CONTRACT

BETWEEN

THE BOARD OF SCHOOL TRUSTEES OF THE

ATTICA CONSOLIDATED SCHOOL CORPORATION

AND

THE ATTICA CLASSROOM TEACHERS ASSOCIATION,

an affiliate of Indiana State Teachers Association and National Education Association

September 28, 2026-June 30, 2027

The Board of School Trustees of the Attica Consolidated School Corporation, Fountain County, Indiana, and the Attica Classroom Teachers Association, an affiliate of the Indiana State Teachers Association

RECOGNITION

1.000

The Board recognizes the Attica Classroom Teachers Association, an affiliate of the Indiana State Teachers Association and the National Education Association, as the exclusive representative of certificated employees in the following bargaining unit:

All certificated employees (as that term is used in Public Law 217) in the Attica Consolidated School Corporation, except for the Superintendent; Business Manager; Principal; Assistant Principal; Athletic Director; substitute teacher; attendance officer; and Employees of the West Central Co-operative. The parties to this agreement recognize that such recognition and/or bargaining unit is subject to change in accordance with legal procedure.

Definitions

The term "Teacher" includes any individuals within the bargaining unit.

The term "School Corporation" or "Corporation" when used in this Contract shall refer to the Attica Consolidated School Corporation, Fountain County, Indiana.

The term "Board" when used in this Contract shall refer to the Board of School Trustees of the Attica Consolidated School Corporation, Fountain County, Indiana.

The term "Association" when used in this contract shall refer to the Attica Classroom Teachers Association, an affiliate of the Indiana State Teachers Association and the National Education Association.

The terms, "Board and Association", shall include authorized officers, representatives and agents of each entity.

ASSOCIATION AND TEACHER RIGHTS

2.000

The Association president or his / her designee shall be granted up to two (2) days of leave each year for the purpose of lobbying the General Assembly on educational issues, The president or designee using this leave should, if possible, notify the building principal three (3) days prior to the day of leave to be taken.

Fitness Center

Teachers of the school corporation shall have the fees for the use of the fitness center waived.

LEAVES OF ABSENCE, PAID LEAVES

3.000

LEAVE DAYS

Leave days shall be credited annually to each teacher on the first (1st) day of his employment year as follows:

Each teacher shall be granted thirteen (13) leave days each year and these days will accumulate as stated in 3.110 below.

If, in any one school year, the teacher is absent for such illness or quarantine less than the total number of days in their sick leave account, those remaining leave days shall continue to accumulate from one school year to the next to a total not to exceed one hundred twenty (120) days. Unused days in excess of one hundred twenty (120) shall be compensated for at the rate of twenty (20) dollars per day up to a maximum of ten (10) days. This payment shall be made to the teacher on the last pay in June. Leave days accumulated by a teacher prior to a leave of absence shall be credited to the teacher upon return.

Leave may be taken in a whole day, or half (1/2) days or in increments of one (1) hour. All days and portions of unused days shall accumulate as per 3.100 above.

A teacher who is pregnant will be able to use days (based on the individual's availability) for up to six (6) weeks, with the leave beginning immediately upon delivery with days taken consecutively. Additional leave taken by a teacher because of a medical disability connected with or resulting from her pregnancy may, at the teacher's option, be charged to her available sick leave.

Each teacher shall be given a written accounting of accumulated leave days with each personal pay statement.

Teachers with accumulated sick leave from a previous employer shall be able to transfer up to four (4) days per year beginning with the second year of employment with the Corporation until their accumulation from previous employers has been exhausted.

Should a teacher use a Leave Day on the day preceding and/or following Fall Break, Thanksgiving Break, Christmas Break, Spring Break, or shortening the end of the school year, said Leave Day will cost the teacher two (2) Leave Days for one (1). Should extenuating circumstances arise, the Superintendent may approve multiple Leave Days to be taken at a cost of one-to-one.

The annual leave (13 days) may be used for any reason, however: a teacher may take no more than 3 (three) days consecutively more than one time during the

school year. Should a teacher request more than 3 (three) consecutive days the request will need administrator approval for those days to be granted,

4.000

JURY DUTY LEAVE

4.100

When requested, a teacher may serve on jury duty. The Board shall pay the teacher their full salary provided that such teacher agrees to return to the Board all jury pay, less twenty (20) dollars per pay for each day served on the jury.

5.000

BEREAVEMENT LEAVE

5.100

In the case of death in the immediate family of a regular employed teacher, the teacher is entitled to be absent without loss of compensation for a period of five (5) consecutive -school days beyond such death. "Immediate Family" is interpreted to be father, mother, legal guardian, brother, sister, husband, wife, child, father-in-law, daughter-in-law, son-in-law, grandchild, grandparent or any other member of the family residing in the household at the time of death.

In the case of death of a brother-in-law, sister-in-law, uncle, aunt, niece, nephew, spouse's grandfather or grandmother, the teacher is entitled to be absent one (1) day without loss of compensation (Holidays excluded) prior to and including internment. If the funeral, internment, etc. are out of town then the teacher will have one (1) day of travel, one (1) before or one (1) after, to attend. "Out of town" shall be defined as one-way travel of over one hundred fifty (150) miles.

6.000

PROFESSIONAL LEAVE

6.100

TWO (2) professional leave days with pay may be requested by a teacher and granted, if approved by the building principal and then the Superintendent, for the purpose named below:

Attending and/or participating in professional meetings, relating to educational workshops, seminars, or

conferences sponsored by industry, professional associations, colleges, universities, or governmental agencies concerned with public school matters or

Visitation to other school corporations or educational institutions for the purpose of observing instructional oriented or other instructionally oriented programs.

The Superintendent may request a follow-up report from the teacher, with said report outlining the educational benefits of the professional day(s). Teachers may be asked to present their report to other faculty members and/or the board.

Teachers may also attend professional days on behalf of the corporation if the Superintendent or designee requests the teacher to attend these professional days.

Teachers being granted professional days may be asked to give a presentation to the School Board. If a teacher fails to give this presentation, they will be docked a day's pay.

GRIEVANCE PROCEDURE

7.000

A. DEFINITIONS
   1. A "grievance" is a claim by one (1) or more teachers of a violation or claimed misinterpretation of a specific article or section 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 teaching days. During the summer recess, the term shall mean weekdays.

B. The purpose of the grievance procedure is to settle equitable, at the lowest possible administrative level, issues which may arise from time to time with respect to specific claims of a violation or claimed misinterpretation of a specific article or section 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 not inconsistent with the terms of this Contract, and the Association has been given an opportunity to be present at such hearings.

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 a grievance may initiate this procedure in one (1) of the following ways:
      a. He/she may approach the immediate supervisor concerned and discuss the matter on her/his own behalf.

      b. He/she may request that a representative of the Association accompany her/him in approaching his/her immediate supervisor. In such a case, the supervisor shall not initiate any consultation with any scheduled meetings at which the representative is not to be present.

      c. In the event that steps "a" and "b" above are unsuccessful, the teacher may file a formal grievance in writing on the form shown in Appendix C. This form shall be filed in quadruplicate with one (1) copy to the immediate supervisor, and one (1) copy for the Corporation. A formal grievance shall be filed as soon as possible but in no event longer than twenty (20) days after disclosure of the facts giving rise to the grievance.

d. Within five (5) days of the filing of the formal grievance in writing, a meeting shall be scheduled between the immediate supervisor concerned, the grievant, and the Association representative, and an answer to the grievance shall be given to the grievant in writing within three (3) days.

3. LEVEL TWO—If the grievance is not settled at Level One, it may be appealed to the Superintendent by filing a written notice with the Superintendent, stating grounds for appeal. A meeting with the Superintendent or his designated representative(s) shall be scheduled within five (5) days following receipt of such appeal. The Superintendent's written decision shall be transmitted to the grievant and the Association within five (5) days after the hearing.
4. LEVEL THREE—If the grievance is not settled at Level Two, 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. A meeting with the Board or its designated representative(s) shall be scheduled within ten (10) days following receipt of such notice and the Association shall be notified of the date, time and the place where such appeal shall be heard. The Board's written decision shall be transmitted to the grievant and the Association within five (5) days after the hearing.
5. LEVEL FOUR—If the grievance is not resolved to the satisfaction of the aggrieved by the Board or if no disposition has been made within the time period, the grievance may be submitted to arbitration before an impartial arbitrator. If the aggrieved party, or parties and the Association, is desirous of carrying a grievance to arbitration, a letter with a copy to the Superintendent may be sent to the American Arbitration Association requesting that they select an impartial arbitrator and conduct the arbitration proceeding. Both parties agree that the American Arbitration Association shall conduct the arbitration according to its rules. This arbitration shall be advisory and not binding on either party. It is the hope, however, that in an atmosphere of good faith, the decision of the arbitrator will be accepted by both parties.

E. TIME LIMITS

1. If there is failure at any step to communicate the decision on a grievance within the specified time limit, the Grievance will proceed to the next level.

2. Any grievance not advanced from one step to the next within the time limits, shall be deemed resolved by the answer at the previous step without prejudice to any other grievance that may be filed.

3. Any grievance, which arose prior to the effective date of this agreement or after the termination date of this agreement, shall not be processed.

F. OTHER PROVISIONS RELATING TO THE GRIEVANCE PROCEDURE

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

2. The cost of the arbitrator under this Article shall be divided equally between the Board and the Association.

3. No act of recrimination, may be taken against the grievant by the administration or any agent of the governing body because of the grievant's decision to file a grievance, including providing a prospective employer with any information regarding the grievance process.

4. The grievance shall (1) name the employee involved, (2) state the facts giving rise to the grievance, (3) identify the specific provisions of this Agreement alleged to be violated, (4) state the contention of the grievant with respect to the grievance and, (5) indicate the specific relief requested, as provided on the grievance form, Appendix C.

5. Hearings shall be conducted at a time and place, which will afford a fair and reasonable opportunity for all persons, including witnesses, entitled to be present to attend. Hearings shall be conducted during nonteaching hours, unless there is mutual agreement for other arrangements.

6. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personal file of the participant and are not valid bases for evaluations or consideration of awarding any professional advantage to such a teacher.

7. In the event a grievance is filed so that sufficient time as indicated under all steps of the procedure cannot be provided before the last day of the school term and should it be necessary to pursue the grievance to all steps of the appeals, then said grievance shall be resolved under the terms of this Agreement and this Article, and not under succeeding Agreement.

8. No grievant, witness, or representative to the grievant who is employed by the corporation shall incur loss of salary as a direct result of participating in the grievance procedure during regular school hours.

9. Nothing contained herein shall deny any employee rights under state or Federal Constitutions and Laws.

10. No non-permanent employee may use the grievance procedure in any way to appeal discharge or a decision by the governing body not to renew such employee's contract, except as such dismissal or non-renewal relates to this Agreement.

I I. No permanent or semi-permanent employee shall use the grievance procedure to dispute any action by the governing body which is in accordance with the State Tenure Laws.

12. No employee shall use the grievance procedure to appeal any decision of the governing body or administration if such decision is pursuant to any order of a

written agreement with any State or Federal Regulatory Commission or Agency.

COMPENSATION

8.000

The Salary Range for 2025-2026 is $41,000 to $69,200 and for 2026-2027 is $45,000 to $74,200, excluding Teacher Retirement Fund contributions, before base increases are applied. The Salary Range for 2025-2026 is $45,000 to $73,200 and for 2026-2027 is $45,000 to $74,200, excluding Teacher Retirement Fund contributions, after base salary increases are applied.

The basic salaries for teachers shall be paid in twenty-four (24) equal payments

Occasionally certain ancillary duties arise that are necessary for the corporation to compensate teachers. Such duties may include: work on committees such as PBA, North Central Association, and other committees or other ancillary duties the administration believes necessary for a teacher to be required to attend to during the day. Should a teacher attend to these ancillary duties said teacher shall be compensated either with release time or their hourly rate.

Teachers serving as supervisors for after school help sessions, after school detention or Saturday School will be paid at the rate of twenty dollars ($20.00) per hour.

RETIREMENT AND SEVERANCE

9.000

This Section applies only to teachers hired before July 1, 2003. Retirement pay shall be granted to eligible professional employees upon their retirement. To be eligible for retirement pay, a minimum of ten (10) consecutive years of employment in the Attica Consolidated School Corporation is necessary, along with compliance with 9.100 below. An approved leave of absence shall not constitute a break in service.

Meet minimum requirements for an unreduced benefit in the Indiana State Teachers' Retirement Fund.

This Section applies only to teachers hired before July 1, 2003. The corporation agrees to issue bonds pursuant to SB 199 and HEA 1088, in the 2003-2004 school year, for the purpose of a buy-out of certain liabilities. The buy-out will be based on the following assumptions:

- a discount rate of 4% for first three years, 5.75% for next two years, and 7.5% thereafter,
- a default retirement age of age 60, but no earlier than June 30, 2005, and in no event before meeting the minimum requirements for an unreduced benefit in the Indiana State Teachers' Retirement Fund.

9.120

This section applies only to teachers hired before July 1, 2003. The buy-out amount for a teacher will be determined using the assumptions in 9.110 and the following steps:

Step (1) determine the present value at the teacher's default retirement age of $320 per each year of service at school corporation projected to the teacher's default retirement age;

Step (2) determine the present value at the teacher's default retirement age of $80 per each unused sick leave day as of June 30, 2002, plus projected unused sick leave days to the teacher's default retirement age based on that teacher's history of sick leave usage, less 25 days — but in no event shall the net total be more than 157 days;

Step (3) determine the present value at the teacher's default retirement age of $6,800 per year from the teacher's default retirement age until the teacher's unreduced Social Security age, but in no event more than ten (10) years;

Step (4) add the total of the amounts determined in Steps (1), (2) and (3);

Step (5) subtract 7.65% from the total determined in Step (4);

Step (6) determine for the teacher the accumulated value of the school corporation's contributions to the plan (described in 9.500) from the 2002 / 2003 school year and thereafter, at the teacher's default retirement age;

Step (7) subtract the amount determined in Step (6) from the amount determined in Step (5);

Step (8) determine the present value at September 130, 2003 of the amount in Step (7);

Step (9) subtract the contributions made for that teacher to a 403(b) account pursuant to 9.400 prior to the 2002 / 2003 school year from the present value determined in Step (8).

This Section applies only to teachers hired before July 1, 2003. The buy-out amount in Step 9 in 9.120 will be deposited to the teacher's account in a 401 (a) plan in September or October 2003, or as soon thereafter as possible subject to the IRS limitations. This account shall vest at satisfaction of the requirements in 9.000

9.140

This Section applies only to teachers hired before July 1, 2003 and who were 38 years or older as of July 1, 2003. If a teacher who received a buy-out under 10.130 retires earlier than age 60, but after meeting the requirements of 10.000, 10.100, and 10.120, the teacher shall receive an amount equal to the following: Step (1) $6,800 times the years between the teacher's satisfaction of the requirements in 9.000, 9.100, and 9.120 and the teacher's attainment of the age of full Social Security benefits (but in no event to exceed ten (10) years), less;

Step (2) $6,800 times the years used in Step (3) in 9.120;

Step (3) $320 times the years between actual retirement and the teacher's default retirement age. This amount shall be divided and paid in equal monthly payments from actual retirement to age 60 to a post retirement 403(b) account beginning the first month following final salary issuance.

9.150

This Section applies to all teachers. Beginning in January 2001, for the 2000 / 2001 school year, the 2001 / 2002 school year and the 2002 / 2003 school year, the board will contribute one percent (1%) of the teacher's salary (without TRF contributions) to the teacher's individual 403(b) account. Payment to the 403(b) accounts will be made in equal installments on January 15 and July 15. The last payment will be July 15, 2003. This account shall be vested immediately.

9.160

This Section applies to all teachers. The school corporation will establish and maintain an on-going 401 (k) plan. For the 2003 / 2004 school year, the school corporation will contribute two percent (2%) of the teacher's salary (without TRF contributions) to the teacher's individual 401(a) plan account. For the school year 2004 / 2005, and each school year thereafter, the school corporation will contribute three percent (3%) of the teacher's salary (without T RF contributions) as indicated in Appendix A of the Master Contract to the teacher's individual 401 (a) plan account. This account shall be vested immediately. Contributions shall be remitted no later than one week after each pay date.

9.170

This Section applies to all teachers. Upon retirement, teachers shall receive $80 per unused sick leave up to a maximum of 25 days for the purpose of supplementing the teacher's highest five years' salary average in Indiana State Teachers' Retirement Fund. Such an amount will be paid to the teacher's 401 (a) plan account. This amount shall be shown on the teacher's last contract as salary for the Indiana State Teachers' Retirement Fund purposes as an amount paid in contemplation of retirement pursuant to IC 5-10.2-4-3. Contribution shall be remitted no later than one week after the first pay date in June of the retirement year.

9.180

This Section applies to all teachers. The Board will pay three percent (3%) to the Indiana State Teachers' Retirement Fund for each teacher and the employer contribution rate for teachers employed after July l, 1995 as mandated by the State.

9.190

This Section applies to all teachers. Teachers who retire from the corporation under the Medicare eligibility age shall have the opportunity to continue to be part of the school corporation group health insurance plan, but retirees must pay the entire premium. At attainment of the Medicare eligibility age, the retiree may no longer continue to be part of the school corporation's group health insurance plan.

MEDICAL HEALTH INSURANCE

10.000

The Board agrees to pay the following towards Insurance for the 2026-2027 school year, which includes United Healthcare and the We Care Clinic:

Attica Consolidated School Corporation

Employee Benefit Information Effective October 1, 2026
Health Insurance and Prescription Plan - United Healthcare
Core Plan - HI (PPO)

Coverage	Per month Total Premium	Per month Corp Share	Per month Employee Share
Employee Only	$719.68	$432.56	$287.12
Employee + 1	$1,440.08	$872.60	$567.48
Family	$2,015.12	$1,220.65	$794.48

Health Savings Plan - H5 Coverage Annual HSA dep	Per month Total Premium	Per month Corp Share	Per month Employee Share
Employee Only - $800.00	$604.29	$320.32	$283.96
Employee + 1 - $1,600.00	$1,209.85	$641.91	$567.94
Family - $2,100.00	$1,692.94	$978.98	$713.96

The HSA amount shall be divided by 12 and 1/12th be posted into said teachers account upon Board's approval of the monthly Claim Docket and consistent with the second paycheck of the month.

Insurance negotiations will open during the 2026-2027 school year prior to October 1, 2026.

10.100

LIFE INSURANCE

The Board shall provide each teacher with a fifty thousand-dollar ($50,000) term life insurance policy paid for by the Board, less one dollar ($1.00).

10.200

The Corporation shall provide an IRC Phase I Plan. The Corporation shall provide an IRC Phase Il Plan with the following limitations: The employee cannot have benefits paid in excess of the amount of money that has currently been deducted. All claims for reimbursement must be filed through the Corporation central office. Employees on the Phase Il program will not be eligible for the twenty (20) pay system (summer pay paid in June). The level of participation must be twenty percent (20%) for the plan to be offered.

10.300

VISION INSURANCE

The Board shall provide each teacher with a single vision insurance plan. The Board shall provide each teacher with a family vision plan if they are a member of the health insurance program.

10.400

LONG-TERM DISABILITY INSURANCE

The Corporation shall provide payroll deduction for long-term disability insurance for all teachers. All teachers shall participate in the LTD Plan and shall pay the full amount of the premium. This premium shall not be sheltered under the IRS 125 plan. The policy shall contain a ninety (90) day period when the employee is off work and shall pay 66 2/3 of the teacher's salary. Additionally, the plan shall not coordinate benefits with the Indiana State Teachers Retirement Fund if the carrier will allow the non-coordination.

10.500

DENTAL INSURANCE

The Board shall provide each teacher with a single dental insurance plan or a reduction in a family rate of the premium of a single plan.

10.600

PART TIME TEACHERS

The Corporation shall prorate the corporation's share of benefits paid to part time teachers. The amount prorated will be equivalent to the percentage of the school day that a teacher is employed.

10.700

Any refund from our health insurance providers will be used to pay We Care premiums.

SUMMER SCHOOL

11.000

Indiana Code Section 20-28-6-7(d) provides that the superintendent shall determine the salary for a supplemental service including summer school. For informational purposes only, this will be paid at $25 per hour.

TERMS of AGREEMENT

12.000.

This Agreement shall be effective September 28, 2026, and shall continue in effect through June 30, 2027

The parties attest to the following:

On the 20th day of July 2026 at 5:30 PM, a public hearing as described in IC 20-29-6-1 (b) was held by the parties and electronic participation was not permitted.

On the 28th day of September 2026 at 5:30 PM, a public meeting as described in IC 20-29-6-19 was held to discuss the tentative agreement and electronic participation was not permitted.

Therefore, this agreement is made and entered into on this 29th day of September 2026 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 September 28, 2026, in a public meeting at 5:30 PM and the Association ratified the CBA on September 29, 2026, and is attested to by the respective representatives whose signatures appear below.

This Agreement is accepted by each of the parties.

School Board of Trustees

Board President

ATTEST:

Board Secretary

Attica Classroom Teachers Association

Association President

Association Vice President

Attica Consolidated School Corporation
APPENDIX A
COMPENSATION MODEL

For new hire placement on the salary schedule for Attica Consolidated School Corporation

Any "New Teacher" entering Attica Consolidated School Corporation with previous years of experience will be placed at a level related to a current teacher at Attica Consolidated School Corporation in which they "mirror" under the following two principles: 1. that particular teacher's years of service, (according to Indiana Public Retirement System) AND 2. When possible, that particular teacher's degree.

Eligibility

In order to be eligible for an increase on the base salary, a teacher must meet both of the following eligibility criteria:

A teacher must not have been rated Ineffective or needs Improvement Necessary on his or her previous year Attica evaluation.

A teacher must have received compensation from the Attica Community School Corporation for at least one hundred twenty (120) days during the previous academic year and must continue to be employed by the Attica Community School Corporation on the first student day of the current school year.

Teachers are placed on the 2025-2026 compensation table in the cell that matches the amount the teacher will receive for 2025-2026 school year based on the following factors added to the Teachers 2024-2025 base salary.

1. Factors and Definitions

B. Factors-To Advance one step

1. Evaluation: The teacher must not have been rated as Ineffective or Needs Improvement, except for those that are eligible per IC 20-28-9-1.5 (f) -$500

2. Experience: a teacher must have earned a year of creditable service, as defined by INPRS, during the previous school year at Attica Consolidated School Corporation -$500

3. Academic Needs 1:In order to Attract and Retain teachers for the Attica Consolidated School Corporation, $4000 will be added to the base salary for the 2025-2026 school year.

4. Academic needs 2: Instructional Leadership. Teachers having the literacy endorsement on their license shall receive $200 to their base salary

   NOTE: for the 2025-2026 school year one must have the literacy endorsement on their license by November 1, 2025.
   Beginning with the 2026-2027 school year one must have the literacy endorsement on their license by August 1, 2026.

Teachers are placed on the 2026-2027 compensation table in the cell that matches the amount the teacher will receive for 2026-2027 school year based on the following factors added to the Teachers 2025-2026 base salary.

1. Factors and Definitions

   B. Factors-To Advance one step

1. Evaluation: The teacher must not have been rated as Ineffective or Needs Improvement, except for those that are eligible per IC 20-28-9-1.5 (f) -$500

2. Experience: a teacher must have earned a year of creditable service, as defined by INPRS, during the previous school year at Attica Consolidated School Corporation -$500

3. Academic Needs: Academic needs are defined as teachers have the literacy endorsement on their license by August 1, 2026-$200

2025 Compensation
Steps

Level	Salary
A	45,000
B	46,000
C	47,000
D	48,000
E	49,000
F	50,000
G	51,000
H	52,000
I	53,000
J	54,000
K	55,000
L	56,000
M	57,000
N	58,000
O	59,000
P	60,000
Q	61,000
R	62,000
S	63,000
T	64,000
U	65,000
V	66,000
W	67,000
X	68,000
Y	69,000
Z	70,000
AA	71,000
BB	72,000
CC	73,200

2026 Compensation
Steps

Level	Salary
A	45,000
B	46,000
C	47,000
D	48,000
E	49,000
F	50,000
G	51,000
H	52,000
I	53,000
J	54,000
K	55,000
L	56,000
M	57,000
N	58,000
O	59,000
P	60,000
Q	61,000
R	62,000
S	63,000
T	64,000
U	65,000
V	66,000
W	67,000
X	68,000
Y	69,000
Z	70,000
AA	71,000
BB	72,000
CC	73,000
DD	74,200

2025-2027 ECA Schedule

The number of positions is for reference only and has not been bargained

Varsity Boys Basketball	Head Coach	S6,903
	Assistants	$9,054
Varsity Girls Basketball	Head Coach	$6,903
	Assistants	$9,054
Varsity Football	Head Coach	$6,903
	Assistants	$12,880
Varsity Wrestling	Head Coach	$3,401
	Assistants	$4,025
Varsity Track	Head Coach	S4,025
	Assistants	$4,025
Varsity Swimming	Head Coach	$4,338
	Assistants	$1,824
Varsity Volleyball	Head Coach	$4,178
	Assistants	$4,964
Varsity Baseball	Head Coach	$4,178
	Assistants	$1,895
Varsity Softball	Head Coach	S4,178
	Assistants	5,158
Varsity Boys Golf	Head Coach	Sl,725
Varsity Girls Golf	Head Coach	$1,725
Varsity Boys Tennis	Head Coach	$1,725
Varsity Girls Tennis	Head Coach	$1,725
Varsity Cross Country	Head Coach	$2,550
	Assistant	$1,150
Archery	Head Coach	575
	Head Coach	$575
Varsity Cheerleading	Head Coach	$2,651
Junior High Cheerleading	Head Coach	$978
Elementary Cheerleading	Head Coach	$374
Intramural Boys	Director	$605
Intramural Girls	Director	$605
Rambler Rowdies	Sponsor	$547
Band	Director	$3,376
Drill Team	Sponsor	$748
Yearbook	Advisor	$650
High School Student Council	Sponsor	$1,093

National Honor Society	Sponsor	$575
CLASS SPONSORS	Senior	$581
	Senior	$581
	Junior	$581
	Junior	$581
	Sophomore	$207
	Freshman	$207
	8th Grade	$196
	7th Grade	$196
FFA Assistant	Sponsor	$259
Spanish Club	Sponsor	$196
Art Club	Sponsor	$196
Drama Club	Sponsor	$196
Fall Play	Director	$966
Spring Musical	Director	$966
Music	Director	$966
Auditorium	Director	$1,323
Academic Competition	Coordinator	$1,17
Family Night	Director	$1,380
Junior High Academic Team	English	$575
	Math	$575
	Science	$575
	Social Studies	$575
High School Academic Team	English	$575
	Math	$575
	Science	$575
	Social Studies	$575
Spanish Quiz Bowl	Sponsor	
	Fine Arts	$575
Spell Bowl	High School	$575
	Junior High	$575
	Elementary	$575
Math Bowl	Elementary	$575
AHS Department Heads	English	$207

High School Student Council Sponsor	$1,093	Fine Arts	Math	S207
Junior High Student Council Sponsor	$1,093	CTE	Science	S207
Elementary Student Council Sponsor	$1.093	Health PE	Special Ed	S207
Elementary Student Council Sponsor	$1.093	Cleaning of Classrooms	Teacher	$500 / $1,000
DECA Sponsor	$575	Pool	Director	$1,500
FFA Sponsor	$1,250	Dual Credit/AP	Teacher	$500/semester
Extra-Curricular Band Sponsor	$575	Assistant	AD	$1,000/semester
Extra-Curricular Choir Sponsor	$575			

Appendix C

GRIEVANCE REPORT FORM

Distribution of Form
Superintendent
Principal
Association
Teacher

Grievance # _____ Attica Consolidated School Corporation

Submit to Principal in Duplicate

STEP 1

A. Date Cause of Grievance Occurred _____

B. 1) Statement of Grievance _____

_____

_____

2) Relief Sought _____

_____

_____

_____
Signature Date

C. Disposition by Principal _____

_____

_____

_____
Signature Date

D. Position of Grievant and/or association _____

_____

_____

_____

Signature Date

If additional space is need in reporting Sections Bl and 2 attach an additional sheet.

STEP 11

A. Date Received by Superintendent or Designee _____

B. Disposition of Superintendent or Designee

_____

_____

_____

Signature Date

C. Position of Grievant and/or Association

_____

_____

STEP 111

A. Date Received by Board of School Trustees or Designee _____

B. Disposition by Board or Designee _____

_____

_____

Signature Date

C. Position of Grievant and/or Association _____

_____

_____

Signature Date

STEP IV

A. Date Submitted to Arbitration _____

B. Disposition & Award of Arbitrator _____

_____

Signature of Arbitrator Date of Decision