2025-2027

COLLECTIVE BARGAINING AGREEMENT

RENSSELAER CENTRAL SCHOOLS CORPORATION

AND

RENSSELAER CENTRAL CLASSROOM TEACHERS ASSOCIATION

TABLE OF CONTENTS

Article I

Date of Contract 3

Recognition 3

Exclusive Representative 3

Definitions 3

Article II

Contract Procedures 3

Article III

Leaves 4

Personal Illness 4

Sick Leave Bank 4

Bereavement 6

Illness in Family 6

Personal Business 7

Return to Duty 7

Emergency Leave 8

Childbirth Leave 8

Parental Leave 9

Injury Leave 9

Jury Duty 9

Court Leave 10

Sabbatical & Special Leave 10

Attendance Incentive 10

Sumer School Leave 10

Family and Medical Leave Act (FMLA) 11

Public Office Leave 11
Association Leave 11

Article IV
Compensation and Expenses 11
Mileage Reimbursement 11
Wages and Ancillary Duties 12
Wage Payment Agreement 12
Raises and Stipends 12
Before and After School Care 13
Required Expanded Criminal History Background Checks 13
Lactating Teachers 13

Article V
Insurance and Severance 13
Life Insurance 13
Medical and Hospital Insurance 13
Dental Insurance 14
Vision Insurance 14
Insurance Refund 14
Section 125 14
On Leave Insurance 14
Early Retirement Insurance 15
Pro-rated Benefits 15

Article VI
Buy Out of Retirement Benefits 15

Article VII

Retirement Savings 401 (a) Annuity Plan And 403 (b) Annuity Plan 19

Article VIII

Retirement Savings VEBA Plan 20

Article IX

Grievance Procedure 21

Article X

Term of Agreement 23

Appendix A

Compensation Plan

Appendix B

Returning Full Time Teachers Salary Range and New Teacher Base Salary

Appendix C

Extra-Curricular Schedule

Rensselaer Central Classroom Teachers Association
And
Rensselaer Central Board of School Trustees
Master Contract
July 1, 2025– June 30, 2027

This Contract entered into effective July 1, 2025, by and between the Board of School Trustees of the Rensselaer Central Schools Corporation, hereinafter called the "Board", and the Rensselaer Central Classroom Teachers Association, an affiliate of the Indiana State Teachers Association and the National Education Association, hereinafter called the "Association".

ARTICLE I
Recognition

Section A. Recognition

The Board hereby recognizes the Rensselaer Central Classroom Teachers Association as the exclusive representative of all teachers in the School Corporation.

Section B. Definitions

1. The term "teacher", when used in this Contract shall refer to all teacher certificated personnel employed by the Board except the Superintendent, Assistant Superintendent, Business Manager, Principals, Assistant Principals, Administrative Assistant, Supervisors, Program Directors, Athletic Director, Substitute Teachers, and Head Football Coach.
2. The terms "Board" and "Association" shall include authorized officers, representatives, and agents.
3. The term "School Corporation" when used in this contract, shall refer to the Rensselaer Central Schools Corporation of County of Jasper of the State of Indiana, its Board and administrators.
4. The term "Association" shall mean the Rensselaer Central Classroom Teachers Association.
5. References in this Contract to gender shall include all individuals, whether male or

female, unless in the specific context the language reads, "this section shall refer only to (male) (female) teachers."

6. The term "per diem" when used in this Agreement shall refer to a teacher's annual salary divided by one hundred eighty-three and a half (183.50)
7. The term "hourly wage" when used in this Agreement shall refer to a teacher's per diem wage divided by six (6).

ARTICLE II
Contract Procedures

This Contract supersedes and cancels all previous agreements whether verbal or written between the School Corporation and the Association as well as any alleged past practices of the School Corporation and this Contract constitutes the entire agreement between the parties.

ARTICLE III
Leaves

Section A. Personal illness

I. Annual Allotment

Each full time Teacher employed under regular contract shall be entitled to be absent from work on account of personal illness or quarantine for a total of ten (10) days the first year of employment and (10) days the second year of employment and seven (7) days in each succeeding year without loss of compensation. If in any one school year the Teacher shall be absent for illness less than the prescribed ten (10) or seven (7) days, the unused days shall be accumulated up to a total of one hundred thirty-five (135) days plus the new seven (7) days allowed at the beginning of each school year. Therefore, each Teacher shall be entitled to be absent from work due to personal illness or quarantine up to the number of days accumulated in his/her name plus the ten (10) or seven (7) days allowed for the school year, but not more than one hundred thirty-five (135) days plus the new school year days, without loss of compensation.

2. A teacher who was previously employed by the School Corporation shall have all accumulated sick leave not transferred to a different school employer reinstated immediately upon his/her return to employment for the School Corporation.

Section B. Sick Leave Bank

The purpose of the Sick Leave Bank is to relieve its members from undue financial burdens due to absence from work on a long-term basis due to illness, injury, or incapacitation

sufficiently severe that it would make their presence in school inadvisable.

The Sick Leave Bank shall be administered by a Committee of five (5) members, two of which will be appointed by the President of the Association, two by the Superintendent, and one jointly selected by the President of the Association and the Superintendent.

1. Each committee member shall be appointed for one (1) year and may be re-appointed to each succeeding year.
2. Vacancies on the Committee shall be filled before the next meeting.
3. The entire membership of the Committee shall select one of their members to act as chairperson for the duration of the year.
4. The Committee shall meet during the school year as needed. Special meetings may be called by the chairperson or at the request of the committee members. All members will be required to be present for any official action of the Committee.
5. The Committee shall prepare an annual report in conjunction with the Corporation Treasurer of days contributed by each Teacher, days used, and days accumulated in the Bank, and distribute this report to the President of the Association and the Superintendent.

Criteria For Use of The Bank

The Committee shall use only the following criteria for granting use of the Bank.

1. All sick leave and personal leave days previously accumulated by the individual must be exhausted.
2. Days granted shall begin three (3) days after the exhaustion of all individual sick and personal leave. This three (3) day waiting period shall be waived for members upon approval of the sick bank committee.
3. The applicant must be a current participant in the Bank.
4. Disability due to pregnancy or childbirth shall fall under the same criteria for use as other illnesses, injuries, or incapacitations considered in this section.
5. Upon request, the applicant shall submit a certified review of his/her medical history and prognosis for return to work by the appointed or attending physician.
6. Illness must be of a serious nature; seriousness will be determined by the Committee with the recommendation of the appointed or attending physician.

Eligibility For Use of the Bank

1. Any full time, certified employee is eligible to participate in the Bank.
2. Any Teacher who is receiving any public funds or benefits derived from public funds as partial or full compensation for illness or disability causing the absence, shall not be eligible for Sick Leave Bank Credits.

Composition of the Bank

1. The number of days contributed will continue to accumulate until a total of 500 days are credited to the Sick Leave Bank. The Sick Leave Bank shall remain open for membership

until a total of 500 days is accumulated. When the Sick Leave Bank accumulates a total of 500 days, membership thereafter shall only be open to those new persons coming into the school corporation until such time as the next general membership drive is held. When the Sick Leave Bank has accumulated a total of 500 days, all participants who contributed at the time of the last canvas shall remain members of the Sick Leave Bank until the next general membership drive. After the Sick Leave Bank accumulates a total of 500 days, the next general membership drive shall not occur until the level of the Bank reaches 500-n days when "n" represents the number of certified personnel eligible to join the Sick Leave Bank, so that all full-time, certified employees would have an opportunity to join the Sick Leave Bank without exceeding the maximum accumulative total of 500 days.

2. On or about October 1st the Rensselaer Central Classroom Teachers Association shall distribute a form on which donations for any number of days to the Bank can be made by certificated employees.
3. A minimum of one (1) day contributed per drive is required to participate in the Bank.
4. Sick leave days donated to the Bank by a Teacher are considered a permanent contribution to the Bank and are not transferable to another school corporation should the teacher leave the Rensselaer Central Schools Corporation.
5. Any participating Teacher finding it necessary to borrow Sick Leave Bank days and subsequently electing not to return to active employment (should his/her health permit, eligibility to be determined by appointed or approved physician) with the Rensselaer Central Schools Corporation, or electing to accept employment elsewhere immediately following illness, shall repay the Rensselaer Central Schools Corporation in cash for the Sick Leave Bank days borrowed in an amount equal to that paid his/her respective substitute during the time the Teacher borrowed from said Bank, but in no case more than the Teacher would have earned. In the event the Teacher elects not to return to active employment (should his/her health permit), he/she shall repay this cash amount in total or at the rate of an agreed upon cash amount per year for five years immediately following his/her health eligibility to return to active employment. All unpaid balance shall be due at the end of the fifth year. This requirement may be waived if the individual is terminated.
6. The Committee may grant up to the number of days requested provided this request does not exceed one-half (1/2) the total days in the Bank at the time the request is made.
   (a) At no time may an individual member of the Bank be granted more than a total of 180 days in any given three (3) year period.
   (b) At no time may the committee grant more days than currently available.
   (c) If prior to October 1st the Bank falls below 50% of the highest figure contributed to date, the Committee shall solicit new contributions to the Bank.

Miscellaneous Provisions

1. The granting of days is subject to availability but never shall be less than one's current contribution.
2. In cases of emergency, by mutual consent of the Board and the Association, any provisions of this agreement may be waived. The Committee shall determine the nature of the emergency.

3. If appeal of any Committee decision becomes necessary the final appeal will be to the membership of the Bank.
4. Any costs other than administrative costs shall be borne by the Association. (These costs are limited to appointed physician's costs only.)
5. Application for the granting of Sick Bank days may be made by the personal representative in cases where the individual employee is unable to do so.
6. The total number of days contributed by any individual shall not be a determining factor in granting use of the Bank.

Section C. Bereavement

In the case of a death(s) within the immediate family, the Teacher shall be provided with a bereavement leave of five (5) successive school days or three (3) successive days and two (2) additional days for estate business to be used within 120 days of the death. The immediate family shall be interpreted as spouse, child, miscarriage (both parents), step-child, grandchild, mother, father, sister, brother, mother-in-law, father-in-law, son-in-law, daughter-in-law, grandparents, partner, or any other member of the family unit in the same household. Step-relatives shall be considered immediate family as listed above. If more than one death in the immediate family should occur, five (5) working days will be granted for each death. In the event the death occurs within the immediate family and that family member's services or financial affairs require a different arrangement of bereavements days, arrangements are to be approved by the Superintendent.

One (1) working day shall be granted for the death of a brother-in-law, sister-in-law, aunt, uncle, niece or nephew. One (1) working day, to attend the funeral, will be granted to any teacher who is part of the final services.

Section D. Family Illness

A Teacher shall be allowed to be absent up to five (5) days in any school year without loss of compensation in case of serious illness of a father, mother, sister, brother, spouse, child, grandparent, grandchild, or in-law. The use of more than three family illness days will result in the reduction of personal illness days by a one-to-one ratio. The Teacher will be required to inform the principal of the relationship to the Teacher of the person that is seriously ill.

Section E. Personal Business

Each full-time Teacher employed under regular contract shall be entitled to three (3) days of absence per school year without loss of pay for the transaction of personal business and/or the conduct of personal or civic affairs. Personal Leave Days should not be used for the sole purpose of extending vacation. If in any one school year the Teacher shall be absent for reasons covered in this provision for fewer than three (3) days, the remaining days shall accumulate to a total of six (6) days. After six (6) days have been accumulated, the remaining days shall be added to the teacher's accumulated sick days. No more than three (3) consecutive school days may be used at one time for the transaction of personal business and/or the conduct of personal or civic affairs. A written statement shall be submitted to the Office of the Superintendent prior to the occurrence of each leave.

Section F. Disability

The following shall apply to sick leave in all cases where a Teacher is unable to teach because of a disability substantial in nature or duration, except childbirth which is covered in Section H of this article. Such physical disability shall include, among other items, disability arising from major surgery, physical illness, mental illness or severe emotional disturbance, causing disability for more than three (3) weeks.

1. Anticipated Disability - Where disability can reasonably be anticipated, as in the case of a scheduled operation or childbirth, the following rules shall apply:
   (a) the teacher requesting leave shall notify the Office of the Superintendent of the expected time of leave as soon as reasonably possible
   (b) the leave of absence shall begin at the end of a grading period, whenever possible, and
   (c) where the Teacher's condition raises any serious problem to the Teacher's health in the period to the beginning of leave, the School Corporation may request, and condition the time leave begins on a statement by the Teacher's physician as to the Teacher's ability to continue teaching.

2. Time of Return to Teaching Duties - Subject to the notice and other requirements set out in subparagraph 5 of this paragraph G, the Teacher may resume teaching duties at such time as in this opinion of the Teacher and the Teacher's physician that the teacher is able to resume teaching. The School Corporation may, at its option, require the certificate of the physician to this effect.

3. Notice of Return to Teaching - As soon as reasonably determinable after the commencement of the disability leave, the Teacher shall notify the office of the Superintendent of the estimated time of return to teaching, or of the fact that the Teacher does not intend to resume teaching duties, and shall, if intending to return to teaching, keep the School Corporation advised of any change in such estimated time. Teachers intending to resume teaching duties shall so notify the Office of the Superintendent as soon as they have recovered from their disability, and shall furnish the School Corporation proof of the continued disability at any time during such disability, if requested by the Superintendent of Schools. Unless waived by the School Corporation, the Teacher shall not be entitled to return to teaching duties unless at least two (2) calendar week's notice is given by the Teacher of the intention to return to work.

4. Position to Which Teacher Returns - Upon a teacher's return to work, the School Corporation shall assign the teacher to the same position held by such Teacher when leave commenced or to a substantially similar position, except in the following instances:
   (a) where the position and such substantially similar position have been filled by a teacher pursuant to a temporary or regular teaching contract;
   (b) where the return is within six (6) weeks of the end of a semester.

In either such event, the Teacher shall be assigned a teaching position in the following order

of preference: to any available position for which the Teacher is qualified or to a position as a full-time substitute. Such alternate assignment shall extend solely to the end of any current semester if the disability began within such semester. In any case, the Teacher, if otherwise entitled to a contract at the commencement of the next school year, shall be assigned in accordance with the procedures under applicable law.

5. Limitations - No leave under this policy may be granted for a period exceeding one (1) year.

6. Sick Leave - Any Teacher taking leave of absence under this policy may use any days of sick leave which the Teacher has accumulated under applicable law or under the School Corporation's sick leave policy, but shall be required, at the option of the School Corporation, to present a doctor's certificate of disability to justify such use of accumulated sick leave days.

Section G. Emergency Leave

Upon a Teacher's written request to the Superintendent, any leave granted to a Teacher may be extended with Board approval.

Section H. Childbirth Leave

1. Maximum Leave - A Teacher who is pregnant shall be entitled upon request to a leave of absence for a period commencing at the time of physician certified pregnancy through one (1) year following live birth of the child, subject to this section. A Teacher who is adopting shall be entitled, upon request, to a leave of absence for a period commencing at the time of obtaining physical custody of the child to be adopted through one (1) year following said date, subject to this section. However, this Section H (1) shall be limited to only one (1) Teacher per family in this School Corporation.
2. Minimum Leave - The leave shall begin no later than the date the Teacher and the Teacher's attending physician determine and shall end no earlier than at a time the Teacher and the teacher's attending physician determine.
3. Pregnancy and Child Care Leave - The leave may commence and terminate at the end of any grading period and extend for any period as set forth in subsection 1; and said Teacher shall notify the Superintendent in writing of the intention to take such leave, except in case of emergency, at least thirty (30) days prior to the date on which the leave is to begin; such notice shall also state the time of intended return to teaching.
4. Use of Sick Leave - Any Teacher taking leave of absence under this policy may use any days of sick leave which the Teacher has accumulated, but shall be required, at the option of the School Corporation, to present a doctor's certificate of disability and personal physical inability to teach to justify such use of accumulated sick leave days. Such use of sick leave shall be limited to the Teacher's personal disabilities directly related to birth of the child.
5. Position to Which Teacher Returns - Upon a Teacher's return to work, the School Corporation shall assign the Teacher to the same position held by such teacher when leave commenced or to a substantially similar position, except in the following instances:
   (a) Where the position and such substantially similar position have been filled by a

Teacher pursuant to a temporary or regular teaching contract;
(b) where the return is within six (6) weeks of the end of a semester.

In either event, the Teacher shall be assigned a teaching position in the following order of preference: to any available position for which the Teacher is qualified, or to a position as a full-time substitute. Such alternate assignment shall extend solely to the end of any current semester if the disability began within such semester. In any case, the Teacher, if otherwise entitled to a contract at the commencement of the next school year, shall be assigned in accordance with the procedures under applicable law.

6. Re-employment - This leave may be taken without jeopardy to re-employment and retirement, subject however, to the statutory rights of the School Corporation with regard to renewal of teaching contracts.
7. Insurance – The Board shall continue to pay its contribution towards all insurances during any paid portion of a Childbirth Leave and during any FMLA Portion of a Childbirth Leave.

Section I. Parental Leave

A Teacher who gives birth or adopts a child or whose spouse gives birth or adopts a child shall be entitled to five (5) days of paid parental leave to begin anytime between the birth and/or adoption of the child and one year after the birth and/or adoption. After these days are exhausted, accumulated sick/personal or family illness days may be used concurrently with any applicable FMLA leave.

Section J. Workers Compensation

A Teacher who is absent from work because of injury received on the job receives regular pay from his accumulated sick leave the first five (5) days (chargeable against sick leave). When a teacher's injury is caused by a student, parent, or intruder, the first five (5) days of absence shall be paid and shall not be charged against sick leave. After the first five (5) days, the School Corporation will pay the difference between Workers Compensation and the teacher's regular pay. This difference shall be charged against the total dollar value of the Teacher's total accumulated sick leave until sick leave is exhausted.

Section K. Jury Duty.

A Teacher called for grand or petite jury duty during the required period of absence from assigned duty by the Board shall be paid full regular salary. The Teacher shall return to the School Corporation the total amount of per diem allowance earned by the Teacher while on jury duty.

Section L. Court Leave

1. A Teacher, subpoenaed to appear as a witness or required to appear as a defendant in court resulting from activities relating to the Teacher's employment with the School Corporation (except in court proceedings to enforce Public Law 217, Acts of 1973), shall receive, during the required period of absence from assigned duty, his full regular salary.

2. The Teacher shall be paid full salary during the period of required absence, provided the total amount of payment for witness fee or other per diem stipend earned during the school day by such Teacher if any, is remitted to the Board. Out-of-pocket expenses reimbursed by the court for such items as parking fees, travel costs, etc. shall be retained by the teacher.

Section M. Sabbatical Leave and Special Leave of Absence

** According to statute, Rensselaer Central Schools Corporation, upon written request, may grant leaves of absence for periods not exceeding one (1) year to any Teacher for study or professional improvement or because of physical or other disability or sickness or other reasons as agreed to by the Board.

The necessity for sabbatical leave and leaves of absences is recognized by the board as potentially desirable for both the faculty and the Rensselaer Central Schools Corporation.

A Teacher returning to the School Corporation at the end of a full year of unpaid leave shall notify the Superintendent of Schools, in writing, of his/her intent by the first (1st) day of March proceeding the next school year. Failure to meet the deadline will automatically terminate his/her ensuring employment with the Rensselaer Central Schools Corporation. A Teacher requesting an unpaid leave of absence due to physical or mental disability shall use 50% of their sick and personal days, leaving no less than 10, prior to the leave taking effect.

Section N. Attendance Incentive:

Conference Days will not count as days absent.

All benefits received for Attendance Incentive days shall be deposited into the Teacher's individual VEBA account. Deposits shall be made annually within thirty (30) days following the end of the Spring semester.

1. A staff member with zero days absent per semester has the opportunity to sell back to the corporation up to three days at $50 per day.
   - Three days: One personal day and two sick days
   - Two days: One personal day and one sick day
   - One day: One personal day

2. A staff member with a half day absent, one day absent, or one and one-half days absent per semester has the opportunity to sell back to the corporation up to two days at $50 per day.
   - Two days: One personal day and one sick day
   - One day: One personal day

3. A staff member with two days absent or two and one-half days absent per semester has the opportunity to sell back to the corporation one day at $50 per day.
   - One day: One personal day

Section O. Summer School Leave

When a summer school Teacher must be absent from work, the cost of the substitute Teacher shall be paid by the Board and the regular summer school Teacher shall not be paid.

Section P. Family and Medical Leave Act (FMLA) Leave

1. When a Teacher chooses to utilize FMLA and sick days concurrently, the Teacher may retain up to five (5) sick days.
2. For determining eligibility for FMLA, a rolling twelve (12) month period looking back shall be utilized.
3. The Board will continue its insurance contributions for a teacher on an FMLA leave.

Section Q. Public Office Leave

If a Teacher is elected to public office, the Teacher shall be granted a leave of absence without pay for a period of time to ensure the Teacher may serve the office to which he/she was elected. The Teacher shall notify the Board, in writing, of the use of this leave.

Section R. Association Leave

At the Association's discretion, the President(s) of the Association and/or his/her designee(s) shall be entitled to use up to a total of five (5) days for conducting Association business. Additional days may be granted upon the approval of the superintendent. Leave may be taken in half day units.

Section S. Professional Leave

1. Professional leave may be granted to a teacher for taking the Praxis or other licensing exams upon request of or authorized by the School Corporation.

2. Each teacher who is a Teacher of Record, as defined by state and federal laws, shall be granted two (2) days of release time for the purpose of completing necessary paperwork for case conferences, individualized education programs, or individualized learning plans. These days may be taken in half-day increments. The teacher must report to the school to which the teacher is assigned or the cooperative office to perform the teacher's duties when using Teacher of Record leave.

ARTICLE IV
Compensation and Expenses

Section A. Salaries

- Appendix "A" – Compensation Plan
- Appendix "B" New Teacher Base Salary

Section B. – 1. Extra-Curricular Schedule – Appendix "C"

2. Extra-Curricular Wage Payment Agreement

a. Staff members who request for an ECA stipend to be split may submit their request to the Superintendent for consideration. Any granted request will only be applicable for the school year in which it was granted. A split stipend shall be divided equally.

b. Teachers may elect to receive payment of an ECA stipend as follows:

1. Lump sum payment upon completion of ECA duties.

Section C. – Extended Contracts
Teachers on extended contracts will be paid at the teachers' daily rate. For informational purposes only, the school year shall be one hundred eighty-three and one-half (183.50) days.

Section D. – Mileage Reimbursement
If a Teacher is required by the School Administration to use a private car to pursue assigned school duties, except in connection with athletic events, the Teacher shall be reimbursed at the current Internal Revenue Service rate.

Section E. Wages and Ancillary Duties

1. Driver's Education

   Driver's Education Instructors will be paid at the rate of $40.00 per hour.

2. Credit Recovery and Developing and Presenting Professional Development (including Bomber Academy Presenter Preparation Time).

   Instructors will be paid at the rate of $40.00 per hour for Grad Point and Developing and Presenting Professional Development.

3. Other Ancillary Duties

   Instructors will be paid at the rate of $20.00 per hour for the following ancillary duties:

   a. Tutoring
   b. Supervising Alternative School Lunch
   c. Supervising Monday Extended Detention
   d. Attending Professional Development Outside the Contract Time
   e. Mentoring New Teachers
   f. Working with Students After the Contract Day

4. New Teacher Orientation

   Instructors will be paid at the rate of $25.00 per hour for New Teacher Orientation

5. Homebound Instruction

   Instructors will be paid at the rate of $30.00 per hour Homebound Instruction

6. Bomber Academy Hours

   A teacher shall be paid $100.00 per day up to a maximum of 3 days. Any days beyond three (3) days will require administrator approval. A teacher must submit any final product created, prepare a written summary of activities undertaken, or be on the record of attendance during the Bomber Academy to receive payment.

7. Class Coverage

   A teacher who covers a class period for another teacher, during their prep period, shall receive an amount calculated by dividing the cost of a Substitute Teacher with a Teaching License by six (6) periods. The teachers shall be responsible for documenting each class period covered on the appropriate form and getting an administrator's signature. The form shall be turned in to the principal at the end of each semester.

8. Limitations

   -It was not bargained but discussed that the school will determine the parameters, restrictions and/or limitations on these activities.

Section F. Wage Payment Agreement

Salaries shall be distributed in twenty-six equal (26) payments. The first payment of the 2025-2026 school year is August 29, 2025. Payments shall continue every two weeks thereafter until the parties negotiate a successor agreement. If a holiday falls on a Friday, salaries will be distributed the regular workday preceding the holiday.

Section G. Raises and Stipends

Within thirty (30) calendar days of the latter of ratification of the collective bargaining agreement and finalization of the previous year's evaluation, the Board shall:

1. Issue back pay associated with any raises to each teacher for which the teacher qualified as per the Compensation Model.
2. Increase each subsequent paycheck of each teacher for which the teacher qualified as per the Compensation Model.
3. Issue any applicable stipends as per the Compensation Model.

Section H. Before and After School Care
Each Teacher shall receive twenty (20) hours per child of before and after school care without charge for use with that Teacher's child(ren).

Section I. Required Expanded Criminal History Background Check
The Board shall pay the cost of all Indiana expanded criminal history checks and expanded child protection index checks that are required by the School Corporation or per I.C. 20-26-5-10.

Section J. Lactating Teachers
A private space shall be made available in each building for the purpose of allowing lactating teachers to express the teachers' milk. This space shall have a locking door and shall not be a restroom.

Section K. Activity Pass
Teachers shall be permitted to attend athletic and other extracurricular events at no cost with their official school identification badge. In order to receive an annual family athletic pass, a Teacher must work three (3) events.

Section L. Teacher Retirement Fund Contribution
The School Corporation shall pay each Teacher's three percent (3%) mandatory TRF annuity contribution directly to the Indiana Teacher Retirement Fund (TRF) on behalf of each teacher.

M. Dual Credit

A teacher who teaches a dual credit class shall receive a stipend of seven hundred fifty dollars ($750.00) annually.

ARTICLE V
Insurance and Severance

Section A. Life Insurance
The Board agrees to provide group life insurance in the amount of $50,000, twice that in the event of accidental death. The Board will pay all but one dollar ($1.00) of the premium. The Board will determine the insurance company to provide this benefit. The Teacher will have the option to extend this coverage to $100,000 by paying any additional cost. In order to extend this coverage, the Teacher may have to provide proof of insurability.

Section B. Health Insurance
The Board agrees to maintain and contribute to a group medical and hospital plan or plans agreed to by the Rensselaer Central Classroom Teachers Association. Teachers electing to be covered by this plan may select either the single plan or the family plan and the Teacher shall pay any necessary difference for the premium.
Beginning December 1, 2024, the plans are funded by the Board, per month, as follows:

	Plan B	Plan C	Plan D
Single	$664.49	$655.36	$646.47
Employee + 1	$1,214.70	$1,192.62	$1,185.38
Family	$1,291.83	$1,266.89	$1,258.71
Plus Clinic Fee	$65.00	$65.00	$65.00

Beginning December 1, 2025, the plans are funded by the Board, per month, as follows:

Plan "B" PPO – 500/1000

Family	$1509 towards rate + Fee for Working Well Clinic
Employee +1	$1407 towards rate + Fee for Working Well Clinic
Single	$744 towards rate + Fee for Working Well Clinic

Plan "C" PPO – 3400 / 6000 HSA

Family	$1442 towards rate + Fee for Working Well Clinic
Employee + 1	$1348 towards rate + Fee for Working Well Clinic
Single	$719 towards rate + Fee for Working Well Clinic

Plan "D" PPO – 4000/8000

Family	$1426 towards rate + Fee for Working Well Clinic
Employee + 1	$1333 towards rate + Fee for Working Well Clinic
Single	$719 towards rate + Fee for Working Well Clinic

-After the 2027 rates have been determined, the parties will confer.

The Board will contribute to a Teacher's Health Savings Account if the following are met:

	Plan "C" Employee Contribution	Board Contribution
	$ 500.00	$1,000.00
	$1,000.00	$1,500.00
Plan "D"	$ 500.00	$1,000.00
	$1,500.00	$2,000.00

Family – Both Spouses – The Board will contribute an amount equal to the family contribution above plus an amount equal to 75% of the Board's single contribution.

Section C. Dental Insurance

The Board will maintain and contribute toward a dental insurance plan. Teachers electing to be covered by this plan may select either the single plan or the family plan and the Teacher shall pay any necessary difference for the premium. The Board will contribute to the individual Teacher's group dental insurance carried through the Rensselaer Central School Corporation as follows per month:

Family Plan	$50.00
Employee + Children	$50.00
Employee + Spouse	$50.00
Employee Only	$18.40

Section D. Vision Insurance
The board will maintain and contribute toward a vision insurance plan. Teachers electing to be covered by this plan may select either the single plan or the family plan and the Teacher shall pay any necessary difference for the premium. The Board will contribute to the individual Teacher's group vision insurance carried through the Rensselaer Central Schools Corporation as follows per month:

Family Plan	$7.19
Employee +1	$7.19
Employee Only	$7.19

Section E. Refunds
In the event of any refund by insurance companies made on teacher-related policies, such refunds shall be returned and paid to the teacher who paid premiums on a pro-rata basis or be applied to adjusting future premium payments in such insurance plan.

Section F. Section 125
The School Board agrees to maintain a Salary Reallocation Plan under Section 125 of the Internal Revenue Code.

Section G. Insurance While on Unpaid Leave
Any Teacher on a leave, who is not being compensated for such leave or whose compensation for such leave has expired, may continue his/her insurance by paying to the School Corporation an amount equal to the total sum of the cost of the insurance prior to such leave (or when compensated leave expires), and the School Corporation shall thereupon continue the insurance for such teacher for the duration of the leave so anticipated.

Section H. Severance
An individual who is employed as a bargaining unit member at the time of retirement, has completed not less than fifteen (15) full years of service as a professional educator with the Rensselaer Central Schools Corporation, and has reached the age of fifty-six (56), will be eligible for the following group health benefit provided the teacher has otherwise satisfied the requirements and conditions described below.

Immediately following retirement, the Teacher and his/her spouse, if any, shall have the option of remaining in the Rensselaer Central Schools Corporation's current group health insurance plan if all of the following conditions are met as of the date of retirement and thereafter:

a. While the retired Teacher and spouse, if any, remain enrolled in the health insurance plan, the retired Teacher and spouse shall pay the entire insurance premium applicable to the

insurance coverage, with the premium payment to be made monthly for each succeeding year.

b. Within ninety (90) days of the severance date, the Teacher has provided a written request to the School Corporation for continuing insurance coverage for the Teacher and spouse, if any.

When a retired Teacher first becomes eligible for Medicare, the teacher's eligibility to continue to participate in the Rensselaer Central Schools Corporation's group health insurance plan shall terminate, if not earlier terminated according to applicable law. (The same termination of eligibility shall also apply when a retired Teacher's spouse first becomes eligible for Medicare.) It is acknowledged that the parties intend these provisions to comply with applicable federal and state laws that establish an eligible Teacher's right to continue health insurance for the Teacher and spouse, including if otherwise applicable, Indiana Code 5-10-8.2.6. Therefore, this right to extended coverage shall not override any rights to continuing health care coverage as required by COBRA.

Section I. Insurance for Teachers on a Partial Load

The Board contributions for life, medical, and dental insurance will be prorated for a Teacher teaching less than a 100% contract (i.e. a Teacher with a ½ day contract will receive 50% of the board contributions toward these benefits).

Section J. Initiation and Termination of Insurance

Representatives of the parties shall meet with a representative from the insurance carrier during the term of this agreement to discuss initiation and termination of insurance.

Article VI:
Buy Out of Retirement Benefits

Section A. Elimination of Prior Master Contract's Retirement Bridge and Severance Benefits

The Board and the Association specifically reserved the authority to revise or terminate the retirement benefits contained in earlier agreements. Those teachers who retired before the effective date shall only be entitled to the retirement benefits contained in the prior Master Contract as of the time of his or her retirement, but as may be otherwise revised from time to time.

Section B. Entitlement to Retirement Benefits and Vesting Requirements

Upon retirement from the Rensselaer Central Schools Corporation, a teacher shall be fully vested in the retirement benefits described in this Article if the retiring teacher has satisfied the following vesting requirements:

1. The retiring teacher has reached the age of fifty-six (56); and

2. Immediately prior to retirement, the teacher must have completed not less than fifteen (15) full years of service as a professional educator with the Rensselaer Central Schools Corporation.
3. The retiring teacher must submit a written unconditional and irrevocable letter of resignation to both the Board and the Superintendent no later than March 1 of the year when retirement is to begin. However, in the event a teacher is unable to give the required notice because of an accident, ill health, or for another unforeseen reason as determined by the Board, the Board shall accept the teacher's late letter of retirement.
4. A retiring teacher who is eligible for severance only, as provided for in the Agreement immediately before this amendment's effective date, will not have the offset taken away from the total severance pay as calculated at the time of retirement. Further, such payment shall be made into the individual's VEBA account.

Section C. Actuarial Determination of Value of the Current Retirement Benefits
The Educational Services Corporation was selected to determine the present value of the un-funded benefits described in the terminating sections of the Master Contract. In making this present value determination, the Educational Services Corporation shall use the following assumptions:

1. 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 one half percent (7.5%) each year thereafter. However, for post-retirement cash flow purposes, a four percent (4%) interest rate shall be used.

2. It is assumed that an employee terminates employment at the end of the school year in which the employee attains age fifty-eight (58), or at the end of the current year if the individual is already age fifty-eight (58) or older. If an employee continues employment after the attainment of age fifty-eight (58), 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.

3. The Board's contribution to the annual post-retirement single or family health insurance premiums will be assumed to be three thousand dollars ($3000.00). Irrespective of the teacher's anticipated date of retirement, no further increase in this annual cost is to be assumed. Furthermore, payments will be deemed to terminate when the individual would otherwise be eligible for Medicare.
4. The anticipated amount of the retirement bridge shall be determined using the amount of annual benefit described in Article XIX of the Master Contract before this Amendment. However, it is assumed that individuals do not retire until the later of: (a) the attainment of age fifty-eight (58), or (b) satisfaction of the eligibility requirements of this Article.
5. Using the method of calculation described in Article XIX of the Master Contract before this Amendment, the benefit for each employee will be determined, subject to the following adjustments:
   (a) Sick leave accumulation shall be calculated as of June 30, 2004
   (b) The employee's base daily rate will be increased by assumed years of service.

6. The present value of these future benefits will be reduced by the Social Security and Medicare taxes (FICA) that would have been payable if these benefits had been paid directly to the employee.
7. Employees hired after the 30th day of June, 1995 shall not be entitled to any payment for the eliminated benefits. In other words, no contribution shall be made for individuals hired or rehired on or after the 30th day of June 1995. However, all employees hired through the 2003-04 school year shall receive a buyout amount for health insurance.
8. Amounts forfeited upon termination of employment because of the failure to meet the vesting requirements in Section B shall not be reinstated or re-credited if an individual is subsequently rehired or re-employed by the Rensselaer Central Schools Corporation. However, if the Board approves a leave of absence for an employee, such period of leave shall not result in forfeiture, provided the employee shall promptly return to employment following the expiration of the period of leave.
9. The present value of these benefits under the Master Contract before this Amendment shall be calculated, effective as of the 30th day of June, 2004.
10. 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. The RCCTA 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 within ten (10) days of receipt of the verification sheets.

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

Section D: Buy Out Contributions

1. VEBA. The Rensselaer Central Schools Corporation shall contribute to a voluntary employees' beneficiary association ("VEBA") as described in section 501©(9) of the Internal Revenue Code, that amount representing the present value of the group health insurance benefits (and term life insurance*) as calculated for all employees under subsection C above. The RCCTA shall be the organization administering the VEBA and shall determine the single investment vendor for the VEBA. The terms and conditions for the administration and operations of the VEBA shall be as follows:
   (a) 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.
   (b) Until such time that an employee has retired and satisfied the vesting requirements in Section B, the employee shall have no access to the assets held in his or her separate VEBA account.
   (c) If an employee retires or otherwise terminates employment before satisfaction of the vesting requirements in Section B, the terminated employee's VEBA account shall

be forfeited. Forfeited amounts shall be reallocated at the end of each plan year only among the then remaining separate VEBA accounts. This reallocation shall be in a manner similar to that used by the Educational Services Corporation in initially determining the present value calculations. 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 terminated employment in or before the year of the reallocated forfeiture.

Furthermore, VEBA accounts of employees who have attained the age of fifty-eight (58), but have not terminated employment may share in the reallocation forfeiture, but on a reduced actuarial basis.

(d) Following retirement and the satisfaction of the vesting requirements in Section B, 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 un-reimbursed medical expenses of the employee, spouse, and dependents. 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 dependents. At no time may the VEBA make loans to an employee, his/her spouse, or his/her dependents.

(e) The Rensselaer Central Schools 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.

(2) 401(a) Plan. The Rensselaer Central Schools Corporation shall establish a qualified retirement plan as described in section 401(a) of the Internal Revenue Code. The total sum of the amount calculated by Educational Services Corporation as the present value for the retirement pay and severance benefits shall be contributed by the Rensselaer Central Schools Corporation to the 401(a) plan by the 31st day of December, 2004. The single investment vendor for the 401(a) plan shall be determined by the RCCTA. The 401(a) plan's terms and conditions for the administration of the 401(a) plan shall be as follows:

(a) 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.

(b) Until such time that an employee has retired and satisfied the vesting requirements in Section B, the employee shall have no access to the assets held in his or her separate 401(a) plan account.

(c) If an employee retires or otherwise terminates employment before satisfaction of the vesting requirements in Section B, the terminated employee's 401(a) plan account shall be forfeited. 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. Therefore, 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 401(a) plan accounts in the same year;
(ii) Employees who previously forfeited their 401 (a) plan accounts; and
(iii) Employees who have terminated employment in or before the year of the reallocated forfeiture.

Furthermore, 401 (a) plan accounts of employees who have attained the age of fifty-eight (58), but have not terminated employment may share in the reallocation forfeiture, but on a reduced actuarial basis.

(d) Following retirement and the satisfaction of the vesting requirements in Section B, a retired employee may elect to commence distributions from his 401(a) plan account. If an employee dies after having satisfied the 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.

(e) The Rensselaer Central Schools 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.

Section E: Future Adjustments

The parties agree that this Article, or any other provision of this Agreement, does not constitute an expectation of receiving the enumerated retirement benefits by any current employee, future employee, prospective employee or applicant beyond the expiration of this Agreement. Therefore, except as otherwise limited by applicable law, it is understood that the Board and Association may in the future bargain modifications of any kind to this provision, provided however, that the future revision of this Article shall not affect the retirement benefits of teachers already receiving benefits pursuant to this Section.

Article VII
Retirement Savings: 401 (a) Annuity Plan and 403 (b) Annuity Plan

A. The Board shall provide and maintain a qualified 403(b) plan. All contributions and procedures will be in compliance with the Rensselaer Central Schools Corporation 403b Plan Document.

B. The Rensselaer Central Schools Corporation shall establish a qualified retirement plan as described in section 401(a) of the Code.

The Board agrees to contribute into each individual's separate 401(a) account:

No. of Years	Amount	No. of Years	Amount
1	$125	11	$375
2	$150	12	$400

3	$175	13	$425
4	$200	14	$450
5	$225	15	$475
6	$250	16	$500
7	$275	17	$525
8	$300	18	$550
9	$325	19	$575
10	$350	20	$600

All employees currently on the 403(b) schedule from the previous Master Contract will continue their current placement on the 401(a) schedule. Teachers on a Board approved leave shall not receive any Board contribution for the period of leave.

C. There will be no commingling of accounts and each Teacher may determine how the Teacher's 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 determined by the ~~Local~~ Association.

D. Each Teacher shall be 100% vested in these individual 401(a) accounts upon the completion of the Teacher's fifth year of continuous employment with the Rensselaer Central Schools Corporation.

Article VIII
Retirement Savings VEBA Plan

A. The Rensselaer Central Schools Corporation shall contribute to the voluntary employees beneficiary association ("VEBA") as described in section 501(c)(9) of the Internal Revenue Code. The Board agrees to contribute:

No. of Years	Amount	No. of Years	Amount
1	$125	11	$375
2	$150	12	$400
3	$175	13	$425
4	$200	14	$450
5	$225	15	$475
6	$250	16	$500
7	$275	17	$525
8	$300	18	$550
9	$325	19	$575
10	$350	20	$600

All Teachers currently on the 403(b) schedule from the previous Master Contract will continue their current placement on the VEBA schedule. Teachers on a Board approved leave shall not receive any Board contribution for the period of leave.

The Board shall make equal monthly contributions throughout the school year, and will complete its contributions on or before September 1 of each succeeding year. There will be no commingling of accounts and each Teacher 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 determined by ~~Local~~ Association.

B. Each bargaining unit member is considered vested in these individual VEBA accounts upon the completion of his/her fifth year of continuous employment with Rensselaer Central Schools Corporation.

ARTICLE IX – Grievance Procedure

Section 1. Definitions

A. A "grievance" is a claim by one or more Teachers of a violation, a misapplication, or a misinterpretation of this contract. Grievances must have the approval of the ~~Local~~ Association Executive Committee in order to be taken to the arbitration level.
B. The term "day" as used in this article shall mean school days except during the summer recess the term shall mean weekdays.

Section 2. Confidentiality

A. Both parties agree that these proceedings shall be kept as confidential as may be appropriate at each level of the proceedings.
B. No reprisal of any kind shall be taken by or against any participant who is properly following the grievance procedure by reason of such participation.
C. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel file of the participant with the exception of the final determination, if sustained, and shall not be valid basis for evaluations.

Section 3. Adjustments

A. Nothing contained herein shall be construed to prevent any individual Teacher from presenting a grievance and having it adjusted, if the adjustment is not inconsistent with the terms of this contract, and the exclusive representative has been given an opportunity to be present at all such hearings above Step One (Sec. 4, Step 1).

Section 4. Procedure

Step One: A grievance shall be initiated in one (1) of the following ways within twenty (20) days of the date the grievant knew or should have known of the alleged violation:

1. The grievant may approach the Building Principal to present the grievance on the grievant's own behalf.
2. The grievant may request a representative of the Association accompany the grievant to present the grievance to the Building Principal. In such case, the Building Principal shall not initiate any conversation with the grievant prior to a meeting at which the Association representative is scheduled to be present.

Step Two: In the event the grievance is not resolved at the Step One level, the grievant may file a formal grievance, in writing, with the Building Principal. The formal written grievance shall be filed within six (6) days of the oral discussion held at Step One.

1. The signed grievance form shall be filed in quadruplicate with one (1) copy for each of the following:
   A. Association
   B. Grievant
   C. Building Principal
   D. Superintendent
2. The written grievance shall include the following information:
   A. The date the alleged contract violation occurred.
   B. The contract section(s) alleged to have been violated.
   C. The facts/reasons for filing the grievance.
   D. The specific relief requested by the grievant.
   E. Any other information deemed important by the grievant.
3. The Teacher or Building Principal may request that a hearing be held in an effort to seek a resolution of the grievance. The Association representative may accompany the grievant to the hearing.
4. The Building Principal shall communicate his/her response in writing to the grievant and the Local Association representative within six (6) days of receiving the formal written grievance or within six (6) days of the hearing, if such hearing is requested. The Principal's response shall be attached to a copy of the written formal grievance.

Step Three: If the grievance is not resolved at the Step Two level, the teacher may, within five (5) days of receipt of the Building Principal's written response, appeal to the Superintendent or Superintendent's designee. The appeal shall contain the formal written grievance and the Principal's response.

1. The grievant may include a written response to the Principal's "Step Two Level" response.
2. The grievant or Superintendent may request a hearing in an effort to resolve the grievance. An ~~Local~~ Association representative may accompany the grievant to such hearing. The Superintendent may request the presence of the Building Principal at the hearing.

The Superintendent or Superintendent's designee shall give the grievant a written response no later than five (5) days after receipt of the written appeal or five (5) days after the hearing, if such hearing is requested.

Step Four: Appeals to the Board

1. If the grievance is still unsolved, it may be appealed to the Board by filing the written grievance and the written answer no later than ten (10) days after receipt of the Superintendent's reply. A hearing of the grievant, Local Association representative, and the Board, or its designated representative(s), shall be held within fifteen (15) days following receipt of such notice. The Superintendent shall promptly notify the grievant and the Local Association's representative of the date, time, and place where such appeal shall be heard.
2. The Board's written decision shall be transmitted to the grievant and the Association's representative within five (5) days after the hearing.

Section 5. Time Limits

A. Time limits stated herein may be extended only by mutual written agreement, and that have been signed by both parties.
B. Time limits stated in the grievance procedure apply to a grievant on leave of absence as if the grievant is present and working.
C. If a grievance, for which the grievant has made a written request to be taken to the next step, is not advanced to the next step within the time limits, it shall be deemed resolved by the answer given at the previous step and the right to further processing shall be waived.
D. Only grievances arising during the term of this contract shall be processed under this article.

Section 6. State and Federal Law

Nothing contained herein shall deny a Teacher the rights under state or federal constitutions and laws.

ARTICLE X:
Term of Agreement

If any change in the state law or regulations requires a change in this contract, this contract shall be reopened for the sole purpose of addressing the specific contract item addressed by the law or regulation.

Severability

Should a court of competent jurisdiction declare any article, section, or clause of the agreement illegal, said article, section, or clause shall be automatically deleted from this agreement to the extent that it violates the law. The remaining articles, sections and clauses shall remain in full force and effect for the duration of the agreement, provided the deleted article, section or clause does not affect them.

CONTRACT BETWEEN THE BOARD OF SCHOOL TRUSTEES
OF THE
RENSSELAER CENTRAL SCHOOLS CORPORATION
AND THE
RENSSELAER CENTRAL CLASSROOM TEACHERS ASSOCIATION

This Agreement is effective July 1, 2025 through June 30, 2027

Ratified by both parties on this 13th day of November 2025.

The undersigned attest to the following:
1. A public hearing was held in compliance with I.C. 20-29-6-1(b) on September 16, 2025 and electronic participation from the parties and/or public was not permitted; and
2. A public meeting in compliance with I.C. 20-29-6-19 was held on November 6, 2025 to discuss the tentative agreement and electronic participation from the governing body and/or public was permitted.

PRESIDENT
BOARD OF SCHOOL TRUSTEES
ASSOCIATION

PRESIDENT
CLASSROOM TEACHERS

Appendix "A" – Compensation Plan
Appendix "B" – Returning Full Time Teachers Salary Range and New Teacher Base Salary
Appendix "C" - Extra-Curricular Schedule

APPENDIX A

2025-2027								
Row	**BS**	**BS with Early Literacy Endorsement**	**BS+18**	**BS+18 with Early Literacy Endorsement**	**BS+36/MS/MA**	**BS+36 with Early Literacy Endorsement or MS/MA with Early Literacy Endorsement**	**MS+15**	**MS+15 with Early Literacy Endorsement**
A	$45,500	$46,000	$46,500	$47,000	$47,500	$48,000	$48,500	$49,000
B	$46,500	$47,000	$47,500	$48,000	$48,500	$49,000	$49,500	$50,000
C	$47,500	$48,000	$48,500	$49,000	$49,500	$50,000	$50,500	$51,000
D	$48,500	$49,000	$49,500	$50,000	$50,500	$51,000	$51,500	$52,000
E	$49,500	$50,000	$50,500	$51,000	$51,500	$52,000	$52,500	$53,000
F	$50,500	$51,000	$51,500	$52,000	$52,500	$53,000	$53,500	$54,000
G	$51,500	$52,000	$52,500	$53,000	$53,500	$54,000	$54,500	$55,000
H	$52,500	$53,000	$53,500	$54,000	$54,500	$55,000	$55,500	$56,000
I	$53,500	$54,000	$54,500	$55,000	$55,500	$56,000	$56,500	$57,000
J	$54,500	$55,000	$55,500	$56,000	$56,500	$57,000	$57,500	$58,000
K	$55,500	$56,000	$56,500	$57,000	$57,500	$58,000	$58,500	$59,000
L	$56,500	$57,000	$57,500	$58,000	$58,500	$59,000	$59,500	$60,000
M	$57,500	$58,000	$58,500	$59,000	$59,500	$60,000	$60,500	$61,000
N	$58,500	$59,000	$59,500	$60,000	$60,500	$61,000	$61,500	$62,000
O	$59,500	$60,000	$60,500	$61,000	$61,500	$62,000	$62,500	$63,000
P	$60,500	$61,000	$61,500	$62,000	$62,500	$63,000	$63,500	$64,000
Q	$61,500	$62,000	$62,500	$63,000	$63,500	$64,000	$64,500	$65,000
R	$62,500	$63,000	$63,500	$64,000	$64,500	$65,000	$65,500	$66,000
S	$63,500	$64,000	$64,500	$65,000	$65,500	$66,000	$66,500	$67,000
T	$64,500	$65,000	$65,500	$66,000	$66,500	$67,000	$67,500	$68,000
U	$65,500	$66,000	$66,500	$67,000	$67,500	$68,000	$68,500	$69,000
V	$66,500	$67,000	$67,500	$68,000	$68,500	$69,000	$69,500	$70,000
W	$67,500	$68,000	$68,500	$69,000	$69,500	$70,000	$70,500	$71,000
X	$68,500	$69,000	$69,500	$70,000	$70,500	$71,000	$71,500	$72,000
Y	$69,500	$70,000	$70,500	$71,000	$71,500	$72,000	$72,500	$73,000
Z					$72,500	$73,000	$73,500	$74,000
AA					$73,500	$74,000	$74,500	$75,000
AB					$74,500	$75,000	$75,500	$76,000
AC					$75,500	$76,000	$76,500	$77,000
AD					$76,500	$77,000	$77,500	$78,000

Salary Range

The salary range for returning teachers for the 2025-2026 school year is $43,000 to $77,000. The salary range for returning teachers for the 2026-2027 school year is $45,500 to $78,000.

1. Eligibility

A. New teachers hired prior to ratification will receive the salary generated by the salary grid above.

B. Any eligible teacher employed by the Board on a less than full-time basis (1 FTE) shall be awarded a raise on a prorated basis in proportion to the percentage of one full-time equivalent (1 FTE) for which the teacher is employed.

C. A teacher must have been employed by the School Corporation for at least 120 days in the prior school year to be eligible for a base salary increase for the current school year.

2. Base Salary Increase Factors

For the 2025-2026 school year, the following factors will be used to determine base salary increases:

A. Instructional Leadership – means a teacher attains or possesses a literacy endorsement pursuant to Indiana Code 20-28-5-19.7. $500 is attributed to this factor. A teacher must submit evidence of completion of the literacy endorsement by August 1 annually. For 2025-2026 only, a teacher must submit evidence of completion of the literacy endorsement within 14 calendar days of ratification of this Agreement.

B. Academic Needs 1 (2025-2026 only) –Academic Needs 1 means a teacher retention catch up payment.

2025-2026 Base	$45,500
2024-2025 Base	$43,000
Teacher Retention Catch Up	$2500

C. Education – A teacher who possesses an additional content area degree or content area hours beyond the requirements for employment satisfies this factor. Eligible content area means any content area defined by the Indiana Department of Education. $1000 is attributed to this factor.

Summary

Instructional Leadership	$500
Academic Needs 1 – Teacher Retention Catchup	$2500
Education	$1000
Total Possible 2025-2026 Base Salary Increase	$4000
Education / Total Possible Increase	$1000 / $4000 = 25%
Academic Needs / Total Possible Increase	$2500 / $4000 = 63%

D. Stipend – For 2025-2026 only, teachers who satisfy the factors above and do not receive a base salary raise of $2500 shall receive a stipend equal to the difference between the teacher's raise and $2500.

2026-2027 Factors

A. 2026-2027 Contingency Language for 2026-2027 Base Salary Increase -The School Corporation agrees to provide a $1000 base salary increase for 2026-2027 if the October 2026 ADM decreases by less than 30 students from the October 2025 ADM. If the October 2026 ADM decreases by 30 or more students from the October 2025 ADM, the $1000 base salary increase will become a $1000 stipend.

B. Instructional Leadership - means a teacher attains or possesses a literacy endorsement pursuant to Indiana Code 20-28-5-19.7. $500 is attributed to this factor. A teacher must submit evidence of completion of the literacy endorsement by August 1 annually.

C. Academic Needs – Academic Needs means all teachers employed by the School Corporation last year and employed on September15 of the 2026-2027 school year. $1000 is attributed to this factor.

D. Education – A teacher who possesses an additional content area degree or content area credit hours beyond the requirements for employment satisfies this factor. Eligible content area means any content area defined by the Indiana Department of Education. $1000 is attributed to this factor.

Summary

Instructional Leadership	$500
Academic Needs	$1000
Education	$1000
Total Possible 2026-2027 Base Salary Increase	$2500

Education / Total Possible Increase	$1000/$2500 = 40%
Academic Needs / Total Possible Increase	$1000/$2500 = 40%

3. **Movement**

2025-2026

A. Each step will be increased by $2500 as a teacher retention catchup base salary increase.

B. Teachers will be placed on the 2025-2026 salary schedule in the row and column that is closest to but not less than the teacher's 2024-2025 salary. For example, if the teacher's 2024-2025 salary was $51,000, the teacher would be placed on the 2025-2026 salary grid at $51,500.

C. The teacher shall then advance two (2) rows on the schedule. Continuing this example, if I am placed at $51,500 and then advance two (2) rows at $1000 per row, my 2025-2026 base salary would be $53,500.

D. Teachers will advance to the next available early literacy endorsement column if they satisfy the instructional leadership factor.

2026-2027

A. Teachers will advance one step on the salary schedule if they satisfy the academic needs factor. If the base salary increase becomes a stipend, teachers will not advance on the schedule.

B. Teachers will move over to the next available education column if they satisfy the education factor.

C. Teachers will advance to the next available literacy endorsement column if they satisfy the instructional leadership factor.

4. Highest Salary Stipend

A teacher who earns the salary listed on the final line of the Salary Grid and meets the requirements for a raise but who does not receive a raise because the teacher is on the final line of the Salary Grid shall receive a one-time, non-recurring stipend equal to the raise received by those teachers who qualified for a raise but whose salary was not listed on the final line of the Salary Grid.

APPENDIX B

2025-2026 and 2026-2027 New Teacher Base Salary

Salary of New Teacher

1. Certified Teachers new to the School District shall be offered a base salary based on prior years of service in education. The Superintendent/School Board shall base new salaries using the formula below.

2025-2027	
Education	Formula
BS	$45,500+ (Years Exp. X $1000 up to 25 yrs. exp.)
BS+18	$46,500 + (Years Exp. X $1000 up to 25 yrs. exp.)
BS+36/MS/MA	$47,500 + (Years Exp. X $1000 up to 30 yrs. exp.)
MS+15	$48,500 + (Years Exp. X $1000 up to 30 yrs. exp.)

2. The Superintendent/ School Board shall have the authority to hire a teacher up to $3000 above the amount commensurate with the teacher's education and experience.

3. The Superintendent/School Board shall have the authority to hire Workplace Specialist Instructors based on years of practical experience.

Appendix C

Rensselaer Central Schools Corporation
Extracurricular Schedule 2025-2027

FOOTBALL		
		2025-2027
POSITION	**INDEX**	**AMOUNT**
ASST. VARSITY FB	0.13084	$4,841
ASST. VARSITY FB	0.13084	$4,841
ASST. VARSITY FB	0.13084	$4,841
9TH FB	0.11674	$4,319
9TH FB	0.11674	$4,319
MS FB - HEAD	0.06365	$2,355
MS FB - ASST.	0.04848	$1,794
MS FB - ASST.	0.04848	$1,794
MS FB - ASST.	0.04848	$1,794
MS FB - ASST.	0.04848	$1,794
BASKETBALL		
POSITION	INDEX	AMOUNT
ASST./JV BOYS	0.09380	$3,471
9TH BOYS	0.07275	$2,692
8TH BOYS	0.06814	$2,521
7TH BOYS	0.06814	$2,521
6TH BOYS	0.05605	$2,074
ASST./JV GIRLS	0.09380	$3,471
9TH GIRLS	0.07275	$2,692
8TH GIRLS	0.06814	$2,521
7TH GIRLS	0.06814	$2,521
6TH GIRLS	0.05605	$2,074
WRESTLING		

POSITION	INDEX	AMOUNT
VARSITY	0.11385	$4,212
ASST/VARSITY BOYS	0.06824	$2,525
MS BOYS	0.04920	$1,820
VARSITY GIRLS	0.11385	$4,212
ASST/VARSITY GIRLS	0.06824	$2,525
SWIMMING		
POSITION	INDEX	AMOUNT
VARSITY BOYS	0.12330	$4,562
VARSITY GIRLS	0.12330	$4,562
ASST. SWIM/DIVING	0.07740	$2,864
MS	0.05910	$2,187
MS ASST SWIM	0.04130	$1,528
SOFTBALL		
POSITION	INDEX	AMOUNT
VARSITY SOFTBALL	0.11264	$4,168
J.V. SOFTBALL	0.06760	$2,501
FRESHMAN SOFTBALL	0.05067	$1,875
TENNIS		
POSITION	INDEX	AMOUNT
BOYS TENNIS	0.07340	$2,716
GIRLS TENNIS	0.07340	$2,716
CHEERLEADING		
POSITION	INDEX	AMOUNT
HS	0.07340	$2,716

HS ASST.	0.03870	$1,432
MS	0.05360	$1,983
SOCCER		
POSITION	INDEX	AMOUNT
VARSITY BOYS SOCCER	0.07340	$2,716
VARSITY GIRLS SOCCER	0.07340	$2,716
J.V. BOYS SOCCER	0.03670	$1,358
J.V. GIRLS SOCCER	0.03670	$1,358
TRACK		
POSITION	INDEX	AMOUNT
VARSITY BOYS	0.10690	$3,955
ASST VAR BOYS 1	0.06406	$2,370
ASST VAR BOYS 2	0.06406	$2,370
MS HEAD	0.05456	$2,019
MS ASST.	0.04020	$1,487
MS ASST.	0.04020	$1,487
MS ASST.	0.04020	$1,487
MS ASST.	0.04020	$1,487
VARSITY GIRLS	0.10690	$3,955
ASST. VAR GIRLS 1	0.06406	$2,370
ASST. VAR GIRLS 2	0.06406	$2,370
BASEBALL		
POSITION	INDEX	AMOUNT
VARSITY	0.11264	$4,168
JV	0.06760	$2,501
ASSISTANT	0.05065	$1,874
GOLF		

POSITION	INDEX	AMOUNT
VARSITY GIRLS	0.11107	$4,110
VARSITY BOYS	0.11107	$4,110
CROSS COUNTRY		
POSITION	INDEX	AMOUNT
BOYS & GIRLS HIGH SCHOOL	0.13385	$4,952
BOYS & GIRLS MIDDLE SCHOOL	0.05910	$2,187
HIGH SCHOOL ASSISTANT	0.06400	$2,368
VOLLEYBALL		
POSITION	INDEX	AMOUNT
VARSITY	0.13385	$4,952
ASST/VAR	0.09900	$3,663
9TH GRADE	0.04859	$1,798
8TH GRADE	0.04225	$1,563
7TH GRADE	0.04225	$1,563
6TH GRADE	0.03403	$1,259
OTHER EXTRA-CURRICULAR		
POSITION	INDEX	AMOUNT
ATHL TICKET MGR	0.08500	$3,145
HS STUDENT COUNCIL	0.04000	$1,480
MS STUDENT COUNCIL 1	0.02000	$740
MS STUDENT COUNCIL 2	0.02000	$740
HS SUNSHINE	0.02520	$932
HS SUNSHINE 2	0.02520	$932
HS BAND	0.07320	$2,708
MS BAND	0.06640	$2,457
HS VOCAL	0.04570	$1,691

MS VOCAL	0.02294	$849
ELEM VOCAL	0.02294	$849
HS PLAY (Musical)	0.06370	$2,357
FALL PLAY	0.01894	$701
HS PLAY Accompanist	0.01263	$467
MS PLAY	0.01350	$500
GRADUATION/SENIOR CLASS	0.01576	$583
GRADUATION/SENIOR CLASS	0.01576	$583
HOMECOMING SPONSOR	0.00780	$289
PROM	0.02545	$942
RENSSELAERIAN	0.02244	$830
HS YEARBOOK	0.04000	$1,480
POOL SUPERVISOR	0.05060	$1,872
AUDITORIUM SUPERVISOR	0.05894	$2,181
GUIDANCE DIR	0.04060	$1,502
ACADEMIC TEAM COACH	0.04000	$1,480
ACADEMIC TEAM COACH	0.04000	$1,480
MS OLYMPIAD	0.01500	$555
MS OLYMPIAD	0.01500	$555
MS OLYMPIAD	0.01500	$555
SCIENCE OLYMPIAD - H.S	0.01500	$555
SCIENCE OLYMPIAD - H.S	0.01500	$555
DANCE TEAM	0.02808	$1,039
COLOR/WINTER GUARD	0.04870	$1,802
MS NEWSPAPER	0.00755	$279
MS YEARBOOK	0.01500	$555
HS NATIONAL HONOR SOCIETY	0.01260	$466
HS NATIONAL HONOR SOCIETY	0.01260	$466
MS NATIONAL HONOR SOCIETY	0.00840	$311
MS NATIONAL HONOR SOCIETY	0.00840	$311
ELEM YEARBOOK	0.01500	$555
PRIMARY YEARBOOK	0.01500	$555
HS GAY STRAIGHT ALLIANCE	0.01500	$555
HS GAY STRAIGHT ALLIANCE	0.01500	$555
ELEM REACH ENRICHMENT CLUB	0.00891	$330
ELEM REACH ENRICHMENT CLUB	0.00891	$330
ELEM STUDENT COUNCIL	0.00891	$330
ELEM STUDENT COUNCIL	0.00891	$330

ELEM MATH BOWL	0.00891	$330
ELEM MATH BOWL	0.00891	$330
ELEM MATH BOWL	0.00891	$330
ELEM SCIENCE BOWL	0.00891	$330
ELEM SCIENCE BOWL	0.00891	$330
ELEM GEOGRAPHY BOWL	0.00891	$330
HS HISTORY CLUB	0.00891	$330
HS COMMUNITY SERVICE CLUB	0.00891	$330
HS SPANISH QUIZ BOWL	0.00891	$330
HS SPANISH QUIZ BOWL	0.00891	$330
HS ART CLUB	0.00891	$330
ELEM TECH COACH		$714
OTHER CLUBS		$303
Department Chairs - High School		
Math	0.03423	$1,266
Science	0.03423	$1,266
Social Studies	0.03423	$1,266
English	0.03423	$1,266
Tech/Vocational	0.03423	$1,266
Special Ed	0.03423	$1,266

Rensselaer Central Schools Corporation		
Varsity Girls/Boys Basketball		
Coaching Salary/Experience Schedule		
2025-2027		
Experience		Salary
0		5,031.55
1		5,258.15
2		5,494.02
3		5,741.22
4		5,999.75
5		6,087.30
6		6,551.80
7		6,847.44
8		7,154.38
9		7,476.77
10		7,813.58

High School Varsity Head Coaches who are in the bargaining unit will receive an additional 1% (one percent) of the established ECS salary for their respective coaching positions for each year served as Head Coach in their respective positions. High school Varsity Assistant and High School Junior Varsity Coaches will receive an addition six tenths (.006) of the established ECS salary for their respective coaching positions for each year served in their respective positions. High School Coaches for Freshman level sports will receive an additional four tenths (.004) of the established ECS salary for their respective positions for each year served in that position. Effective August 2001, all other extracurricular positions, with the exception of Band, Vocal, Guidance Director, will receive an additional three tenths (.003) of the established ECS salary for their respective extracurricular positions for each year served in those positions.

Note:
Years served must be consecutive years. A teacher on an approved leave will not be considered as having broken the consecutive years clause. Years of experience will be calculated effective August 2001.