

Alexandria Community School Corporation Master Contract 2025–2026

Contract Term: School Year 2025-2026. The contract term is July 1, 2025, through June 30, 2026.

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ARTICLE I

DEFINITIONS

- A. The term "teacher", when used in this Contract shall refer to all certificated personnel employed by the Corporation except the Superintendent, Principals, Assistant Principals, Supervisors, Substitute teachers, part-time teachers (those signing a contract for less than half a teaching day or less than five (5) days per week; and those signing a temporary contract for less than ninety (90) days.
- B. The terms "Corporation" and "Association" shall include authorized officers, representatives, and agents.
- C. The term "Corporation", when used in this Contract, shall refer to the Alexandria Community School Corporation of the County of Madison of the State of Indiana.
- D. The term "Association", when used in this Contract, shall refer to the Alexandria Education Association of the County of Madison of the State of Indiana.
- E. In this document, any reference to masculine or feminine gender includes all teachers unless otherwise specified.
- F. The term, "additional year of experience", when used in this Contract shall refer to a teacher who has fulfilled a minimum of 120 student days.

ARTICLE II

COMPENSATION

- G. The Corporation as determined by the Superintendent or her designee, will compensate newly hired teachers comparable to other teachers with the same years of experience, performance rating, or competitively to a prior employment.
- H. For those positions that are difficult to fill due to the teacher shortage, the School Corporation may determine the initial starting salary for a newly hired teacher in hard to fill positions. The superintendent or designee will consult with the association president prior to making any offer to the new hire.
- I. Compensation will be provided for required travel between buildings if the distance exceeds one mile at Board approved rate.
- J. The corporation will set aside \$10,000 each year to pay for coursework related to dual credit or high need certifications. The AEA and Superintendent will work together to determine eligibility and application process. Requests for reimbursement will not exceed \$2500 per request. If the teacher leaves within three years of the course work or certification completion, they will be asked to repay the money to the corporation.
- K. Eligibility for Salary Increase: The salary increase shall not apply to:
 - 1. **Newly hired teachers** who were not employed by Alexandria Community School Corporation during the 2024–2025 school year; and

2. **Teachers whose final evaluation rating** for the 2024–2025 school year was **Improvement Needed** or **Ineffective**, as defined by the district’s evaluation plan in compliance with IC 20-28-11.5.

L. Salary Increase Factors and Amounts: For the 2025–2026 school year, eligible teachers may receive up to a maximum **salary increase** of 2.25% based on the following factors in the following amounts:.

1. Evaluation Rating, defined as not having received an improvement needed or ineffective evaluation the previous year, resulting in a salary increase of 1%.
2. Academic Needs of students, defined as providing educational continuity to students by retaining and providing competitive salary increases for all eligible teachers, resulting in a salary increase of 1.25%

In addition to salary increases provided under the compensation model, any eligible teacher who possesses a valid Indiana teaching license with a Literacy Endorsement under IC 20-28-5-19.7 will receive a \$200 increase to base salary.

- M. 2025-2026 Base Salaries for Teachers may not be lower than \$48,700 and not to exceed \$81,000.
- N. Teachers who are assigned or approved by the Superintendent or designee to provide instructional services outside of their regular contractual workday shall be compensated at a rate of thirty dollars (\$30.00) per hour. Such instructional activities may include, but are not limited to, tutoring, credit recovery, summer school instruction, remediation programs, enrichment programs, or other district-approved educational services provided beyond the teacher’s standard contractual duties. Payment shall be made in accordance with the Corporation’s regular payroll schedule and subject to all required withholdings.
- O. Teachers who are required or approved by the Superintendent or designee to attend district-sponsored professional development activities outside of the contractual school year shall receive a daily stipend of one hundred ten dollars (\$110.00) per day. Participation shall be verified by attendance documentation, and stipends shall be issued following completion of the professional development activity in accordance with established payroll procedures.

Longevity Stipend – Beginning with the school board ratification date for this Contract, all teachers remaining employed as a teacher in Alexandria Community School Corporation will receive a longevity stipend when they have completed consecutive employment years in the district. These stipends will come out of the Rainy Day Fund. The milestones are as follows:

3 Yrs -	\$500
5 Yrs	\$1000
10 Yrs	\$1500
15 Yrs	\$2000
20 Yrs	\$2500

ARTICLE III

FRINGE BENEFITS

- P. Life Insurance: The School Corporation will pay all but \$1.00 for a \$50,000 Life Insurance Policy starting September 1st and will cover the teacher only as long as the teacher is employed by the Corporation and signs to elect participation. Retired employees may, at their own expense, continue with their life insurance policy up to the age limitations and benefit changes of the policy. This option is only available at the time of retirement and will be terminated any time the premium becomes delinquent.
- Q. Long Term Disability: The School Corporation will pay all but \$1.00 toward Long Term Disability Insurance only as long as a teacher is employed by the Corporation.
- R. Medical Insurance: If a teacher elects to participate in the Board's group medical insurance plan, the Board will pay 80% of the high deductible plan 3 or 87% of the high deductible plan 4, and the employee will be responsible for the remaining premium.
- This covers an employee until the end of the month when they cease being an employee. When a teacher resigns from employment effective after fulfilling his/her contract year, his/her corporation paid insurance shall continue through July 31st unless that teacher notifies the corporation in writing that he/she desires an earlier insurance termination date.
 - Teachers hired at the beginning of the school year will be eligible for health insurance coverage beginning August 1. Teachers hired during the school year, will be eligible for health insurance coverage on the first of the month, following the date of hire.
 - A teacher may sign up for health insurance coverage during an open enrollment period or during a HIPAA qualifying event.
- S. Payment of Required Background Checks: Beginning July 1, 2017, school corporations, charter schools and nonpublic schools are required to updated Expanded Criminal History checks for current employees every five (5) years. New teachers applying for their initial position in the district will pay for the initial background check. The school corporation will pay for the Expanded Criminal History check for all current teachers that must take place every five years.

ARTICLE IV

RETIREMENT

A. Retirement - (Applicable only to a teacher who was employed and working in this Corporation prior to July 1, 1995)

- a. A teacher must be 58 years of age at the time of retirement and must have been in the Alexandria Community School Corporation for at least twelve years.
- b. The Superintendent must be notified in writing of the teacher's intention to retire by May 15th preceding the year of retirement. In unusual circumstances, such as poor health, the corporation will consider notification presented after the May 15th date but in no case after April 1 of that current school year.
- c. Upon retirement, teachers shall receive a percentage of the accumulated sick leave based on the following scale and regulations:

12 years service, 11% accumulated sick leave, not to exceed 20 days
13 years service, 14% accumulated sick leave, not to exceed 26 days
14 years service, 18% accumulated sick leave, not to exceed 32 days
15 years service, 22% accumulated sick leave, not to exceed 38 days
16 years service, 27% accumulated sick leave, not to exceed 44 days
17 years service, 32% accumulated sick leave, not to exceed 50 days
18 years service, 37% accumulated sick leave, not to exceed 56 days
19 years service, 43% accumulated sick leave, not to exceed 62 days
20 years service, 47% accumulated sick leave, not to exceed 68 days
21 years of service or more, 50% accumulated sick leave, not to exceed 75 days

- d. Of the amount computed in c above:
 - i. The first \$2,000 of this amount shall be paid to the teacher as income at the time that his/her last paycheck is issued; and
 - ii. The balance of this amount shall be made in the form of one (1) annual contribution to a Post- Retirement IRS Section 403(b) plan with the post-retirement contribution due on or within thirty (30) calendar days of January 1 following the teacher's last pre-retirement contract year with this Corporation.
- e. The normal restriction on a teacher's right to make periodic changes in his/her tax sheltered annuities 403(b) contributions shall be waived, therefore, not earlier than ninety (90) days and no later than thirty (30) days prior to the retiring teacher's last paycheck being issued, the retiring teacher may make changes in his/her tax sheltered annuities contributions to place any part or all of this retirement pay he/she will be receiving into the tax sheltered annuity 403(b) program of his/her choice, subject to any rules or restrictions imposed by the vendors of the annuity programs and

all other laws, rules and regulations governing such programs and employee contributions to same.

- f. With salary increases going into effect in January, the retirement pay will be calculated based on the daily rate of the contractual salary. This is applicable in all cases whether the notification is given by May 15 of the preceding year or by April 1 of that current school year.
- g. Retirement pay will be paid to the estate or designated beneficiary of a teacher who dies during the year in which the retirement is to take place if said teacher has given notification of the intent to retire in accordance with Section A, b of this Article. The teacher will indicate the choice of estate or beneficiary at the time said teacher gives notice of the intent to retire.
- h. Retired teachers of the Corporation shall be allowed to remain members for the health care insurance on a single plan until the end of the month the teacher becomes 65. Teachers electing this provision shall pay the premium cost of the insurance. The spouse of a retired/deceased retired teacher who was not using the early retirement incentive will be entitled to coverage in accordance with applicable law at his/her expense to age 65.

B. Early Retirement Incentive (Applicable only to a teacher who was employed and working in this Corporation prior to July 1, 1995)

- a. A teacher must be at least fifty-five (55) years of age and have completed at least twelve (12) years of teaching experience in the Corporation at the time of retirement and before the starting date of school in the year the teacher chooses to retire.
- b. The Superintendent must be notified in writing of the teacher's intention to retire by May 15 proceeding the school year of retirement. Request for early retirement submitted after May 15 of the year prior to retirement may be denied at the sole discretion of the Board.
- c. The dollar amount to be received is equal to 1/2 the beginning bachelor's salary from the 2011-12 Schedule (\$34,339) divided by 26 multiplied times the number of bi-weekly pay periods calculated to the end of the month that the retiree turns age 62 beginning the month immediately following retirement plus \$20.00 per sick leave day accumulated above 150 days. Of the amount computed:
 - i. The first \$2,000 of this amount shall be paid to the teacher as income at the time of his/her last paycheck is issued; and
 - ii. The balance of this amount shall be made in the form of equal annual contributions to a Post-Retirement IRS Section 403(b) plan for the number of years until the teacher turns 62 or five years, whichever is less, beginning with the first post-retirement contribution due on or within thirty (30) calendar days of January 1

following the teacher's last pre- retirement contract year with this Corporation.

- d. The normal restriction on a teacher's right to make periodic changes in his/her tax sheltered annuities 403(b) contributions shall be waived, therefore, not earlier than ninety (90) days and no later than thirty (30) days prior to the retiring teacher's last paycheck being issued, the retiring teacher may make changes in his/her tax sheltered annuities contributions to place any part or all of this early retirement incentive pay he/she will be receiving into the tax sheltered annuity 403(b) program of his/her choice, subject to any rules or restrictions imposed by the vendors of the annuity programs and all other laws, rules and regulations governing such programs and employee contributions to same.
- e. Insurance Premium Entitlement — The Corporation shall pay for a single health insurance plan less \$1.00 per year for the employee choosing the early retirement option (B) from the date of retirement until the end of the month that the teacher reaches age sixty-five (65). The employee may purchase additional health insurance for their family by paying the difference in the costs of the single health plan and the elected plan. (employee/child, employee/spouse, employee/family) The date for payment must be received on or before that date for the policy to remain in effect. The parties agree that to the extent allowed by law, the Corporation may utilize an aggregate VEBA as a resource for meeting its obligations toward premium payments for retired teachers who presently and/or subsequently participate in the early retirement option. Insurance coverage will cease when the employee reaches age sixty-five (65). Any teacher choosing not to participate in the early retirement option will be provided for as the current contract stipulates.
 - i. Employees approved for early retirement prior to April 1, 2013 with the 2012-13 school year concluding their employment; shall continue to only pay \$1.00 per year for the single health insurance plan as described above.
 - ii. Employees approved for early retirement after January 1, 2013; shall pay the current negotiated teacher rate.
- f. In the event an early retiree dies before receiving the amount he/she would have received under the Retirement (A) calculation above, the Corporation will only be responsible for the difference between what the retired teacher would have received in Retirement pay and the amount he/she has received in Early Retirement pay and post-retirement 403 (B) contributions. This amount will be paid to the retired teacher's heir or estate.

C. I.R.S. Qualified Retirement Plan (Applicable only to a teacher hired on or after July 1, 1995 who did not sever employment prior to September 1, 2003)

- a. 401(a) payments —Teachers will receive an annual contribution that equals 1% of base salary paid to a 401(a) individual retirement plan. Teachers will be 100% vested in this plan with 6 years of service in this corporation. Contributions for these payments will be made quarterly pending vendor selection.
- b. Beginning for the 2025-26 school year, Alexandria Community School Corporation will contribute an additional 1% of base salary paid to a 401(a) individual retirement plan for employees who contribute at least 1% of base salary to a Voluntary 403 (b).
- c. 501 c 9 (VEBA) payments —Teachers will receive an annual contribution that equals .75% of base salary paid to a 501 c 9 (VEBA). Teachers will be 100% vested in this plan with 6 years of service in this corporation. Contributions for these payments will be made quarterly pending vendor selection.

D. Plan Eligibility

- a. Retirement — A teacher meeting the qualifications listed in Title VII, A, a and b, and hired prior to 7/1/95 may choose this option. By choosing this option, they waive their right to the Early Retirement Incentive option.
- b. Early Retirement Incentive — A teacher meeting the qualifications listed in Title VII, B, a and b, and hired prior to 7/1/95 may choose this option. By choosing this option, they waive their right to the Retirement option.
- c. I.R.S. Qualified Retirement Plan — Teachers hired on or after 7/1/95 that did not sever employment prior to September 1, 2003 are eligible for this option. Teachers hired on or after 7/1/95 are not eligible for the Retirement or Early Retirement Incentive options.

Fees for the 403(b), 401(a), and individual 501 c 9 (VEBA) plans will be paid by the participant of the plans. Fees for the Aggregate VEBA will be paid by the Corporation.

ARTICLE V

LEAVES OF ABSENCE

- A. Sick Leave: Such leave may be used for illness.
 - a. A teacher is entitled to 10 days sick leave the first year of teaching.
 - b. On the second year a teacher shall be entitled to nine (9) days).
 - c. After the first year, sick leave days accumulated in an immediately previous corporation will be transferred to this corporation at a rate of 3 days/year. This provision will follow the established law.

- d. The total unused portion of the annual sick and personal leave allowance shall accumulate as sick leave up to 250 days.
- e. Sick leave days accumulated by a teacher prior to a leave of absence shall be credited to the teacher upon return.
- f. Accumulated sick leave days may be requested for that part of a pregnancy leave for which a physician certifies that the teacher is incapable of performing regular teaching duties.
- g. All eligible teachers have rights guaranteed to them by the Family and Medical Leave Act (FMLA). The leave provisions of this Master Contract are intended to be consistent with FMLA. Sick leave taken during FMLA will run concurrent with FMLA leave.
- h. Staff members taking a sick day the day prior to a break starting or the day after a break ends must provide a doctor's note for the day to count as a sick day. If a note isn't provided, the day will be unpaid and can be subject to progressive discipline.

B. Other Leaves: Short Duration

- a. **Bereavement Leave:** A teacher may be allowed leave from work with pay for the death of family members. Such leave shall be for the purpose of attending the funeral and/or memorial or graveside services or attending to legal matters.
 - i. *Immediate Family Death:* The leave shall begin with the days following the death and shall continue for five consecutive school days. Should the teacher return to teaching duties before five consecutive school days have elapsed, the teacher may, upon approval of the Superintendent, be allowed one (1) day for the transaction of business related to the death. The day shall be taken within three months of the death. Immediate family shall be defined to include spouse, son, daughter, father, mother, brother, sister, step-child, mother-in-law, father-in-law, step-father, or step-mother. If the funeral or other services are out-of-state, an additional two (2) contracted days shall be granted, if needed, for the employee to travel to and from the services.
 - ii. *Family Death:* A teacher may be allowed up to four (4) calendar days leave for a death in the family. The term family shall mean grandparents, brothers-in-law, and sisters-in law.
 - iii. *Other Family Death:* A teacher may be allowed up to three (3) calendar days for the death of a niece, nephew, aunt or uncle.

- C. **Personal Leave:** Teachers shall be granted two (2) days personal leave with pay per school year.
- a. This leave is to be used for matters which cannot be scheduled outside of regular school hours.
 - b. Personal leave or vacation days may not be used to extend a scheduled holiday, school break, or vacation period without the prior written approval of the Superintendent. Any such approved day shall be considered unpaid leave, regardless of the teacher's available personal or vacation leave balance.
 - c. Notification of personal leave should be made no later than two (2) days prior to such leave except in cases of emergency.
 - d. Personal leave shall not be considered as sick leave.
 - e. Unused personal leave shall be credited from year to year as unused sick leave.
 - f. Teachers will have the option of using two (2) sick leave days per year as a personal/emergency day (this is an addition to the two (2) previously negotiated days and gives the teacher the potential of four (4) personal/emergency days per school year). No more than three (3) personal days may be used consecutively.
 - g. Paternity Leave - When a child is born to the wife of a male employee, the teacher shall be granted up to five (5) days paternity leave as either sick leave or unpaid days.
- D. *Family Illness:* A teacher shall annually be allowed to use ten (10) sick leave days because of illness in the immediate family, which for these purposes shall be defined as: spouse, child (natural or adopted), child or adult in the custodial care of the teacher, mother or father, mother-in-law, father-in-law. This also includes any person living with the teacher or for whom the teacher has an established relationship, which would approximate their relationships delineated herein. Teachers may use additional sick leave days beyond the ten (10) allocated for family illness if a medical physician provides a statement to the Superintendent and/or the Board.
- E. *Jury Duty:* Teachers called to serve on jury duty during regular contract days may be requested to surrender any jury duty pay (excluding meals and parking fees) and will receive their full contracted salary. A teacher may elect to use personal days to serve on a jury.
- F. Time lost from school by a teacher directly connected with a school related incident of assault and battery when a teacher was properly discharging the teacher's duties and following corporation guidelines in a professional manner shall be handled in the following manner:

- a. Time for a summoned and official appearance in court shall result in no loss of compensation or benefits and no reduction in accumulative leave.
- b. In case of disability from such an incident, the teacher will not lose compensation or benefits not covered by Workmen's Compensation regulations to a maximum of thirty (30) days without reduction in accumulative leave. Additional days may be granted at the discretion of the Superintendent.
- c. Time off from work will be determined in writing by the teacher's physician with review and final determination by a physician appointed by the Superintendent at the Superintendent's discretion. The second opinion would be paid for by the corporation.
- d. The corporation's current health insurance policy will dictate coverage for medical costs. The corporation's attorney may be consulted and/or act as legal counsel at the discretion of the Superintendent, if requested by the teacher.

G. Substitute Teacher Coverage Incentive

- a. Certified staff members may volunteer to provide classroom coverage during their scheduled preparation period when a substitute teacher or internal coverage is needed.
 - 1. **Voluntary Coverage:**
 - a. Teachers who volunteer to cover a class during their preparation period will be compensated \$25.00 per class period.
 - b. Compensation will be processed through the district payroll system as additional pay, separate from contracted salary.
 - 2. **Assignment of Coverage:**
 - a. When volunteer coverage options have been exhausted for the day, administration may assign teachers to cover classes during their preparation period on a rotational or equitable basis.
Assigned teachers will receive the same \$25.00 compensation as voluntary coverage.
 - b. Building principals will maintain records of all voluntary and assigned coverages to ensure fairness and consistency.
 - 3. **Exclusions:**
 - a. This policy applies only to coverage within the teacher's regular building during the standard school day.
 - b. It does not apply to extracurricular supervision, detention, after-school programs, or other non-instructional assignments.
 - 4. **Effective Date:**
This policy will take effect immediately upon board approval and will be reviewed annually for effectiveness and budget impact.

ARTICLE VI

LEAVE FOR MAJOR DISABILITY

This policy shall apply to leave in all cases where a teacher is unable to teach because of a disability, substantial in nature or duration. Such physical disability shall include, among other items, disability arising from major surgery, physical illness, mental illness or severe emotional disturbance, causing a disability for more than three (3) weeks.

- A. Anticipated Disability. Where disability can reasonably be anticipated as in the case of a scheduled operation, the following rules shall apply:
 - a. The teacher requesting leave shall notify the building principal of the expected time of leave as soon as is reasonably possible.
 - b. It is recommended that the leave shall begin at the end of a grading period. If this is impossible, it is the duty of the teacher taking the leave to figure grades for that portion of the grading period that the teacher was teaching. However, in emergency cases where the teacher is physically, mentally, or emotionally unable to perform this function, this requirement may be waived by the Superintendent.
 - c. Where the teacher's condition raises any serious problem to the teacher's health in the period prior to the beginning of the leave, the Corporation may request and condition the time leave begins, on a statement by the teacher's physician as to the teacher's ability to continue teaching.
- B. Unanticipated Disability. When the disability cannot be reasonably anticipated the commencement of the disability leave shall begin no later than the teacher's attending physician determines. The Corporation may require a statement by the physician on these medical questions.
- C. Time of Return to Teaching Duties. Subject to notice and other requirements set out in paragraph D, the teacher may resume teaching duties at such time as in the opinion of the teacher and the teacher's physician that the teacher is able to resume teaching. The Corporation may, at its option, require the certificate of the physician to this effect.
- D. Notice of Return to Teaching. As soon as reasonably determinable after the commencement of the disability leave, the teacher shall notify the Office of the Superintendent of the estimated time of return to teaching, or of the fact that the teacher does not intend to resume teaching duties and shall, if intending to return to teaching keep the Corporation advised of any change in such estimated time. Teachers intending to resume teaching duties shall so notify the Office of the Superintendent as soon as they have recovered from their disability, and shall furnish the Corporation proof of their continued disability at any time during such

disability, if requested by the Superintendent of Schools. Unless waived by the Corporation, the teacher shall not be entitled to return to teaching duties unless at least two (2) calendar weeks' notice is given by the teacher of the intention to return to work

- E. Limitations. No leave under this provision may be granted for a period exceeding one (1) year.
- F. Sick Leave Usage. Any teacher taking leave of absence under this provision may use any days of sick leave, which the teacher has accumulated under the provision of this contract, but shall be required at the option of the Corporation, to present a doctor's certificate of disability to justify such use of accumulated sick leave days.

ARTICLE VII

SICK LEAVE TRANSFER

Certified employees may donate one sick leave day per semester to another certified employee in need of such donation. The governing of all leave donations will be handled by the Teachers' Association, and the assignment of those donated days will be handled by Central Office.

The maximum number of days a certified employee may receive is 30 days per school year. The receiving employee may keep unused donated days until the end of the school year at which time unused days will revert back to original donors governed by The Association.

A person requesting sick bank days:

1. Have used all their own sick days before sick bank days can be used.
2. Made a formal request to the Teachers' Association
3. Could receive a maximum of 30 donated days per semester depending on the number donated.
4. May only use sick bank days for sickness or medical issues.
5. May not use sick bank days to extend non-medical leave or maternity leave.

ARTICLE VIII

GRIEVANCE PROCEDURE

Definition

A grievance is an alleged violation or claimed misinterpretation of a specific article or section of this Agreement.

Procedure

Step One.

1. Within ten (10) calendar days excluding Fall, Winter and Spring vacation of the time that the grievant knew, or reasonably should have known, of the grievance, the grievant shall present the grievance to Principal. The principal will respond orally or in writing within five (5) school calendar days.

Step Two.

2. Within five (5) working days of the oral answer, if the grievance is not resolved, it shall be stated in writing, signed by the grievant and submitted to the building principal.
3. The grievance shall (1) name the employee involved, (2) state the facts giving rise to grievance, (3) identify the specific provision of this Agreement alleged to be violated, (4) state the intention of the grievant with respect to the grievance and, (5) indicate the specific relief requested.
4. Within five (5) working days after receiving the written grievance, the principal shall communicate the principal's answer in writing to the grievant.

Step Three.

5. If the grievance is not resolved in Step Two the grievant may, within ten (10) working days of receipt of principal's answer, appeal to the Superintendent by filing the grievance and the principal's answer, along with any written response of the grievant to the answer of the principal, within the Office of the Superintendent, which shall receipt therefore.
6. The Superintendent, or the Superintendent's designated representative, shall give the grievant an answer in writing no later than ten (10) working days after receipt of any written grievance properly filed with the Superintendent's Office.

Step Four.

7. Within ten (10) working days after receiving the decision of the Superintendent, the teacher may request a meeting with the Board. The Board will meet with the teacher and respond in writing to the grievant no later than twenty (20) working days after receipt of any written grievance.
8. The Board may not consider any material, allegation or remedy that was not presented in Step Three.

ARTICLE IX

EXTRA-CURRICULAR ACTIVITIES SCHEDULE

* Position and compensation may be divided between 2 or more individuals upon agreement between the Corporation and the Association.

*Assistant coaches (Employed as a certified teacher with the Corporation, under a Regular Teacher's Contract) receive a minimum of 50% of the head coach's salary. Wages of lay coaches were not bargained but included for informational purposes only.

**The number of positions was not bargained and is included solely for informational purposes only.

TIER 1 POSITIONS:	Stipend
Basketball - Boys - Head	\$8,000.00
Basketball - Girls - Head	\$8,000.00
Football - Head	\$8,000.00
TIER II POSITIONS:	
Director Of Summer Bands	\$5,900.00
TIER III POSITIONS:	
Baseball - Head	\$4,800.00
Basketball - Boys - JV Coach	\$4,800.00
Basketball - Girls - JV Coach	\$4,800.00
Boys Wrestling - Head	\$4,800.00
Girls Wrestling - Head	\$4,800.00
Softball - Girls - Head	\$4,800.00
Track Co-Ed Head	\$4,800.00
Volleyball - Head	\$4,800.00

TIER IV POSITIONS:	
Academic Competition Coach	\$4,577.00
TIER V POSITIONS:	
7th/8th Grade Football	\$3,800.00
8th Grade Boys Basketball	\$3,800.00
8th Grade Girls Basketball	\$3,800.00
Basketball - Boys - 9th	\$3,800.00
Basketball - Boys 7th	\$3,800.00
Basketball - Girls - 9th	\$3,800.00
Basketball - Girls 7th	\$3,800.00
Cross Country	\$3,800.00
Director Of Bands	\$3,800.00
Director Of Choirs	\$3,800.00
Football - 9th	\$3,800.00
Football - Assistant (3) @	\$3,800.00
Football - Assistant (3) @	\$3,800.00
Football - Assistant (3) @	\$3,800.00
Golf - Boys - Head	\$3,800.00
Golf - Girls - Head	\$3,800.00
Soccer-Boys-Head	\$3,800.00
Soccer-Girls-Head	\$3,800.00
Tennis - Boys - Head	\$3,800.00
Tennis - Girls - Head	\$3,800.00
TIER VI POSITIONS:	
8th Grade Volleyball	\$2,500.00
Assistant Director-Color Guard	\$2,500.00
Event Manager (3)	\$2,500.00
Event Manager (3)	\$2,500.00
Event Manager (3)	\$2,500.00
Track - Boys 6-8th Grades	\$2,500.00
Track - Girls 6-8th Grades	\$2,500.00
Volleyball 7th Grade	\$2,500.00

Wrestling 6-8th Grades	\$2,500.00
TIER VII POSITIONS:	
7th/8th Grade Football Assistant	\$1,850.00
7th/8th Grade Football Assistant	\$1,850.00
Academic Competition Asst. Coach (2) @	\$1,850.00
Baseball Assistant (2) @	\$1,850.00
Baseball Assistant (2) @	\$1,850.00
Cross Country 6-8th	\$1,850.00
Softball - Girls - Assistant (2) @	\$1,850.00
Softball - Girls - Assistant (2) @	\$1,850.00
Track Co-Ed Assistant (3)	\$1,850.00
Track Co-Ed Assistant (3)	\$1,850.00
Track Co-Ed Assistant (3)	\$1,850.00
Volleyball - Assistant	\$1,850.00
TIER VIII POSITIONS:	
Basketball - Boys 6th	\$1,600.00
Basketball - Girls 6th	\$1,600.00
Head Cheer Coach-Basketball Season	\$1,600.00
Head Cheer Coach-Football Season	\$1,600.00
TIER IX POSITIONS:	
Baseball Assistant J.V.	\$1,500.00
Basketball - Boys - Varsity Asst.	\$1,500.00
Basketball - Girls - Varsity Asst.	\$1,500.00
Boys Wrestling - Assistant	\$1,500.00
Football - 9th - Assistant	\$1,500.00
Girls Wrestling - Assistant	\$1,500.00
Softball - Girls Softball JV Asst	\$1,500.00
TIER X POSITIONS:	
Student Council (2)	\$1,400.00
Student Council (2)	\$1,400.00
TIER XI POSITIONS:	
Assistant Director-Percussion	\$1,200.00

Jr. High Baseball	\$1,200.00
Jr. High Boys Tennis	\$1,200.00
Jr. High Co-Ed Golf	\$1,200.00
Jr. High Girls Tennis	\$1,200.00
Jr. High Softball	\$1,200.00
Soccer-Boys-Assistant	\$1,200.00
Soccer-Girls-Assistant	\$1,200.00
Tennis - Boys - Assistant	\$1,200.00
Tennis - Girls - Assistant	\$1,200.00
Volleyball - 2nd Assistant	\$1,200.00
TIER XII POSITIONS:	
Asst. Jr High Baseball Coach	\$950.00
Asst. Jr High Softball Coach	\$950.00
Bowling Coach	\$950.00
Food Pantry Director	\$950.00
Music 4-6th Grades	\$950.00
Volleyball - 6th Grade	\$950.00
Yearbook Sponsor AMHS	\$950.00
TIER XIII POSITIONS:	
8th Grade Cheer Coach	\$850.00
Academic Sponsor 7-8th Grade	\$850.00
AMES Yearbook Sponsor	\$850.00
Archery Coach	\$850.00
Class Sponsor - Junior (2) @	\$850.00
Class Sponsor - Junior (2) @	\$850.00
Class Sponsor - Senior (2) @	\$850.00
Class Sponsor - Senior (2) @	\$850.00
Department Heads (8) @	\$850.00
Department Heads (8) @	\$850.00
Department Heads (8) @	\$850.00
Department Heads (8) @	\$850.00
Department Heads (8) @	\$850.00

Department Heads (8) @	\$850.00
Department Heads (8) @	\$850.00
Department Heads (8) @	\$850.00
Drama Sponsor	\$850.00
Guidance Counselor	\$850.00
TIER XIV POSITIONS:	
Academic Sponsor 4-6th Grade	\$580.00
AMES Student Council 3-6th Grade	\$580.00
AMJHS Student Council	\$580.00
Assistant Cheer Coach-Basketball Season	\$580.00
Assistant Cheer Coach-Football Season	\$580.00
Assistant Director-Brass	\$580.00
Cheer Coach - 7th Grade	\$580.00
Drama 4-6th Grades	\$580.00
Elementary Leadership Team (8)	\$580.00
Elementary Leadership Team (8)	\$580.00
Elementary Leadership Team (8)	\$580.00
Elementary Leadership Team (8)	\$580.00
Elementary Leadership Team (8)	\$580.00
Elementary Leadership Team (8)	\$580.00
Elementary Leadership Team (8)	\$580.00
Elementary Leadership Team (8)	\$580.00
eSports Coach (2) @	\$580.00
Music Enrichment-AMES	\$580.00
Optional ECA (Bldg Assigned)-AMES	\$580.00
Optional ECA (Bldg Assigned)-AMES	\$580.00
Optional ECA (Bldg Assigned)-AMES	\$580.00
Optional ECA (Bldg Assigned)-AMHS	\$580.00
Optional ECA (Bldg Assigned)-AMHS	\$580.00
Optional ECA (Bldg Assigned)-AMJHS	\$580.00
Optional ECA (Bldg Assigned)-AMJHS	\$580.00
Robotics Club-AMES	\$580.00

Secondary Robotics Club	\$580.00
Unified Sports Coach	\$580.00
Tier XV Positions:	
Class Sponsor - Eighth (1)	\$400.00
Class Sponsor - Freshman (2) @	\$400.00
Class Sponsor - Freshman (2) @	\$400.00
Class Sponsor - Sophomore (2) @	\$400.00
Class Sponsor - Sophomore (2) @	\$400.00
Recycling Club Sponsor AMHS	\$400.00
Unified Robotics Elementary	\$400.00
Tier XVI Positions:	
Cheer Coach - 6th Grade	\$350.00
Student Council K-2	\$350.00

ARTICLE X

ATTESTATION AND TERMS OF AGREEMENT

The undersigned attest to the following:

A public hearing was held in compliance with I.C. § 20-29-6-1(b) on Friday, August 29, 2025, and electronic participation from the parties and/or public WAS NOT permitted; and

A public meeting in compliance with I.C. § 20-29-6-19 was held on Tuesday, November 4, 2025, to discuss the tentative agreement and electronic participation from the governing body and/or public WAS NOT permitted.

Contract Term: School Years 2025-26

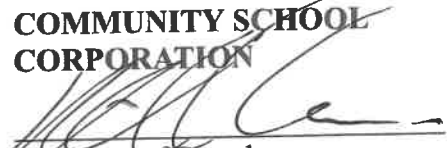
This Contract is made and entered into at Alexandria, Indiana, on this day of by and between the Board of School Trustees of the Alexandria Community School Corporation, County of Madison, State of Indiana, party of the first part, heretofore referred to as the "Corporation", and the Alexandria Education Association, County of Madison, State of Indiana, party of the second part, heretofore referred to as the "Association."

Association Date of Ratification: November 3, 2025

Board of School Trustees Date of Board Approval: November 10, 2025.

This Contract is attested to by the parties whose signatures appear below:

**BOARD OF SCHOOL TRUSTEES
OF THE ALEXANDRIA
COMMUNITY SCHOOL
CORPORATION**


President of Board
Kyle Williams


Superintendent
Brent Baker

ALEXANDRIA EDUCATION ASSOCIATION


President of Association
Matt DeVault


Chief Negotiator for the Association
Leigh Bivens