

2025-2027

MASTER CONTRACT

BETWEEN

THE BOARD OF SCHOOL TRUSTEES OF THE
BORDEN HENRYVILLE COMMUNITY SCHOOLS

AND

BORDEN HENRYVILLE TEACHERS' ASSOCIATION

July 1, 2025 – June 30, 2027

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ARTICLE I RECOGNITION

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

Section 2. Definitions: All certificated school employees, as defined in Indiana Code 20-29, in Borden Henryville School Corporation, an Indiana School Corporation, except for supervisors, as that term is defined by Indiana Code 20-29; Superintendents; Assistant Superintendents; Principals; Assistant Principals; Director of Special Needs, Director of Title I, School Psychologist, Speech Language Pathologist, Athletic Directors and Substitute Teachers.

A. The term "Association", when used in this contract, shall refer to the Borden Henryville Teachers Association.

B. The term "Board", when used in this Contract, shall refer to the entity of the Board of School Trustees of the Borden Henryville Community Schools. The terms "Board" or "School Corporation" are used interchangeably in this Contract and obligations arising out of this Contract upon the Board may be delegated by the Board to its agents and need not be performed personally by members of the Board.

C. The term "Board" and "Association" shall include authorized officers, representatives, and agents.

D. The term "school corporation" when used in this Contract, shall refer to the Borden Henryville Community Schools of the County of Clark of the State of Indiana, which is governed by the Board.

E. When references are made to teachers in this Contract, it includes male and female teachers.

ARTICLE II TEACHER RIGHTS

School employees shall have the rights as set forth in IC 20-29-4-1 which provides as follows:

School employees may:

A. Form, join, or assist school employee organizations;

B. Participate in collective bargaining with school employers through representatives of their own choosing; and

C. Engage in other activities, individually or in concert: to establish, maintain, or improve salaries, wages, salary and wage related fringe benefits, and other matters set forth in IC 20-29-6-4 and IC 20-29-6-5.

ARTICLE III DIRECT COMPENSATION

Section 1. The salary schedule for teachers is as set forth in Appendix A.

Section 2. Newly hired teachers shall be placed on the Salary Scale in Appendix A commensurate with current employees having the same education and years of experience. Any deviations will be done only with the mutual agreement of the Superintendent and the Teachers' Association within the range of teachers' salaries.

Section 3. All retired teachers rehired by the school district on a full or part-time basis shall be a part of the bargaining unit. Rehired teachers shall be placed on Row A at the column commensurate with their educational attainment.

Section 4. Returning rehired retired teachers shall receive all benefits contained within this agreement except:

- A. Severance and retirement benefits, and
- B. health insurance if the teacher is eligible for Medicare benefits.

Section 5. Retired teachers who are hired on a temporary contract to cover a currently employed teacher's approved Leave of Absence will be placed on the schedule in the same manner as retired, rehired teachers are placed in Section 3, above.

Section 6. Teachers who apply for and are selected to teach summer school shall be paid at his/her hourly rate of pay for teaching summer school.

Section 7. Compensation for extra-curricular activities are set forth in Appendix B.

Section 8. Ancillary Duties. Compensation for recognized Ancillary Duties are listed in Appendix E.

Section 9. Teacher's Retirement Contribution to the State. The Board shall pay to the Indiana State Teachers' Retirement Fund the teacher's contribution to the Indiana State Teacher's Retirement Fund up to a maximum of an amount to three percent (3%) of the teacher's salary.

Section 10. Committees: Two committees will be formed during the 2025-2026 school year, one to discuss Dual Credit compensation, and one to discuss Extracurricular Pay. These committees shall meet at least quarterly and shall present a report of recommendations to the bargaining parties by the end of the 2026-2027 school year.

ARTICLE IV INSURANCE BENEFITS

Section 1. Group Term Life Insurance. The Board shall contribute all but \$1.00 of the total premium, as designated, for each teacher wishing to participate in the Group Term Life Insurance Plan with individual coverage of \$50,000 with double indemnity, for accidental death.

Section 2. Medical Insurance, Major Medical, Out of Pocket Expenses

A. The insurance premium year and continuing for a full 12-month period, the Board shall pay the following:

	<u>Option 1 \$1500</u>	<u>Option 2 \$3400</u>	<u>Option 3 \$6000</u>
Employee	\$5,462.88	\$5,022	\$7,169.04
Em/Spouse	\$9,176.76	\$8,576.76	\$7,660.92
Em/Child	\$8,279.76	\$7,535.76	\$6,460.44
Family	\$12,002.88	\$10,815	\$9,095.40

Any insurance increase of 5% or less for the 2027 plan year will be shared equally between the corporation and the teachers (i.e. if the increase is 4%, teachers will pay 4% and the corporation will increase their contribution by 4%). If the insurance premiums increase more than 5% for the 2027 plan year, the Agreement will be reopened to bargain medical insurance premiums.

B. The Board will give the Association at least a 60-day notice of intent to change health insurance carrier and will discuss any change of carrier with the Association.

Section 3. Long Term Disability. The Board shall provide a Long-Term Disability Plan (Income Protection Insurance Plan) in which each teacher may participate. The Long-Term Disability Plan shall provide a benefit of sixty-six and two-thirds percent (66-2/3%) of the teacher salary with a maximum salary of at least \$66,000 and shall have a ninety (90) calendar day waiting period.

Section 4. Section 125 Flexible Figure Benefit Plan. The benefits, both Generation I and Generation II, provided by the provisions of Section 125 of the United States Internal Revenue Code (Flexible Benefit Plan) shall be made available by the Board to all teachers. The Board shall pay the group annual fee(s), if any, and the participating teacher shall pay any monthly fee.

**ARTICLE V
RETIREMENT BENEFITS**

Section 1. Severance Pay. Upon resignation and/or retirement, a teacher shall receive Seventy Dollars (\$70.00) per day for unused sick and personal leave accumulated during years of service in West Clark and Borden-Henryville provided that the teacher applies for retirement fund benefits from the Indiana State Teachers' Retirement Fund. In the event of the death of a teacher prior to retirement, any severance pay due shall be paid to the surviving spouse, and if there is no surviving spouse at time of death, then to any other person(s) who at the time of death was considered to be a dependent of the teacher within the meaning of the I.R.S. regulations.

A teacher's severance pay will be paid to a retired teacher in the number of approximately equal

payments as follows:

Amount of Severance	Number of Payments
1. Under \$5,000	One Payment
2. \$5,000 or greater	Two Payments

A teacher retiring between school years shall receive their payment(s) as follows:

1st payment	Prior to September 1 of the calendar year in which they retired
If a second payment	Prior to February 1 of the calendar year following the first payment

A teacher retiring other than between school years will receive their payment on February 1 of two (2) consecutive years commencing with the next calendar year following retirement. If a teacher elects to retire at the end of a semester and does not work past February, then a teacher may elect the first annual payment to begin in the calendar year in which the teacher retired.

In case of the death of a retired teacher prior to receipt of all their entitlement, any remaining benefit entitlement will be paid immediately to the deceased retired teacher's estate.

Section 2. Borden Henryville Retirement Savings Plan

A. The School Corporation will maintain the Borden Henryville Retirement Savings Plan, which originated as the West Clark Retirement Savings Plan. The provisions for such a program are set forth in the plan document. This Plan will be a 401(a) qualified plan. Teachers hired after January 1, 2002, and who were then designated as "grandfathered teachers" for this Retirement Savings Plan will be in this Retirement Savings Plan and eligible for benefits. These retirement benefits are in lieu of Article VI, Section 2 from the prior West Clark Master Agreement, and teachers eligible for the Retirement Savings Plan shall not receive any benefits under Article VI, Section 2 of the prior West Clark Master Agreement. Teachers who have had a break from employment and are rehired will be considered new teachers for this Retirement Savings Plan whether or not the teacher was vested or not vested at employment.

B. The School Corporation will contribute to every teacher eligible for the Retirement Savings Plan under regular contract an amount equal to two and one-half percent (2 ½%) of the teacher's regular salary to the teacher's account in the Borden Henryville Retirement Savings Program. The School Corporation's contribution will be made on or before August 1 following every school year.

C. Teachers will have the option of continuing to invest their dollars in 403(B) plans already in existence as a carry-over from the West Clark school corporation and prior West Clark Master Contracts subject to the statutory contribution limits.

An eligible teacher in the Borden Henryville Retirement Plan will vest at the time the teacher has taught in Borden Henryville Community Schools for ten (10) years, provided, however, that teachers who were employed by West Clark immediately preceding the formation of the Borden Henryville Community Schools will have their West Clark consecutive years of employment immediately preceding the Borden Henryville formation counted toward the ten (10) year vesting period. A teacher whose employment is terminated prior to vesting will have the value of their

Borden Henryville Retirement Savings Plan forfeited to the plan and that amount will be utilized as part of the School Corporation's next required contribution. The only exception to the vesting period is a teacher with at least five years of experience who is forced to resign or retire due to medical necessity. In this instance, the teacher will immediately vest in the 401 (a) plan.

Section 3. Borden Henryville Retirement VEBA Plan.

A. The School Corporation will establish and maintain the Borden Henryville Retirement VEBA Plan. The provisions for such a program are set forth in the plan document. This plan will be a retirement 501(c)(9) Trust. The School Corporation will contribute to every teacher under regular contract Twenty Dollars (\$20.00) plus an amount equal to one and one-half percent (1.5%) of the teacher's regular salary (Appendix A) to the teacher's account in the Borden Henryville Retirement VEBA Plan. The School Corporation's contribution will be made on or before August 1 following every school year.

B. The amount in the teacher's account in the Borden Henryville Retirement VEBA will vest at the last day of work for his/her third (3rd) year of employment or, for employees who had served in West Clark, after the third (3rd) year of service combined in West Clark and Borden-Henryville. A teacher meeting the vesting requirements will become fully vested. A teacher whose employment is terminated prior to vesting will have the value of their Borden Henryville Retirement VEBA forfeited to the Plan and that amount will be utilized as part of the School Corporation's next required contribution. Teachers who have had a break from employment and are rehired will be considered new teachers for this VEBA Plan whether or not the teacher was vested or not vested at employment separation.

Section 4. Teachers who Retired Prior to the Start of this Contract. For teachers who have retired prior to the effective date of this Collective Bargaining Agreement, their retirement benefits, if any, will be governed by the provisions of the West Clark Collective Bargaining Agreement in effect on the date of the teacher's retirement.

ARTICLE VI EARLY RETIREMENT INCENTIVE

If the Board would decide to offer an early retirement incentive to teachers during the 2025-26 or 2026-27 school years, then the Superintendent will notify eligible teachers of the terms of the early retirement incentive by no later than March 1 of the year of the incentive. If an early retirement incentive would be offered by the Board and an eligible teacher would like to accept the incentive, then such eligible teacher must notify the Superintendent of his/her intention to accept the early retirement incentive by no later than May 1 of the year of retirement.

ARTICLE VII TRAVEL REIMBURSEMENT & LIABILITY INSURANCE

Section 1. A teacher who is required and authorized by the Superintendent to use his own automobile in pursuance of assigned school duties shall be reimbursed at the IRS rate in effect for reimbursement mileage during that calendar year. Teachers shall not be required to transport pupils in their personal automobiles unless an emergency exists that would necessitate the need for such transportation.

A. Upon prior approval by the Superintendent, the same allowance may be given for use of personal automobiles for field trips or other business of the corporation.

B. Upon prior approval by the Principal or the Athletic Director the same allowance may be given for use of automobiles for school activities.

Section 2. The Board shall keep in force liability insurance coverage for the purpose of providing protection for teachers who transport students in their personal automobiles pursuant to Section 1A and 1B of this Article. Such liability insurance coverage shall include emergency situations where a teacher is assigned the responsibility of transporting the student(s).

Section 3. It is expressly understood that this liability coverage shall be effective after the limit of the individual teacher's own liability insurance coverage is reached.

ARTICLE VIII PAID LEAVE

Section 1. Paid Leave

A. Twelve (12) leave days will be credited annually to each teacher on the first (1st) day of the school year. For 2025-2026 only: the remaining days of a teacher's non-accumulative sick and personal leave as of November 13, 2025, shall be converted into paid leave starting November 14, 2025.

B. Annual leave days not used will be accumulated to sick leave days as provided in paragraph F below.

C. Annual and accumulated leave days may be used for the following:

1. Personal illness of teacher
2. Illness occurring in the teacher's immediate family
3. To conduct personal business

D. No more than three (3) consecutive leave days may be taken at any one time without prior approval by the Superintendent. This request should only be used for extenuating circumstances of which the teacher had no control.

E. Those teachers employed for a period longer than the regular teacher contract year of (185 days) shall be entitled to one (1) day paid leave day for each month of employment or greater proportion thereof over regular contract year. The reference to days in this provision is for informational purposes only and has not been bargained.

195-215 days	1 day
216-235 days	2 days
236-255 days	3 days

F. If in any year the teacher shall be absent under this Section than the prescribed number of days, the remaining leave days shall be accumulative as sick leave days to a total of one hundred fifty (150) days.

The sick leave accumulation limitation will be applied at the end of each school year. At the start of each school year, a teacher will have their accumulation up to the maximum and any annual leave entitlement for that school year.

At the end of any school year in which a teacher's sick leave accumulation has exceeded the maximum as defined above, that excess accumulation shall be designated as annual buy-back days and will be compensated at the rate of One Hundred Dollars (\$100.00) for each day in excess of the maximum. Such compensation for annual buy-back days shall be paid first to the teacher's 401(a). These payments shall be made on or before August 1st.

G. Paid leave days previously accumulated by a teacher prior to commencement of an authorized leave of absence shall be available to a teacher, in the same amount, upon return to employment.

H. For purposes of this Article, one day of summer school absence shall be considered one day's leave.

I. Paid leave during the regular school term may be used and will be assessed on either a half day or a whole day basis.

J. A teacher who had been previously employed in another Indiana school corporation and possesses one (1) or more days of accumulated sick leave from such previous employment, may transfer such accumulated sick leave at a rate of five (5) days per year to his/her credit in the School Corporation until all accumulated days are transferred.

Section 2. Court Leave. Court leave with pay shall be granted to teachers for the time necessary to make Board approved appearance(s) in any Court proceedings.

Section 3. Jury Duty Leave. When requested, a teacher may serve on jury duty. The Board shall pay the difference between the jury duty per diem pay received and the teacher's full salary upon presentation of proof of such appearance and a reasonable period of time for payroll preparation. If the teacher is impaneled and not selected, the teacher shall report as soon as possible, to the regular school assignment.

Section 4. Bereavement Leave

A. The teacher shall be entitled to be absent from work without loss of compensation for a period not extending more than ten (10) school days for a spouse, child, or stepchild. The teacher shall be entitled to be absent from work without loss of compensation for a period not extending more than five (5) school days for other immediate family (grandchild, father, mother, brother, sister, step-parents, mother-in-law, and father-in-law.)

B. The teacher is entitled to be absent three (3) consecutive calendar days without loss of compensation to attend either the funeral or memorial service of a brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparents, grandparent-in-law and spouse's grandchildren.

C. The teacher is entitled to be absent one (1) day without loss of compensation to attend either the funeral or memorial service of an uncle, aunt, niece or nephew, and a spouse's uncle, aunt, niece or nephew.

D. One (1) additional bereavement day will be permitted for the above bereavement leave categories in case of the need to travel over three hundred (300) miles round trip to attend the funeral or memorial service.

E. Teachers may use their bereavement leave days pursuant to paragraphs A, B, C and D above within 12 months of the date of the death. But if a teacher needs to use some of his/her bereavement days beyond 10 days after the death, then the teacher will notify the Superintendent

of the circumstances for which the bereavement days must be used (for example, the teacher needs to tend to estate settlement) and it must be pre-approved by the Superintendent.

F. A teacher may be excused to serve in a funeral without loss of compensation by obtaining either written or oral approval of the Superintendent, or in his absence his designee in advance of the leave day. The proper form through Central Office shall be completed no later than the first school day upon return.

Section 5. Illness in Immediate Family. In case of serious illness in the immediate family (husband, wife, child, grandchild, father, mother, brother, sister, step-parents mother-in-law and father-in-law) the teacher may elect to be absent for a period not to exceed eight (8) days each year with pay and have these days deducted from accumulated sick leave. In the event of an illness that is a qualifying event for FMLA and the teacher elects to take an FMLA leave, the teacher shall use accumulated sick days, if any, for the term of the FMLA leave. Sick Leave Bank days may not be granted, however, for this leave. Request leave through the Superintendent's Office.

Section 6. School Activities Leave. Activities involving students during school hours requiring teacher supervision away from the school campus may be approved as school activity day(s) without loss of pay or use of personal leave day upon request and approval. Request leave through the Superintendent's Office.

Section 7. Professional Leave. The Board agrees that professional leave days with pay may be granted for the following purposes:

A. Attending and/or participating in professional meetings related to educational workshops, seminars, or conferences sponsored by industry, professional associations, colleges, universities, or governmental agencies concerned with school matters.

B. Visitation to other school corporations or educational institution for the purpose of observing instructional techniques or other instructionally-oriented programs.

C. The Board agrees to pay mileage expenses, (if approved) incurred by the above-mentioned professional leaves. Teachers shall be expected to submit appropriate information through the Superintendent's Office.

D. The Board will allocate \$2,500 each school year for Board approved professional leave that improves the professional teaching skills of teachers.

Section 8. Association Leave. Seven (7) days per school year of paid leave to conduct business shall be granted to the Association President or designee with the pay of a substitute teacher being deducted from the pay of the President for the last five (5) days. The leave days provided herein are in the aggregate and are not provided on a per teacher basis.

Section 9. Personal Injury Leave. Absence due to injury incurred in the course of teacher's employment shall not be charged against the teacher's sick leave days. The Board shall pay to such teacher the difference between his or her salary and benefits received under the Indiana Worker's Compensation Act for up to twelve (12) months after date of injury. To receive pay the teacher shall submit a physician's certification attesting to the disability and its preventing the teacher from working and qualify for Worker's Compensation. The Board at any time may require the teacher to submit to a physical examination at expense of the Board from a physician that the teacher shall select from a panel of three physicians provided by the Board. This physician shall submit a written certification to the parties attesting to the disability and its preventing the teacher

from working.

ARTICLE IX SICK LEAVE BANK

Section 1. A voluntary sick leave bank shall be established whereby employees, who are absent from assigned duty due to illness and who have utilized all of their sick leave, personal leave, and all other paid leave benefits of whatever nature, may petition a committee, as established herein, for sick leave days from the bank under the provisions of this section.

A. The following provision will govern membership in the sick leave bank:

1. Membership in the sick leave bank will be open to all certificated employees of the School Corporation.
2. Membership will be on a school year basis. Otherwise eligible employees will have until October 1 of each school year to elect in writing to join the sick leave bank.
3. After the first year of enrollment, membership will be on a continuing basis so that if a member has previously elected to be a member of the sick leave bank, he/she will remain a member if otherwise eligible until providing written notice of withdrawal from the sick leave bank prior to October 1 of any respective school year.
4. Each participant in the sick leave bank shall contribute one (1) day the first year of his/her membership and one (1) day in the first year of re- enrollment if the employee withdraws or has his/her membership terminated and thereafter chooses to re-enroll.
5. Any time the number of the bank's accumulated days drops below the minimum of thirty (30) days, each member shall donate an additional day. The failure of an employee to have sufficient days to meet this assessment will result in the termination of membership for that school year. The employee would be eligible for re-enrollment the following school year.

B. The member may be granted days from the bank under the following conditions:

1. The member, or in the event of extreme illness the member's designee, must apply, in writing to the sick leave bank committee, no later than thirty (30) school days or by the end of the school year, whichever is earlier, after exhaustion of said paid leave benefits;
2. The certificated employee must have chosen to participate at the beginning of the school year by contributing one (1) sick leave day to the bank and have met any assessments of sick leave days during the year, and those day(s) contributed shall be non-returnable to the teacher. Employees hired after the start of the school year have until October 1 or ten (10) days after their first day of employment, whichever is later, to join the sick leave bank;
3. The member must have utilized and exhausted all paid leave benefits of whatever nature, including his/her own accumulated sick leave and personal leave. The days allotted by the committee to a certificated employee shall be available for use beginning with the first day of absence after such exhaustion;
4. The member must provide written certification from his/her physician substantiating his/her illness and certifying that his/her absence will continue during a period of at least

ten (10) consecutive assigned duty days following the utilization and exhaustion of all said paid leave benefits as provided herein; and

5. If the School Corporation requests a second physician's certification from a physician of the School Corporation's choice, the member must cooperate with that physician if the School Corporation pays for that second physician.

6. The sick leave bank has not exceeded its maximum for the school year.

C. Any days granted by the committee shall terminate effective the earliest day as hereinafter provided:

1. The day after the day of the term of employment for the school year, or
2. The day after the last day of allotted number of days granted by the committee, or
3. The first day of return to employment subsequent to the granting of days by the committee, or
4. The first day the employee becomes eligible under the policy provisions to receive long term disability benefits under Article V, Section 3.

D. A sick leave bank committee will be composed of two (2) members appointed by the Association and one (1) ex-officio member appointed by the Superintendent. The sick leave bank committee may establish guidelines which are not in direct conflict with the provisions of this Contract. If the committee receives any written request from a member, the committee shall make its decision based upon the guidelines set forth within this Contract and the committee's guidelines in effect at the time of the request. The committee shall not grant in the aggregate more than one hundred eighty-five (185) days in any one school year.

E. Upon request, the President of the Association shall annually receive on or before October 15 from the administration an accounting indicating the number of days in the sick leave bank as of that time and the members participating for that school year. The school administration will also notify the Association of any time according to its calculations that the number of days in the sick leave bank falls below thirty-five (35) days.

ARTICLE X MATERNITY LEAVE AND ADOPTIVE LEAVE

Section 1. Maternity Leave

A. Any teacher who is pregnant may continue in active employment as late into pregnancy as she desires, if she is able to fulfill the requirements of her position.

B. Maternity leave shall be governed by the same provisions governing sickness and by the following:

1. Any teacher who is pregnant is entitled to a leave of absence for up to one (1) year any time between the commencement of her pregnancy and one (1) year following the birth of the child if she notifies the Superintendent at least thirty (30) days before the date on which she desires to start her leave. This requested leave must also include her date

of return from leave. If the teacher wants to extend the leave time, she must notify the Superintendent at least thirty (30) days prior to the end of the existing approved leave. An exception shall be made to this thirty (30)-day requirement if a verifiable medical issue arises for either the mother or the child. Either a physician's statement certifying the pregnancy or a copy of the birth certificate of the newborn, whichever is applicable must be provided with the leave request. Commencing with the day of delivery, the teacher will be presumed to be disabled for a period of six (6) weeks, and it will not be necessary to provide a physician's verification of disability. After six (6) weeks, a physician's certification of disability will be required. If no disability is indicated after six (6) weeks of leave, then the remaining time of the approved leave will be unpaid. In case of a medical emergency caused by pregnancy, the teacher shall be granted a leave, as otherwise provided in this section, immediately upon her request and certification of the emergency from an attending physician. In this instance, the thirty (30) day notice requirement for leave shall be waived. All references to "days" above are calendar days.

2. All or any portion of a leave taken by a teacher for maternity leave may be charged, at her discretion, to her available sick leave days for the duration of her maternity leave. After her available sick leave has been used, the teacher may be absent without pay, subject to subsection B1 of this section. The teacher returning from leave shall have all rights and benefits restored that are typical for teachers of similar service and status.

Section 2. Adoptive Leave. Any teacher adopting a child may receive a leave of absence for up to one (1) year. The leave of absence will commence upon the teacher receiving the de facto custody of the child or earlier, if necessary, to fulfill the requirements of the adoption. Application for this leave shall be made, in writing, at the earliest possible date.

ARTICLE XI UNPAID LEAVE

Section 1. Sabbatical Leave

A. Purpose: The sabbatical leave is designed to provide opportunity to engage in professional self-improvement having a major focus on benefits to the school system.

B. Qualifications: The applicant must possess a life or permanent certificate valid in the State of Indiana. The applicant must have been employed in the Borden Henryville Community School Corporation for at least seven (7) consecutive years. All years of previous consecutive employment with the West Clark School Corporation immediately preceding the West Clark dissolution shall be included in determining whether the seven consecutive years of employment requirement has been satisfied for purposes of this provision. Absence from service for a period of not more than one (1) year under a leave of absence with, or without, pay shall not be deemed a break in continuity of service, but neither shall such a one (1) year leave be counted in the total seven (7) years required by this qualification. The applicant must not have been granted a sabbatical leave of absence from the Borden Henryville Community Schools during the seven (7) consecutive years of service immediately preceding the current application. The applicant must sign a note conditioned upon an agreement to return to service with the Borden Henryville Community Schools immediately upon termination of the sabbatical leave and continue in such service for a period of one (1) year, unless causes beyond his/her control prevent such service.

C. Application: Applications shall be filed with the Office of the Superintendent by November 1 for leave beginning the following September. For leave beginning the second (2nd) semester,

applications shall be filed by April 1 of the preceding calendar year. Applicants requesting sabbatical leave commencing in September shall be notified by February 1, as to the status of their application. Applicants requesting leave commencing the second (2nd) semester shall be notified by May 1 as to the status of their application. Applicants for sabbatical leave shall include with their application forms an outlined plan for the period requested for sabbatical leave. This plan shall be indicated on the application form or as an attached statement and shall include details of a project, such as research, writing, travel, to be pursued independently by the applicant.

D. Status While on Sabbatical Leave: A teacher on sabbatical leave shall be considered to be in the employ of the Borden Henryville Community Schools for purposes of insurance fringe benefits only. Insurance benefits provided here shall be provided teachers on sabbatical leave. Full-time employment by the recipient on sabbatical leave shall be prohibited. This does not, however, preclude the recipient accepting grants, fellowships or remuneration for part-time work of any sort which does not interfere with the outline sabbatical plan.

E. Status on Return from Sabbatical Leave: A teacher returning from sabbatical leave shall be restored to his/her former teaching position or a comparable position for which the teacher is qualified. Vacancies created by sabbatical leave are filled on a temporary basis. The last sentence of this paragraph is provided for informational purposes only and has not been bargained.

F. Review Committee: All applicants for sabbatical leave shall be reviewed from recommendation to the Superintendent by a committee composed of six (6) members. Three (3) of these shall be appointed by the Association and three (3) by the Superintendent. The committee shall consider the following criteria;

1. Merit of the applicant's proposed program;
2. Applicants length of service in the corporation;
3. Distribution from the areas of elementary, intermediate, and secondary education.

G. Selection: The Superintendent shall make a recommendation from the list submitted by the Review Committee and the Board shall make final approval/disapproval. Annually, a maximum of one (1) teacher may be granted sabbatical leave upon application, recommendation and approval by the Board.

Section 2. Leave of Absence

A. A leave of absence for one (1) school year may be granted to teachers who have completed at least five (5) years of service with Borden Henryville Community Schools.

B. Request for leave must be filed in writing with Superintendent not later than May 1 for the following school year. Teachers must also provide notice by the following April 1 whether they intend to return to the School Corporation.

C. Superintendent shall approve or reject leave requests within ten (10) days.

D. Exceptions to the May 1 request deadline may be made by the Superintendent in unanticipated situations.

ARTICLE XII PROVISIONS COVERING ALL LEAVES

Section 1. A teacher returning from leave will not be guaranteed his or her former position, but will be placed in a position for which he or she is certified, unless the teacher's contract is non-renewed or canceled pursuant to state law. This provision is included for informational purposes and has not been bargained.

Section 2. If the teacher wishes to continue insurance during the period when there is no compensation, it shall be the responsibility of the teacher to make arrangements in advance with the business office to continue such insurance. An individual teacher who opts for insurance continuation pursuant to this provision will be required to elect COBRA coverage, which will place 100% responsibility for the premium cost on the teacher plus any COBRA surcharge that may apply. A failure to make and follow through with such advance arrangements will result in the individual being dropped from the group plan.

Section 3. Family and Medical Leave. Provisions Implementing the Family and Medical Leave Act. Teachers shall have the right to both the appropriate family and medical leave and the appropriate designated benefits provided by the Family & Medical Leave Act ("FMLA"). Any provision of this Contract which restricts any mandatory leave and/or mandatory benefit(s) of the FMLA will not have any effect for any teacher who has a right to a leave and/or benefit under the Act. The School Corporation may require a teacher to verify and/or certify any information which an employer may require under the FMLA. In addition, the School Corporation may elect any option available to it under that Act, with the exception of the reimbursement of paid insurance premiums for teachers who do not return from leave, which option the School Corporation agrees to waive.

ARTICLE XIII PAY DATES

Section 1. Salaries for the regular school year, of teachers in the unit, shall be paid in twenty-six (26) installments.

Deductions for health, disability insurance, United Fund, credit union payments and annuities shall be deducted from the teacher's paycheck on 24 of the 26 pay dates. Annuity and credit union savings deductions may be changed at the start of each semester and within 30 days after the ratification of this Contract. Credit union loan payments may be paid pursuant to any loan agreement. The teacher authorized deductions will be forwarded to the proper agency the week following deduction and/or receipt of billing from agency.

Section 2. Pay dates will be as designated in Appendix C.

ARTICLE XIV EFFECTS OF THE CONTRACT

Section 1. The agreements in this Contract shall supersede any rules, regulations, or practices of the Board which are contrary to or inconsistent with the terms recorded herein.

Section 2. Any individual contract between the Board and an individual teacher shall be consistent with the terms and conditions of this contract. If an individual contract made subsequent to this Contract contains any language inconsistent with this Contract, this Contract shall prevail.

Section 3. If any provisions of this Contract or any applications of this Contract to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

Section 4. The exercise of rights under this Contract shall not be the cause of any reprisal against any participant exercising such right.

Section 5. It is agreed between the parties that all items not covered herein and deemed negotiable shall be considered settled and/or dropped for this bargaining period by the Association and that there shall be no further negotiations on any item during this contract period.

Section 6. All captions contained in this Contract are for descriptive purposes only and no meaning is to be inferred from their use.

ARTICLE XV MANAGEMENT RIGHTS AND GRIEVANCE PROCEDURE

Section 1. Management Rights. The Board and the Association recognize that the Board shall have responsibility and authority to manage and direct in behalf of the public the operations and activities of the school corporation to the full extent authorized by law. Such responsibility and authority shall include, but not be limited to, the right of the school employer to:

- A. Direct the work of its employees during contracted times;
- B. Establish policy;
- C. Hire, promote, demote, transfer, assign and retain employees;
- D. Suspend or discharge its employees in accordance with applicable law;
- E. Maintain the efficiency of school operations;
- F. Relieve its employees from duties because of lack of work or other legitimate reasons;
- G. Take actions necessary to carry out the mission of the public schools as provided by law.

Section 2. The Board and the Association recognize the express provisions of this Agreement and the provisions of Indiana's collective bargaining laws as being the only limitations upon the Board's rights to manage the school corporation.

Section 3. The absence of a specific reference to a right to manage contained herein shall in no way imply its absence or any limitation thereon.

- A. The Board and the Association shall not be permitted to assert in such arbitration proceedings any ground or to rely on any evidence not previously disclosed to the other party.
- B. Both parties agree to be bound by the award of the arbitrator.
- C. The fees and expenses of the arbitrator shall be borne equally by the Board and Association.

D. Within fifteen (15) days of written application for an American Arbitration Association arbitrator, the Association or Board may request a pre-arbitration conference (similar to a pre-trial conference) to be held within fifteen (15) days of said request unless mutually extended. At said conference, the parties shall be afforded full discovery, exchange witness lists, documentary evidence, and attempt to reach agreement on the issues.

E. The time limits provided in the Article shall be strictly observed but may be extended by a written contract between the parties. In the event a grievance is filed after May 15th of any year, the Board shall cooperate in processing such grievance prior to the end of the school year.

F. Notwithstanding the expiration of this contract, any claim or grievance arising thereunder may be processed through the grievance procedure to resolution.

G. If, in the judgment of the Association, a grievance affects a group or class of teachers, the Association may submit such grievances, in writing, to the superintendent or his/her designee directly and the processing of such grievance shall be commenced at Step Two (2) of the formal grievance procedure.

H. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

Section 4. Definitions

A. A "grievance" is a claim by one (1) or more teachers as an individual or class action of a violation, a misapplication or misinterpretation of this Contract.

B. The term "Teacher" includes any individual or group of individuals within the bargaining unit.

C. The term "day" when used in this article shall be school teaching days.

Section 5. Purpose. The purpose of this grievance procedure is to settle equitably, at the lowest possible administrative level, issues which may arise from time to time with respect to specific claims of violation, misapplication or misinterpretation of the provisions of this Contract. Both parties agree that these proceedings shall be kept confidential at each level of procedure.

Section 6. Procedure

A. 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 an Association representative.

B. If, as a result of the informal discussion with the building principal or immediate supervisor, a grievance still exists, he/she may invoke the formal grievance procedure through the Association. The form, Appendix D, shall be available from the Association representative in each building. A copy of the grievance form shall be delivered to the principal if the grievance involves more than one (1) school building, it may be filed with the superintendent or his/her appointed designee. The grievance must be filed within 30 days after the contract violation occurs, or within 30 days after the teacher reasonably knows or should have known of the violation. If not so timely filed, the grievance is waived.

C. Within five (5) calendar days of receipt of the grievance, the principal shall meet with the Association in an effort to resolve the grievance. The principal shall indicate his/her disposition of the grievance, in writing, within five (5) calendar days of such meeting and shall furnish a copy thereof to the Association.

D. If the Association is not satisfied with the disposition of the grievance, or if no disposition has been made within five (5) calendar days of such meeting or ten (10) calendar days from the date of filing, whichever shall be later, the grievance shall be transmitted to the superintendent. Within seven (7) calendar days, the superintendent or his/her designee shall meet with the Association on the grievance and shall indicate his/her disposition of the grievance, in writing, within five (5) calendar days of such meeting and shall furnish a copy thereof to the Association.

E. If the Association is not satisfied with the disposition of the grievance by the superintendent or his/her designee, or if no disposition has been made within five (5) calendar days of such meeting or ten calendar days from the date of filing, whichever shall be later, the grievance may be submitted to binding arbitration. The selection of the arbitrator and the rules governing the arbitration proceeding shall be in accordance with the rules of the American Arbitration Association. The arbitrator shall have no power to alter, add or subtract from the terms of this agreement.

ARTICLE XVI CRIMINAL HISTORY BACKGROUND CHECKS

The school corporation shall pay the cost of any and all expanded criminal history checks and expanded child protection index checks that are required by the School Corporation or per IC 20-26-5-10. Additionally, the corporation will pay for annual limited background checks done separate and apart from any requirement of Indiana Code.

ARTICLE XVII TERM OF AGREEMENT

This Agreement shall be effective as of July 1, 2025, and shall continue in effect through June 30, 2027, with the exception of those provisions which specifically go into effect or expire by their terms at such other dates.

This Agreement shall be reopened to bargain salary if the Fall 2026 ADM is below 1695 or above 1720. This Agreement shall be reopened to bargain medical insurance premiums if there is an insurance premium increase of 5% from the 2026 plan year to the 2027 plan year.

This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated except for provisions considered "status quo" by the Indiana Education Employment Relations Board and/or by Indiana Code.

The undersigned attest to the following:

A public hearing (Pre-formal Bargaining Hearing) was held in compliance with Indiana law on September 11, 2025. Electronic participation was not available.

A public meeting in compliance with Indiana law was held on November 3, 2025, to discuss the tentative agreement and electronic participation was not available.

This Agreement is made and entered into at Borden, Indiana by and between the Board of Education of the Borden Henryville Community Schools, County of Clark, State of Indiana, on the ratification dates set forth below.

**BORDEN HENRYVILLE TEACHERS
ASSOCIATION**

Pamela S Exelton

**BORDEN HENRYVILLE
COMMUNITY SCHOOLS**

Board President

Board Secretary

Date ratified by the Borden Henryville Teachers' Association: October 29, 2025.

Date ratified by the Borden Henryville Board of School of Trustees: November 10, 2025.

APPENDIX A

Compensation Plan

I. 2025-2026 Compensation Plan

A. FACTORS AND DEFINITIONS

1. Instructional Leadership – The attainment of a literacy endorsement. To be eligible for this increase, teachers must provide documentation to the Corporation by the date of contract ratification.
2. Academic Needs – Retention: The importance of retaining all teachers in the Corporation to provide educational continuity for students.

B. DISTRIBUTION PLAN: The parties have negotiated a Salary Scale in Appendix A.

1. Instructional Leadership - \$250
2. Academic Needs: Retention - \$3,000 (across the board increase to scale)

Total maximum possible raise under this compensation plan: \$3,250. (Note: No horizontal movement will occur)

C. SALARY RANGE:

The salary range for the 2025-2026 school year prior to any increases pursuant to this agreement is \$42,000 to \$79,600.

D. STIPENDS: Teachers teaching a dual class will receive a \$500 stipend. This stipend shall be paid per teacher regardless of the number of classes/prep/semesters taught.

II. 2026-2027 Compensation Plan

A. FACTORS AND DEFINITIONS

1. Instructional Leadership: The attainment of a literacy endorsement. To be eligible for this increase, teachers must provide documentation to the Corporation by August 31.
2. Academic Needs: Retention: The importance of retaining all teachers in the Corporation to provide educational continuity for students.
3. Academic Needs: Dual Credit: Teachers who teach a dual credit course.
4. Education: Newly attained content area credit hours or a content area master's degree. To be eligible for this increase, teachers must provide documentation to the Corporation by August 31.

B. DISTRIBUTION PLAN:

1. Instructional Leadership: \$250
2. Academic Needs: Retention: \$1,500 (across the board increase to scale)
3. Academic Needs: Dual Credit: \$250
4. Education: \$1,000 (column movement)

Total maximum increase is \$3,000, of which \$1,000 is based on education or experience.

- C. **SALARY RANGE**: The salary range for the 2026-2027 school year prior to any increase is \$45,000 to \$82,600 (\$82,850 with literacy endorsement, if applicable).
- D. **STIPENDS**: Teachers teaching a dual class will receive a \$250 stipend. This stipend shall be paid per teacher regardless of the number of classes/prep/semesters taught.
- E. **SALARY CAP**: The 2026-2027 salary cap is \$84,100 (or \$84,350 with literacy endorsement).

BORDEN HENRYVILLE COMMUNITY SCHOOLS

2025-2026 Salary Schedule

Row	Bachelor's	Bachelor's +15	Master's	Master's +15	Master's +30
A	45,000	46,000	47,000	48,000	49,000
B	46,200	47,200	48,200	49,200	50,200
C	47,400	48,400	49,400	50,400	51,400
D	48,600	49,600	50,600	51,600	52,600
E	49,800	50,800	51,800	52,800	53,800
F	51,000	52,000	53,000	54,000	55,000
G	52,200	53,200	54,200	55,200	56,200
H	53,400	54,400	55,400	56,400	57,400
I	54,600	55,600	56,600	57,600	58,600
J	55,800	56,800	57,800	58,800	59,800
K	57,000	58,000	59,000	60,000	61,000
L	58,200	59,200	60,200	61,200	62,200
M	59,400	60,400	61,400	62,400	63,400
N	60,600	61,600	62,600	63,600	64,600
O	61,800	62,800	63,800	64,800	65,800
P	63,000	64,000	65,000	66,000	67,000
Q	64,200	65,200	66,200	67,200	68,200
R	65,400	66,400	67,400	68,400	69,400
S	66,600	67,600	68,600	69,600	70,600
T	67,800	68,800	69,800	70,800	71,800
U	69,000	70,000	71,000	72,000	73,000
V	70,200	71,200	72,200	73,200	74,200
W	71,400	72,400	73,400	74,400	75,400
X	72,600	73,600	74,600	75,600	76,600
Y	73,800	74,800	75,800	76,800	77,800
Z	75,000	76,000	77,000	78,000	79,000
Aa	76,200	77,200	78,200	79,200	80,200
Bb	77,400	78,400	79,400	80,400	81,400
Cc	78,600	79,600	80,600	81,600	82,600

Note: Teachers attaining a literacy endorsement will receive a one-time base salary increase of \$250.

2026-2027 Salary Schedule

Row	Bachelor's	Bachelor's +15	New Master's	New M15	New M30
a	46,500	47,500	48,500	49,500	50,500
b	47,700	48,700	49,700	50,700	51,700
c	48,900	49,900	50,900	51,900	52,900
d	50,100	51,100	52,100	53,100	54,100
e	51,300	52,300	53,300	54,300	55,300
f	52,500	53,500	54,500	55,500	56,500
g	53,700	54,700	55,700	56,700	57,700
h	54,900	55,900	56,900	57,900	58,900
i	56,100	57,100	58,100	59,100	60,100
j	57,300	58,300	59,300	60,300	61,300
k	58,500	59,500	60,500	61,500	62,500
l	59,700	60,700	61,700	62,700	63,700
m	60,900	61,900	62,900	63,900	64,900
n	62,100	63,100	64,100	65,100	66,100
o	63,300	64,300	65,300	66,300	67,300
p	64,500	65,500	66,500	67,500	68,500
q	65,700	66,700	67,700	68,700	69,700
r	66,900	67,900	68,900	69,900	70,900
s	68,100	69,100	70,100	71,100	72,100
t	69,300	70,300	71,300	72,300	73,300
u	70,500	71,500	72,500	73,500	74,500
v	71,700	72,700	73,700	74,700	75,700
w	72,900	73,900	74,900	75,900	76,900
x	74,100	75,100	76,100	77,100	78,100
y	75,300	76,300	77,300	78,300	79,300
z	76,500	77,500	78,500	79,500	80,500
aa	77,700	78,700	79,700	80,700	81,700
bb	78,900	79,900	80,900	81,900	82,900
cc	80,100	81,100	82,100	83,100	84,100

Note: Teachers attaining a literacy endorsement will receive a one-time base salary increase of \$250.

Note: Teachers teaching a dual credit course will receive a one-time base salary increase of \$250. This increase shall be paid per teacher regardless of the number of classes/prep/semesters taught.

In addition, the school corporation will pay 3% of the listed amount to Indiana State Teacher Retirement Fund.

APPENDIX B Extracurricular Pay

2025-2027 Borden Henryville Collective Bargaining ECA Schedule
Any language herein beyond the parameters of bargaining is included for
informational purposes only and was not bargained.

DEPARTMENT	POSITIONS	LANGUAGE AND THOUGHTS	SALARY
BAND	BAND DIRECTOR	keeping 15 days	\$3,360
BAND	BAND DIRECTOR, MIDDLE SCHOOL	10 days	\$0
BAND	FLAG CORP (Fall Season)		\$1,155
BAND	PERCUSSION INSTRUCTOR (Fall Season)		\$1,260
BAND	MARCHING LINE INSTRUCTOR		
			\$787
BAND	WINTER ENSEMBLE		\$525
BAND	WINTER PERCUSSION		\$525
BAND	WINTER GUARD		\$525
BASEBALL	HEAD COACH		\$4,200
BASEBALL	VARSITY ASSISTANT		\$1,680
BASEBALL	JUNIOR VARSITY		\$2,520
BASEBALL	JUNIOR HIGH		\$1,417
BASKETBALL	HEAD COACH – BOYS		\$7,875
BASKETBALL	JUNIOR VARSITY – BOYS		\$3,937
BASKETBALL	VARSITY ASSISTANT		\$2,100
BASKETBALL	FRESHMAN - BOYS - 1 TEAM		\$2,205
BASKETBALL	EIGHTH GRADE BOYS		\$2,205
BASKETBALL	SEVENTH GRADE BOYS		\$2,205
BASKETBALL	SIXTH GRADE – BOYS		\$1,470
BASKETBALL	FIFTH GRADE – BOYS		\$1,470
BASKETBALL	BASKETBALL IM DIRECTOR - BOYS		\$1,575
BASKETBALL	HEAD COACH – GIRLS		\$7,875
BASKETBALL	JUNIOR VARSITY – GIRLS		\$3,937
BASKETBALL	VARSITY ASST – GIRLS		\$2,100
BASKETBALL	FRESHMAN – GIRLS		\$2,205
BASKETBALL	EIGHTH GRADE – GIRLS		\$2,205
BASKETBALL	SEVENTH GRADE – GIRLS		\$2,205
BASKETBALL	SIXTH GRADE – GIRLS		\$1,470
BASKETBALL	FIFTH GRADE – GIRLS		\$1,470
BASKETBALL	BASKETBALL IM DIRECTOR - GIRLS		\$1,575
CHEERLEADERS	HEAD VARSITY & JV BASKETBALL		\$2,100
CHEERLEADERS	ASSISTANT VARSITY & JV		\$1,522
CHEERLEADERS	JUNIOR HIGH		\$1,050
CHEERLEADERS	5th Grade		\$472
CHEERLEADERS	6th Grade		\$472
CLASS SPONSORS	Junior Class Sponsors		\$1,417
CLASS SPONSORS			\$1,417
CLASS SPONSORS	Senior Class Sponsors		\$1,417
CLASS SPONSORS			\$1,417
CLASS SPONSORS	Sophomore Class Sponsors		\$262
CLASS SPONSORS			\$262
CLASS SPONSORS	Freshmen Class Sponsors		\$262
CLASS SPONSORS			\$262
Councils/Societies	High School Student Council		\$525
Councils/Societies	MS / Junior High Student Council		\$472
Councils/Societies	Elementary Student Council		\$420
Councils/Societies	High School National Honors Society	Cannot be combined with Junior Class Sponsor; does not relate to only juniors	\$787
Councils/Societies	Jr. High National Honors Society (vol)	MS/JR High National Honors Society was voluntary so doesn't need to go in contract	\$0
CROSS COUNTRY	HEAD COACH – BOYS		\$2,887
CROSS COUNTRY	ASST COACH – BOYS		\$1,575
CROSS COUNTRY	HEAD COACH – GIRLS		\$2,887
CROSS COUNTRY	ASST COACH – GIRLS		\$1,575
CROSS COUNTRY	HEAD COACH (B/G COED)	THIS IS AN EITHER BOYS/GIRLS OR COED APPOINTMENT	\$3,675
CROSS COUNTRY	VARSITY ASSISTANT (B/G COED)	THIS IS AN EITHER BOYS/GIRLS OR COED APPOINTMENT	\$1,575
CROSS COUNTRY	MS / JUNIOR HIGH - BOYS and GIRLS		\$1,837

CROSS COUNTRY	MS / JUNIOR HIGH ASSISTANT - BOYS and GIRLS		\$892
CROSS COUNTRY	ELEMENTARY	\$105 PER MEET; UP TO 5 MEETS (Don't set a minimum number of meets)	\$525
Dance Team	MS / JR. HIGH	Minimum of 5 public performances	\$787
Dance Team	SR. HIGH	Minimum of 5 public performances	\$1,050
Elementary Academics	Elementary Academics	\$525 per competition (such as Geography, Math, Spell Bowls, Science Fair) to be mutually agreed upon by superintendent and BHTA president/designee; maximum of 5 competitions per building per year; a competition is defined as participating in all events until elimination/championship.	\$2,625
Football	7 th grade		\$2,205
Football	8 th grade		\$2,205
Golf	Head Coach – Boys		\$2,100
Golf	Head Coach – Girls		\$2,100
Golf	MS/JH GOLF – Boys	Minimum of 6 participants	\$1,050
Golf	MS/JH GOLF – Girls	Minimum of 6 participants	\$1,050
High School Academics	High School Academic areas: Odyssey of the Mind, Super Bowl, Academic Competitions, Debate Team, TBD and approved by the School Board	\$945 per competition to be mutually agreed upon by superintendent and BHTA president/designee; maximum of 5 competitions per building per year; a competition is defined as participating in all events until elimination/championship.	\$4,725
Literary Publications	Yearbook Business Manager		\$787
Literary Publications	Yearbook Advisor		\$1,417
Literary Publications	Elementary Yearbook		\$420
Literary Publications	Publications (Newspaper)	Minimum of 4 publications (digital or print)	\$1,050
Middle School Academics	Middle School Academic Areas: Odyssey of the Mind, Spell Bowl, Sup Bowl, Academic Competitions, TBD and adopted by the school board	\$735 per competition to be mutually agreed upon by superintendent and BHTA president/designee; maximum of 5 competitions per building per year; a competition is defined as participating in all events until elimination/championship.	\$3,675
Soccer	HEAD COACH – BOYS		\$2,887
Soccer	ASST COACH – BOYS		\$1,575
Soccer	HEAD COACH – GIRLS		\$2,887
Soccer	ASST COACH – GIRLS		\$1,575
Soccer	HEAD COACH (B/G COED)	THIS IS AN EITHER BOYS/GIRLS OR COED APPOINTMENT	\$3,675
Soccer	VARSITY ASSISTANT (B/G COED)	THIS IS AN EITHER BOYS/GIRLS OR COED APPOINTMENT	\$1,575
Soccer	MS / JUNIOR HIGH - BOYS and GIRLS		\$1,837
Soccer	MS / JUNIOR HIGH ASSISTANT - BOYS and GIRLS		\$892
Soccer	ELEMENTARY	\$105 PER MEET; UP TO 5 MEETS (Don't set a minimum number of meets)	\$525
Softball	HEAD COACH		\$4,200
Softball	VARSITY ASST		\$1,680
Softball	JUNIOR VARSITY		\$2,520
Softball	JUNIOR HIGH		\$1,417
Swimming	Junior High Coach - Boys and Girls		\$787
Swimming	High School Coach - Boys and Girls		\$1,575
Swimming	HIGH SCHOOL ASSISTANT COACH - Boys and Girls		\$787
Tennis	HEAD COACH – BOYS		\$2,887
Tennis	HEAD COACH – GIRLS		\$2,887
Tennis	ASST. COACH – BOYS		\$1,417
Tennis	ASST. COACH – GIRLS		\$1,417
Tennis	JUNIOR HIGH – BOYS		\$1,417
Tennis	JUNIOR HIGH – GIRLS		\$1,417
THEATER	THEATER DIRECTOR	No additional stipend for extra plays; minimum of two plays performed for public	\$3,675
THEATER		NOT TO EXCEED 3 ADDITIONAL & MUST BE PRINCIPAL & BOARD APPROVED	\$1,575
THEATER	ASSISTANT THEATER DIRECTOR	If enrollment over 500 students	\$1,050
THEATER	THEATER CHOREOGRAPHER		\$630
THEATER	MS THEATER DIRECTOR	Minimum of 2 public performances or competitions	\$1,050
THEATER	CHOIR DIRECTOR	Minimum of 4 public performances or competitions	\$1,312
THEATER	MS CHOIR DIRECTOR	Minimum of 2 public performances or competitions	\$787
Track	HEAD COACH – BOYS		\$3,570
Track	HEAD COACH – GIRLS		\$3,570
Track	ASST. COACH – BOYS		\$1,627

Track	ASST. COACH -- GIRLS		\$1,627
Track	MS / JUNIOR HIGH -- BOYS		\$1,417
Track	MS / JUNIOR HIGH - GIRLS		\$1,417
Track	ELEMENTARY TRACK	\$105 PER MEET; UP TO 5 MEETS (Don't set a minimum number of meets)	\$525
Volleyball	HEAD COACH		\$4,200
Volleyball	JUNIOR VARSITY		\$2,100
Volleyball	VARSITY ASSISTANT		\$1,050
Volleyball	FRESHMAN		\$1,417
Volleyball	EIGHTH GRADE		\$1,417
Volleyball	SEVENTH GRADE		\$1,417
Volleyball	SIXTH GRADE		\$787
Volleyball	FIFTH GRADE		\$787
Wrestling	Varsity Head Coach	MUST BE BOARD APPROVED	\$2,100
Wrestling	Varsity Assistant Coach	MUST BE BOARD APPROVED	\$1,575
Wrestling	MS/JR High Coach		\$1,575
Wrestling	MS/JR High Asst. Coach		\$1,050
DISTRICT POSITIONS: 1 PER CAMPUS	STRENGTH & CONDITIONING		\$2,100
CAMPUS POSITIONS: 1 PER SPORT	OPEN FACILITY DIRECTOR	Athletic Director Discretion to set minimum requirements	\$1,050
TEAM/PLAYER CHAMPION BONUSES FOR COACHES:	ES/MS/HS	Regional: \$210 / Semi-State: \$420 / State or National Champion: \$1,050	

Appendix C – Pay Dates – 2025-2026

Pay Period	Pay Date	Pay Day		Pay Period	Pay Date	Pay Day	
Dec 15- 28	Jan 10, 2025	Fri	18 pay No Ded	Dec 14 - 27	Jan 9, 2026	Fri	18 pay No Ded
Dec 29 - Jan 11	Jan 24, 2025	Fri	18 pay No Ded	Dec 28 - Jan 10	Jan 23, 2026	Fri	
Jan 12 - 25	Feb 7, 2025	Fri		Jan 11 - 24	Feb 6, 2026	Fri	
Jan 26 - Feb 8	Feb 21, 2025	Fri		Jan 25 - Feb 7	Feb 20, 2026	Fri	
Feb 9 - 22	March 7, 2025	Fri		Feb 8 - 21	March 6, 2026	Fri	
Feb 23 - Mar 8	March 21, 2025	Fri		Feb 22 - Mar 7	March 20, 2026	Fri	
Mar 9 - 22	April 4, 2025	Fri	No Deductions - All	Mar 8 - 21	April 3, 2026	Fri	
Mar 23 - Apr 5	April 18, 2025	Fri		Mar 22 - Apr 4	April 17, 2026	Fri	No Deductions - All
Apr 6 - 19	May 2, 2025	Fri		Apr 5 - 18	May 1, 2026	Fri	
Apr 20 - May 3	May 16, 2025	Fri		Apr 19 - May 2	May 15, 2026	Fri	
May 4 - 17	May 30, 2025	Fri		May 3 - 16	May 29, 2026	Fri	
May 18 - 31	June 13, 2025	Fri		May 17 - 30	June 12, 2026	Fri	18 pay No Ded
June 1 - 14	June 27, 2025	Fri	18 pay No Ded	May 31 - June 13	June 26, 2026	Fri	18 pay No Ded
June 15 - 28	July 11, 2025	Fri	18 pay No Ded	June 14 - 27	July 10, 2026	Fri	18 pay No Ded
June 29 - July 12	July 25, 2025	Fri	18 pay No Ded	June 28 - July 11	July 24, 2026	Fri	18 pay No Ded
July 13 - 26	Aug 8, 2025	Fri	18 pay No Ded	July 12 - 25	Aug 7, 2026	Fri	18 pay No Ded
July 27 - Aug 9	Aug 22, 2025	Fri		July 26 - Aug 8	Aug 21, 2026	Fri	
Aug 10 - 23	Sept 5, 2025	Fri		Aug 9 - 22	Sept 4, 2026	Fri	
Aug 24 - Sept 6	Sept 19, 2025	Fri		Aug 23 - Sept 5	Sept 18, 2026	Fri	
Sept 7 - 20	Oct 3, 2025	Fri		Sept 6 - 19	Oct 2, 2026	Fri	
Sept 21 - Oct 4	Oct 17, 2025	Fri		Sept 20 - Oct 3	Oct 16, 2026	Fri	
Oct 5 - 18	Oct 31, 2025	Fri	No Deductions - All	Oct 4 - 17	Oct 30, 2026	Fri	No Deductions - All
Oct 19 - Nov 1	Nov 14, 2025	Fri		Oct 18 - 31	Nov 13, 2026	Fri	
Nov 2 - 15	Nov 28, 2025	Fri		Nov 1 - 14	Nov 27, 2026	Fri	
Nov 16 - 29	Dec 12, 2025	Fri		Nov 15 - 28	Dec 11, 2026	Fri	
Nov 30 - Dec 13	Dec 26, 2025	Fri		Nov 29 - Dec 12	Dec 24, 2026	Thur	

Appendix C – Pay Dates 2026-2027

Pay Period	Pay Date	Pay Day			Pay Period	Pay Date	Pay Day	
Dec 14 - 27	Jan 9, 2026	Fri	18 pay No Ded		Dec 13 - Dec 26	Jan 8, 2027	Fri	18 pay No Ded
Dec 28 - Jan 10	Jan 23, 2026	Fri			Dec 27 - Jan 9	Jan 22, 2027	Fri	
Jan 11 - 24	Feb 6, 2026	Fri			Jan 10 - Jan 23	Feb 5, 2027	Fri	
Jan 25 - Feb 7	Feb 20, 2026	Fri			Jan 24 - Feb 6	Feb 19, 2027	Fri	
Feb 8 - 21	March 6, 2026	Fri			Feb 7 - Feb 20	March 5, 2027	Fri	
Feb 22 - Mar 7	March 20, 2026	Fri			Feb 21 - Mar 6	March 19, 2027	Fri	
Mar 8 - 21	April 3, 2026	Fri			Mar 7 - Mar 20	April 2, 2027	Fri	
Mar 22 - Apr 4	April 17, 2026	Fri	No Deductions - All		Mar 21 - Apr 3	April 16, 2027	Fri	No Deductions - All
Apr 5 - 18	May 1, 2026	Fri			Apr 4 - Apr 17	April 30, 2027	Fri	
Apr 19 - May 2	May 15, 2026	Fri			Apr 18 - May 1	May 14, 2027	Fri	
May 3 - 16	May 29, 2026	Fri			May 2 - May 15	May 28, 2027	Fri	
May 17 - 30	June 12, 2026	Fri	18 pay No Ded		May 16 - May 29	June 11, 2027	Fri	18 pay No Ded
May 31 - June 13	June 26, 2026	Fri	18 pay No Ded		May 30 - June 12	June 25, 2027	Fri	18 pay No Ded
June 14 - 27	July 10, 2026	Fri	18 pay No Ded		June 13 - June 26	July 9, 2027	Fri	18 pay No Ded
June 28 - July 11	July 24, 2026	Fri	18 pay No Ded		June 27 - July 10	July 23, 2027	Fri	18 pay No Ded
July 12 - 25	Aug 7, 2026	Fri	18 pay No Ded		July 11 - July 24	Aug 6, 2027	Fri	18 pay No Ded
July 26 - Aug 8	Aug 21, 2026	Fri			July 25 - Aug 7	Aug 20, 2027	Fri	
Aug 9 - 22	Sept 4, 2026	Fri			Aug 8 - Aug 21	Sept 3, 2027	Fri	
Aug 23 - Sept 5	Sept 18, 2026	Fri			Aug 22 - Sept 4	Sept 17, 2027	Fri	
Sept 6 - 19	Oct 2, 2026	Fri			Sept 5 - Sept 18	Oct 1, 2027	Fri	
Sept 20 - Oct 3	Oct 16, 2026	Fri			Sept 19 - Oct 2	Oct 15, 2027	Fri	
Oct 4 - 17	Oct 30, 2026	Fri	No Deductions - All		Oct 3 - Oct 16	Oct 29, 2027	Fri	No Deductions - All
Oct 18 - 31	Nov 13, 2026	Fri			Oct 17 - Oct 30	Nov 12, 2027	Fri	
Nov 1 - 14	Nov 27, 2026	Fri			Oct 31 - Nov 13	Nov 26, 2027	Fri	
Nov 15 - 28	Dec 11, 2026	Fri			Nov 14 - Nov 27	Dec 10, 2027	Fri	
Nov 29 - Dec 12	Dec 24, 2026	Thur			Nov 28 - Dec 11	Dec 23, 2027	Thur	

**APPENDIX D
GRIEVANCE REPORT
LEVEL I**

Grievance No. _____

1. Name of Grievant _____ 2. Position _____

3. Building _____

4. Date Cause of Grievance Occurred: _____

5. State Nature of Grievance: _____

6. Relief Sought: _____

7. Grievant's Signature _____

8. Date _____

9. Date Received by Immediate Supervisor _____

10. Decision of Immediate Supervisor: _____

11. Signature of Immediate Supervisor _____

12. Date _____

Attach additional sheets as needed.

Copy distribution: Supt., Supr., Association, Grievant

**GRIEVANCE REPORT
LEVEL II**

Grievance No. _____

1. Name of Grievant _____
2. Building _____ 3. Position _____
4. Date Cause of Grievance Occurred: _____
5. State Grounds for Appeal: _____

6. Grievant's Signature _____
7. Date _____
8. Date Received by Superintendent _____
9. Date of Meeting _____
10. Time _____ 11. Place _____
12. Decision of Superintendent or designee: _____

13. Signature & Title _____
14. Date _____

Attach additional sheets as needed.

Copy distribution: Supt., Supr., Association, Grievant

**GRIEVANCE REPORT
LEVEL III**

Grievance No. _____

1. Name of Grievant _____
2. Building _____ 3. Position _____
4. Date Cause of Grievance Occurred: _____
5. State reason for appeal to Level III (be specific) _____

6. Grievant's Signature _____
7. Date _____
8. Date Received by Board _____
9. Decision by Arbitrator _____

10. Signature _____ 11. Date _____
Arbitrator

Attach additional sheets as needed.

Copy distribution: Supt. & Board, Supr., Association, Grievant

APPENDIX E ANCILLARY DUTIES

Mentor Teacher – If a teacher is placed on a plan of assistance, a colleague-teacher rated effective or highly effective shall be assigned as a mentor to the teacher on the plan, at the request of the administrator or teacher. A Mentor Teacher shall be similarly assigned to teachers new to the profession. The reference to the assignment of a mentor is included for informational purposes and has not been bargained. This mentor teacher shall be paid Three Hundred Fifty Dollars (\$350.00) per semester during which he/she has a mentee.

Lead Teacher - If a teacher writes lesson plans, grades assignments, and/or enters grades for assignments in the absence of a certified teacher for a week or longer, the teacher will receive an additional four (4) hours of pay per week. Rate of pay for this duty will be at row E of the column in the salary scale corresponding to the teacher's educational attainment.

Teacher Assigned to Cover a Class - A teacher who is required to give up his/her planning time to cover a class for a period of a week or longer for an absent teacher will receive an additional hour of pay at his/her regular rate of pay per class covered.