CONTRACT BETWEEN

THE BOARD OF SCHOOL TRUSTEES

OF THE

CULVER COMMUNITY SCHOOLS CORPORATION

AND THE

CULVER COMMUNITY TEACHERS ASSOCIATION

THIS CONTRACT ENTERED INTO THIS 6th DAY OF OCTOBER, 2025

BY AND BETWEEN

THE BOARD OF SCHOOL TRUSTEES OF THE CULVER COMMUNITY SCHOOLS

AND THE

CULVER COMMUNITY TEACHERS ASSOCIATION

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ARTICLE I

RECOGNITION & DEFINITIONS

A. The Board recognizes the Culver Community Teachers Association as the exclusive Bargaining Agent for school employees.

B. The term Teacher when used in this Contract shall refer to all certified personnel employed by teaching contract by the Board except the Superintendent, Director of Student Services and Assessment, Principals, Assistant Principals, School Psychologist, Curriculum Director, and Athletic Director.

C. The term Board when used in this Contract shall refer to the Board of School Trustees of the Culver Community Schools Corporation and shall include its authorized officers, representatives, and agents.

D. The term Association when used in this Contract shall refer to the Culver Community Teachers Association and shall include its authorized officers, representatives, and agents.

E. The School Corporation when used in this Contract shall refer to the Culver Community Schools Corporation of the County of Marshall, of the State of Indiana.

F. The term Immediate Family when used in this Contract shall refer to father, mother, brother, sister, spouse, child, father-in-law, mother-in-law, son-in-law, daughter-in-law, grandparents, grandparents-in-law, grandchild, or someone for whom the teacher has guardianship, or one for whom the teacher has power of attorney, is executor of the estate, or is the sole surviving relative.

ARTICLE II

SALARIES AND WAGES

A. COMPENSATION

1. Salary Range

    a. The salary range is between $45,300 and $77,000.

2. Salary Placement for a New Teacher

    a. Teachers shall be placed on the salary schedule in the column of degree earned shown on post-secondary transcripts. Verification of successful completion of the degree program must be submitted to the Corporation Administrative Office by August 15 in order for the degree to be reflected in the contract year compensation calculation.

    b. New Teachers will be placed in the range of service and education obtained at the time of hire. Teachers with zero (0) years of service start at Row 0 in the correct education column.

    c. Teachers shall be placed on the salary schedule at the row equaling the number of years of experience in teaching at a public school or accredited private school, including both in-state and out-of-state public or accredited private schools.

    d. When an offer of employment is made by the building principal, the Teacher shall receive an estimated offer in writing from the School Corporation. The offer shall include the Teacher's salary, unverified years of experience, and education. The offer is pending verification of previous employment, education, and Board approval. A copy of the final offer shall be sent to the Association President. Electronic mail of a final offer shall be considered sufficient to meet the requirements of this provision.

3. Base Salary Increase

    a. Eligibility

        1. Teachers are eligible for salary increase in the current school year if they were employed by the school corporation for at least 120 days in the prior school year.

        2. A Teacher rated developing or beginning in the prior school year is not eligible for advancement on the schedule and remain at their prior year's salary.

    b. Factors for Raise

1. Academic Needs of Students: Being an effective teacher requires a. Participation in a safe and collaborative network of teams determined by school administration that focus on curriculum, instruction, assessment, and achievement for all students. b. Utilizing the established model of instructional practice established by school administration, and c. Teaching the current content adhered to through Indiana Learning Standards aligned to content areas assigned to Teacher as evidenced by being rated applying or innovating on the final summative evaluation on the iObservation Evaluation Tool.

2. Education: Possession of a content area Master's degree. A Teacher with a Master's degree earned shown on a post-secondary transcript will move to the next column on the salary schedule. Verification of successful completion of degree shall be in the Superintendent Office by August 15th in order for the degree to be reflected in the subsequent year compensation calculation.

3. Compensation for a Teacher on a partial contract will be awarded on a pro-rata basis.

c. Distribution - advancing on the salary schedule (See Appendix B)

1. Teachers who receive an evaluation rating sufficient for the teacher to retain employment with the School Corporation will receive a $2400 increase to their base salary in 2025-2026 and $1200 in 2026-2027. One thousand two hundred dollars ($1200) of this base salary increase shall be for advancing one row as listed in Paragraphs 2 and 3 below and the remainder in 2025-2026 ($1200) shall be for transitioning from the previous salary schedule to the new salary schedule.

2. A teacher in the bachelors column who satisfies the evaluation rating will advance a row in the bachelors column.

3. A teacher in the master column who satisfies the evaluation rating will advance a row in the masters column.

4. A teacher in the bachelors column who satisfies the evaluation rating and is in the first year of possessing a content area master degree will advance to the masters column, but remain in the same row.

5. A one time base increase of $300 will be added to compensation for a Teacher earning the Literacy Endorsement by August 15, 2025 for the 2025-2026 school year or August 15, 2026 for the 2026-2027 school year. Appendix.B.2

d. Compensation for a teacher on a later contract will be awarded on a pro-rata basis.

B. EXTRA DUTY COMPENSATION SCHEDULE

1. Attached is Appendix A.

2. Extra-Curricular Assignments, as part of this Agreement including stipend amount for each position. Any teacher receiving an extra-curricular stipend will have the option of receiving the stipend via one lump sum payment at the end of the season or divided into equal monthly payments beginning the first regular payday after the beginning of the season and ending on the first regular payday after the end of the season.

C. TEACHER SALARY DISTRIBUTION

Teacher's salary shall be distributed on twenty-four (24) equal pays, on the fifteenth (15th) and thirtieth (30th) of each month. When a weekend or banking holiday falls on a pay date, each Teacher shall be paid on the day preceding the weekend or banking holiday. Whenever a teacher separates employment, the unpaid wages or compensation of such teacher shall become due and payable at the regular pay day for the pay period in which the separation occurred as per IC 22-2-9-2.

D. RAISE PAYMENT

Any raises or stipends bargained in this contract shall be paid within 30 working days of finalizing the evaluations.

E. EXTENDED CONTRACTS

Calculation of pay for extended contracts shall be determined by the following formula; teachers per diem rate multiplied by the number of contracted days beyond 184. The resulting product added to the teacher's contracted salary.

1. Calculation of the per diem pay shall be the teacher's base salary divided by 184.

2. Calculating hourly wage shall be the teacher's base salary divided by 184 divided by the contracted hours per day.

3. Positions with extended contracts and the number of extended contract days are listed below for informational purposes only:
   a. Building Trades - 199 days
   b. Middle School Counselor - 194 days
   c. High School Counselor - 204 days
   d. Elementary School Counselor – 189 days

F. PARENT/TEACHER CONFERENCES AND EXTRA CURRICULAR EVENTS

For informational purposes only, teachers shall attend parent teacher conferences and volunteer to work one event during their regular contractual year of 184 days. This provision was not bargained.

G. NEW TEACHER ORIENTATION

A Teacher who is required or is requested to attend New Teacher orientation shall be paid thirty-five dollars ($35) per hour

H. BACKGROUND CHECK

For currently employed Teachers, the School Corporation shall pay the cost of any and all expanded criminal history checks and expanded child protection index checks that are required by the School Corporation or per IC 20-26-5-10.

I. HIGHEST SALARY STIPEND

A Teacher whose salary is listed on the final row of the salary schedule and meets the requirements for a raise but did not receive the raise earned by a Teacher not on the final row of the salary schedule shall receive a stipend equal to the difference of raise earned by other qualifying teachers and that Teacher's raise.

ARTICLE III
WAGE RELATED FRINGE BENEFITS

A. Beginning October 1, 2024, the Board will contribute $8,719 to a single medical insurance plan, and this contribution shall be the same for all single plans. Beginning October 1, 2024, the Board will contribute $17,888 to a family medical insurance plan, and this contribution shall be the same for all family plans. Beginning October 1, 2025, the Board's contribution shall be as follows:

PLAN 6, H.S.A. $3350	Corporation Contribution (per year)
Employee Only	$8,827.08
Employee + Family	$18,140.00
PLAN 7, H.S.A. $6000	Corporation Contribution (per year)
Employee Only	$8,815.00
Employee + Family	$18,092.00
Plan 8, PPO $750	Corporation Contribution (per year)
Employee Only	$8,851.00
Employee + Family	$18,188.00

Beginning October 1, 2026, the Board will contribute up to 2% increase of the premium more for all Health Insurance Plans. If the Board's contribution to a high deductible health plan exceeds the premium, the excess will be deposited into a Health Savings Account. Health plan is compliant with Indiana Code 20-26-27.

B. Health Savings Account

If the referendum passes, the School Corporation shall contribute one thousand dollars ($1000) to a health savings account of a Teacher on a high-deductible health insurance plan prior to January 31, 2027. Teachers must have an established HSA account with Everwise Credit Union or American Fidelity prior to January 1, 2027 in order to receive this benefit.

C. Dental and Vision Insurance

The Board agrees to contribute up to $600 annually for the premiums of a Dental and Vision plan selected by the Board.

D. Group Term Life Insurance

The School Corporation shall provide $50,000 Group Term Life Insurance coverage, with additional death and dismemberment provisions, for each Teacher so electing this benefit at a cost of $1.00 to each Teacher.

E. Long Term Disability Insurance

Each Teacher shall be covered by a long-term disability insurance program paid for by the Corporation that provides for a minimum benefit of two-thirds (2/3) salary.

F. General Provisions Relating to Various Insurances

1. For a new Teacher who is hired prior to September 1, insurance benefits shall begin October 1.

2. For a new Teacher who is hired on or after September 1, insurance benefits shall begin on the first day of the month following the next premium payment following the date of hire.

3. The School Corporation shall pay its contribution to insurance benefits on behalf of a Teacher who separates employment upon the completion of the school year until the last day allowed by the insurance trust.

4. The School Corporation shall pay its contribution to insurance benefits on behalf of a Teacher who separates employment prior to completion of the school year until the last day of the month following the month of separation.

G. 401(a)

The School Corporation shall contribute three percent (3%) of each Teacher's salary into individual 401(a) accounts on behalf of each teacher. Teachers shall be vested in the 401(a) upon the initial contribution. Contributions shall be made no later than December 31st of the contracted year.

H. Teachers' Retirement Fund

The Board shall contribute the three percent (3%) of gross compensation to the Teacher Retirement Fund Defined Contribution Plan on behalf of each Teacher.

I. Athletic Pass

Each Teacher shall receive an annual single athletic pass at no cost.

J. Professional Membership Dues

A Teacher shall be reimbursed up to one hundred dollars ($100.00) per year for membership in one professional organization of the Teacher's choice and requires Superintendent approval. A Teacher must submit an original invoice and receipt to receive reimbursement.

ARTICLE IV

LEAVES

A. SICK LEAVE

Sick leave shall be credited annually to each teacher on the first day of his/her employment year as follows:

1. Ten (10) days for teachers on a regular contract for the first time.

2. Eight (8) days for teachers on regular contract for the second and succeeding years of service.

3. Teachers who have accumulated sick leave in the last previous school corporation of employment may, at the start of the second contract year in this school corporation, transfer in three (3) days of accumulated sick leave. An additional three (3) days of said accumulated sick leave may be transferred in for each succeeding year of employment in this school corporation until all such accumulated sick leave has been so transferred.

4. At the end of the school year the total unused portion of the annual sick leave allowance shall be permitted to accumulate.

5. Sick leave days accumulated by a teacher prior to a leave of absence shall be credited to the teacher upon return to duty from the leave of absence.

6. Annual and accumulated sick leave days may be used only for the following reasons:
    a. Personal illness, quarantine, or injury of the Teacher. A Teacher quarantined due to federal, state, or county mandated requirements who supplies a physician's documentation of specified illness shall be placed on paid administrative leave rather than having the leave time deducted from the Teacher's annual or accumulated sick leave.

    b. Medical and/or dental appointment for the Teacher.

    c. Illness or injury of a member of the household, parent, or child of the Teacher up to five (5) days.

    d. In order for a Teacher to use more than five (5) consecutive days of sick leave for himself or herself, a doctor's note regarding the illness or injury must be provided.

    e. Upon accumulation of ninety (90) sick days, a teacher may elect to convert five (5) sick days to one (1) personal day twice per year.

    f. A Teacher who has exhausted sick leave or personal leave and is required to quarantine by school administration will be provided a reduction in contract days upon return from quarantine. For example: 10 unpaid days would reduce 184 days contrast to 174 days contract.

B. SICK LEAVE BANK

A voluntary sick leave bank shall be established for the benefit of all certified staff members who elect to join the sick leave bank. The sick leave bank shall be used for the purpose of providing a bank of days upon which members of the sick leave bank may draw in case of extended illness or temporary disability of the certified staff member. The following rules shall govern the operation of the sick leave bank:

1. A member of the certified staff may elect to join the sick leave bank by contributing two (2) of his/her accumulated sick leave days to the sick leave bank.

2. The annual enrollment period of accepting voluntary membership in the sick leave bank shall be the first ten (10) days of the school year or the first ten (10) days following ratification of this Contract, whichever is later.

3. A Teacher employed by the school corporation after the annual enrollment period has passed shall have ten (10) days from the date of employment in which to enroll in the sick leave bank.

4. Those certified staff members electing to become a member of the sick leave bank must remain a member for the entire school year. A member of the sick leave bank ceases to be a member upon his termination of employment in the corporation.

5. Members may draw from the sick leave bank within the following conditions:
    a. Days are available in the bank.

    b. All sick leave and personal leave accumulated by the member have been exhausted.

    c. After an individual has been absent a minimum of five (5) school days for the same illness or disability and has exhausted all individual sick leave and personal leave.

    d. A member of the sick leave bank may draw a maximum of thirty (30) days from the sick leave bank during any one school year. Days shall be paid back to the bank at a rate of two (2) days per school year until the bank is repaid half the number days borrowed or the Teacher separates employment.

    e. For a member to draw from the sick leave bank, an attending physician's statement must be presented verifying the nature of the illness and the necessity for being absent.

6. Membership in the sick leave bank shall be automatically continued from one school year to the next unless the member indicates in writing his election to withdraw from the sick leave bank. Such withdrawal must be so indicated during the annual enrollment period.

7. Days remaining in the sick leave bank at the end of the school year shall remain in the sick leave bank.

8. Whenever the total accumulated days in the sick leave bank fall below seventy (70) days, each member of the sick leave bank shall be assessed one (1) additional sick leave day to be added to the sick leave bank.

9. Members of the sick leave bank who leave the employment of the corporation or who withdraw from the sick leave bank shall leave in the sick leave bank any days contributed.

10. The Sick Leave Bank Committee shall determine the eligibility of each person who applies to the sick leave bank. The Sick Leave Bank Committee shall be composed of three people appointed by the Association and two people appointed by the Superintendent. The chair shall be elected by the committee.

11. A Teacher who separates employment may choose to donate the balance of his/her accumulated leave to the sick leave bank and shall provide written notification to the Superintendent as such.

C. PERSONAL LEAVE

1. Teachers shall be granted three (3) days of personal leave with pay per school year. Personal leave is to be used for matters that cannot be scheduled outside of regular school hours.

2. Unused personal leave shall accumulate up to five (5) days. Any accumulated days beyond five (5) on the final teacher day of the year shall be transferred annually to accumulated sick leave.

D. LEGAL LEAVE

1. When requested, a teacher may serve on jury duty. The Board shall pay the teacher his/her full salary provided that such teacher returns to the Board all pay received for serving on jury duty, excluding the reimbursement for mileage and meals for serving on jury duty within ten (10) days after the teacher receives such jury duty pay.

2. Teachers required to appear in court on school-related matters will not be penalized in any way.

E. DEATH LEAVE

1. A Teacher may utilize a maximum of five (5) school days of death leave due to a death in the immediate family or for unexpected pregnancy loss by the Teacher or Teacher's spouse. The five (5) school days may include the day of the funeral, need not be consecutive, and must be used within 90 calendar days of the death. Exceptions may be approved by the Superintendent based on individual circumstances.

2. In the case of the death of any other relative or friend, the teacher shall be eligible for one (1) day of leave on the day of the funeral. Exceptions may be approved by the Superintendent based on individual circumstances.

F. PROFESSIONAL LEAVE

1. Teachers may attend professional conferences with the advanced approval of the administration and the Board. A Teacher shall also receive professional leave for leave time when taking the first attempt of the Praxis or other licensing examinations with advanced approval from the Superintendent.

2. The Board shall reimburse for registration fees and reasonable parking fees for conferences approved professional leave requests. A Teacher shall be reimbursed for mileage at the current IRS rate and only when the school vehicles are not available.

3. The Board may reimburse the teacher for lodging, incurred as a direct result of attending a multiple day conference over 100 miles. Lodging expenses must be approved by the Superintendent in advance.

4. Proper itemized receipts from such expenditures must be presented for reimbursement.

G. ASSOCIATION LEAVE

The Association President or his/her designee shall be granted, upon request, a cumulative total of four (4) days total each year for Association business without the loss of compensation. An additional day of leave will be granted to the president or designee to lobby in Indianapolis. The Association will pay the cost of a substitute.

H. PREGNANCY, NON-BIRTHING PARENT LEAVE, ADOPTIVE, AND CHILDBIRTH-DISABILITY-FMLA LEAVE

Culver Community Schools Corporation Bylaws & Policies 3430.01.

I. MILITARY LEAVE

Culver Community Schools Corporation Bylaws & Policies 3437.

J. SABBATICAL

A maximum of two (2) Teachers per year shall, upon request, be granted a year's leave without pay, using the following criteria:

1. Requests must be made in the Superintendent's office no later than March 31 and shall be granted in the order submitted.

2. A Teacher may remain in all insurance programs at his/her own expense.

3. A Teacher is not eligible to utilize this provision until they have completed ten (10) years of service at Culver and may take it again during each subsequent ten-year period of employment.

K. PAID PARENTAL LEAVE

In addition to other applicable leaves in this agreement, a Teacher is entitled to five (5) days paid parental leave upon:

1. Birth of Teacher's child,
2. Birth of a child to Teacher's spouse, or
3. Placement of a child with a Teacher for adoption or foster care.

Paid parental leave must be used within 90 calendar days of the birth or placement. The leave days need not be taken consecutively.

L. FAMILY & MEDICAL LEAVE ACT (FMLA)

1. Paid accumulated sick leave days excluding (5) may be used while a Teacher is on FMLA leave.

2. The School Corporation's contribution to insurance shall continue while a Teacher is on FMLA.

3. Teacher will need to contribute their portion (premium balance minus School Corporation contribution) to insurance premium to maintain coverage.

4. Twelve (12) month period is defined as a rolling twelve (12) month period measured backward from the date the staff member ends prior uses FMLA leave (i.e. the "leave year" is specific to each individual staff member).

5. For informational purposes only, FMLA can also be found in School Corporation Bylaws & Policies 3430.01.

M. UNPAID LEAVE

The Board may, at its discretion, approve an unpaid leave up to one school year. Approval will be on a case-by-case basis. Application for such leave shall be submitted to the Superintendent. The Board shall only contribute to insurance during any FMLA covered portion of an unpaid leave.

N. INSURANCE TRUST LEAVE

The School Corporation and the Association shall each appoint one member to the board of the insurance trust. The member appointed by the organization shall receive professional leave to attend any insurance trust meetings.

O. EXTENDED LEAVE

A Teacher's request for either a leave of absence that will last three (3) or more weeks, the Board will require the Teacher to provide transitional training to an identified substitute during two (2) regular teacher workdays that precede the commencement of the leave. The Teacher shall be entitled to receive no additional compensation over and above the Teacher's regular per diem rate for performing this ancillary duty.

P. WORKER'S COMPENSATION LEAVE

Absence due to injury or assault incurred in the course of the teacher's employment shall not be charged against the employee's sick leave days or personal business days. The Board shall pay to such teacher the difference between the teacher's salary and benefits received under the Indiana Worker's Compensation Act.

Q. SUMMER SCHOOL LEAVE

When a summer school Teacher must be absent from work, the absence shall be deducted from the Teacher's accumulated sick or personal leave.

ARTICLE V

GRIEVANCE PROCEDURE

A. Definitions

1. A grievance is a claim by one or more teachers of a violation, a misapplication or misinterpretation of this Contract.

2. The term Teacher includes any individual or group of individuals within the Bargaining Unit.

3. The term day when used in this Article shall be school working day. During the summer recess the term shall mean weekday.

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

C. Nothing contained herein shall be construed to prevent any individual teacher from presenting a grievance and having the grievance adjusted if the adjustment is consistent with the terms of this Contract, and the Association has been given an opportunity to be present at such hearing if requested by the grievant.

D. Procedure

1. The number of days indicated at each level shall be considered as maximum, and every effort shall be made to expedite the process. The time limits may be extended by mutual consent in writing by authorized representatives of each party.

2. Level One. A Teacher with grievance may initiate this procedure in one of the following ways:

a. He/She may approach the building principal or his/her designees concerned and discuss the matter in his/her own behalf.

b. He/She may request that a representative of the Association accompany him/her in approaching his/her building principal or his/her designee. In such a case, the building principal or his/her designee shall not initiate any consultation with the grievant prior to any scheduled meeting at which the representative is to be present.

c. In the event that steps "a" and "b" above are unsuccessful in solving the grievance, the teacher may file a formal grievance in writing. A written grievance shall be filed as soon as possible but in no event longer than fifteen (15) days after disclosure of the facts giving rise to the grievance.

d. Within five (5) days of the filling of the formal grievance in writing, a meeting shall take place between the building principal or his/her designee, the grievant and the Association representative. The building principal shall promptly notify the grievant and the Association of the date, the time and the place where such hearing shall be held. A written answer to the grievance shall be given to the grievant and to the Association within ten (10) days after the hearing date.

3. Level Two. If the grievance is not settled at Level One, it may be appealed to the Board by filing a written notice with the Board's chief administrator, the Superintendent, stating the grounds for the appeal. Such an appeal must be filed within ten (10) days after receipt of the written answer to the grievance in Level One. A meeting with the Board or its designated representative(s) shall be held within ten (10) days following the receipt of such notice, and the Superintendent shall promptly notify the grievant and the Association of the date, the time and the place where such appeal shall be heard. The Board's written decision shall be transmitted to the grievant and the Association with five (5) days after the hearing.

4. Level Three. Within ten (10) days of receipt of the decision at Level Two, the grievance may be submitted to Binding Arbitration. The Association shall notify the Board of its intention to submit the matter to Binding Arbitration within this ten (10) day period. After notification that the matter shall be submitted to Binding Arbitration, the following procedures shall be followed:

   a. The two parties shall attempt to select an arbitrator by mutual agreement. If they cannot agree on an arbitrator within five (5) days after notification is given, the arbitrator shall be selected by the American Arbitration Association in accordance with its rules, which shall likewise govern the arbitration hearing. The arbitrator shall set forth his/hers finding and conclusions on the issues submitted within thirty (30) days following the hearing. The findings and recommendations of the arbitrator will be binding to the Board and to the Association.

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

   c. The cost of the arbitrator under this article shall be divided equally between the Board and the Association. Any other expense involved in conducting the arbitration hearing shall be borne by the side incurring such expense.

5. Other provisions relating to the Grievance Procedure

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

   b. All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel file of the participant and are not valid basis for evaluations of consideration of awarding any professional advantages to such a teacher.

c. If the building principal or his/her designee in Level One or the Board or its designee in Level Two fails to participate in, or to render a decision in the time allotted, the grievance will move to Level Three.

d. If no appeal at any step is taken before the stated deadline, then it is evident the grievance has been satisfactory resolved.

ARTICLE VI

TERM OF AGREEMENT

This Contract shall be effective as of 12:01 a.m. July 1, 2025 and shall continue through 12:00 midnight the 30th day of June 2027. The intent of this Contract is to meet state law and/or Indiana Department of Education regulations. Both the Board and the Association agree the Corporation must abide by regulations concerning snow days and/or the number of required student days. The intent of this Contract is to follow the state law and the Indiana Department of Education regulations concerning those matters. It is also expressly understood by both parties that nothing within this Contract must cause the School Corporation to lose necessary state aid to run the Corporation. This Contract can be reopened on specific items with the mutual consent of both the Association President and the Superintendent of Schools if permitted by Indiana Code. This Contract shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

Whenever any notice is required to be given by either of the parties to this Contract to the other party, either shall do so by registered letter at the following addresses or by delivery in person to the Superintendent at her usual place of business or to the President of the Association at his/her usual place of business or at his residence.

If by the Association to the Board at: 700 School St, Culver, IN 46511
If by the Board to the Association at: 17101 St Rd 17, Culver, IN 46511

A public hearing was held in compliance with IC 20-29-6-1(b) on July 21, 2025 in the Culver Community High School Auditorium for governing body members and members of the public to participate and electronic participation from the parties and/or public was permitted;

A public meeting in compliance with IC 20-29-6-19 was held on September 22, 2025 in the Culver Community Central Office to discuss the tentative agreement and electronic participation from the governing body and/or public was permitted.

This Contract is made and entered into at Culver, Indiana on this 6th of October, 2025 by and between the Board of School Trustees of the Culver Community Schools Corporation, County of Marshall, State of Indiana, party of the first part, heretofore referred to as the Board and the Culver Community Teachers Association, party of the second part, heretofore referred to as the Association.

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

BOARD OF SCHOOL TRUSTEES OF THE CULVER COMMUNITY SCHOOLS CORPORATION

President _____
Date Ratified 10/6/2025

CULVER COMMUNITY TEACHERS ASSOCIATION

President Missy Trent
Date Ratified 10/6/2025

CULVER EXTRA CURRICULAR ASSIGNMENTS

APPENDIX A

The number of positions were not bargained but included for informational purposes only.

SPORTS	
Volleyball-Varsity	7,000.00
Volleyball-Assistant	4,000.00
Volleyball-8th Grade	2,600.00
Volleyball-7th Grade	2,600.00
Volleyball-6th Grade	2,600.00
Volleyball-Intramural	1,500.00
Volleyball-4th & 5th Grade	1,500.00
Football-Varsity	7,000.00
Football-Assistant	4,000.00
Football-Assistant	4,000.00
Football-Assistant	4,000.00
Football-Assistant	4,000.00
Football-MS Head Coach	2,600.00
Football-MS Assistant	2,600.00
Soccer-Boys Varsity	4,500.00
Soccer-Boys Assistant	3,000.00
Soccer-Girls Varsity	4,500.00
Soccer-Girls Assistant	3,000.00
Cross-Country HS	3,500.00
Cross-Country MS	2,000.00
Basketball-Boys Varsity	7,000.00
Basketball-Boys Varsity Assistant	4,000.00
Basketball-Boys Assistant	4,000.00
Basketball-Boys 8th Grade	2,600.00
Basketball-Boys 7th Grade	2,600.00
Basketball-Boys 6th Grade	1,500.00
Basketball- Boys 5th Grade	1,500.00
Basketball-Boys Intramural	1,500.00
Basketball-Girls Varsity	7,000.00
Basketball-Girls Varsity Assistant	4,000.00
Basketball-Girls Assistant	4,000.00
Basketball-Girls 8th Grade	2,600.00
Basketball-Girls 7th Grade	2,600.00
Basketball-Girls 6th Grade	1,500.00
Basketball-Girls 5th Grade	1,500.00
Basketball-Girls Intramural	1,500.00
Wrestling-Varsity	4,500.00
Wrestling-Assistant	3,000.00

Wrestling-MS	2,000.00
Wrestling-Intramural	1,500.00
Wrestling-4th & 5th Grade	1,500.00
Wrestling-Varsity Girls (24-25 school year)	4,500.00
Swim Varsity	3,500.00
Swim - Assistant	2,600.00
Swim – MS	1,500
Cheerleading-HS	3,500.00
Cheerleading-MS	1,500.00
Cheerleading – Intramural	1,500.00
Baseball-Varsity	4,500.00
Baseball-Assistant	3,000.00
Baseball-MS	2,600.00
Softball-Varsity	4,500.00
Softball-Assistant	3,000.00
Softball-MS	2,600.00
Golf-Boys	3,500.00
Golf-Girls	3,500.00
Track-Head Coach	4,500.00
Track- MS Head Coach	2,600.00
Track-Assistant	3,000.00
Track-Assistant	3,000.00
Summer Coaches	1,000.00

CLASS SPONSORS	
6th Grade	$888
7th Grade	$888
8th Grade	$888
9th Grade	$441
10th Grade	$441
11th Grade	$1,243
12th Grade	$1,243
DEPARTMENT HEADS	
English	$837
Math	$837
CLUBS	
Art	$441
BPA	$1045
BPA Asst	$663
CAVS	$441
DICE	$441
Drama	$441

eSports	$55.00 / competition
FACS	$441
Fall Fishing	$441
Spring Fishing	$441
FFA	$3,032
FFA MS	$641
NHS	$441
NJHS	$425
Newspaper	$2,693
Science Club	$441
Spanish Club	$441
Spelling Bee Coordinator	$441
Student Council HS	$1,418
Student Council MS	$641
Yearbook	$2,693
INSTRUCTIONAL LEADERSHIP -Admin Approval	
Academic Assistance	60.00/hour
College Credits – master's program	100.00/credit
Cover Class	30.00/hour
DUAL Credit/AP Instructor	600.00/semester/course
PD Trainer	250.00/topic/year
Remediation Instruction	60.00/hour
Summer Instruction	60.00/hour
Mentor Teacher	$450
COORDINATORS	
Band Director- Fall/Winter/Spring-Summer	$2038/$2038/$2038
Choral Director	$1,243
Guidance Director	$875
Music Director – Elementary	$816
Musical Director	$1,771
Musical Director Assistant	$933
Play Director	$1,504
PreK Director	$837
SAT Coach - English	$367
SAT Coach - Math	$367
Special Education Coordinator	$2600
CTV Coordinator Fall/Winter/Spring	$1200/$1200/$600

APPENDIX B.1

SALARY SCHEDULE

*Teachers under the 2009-2011 contract who were recognized as a BS +36 or Masters will be honored with this recognition in the 2025-2026 and 2026-2027 Salary Schedule

2025-2026		
	BA/BS	MA/MS*
0	46,500	48,200
1	47,700	49,400
2	48,900	50,600
3	50,100	51,800
4	51,300	53,000
5	52,500	54,200
6	53,700	55,400
7	54,900	56,600
8	56,100	57,800
9	57,300	59,000
10	58,500	60,200
11	59,700	61,400
12	60,900	62,600
13	62,100	63,800
14	63,300	65,000
15	64,500	66,200
16	65,700	67,400
17	66,900	68,600
18	68,100	69,800
19	69,300	71,000
20	70,500	72,200
21	71,700	73,400
22	72,900	74,600
23	74,100	75,800
24	75,300	77,000
25	76,500	78,200

2026-2027		
	BA/BS	MA/MS*
0	46,500	48,200
1	47,700	49,400
2	48,900	50,600
3	50,100	51,800
4	51,300	53,000
5	52,500	54,200
6	53,700	55,400
7	54,900	56,600
8	56,100	57,800
9	57,300	59,000
10	58,500	60,200
11	59,700	61,400
12	60,900	62,600
13	62,100	63,800
14	63,300	65,000
15	64,500	66,200
16	65,700	67,400
17	66,900	68,600
18	68,100	69,800
19	69,300	71,000
20	70,500	72,200
21	71,700	73,400
22	72,900	74,600
23	74,100	75,800
24	75,300	77,000
25	76,500	78,200

APPENDIX B.2

SALARY SCHEDULE
LITERACY ENDORSEMENT

*Teachers under the 2009-2011 contract who were recognized as a BS +36 or Masters will be honored with this recognition in the 2025-2026 and 2026-2027 Salary Schedule

2025-2026		
	BA/BS	MA/MS*
0	46,800	48,500
1	48,000	49,700
2	49,200	50,900
3	50,400	52,100
4	51,600	53,300
5	52,800	54,500
6	54,000	55,700
7	55,200	56,900
8	56,400	58,100
9	57,600	59,300
10	58,800	60,500
11	60,000	61,700
12	61,200	62,900
13	62,400	64,100
14	63,600	65,300
15	64,800	66,500
16	66,000	67,700
17	67,200	68,900
18	68,400	70,100
19	69,600	71,300
20	70,800	72,500
21	72,000	73,700
22	73,200	74,900
23	74,400	76,100
24	75,600	77,300
25	76,800	78,500

2026-2027		
	BA/BS	MA/MS*
0	46,800	48,500
1	48,000	49,700
2	49,200	50,900
3	50,400	52,100
4	51,600	53,300
5	52,800	54,500
6	54,000	55,700
7	55,200	56,900
8	56,400	58,100
9	57,600	59,300
10	58,800	60,500
11	60,000	61,700
12	61,200	62,900
13	62,400	64,100
14	63,600	65,300
15	64,800	66,500
16	66,000	67,700
17	67,200	68,900
18	68,400	70,100
19	69,600	71,300
20	70,800	72,500
21	72,000	73,700
22	73,200	74,900
23	74,400	76,100
24	75,600	77,300
25	76,800	78,500