$62,100
H	$56,900	$57,300	$58,900	$59,300	$60,900	$61,300	$62,900	$63,300
I	$58,100	$58,500	$60,100	$60,500	$62,100	$62,500	$64,100	$64,500
J	$59,300	$59,700	$61,300	$61,700	$63,300	$63,700	$65,300	$65,700
K	$60,500	$60,900	$62,500	$62,900	$64,500	$64,900	$66,500	$66,900
L	$61,700	$62,100	$63,700	$64,100	$65,700	$66,100	$67,700	$68,100
M	$62,900	$63,300	$64,900	$65,300	$66,900	$67,300	$68,900	$69,300
N	$64,100	$64,500	$66,100	$66,500	$68,100	$68,500	$70,100	$70,500
O	$65,300	$65,700	$67,300	$67,700	$69,300	$69,700	$71,300	$71,700
P	$66,500	$66,900	$68,500	$68,900	$70,500	$70,900	$72,500	$72,900
Q	$67,700	$68,100	$69,700	$70,100	$71,700	$72,100	$73,700	$74,100
R	$68,900	$69,300	$70,900	$71,300	$72,900	$73,300	$74,900	$75,300
S	$70,100	$70,500	$72,100	$72,500	$74,100	$74,500	$76,100	$76,500
T	$71,300	$71,700	$73,300	$73,700	$75,300	$75,700	$77,300	$77,700
U			$74,500	$74,900	$76,500	$76,900	$78,500	$78,900
V					$77,700	$78,100	$79,700	$80,100
W					$78,900	$79,300	$80,900	$81,300
X					$80,100	$80,500	$82,100	$82,500
Y					$81,300	$81,700	$83,300	$83,700
Z							$84,500	$84,900

Eligibility Statement

A Teacher must have been employed by the corporation for at least 120 days the previous year and the Teacher's most recent evaluation result must have been sufficient for the Teacher to retain employment with the Corporation.

2. Factors for Salary increase

A. Evaluation and Education

i. Evaluation: For 2026-2027, a Teacher who received an evaluation rating that was sufficient for the Teacher to retain employment with the Corporation will transition to the 2026 salary schedule in the same row and column, receiving a $1,000 increase, and will move down a row for an additional $1200. The total salary increase would be $2200.

ii. Education: A teacher who possesses an additional content area degree or content area credit hours beyond the requirements for employment will receive an $800 salary increase. Eligible content areas mean any content area defined by the Indiana Department of Education or the superintendent.

iii. Academic Needs of Students – A Teacher who completes an early literacy endorsement shall move down a row and shall advance one column on the salary schedule. Advancing one column is a four hundred ($400) salary increase. A Teacher shall have until the first day of school to submit proof of a literacy endorsement.

A Teacher must submit all transcripts to the Superintendent's Office by August 1 for any education compensation changes. Unofficial transcripts will be accepted but official transcripts must be submitted by October 1.

4. Salary Range

Prior to implementation of any bargained raises, the salaries of returning full-time Teachers were between $46,500 - $81,300.

5. Highest Salary Stipend

A teacher who earns the salary listed on the final row of the salary grid and meets the requirements for a raise shall receive a stipend of $1,200. The $1,200 stipend shall be divided equally per semester on the second paycheck in December and the second paycheck in May.

6. National Board Certification

Upon request at the end of each school year, Teachers having National Board Certification shall receive a stipend of $1,000.

7. Dual Credit

For each semester, Teachers who instruct at least one (1) dual credit course shall receive a stipend of $500.

8. Timeline for Increases in Compensation

In a year when the Exclusive Representative and Corporation are bargaining, any applicable raises, back-pay, and stipends issued under this Section shall be issued no later than seventy-five (75) days after the ratification of a successor agreement by the School Board. In a year when the Exclusive Representative and Corporation are not bargaining, all raises under this Section shall begin and all stipends under this Section shall be paid on the first paycheck of the school year.

SECTION 7: CRIMINAL BACKGROUND CHECKS

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

SECTION 8: EXTRA-CURRICULAR WAGES

All extra-curricular wages will be determined by Appendix A.

SECTION 9: ANCILLARY DUTIES

Tutoring for IREAD 3

A Teacher who tutors a student(s) for IREAD 3 shall be paid his/her hourly wage.

SECTION 10: EXTENDED CONTRACTS

Nothing contained herein shall be construed to prohibit the Board from offering an extended contract to an individual Teacher, such additional days to be paid for at the Teacher's daily contractual rate, or pursuant to the extra-curricular schedule.

SECTION 11: REIMBURSEMENT FOR COURSEWORK AT AN ACCREDITED COLLEGE

College Credit Stipend of $200 per credit hour with a maximum of $600 per school year (July 1-June 30) may be available. Eligible Teachers that earn a passing grade in an eligible course(s) will receive a stipend. The Teacher must submit a transcript and a written request for the stipend by September 1 and May 1. The Teacher must be employed the current school year. Payment may occur two (2) times per school year (September and May). The Corporation shall pay no more than $12,600 in any given school year for college credit reimbursement. Approval shall be on a first-come, first-served basis. The Superintendent may approve more than three (3) credits per school year in an emergency situation. Approval must be granted by the Superintendent prior to taking the course.

SECTION 12: BEFORE SCHOOL CARE AND AFTER SCHOOL CARE

A Teacher whose child/children attend a corporation school with a before-school care and after-school care program may utilize that program at no cost. The Teacher/parent is responsible for properly registering the child/children for the program and following all guidelines and rules.

SECTION 13: LACTATION

A private space shall be made available in each building for the purpose of allowing a lactating Teacher to express the Teacher's milk. This space shall have a locking door and refrigerator and shall not be a restroom.

SECTION 14: ACTIVITY PASS

Each Teacher shall be admitted into athletic events at no cost if the Teacher presents the Teacher's current faculty identification. This shall exclude all fund-raising events and IHSAA state tournament events (sectional, regional, semi-state, state, etc).

SECTION 15: CARDIOPULMONARY RESUSCITATION (CPR)

No less than once per year, the Corporation shall offer cardiopulmonary resuscitation training at no cost to Teachers.

SECTION 16 KOUGAR STIPEND

One-Time Stipend For the 2025-2026 School Year Only, Teachers who worked at least 120 days during the 2024-25 School Year at Kankakee Valley School Corporation, whose 2024-25 evaluation result was sufficient for the Teacher to retain employment with the Corporation, and are currently employed at KVSC, will receive a one-time stipend equal to the Teacher's years with the Corporation times two hundred dollars ($200) not to exceed two-thousand dollars ($2,000). This shall be paid not later than January 31, 2026.

SECTION 17 TEACHERS RETIREMENT FUND

The Corporation will pay the Teacher's portion (3%) of the Teacher Retirement Fund contribution.

ARTICLE VIII

GRIEVANCE PROCEDURE

Teachers and the Board desire that grievances be reconciled and disposed of as expeditiously as is possible. The parties agree that grievances, which arise out of the application or interpretation of this agreement, shall be resolved in accordance with grievance procedure described below.

SECTION 1: PURPOSE

The purpose of a grievance procedure is to secure, at the lowest possible administrative level, an adequate solution to grievances, which may arise from time to time. All proceedings shall be kept informal and confidential.

SECTION 2: DEFINITION

A contract grievance is an allegation by the Exclusive Representative on behalf of a Teacher or a group of Teachers that there has been a violation, misinterpretation, or misapplication of any provision of this contract.

SECTION 3: STRUCTURE

A. The Exclusive Representative's Grievance Committee shall be available to handle all grievances.

B The building principal shall be the administrative representative when a grievance is filed in his/her building.

SECTION 4: PROCEDURE

A. In the event that a Teacher believes there is a basis for grievance, he/she shall first discuss the alleged grievance with his/her building principal.

B. If, as a result of the informal discussion with the building principal, a grievance still exists, the grievant, within twenty (20) Corporation Office Days of the alleged occurrence, may invoke the following informal grievance steps on the form available from the Exclusive Representative in each building:

Step 1. The grievant may submit to his/her principal a completed Grievance Report Form Step 1 in triplicate showing the date of the occurrence, a statement of the nature of the grievance and provisions of the contract allegedly violated, and the relief sought. A copy of the grievance shall be submitted by the Teacher to the Exclusive Representative Building Representative and by the Principal to the Superintendent. Within ten (10) Corporation Office Days of receipt of the Grievance Report Form, the building principal shall meet with the Teacher and/or his/her Exclusive Representative in an effort to resolve the grievance. Within ten (10) Corporation Office Days of the above stated meeting, the principal shall indicate his/her disposition of the meeting by completing Step 1 of the Grievance Report Form and returning it to the Teacher. The Exclusive Representative and the Superintendent shall both be notified in writing as to the disposition of the grievance.

Step 2. If the Teacher is not satisfied with the disposition of the principal, or if no disposition has been made within the above stated time limits, the grievant and/or the Exclusive Representative shall complete Grievance Report Form Step 2 and submit the grievance to the Superintendent within ten (10) school days. Within ten (10) Corporation Office Days of the meeting, the Superintendent and/or his/her designated representative shall meet with the grievant and/or his/her Exclusive Representative. Within ten (10) Corporation Office Days of the meeting, the Superintendent shall indicate in writing his/her portion of Step 2 and forward it to the Teacher. The Exclusive Representative and the principal shall be notified of said disposition.

Step 3. If the grievant is not satisfied with the disposition made by the Superintendent, or if no disposition has been made within the above stated time limits, the grievant shall complete Grievance Report Form Step 3 and submit the grievance to the Board by filing a copy with the Secretary of the Board within ten (10) Corporation Office Days. Notification of such an appeal shall be given to the building principal and to the Superintendent. The Board, at its next regularly scheduled meeting or within ten (10) Corporation Office Days of the filing of the appeal (whichever shall be later), may review such grievance in executive session, or give such other consideration, as it shall deem appropriate. The disposition by the Board shall be made to the Teacher by completing Grievance Report Form Step 3 within ten (10) Corporation Office Days after the next Board meeting and notification of such disposition shall be furnished to the grievant, the Exclusive Representative, and the building principal.

C. A grievance should be processed within the time limits outlined in the procedure. Every effort shall be made to expedite the process. The time limits may be extended by the mutual consent of both parties.

D. If the grievant is not satisfied with the disposition of the grievance by the Board, or if no disposition has been made within ten (10) Corporation Office Days of such meeting or ten (10) Corporation Office Days from the date of filing (whichever shall be later), the grievance may be submitted to advisory arbitration before an impartial arbitrator selected through the American Arbitration Association.

1. The selection of the arbitrator and the rules, which govern the arbitration proceedings, shall be in accordance with the rules of the American Arbitration Association.
2. The Board and the Exclusive Representative shall not be permitted to assert in such arbitration proceedings any grounds or to rely on any evidence not previously disclosed to the other party.
3. The decision of the arbitrator shall be advisory. The Board may implement the decision in whole, in part, or not at all. The Board may meet with the Exclusive Representative to discuss other alternatives.
4. The fees and expenses of the arbitrator shall be borne equally by the Board and the Exclusive Representative.

E. A grievance may be withdrawn at any time by a written statement to the administrator and the Exclusive Representative.

F. If an individual Teacher has a personal complaint which he desires to discuss with a supervisor, he is free to do so without recourse to the grievance procedure. However, no grievance shall be adjusted without prior notification to the Exclusive Representative and an opportunity for an Exclusive Representative to be present. Any adjustment of a grievance cannot be inconsistent with the terms of this agreement. In the administration of the grievance procedure, the interests of the Teachers shall be the sole responsibility of the Exclusive Representative.

1. If, in the judgment of the Exclusive Representative, a grievance affects a group or class of Teachers, the Exclusive Representative may submit such grievance in writing to the Superintendent directly and the processing of such grievance shall be commenced at Step 2 of the formal grievance procedure.
2. All documents, communications, and records dealing with a grievance shall be filed separately from the personnel files of the participants.

Article IX

SEVERABILITY

Should a court of competent jurisdiction declare any article, section, or clause of the agreement illegal, said article, section, or clause shall be automatically deleted from this agreement to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect for the duration of the agreement, provided the deleted article, section or clause does not affect them.

Article X

TERM OF THE AGREEMENT

The term of this Agreement shall begin July 1, *2025* and shall continue through June 30, 2027.

Article XI

EFFECTIVE DATE AND SIGNATURES

The undersigned attest to the following:

1. A public hearing was held in compliance with I.C. 20-29-6-1(b) on September 8, 2025, and electronic participation from the parties and/or public was not permitted; and
2. A public meeting in compliance with I.C. 20-29-6-19 was held on, November 10, 2025, to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.
3. The CBA was ratified by: KVTA on November 4, 2025 and KVSC on November 14, 2025.

Board President
Kankakee Valley School Corporation

11-14-2025
Date

Board Secretary
Kankakee Valley School Corporation

11-14-2025
Date

Board Assistant Secretary
Kankakee Valley School Corporation

11-14-2025
Date

President
Kankakee Valley Teachers' Association

11/14/2025
Date

Negotiation's Chairperson
Kankakee Valley Teachers' Association

11/14/2025
Date

Negotiation's Chairperson
Kankakee Valley Teachers' Association

11/14/2025
Date

Appendix A

KANKAKEE VALLEY SCHOOL CORPORATION EXTRA-CURRICULAR PAY

The number of positions assigned on the ECA Pay Schedule is only for information purposes. Nothing herein binds, restricts, or otherwise limits the Board from determining numbers of positions or making hiring decisions.

Athletic extra-curricular wages may be divided between multiple individuals. The individuals shall agree in writing to divide the extra-curricular wage. Academic extra-curricular wages may not be divided.

ECA are paid out as "Index per Coach" times the Minimum Teachers Salary. (Rounded to the nearest whole dollar)
Example HS Academic Coordinator/Coach - Index .0701 x $47,500 = $ 3330

ECA	Academic	
# of coaches	Activity	Index per coach
ACADEMIC TEAMS - ECA		
1	HS Coordinator/Coach	**0.0701**
4	HS Coach	**0.0593**
1	MS Coordinator/Coach	**0.0453**
2	MS Coach	**0.0344**
1	IS Coordinator/Coach	**0.0259**
1	IS Coach	**0.0162**
PUBLICATIONS - ECA		
1	HS Yearbook	**0.0667**
1	MS Digital Media	**0.0453**
1	MS Yearbook	**0.0400**
3	Elem/IS Yearbook	**0.0200**
INSTRUCTIONAL COORDINATORS - ECA		
12	HS Department Chairs[1]	**0.0187**
8	MS Department Heads [2]	**0.0187**
6	MS Pod Leaders	**0.0187**
3	IS Grade Chairs[3]	**0.0187**
10	Elem Grade Chairs[4]	**0.0187**
MISCELLANEOUS - ECA		
1	HS Audio Visual	**0.0243**

ECA	Academic-Continued	
# of coaches	Activity	Index per coach
MUSIC - Co-Curricular & ECA		
1	HS Instrumental Director	**0.1387**
1	HS/MS Assist Instrumental Director	**0.0720**
1	MS Instrumental Director	**0.0720**
1	HS Choir Director	**0.0613**
1	MS Choir Director	**0.0267**
1	IS Choir Director	**0.0267**
1	WES Music Programs	**0.0200**
1	HS Jazz Choir	**0.0200**
1	DES Music Programs	**0.0225**
1	HS Color Guard / Winter Guard	**0.0571**
1	HS Drumline	**0.0162**
1	HS Jazz Instrumental Director	**0.0200**
1	Asst. HS Jazz Instrumental Director	**0.0200**
1	MS Jazz Instrumental Director	**0.0200**
THEATER / DRAMA – ECA		
1	HS Musical - Director	**0.0740**
1	HS Musical - Assistant	**0.0436**
1	HS Musical –Technical Director	**0.0436**
1	HS Musical - Music Director	**0.0436**
1	HS Play - Director	**0.0436**
1	HS Play - Assistant	**0.0300**
1	HS Play - Technical Director	**0.0300**
1	MS Play Director	**0.0220**

ECA	Academic - Continued	
# of coaches	Activity	Index per coach
HS CLUBS - ECA		
2	National Honor Society	**0.0134**
2	Student Council	**0.0267**
1	Business Professionals of America	**0.0267**
1	Students Against Drunk Driving	**0.0214**
1	Interact	**0.0267**
1	Sunshine Club	**0.0267**
1	Hospitality	**0.0194**
2	Senior Class Sponsor	**0.0214**
2	Junior Class Sponsor	**0.0267**
1	Sophomore Sponsor	**0.0080**
1	Freshman Sponsor	**0.0080**
2	E-Sports	**0.0600**
1	FCCLA	**0.0080**
1	FFA	**0.0080**
13 HS Other Clubs - ECA		
1	Art Club	**0.0080**
1	Book Club/Media	**0.0080**
1	Drama Club	**0.0080**
1	Engineering/Tech	**0.0080**
1	Environmental Action	**0.0080**
1	Fellowship of Christian Athletes	**0.0080**
1	Science Club	**0.0080**
1	Foreign Language	**0.0080**
1	Manufacturing Club	**0.0080**
1	Clay Target Club	**0.0080**

ECA	Academic-Continued	
# of coaches	Activity	Index per coach
MS CLUBS – ECA		
1	Junior Honor Society	**0.0134**
1	Student Council	**0.0193**
1	MS Concessions	**0.0320**
9 MS Other Clubs – ECA		
1	Art Club	**0.0080**
1	Friends of Rachel	**0.0080**
2	Ecology Club	**0.0080**
1	Five-Star	**0.0080**
1	Mathematics Club	**0.0080**
1	Science Club	**0.0080**
1	Robotics	**0.0080**
1	Drama Club	**0.0080**
1	FCA	**0.0080**
3 IS Other Clubs – ECA		
1	IS Coding Club	**0.0080**
1	IS Robotics Team	**0.0080**
1	IS Art Club	**0.0162**

		ECA	ATHLETIC	
Coed	Girls	Boys	Activity	Index per coach
			BASKETBALL	
	1	1	Assistant Coach	**0.1080**
	1	1	Junior Varsity	**0.1120**
	1	1	Freshman	**0.0900**
	1	1	8th Grade	**0.0860**
	1	1	7th Grade	**0.0860**
	1	1	6th Grade	**0.0747**
	1	1	5th Grade	**0.0407**
	1	1	4th Grade	**0.0407**
			FOOTBALL	
		2	Assistant / Coordinators	**0.1100**
		2	Junior Varsity	**0.1100**
		2	Freshman	**0.0800**
		2	8th Grade	**0.0700**
		2	7th Grade	**0.0700**
			VOLLEYBALL	
	1	1	Head Coach	**0.1300**
	1	1	Junior Varsity	**0.0800**
	1	1	Freshman	**0.0650**
	1	1	8th Grade	**0.0534**
	1	1	7th Grade	**0.0534**
	1	1	6th Grade	**0.0407**
			SOFTBALL/BASEBALL	
	1	1	Head Coach	**0.1300**
	1	1	Assistant Coach	**0.0721**
	1	1	Junior Varsity	**0.0800**
	1	1	Freshman	**0.0534**

			CHEER/DANCE	
	1		HS Head Cheer	**0.0950**
	1		HS Assistant Cheer	**0.0400**
	1		HS Dance	**0.0571**
	1		MS Cheer	**0.0571**

		ECA	ATHLETIC	
Coed	Girls	Boys	Activity	Index per coach
			SOCCER	
	1	1	Head Coach	**0.1300**
	1	1	Assistant Coach	**0.0721**
	1	1	Junior Varsity	**0.0800**
	1	1	MS	**0.0534**
	1	1	Assistant MS	**0.0400**
			TRACK	
	1	1	Head Coach	**0.1250**
	2	2	Assistant Coach	**0.0721**
1	2	2	MS	**0.0534**
			WRESTLING	
	1	1	Head Coach	**0.1270**
	1	1	Junior Varsity	**0.0747**
	2	2	MS	**0.0534**
			TENNIS	
	1	1	Head Coach	**0.1150**
	1	1	Assistant Coach	**0.0450**
			SWIMMING	
	1	1	Head Coach	**0.1150**
1			Head Diving/Assistant Swim Coach	**0.1000**
1			Assistant Coach	**0.0894**
	1	1	MS	**0.0534**
			GOLF	
	1	1	Head Coach	**0.1150**
	1	1	Assistant Coach	**0.0450**
			CROSS COUNTRY	
	1	1	Head Coach	**0.1080**
	1	1	MS	**0.0534**

			MISCELLANEOUS	
1			Pool Director	**0.0453**
1			Ticket Manager	**0.0508**
1			HS Special Olympics	**0.0641**
1			Assistant Special Olympics/Unified Track & Field	**0.0407**

New Teacher Orientation – A Teacher shall receive $120 for six (6) hours and $60 for three (3) hours

In-Service – A teacher shall receive $120 for six (6) hours and $ 60 for three (3) hours of an approved in-service outside the contractual day.

After-school detention supervision shall receive $55. (For informational purposes the length shall not exceed 1.5 hours after normal contract time.)

Mentors. Each Board-approved Mentor shall be paid five hundred dollars ($500.00) per semester for the mentoring of each licensed Teacher at the close of the semester. A mentor may be approved to serve multiple assignments and thereby receive multiple stipends.

[1]The number of department heads for high school (business, human services, fine arts, practical arts, language arts, mathematics, physical education, science, social studies, high school foreign language, guidance, and special education) are provided only for informational purposes. Nothing herein obligates the Board.

[2]The number of department heads for middle school (fine arts, practical arts, language arts, mathematics, physical education, science, social studies, and special education) are provided only for informational purposes. Nothing herein obligates the Board.

[3]The number of department heads for intermediate (fourth grade, fifth grade, and specials) are provided only for informational purposes. Nothing herein obligates the Board.

[4]The number of department heads for elementary (kindergarten, first grade, second grade, third grade, and specials) are provided only for informational purposes. Nothing herein obligates the Board.