2025 CBA COMPLIANCE CHECKLIST

Item		Page No.
School employer and exclusive representative identified		4
Bargaining unit description matches the IEERB Order in effect at time of ratification		4
Beginning and ending date of CBA (must end on or before June 30, 2025)		22
Ratification date (must be on or after September 15 and at least 72 hours after TA meeting)		22
Signed by School Board President, Secretary, or Vice President and exclusive representative		23
General definitions (definitions that apply to the whole CBA)		3
Grievance procedure (if arbitration used, must indicate if advisory or binding)		20-21, 32-33
Contract interpretation provisions (e.g., severability, supremacy, savings clauses)		8
Salary for new teachers (amount, schedule, or method of calculation)		4
Wages/compensation for ancillary duties		29
Wages/compensation for extracurricular duties		25-29
Compensation for extended contracts		30
Public hearing and public meeting attestations (include electronic participation information)		22
Compensation Plan		
If there are no salary increases, CBA includes a statement to that effect		4
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		No
Salary increases		
If using optional eligibility criteria, the criteria are described and separate from factors		NA
Based on at least two of the five statutory factors (must use academic needs factor)		NA
Definitions of factors (e.g., experience, academic needs, instructional leadership)		NA
How much each factor contributes to increase (by points, percentage, amount, etc.)		NA
Amount of increase (flat amount, % amount) or method for calculating amount		NA
Differentiated base salary increase for literacy endorsement		NA
Academic needs is at least 10% of maximum possible salary increase calculation		NA
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 available salary increase		NA
If using a salary increase to reduce the gap, it must: (1) be clearly identified and (2) actually reduce the gap		NA
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		NA

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.

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.).

2025-2026

CONTRACT

BETWEEN

THE BOARD OF SCHOOL TRUSTEES

OF THE

PIKE COUNTY SCHOOL CORPORATION

AND

THE PIKE COUNTY TEACHERS' ASSOCIATION

TABLE OF CONTENTS

DEFINITIONS

As used in this Contract:

(1) "Board" means the Board of School Trustees of the Pike County School Corporation and any person(s) authorized to act for said body in dealing with its employees.

(2) "School Corporation" means the Pike County School Corporation of the County of Pike of the State of Indiana.

(3) "Certified School Employee(s)" and "Teacher(s)" mean the certificated personnel employed by the Board in the bargaining unit as defined in Article I of this Contract.

(4) "Association" means Pike County Teachers' Association, the school employee organization which has been certified or recognized as the exclusive representative of said certificated school employees, or the person or persons duly authorized to act on behalf of such representative.

ARTICLE I

Recognition

The Board recognizes the Pike County Teachers' Association as the exclusive representative of certificated school employees in the following bargaining unit:

All certificated school employees employed under a regular or temporary teacher's contract as defined in Public Law 217, in the Pike County School Corporation, except for:

Superintendent
Assistant Superintendent
Principals
Assistant Principals
Administrative Assistant to the Principal
Athletic Director
Director of Support Services
Director of Technology

ARTICLE II

Compensation and Expenses

1. The salary range is $40,800 to $79,500, exclusive of a 3% TRF contribution.

   Teachers new to the school corporation shall be offered a salary on the salary schedule in Appendix A of this agreement commensurate with the salary of current employees with the same qualifications and experience. 2023-2024 new hires shall have their salaries adjusted to match the salaries of returning employees with the same qualifications and experience. The 2023-2024 salary schedule in Appendix A is applied retroactively to teachers new to the school corporation in 2023-2024. The superintendent has the authority to place a new hire on the salary schedule in Appendix A of this agreement up to three (3) steps above or three (3) steps below the step commensurate with the salary of current employees with the same qualifications and experience. The superintendent shall not make any other adjustments to the initial salary of a new hire without first consulting with the Association President.

   a. Pay Option

      School employee salaries as scheduled in Appendix A and supplements in Appendix B totaling $2,500 or more for any individual shall be computed and paid in twenty-six (26) equal installments at two (2) week intervals. School employee supplements in Appendix B totaling less than $2,500 will be paid in equal installments on a quarterly basis, with full payment of the supplement made by the end of the quarter following the conclusion of the activity.

      Where a teacher resigns and/or signs a contract with another school corporation, the remaining compensation shall be paid in full as soon as the payroll changes can be made.

2. Compensation Model for Increase to Base Salary – For 2025-26, the parties have bargained that there will be no base salary increase or increment.

ARTICLE III

Insurance and Fringe Benefits

1. Life Insurance

The Pike County School Corporation shall pay all premiums, less one ($1) dollar, which shall be paid by each teacher, for a fifty thousand ($50,000) dollar group term life, accidental death and dismemberment (ADD), insurance plan. Life insurance benefits after age 70 are subject to a reduction schedule. This plan shall be mutually agreed to by the Association and the Board, extended to and encompass all bargaining unit members and shall provide full calendar year coverage unless such teacher terminates his/her employment in the school corporation. If the insurance carrier allows, teachers may purchase additional units of life insurance at the employee's expense.

2. Long Term Disability

Each teacher shall be covered by a long-term disability insurance program paid for by the Board. The plan shall be mutually agreed to by the Association and the Board, extended to and encompass all bargaining unit members and shall provide full calendar year coverage unless such teacher terminates his/her employment in the school corporation.

3. Health Insurance

a. The insurance committee shall consider changing both insurance providers and/or a multi-tier rate structure, if a less expensive plan which meets employees' needs without cost shifting can be found.

b. The Pike County School Corporation shall contribute as follows on an annual basis for a family, employee/child(ren), employee/spouse, or single health insurance program as determined by the employee, the insurance carrier and use of any monies refunded to the corporation or in the carrier's refund account shall be mutually agreed. The insured shall pay at least one ($1) dollar per year which shall be paid through payroll deduction. The 2025-2026 Board contributions are shown in the table below:

Plan Type	**Employer Contribution**
Single PPO	$12,201.60
Single HDHP	$11,424.60
Employee/Spouse PPO	$25,350.84
Employee/Spouse HDHP	$24,120.48
Employee/Child(ren) PPO	$21,923.88
Employee/Child(ren) HDHP	$20,708.40

Family PPO	$34,640.88
Family HDHP	$33,245.64

The Corporation will pay up to a five (5%) percent increase in the total premium cost. If the increase exceeds five (5%) percent, the refund account may be used to buy down as much of any increase in premium as possible over the Corporation contribution.

c. A teacher on a Board approved leave of absence or a retired teacher may choose to continue in the school corporation's group insurance program(s) provided the teacher remits the full, total premium to the school corporation business office prior to the due date each month. It is understood that the Board and school corporation shall not be responsible for any lapse of coverage due to failure of a teacher to make payments by the billing dates.

If a school employee wishes to participate, he or she must elect one of the options offered and the Board's contribution will pertain to the elected coverage. The unused difference between the cost of an option and the Board's contribution will not be transferred to any other plan, coverage or employee. If both spouses are employed as certified employees, then the Board shall apply (when this option is requested) the sum of the individual benefits toward the family plan. Total benefits will not exceed the cost of a family plan, less one ($1) dollar.

4. A new school employee must sign for the health insurance, life, accidental death and dismemberment (ADD), long-term disability (LTD), and disability or any other voluntary insurance programs, if they wish to participate, no later than three weeks from the first day on the job. Annual open enrollment periods and qualifying events are the only other entry points accepted.

5. Tax Sheltered Annuities. IRC. Sec. 403 (b) (7)

a. The Board, as provided by law, gives an opportunity for school employees to purchase tax-sheltered annuities or securities, which are part of the Board's 403(b) Plan, adopted by the Board and agreed upon by the Association. The Board and Association agree that the Plan will not be changed without agreement in bargaining.

b. Employees may initiate or change their annuity and security deductions at any time; however the change will not take effect for up to two paychecks after receipt of the change request in the Corporation office. Employees may change deductions for annuities and securities no more than twice in the same school year. In addition, the post-tax investment with the ISTRF shall be payroll deducted if requested.

c. The school employee's tax sheltered annuity vendor of choice cannot be automatically changed by the employer. Beginning January 1, 2009, the employee's vendor of choice must be a participant in the Board's Plan for any contribution to be sent to the vendor.

6. Worker's Compensation

Absence due to injury incurred in the course of the employee's employment shall not be charged against the employee's sick leave days. The Board shall continue to pay the employee his/her salary for a maximum of forty-five (45) work days. The employee shall endorse to the Board that portion of the check(s) received under the Indiana Workers' Compensation Act, which is attributed to the employment with the Board, during the forty-five (45) day period.

7. Teacher Retirement

If a teacher notifies the corporation by April 1 that he/she intends to retire effective at the end of that current year, which would be August of that same year, and the person is a participant in the health, life, or long term disabilities insurance programs, those programs shall remain in effect and the Board shall contribute its share through the August premiums.

8. Section 125

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. Amounts may be set aside by the employee for the selection of benefits under Generation I and Generation II of Section 125 of the Internal Revenue Code. The Section 125 plan will be administered through a company selected by mutual agreement between the Board and the Association.

9. Dental Insurance

The Board shall provide payroll deduction for a dental insurance plan for all employees. The specifications and provider shall be determined by the Association. The employee(s) who participate shall pay for the dental insurance.

10. Vision Insurance

The Board shall provide payroll deduction for a vision insurance plan for all employees. The specifications and provider shall be determined by the Association. The employee(s) who participate shall pay for the vision insurance.

11. Air Lift Medical Transport Service

The Board shall pay the cost of air lift medical transport service for all employees. The specifications and provider shall be determined by the Association.

12. Background Checks

Per IC 20-26-5-10, all employees will have a background check every five (5) years. The employee shall pay for the background check required at the time of initial application and/or employment. The Board shall pay for each background check thereafter.

13. 403(b)

The School Corporation will make deductions for those recipients for whom at least ten (10%) of the bargaining unit request a deduction. Vendors of 403(b)'s must be a part of the Corporation's

403(b) Plan.

14. <u>CPR Training</u>

The Board shall provide CPR training for all employees at no cost to the employee during the year CPR training is necessary for the employee's license renewal.

15. <u>Admission to PCSC Athletic Events</u>

Employees who show their PCSC employee identification badge and sign in shall be admitted without charge to PCSC athletic events. This benefit applies only to the employee.

ARTICLE IV

<u>Buy Out of Severance Pay</u>

1. Elimination of Prior Agreement's Severance Pay benefit

The Board and the Association specifically reserved the authority to revise or terminate the retirement benefits contained in earlier agreements. Exercising this authority, the Board and the Association now confirm that Article VII, entitled Severance Pay in the 2004-2005 Contract is terminated and shall not apply to any teacher retiring from employment with the school corporation on or after this contract's effective date, except as otherwise specifically provided. Those teachers who retired from employment before the effective date shall only be entitled to the retirement benefits contained in the prior contract as of the time of his or her retirement.

2. Entitlement to Retirement Benefits and Vesting Requirements

a. The Buy-out Benefits

If a teacher has at least ten (10) years of service in the PCSC, the teacher shall be fully vested in the VEBA buy-out benefits and the 401(a) buy-out benefits. If vested, upon retirement or separation of service from the Corporation, a teacher shall have full access to the VEBA buy-out benefits and the 401(a) buy-out benefits.

b. Any teacher who dies, but would have been vested as per Section a. above shall be deemed vested in the respective benefit for which he is qualified.

c. The Board agrees that participants who are vested in this program per Section a. and b. above, are vested in these rights and benefits and these shall not be reduced or eliminated during the life of the program and/or the participants' benefit period.

3. Actuarial Determination of Value of the Severance Pay and Medicare Bridge Benefits

The Educational Services Corporation has been selected to determine the present value of the unfunded severance pay and Medicare bridge benefits described in the 2003-2004 Contract. In making this present value determination, the Educational Services Corporation used the following assumptions:

a. The assumed interest rate for the purpose of determining the present value is four percent (4%) in the first two (2) years of the plan and seven and a quarter percent (7.25%) each year thereafter. However, for post-retirement cash flow purposes, a four percent (4%) interest rate is used.

b. It is assumed that an employee terminates employment at the end of the school year in which the employee attains age fifty-nine (59), or on June 30, 2004 if the individual is already age fifty-nine (59) or older. If an employee continues employment after the attainment of age fifty-nine (59), the employee does continue to receive all ongoing Board contributions to the 401(a) and VEBA, and the employee does continue to share in any future forfeitures.

c. The Board's contribution to the Medicare bridge which is for post-retirement health insurance premiums is assumed to be seven thousand dollars ($ 7000.00) per year from the employee's current age if 59 or over, or from age 59 to age 65 when the employee is eligible for Medicare. Irrespective of the teacher's anticipated date of retirement, no further increase in this annual cost is assumed. Furthermore, payments will be deemed to terminate when the individual would be 65 and eligible for Medicare benefits.

d. The anticipated amount of the severance pay shall be determined using the amount of annual benefit described in Article VII, Section 1. Severance Pay of the prior Contract. However, it is assumed that individuals do not retire until the later of: (a) the attainment of age fifty-nine (59), or (b) satisfaction of the eligibility requirements of this Article.

e. Using the method of calculation described in Article VII of the 2004-2005 Contract the severance pay benefit for each employee will be determined, subject to the following adjustments:

(1) Sick leave accumulation shall be calculated as of December 31, 2003, projected to retirement age based upon the accumulation of 9 days per year for each year until the individual reaches the assumed retirement age of 59. The amount paid per sick day is based on the number of days assumed accumulated. If 1-50 days are assumed accumulated $20.00 will be paid for each day; if 51-100 days are accumulated $30.00 will be paid for each day; 101- 150 is $35.00 per day; 151-200 is $40.00 per day; and 201-225 is $50.00 per day.

(2) The employee's years of service as of June 30, 2004 are projected to the assumed retirement age of 59.

(3) The employee's salary as of June 30, 2004 is assumed to increase two and one-half percent (2.50%) per year until the assumed retirement age of 59. The salary is the base salary plus the 3% TRF.

(4) The severance pay is computed as one and two-tenths (1.2%) percent of the projected salary, including the three (3%) TRF in the year the employee reaches the assumed retirement age times the employee's projected years of experience.

f. The present value of the future severance pay benefits will be reduced by 7.65%, the Social Security and Medicare taxes (FICA), that would have been payable if the severance pay benefits had been paid directly to the employee. The present value of the Medicare bridge benefit shall not be reduced by FICA, as that benefit was not paid directly to the employee and hence was not subject to FICA.

g. Amounts forfeited upon termination of employment because of the failure to meet the applicable vesting requirements shall not be reinstated or re-credited if an individual is subsequently rehired or re-employed by the school corporation. However, if the Board approves a leave of absence for an employee, or the employee is placed on the RIF/Recall list, such period of leave or RIF shall not result in forfeiture, provided the employee shall return to employment following the expiration of the period of leave or reduction-in-force.

h. The termination or turnover assumption used in the calculation is 1.3%.

i. The present value of the severance pay and Medicare bridge benefits shall be calculated, effective as of the 30th day of June, 2004.

j. To confirm the accuracy of the underlying information to be used in the present value calculations, each teacher shall be provided with his or her basic data that will be used in the calculations, including, but not limited to, the following Information as of the 30th day of June, 2004: base salary, age, years of service, and accumulated sick leave as of 12/31/03. The Educational Services Company shall assist in the preparation of this verification sheet for each teacher. However, the Board will have the responsibility to forward the verification sheets to the respective teachers. Any corrections must be returned to the Board by the date Indicated on the verification sheets. Failure to return the verification sheet by the date designated shall result in the presumption that the information is accurate.

Using the above assumptions and the other assumptions contained on the buy out spreadsheet, the Educational Services Company shall prepare the present value calculations for each teacher and the contributions described hereinafter will be made.

4. Buy-Out TAX VEHICLE ALLOCATION PLAN(S)

a. Each teacher shall make a one-time, irrevocable selection of one of the Plans below for the distribution of the total buy-out amount due. After this single limited plan selection, assets may not be reallocated by the individual employee at any time.

	VEBA IRS Code: 501(c)9	Sec. 401(a) IRS Code
PLAN A	75%	25%
PLAN B	50%	50%
PLAN C	25%	75%
PLAN D	Medicare	Severance

Bridge Pay

For any individual employee's asset allocation, if any of the plans' percentages causes the IRS Code limits for that tax vehicle to be exceeded, that excess shall be automatically paid into the respective employee's plan's VEBA tax vehicle without any employee option.

b. VEBA Buy-out Plan - The school corporation shall contribute to a voluntary employees' beneficiary association ("VEBA") as described in section 501(c)(9) of the IRS Code for each employee that amount of the buy-out benefit in accordance with the Plan selected. The funds shall be placed in each employee's VEBA account within thirty {30} days of receipt of the bond funds. The ISTA Financial Services Corporation shall be the organization administering the VEBA and shall be the single investment vendor for the VEBA. The terms and conditions for the administration and operations of the VEBA shall be as follows:

(1) The amount calculated for each employee will be invested in a separate account. There will be no commingling of accounts and each employee may determine how his or her account shall be invested among the investment options made available by the vendor for the VEBA.

(2) Until such time that an employee has retired and satisfied the eligibility requirements set forth this Article, the employee shall have no access to the assets held in his or her separate VEBA account.

(3) If an employee terminates employment before satisfaction of the vesting requirements set forth in this Article, the terminated employee's VEBA account shall be forfeited upon the Board's acceptance of the resignation or termination. Forfeited amounts shall be reallocated at the end of each plan year only among the then remaining separate VEBA accounts. This reallocation shall be calculated by the Educational Services Company in a manner similar to that used by the Educational Services Company in initially determining the present value calculations. The school corporation shall pay any fee for this actuarial reallocation calculation. Therefore, the VEBA accounts of the following employees will not share in the reallocation of a forfeiture of a VEBA account:

(i) Employees who forfeited their VEBA accounts in the same year;
(ii) Employees who previously forfeited their VEBA accounts; and
(iii) Employees who have attained the age of fifty-nine (59) and terminated employment in or before the year of the reallocated forfeiture.
(iv) A teacher on lay-off status shall not forfeit, while on lay-off, and will share in any reallocation of forfeitures while on the recall list.

Furthermore, VEBA accounts of employees who have attained the age of fifty-nine (59), but who have not terminated employment may share in the reallocated forfeiture, but on a reduced actuarial basis.

(4) Following retirement and the satisfaction of the vesting requirements set forth in this Article, a retired employee may use the amounts held in his/her separate

VEBA account to pay health insurance premiums, term life insurance premiums, and to be reimbursed for unreimbursed medical expenses of the employee, spouse, and dependents, or for any other purpose allowable for use of VEBA funds by the vendor. Furthermore, following the death of an employee who had otherwise satisfied the requirements of this Article, any amounts remaining in the deceased employee's VEBA account may continue to be used to pay these premiums and expenses of the employee's spouse and IRS qualified dependents. At no time may the VEBA make loans to an employee, his/her spouse, or his/her dependents.

(5) The school corporation shall not be paid any compensation for its services performed on behalf of the VEBA. All costs incurred in the administration of the VEBA and investment fees shall be paid from the VEBA assets.

c. 401(a) Buy-out Plan. The school corporation shall establish a qualified retirement plan as described in section 401(a) of the IRS Code. The total sum of the buy-out benefit in accordance with the Plan selected by the teacher shall be contributed by the school corporation to the 401(a) buy-out plan for each employee within thirty (30) days of receipt of the funds from the bond. The single investment vendor for the 401(a) buy-out plan shall be Security Benefits. The terms and conditions for the administration of the 401(a) buy-out plan shall be as follows:

(1) The amount calculated for each employee will be invested in a separate account. There will be no commingling of accounts and each employee may determine how his or her account shall be invested among the investment options made available by the investment vendor for the 401(a) Plan.

(2) Until such time that an employee has retired or resigned and satisfied the vesting requirements set forth in this Article, the employee shall have no access to the assets held in his or her separate 401(a) plan account.

(3) If an employee terminates employment before satisfaction of the vesting requirements set forth in this Article, the terminated employee's 401(a) plan account shall be forfeited upon the Board's acceptance of resignation or termination. The forfeited amounts shall be reallocated at the end of each plan year only among the then remaining separate 401(a) plan accounts in a manner similar to that used in initially determining the present value calculations. Forfeited amounts shall be reallocated at the end of each plan year only among the then remaining separate 401(a) accounts. This reallocation shall be calculated by the Educational Services Company in a manner similar to that used by the Educational Services Company in initially determining the present value calculations. The school corporation shall pay any fee for this actuarial reallocation calculation. The 401(a) plan accounts of the following employees will not share in the reallocation of a forfeiture of a 401(a) plan account:

(i) Employees who forfeited their 40l(a) plan accounts in the same year;
(ii) Employees who previously forfeited their 401(a) plan accounts; and
(iii) Employees who have attained age of fifty-nine (59) and terminated employment in or before the year of the reallocated forfeiture.

(iv) A teacher on lay-off status shall not forfeit, while on lay-off, and will share in any reallocation of forfeitures while on the recall list.

Furthermore, 401(a) plan accounts of employees who have attained the age of fifty-nine (59), but have not terminated employment may share in the reallocated forfeiture, but on a reduced actuarial basis.

(4) Following retirement and the satisfaction of the vesting requirements set forth in this Article, a retired employee may elect to commence distributions from his 401(a) plan account. If an employee dies after having satisfied the vesting requirements of this Article, the deceased employee's 401(a) plan account shall be distributable to the decedent's designated beneficiary or to his/her estate if no beneficiary designation has been made. At no time may a participant borrow from his 401(a) plan account.

(5) The school corporation shall not be paid any compensation for its services performed on behalf of the 401{a) plan. All costs incurred in the administration of the 401{a) plan and investment fees shall be paid from the 401(a) plan assets.

5. Retiree Health and Life Insurance

The PCSC health insurance and group life insurance basic program is also made available to eligible retirees providing that the retiree was participating in the Health Plan during employment with PCSC at the time of retirement. The retiree must assume all premium costs. The retiree begins paying in August for September per Article III, Section 8. In accordance with the group plan, all such health insurance and term life insurance benefits for retirees terminate at eligibility for Medicare.

ARTICLE V

Retirement Savings - VEBA and 401(a) Annuity Plans

1. a) Beginning in the 2004-2005 school year, the school corporation shall establish a voluntary employee beneficiary association – VEBA plan as described in the IRS Code.

b) The Board agrees to contribute monthly into each employee's separate VEBA account an amount equal to one (1.0%) percent of the teacher's base salary, excluding the 3% TRF and extracurricular but including extended employment. Each bargaining unit member shall be immediately 100% vested in the account, however, the funds in the VEBA shall not be available for use until the employ retires or resigns from the PCSC.

c) There will be no commingling of accounts and each employee may determine how his or her account shall be invested among the Investment options made available by the investment vendor for the VEBA plan. The single investment vendor for the VEBA plan shall be Security Benefits.

2. a) Beginning in the 2004-2005 school year, the school corporation shall establish qualified retirement plans as described in Section 401(a) of the IRS Code.

b) The Board agrees to contribute monthly into each employee's separate 401(a) account an amount equal to one (1.0%) percent of the teacher's base salary, excluding the 3% TRF and extracurricular but including extended employment. Each bargaining unit member shall be immediately 100% vested in these individual 401(a) accounts.

c) There will be no commingling of accounts and each employee may determine how his or her account shall be invested among the investment options made available by the investment vendor for the 401(a) plan. The single investment vendor for the 401(a) plan shall be Security Benefits.

ARTICLE VI

Paid Leaves of Absence

1. Sick and Personal Leave

a. A certificated school employee shall be entitled to nine (9) Sick leave days per year for the employee's personal illness or the illness of an immediate family member of the employee. "Immediate family" for purposes of this provision shall include only father, mother, brother, sister, child, step-parent, step-child, spouse, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, nieces, nephews, grandchildren, grandparent, and any other relative residing in the household of the teacher at the time of the illness. It is understood that persons not related to the teacher by marriage or blood, but who make their legal residence in the home of the teacher at the time of the illness, including foster children, shall be considered to be "immediate family" for purposes of this provision. Certificated school employees employed on a regular contract for a period greater than the school calendar shall be entitled to one additional Sick leave day for each additional full month of employment.

b. Each full-time teacher employed under regular contract shall be annually entitled to five (5) days of personal business leave per school year without loss of compensation. Unused personal business leave days are transferred to the teacher's accumulated Sick leave at the end of each academic year, subject to the limitation on Sick leave accumulation

Personal business leave shall only be used for matters which cannot be scheduled outside of regular school hours. Written notification of intent to use personal business leave shall be made at least two (2) days prior to use of such leave whenever possible. Teachers may not use more than three (3) personal leave days consecutively without the approval of their building administrator. If a teacher is denied use of personal leave by their building administrator, they may to appeal to the superintendent.

c. Teachers applying for Sick or Personal leave under this provision shall do so on the

Board approved request form.

d. Sick and Personal leave days under this provision shall not be taken in less than one-half (1/2) day increments.

e. Teachers employed for only a portion of the regular school year shall be entitled to a proportionate number of days of leave under this provision.

f. Teachers who end the 2015-2016 school year with two hundred twenty five (225) or more accumulated leave days are entitled to accumulate a maximum of two hundred twenty five (225) unused Sick leave days. Teachers who end the 2015-2016 school year with two hundred (200) or fewer accumulated leave days and all teachers hired after October 1, 2015 are entitled to accumulate a maximum of two hundred (200) unused Sick leave days. Teacher who end the 2015-2016 school year with two hundred one (201) to two hundred twenty for (224) accumulated leave days may choose their maximum accumulated unused Sick leave days as follows:

   1) They may choose to be entitled to accumulate a maximum of two hundred twenty five (225) unused Sick leave days.
   2) They may choose to forfeit unused Sick leave days in excess of two hundred (200) in order to be entitled to accumulate a maximum of two hundred (200) unused Sick leave days.

g. Accumulated Sick leave from a teacher's prior place of employment shall be transferred to this corporation at the rate of three (3) days per year.

h. The superintendent may require a teacher to provide a medical certificate when use of Sick leave exceeds three (3) consecutive days.

2. Bonus Pay for Unused Sick Leave

At the beginning of a school year a teacher will have available their previously accumulated Sick leave days, five (5) allotted Personal leave days, and nine (9) allotted Sick leave days. Teachers whose maximum accumulated Sick leave is 225 days per the provisions above will be paid $50 for each day in excess of 225 at the end of each school year. Teachers whose maximum accumulated Sick leave is 200 days per the provisions above will be paid $50 for each day in excess of 200 at the end of each school year.

Examples for teachers whose maximum accumulated Sick leave is 225 days:

DATE	BEGINNING OF YR TOTAL	ANNUAL NUMBER USED	END OF YEAR TOTAL	BONUS PAY
MAY, 2015			220	
AUG, 2015	220+14=234	-7		
MAY, 2016			227	2 x $50 = $100
AUG, 2016	225+14=239	-5		
MAY, 2017			234	9 x $50 = $450
AUG, 2017	225+14=239	-20		
MAY, 2018			219	0 x $0 = $0

AUG, 2018	219+14=233

Examples for teachers whose maximum accumulated Sick leave is 200 days:

DATE	BEGINNING OF YR TOTAL	ANNUAL NUMBER USED	END OF YEAR TOTAL	BONUS PAY
MAY, 2015			195	
AUG, 2015	195+14=209	-7		
MAY, 2016			202	2x$50=$100
AUG, 2016	200+14=214	-5		
MAY, 2017			209	9x$50=$450
AUG, 2017	200+14=214	-20		
MAY, 2018			194	0x$0=$0
AUG, 2018	194+14=208			

In order to qualify for this bonus a certificated school employee must be an employee of the School Corporation on the last school day for that year.

Payment of the bonus will be made as a deposit into the employee's 401(a) account in June, issued following the last school day of the year. The school corporation shall provide notice of this deposit to employees on an annual basis.

3. <u>Bereavement Leave/Estate Settlement</u>

a. In the case of death in the immediate family of a certificated school employee, the teacher is entitled to be absent without loss of compensation for a period extending not more than five (5) consecutive school days following such death for the purpose of preparing for and attending the last rites. At the employee's discretion, up to two (2) of the said days need not be consecutive. These two (2) days must be taken within 365 days following such death, for the purpose of attending to other personal matters of the immediate family member. "Immediate family" is interpreted as including only father, mother, brother, sister, child, step-parent, step-child, spouse, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, nieces, nephews, grandchildren, grandparent or other relative residing in the household of the teacher at the time of death. It is understood that persons not related to the teacher by marriage or blood, but who make their legal residence in the home of the teacher at the time of the death shall be considered to be "immediate family" for the purposes of this provision. It is also understood that the parent, child, sibling, niece, nephew, grandchild, or grandparent of persons not related to the teacher by marriage or blood, but who make their legal residence in the home of the teacher at the time of the death shall be considered to be "immediate family" of the teacher for the purposes of this provision. Leave under this provision shall not be construed to mean five (5) school days for each member of the immediate family if two (2) or more deaths arise immediately out of the same occurrence.

b. In case of death of an uncle, aunt, first cousin, or grandparent-in-law not living in the household of the teacher, the teacher is entitled to be absent without loss of compensation on the day of the formal death service, provided, however, said teacher does attend in person the formal death service of the stated family member not living in the household of said teacher; that said death service occurs while said teacher is performing duties as assigned by the Board under a valid teacher's contract; and that said services do not occur during the time when said teacher is absent from assigned duties due to vacation, or leaves of absence, or sick leaves, or leaves for personal business which may have been previously granted or approved by the Board. Leave under this provision shall not be construed to mean one (1) school day for each stated family member if two (2) or more deaths arise immediately out of the same occurrence.

c. In case of the death of a close personal friend, certificated school employees are entitled to be absent from work without loss of compensation in order to attend the funeral. Leave under this provision shall not exceed one (1) day per occurrence, or a total of three (3) per year.

4. <u>Jury Duty/Witness Leave</u>

A teacher called for grand or petit jury duty shall, during the required period of absence from assigned duty by the Board, be paid full regular salary, provided the total amount of per diem allowance earned by such teacher, if any, is remitted by the teacher to the school corporation.

A teacher shall be entitled to be absent without loss of compensation if he/she is called as a witness in court, provided, however, that if the teacher is a plaintiff in an action against the school corporation, he/she shall not be compensated under this provision.

5. <u>Additional Compensation Earned While on Paid Leave</u>

Certificated school employees shall report any and all compensation, fees, honoraria, etc., received while on a paid leave of absence, and said employee's entitlement to compensation from the school corporation shall be limited to the difference between the employee's regular compensation from the school corporation and any other compensation received while on a paid leave of absence. This shall not be construed to include compensation for medical expenses. Upon receipt of written verification of the employee's compensation while on leave, the payroll department shall make the necessary adjustments in the employee's next ensuing paycheck. All expenses for paid leaves of absence shall be borne by the employee.

6. <u>Notice of Leave</u>

A school employee desiring to be on a paid leave of absence shall notify the Superintendent in writing on the prescribed forms of the expected beginning and ending dates of such leave except in the case of demonstrable emergency. In the case of demonstrable emergency, the school employee shall notify the Superintendent or the building principal of the expected beginning and ending dates as soon as possible. The school employee shall have the duty to keep the notice of the expected ending and beginning dates current. Failure to give notice and keep notice current shall be cause for the loss of compensation during the leave.

7. Additional Compensation for Filling in for a Teacher on a Paid Leave of Absence

When a substitute teacher is not hired for a teacher who is absent on a paid leave of absence, the principal may ask another teacher to cover that class. If said teacher declines to substitute, the teacher will not be placed in jeopardy of reemployment, retirement, salary, tenure or seniority rights. When said teacher chooses to take the class, said teacher will be compensated at the rate of one fifth ($1/5^{th}$) of the daily pay of a beginning teacher's salary. The compensation shall be figured and paid to the teacher at the end of each semester. Portions of this provision not related to wages are school policy, were not bargained, and are included for informational purposes only.

8. When It is necessary for the president or his designee to engage in Association activities directly relating to the Association's duties as representative of the teachers, which are the result of an emergency situation, the Association's representative shall be given such time, without loss of pay, as is necessary to perform any such activities. He shall give his principal as much notice as possible so that a qualified substitute can be located. In addition, the Association president or his/her designee shall receive up to five (5) days without loss of pay, per year. These days are to be used for Association business only.

ARTICLE VII

Sick Leave Bank

1. Purpose
   a. To provide additional sick leave and accident benefits beyond normal Sick and Personal leave policy for professional personnel who are still unable to perform their normal duties.

2. Participants
   a. All certificated personnel in the school corporation.
   b. All donated days lose their identity.
   c. When certificated personnel leave the corporation all donated days will be noted on personal records as donated and not used.

3. Structure
   a. The bank is formed by voluntary participation and voluntary donations of one (1) day by certificated personnel.
      1) The initial period for donation to the bank will be fifteen (15) school days following approval of this contract.

      2) The bank will be open for voluntary donations fifteen (15) school days following the first teacher day each school year.
         a) New teachers will contribute for the first time.

b) Teachers who have been in the school corporation may take part by paying all back assessments.

c) Upon retiring, a teacher may contribute to the Sick Leave Bank up to twenty-five (25%) percent of his/her accumulated Sick leave days.

b. At such time as the bank account falls to below twenty-five (25) days teachers shall be given two weeks' notice before an obligatory assessment of one (1) Sick day shall be made upon all members of the bank. If the participant has only one (1) or zero (0) days remaining, the day will be deducted from the following school year's Sick leave entitlement.

c. The bank will be a continuous year to year entity.

d. The Sick Leave Bank Committee will be composed of a representative of the administration to be determined by the Superintendent and one representative from each of the elementary schools, middle school, high school, and the president of the Association. Teacher representatives are to be determined by presidential appointment. The chairman will be selected by the Committee.

4. Use of Bank, procedure

a. Withdrawal

1) Written application by the certificated personnel or his/her family accompanied by a physician's certificate stating the general nature, estimated length of disability and general prognosis of the person's condition, to be submitted to the Chairman of the Sick Leave Bank Committee.

a) Applicant must be a donating member of the Sick Leave Bank prior to the time of need.

2) In order to approve or disapprove, the application will be acted upon by a majority of the committee. The chairman shall inform the applicant or where advisable, a member of the family, of the decision of the Committee.

a) The chairman shall report a positive committee decision to the Corporation bookkeeping department.

3) Applicant must use all of his/her own Sick and Personal leave days before receiving any sick leave days from the bank. There is a mandatory waiting period of five (5) days without pay before benefits from the sick leave bank begin. This waiting period is effective with each request of days from the bank.

4) Maximum number of days to be granted per certificated personnel shall be thirty (30) school days per school year. Exceptions to this withdrawal procedure may be granted by the committee for extenuating circumstances. Days may be used intermittently if the teacher provides medical certification that intermittent leave is medically necessary. Any unused days will be returned to the Bank.

5) Sick leave bank benefits all coordinate with the Corporation's long term disability (LTD) insurance such that the applicant will only be eligible for bank benefits through the waiting period for the disability Insurance. If the applicant chooses not to apply for LTD benefits, the bank shall grant no more days.

ARTICLE VIII

Grievance Procedure

1. Intent

It is the intent of the Board and the Association that a formal adjustment of a grievance will be unnecessary. In the event a formal adjustment of a grievance is necessary, the grievance shall be processed by the following definitions, provisions and steps.

2. Definitions

   a. "grievance" shall mean and be limited to an alleged violation, misinterpretation or misapplication of a specific section or provision of this written contract.

   b. "grievant" shall mean the certified employee(s) directly affected, or the Association, who alleges a grievance.

   c. "day(s)" shall mean worked days during the regular school year and weekdays (not including any holidays) during the summer.

   d. "superintendent" means the chief administrative officer of the school corporation or any person(s) designated by him to act in his behalf.

3. General Provisions

   a. Only one grievance may be initiated for the same instance of alleged violation of the contract; however, a grievant may file a grievance on behalf of more than one teacher where more than one person is affected.

   b. No step in the grievance procedure may be initiated unless the preceding step(s) have been completed.

   c. Time limits shall be strictly adhered to and if a grievance is not moved to the next level within the specified time limit for that level, said grievance shall be deemed resolved. However, time limits may be extended by mutual written consent of the grievant and/or his representative, and the Board.

   d. The grievant may be represented by any person(s) of his own choosing at all levels of this procedure.

e. All material and written answers from each level shall be included along with the grievance for consideration at each higher level.

f. All documents, communications and records dealing with the processing of a grievance shall be filed separate from the personnel files of the grievant.

g. Any hearing or discussion at the Informal Level and at Formal Level One, Level Two, and Level Three, shall be held at mutually agreeable times which shall adhere to the time deadlines.

4. Procedure

a. Informal Level

The grievance shall be initiated informally within five (5) days of the time the grievant knew or should have known of the alleged act, incident or condition upon which the grievance is based, by the grievant and principal or his/her designee. After the grievance has been initiated, the grievant and the principal or designee shall discuss the grievance informally within *five* (5) days. The grievant may be accompanied by a representative as provided herein, provided the grievant's principal or designee is informed in advance that the representative will be present. Within *five* (5) days after discussion of the grievance, the principal or designee shall give his/her answer orally to the grievant.

b. Formal Level

1) <u>Level One</u>

If the grievance is not resolved at the informal level the grievant may, within *five* (5) days re- present his/her written grievance to the principal or his/her designee. The written grievance shall name the certificated school employee(s) directly affected, shall state the facts giving rise to the grievance, shall identify by specific reference all articles and/or sections of this contract alleged to be violated, misinterpreted, or misapplied, shall state the contention(s) of the grievant with respect to said Article and Sections, and shall indicate the specific relief requested. A hearing may be held or investigation made for the purpose of obtaining evidence pertaining to the grievance if either party deems it necessary. This hearing or investigation shall not exceed fifteen (15) days without written consent of both parties. Within *five* (5) days after any such hearing or investigation, or if none is held within five (5) days of receipt of the grievance in writing, the principal or designee shall give the grievant his/her answer in writing.

2) <u>Level Two</u>

In the event that the grievance is not resolved with the answer at Formal Level One, the grievant may, within five (5) days of receipt of the written answer at Level One, appeal his/her written grievance to the Superintendent. A hearing or investigation may be held as provided in Formal Level One. Within fifteen (15) days of any such hearing or investigation, if held, or within fifteen (15) days of submission of the grievance to Formal Level Two, the Superintendent shall give his/her answer in writing to the grievant.

ARTICLE IX

Attestations and Term of Agreement

1. On the 8th day of September, 2025, a public hearing as described in IC 20-29-6-1 (b) was held at the Pike County School Corporation central office.

   On the 3rd day of December, 2025, a public meeting as described in IC 20-29-6-19 was held at the Pike County School Corporation central office.

   This section is attested to by the Board and Association representatives whose signatures appear below.

2. During the public hearing held on the 8th day of September, 2025, governing body members were not allowed to participate in the public hearing by means of electronic communication. During the public hearing held on the 8th day of September, 2025, members of the public were not allowed to participate in the public hearing by means of electronic communication.

   During the public meeting held on the 3rd day of December, 2025, governing body members were not allowed to participate in the public hearing by means of electronic communication. During the public meeting held on the 3rd day of December, 2025, members of the public were not allowed to participate in the public hearing by means of electronic communication.

   This section is attested to by the Board representatives whose signatures appear below.

3. The terms and conditions of this Agreement shall become effective as of July 1, 2025 and shall continue in effect through June 30, 2026 with all issues having been considered and agreed upon.

   Therefore, this agreement is made and entered into this 9th day of December, 2025 by and between the Board and the Association, as defined herein, and is attested to by the representatives whose signatures appear below. The Board ratified the CBA on December 9, 2025 and the Association ratified the CBA on November 25, 2025, and is attested to by the respective representatives whose signatures appear below.

BOARD OF SCHOOL TRUSTEES OF
THE PIKE COUNTY SCHOOL CORPORATION

President

Secretary

Member

Member

Member

Date: 12-9-25

PIKE COUNTY TEACHERS ASSOCIATION

President

Negotiations Team Member

Negotiations Team Member

Negotiations Team Member

Negotiations Team Member

Date: 12-9-25

APPENDIX A – Salary Schedule

	2025-26
LEVEL	W/O TRF
A	40800
B	41543
C	42531
D	43519
E	44509
F	45495
G	46484
H	47473
I	48460
J	49451
K	50438
L	51426
M	52416
N	53403
O	54393
P	55380
Q	56369
R	57358
S	58345
T	59334
U	60323
V	61311
W	62301
X	63288
Y	64276
Z	65266
AA	66254
BB	67242
CC	68230
DD	69219
EE	70207
FF	71196
GG	72185
HH	73172
II	74161
JJ	75150
KK	76139
LL	77127
MM	78116
NN	79500

APPENDIX B - Extracurricular Pay Schedule

Throughout Appendix B, anything other than the name of a position and the pay for that position was not bargained and is included for informational purposes only.

	Contingency	**Level**	**2025-2026**
BASKETBALL	**K**		
Boys Varsity Coach Basketball		IA	$6,541.41
Boys Varsity Assistant Basketball		II	$4,070.36
Boys JV Basketball		II	$4,070.36
Boys "C" Team Basketball*		II	$4,070.36
Boys 8th Grade Basketball		III	$2,847.94
Boys 8th Grade Basketball Assistant		IV	$1,993.67
Boys 7th Grade Basketball		III	$2,847.94
Boys 7th Grade Basketball Assistant		IV	$1,993.67
Boys 6th Grade Basketball		III	$2,847.94
Boys 6th Grade Basketball Assistant		IV	$1,993.67
Girls Varsity Coach Basketball		IA	$6,541.41
Girls Varsity Coach Asst. Basketball		II	$4,070.36
Girls JV Basketball		II	$4,070.36
Girls "C" Team Basketball*		II	$4,070.36
Girls 8th Grade Basketball		III	$2,847.94
Girls 8th Grade Basketball Assistant		IV	$1,993.67
Girls 7th Grade Basketball		III	$2,847.94
Girls 7th Grade Basketball Assistant		IV	$1,993.67
Girls 6th Grade Basketball		III	$2,847.94
Girls 6th Grade Basketball Assistant		IV	$1,993.67
FOOTBALL	**K**		
Varsity Football Coach		IA	$6,541.41
Varsity Asst. Football Coach		II	$4,070.36
Varsity Asst. Football Coach		III	$4,070.36
Varsity Asst. Football Coach		IV	$4,070.36
8th Grade Head Football Coach	B	III	$2,847.94
8th Grade Assistant Football Coach	B	IV	$1,993.67
7th Grade Head Football Coach	B	III	$2,847.94
7th Grade Asst. Football Coach	B	IV	$1,993.67
BASEBALL	**K**		
Varsity Baseball Coach		II	$4,070.36
Varsity Asst. Baseball Coach		III	$2,847.94
JV Baseball Coach*		III	$2,847.94
Middle School Head	R	IV	$1,993.67
Middle School Asst.	R	V	$1,396.11

SOFTBALL	**K**		
Varsity Softball Coach		II	$4,070.36
Varsity Asst. Softball Coach		III	$2,847.94
JV Softball Coach*		III	$2,847.94
Middle School Head	R	IV	$1,993.67
Middle School Asst.	R	V	$1,396.11
TRACK	**K**		
Boys Varsity Track Coach	N	II	$4,070.36
Boys Varsity Asst. Track Coach		III	$2,847.94
Boys Varsity Asst. Track Coach		III	$2,847.94
Boys MS Head Track Coach		IV	$1,993.67
Boys MS Asst. Track Coach		V	$1,396.11
Girls Varsity Track Coach	N	II	$4,070.36
Girls Varsity Track Asst. Coach		III	$2,847.94
Girls Varsity Track Asst. Coach		III	$2,847.94
Girls MS Track Coach		IV	$1,993.67
Girls MS Track Asst. Coach		V	$1,396.11
SWIMMING	**K**		
Boys Varsity Swim Coach	N	II	$4,070.36
Girls Varsity Swim Coach	N	II	$4,070.36
Boys Varsity Assistant Coach		III	$2,847.94
Girls Varsity Assistant Coach		III	$2,847.94
Boys MS Swim Coach		IV	$1,993.67
Boys MS Assistant Coach		V	$1,396.11
Girls MS Swim Coach		IV	$1,993.67
Girls MS Assistant Coach		V	$1,396.11
CROSS-COUNTRY	**K**		
Varsity Coach Cross Country		II	$4,070.36
Varsity Asst. Coach Cross Country		III	$2,847.94
MS Cross Country Coach		IV	$1,993.67
MS Cross Country Asst. Coach		V	$1,396.11
GOLF	**K**		
Boys Varsity Golf Coach		II	$4,070.36
Boys Varsity Asst. Golf Coach		III	$2,847.94
Girls Varsity Golf Coach		II	$4,070.36
Girls Varsity Asst. Golf Coach		III	$2,847.94
SOCCER	**K**		
Boys Varsity Soccer Coach		II	$4,070.36

Boys Varsity Asst. Soccer Coach		III	$2,847.94
Girls Varsity Soccer Coach		II	$4,070.36
Girls Varsity Asst. Soccer Coach		III	$2,847.94
MS Boys Soccer Coach	R	IV	$1,993.67
MS Boys Assistant	R	V	$1,396.11
MS Girls Soccer Coach	R	IV	$1,993.67
MS Girls Assistant	R	V	$1,396.11
VOLLEYBALL	**K**		
Varsity Volleyball Coach		II	$4,070.36
Varsity Volleyball Asst. Coach		III	$2,847.94
HS "C" Team Coach		III	$2,847.94
8th Grade Volleyball Head Coach		IV	$1,993.67
8th grade Assistant Coach		V	$1,396.11
7th Grade Volleyball Head Coach		IV	$1,993.67
7th Grade Assistant Coach		V	$1,396.11
6th Grade Volleyball Head Coach		IV	$1,993.67
6th Grade Assistant Coach		V	$1,396.11
CHEERLEADING	**K**		
Varsity Cheerleading Coach		II	$4,070.36
Varsity Cheerleading Asst. Coach		IV	$1,993.67
8th Grade Cheerleading Coach		V	$1,396.11
7th Grade Cheerleading Coach		V	$1,396.11
6th Grade Cheerleading Coach		VI	$977.72
WRESTLING	**K**		
Varsity Wrestling Coach		II	$4,070.36
Varsity Asst. Wrestling Coach		III	$2,847.94
MS Wrestling Coach		IV	$1,993.67
MS Asst. Wrestling Coach		V	$1,396.11
TENNIS	**K**		
Boys Varsity Tennis Coach		II	$4,070.36
Boys Varsity Tennis Asst. Coach		III	$2,847.94
MS Boys Tennis Coach	R	IV	$1,993.67
MS Boys Assistant	R	V	$1,396.11
Girls Varsity Tennis Coach		II	$4,070.36
Girls Varsity Tennis Asst. Coach		III	$2,847.94
MS Girls Tennis Coach	R	IV	$1,993.67
MS Girls Assistant	R	V	$1,396.11
SPONSORS			
Senior Class Sponsor	A	IV	$1,993.67
Senior Class Assistant		V	$1,396.11

Junior Class Sponsor	A	IV	$1,993.67
Junior Class Sponsor		IV	$1,993.67
Junior Class Asst. Sponsor		V	$1,396.11
Junior Class Asst. Sponsor		V	$1,396.11
National Honor Society		V	$1,396.11
National Honor Society Asst.		VI	$977.72
High School Student Government		V	$1,396.11
HS Student Government Asst.		VI	$977.72
HS Yearbook Sponsor (if not meeting as a class)	D	III	$2,847.94
MS Student Government Sponsor		VI	$977.72
MS Student Government Assistant		VII	$683.85
WES Elementary Student Council Sponsor		VI	$977.72
WES Elementary Student Council Assistant		VII	$683.85
PES Elementary Student Council Sponsor		VI	$977.72
PES Elementary Student Council Assistant		VII	$683.85
Auditorium Supervisor	E	III	$2,847.94
Athletic Academic Coordinator		III	$4,070.36
HIGH ABILITY			
High Ability Coordinator-WES		V	$1,396.11
High Ability Coordinator-PES		V	$1,396.11
High Ability Coordinator-MS		V	$1,396.11
High Ability Coordinator-HS		V	$1,396.11
ACADEMIC SUBJECTS			
HS Academic Coordinator & Math	P	V	$1,396.11
HS Academic Coach-Science		VII	$683.85
HS Academic Coach-Soc.Studies		VII	$683.85
HS Academic Coach-Lang Arts		VII	$683.85
HS Academic Coach-Fine Arts		VII	$683.85
MS Academic Coordinator & Language Arts	P	V	$1,396.11
MS Academic Coach-Math		VII	$683.85
MS Academic Coach-Science		VII	$683.85
MS Academic Coach- Soc. Studies		VII	$683.85
PES Academic Coach - Math		VII	$683.85
PES Academic Coach - Spelling		VII	$683.85
PES Academic Coach - Science		VII	$683.85
PES Academic Coach - History/Geography		VII	$683.85
WES Academic Coach - Math		VII	$683.85
WES Academic Coach - Spelling		VII	$683.85
WES Academic Coach - Science		VII	$683.85
WES Academic Coach - History/Geography		VII	$683.85

DRAMA & MUSICALS			
MS Musical	F	IV	$1,993.67
High School Musical	G	III	$2,847.94
MUSIC			
High School Band Director	L	I	$5,814.95
HS Band Asst. Director	L	III	$2,847.94
HS Band Asst. Director	L	III	$2,847.94
Band Auxiliary	J	IV	$1,993.67
MS Band Director		III	$2,847.94
High School Swing Choir	H	II	$4,070.36
MS Swing Choir	H	V	$1,396.11
Accompanist		V	$1,396.11
ACADEMIC AND SERVICE CLUBS	**Q**		
BPA	C	V	$1,396.11
FCCLA (FHA)	C	V	$1,396.11
FFA	C	V	$1,396.11
German	C	VI	$977.72
Spanish	C	VI	$977.72
VICA (Welding)	C	V	$1,396.11
Precision Machining	C	V	$1,396.11
HS Robotics	C	V	$1,396.11
MS Robotics	C	V	$1,396.11
PES Robotics	C	V	$1,396.11
WES Robotics	C	V	$1,396.11
SADD - HS	C	VI	$977.72
SADD - MS	C	VI	$977.72
Key Club	C	VI	$977.72
FCA	C	VI	$977.72

Curriculum
Curriculum Development & Textbook Adoption - $30.00/hr.

Extended Employment***

Family and Consumer Science HS	.027
Guidance (1)	.110
Guidance (2)	.055
Librarian (1)	.055
Vocational – Ag	.110
Vocational (2) (Auto Mech & Weld)	.110

Contingency (K) will apply to all Sports and contingency (Q) will apply to all Clubs listed on the Extracurricular Pay Schedule.
It is possible that not all positions listed will be filled.
*Only if a team exists.
*** Each index is based on the individual teacher's salary

Contingencies:

(A) If fewer sponsors are used, the available money will be shared equally between those assigned.

(B) Pay for middle school football will be based upon the assumption that this level has a fall program and plays at least a six game schedule. The sixth grade program is to be planned with the Athletic Director and Administration.

(C) Pay for clubs will be made only if release time is not provided during the school (work) day for most of the work with the activity.

(D) If yearbook staff meet as a class, the stipend will be paid at a Level V. If yearbook staff do not meet as a class, the stipend will be paid at a Level III.

(E) The compensation is for supervisory attendance when the auditorium is used by groups not affiliated with the school corporation. Attendance is also required when groups within the corporation need special stage lighting or sound equipment. The Auditorium Supervisor will assist, and coordinate all functions in the auditorium and shall be notified of all activities scheduled in the auditorium. A "Use of Facilities" form shall be completed and submitted for use of the auditorium with a copy of this form being forwarded to the Auditorium Supervisor for scheduling.

(F) To be paid for directing a major full-length play or equivalent in shorter plays.

(G) The pay for the all school musical shall be for directing a play of the caliber and type such as "Annie Get Your Gun", "Hello Dolly", "Fiddler on the Roof', and "Oliver". If co-directors are used, the pay shall be 60% for the head person and 40% for the second in command.

(H) The swing choir must be a performing group with most of the performances held after school hours.

(I) Compensation for all extracurricular activities is to be paid for hours spent beyond the regular workday and not for doing the normal activities related to the teacher assignment.

(J) To be paid for training, directing, setting routines in conjunction with the band directors.

(K) If more than fifteen students participate in a sport, an assistant coach will be employed. The pay rate will be the next level below the coach being assisted.

(L) If a season extends beyond the first round of tournament play or competition (sectional in most sports, play-off game in football, marching band area competition, vocational competition), the head and assistant coaches shall receive an additional five (5%) percent of their ECA annual base salary for each extra week worked.

(M) Each secondary academic subject coach will compete in at least two (2) competitions in which the Board will support the coach and students' participation.

(N) If the same person does both boys varsity and girls varsity swimming or if the same person does both boys varsity and girls varsity track, the compensation is category IIA. If the same person is both boys and girls dive coach, the compensation is category IIIA.

	2025-2026
IIA	$4,907.15
IIIA	$3,435.66

Salary IIA and IIIA is increased by the same percentage that is negotiated for the Extracurricular Pay Schedule

(O) The relationship from one category to the next (Cat. I-VII) shall be maintained so that each lower category higher number) is seventy percent (70%) of the higher category. Example -Category II is 70% of Category I.

(P) The Academic Coordinator will be responsible for the administration of the programs and paperwork, and coach at least one subject.

(Q) If more than forty (40) students participate in any class/club listed under Sponsors or Academic Clubs, then an assistant will be employed. The assistant's pay rate will be the next level below the sponsor.

(R) Middle School sports stipends will not be paid until such time as those sports are recognized as part of the Pocket Athletic Conference Guidelines.

APPENDIX C

Grievance Form

Informal Level

Date grievance occurred:

Date discussion occurred with principal or his/her designee:

Date oral answer was transmitted by principal or his/her designee to the grievant:

*Signature of grievant:

**Signature of principal or his/her designee:

*(Signature indicates verification of dates only)

**(Signature indicates verification of both date and reply given)

Formal Level - Level One

Date of presentation to principal or his/her designee:

*Signature of grievant:

**Signature of principal or his/her designee:

Facts giving rise to the grievance:

Specific articles and/or sections alleged to be violated, misinterpreted, or misapplied:

Contention of the grievant:

Relief requested:

Date of hearing, if either party deems it necessary:

Additional evidence considered, if any:

Principal or his/her designee's reply:

Date of principal or his/her designee's reply:

**Signature of principal or his/her designee:

*Signature of grievant:

Formal Level - Level Two

Date of presentation to superintendent:

*Signature of grievant:

* *Signature of superintendent:

Date of hearing, if either party deems it necessary:

Additional evidence considered, if any:

Superintendent's reply:

Date of superintendent's reply:

**Signature of superintendent:

*Signature of grievant:

*Signature of grievant:

*Signature of board: