Shenandoah School Corporation

5100 N. Raider Road
Middletown, IN 47356

CONTRACT BETWEEN THE BOARD OF SCHOOL TRUSTEES OF THE SHENANDOAH SCHOOL CORPORATION AND THE SHENANDOAH EDUCATION ASSOCIATION

August 1, 2025 – June 30, 2026

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PREAMBLE AND ARTICLE I

Representation For Collective Bargaining

This CONTRACT entered into this 10th Day of Of November 2025, by and between the Board of School Trustees of the Shenandoah School Corporation hereinafter called the Board, and the Shenandoah Education Association, an affiliate of the Indiana State Teachers Association and the National Education Association, hereinafter called the Association.

WITNESSETH:

WHEREAS: The Board and the Association recognize and declare that providing quality education for the children of the Shenandoah School Corporation is their mutual aim, and

WHEREAS: The Board and its designated representatives have met with the representatives of the Association and entered into extended, deliberate negotiations concerning salary, wages, and salary and wage related fringe benefits, and

WHEREAS: Pursuant to Indiana law, the Association serves as the exclusive representative for collective bargaining and discussion purposes as defined by law for the persons employed by the Board that are members of the following bargaining unit: All full time certificated school employees, as defined in I.C. 20-29, of the Shenandoah School Corporation of Henry County, Indiana excluding the Superintendent, Assistant Superintendent, principals, assistant principals, and high school athletic director. Duties that are administrative in nature and/or involve access and use of confidential records would exclude a school employee from the bargaining unit. However, simply applying a title to a position is not sufficient basis for exclusion.

The Board and Association agree as follows:

Definitions:

A. The term "teacher," when used in this Contract, shall refer to all persons employed by the Board and included in the bargaining unit.
B. The term "Board" and "Association" shall include authorized officers, representatives, and agents.
C. The term "School Corporation," when used in this Contract, shall refer to the Shenandoah School Corporation of the State of Indiana.
D. When references are made to one sex in this Contract, the reference shall also include the opposite sex.

ARTICLE II

Teacher Compensation

Section 1 - Salary

A. New Hire Placement Schedule: 2025-2026 School Year*

For any teacher employed by the Shenandoah School Corporation, the base salary for all new hires will be determined based on years of experience and level of education based on the New Hire Placement Schedule in Appendix B. The Superintendent has the discretion to place the new teacher one or two rows higher based on the needs of the corporation. In all instances, the Superintendent would confer with the SEA leadership to maintain some level of consistency among teacher salaries.

B. Teacher Compensation System: 2025-26 School Year

Funds provided by the SSC that are committed to the teachers as a result of bargaining will be distributed through the Teacher Compensation System based on the relevant data collected in the previous school year.

This provision applies to bargaining unit members employed in 2025-2026 who were employed in 2024-2025.

Salary Range:
Salaries at Shenandoah School Corporation for current Bargaining Unit members range from $44,000 to $88,587.94. The salary range, after increases are awarded, will be from $45,000 to $91,032.69.

Eligibility Statement:
Only teachers who are rated highly effective or effective in the prior school year are eligible for a salary increase. Teachers who are evaluated as Needs Improvement or Ineffective (bottom 2 categories in the SSC Teacher Performance Evaluation System) are not eligible to receive any salary increase. If necessary, compensation money for increases that otherwise would have been given to a teacher whose performance is rated Ineffective or Needs Improvement will be redistributed according to the Teacher Compensation System among teachers whose performance is rated Effective or Highly Effective.

Factors for salary increase:

- Teachers will receive a $2,150 salary increase to their base salary for an evaluation rating of highly effective or effective.
- Teachers who have newly attained a teaching license with a literacy endorsement will receive a $215.00 salary increase. Teachers must submit their license (or proof that it is in process) by November 15th to be considered for the salary increase.

Category Definitions

1. Teacher Evaluation (added to base)
   - Teachers who score in the top two categories (Highly Effective or Effective) on the evaluation instrument.

2. Academic Needs (added to base)
   - Teachers who have newly attained a teaching license with a literacy endorsement.

Minimum Salary

No full-time classroom teacher (a teacher who instructs students at least 50% of the workday) is earning less than forty-five thousand dollars ($45,000).

Professional Development Stipend

A stipend of $18.00 per hour will be paid to teachers for each hour of approved professional development that extends beyond contract hours.

Extended Contract

Compensation for an extended contract will be calculated at daily rate times the number of days granted.

Section 2

The ECA Schedule is set forth in Appendix C of this contract.

Any reference to the number of positions is for informational purposes only and was not bargained.

Any reference to the number of days for an extended contract is for informational purposes only in this contract.

Section 3

The Board agrees to pay the 3% of Teacher Retirement Fund Contribution.

Section 4

Factors hereinafter stated shall constitute the retirement program of the corporation and shall be counted as a part of the cost of any salary agreement between the Board and the Association.
Beginning January 1, 2005, the Board shall provide the following benefits for all members of the bargaining unit.

1. IRS Code Section 401(a) - Ongoing

Effective during the term of this Agreement the parties agree that the Board shall contribute an amount equal to 2% of each teacher's base salary to the corporation's 401(a)-Ongoing plan on a monthly basis. Bargaining unit members will become vested in this program according to the following schedule. Until such time of becoming vested and upon termination of employment for any reason, including death, other than total disability, the non-vested Board contributions and earnings shall be used to offset the contributions for that year. In the event of termination due to total disability, the affected employee will be considered vested.

Vesting Schedule:	6 years of employment	20%
	7 years of employment	40%
	8 years of employment	60%
	9 years of employment	80%
	10 years of employment	100%

Years counted for vesting are all Shenandoah School Corporation years of service since the employee was hired. A year of service will be defined according to ISTRF guidelines.

2. VEBA (Voluntary Employee Benefit Association) - Ongoing

Effective during the term of this Agreement the parties agree that the Board shall contribute an amount equal to 2% of each teacher's base salary to the corporation's VEBA plan.

Bargaining unit members will become vested in this program upon completion of ten (10) years of employment with SSC. Upon such time of becoming vested, all monies contributed by the Board shall be available to the employee upon separation from employment for any reason, excluding death. Until such time of becoming vested all monies contributed by the Board shall not be available to the employee and upon termination of employment for any reason, including death, other than total disability, the Board contributions shall be retained by the fund as provided for within the plan. In the event of termination due to total disability, the affected employee will be considered as vested.

3. Insurance Participation

Corporation retirees and their spouse, if their spouse has had continuous coverage on the SSC plan and was not part of the spousal carve-out program or eligible for other insurance coverage, shall be allowed to remain on the group health and dental plans at their own expense until the first (1st) day of the month following their eligibility for Medicare. A retiree is defined as a teacher who meets the criteria as established by state law. (IC5-10-8-2.6(g).)

4. Total Disability

For purposes of Section 5 and to qualify for total disability, a teacher must be adjudged permanently disabled by the Indiana State Teachers' Retirement Fund, (ISTRF).

Retirement Buy Out Provisions

Section 5

401(a) Buyout and VEBA Buyout

Effective January 1, 2005, the parties agree that the following provisions shall be enacted for all teachers who were under contract prior to the end of the 1998-1999 school year. The Educational Services Company ("ESC") actuarial study will be used by the school corporation to buy out the current benefits as provided by Article IV, Section 5 of the 2000-2001 Master Agreement as they applied to all employees who were under contract for the 1998-1999 school year. The provisions of this buy out shall be as follows:

Based upon the following factors and others used by ESC, the cost to buy out the members of the bargaining unit who qualify shall be determined by the aforementioned study.

· Assumed Initial Interest Rate	4%
· Initial Interest Rate Period	2 years
· Assumed Ultimate Interest Rate	7.25%
· Mortality Table	up 94 female table
· Cash Flow Interest Rate	3.8%
· Cash Flow Mortality Table	no deaths
· Termination Assumption	2.4%
· Sick day accruals	5 days
· Assumed Retirement Age	58
· Corporation FICA	no
· Retain Participant FICA	yes
· Substitute Daily Rate	$50
· Salary Inflation Factor	0%
· Health Insurance Premium Rate	$6,400

Years of Service Delimiter **Under contract during the 1998-99 school year**

The amounts determined by these calculations shall be distributed in the following manner Retirement/Severance Benefits:

401(a) Buyout

The amount due in this calculation shall be reduced by the amount of the principal contributed to the teacher's 403(b) account by the Board as determined on June 30, 2004 and deposited in the 401(a) Buyout account.

Bargaining unit members will become vested in this program upon attaining the age of 55 and qualifying for retirement, including reduced benefits, under the rules of the Indiana State Teachers Retirement Fund. Until such time of becoming vested all monies contributed by the Board shall not be available to the employee and upon termination of employment for any reason, including death, other than total disability, the Board contributions shall be retained by the fund as provided for within the plan. In the event of termination due to total disability, the affected employee will be considered as vested. The reallocation will be done in the same manner in which the original deposit was made.

Health Insurance Benefits:

<u>VEBA Buyout</u>

The amount due in this calculation shall be deposited in the Voluntary Employee Benefit Association (VEBA) Buyout.

Bargaining unit members will become vested in this program upon attaining the age of 55 and qualifying for retirement, including reduced benefits, under the rules of the Indiana State Teachers Retirement Fund. Until such time of becoming vested all monies contributed by the Board shall not be available to the employee and upon termination of employment for any reason, including death, other than total disability, the Board contributions shall be retained by the fund as provided for within the plan. In the event of termination due to total disability, the affected employee will be considered as vested. The reallocation will be done in the same manner in which the original deposit was made.

<u>Section 6</u>

For the term of this Contract, the Board shall continue to carry excess liability insurance in the same amount and on the same basis, which it presently carries, provided the Board finds an insurance company willing and able to provide said insurance in such amounts and on such basis. In the event the Board does not find such company and coverage, then the parties will meet to negotiate a substitute provision.

<u>Section 7</u>

1. Health Insurance: * (Effective January 1, 2025)

The Board shall provide health insurance for teachers who elect this coverage. The Board will provide an Individual Coverage Health Reimbursement Arrangement Plan (ICHRA). The Board will provide each employee a monthly amount between **$319.35 and $958.03** depending on the age of the employee and the type of plan (single or family) according to the standards set by the Internal Revenue Service (IRS). The teacher shall pay the remainder of the premium to be taken out in 24 pays. For teachers age 65 or over, the Board will pay the full cost of a Medicare supplement insurance policy for such teachers who elect not to enroll in the Corporation's health insurance program, due to enrollment in Medicare. Any retiree currently participating in the corporation's health insurance plan may change coverage only pursuant to the terms and conditions established by the health insurance carrier.

*Anniversary / Renewal dates are dictated by the plan and not Shenandoah School Corporation.

All Coverage Information is contained in the Plan Documents.

Section 8

The Board shall offer a group dental plan for teachers. The Board shall pay an amount not to exceed one dollar ($1.00) per month for each teacher who desires to participate. The dental plan will include the teacher's choice of dentist, if possible.

Section 9

The Board shall offer a group optical plan for teachers. The Board shall pay an amount not to exceed one dollar ($1.00) per month for each teacher who desires to participate. The optical plan will include the teacher's choice of provider, if possible.

Section 10

The Board agrees for the term of this Contract to provide teachers with Group Term Life Insurance in the amount of $50,000 and a like amount ($50,000) of Accidental Death and Dismemberment Insurance (AD&D). The Board shall pay the full cost of such coverage, less $1.00.

Section 11

The Board shall provide Group Long Term Disability Insurance. Such insurance shall provide an Accident and Sickness benefit of 66-2/3% of salary. Such Accident and Sickness benefit shall be payable from the 91st day of disability (after a 90-calendar day waiting period) to age 65. If the terms of the policy so provide, it will cover all preexisting conditions and future increases in Social Security benefits will not reduce the amount of monthly benefits payable under the plan. The Board shall pay the full cost of such plan less $1.00.

Section 12

The benefits provided to employees by Section 125 of the Revenue Act of 1978 shall be made available to any bargaining unit member so requesting. An amount not to exceed 50% of salary may be set aside by the employee for the selection of benefits, under Section 125 of the

Internal Revenue Code, which are non-taxable benefits of major medical, long term disability, short term disability, Section 79 life, non-reimbursed medical, and dependent care. The Trust account fees shall be paid by the Board. The Board will utilize the plan document of the plan's carrier.

Section 13

When rebates by insurance companies are made to the Board on teacher related policies, the Board will in turn return such monies to the teachers who helped pay the premium in accordance with procedures established by the State Board of Accounts. Such rebate shall be prorated between the Board and teacher in the same ratio as their respective contributions to the total premium.

Section 14

All insurance provisions are conditioned upon the Board being able to obtain such insurance coverage. Eligibility in group insurance programs shall be governed by the terms and provisions of the various insurance policies.

Section 15

When a teacher is employed by the Shenandoah School Corporation and chooses to participate in one of the insurance plans offered through Corporation payroll deductions, the coverage of the insurance plan will take effect on the 1st day of the month following the date of employment, for a period of twelve (12) months. However, the individual may elect to enter the group program on the 1st day of the month following their notice of intent to participate in the plan and pay the required premiums directly to the company involved. This provision shall be subject to limitations imposed by the companies involved.

Section 16

The school corporation shall pay the cost of any and all expanded criminal history checks and expanded child protection index checks that are required for current employees by the School Corporation or per IC 20-26-5-10.

ARTICLE III

Leaves of Absence

Section 1

A. The School Corporation shall allow a teacher fifteen (15) Leave days each contract year to be used if needed. A maximum of ten (10) of these days shall accumulate if not used. Each year, up to five (5) unused leave days may be sold back to the corporation at a rate of forty dollars ($40) per day. There shall be no maximum number of Leave days a teacher may accumulate over the course of his/her career.

B. Any days previously accumulated as "sick" days or "personal" days shall be retained by the teacher as "Leave" days.

C. Leave days accumulated by a teacher prior to a leave of absence shall be credited to the teacher upon return.

D. Teachers shall be given a written accounting of accumulated Leave days by October 1 of each school year.

E. Absence due to injury incurred in the course of a teacher's employment shall not be charged against leave days.

F. Leave days shall be transferred and credited to a teacher employed by the School Corporation pursuant to and in accordance with the provisions of the Indiana Code.

G. Leave Day Bank

(1) Purpose

(a) To provide additional Leave day(s) and accident benefits beyond normal leave policy for professional personnel who are still unable to perform their normal duties.

(2) Participants

(a) All certificated personnel of the bargaining unit in the School Corporation.

(b) All donated days lose their identity.

(3) Structure

(a) The bank is formed by voluntary participation and voluntary donations of one (1) day by certificated personnel on a form furnished by the Board.

(i) The bank will be opened by voluntary donations thirty (30) school days following the opening of school each year, with a grace period of 10 days.

A. Teachers may contribute at this time.

B. Teachers who have been in the School Corporation may take part by paying back all assessments.

C. Teachers employed after the initial sign-up period at the start of the school year shall have thirty (30) days after their first date of employment to join the bank, with a grace period of 10 days.

(b) At such time as the bank account falls below twenty-five (25) days, an obligatory assessment of one (1) leave day shall be made upon all members of the bank. If an assessment occurs during the time period when a member is repaying the bank, such assessment will be added to the total days to be repaid and not deducted at the time of the needed assessment.

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

(d) The Leave Bank Committee will be composed of three (3) members. The superintendent or his designee will serve as one member. The President of the Association or his/her designee will serve as one member, and the superintendent and the President of the Association will mutually agree on the selection of a teacher who is a member of the Association.

(4) Use of Bank and Procedure

(a) Withdrawal

(i) All teachers who have donated days to the Leave Bank are automatically eligible to apply to the Bank for those days contributed to the bank after those individuals have exhausted all their accumulated leave.

(ii) Any teacher who has donated days to the Leave Bank and who has exhausted his/her accumulated days is eligible for a loan of

Day(s). The request for this loan shall be made on a form furnished by the Board.

(iii) The Leave Bank Committee may grant, deny, or suspend grants of Days from the bank; their decision will be final. Any grants, by necessity, will be retroactive, except in hospitalization, nursing home or similar confinement, in which case the committee may grant days in advance when supported by appropriate <u>medical evidence</u>. Each applicant may be asked to consent to medical examination(s) if it is deemed necessary.

(iv) Applicant must have been a donating member of the Leave Bank prior to the time of need.

(v) Application will be acted upon by the entire committee and the Chairperson shall inform the superintendent of the committee's decision, and the Chairperson shall report a positive committee decision to the corporation bookkeeping department.

(vi) Applicant must use all of his/her own Leave Days before application may be submitted, except for those exceptions listed in item three (3) above.

(vii) The number of days to be granted shall be determined by the Leave Bank Committee.

(viii) Leave Bank days will only apply to absences during the regular school year.

(b) Repayment of Loan

(i) The recipient who remains as an employee of the School Corporation shall repay the bank the days borrowed at the rate of three (3) per school year (or more if he/she desires) until the loan has been repaid.

(ii) A recipient who leaves the School Corporation and still owes days to the Leave Day Bank:

A. shall have the financial value of the remaining days deducted from his/her final checks at the borrowing teacher's current daily rate. The rate shall be refunded to the Leave Day Bank in leave days at the rate of one day per one day's pay.

B. may transfer any accumulated Leave days to the bank as payment of the loan.

C. use a combination of the two above.

(iii) Recipients who retire after borrowing from the Leave Day Bank are responsible for repaying the days, either financially or in days.

(iv) Recipients who retire and then become totally disabled after borrowing from the Leave Day Bank and still owe days to the bank are exempt from payment, financially or in days.

Section 2

It is understood by the parties that in the event it is determined by the employer that an improper use of a leave provision of this Agreement has occurred, the employer may impose such discipline as may be permitted by law.

Section 3

A. When death occurs in a teacher's immediate family, i.e., husband, wife, mother, father, brother, sister, son, daughter, grandparent, grandchild, son-in-law, daughter-in-law, father-in-law, mother-in-law, step-parent, stepchildren, or any other member of the family unit living in the same household, no matter what degree of relationship, the teacher, on request, will be excused for any of the first five (5) school calendar days immediately following the date of death, provided the teacher attends the funeral and/or 3 school days immediately following the death and 2 school days, if necessary, to settle affairs pertaining to the deceased or their estate.

B. A leave of two (2) school days shall be granted for funerals in case of death(s) of brother-in-law, sister-in-law, grandparents-in-law, uncle, aunt, nephew, or niece, provided the teacher attends the funeral.

C. One (1) day of leave per school year without loss of pay shall be granted to teachers to attend the funeral of a friend or a colleague or other relative not included in this section.

D. Additions to these leave policies may be considered by the Board.

Section 4

Court or Jury Leave:

Leave of absence without loss of pay or other leave shall be granted for purposes of attending court as a witness under subpoena by the School Corporation or when a teacher under order of subpoena appears to testify before a court of competent jurisdiction concerning professional observations of an individual student(s) the teacher has made while the teacher was acting both within the scope of and within the course of the teacher's employment as a teacher with the School Corporation. The teacher shall be paid the teacher's regular pay minus any witness fees the teacher shall receive for the court appearance. The provisions of this paragraph shall not apply to any day school is not in session, to any appearance made after normal working hours, or to any court appearance that is not school related. Within twenty-four (24) hours of receiving a subpoena, if possible, the teacher will notify the building principal of the subpoena and after the appearance, the teacher will provide proof of appearance before the court and of any fees the teacher receives for the appearance. A teacher called for jury duty shall be compensated for the difference between the teaching pay and the pay received for the performance of such obligation.

Section 5

Education Conference Attendance:

Teachers may be allowed to attend various conferences, meetings, or workshops without loss of pay. The same is true regarding visitation to other classrooms. Adequate planning with the principal is necessary. Arrangements are subject to the approval of the principal and/or the superintendent. Reimbursement may be made for housing, meals, and transportation. Transportation reimbursement shall be at IRS rate per mile for the use of the teacher's auto.

Section 6

Shenandoah Education Association Leave

The Association President, or his/her designees, shall be granted up to five (5) days each year to conduct Association business without loss of compensation. Said days may be taken in half-day increments. A use of a full day may be granted by the superintendent, if the association president submits a request in writing to the superintendent. The Association shall reimburse the Corporation for the cost of substitute pay, if used.

ARTICLE IV

Grievance Procedure

Section 1

Definitions:

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

B. The term "teacher" includes any individual or group of individuals in the bargaining unit.

C. The term "day" when used in this article shall mean teacher days (as that term is used in the school calendar of 183 days). During the summer recess, the term shall mean weekdays (Monday through Friday).

Section 2

Grievant and Representation:

A. Nothing contained herein shall be construed to prevent any individual teacher from presenting a grievance and having the grievance adjusted if the adjustment is not inconsistent with the terms of this Contract, and the Association has been given an opportunity to be present at such hearing.

Section 3

Procedure:

A. Step One:

(1) A grievance may be initiated in one (1) of the following ways:

(a) The teacher may approach the building principal concerned and discuss the matter on his own behalf.

(b) The teacher may request that a representative of the Association accompany the teacher and, in such case, the building principal shall not initiate any consultation with the grievant prior to any scheduled meeting at which the representative is to be present.

B. Step Two:

(1) In the event the grievance is not resolved in Step 1, the grievant may file a formal grievance, in writing, with the building principal on the form shown in Appendix A.

(2) The grievance form shall be filed in quadruplicate with one (1) copy for the Association, the grievant, the building principal, and the school central office.

(3) The grievant shall (1) name the employee(s) involved, (2) state the facts giving rise to the grievance, (3) identify the specific provisions of this Contract allegedly violated, misinterpreted, or misapplied, (4) state the contention of the grievant with respect to the grievance, (5) indicate the specific relief requested, and (6) be signed by the employee(s).

(4) The form of grievance should be filed as soon as possible, but any grievance not presented, in writing, in Step 2 within thirty (30) days of the time the grievant knew, or reasonably should have known of the grievance, shall be deemed waived and shall not proceed.

(5) At the time of submission, the teacher may request a meeting with the building principal and the Association representative may accompany the grievant. If requested, such meeting shall take place within five (5) days after the request is made. In any event, within ten (10) days after receiving the written grievance, the building principal shall communicate his answer, in writing, to the grievant and the Association representative, and said answer shall be attached to the grievance.

C. Step Three:

(1) If the grievance is not resolved in Step 2, the teacher may, within ten (10) days of receipt of the building principal's answer, appeal to the superintendent, or his designee, by filing the grievance and the principal's answer, along with a written response of the teacher, if desired, with the Office of the Superintendent, which shall issue receipt thereof. Any such response by the grievant shall be attached to the grievance.

(2) At the time of such appeal, the teacher may request a meeting with the superintendent, or his designated representative, the Association representative may accompany the grievant. Such meeting, if requested, shall take place within ten (10) days of the request. The superintendent, or his designated representative, shall give his answer, in writing, no later than five (5) days after such meeting is held, or if no meeting is held within ten (10) days after the receipt of the written appeal properly filed with the Office of the Superintendent. Such answer shall be attached to the grievance.

D. Step Four:

(1) Within twenty (20) days after receipt of the decision in Step 3, the Association, upon written notice, may submit the grievance to <u>advisory arbitration</u> pursuant to the following procedure:

(a) The two (2) parties shall attempt to select an arbitrator by mutual agreement. If they cannot agree on an arbitrator within ten (10) days after notification is given, the arbitrator shall be selected by the American Arbitration Association in accord with its Rules, which shall likewise govern the arbitration hearing. The decision of the arbitrator shall be advisory only. The Board shall fully consider the advisory award at a regular or special meeting following the Association's request and will render a decision regarding the evidence.

(b) The Board and the Association agree that neither party shall be permitted to assert in such arbitration proceeding any ground or to reply on any evidence not previously disclosed to the other party.

(c) The costs of the arbitration under this article shall be divided equally between the Board and the Association.

(d) The arbitrator shall have no power to add to, subtract from, disregard, alter, or modify any terms of this Contract.

Section 4

Other Provisions Relating to the Grievance Procedure:

A. No reprisal of any kind shall be taken by or against any participant in the grievance procedure by reason of such participation.

B. Time limits herein may be extended only by mutual agreement, signed by the authorized representatives of each party. In the event a grievance is filed after May 15 of any year, the Board shall cooperate in processing such grievance at least through Step 3 of the grievance procedure.

C. Any grievance not advanced from one-step to the next, within the time limits, shall be deemed resolved by the answer at the previous step.

D. Any grievance which arose prior to the effective date of this Contract shall not be processed with the grievance procedure.

E. Any grievance not answered within the time limits provided for herein shall automatically be advanced to the next step of the grievance procedure unless withdrawn by the grievant.

F. If the grievance affects a group or class of teachers, the Association may submit a grievance in writing to the principal or his designee directly and the processing of such grievance shall be commenced at Step 2 of the formal grievance procedure.

ARTICLE V

Term of Contract

This contract shall remain in full force and effect as of August 1, 2025 through June 30, 2026.

General Provisions

This contract supersedes and cancels all previous contracts or agreements, verbal or written or based on alleged past practices, between the school employer and the exclusive representative and constitutes the entire agreement between parties. Any amendment or agreement supplemental hereto shall not be binding upon either party unless executed in writing by the parties hereto.

This contract is made and entered into at Middletown, Indiana on the 10th day of November, 2025 by and between the Board of School Trustees of the Shenandoah School Corporation, County of Henry, State of Indiana, party of the first part, heretofore referred to as "school employer" or "board," and the Shenandoah Education Association, party of the second part, heretofore referred to as the "exclusive representative" or "association."

The undersigned attest to the following:

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

This collective bargaining agreement is so attested and ratified on this the 10th day of November 2025, by the parties whose signatures appear below:

BOARD OF SCHOOL TRUSTEES
SHENANDOAH SCHOOL CORPORATION

School Board President

School Board Secretary

SHENANDOAH EDUCATION ASSOCIATION

Michelle Fries
Bargaining Team

Bargaining Team

APPENDIX A

GRIEVANCE FORM
SHENANDOAH SCHOOL CORPORATION

Grievance # ______________________________

Distribution of Form
1. Superintendent
2. Principal
3. Association
4. Teacher

Grievance Report
Submit to Principal in Duplicate

____________	____________	____________	____________
Building	Assignment	Name of Grievant	Date Filed

Step II

A. Date Cause of Grievance Occurred: ______________________________

B. 1. State of Grievance: ______________________________

____

____

2. Provision of Contract Allegedly Violated: ______________________________

____

____

3. Relief Sought: ______________________________

____

____

______________________________ ______________
Signature of Grievant Date

C. Disposition of Principal: ______________________________

____

____

______________________________ ______________
Signature of Principal Date

D. Position of Grievant and/or Association: ______________________________

____

____

______________________________ ______________
Signature Date

Step III.

A. Date Received by the Superintendent or Designee: ______________________

B. Disposition and Award of Advisory Arbitrator: ______________________

______________________________ ______________
Signature Date

C. Position of Grievant and/or Association: ______________________________

____

____

______________________________ ______________
Signature Date

Step IV

A. Date Submitted to Advisory Arbitration: ______________________________

B. Disposition and Award of Advisory Arbitrator: __________________________

____ ______________

Signature of Arbitrator Date of Decision

APPENDIX B

2025-2026 New Hire Schedule

Bachelor's Degree*

Years	# EE	2025-2026
0	5	45,000
1	2	46,000
2	6	47,000
3	4	48,000
4		49,000
5	1	50,000
6	4	51,000
7	5	52,000
8		53,000
9	1	54,000
10	2	55,000
11	3	56,000
12	2	57,000
13		58,000
14	2	59,000
15		59,500
16	7	60,000
17	2	60,500
18		61,000
19	4	60,500
20 and over	4	62,000

Master's Degree*

Years	# EE	2025-2026
0		47,000
1		48,000
2		49,000
3		50,000
4		51,000
5	1	52,000
6		53,000
7		54,000
8	2	55,000
9	2	56,000
10		57,000
11		58,000
12	1	59,000
13	1	60,000
14		61,000
15	1	62,000
16		63,000
17	1	64,000
18		65,000
19	1	66,000
20	2	67,000
21	2	68,000
22	1	69,000
23		70,000
24	1	71,000
25 and over	16	75,000

*Newly hired teachers with a literacy endorsement on their teaching license will receive an additional $215.00 added to the amount reflected in the above new hire salary schedule.

APPENDIX C
2025-26 ECA Schedule

	% of Start Pay	Stipend	# of Positions	Total for Positions
	$45,000			
TIER 1:				
H.S. Boys' Basketball Head Coach	16.43%	$7,393	1	$7,393
H.S. Girls' Basketball Head Coach	16.43%	$7,393	1	$7,393
H.S. Football Head Coach	15.24%	$6,857	1	$6,857
TIER 2:				
H.S. Wrestling Head Coach	10.71%	$4,821	1	$4,821
H.S. Baseball Head Coach	9.52%	$4,286	1	$4,286
H.S. Softball Head Coach	9.52%	$4,286	1	$4,286
H.S. ESports Coach	9.52%	$4,286	1	$4,286
Boys' Basketball JV/Assistant	9.17%	$4,125	1	$4,125
Girls' Basketball JV/Assistant	9.17%	$4,125	1	$4,125
H.S. Boys' Track Head Coach	9.17%	$4,125	1	$4,125
H.S. Volleyball Head Coach	9.17%	$4,125	1	$4,125
H.S. Girls' Track Head Coach	9.17%	$4,125	1	$4,125
Weight Room Supervisor	8.93%	$4,018	1	$4,018
TIER 3:				
H.S. Cross Country Head Coach	7.62%	$3,429	1	$3,429
H.S. Boys' Golf Head Coach	6.90%	$3,107	1	$3,107
H.S. Girls' Golf Head Coach	6.90%	$3,107	1	$3,107
H.S. Boys' Tennis Head Coach	6.90%	$3,107	1	$3,107
H.S. Girls' Tennis Head Coach	6.90%	$3,107	1	$3,107
H.S. Band Director	6.67%	$3,000	1	$3,000

H.S. Boys' Basketball Assistant	6.55%	$2,946	1	$2,946
H.S. Girls' Basketball Assistant	6.55%	$2,946	1	$2,946
H.S. Wrestling Assistant Coach	6.55%	$2,946	1	$2,946
H.S. Baseball JV Coach	6.55%	$2,946	1	$2,946
H.S. Girls' Softball JV Coach	6.55%	$2,946	1	$2,946
H.S. Baseball Assistant Coach	6.55%	$2,946	1	$2,946
H.S. Softball Assistant Coach	6.55%	$2,946	1	$2,946
H.S. Football Assistant Coach (5)	6.48%	$2,914	5	$14,571
H.S. Boys' Assistant Track Coach (2)	6.19%	$2,786	2	$5,571
H.S. Girls' Track Assistant Coach	6.19%	$2,786	1	$2,786
M.S. ESports Coach	5.95%	$2,679	1	$2,679
TIER 4:				
Boys' Basketball Grade 7	5.71%	$2,571	1	$2,571
Boys' Basketball Grade 8	5.71%	$2,571	1	$2,571
Girls' Basketball Grade 7	5.71%	$2,571	1	$2,571
Girls' Basketball Grade 8	5.71%	$2,571	1	$2,571
H.S. Volleyball Assistant Coach	5.36%	$2,411	1	$2,411
Early Literacy Specialist	4.76%	$2,143	1	$2,143
Football Middle School (3)	4.64%	$2,089	3	$6,268
Girls' Middle School Track Coach	4.29%	$1,929	1	$1,929
Boys' middle school Track Coach	4.29%	$1,929	1	$1,929
M.S. Wrestling Head Coach	3.93%	$1,768	1	$1,768
H.S. Cross Country Assistant Coach	3.93%	$1,768	1	$1,768
H.S. Cheerleading Coach (2)	3.57%	$1,607	2	$3,214
Volleyball Middle School Coach (2)	3.57%	$1,607	2	$3,214
TIER 5:				
M.S. Cross Country Coach	3.10%	$1,393	1	$1,393

Boys MS Assistant Track	3.10%	$1,393	1	$1,393
Girls M.S. Assistant Track Coach	3.10%	$1,393	1	$1,393
Boys' Basketball Grade 6	3.10%	$1,393	1	$1,393
Girls' Basketball Grade 6	3.10%	$1,393	1	$1,393
Girls' Summer Softball	2.86%	$1,286	1	$1,286
Girls' Summer Basketball	2.86%	$1,286	1	$1,286
M.S. Tennis Coach	2.86%	$1,286	1	$1,286
Boys' Summer Basketball	2.86%	$1,286	1	$1,286
Summer Baseball	2.86%	$1,286	1	$1,286
Summer Football	2.86%	$1,286	1	$1,286
Junior Class Sponsor (2)	2.74%	$1,232	2	$2,464
M.S. Assistant Wrestling Coach	2.62%	$1,179	1	$1,179
H.S. Student Council Advisor	2.38%	$1,071	1	$1,071
M.S. Student Council	2.38%	$1,071	1	$1,071
TIER 6:				
Senior Class Sponsor (2)	2.02%	$911	2	$1,821
Yearbook	2.02%	$911	1	$911
Robotics	1.79%	$804	1	$804
Middle School Choir Director	1.67%	$750	1	$750
National Honor Society (2)	1.19%	$536	2	$1,071
Dual Credit/AP per course (multiple teachers)	1.19%	$536	1	$536
H.S. Academic Coach	0.95%	$429	1	$429
Spell Bowl Coach	0.95%	$429	1	$429
H.S. Department Chairs (11)	0.95%	$429	11	$4,714
M.S. Department Chairs (5)	0.95%	$429	5	$2,143
Elementary Department Chairs (7)	0.95%	$429	7	$3,000
H.S. Drama Club Sponsor	0.95%	$429	1	$429
Middle School Academic Coach	0.95%	$429	1	$429

Elementary Music	0.95%	$429	1	$429
Raider Rowdies Pep Club	0.95%	$429	1	$429
Sophomore Class Sponsor	0.71%	$321	1	$321
Freshmen Class Sponsor	0.71%	$321	1	$321
STEM Night Coordinator	0.71%	$321	1	$321
National Junior Honor Society Advisor	0.60%	$268	1	$268
Mentor Teacher	0.60%	$268	1	$268
H.S. Athletic Supervision ($50 x max of 15)	0.12%	$54	15	$804
M.S. Athletic Supervision ($40 x max of 15)	0.10%	$43	15	$643
Total				$205,714
			Increase	$4,571
SMS Counselor		190 days		
Librarians		190 days		
SMS/SSC Instructional Coach		193 days		
SHS Counselors		195 days		
Band Director		210 days		
Vocational Agriculture Teacher		230 days		
Assistant Vocational Agriculture Teacher		230 days		

***** The Number of Days Were Not Bargained***

ECA PROGRAMS WILL BE FILLED ONLY IF SUFFICIENT NUMBERS EXIST FOR A PROGRAM

2025 CBA COMPLIANCE CHECKLIST

Item	✔	Page No.[1]
School employer and exclusive representative identified	✓	3
Bargaining unit description matches the IEERB Order in effect at time of ratification	✓	3
Beginning and ending date of CBA (must end on or before June 30, 2027)	✓	19
Ratification date (must be on or after September 15 and at least 72 hours after TA meeting)	✓	3
Signed by School Board President, Secretary, or Vice President and Exclusive Representative	✓	19
General definitions (definitions that apply to the whole CBA)	✓	3
Grievance procedure (if arbitration used, must indicate if advisory or binding)	✓	20-22
Contract interpretation provisions (e.g., severability, supremacy, savings clauses)	✓	19
Salary for new teachers (amount, schedule, or method of calculation)	✓	23
Wages/compensation for ancillary duties	✓	5
Wages/compensation for extracurricular duties	✓	23-27
Compensation for extended contracts	✓	27
Public hearing and public meeting attestations (include electronic participation information)	✓	19
Compensation Plan		
If there are no salary increases, CBA includes a statement to that effect	N/A	N/A
Statement of annual salary range for returning full-time teachers (don't include current year increases, ISTRF contributions, or salaries of newly hired teachers)	✓	4
Full-time classroom teacher (instructs students at least 50% of the workday) salaries are at least $45,000	✓	5
Salary increases		
If using optional eligibility criteria, the criteria are described and separate from factors		
Based on at least two of the five statutory factors (must use academic needs factor)	✓	4
Definitions of factors (e.g., experience, academic needs, instructional leadership)	✓	5
How much each factor contributes to increase (by points, percentage, amount, etc.)	✓	4
Amount of increase (flat amount, % amount) or method for calculating amount	✓	4
Differentiated base salary increase for literacy endorsement	✓	5/23
Academic needs is at least 10% of maximum possible salary increase calculation	✓	4-5
The combination of education and experience (excluding increases to reduce the gap and teacher retention catch-up increases) does not exceed 50% of the maximum possible salary increase calculation	✓	4
If using a salary increase to reduce the gap, it must: (1) be clearly identified and (2) actually reduce the gap	N/A	N/A
If using a teacher retention catch-up salary increase it must: (1) be clearly identified, (2) attributed to a factor, (3) describe the teachers to whom the catch-up increase applies, (4) describe the increase amount or method of calculating, and (5) describe how the increase amount represents a comparison to the starting salary of new teachers	N/A	N/A

Reminders:

1. Make sure all salary increases are included and described in the compensation plan.
2. If you include non-bargainable items for informational purposes only (e.g., number of ECA positions, number of extended contract days, etc.), be sure to include a statement to that effect.
3. Ensure all date references in the CBA reflect the current contract period.
4. Ensure that the CBA is uploaded to Indiana Gateway by November 15th to avoid a declaration of impasse.
5. Ensure that the electronic participation information in CBA matches information in Indiana Gateway.

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[1] IEERB encourages parties to number the pages of their CBA. If there are no page numbers, parties should identify the Article or Section number of the particular item (e.g., Art. I Sec B; Sec IV #2, etc.).