

KNOX COMMUNITY SCHOOL CORPORATION



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**DOCUMENT OF AGREEMENT
BETWEEN
THE BOARD OF TRUSTEES OF THE
KNOX COMMUNITY SCHOOL CORPORATION
AND
KNOX FEDERATION OF TEACHERS
KNOX, INDIANA
July 1, 2025 - June 30, 2027**

Board Adopted on the December 1st, 2025

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Article I **RECOGNITION**

The Knox Federation of Teachers, hereinafter referred to as the "Federation," is hereby recognized by the Board of School Trustees of the Knox Community School Corporation, hereinafter referred to as the "Board," as the Exclusive Representative for the Certified Employees of the Knox Community School Corporation excluding the Superintendent, Business Manager, Curriculum Director, Principals, Assistant Principals, Athletic Directors, Assistant Superintendents, Social Services personnel, and Substitute Teachers.

Article II **BOARD RIGHTS**

The Board has the responsibility and authority to manage and direct on behalf of the public the operations and activities of the Knox Community School Corporation to the full extent authorized by law and limited only by the specific provisions of this Agreement. Such authority shall include but not be limited to the right of the school employer to: (1) direct the work of its employees; (2) establish policy; (3) hire, promote, demote, transfer, assign, and retain employees; (4) suspend or discharge its employees in accordance with applicable laws; (5) maintain the efficiency of the school operations; (6) relieve its employees from duties because of lack of work or other legitimate reasons; (7) take actions necessary to carry out the mission of the public schools as provided by law.

Article III **FEDERATION RIGHTS**

Section 1 **Deductions (School Year)**

Upon appropriate written authorization from not fewer than five (5) of the teachers of the Knox Community School Corporation requesting that deductions be withheld from their respective salaries and remitted to a single recipient, the Board will make such authorized deductions and remit to the single recipient as per provisions of Chapter 99 Acts of 1965, adopted by the Indiana General Assembly on March 13, 1965.

Deductions will be authorized for the following:

1. Federation dues (KFT, IFT, AFT)
2. Tax deferred investment programs
3. Tax sheltered annuities presently in effect
4. Insurance coverage's presently in effect

Section 2 **Deductions for Federation Dues**

The authorization for payroll deduction of Federation membership shall not exceed one year and must be renewed on an annual basis. An Employee has the right to resign from a financial obligation at any time. The following process is in effect:

1. Employee must submit the authorization for withholding form directly to the KCSC business manager.
2. KCSC business manager will send a confirmation email to the employee using the employee's school email.
3. Employee must send a response to KCSC business manager confirming the authorization of dues being withheld.
4. KCSC may then commence withholding dues from employee paycheck.
5. If the employee submits in writing or email a request to cease withholding, the KCSC business manager is required to stop deductions beginning on the first day of the employee's next pay period and provide notification to the employee organization.

Article IV **COMPENSATION PLAN**

Section 1 Knox Community School Corporation Compensation Model

Two Year Contract: Optional General Eligibility Requirement, Academic Needs Increase for Initial Possession of Literacy Endorsement

A. Current Salary Range

During the 2024-25 school year, the salary base was \$42,700 to \$71,000, for returning teachers not including current year increases or TRF contributions. *After salary increases have been awarded through the compensation plan for the 2025-2027 school year, the salary range for full-time teachers will be \$45,000 to \$73,300, in compliance with I.C. § 20-28-9-26. These salaries exclude compensation for extra-curricular activities and other payments to teachers not outlined in Article IV, section 1.

B. Base Salary Increases - Year one only - The parties have bargained no increase for year two.

1. General Eligibility

To be eligible for a salary increase, a teacher:

- a. Must not have been rated ineffective or improvement necessary in the prior year, AND

- b. Must have been employed at least 120 days in the prior year.
- c. Must not be receiving Teacher Retirement Funds (TRF).

A teacher who does not satisfy these eligibility criteria remains at their prior year salary.

2. Factors and Definitions

- a. Evaluation Factor: Teachers who were employed last year and received an effective or highly effective rating
- b. Academic Needs: teachers who have newly attained a teaching license with a literacy endorsement.

3. Distribution

- a. Evaluation Factor = \$2,300
- b. Academic Needs (literacy endorsement) = \$260
 - 1. Teachers must submit proof of endorsement on their IDOE license by December 31, 2025 for this school year; thereafter, they must submit a copy of their license, indicating the Literacy Endorsement, by their first contracted day of a new school year. Note: This is a one-time addition to the base salary.

C. New Hire Salaries:

- 1. The salary for newly hired teachers with no experience or additional educational attainment is \$45,000.
- 2. The salary for new hires with no experience who possess a literacy endorsement is \$45,260.
- 3. The salary for new hires with verified teaching experience or additional educational attainment will be determined by the Superintendent within the salary range identified in Section A, Above.

Article V **FRINGE BENEFITS**

Section 1 **Insurance**

A. **Long Term Disability**

Subject to the rules established by the insurer, a long-term disability program shall be provided for each teacher. The program shall provide for two-thirds (2/3) of the base teacher school year salary, excluding

extracurricular and extended contracts that the participant is receiving at the time eligibility for disability is established.

Disability payments for periods less than a year in duration shall be based upon a prorated portion of the annual school year salary amount.

The program shall provide that to establish eligibility for disability benefits a participant must have been disabled for ninety (90) consecutive days and must meet the insurer's requirements to establish the existence of the disability.

The Corporation shall provide the cost of the premium.

B. **Life**

The Corporation shall provide the cost of the premium for group term life for each teacher. Fifty thousand dollars (\$50,000) shall be provided for each teacher.

Teachers may purchase additional life insurance at a rate established by the insurance carrier.

C. **Health, Dental, Vision**

Subject to the rules established by the insurance program, all teachers upon employment shall be eligible for health, dental and vision benefits as provided through a plan approved by the Knox Community School Corporation Board of School Trustees.

In the event that a new insurance program is adopted by the Board, the new plan will contain a schedule of benefits, deductible, and coinsurance portions, equal to or better than those in effect during 2011, unless changes are agreed to by both parties.

The Board will contribute a percentage portion of the cost of either a single or family plan in the amount as defined below:

Health Plan 1	Single 93.253% Family 80%
Health Plan 2	Single 93.253% Family 80%
Health Plan 3	Single 93.253% Family 80%

The Board will honor 90% of the premium for a family plan when both spouses are certified employees of the Knox Community School Corporation if enrolled before 8-12-24. After this date, KCSC will not offer \$1.00 insurance to spouses employed by the corporation.

The Board will pay 90% of the premium for a Surest family plan, starting with the 2026-27 school year, when both spouses are certified employees of the Knox Community School Corporation. If the married couple chooses an offered PPO plan, which costs more than the Surest plan, the couple will pay the whole premium for the PPO family plan minus whatever the 90% cost of the Surest family plan is.

The Corporation will not make cash reimbursement to any certified employee who chooses not to participate in the insurance program.

Section 2 **Section 125**

The Board shall provide a plan intended to qualify as a "cafeteria plan" within the meaning of Section 125 of the Internal Revenue Code of 1986, as amended.

Section 3 **TRF Payments**

The Board shall pay the three (3%) percent share which is the teacher's portion of retirement contributions.

Article VI **LEAVES**

Section 1 **Sick Leave**

A. **Days (Regular School Year)**

Each teacher shall be entitled to ten (10) days sick leave the first (1st) year with the Corporation and eight (8) days each year thereafter until one hundred 100 days maximum is accumulated. These days are used for personal illness of the teacher.

For teachers working less than the full school day, a day's leave shall be for the hours normally worked.

B. **Sick Leave Bank**

A voluntary sick leave bank, established and administered by the Board, shall provide a bank of days from which participating teachers may borrow in case of extended illness.

Membership:

1. A teacher who chooses to participate in the sick leave bank shall initially contribute two (2) days of his/her accumulated sick leave.
2. A teacher who has withdrawn more than two (2) days from the bank in the previous year must contribute two (2) additional days from his/her accumulated sick leave to maintain membership in the bank.
3. The annual enrollment period shall be the first ten (10) days of the school year. Teachers employed by the Corporation after the enrollment period shall have ten (10) days from the date of employment in which to enroll in the bank.

Withdrawal from Membership:

1. Membership in the sick leave bank shall automatically continue from year to year unless the member indicates in writing to the Superintendent his/her election to withdraw from the bank. Withdrawal from the bank must occur during the annual enrollment period.
2. A teacher who leaves the employment of the Corporation or elects to voluntarily withdraw from the sick leave bank shall leave in the bank any days contributed.

Sick Leave Bank Status:

1. Unused days in the bank shall carry forward from year to year. If the total accumulated days in the bank fall below seventy (70) days, each member of the bank shall be asked to donate one (1) additional sick leave day.
2. If, after all members of the bank have been consulted and the request for days does not maintain the bank's total days at ten (10), the bank shall be discontinued.

Application:

1. A member may apply for a loan from the bank when all of his/her accumulated sick leave and personal business days have been exhausted and has accumulated three (3) unpaid sick days.
2. A member must be absent for a minimum of ten (10) consecutive school days to qualify for a loan.
3. Subsequent withdrawals may be made only after the accumulation of another set of three (3) unpaid sick days and ten (10) consecutive days of absence during school.
4. A member may draw up to a maximum of twenty-five (25) days from the bank in any school year.
5. A member shall not be eligible to draw from the sick leave bank for pregnancy or illness related to pregnancy.
6. A physician's statement as to the nature of the illness or incapacity and a prognosis report for returning to work shall be provided by the member upon application to the bank, and the Superintendent may request the physician to renew such statements.

The President of the KFT will receive at the beginning of each school year a status report on the sick leave bank. He/she will also receive notification of all withdrawals made.

Section 2 **Sick Leave Days (Following Leave of Absence)**

Sick leave days accumulated by a teacher prior to a Leave of Absence shall be credited to the teacher upon return to service.

Section 3 **Sick Leave (Summer School Teachers)**

Teachers shall be eligible to use accrued sick leave and bereavement leave consistent with state statutes authorizing same during the summer school period.

This provision applies only to teachers who have been employed in this Corporation during the previous school year.

Section 4 **Sick Leave (Transfer of Accumulated)**

Accumulated sick leave is eligible for transfer from another school corporation Grades K-12 consistent with applicable law.

Section 5 **Sick Leave Accumulation**

Any teacher that has accumulated over 100 days of sick leave as of the last day of each school year shall be compensated at the rate of \$75 per sick leave day and accumulated sick leave for each day beyond the amount of 100 days. The lump sum payment of sick leave days over 100 will be paid in their pre- retirement qualified benefit account by July 31st of that year.

Section 6 **Paternity Leave**

A father (if a teacher) shall be allowed an absence of one (1) day upon the birth of a child. and another day upon the return of the mother and child from the hospital.

Section 7 **Adoptive Leave**

Adoptive leave shall be granted up to a period of one school year for either parent. No pay will be granted for this leave.

The teacher shall notify the Superintendent in writing of the possibility or probability that such leave will be requested during the school year. Notification of possibility or probability is to occur at least sixty (60) days prior to the effective leave date. The teacher shall notify the Superintendent in writing by March 1st whether he/she intends to return to teach in the following fall semester.

Section 8 **Death and Family Leave**

In the case of a death of an immediate family member, the employee shall be entitled to be absent from work without loss of compensation for up to five (5) working days, within 90 calendar Days of the date of death. Immediate family member shall include the following: Husband, wife, child, step-child, brother, sister, son-in-law, daughter-in-law, grandchild, parent, step-parent, mother-in-law, and father-in-law.

An employee shall be entitled to be absent from work without loss of compensation for two (2) working day for a niece, nephew, aunt, uncle, brother-in-law, sister-in-law, grandparent, grandparent-in-law, cousin and any other persons living in the immediate family household.

Any unusual circumstances not covered under this section may be appealed to the Superintendent or his/her designee.

Section 9 **Personal Leave Days (School Year)**

- A. Each teacher shall be granted three (3) personal leave days each school year.
- B. Teachers shall be allowed to accumulate up to five (5) personal leave days per school year. After the close of each school year, unused personal leave days above two (2) shall accumulate as sick leave. Any teacher requesting more than (3) consecutive personal days must have prior approval of the Superintendent.
- C. For teachers working less than the full school day, a day's leave shall be for the hours normally worked.
- D. The Board and Federation agree that personal leave days should be used with discretion and consideration of the impact that use of said days will have on the student learning environment. It is recognized that using personal leave days to extend a weekend, holiday, or school vacation causes a negative impact on the instructional process.
- E. Except in an emergency situation (to be determined by a review committee, appointed by the KFT president, composed of 3 teachers from buildings other than the one where the requesting party works), personal leave requests must be submitted forty-eight (48) hours in advance of the actual leave.

Section 10 **Family Illness Leave**

A teacher may take no more than twenty-five (25) days of leave for the illness of a member of the family. Family illness leave will be deducted from accumulated sick leave. Requests in excess of the twenty-five days may be discussed in a joint meeting between the Superintendent of Schools and the President of the KFT.

An unpaid leave of absence shall be granted to any teacher whose leave request to attend to the needs of an ill family member exceeds the number of accumulated sick leave. Said teacher shall provide a one (1) week prior notice if possible. A member of the family is listed in Section 8 of this document.

Section 11 **Political Leave Policy**

Political leave shall be consistent with applicable statute.

Section 12 **Jury Duty Policy**

Teachers serving on jury duty shall be paid the difference between daily or pro-rated daily rate and the amount received for jury duty less the transportation mileage allowance included in jury pay.

Section 13 **Maternity Leave**

Sick leave days may be used for maternity leave. A maternity leave of absence shall be granted to a pregnant teacher for a period of one (1) year or less.

Maternity leave shall begin at the beginning of the school year or if during a school year such time as the teacher and physician may determine.

The teacher shall notify the Superintendent in writing of intention to take such maternity leave of absence sixty (60) days prior to effective date.

The teacher shall notify the Superintendent in writing by March 1st whether she intends to return to teach in the following fall semester.

Section 14 **Federation Leave**

A total of three (3) paid days per school year shall be granted to the Knox Federation of Teachers. Such days may be used by individuals designated by the Federation President to conduct Federation business. The days may be taken in half-day blocks. The days are to be used for business that will not involve interference with any other teacher's instructional obligations. Requests for Federation leave shall be made by the Federation President.

Requests for Federation leave shall be made by the Federation President.

Section 15

Injured at Work

Teachers suffering injury arising from unwarranted assault on their person while on a school assignment shall sustain no loss in salary by reason of their absence from such injury, nor shall such absence be counted against their accumulated sick leave, any payments to be made hereunder not to exceed sixty (60) school days by reason of any one (1) assault with discretion of the superintendent.

Article VII **RETIREMENT**

Section 1 **Retirement Plan Buyout**

The Program, attached hereto as Appendix B, was used to determine each teacher's buyout amount. The buyout amount was placed into separate post-retirement accounts in accordance with the IRS for the purpose of providing qualified retirement benefits and tax free welfare benefits to the teachers. The selection of accounts will be determined by a committee as described in section 3 below. The vesting period for the buyout will be five (5) consecutive years teaching for KCSC.

If a teacher terminates employment prior to meeting the vesting period, the account balances of that teacher shall be forfeited. Any forfeiture of the buyout portion (including interest earned) of a teacher's accounts will be redistributed equally among the current teachers' accounts at the time of the forfeiture.

The buyout amount for health care for each teacher was placed into a tax free welfare benefit account for said teacher by no later than September 5, 2006.

The buyout amount for years of service and sick leave days over 100 was placed into a qualified retirement account for said teacher by no later than September 5, 2006.

Until such time that an employee has retired and satisfied the eligibility requirements set forth in the Article, the employee shall have no access to the assets held in his/her separate accounts. At no time may the accounts make loans to an employee, his/her spouse, or his/her dependents.

In the event that a teacher dies, or becomes disabled, he or she will automatically be vested and his or her accounts would go into his or her estate. A teacher is considered disabled if he or she is collecting Social Security disability benefits.

Section 2

Replacement Retirement Plan

Every teacher will have pre-retirement accounts set up by KCSC in accordance with the IRS for the purpose of providing qualified retirement benefits and tax free welfare benefits to the teachers. The vesting period for the continual contribution amount (including interest earned) in these accounts is three (3) consecutive years of service to KCSC. Any forfeiture of the continual contribution amount (including interest earned) of accounts of teachers that were currently employed by KCSC at the time of the forfeitures will be distributed equally among the remaining teachers' accounts.

Until such time that an employee has retired and satisfied the eligibility requirements set forth in the Article, the employee shall have no access to the assets held in his/her separate accounts. At no time may the accounts make loans to an employee, his/her spouse, or his/her dependents.

In the event that a teacher dies, or becomes disabled, he or she will automatically be vested and his or her accounts would go into his or her estate. A teacher is considered disabled if he or she is collecting Social Security disability benefits.

KCSC will contribute 0.6% per pay into each teacher's qualified pre- retirement account (i.e. 401a).

KCSC will contribute to each teacher's pre-retirement welfare benefit account (i.e. VEBA) on a per pay basis at the following percentages:

1.5% in 2008 and each year thereafter

In the event a teacher who is eligible for retirement, "who meets the eligibility requirements for state retirement"; and elects to retire prior to eligibility for Medicare coverage as prescribed by 42 USC 1395 et. seq. can remain in the Corporation group health, dental and vision plan as long as the teacher pays the cost of their plan.

Section 3 **Selection of Accounts**

A committee composed of four (4) teachers appointed by the KFT president and four administrators appointed by the Superintendent will be formed to select the account vendors for the pre- and post-retirement accounts. The committee will meet at least once each spring to determine vendors. Changes in vendor can only be made if the majority of the committee agrees. In the event of a tie, no changes are made.

Article VIII **GRIEVANCE PROCEDURE**

For the purpose of this Agreement, a grievance is defined as a complaint by a teacher that a provision of this Agreement has been violated or misapplied to the detriment of the complainant. To process a grievance, a teacher shall proceed through the following steps. Here are the documents

GENERAL CONDITIONS

At any point at which a grievance is resolved to the satisfaction of the grievant, no further action is required. Failure by either party to comply with the time constraints established hereunder shall result in resolution of the grievance in the manner requested by the other party at the last step completed unless an extension of the time is mutually agreed upon.

The first step in the grievance procedure must be initiated within twenty-five (25) days of the alleged incident giving rise to the grievance.

Within ten (1) days, a grievant may file for a petition of discovery. Five (5) days from the receipt of the petition of discovery all information will be given to the grievant or grievant's representative. A petition of discovery is for the purpose of obtaining information and determining the facts of the alleged incident which could possibly resolve the grievance.

At the discretion of the teacher, the teacher may be accompanied (at any step of the grievance process) by no more than seven (7) representatives of the teacher's choosing.

A grievance which alleges the actions of a Central Office Administrator or the School Board as the basis for the grievance shall begin with Step 2:

The Board shall provide all forms required by this article for the filing of Steps 1, 2, and 3 of this grievance procedure. Teachers shall receive copies of these forms on orientation day.

Here is the paperwork for the following steps:

<https://docs.google.com/spreadsheets/d/1xhmtprNjcaH6XZjmSBuYTza3YNb3bOiQr4AxExXKGvk/edit?usp=sharing>

STEP 1

The grievant files a written statement of the grievance with the building principal. Within five (5) workdays of receipt of the filed grievance, the principal shall schedule a meeting with the grievant to attempt to resolve the grievance. Within five (5) workdays of this meeting, the principal shall provide the grievant with a written disposition of the grievance. Procedure to Step 2 must be initiated within ten (10) workdays of receipt of the principal's disposition.

STEP 2

The grievant files a written statement of grievance with the Superintendent. Within five

(5) workdays of receipt of this statement, the Superintendent shall schedule a meeting

between the Superintendent and his representatives and the grievant. Said meeting shall be no sooner than three (3) workdays and no farther than ten (10) workdays from the date the grievant is notified of the meeting. Within five (5) workdays of the meeting, the Superintendent shall notify the grievant of the disposition of the grievance. Procedure to

Step three

(3) must be initiated within ten (10) workdays of receipt of the Superintendent's disposition.

STEP 3

The grievant files a written appeal of the Superintendent's disposition with the Superintendent for presentation to the School Board. At the second (2nd) regularly scheduled School Board Meeting following the receipt of the appeal, the Board shall provide an opportunity for the grievant and/or the grievant's representative to present the grievance in executive session to the School Board for resolution by the Board. No later than the regularly scheduled School Board Meeting following the presentation to the Board, the Board shall provide a disposition of the grievance which shall be presented to the grievant in writing by the Superintendent. Procedure to Step 4 must be initiated within ten (10) workdays of receipt of the Board's disposition.

STEP 4

The grievant files the grievance with the American Arbitration Federation and in writing so notifies the Superintendent. The parties agree to the submission of the grievance to the American Arbitration Federation for an advisory opinion with both parties sharing equally the costs of the arbitrator's services, fees, and expenses and the costs of the American Arbitration Federation.

Article IX Extra Curricular Schedule

Here is the link to our ECA Schedule – See Appendix C

Article X TERMS/COMPLETE AGREEMENT

The term of this Agreement shall begin, July 1, 2025, and continue in full force and effect until June 30, 2027.

The parties to this Document of Agreement, entered into this 1st day of December, 2025 by and between the Board of School Trustees of the Knox Community School Corporation of Starke County, Indiana, hereinafter referred to as the "Board," and the

Knox Federation of Teachers, (an affiliate of the Indiana Federation of Teachers and the American Federation of Teachers), hereinafter referred to as the "Federation" agree that the provisions contained in this Document of Agreement are the full and complete items as agreed to under the provisions of Public Law 217, Section 4, Subjects of Bargaining, and Section 5, Subjects of Discussion.

Section 1 The Board and Federation agree to comply with the provisions of Public Law 217 during the term of the Document of Agreement executed by the parties to the Agreement.

Section 2 The Board agrees to comply with the provisions of Chapter 115 of the Acts of 1953, as approved by the General Assembly 3/09/1953.

Section 3 During the term of this agreement, this Agreement supersedes and cancels all previous agreements, whether verbal or written, between the parties, as well as any past practice of the School Corporation regarding the articles of this contract. Each page of the final agreement shall be proofread and initialed by both parties.

Section 4 The provisions of this Document of Agreement are the full and complete items as agreed to by the parties of this Document. Only with the consent of both parties, shall any provision or term of this Document of Agreement be amended, changed, or modified either orally or in writing by either party to this Agreement or by any mediator or arbitrator during the period set forth in the Term of Agreement.

Signatures affixed below are evidence of proper ratification by the Federation, its representatives, and the Board.

Board of School Trustees Knox Community School Corporation

Van Davis
Wendy McIntire

Sam De
Thom M. Jones

Knox Federation of Teachers

Justin M. Ryz
Gillian Marsh

*The undersigned attest to the following:

1. A public hearing was held in compliance with I.C. 20-29-6-1 (b) on November 17, 2025, and electronic participation from the governing body and/or public was not permitted; and
2. A public meeting in compliance with I.C. 20-29-6-19 was held on December 1, 2025, to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

KFT President

Justin M. Ryz

Date: 12/1/25

President of the Knox Board of School Trustees

Sam De

Date: 12/1/25

Appendix A

New Hire Salary Schedule **2025-2027**

0	\$45,000.00
1	\$46,000.00
2	\$47,000.00
3	\$48,000.00
4	\$49,000.00
5	\$50,000.00
6	\$51,000.00
7	\$52,000.00
8	\$53,000.00
9	\$54,000.00
10	\$55,000.00
11	\$56,000.00
12	\$57,000.00
13	\$58,000.00
14	\$59,000.00
15	\$60,000.00
16	\$61,000.00
17	\$62,000.00
18	\$63,000.00
19	\$64,000.00
20	\$65,000.00
21	\$66,000.00
22	\$67,000.00
23	\$68,000.00
24	\$69,000.00
25	\$70,000.00
26	\$71,000.00
27	\$72,000.00
28+	\$73,300.00

Appendix B - Teacher Buy-out

1. This appendix represents the Program calculations and assumptions used for determining teacher buy-out amounts.

- A. The Buy-Out calculation is as follows:

Years of Service

Teachers receive one (1) day's pay for each year of service with KCSC through June 1, 2006. The pay will be based upon each teacher's base rate at the beginning of the school year, inclusive of the pay increase for the calendar year 2005 over 185 contracted days.

The Buy-Out amount is the present value utilizing a 5% discount rate to age 59.

Accumulated Sick Leave

Accumulated sick leave included in the buy-out is determined by days in excess of 100 shall be purchased at a rate \$75.00 per day.

Health Insurance Assumptions

Retirements will be assumed to occur at the later of: (at the attained age of 59, or) the end of the current year if the individual is 59 or over.

The Program assumes the teacher has completed 10 years of service with KCSC to be eligible for this benefit.

Early retiree health insurance coverage begins the following September and ends when Medicare coverage begins (the beginning of the month the teacher becomes age 65).

The monthly premiums are based on an annual cost of \$8,000.

The Buy-Out equals the present value of the future stream of premiums based on an initial rate of 4.50% for three years and an ultimate interest rate of 7.25%. The present value is further offset by the termination assumption.

Minimum Payments

The minimum payment into the qualified retirement account will be \$500.00. In addition to this minimum, an additional \$171.25 will be added to each account.

The minimum payment into the tax-free welfare benefits account will be \$1,500.00.

Appendix C

Salaries are bargained not number of positions. ECA Schedule 2025-2026 Any information beyond salaries and wages is not bargained and is for informational purposes only** All positions contingent upon number of student participation					
CATEGORY	LEVEL	ACTIVITY	POSITION	24-25	PAY SCHEDULE*
Athletic	HS	CROSS COUNTRY	HEAD	2989	FALL
Academic	HS	DUAL CREDIT/AP	HIGH	1000	YEAR ROUND
Academic	MS	Academic Coaches	Super Bowl Science	466	SPRING
Academic	MS	Guiding Coalition	MIDDLE	349	YEAR ROUND
Academic	HS	Academic Coaches	SPELL BOWL	233	SPRING
Academic	HS	Academic Coaches	SPELL BOWL	233	SPRING
Academic	EL	ANNUAL Yearbook	ELEMENTARY	804	YEAR ROUND
Academic	EL	Bell Choir	ELEMENTARY	466	Fall
Academic	EL	Recorder Club	ELEMENTARY	403	SPRING
Academic	EL	Head Teacher	ELEMENTARY--Specials	349	YEAR ROUND
Academic	MS	Robotics Club	MIDDLE	466	YEAR ROUND
Academic	HS	Department Chair Human Sciences	HIGH	349	YEAR ROUND

Academic	HS	DUAL CREDIT/AP	HIGH	1000	YEAR ROUND
Academic	EL	Head Teacher	ELEMENTARY--2nd	349	YEAR ROUND
Athletic	HS	BASKETBALL Boys	HEAD	7109	WINTER
Athletic	HS	TRACK	ASST (BOYS)	1403	SPRING
Academic	MS	Club Sponsor	JR. N.H.S.	300	YEAR ROUND
Athletic	MS	SWIM boys/girls	Swim Asst	1030	WINTER
Academic	MS	ADVISORY COORDINATOR	MIDDLE	191	YEAR ROUND
Athletic	HS	GOLF-Boys	HEAD	2340	SPRING
Athletic	MS	CHEERLEADER SPONSOR	MS BASKETBALL	879	WINTER
Athletic	MS	CHEERLEADER SPONSOR	MS FOOTBALL	629	FALL
Athletic	HS	FOOTBALL	HS ASSTS	2981	FALL
Athletic	HS	TRACK	ASST (GIRLS)	1403	SPRING
Athletic	HS	WRESTLING	Girls Wrestling	3206	WINTER
Athletic	MS	WRESTLING	Girls Wrestling	1455	WINTER
Academic	HS	MARCHING BAND/WINTER	SUPPORT STAFF INSTRUCTION	2508	YEAR ROUND
Academic	HS	MARCHING BAND/WINTER GUARD	ASST/DESIGN GUARD &VISUAL Elements	2422	YEAR ROUND
Academic	HS	WINTER GUARD	ADMINISTRATIVE	491	WINTER
Academic	EL	Head Teacher	ELEMENTARY--SPED	349	YEAR ROUND
Academic	EL	Academic Coaches	SPELL BOWL	466	FALL

Athletic	HS	TENNIS-Boys	HEAD	1928	FALL
Athletic	HS	TRACK	HEAD	4187	SPRING
Athletic	MS	TRACK	MIDDLE Girls	1314	SPRING
Athletic	MS	BASKETBALL boys	HEAD MS 7	1913	WINTER
Academic	HS	Club Sponsor	S.A.D.D.	664	SPRING
Athletic	MS	MS Athletic Dir	MS AD	1882	YEAR ROUND
Academic	MS	MS Athletic Dir	MS AD	1882	YEAR ROUND
Academic	HS	STRENGTH/CONDITIONING	ATHLETES	1746	YEAR ROUND
Academic	HS	STRENGTH/CONDITIONING	ATHLETES	1746	YEAR ROUND
Athletic	HS	CHEERLEADER SPONSOR	HS JV	1255	FALL
Academic	HS	Club Sponsor	N.H.S.	500	YEAR ROUND
Academic	HS	DUAL CREDIT/AP	HIGH	1000	YEAR ROUND
Academic	HS	Academic Coaches	Academic Super bowl	466	FALL
Academic	EL	Academic Coaches	SPELL BOWL	466	WINTER
Academic	HS	Club Sponsor	N.H.S.	500	YEAR ROUND
Athletic	HS	Department Chair Math	HIGH	349	YEAR ROUND
Academic	HS	DUAL CREDIT/AP	HIGH	1000	YEAR ROUND
Athletic	HS	VOLLEYBALL	ASSISTANT (JV)	1980	FALL
Athletic	HS	BASKETBALL boys	ASSISTANT	3327	WINTER

Athletic	MS	BASKETBALL boys	HEAD MS 8	1982	WINTER
Academic	HS	DUAL CREDIT/AP	HIGH	1000	YEAR ROUND
Athletic	HS	FOOTBALL	ASSISTANT	2981	FALL
Academic	HS	Academic Coaches	Student Council HS	600	YEAR ROUND
Academic	HS	SCHOOL PAPER	HIGH	1160	YEAR ROUND
Athletic	HS	FOOTBALL	ASSISTANT	2981	FALL
Academic	HS	Class Sponsor	FRESHMAN	183	YEAR ROUND
Athletic	MS	BASKETBALL Girls	ASST MS 7	1391	WINTER
Athletic	HS	SOFTBALL	VARSITY ASSISTANT	1903	SPRING
Athletic	HS	BASKETBALL girls	ASSISTANT	3327	WINTER
Athletic	HS	BASKETBALL Girls	JR VARSITY	3264	WINTER
Academic	EL	Head Teacher	ELEMENTARY-3rd	349	YEAR ROUND
Academic	HS	Chorus	HEAD	2380	YEAR ROUND
Academic	MS	Chorus	MIDDLE	1432	YEAR ROUND
Academic	HS	MUSICAL	ASSISTANT	733	SPRING
Academic	HS	Class Sponsor	SOPHOMORE	183	YEAR ROUND
Academic	HS	GRAPHIC ARTS	7.5 Days	984	SUMMER
Academic	HS	GRAPHIC ARTS	7.5 Days	984	SUMMER
Athletic	HS	CHEERLEADER SPONSOR	HS VARSITY	2036	YEAR ROUND
Academic	HS	DUAL CREDIT/AP	HIGH	1000	YEAR ROUND

Academic	EL	Preschool Director	Elementary	5000	YEAR ROUND
Athletic	MS	VOLLEYBALL	HEAD MS 7	1436	FALL
Academic	HS	Department Chair SPED	HIGH	349	YEAR ROUND
Athletic	HS	BASEBALL	JV	1549	SPRING
Athletic	MS	BASKETBALL boys	ASST MS 7	1391	WINTER
Athletic	MS	BASKETBALL girls	HEAD 5th Grade (Girls)	733	WINTER
Academic	MS	Academic Coaches	Super Bowl Social Studies	466	SPRING
Academic	MS	ADVISORY COORDINATOR	MIDDLE	191	YEAR ROUND
Academic	MS	STUDENT COUNCIL SPONSOR	MIDDLE	600	YEAR ROUND
Athletic	MS	SCIENCE FAIR COORDINATOR	MIDDLE	155	SPRING
Athletic	HS	FOOTBALL	HEAD	7109	FALL
Athletic	MS	TRACK	MIDDLE	1314	SPRING
Athletic	HS	DUAL CREDIT/AP	HIGH	1000	YEAR ROUND
Athletic	HS	VOLLEYBALL	HEAD Varsity	3734	FALL
Athletic	HS	BASKETBALL boys	JV VARSITY	3264	WINTER
Academic	MS	Guiding Coalition	MIDDLE	349	YEAR ROUND
Academic	MS	STUDENT COUNCIL SPONSOR	MIDDLE	600	YEAR ROUND
Academic	MS	Guiding Coalition	MIDDLE	349	YEAR ROUND

Athletic	MS	Tennis	Head	530	Spring
Athletic	HS	TENNIS-Girls	HEAD	1928	SPRING
Athletic	HS	BASKETBALL Girls	HEAD	7109	WINTER
Academic	HS	Department Chair Health Sciences	HIGH	349	YEAR ROUND
Academic	HS	Club Sponsor	SPANISH	664	SPRING
Academic	HS	Department Chair Foreign Language	HIGH	349	YEAR ROUND
Academic	HS	DUAL CREDIT/AP	HIGH	1000	YEAR ROUND
Academic	MS	Guiding Coalition	MIDDLE	349	YEAR ROUND
Athletic	MS	BASKETBALL girls	HEAD MS 7	1,913	WINTER
Academic	EL	Head Teacher	ELEMENTARY--4th	349	YEAR ROUND
Athletic	HS	WRESTLING	ASST	1817	WINTER
Athletic	Ms	SOFTBALL	MS Head	1300	SPRING
Academic	EL	Head Teacher	ELEMENTARY--1st	349	YEAR ROUND
Athletic	MS	BASEBALL	MS Asst	900	SPRING
Athletic	MS	FOOTBALL	MS ASSTS	1504	FALL
Athletic	MS	BASKETBALL boys	HEAD 5th Grade (Boys)	733	WINTER
Academic	HS	MUSICAL	ASSISTANT	733	SPRING
Academic	HS	FFA Advisor	High	2500	YEAR ROUND
Academic	HS	Department Chair ELA	HIGH	349	YEAR ROUND

Academic	HS	DRAMA	PLAY	1100	FALL
Academic	HS	DUAL CREDIT/AP	HIGH	1000	YEAR ROUND
Academic	HS	MUSICAL	HEAD	1400	SPRING
Academic	HS	Club Sponsor	DRAMA	697	YEAR ROUND
Athletic	MS	VOLLEYBALL	HEAD MS 6	879	FALL
Academic	EL	Academic Coaches	MATH BOWL	466	FALL
Academic	EL	Academic Coaches	MATH BOWL	466	SPRING
Athletic	MS	BASKETBALL boys	ASST 5th Grade (Boys)	400	WINTER
athletic	MS	FOOTBALL	MS HEAD COOR	1882	FALL
Athletic	MS	WRESTLING	MS ASST	1030	WINTER
Athletic	MS	FOOTBALL	MS ASSTS	1504	FALL
Academic	HS	Department Chair Social Studies	HIGH	349	YEAR ROUND
Academic	HS	DUAL CREDIT/AP	HIGH	1000	YEAR ROUND
Athletic	HS	DUAL CREDIT/AP	HIGH	1000	YEAR ROUND
Athletic	HS	SOFTBALL	HEAD	3392	SPRING
Academic	MS	Club Sponsor	JR. N.H.S.	300	YEAR ROUND
Academic	EL	STUDENT COUNCIL SPONSOR	ELEMENTARY	600	YEAR ROUND
Academic	MS	Academic Coaches	SUPER BOWL ELA	466	SPRING
Athletic	MS	BASKETBALL boys	HEAD MS 6	1593	WINTER

Athletic	MS	BAND	ASSISTANT	1379	YEAR ROUND
Athletic	MS	BASEBALL	MS Head	1300	SPRING
Athletic	MS	BASKETBALL girls	HEAD MS 6	1593	WINTER
Academic	HS	BAND	ASSISTANT	2251	YEAR ROUND
Athletic	HS	BASKETBALL girls	FRESHMAN	2407	WINTER
Academic	HS	Club Sponsor	FOREIGH EXCH	356	SPRING
Athletic	HS	Club Sponsor	SCIENCE	344	SPRING
Academic	HS	Club Sponsor	SPEECH/DEBATE	1200	YEAR ROUND
Academic	MS	LIBRARY CLUB	MIDDLE	174	SPRING
Academic	MS	Maker Space	MIDDLE (5 DAYS)	332	FALL
Academic	MS	Maker Space	MIDDLE (5 DAYS)	332	SPRING
Academic	MS	MEDIA/LIBRARIAN	MIDDLE (5 DAYS)	621	SPRING
Athletic	MS	SOFTBALL	MS Asst	900	SPRING
Academic	MS	Academic Coaches	SPELL BOWL	466	FALL
Athletic	HS	AUDITORIUM	HIGH	1026	YEAR ROUND
Academic	MS	BAND	HEAD	2164	YEAR ROUND
Athletic	HS	BAND	HEAD	3531	YEAR ROUND
Academic	HS	DRUM LINE	ADMINISTRATIVE	491	WINTER
Academic	MS	JAZZ BAND	MIDDLE	1928	YEAR ROUND
Academic	HS	MARCHING BAND	HEAD/SUMMER	3985	SUMMER
Academic	HS	MUSICAL	ACCOMPANIST	733	YEAR ROUND

Academic	HS	Academic Coaches	Student Council HS	600	YEAR ROUND
Athletic	MS	CROSS COUNTRY	HEAD MS	1876	FALL
Academic	HS	Class Sponsor	SENIOR	630	YEAR ROUND
Athletic	HS	FOOTBALL	HEAD ASST	3327	FALL
Athletic	HS	FOOTBALL	ASSISTANT	2981	FALL
Athletic	MS	Middle School Yearbook	MIDDLE	839	YEAR ROUND
Academic	MS	SCHOOL PAPER	MIDDLE	1160	YEAR ROUND
Academic	MS	Guiding Coalition	MIDDLE	349	YEAR ROUND
Academic	HS	ANNUAL Yearbook	HIGH	1675	YEAR ROUND
Academic	HS	DUAL CREDIT/AP	HIGH	1000	YEAR ROUND
Academic	HS	JOURNALISM	HIGH (5 DAYS)	596	SPRING
Academic	HS	Robotics Club	HIGH	466	YEAR ROUND
Athletic	HS	MARCHING BAND	ASSISTANT/DESIGN-MARCHING DRILL	3630	FALL
Athletic	HS	MARCHING BAND	ASST/SUMMER	2422	SUMMER
Academic	HS	DUAL CREDIT/AP	HIGH	1000	YEAR ROUND
Academic	HS	GUIDANCE	HEAD	985	SPRING
Athletic	HS	TENNIS-Girls	Asst	1043	SPRING
Academic	MS	Academic Coaches	SUPER BOWL Math	466	SPRING
Athletic	MS	Guiding Coalition	MIDDLE	349	YEAR ROUND
Athletic	HS	SWIMMING boys	HEAD	3254	WINTER

Athletic	HS	SWIMMING girls	HEAD	3254	WINTER
Athletic	MS	BASKETBALL boys	ASST MS 6	1060	WINTER
Athletic	MS	BASKETBALL Boys	ASST MS 6	1061	WINTER
Academic	MS	ADVISORY COORDINATOR	MIDDLE	191	YEAR ROUND
Athletic	MS	VOLLEYBALL	HEAD MS 8	1436	FALL
Athletic	HS	MEDIA/LIBRARIAN	HIGH (5 DAYS)	621	SPRING
Academic	HS	Department Chair Science	HIGH	349	YEAR ROUND
Athletic	HS	SOFTBALL	JV	1549	SPRING
Academic	HS	Class Sponsor	JUNIOR	880	YEAR ROUND
Academic	HS	DUAL CREDIT/AP	HIGH	1000	YEAR ROUND
Academic	HS	DUAL CREDIT/AP	HIGH	1000	YEAR ROUND
Academic	EL	Head Teacher	ELEMENTARY--Kindergarten	349	YEAR ROUND
Athletic	HS	GOLF-Girls	HEAD	2340	FALL
Athletic	HS	BASKETBALL boys	FRESHMAN	2407	WINTER
Athletic	HS	TENNIS-Boys	Asst	1043	FALL
Athletic	MS	BASKETBALL girls	HEAD MS 8	1982	WINTER
Athletic	HS	BASEBALL	VARSITY ASST	1903	SPRING
Athletic	HS	FOOTBALL	ASSISTANT	2981	FALL
Athletic	MS	ADVISORY COORDINATOR	MIDDLE	191	YEAR ROUND

Academic	MS	Guiding Coalition	MIDDLE	349	YEAR ROUND
Athletic	MS	BASKETBALL girls	Asst 5th Grade (Girls)	400	WINTER
Athletic	HS	BASEBALL	HEAD	3392	SPRING
Academic	MS	BOOK STORE	MIDDLE	629	YEAR ROUND
Athletic	MS	WRESTLING	MIDDLE Head	1455	WINTER
Athletic	HS	WRESTLING	HEAD	3206	WINTER
Athletic	MS	BASKETBALL Girls	ASST MS 6	1061	WINTER
Athletic	MS	SWIMMING boys/girls	HEAD MS	1217	WINTER
Athletic	MS	TRACK	MIDDLE Boys	1314	SPRING
Athletic	MS	TRACK	MIDDLE Boys	1314	SPRING

