MASTER CONTRACT

between

RANDOLPH SOUTHERN
CLASSROOM TEACHERS ASSOCIATION

and

BOARD OF SCHOOL TRUSTEES
Of
RANDOLPH SOUTHERN SCHOOL CORPORATION

2026-2027 – Salary, Wages, and Fringe Benefits

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ARTICLE I

A. Recognition

The Board of School Trustees of the Randolph Southern School Corporation recognizes the Randolph Southern Classroom Teacher's Association as the exclusive representative of certified school employees in the following unit: All certified employees employed in certified positions, as defined in Indiana Code 20-29-6-1 to 20-29-6-18 (Collective Bargaining Law), in the Randolph Southern School Corporation except for Superintendent, Principals, Athletic Director, High School Guidance Director, and substitute teachers. Varsity Boys and Girls head basketball coaches remain in the unit but their extra-curricular compensation for coaching basketball will not be included as a negotiated item.

B. Definitions

1. The term "teacher" when used in this Contract shall refer to all certificated employees except for the Superintendent, Principals, Athletic Director, High School Guidance Director, and substitute teachers.

2. When references are made to masculine gender in this Contract, it also includes the feminine gender.

3. The terms Randolph Southern School Corporation and Randolph Southern Classroom Teachers Association (C.T.A.) shall include any person(s) authorized by either party to act in their behalf.

C. Other Terms

1. The agreements in this Contract shall supersede any rules, regulations, or practices of the Board that are contrary to or inconsistent with the terms herein.

2. Any individual Contract between the Randolph Southern School Corporation and an individual teacher shall be consistent with the terms and conditions of this Contract.

3. If any provisions of this Contract or any application of this Contract to any employee is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

ARTICLE II

A. 2026-27 Base Increase

The school corporation will contribute a total of $32,180.89 to the base salary increase to be divided among twenty-nine (29) Average and Above Average teachers that taught at Randolph Southern School Corporation in 2025-26 and remained at Randolph Southern School Corporation for the 2026-27 school year. The school corporation will also contribute a $1,448.91 stipend to one (1) top of scale teacher listed on Appendix C. A new pay calendar will be distributed to each teacher illustrating his/her payroll amount for the 2026-27 school year.

B. Teachers who select the post-2002 severance plan shall have:

1. 1.75% added to their 401(a) plan for the first five (5) years of continuous employment with Randolph Southern.

2. 2.25% added to their 401(a) plan beginning with year six (6) through sixteen (16) of continuous employment with Randolph Southern.

3. 2.75% added to their 401(a) plan beginning with year seventeen (17) of continuous employment with Randolph Southern.

C. All teachers receiving their first compensation from Randolph Southern after June 30, 2002, will automatically participate in the corporation's 401(a) plan. Calculations will be made from the teacher's base salary.

D. 401(a) contributions will be processed on a quarterly basis.

E. The school corporation will contribute the teacher's share (3 %) of the Indiana Public Retirement System (INPRS).

F. Notification to Superintendent of Intent to Retire.

1. Before June 1 of the school year prior to the retirement year, a preliminary intent to retire notice shall be made to the Superintendent. Upon receipt of this letter, a $3,500 longevity stipend will be paid at the end of the school year once the notice of retirement is provided to the Superintendent and approved by the Board of School Trustees. Stipends will be contingent upon not placing the school corporation in deficit financing (IC 20-29-6-3). The teacher must have a minimum of 10 years' experience in the Randolph Southern School Corporation to qualify for the longevity stipend. If an unforeseen circumstance occurs during the school year, the teacher may be eligible to receive the longevity stipend subject to school board approval. The teacher must be in good standing.

G. Re-employment of Retired Teachers

Teachers who have officially retired under the provisions of Indiana law and have begun to draw upon earned benefits from the Indiana Teachers' Retirement Fund or a similar retirement fund from another state may be employed or re-employed by the Board at the sole discretion of the Board. Such retired persons who are employed under the provisions of IC 5-10.2-4-8 shall be paid not to exceed the average current full-time teacher base salary. Persons employed under said provisions shall receive no additional benefits other than those explicitly required by applicable state and/or federal law.

ARTICLE III

RANDOLPH SOUTHERN SCHOOL CORPORATION

TEACHER COMPENSATION FOR EXTRA-CURRICULAR

A. Extra-Curricular Activity (ECA) Salary Schedule

All compensation bargained. The number of days, hours, and number of positions are set by the Superintendent and Board of School Trustees. Any information beyond salary and wages are provided for informational purposes only and was not bargained.

B. Coaches and Extra-Curricular payments will be made per attached "Designation Of Extra-Curricular Salary" form.

BASKETBALL	
BOYS ASSISTANT VARSITY (2)	$2,130.00
BOYS RESERVE	$2,130.00
GIRLS ASSISTANT VARSITY (2)	$2,130.00
GIRLS RESERVE	$2,130.00
BOYS 8TH	$1,263.00
BOYS 7TH	$1,263.00
GIRLS 8TH	$1,263.00
GIRLS 7TH	$1,263.00
BOYS 5TH	$811.00
BOYS 6TH	$811.00
GIRLS 5TH	$811.00
GIRLS 6TH	$811.00
CROSS COUNTRY	
BOYS VARSITY	$1,811.00
GIRLS VARSITY	$1,811.00
JUNIOR HIGH	$1,224.00
SUMMER TRAINING (1 coach= 490.00 or 2 coaches= split 490.00)	$490.00

BASEBALL	
VARSITY	$2,125.00
VARSITY ASSISTANT AND/OR RESERVE	$1,224.00
JR. HIGH	$490.00
SOFTBALL	
HIGH SCHOOL VARSITY	$2,125.00
VARSITY ASSISTANT AND/OR RESERVE	$1,224.00
JUNIOR HIGH	$490.00
GOLF	
BOYS VARSITY (SPRING)	$1,550.00
GIRLS VARSITY (FALL)	$1,550.00
SUMMER PRACTICE (1 coach= 490.00 or 2 coaches= split 490.00)	$490.00
TRACK	
BOYS VARSITY	$2,050.00
GIRLS VARSITY	$2,050.00
JR. HIGH (BOYS & GIRLS)	$1,378.00
VOLLEYBALL	
VARSITY	$2,398.00
RESERVE	$1,224.00
7th GRADE	$900.00
8th GRADE	$900.00
WRESTLING	
VARSITY	$2,050.00
RESERVE	$1,050.00
JR. HIGH	$1,050.00
TENNIS	
BOYS VARSITY (FALL)	$1,763.00
GIRLS VARSITY (SPRING)	$1,763.00
SUMMER PRACTICE (1 coach= 490.00 or 2 coaches= split 490.00)	$490.00
JR. HIGH BOYS (FALL)	$612.00
JR. HIGH GIRLS (SPRING)	$612.00
CHEERLEADERS	
VARSITY & JUNIOR VARSITY	$1,350.00
JR. HIGH	$676.00
MUSIC	
BAND DIRECTOR	$2,422.00

JAZZ BAND	$607.00
SELECT CHOIR (Elementary)	$607.00
SELECT CHOIR (Jr.-Sr. High School)	$607.00
SUMMER BAND DIRECTOR	$47.96 per hr./4,267.00 max per yr.
SUMMER BAND INSTRUCTORS (3)	$1,350.00
WINTER COLOR GUARD	$2,050.00
INDOOR PERCUSSION INSTRUCTOR	$2,050.00
JR.-SR. DRAMA CLUB DIRECTOR	$500
SENIOR CLASS SPONSOR	$701.00
JUNIOR CLASS SPONSOR	$821.00

EXTRA-CURRICULAR ACADEMICS

STUDENT COUNCIL	$660.00
ELEMENTARY STUDENT COUNCIL	$660.00
NATIONAL HONOR SOCIETY	$581.00
SPANISH CLUB	$783.00
JR. HIGH NATIONAL HONOR SOCIETY	$350.00

ACADEMIC EXCELLENCE COACHES

JR (1) and SR (1) HIGH SCHOOL ENGLISH BOWL COACH	$811.00
JR (1) and SR (1) HIGH SCHOOL MATH BOWL COACH	$811.00
JR (1) and SR (1) HIGH SCHOOL SCIENCE BOWL COACH	$811.00
JR (1) and SR (1) HIGH SCHOOL SOCIAL STUDIES BOWL COACH	$811.00
JR (1) and SR (1) HIGH SCHOOL FINE ARTS/MUSIC BOWLCOACH	$811.00
JR (1) and SR (1) HIGH SCHOOL INTERDISCIPLINARY COACH	$811.00
JR/SR HIGH SCHOOL BOWL COORDINATOR	$811.00
JR (1) and SR (1) HIGH SCHOOL BOWL COMPETITION HOST	$308.00
ELEMENTARY SPELL BOWL COMPETITION HOST	$308.00
ELEMENTARY MATH BOWL COACH	$811.00
ELEMENTARY MATH BOWL COMPETITION HOST	$308.00
ELEMENTARY SPELLING BOWL COACH	$811.00
RSHS NEWSLETTER EDITOR	$500.00

OTHER ACTIVITIES

ART CLUB	$783.00
HIGH SCHOOL BOOK CLUB	$300.00
ELEMENTARY SOCIAL EVENTS COORDINATOR	$450.00
ROBOTICS CLUB	$811.00
JR/SR. HIGH YEARBOOK MANAGEMENT & PHOTOGRAPHY	$1,450.00
S.A.D.D.	$497.00
BOYS AND GIRLS 4-H (2)	$850.00
ARCHERY CLUB	$1,550.00

6th GRADE CAMP COORDINATOR	$450.00
GAME CLUB ELEMENTARY (2) & JUNIOR-SENIOR HIGH (2)	$400.00
GARDEN CLUB ADVISOR	$450.00
JR HIGH TRIP COORDINATOR	$450.00
JUNIOR-SENIOR TRIP COORDINATOR	$450.00
ELEMENTARY CHRISTMAS PROGRAM COORDINATOR	$607.00
ATHLETIC SUPERVISOR (2) 50 events per position per year	$1,750.00 per position

STIPENDS & HOURLY RATE

HOMEBOUND	$35.13
CURRICULUM WRITING	$15.85 per hr.
CURRICULUM WRITING COORDINATOR	$15.85 per hr.
SUMMER SCHOOL INSTRUCTOR	$36.41
FRIDAY NIGHT AFTER SCHOOL SUPERVISION Up to 4x-per month & 1 Supervisor assigned by Principal	$18.00
STATE APPROVED MENTOR TEACHER STIPEND	$250.00
F.F.A.	$4,163.00
AP/DUAL CREDIT STIPEND ($1,050 PER SECTION TAUGHT)	$1,050
SUMMER PROFESSIONAL DEVELOPMENT (7 HRS. DAY)	$100.00
READING & DYSLEXIA SPECIALIST STIPEND	$1,550.00
ENGLISH LANGUAGE COORDINATOR	$1,050.00

ARTICLE IV

PROFESSIONAL COMPENSATION

A. Paychecks or direct deposits will be distributed to the teachers at their regular building assignment or banking facility throughout the school year. Basic salaries for teachers shall be paid in twenty-four (24) payments. Paydays will be on the 7th and 22nd day of each month. In the event that any payday falls on the weekend or a school holiday, checks or direct deposits will be distributed on the Friday before the weekend or the last school day prior to the holiday. Some flexibility may be required to accommodate Christmas vacation and technical difficulties. Pay advices are available on Doculivery by the 7th and 22nd day of each month.

Extra-Curricular Contract Payment Options:

Teachers and Coaches will be paid in a timely manner after duties have been fulfilled and authorization has been provided by the Athletic Director or Principal.

Teachers and Coaches who have an extra-curricular contract will have the following options for payment:

1. Winter coaches and year round extra-curricular sponsors will receive their stipends in two payments. Fifty (50%) percent will be paid prior to Christmas. The remaining fifty (50%) percent will be paid at the conclusion of the season or school year.

2. Spring and Fall Coaches will be paid in one lump sum at the end of the season.

B. Teachers resigning employment effective at the end of the school year or teachers whose contracts are terminated for reduction in force reasons will continue to be covered by the Corporation's fringe benefits package until they have been issued their last pay check.

C. Deductions for personal absences not covered by the provisions of this contract will be made at a rate commensurable with the number of contracted days (Annual school year salary divided by the number of contracted days).

D. For the purpose of determining the number of years' experience, credit will be given for each year of military service up to the maximum of four (4) years. A minimum of nine (9) months shall be deemed equivalent to one (1) year of teaching experience provided that such experience took place within the regular school year. The above shall apply to all veterans who were honorably discharged.

E. The Corporation will provide liability insurance in the amount of two million ($2,000,000) dollars. One million ($1,000,000) dollars of this will be covered under the excess umbrella liability plan.

F. School vans and mini-buses shall be provided for transportation to conferences and activities approved by administration. If transportation is unavailable, the teacher shall request, with approval of the Superintendent, to be reimbursed at the rate of sixty-two cents ($0.62) per mile. Claims shall be made monthly on or before the first (1st) day of the month following the month of the claim for reimbursement.

G. Credible teaching experience for calculating Teacher Retirement Fund (TRF) or 401A contributions will be computed as follows:

1. One year of creditable service is earned for 120 days of service worked in a state fiscal year (July 1 through June 30).

2. Sixty to 119 days of service in a fiscal year earns one-half of a year of creditable service.

3. Two 1/2 years will be credited as one year on the Teacher Compensation Model.

4. Any experience recognized by the State Teachers Retirement Fund shall also be recognized by this school corporation.

ARTICLE V

COMPENSATED LEAVE

A. Sick/Personal Leave

Sick/Personal leave, which may be taken in 1/2-day segments, shall be credited annually to each Teacher on the first day of the new school year as follows:

1. Ten (10) days for a Teacher who has signed his first regular teaching contract.

2. Ten (10) days every year thereafter.

3. Three (3) days of personal leave.

4. Unused personal leave days shall accumulate as personal leave days.

5. There is no monetary payout for Sick/Personal Leave days remaining upon retirement, resignation, or termination.

B. Unused sick leave shall be permitted to accumulate to a total of ninety days (90) days per IC 20-28-9-9.

C. Illness in immediate family

1. All Teachers shall be granted up to five (5) days each school year to be deducted from sick/personal leave for hospitalization, surgery, accident, or illness of the immediate family. This five (5) day limit may be extended by the Superintendent in an extended life-threatening situation. Any Teacher who does not have five (5) days of accumulative sick leave will be loaned the days necessary to reach five (5) days.

D. Bereavement Leave

1. In case of a death within the immediate family, the Teacher shall be granted up to five (5) days leave without loss of compensation. Immediate family means parent (step), child (step), spouse, mother/father in-law, sibling (step), grandchild (step), grandparent, or anyone domiciled within your residence.
2. In case of death(s) of a close friend or other relation, the Teacher shall be granted up to two (2) days each school year to be deducted from sick/personal leave.

E. Jury Duty

1. A Teacher called to serve on a jury will be paid regular pay for each day he/she is absent from work without the day(s) deducted from sick/personal leave.

2. The Teacher shall keep the court reimbursement to cover his/her personal expenses.

F. Professional Leave

1. The Superintendent will approve or disapprove all professional leave requests after each request has been approved by the building principal.

2. The Teacher shall submit a short written report to the Board highlighting the professional day. The teacher also has the option of giving an oral report to the Board.

G. Vested Teacher

A vested teacher, who has used sick leave days for the buy-out and suffers a catastrophic illness or accident prior to re-accumulating sixty (60) sick days, shall be protected by the Board as follows:

1. After the Teacher uses all remaining sick leave and personal days, the Board shall pay the Teacher 66-2/3% of his/her normal per diem salary until long-term disability becomes effective, or he/she is to return to work prior to using the long-term disability plan.

2. In the school year following his/her return, the Board shall grant five (5) sick days and use five (5) to recover the days borrowed during a catastrophic illness. This process will continue until days are paid back.

ARTICLE VI

FRINGE BENEFITS

A. Term Life Insurance

Each Teacher (optional) will be provided with a Fifty thousand ($50,000) term life insurance policy at the annual cost of $1. 00.

B. Medical Insurance

For each Teacher electing to participate in the medical insurance program, the Randolph Southern School Corporation shall pay up to the amount specified below with the teacher paying no less than one dollar ($1.00) toward the plan of choice. The Randolph Southern Group Insurance Plan will have a deductible and stop loss dependent on the chosen benefit plan.

SINGLE COVERAGE
Plan 1 (High Deductible Health Plan) & $3,500 Deductible= $7,050.12
Plan 2 (High Deductible Health Plan) & $5,000 Deductible= $7,181.04

FAMILY COVERAGE
Plan 1 (High Deductible Health Plan) & $6,000 Deductible= $9,381.08
Plan 2 (High Deductible Health Plan) & $10,000 Deductible= $9,381.08
When two employees are employed under this agreement qualify for the family plan, the employer will contribute the sum of two single plans and an additional $2,000.

PPO (Preferred Provider Organization) PLAN
Single & $1,500 Deductible = $7,050.12
Family & $3,000 Deductible = $9,381.08
PPO Plan is not eligible for a Health Savings Account contribution.

HEALTH SAVINGS ACCOUNT (HSA) CONTRIBUTION
The Board will contribute a total of three thousand, one hundred ($3,100.00) dollars toward a Health Savings Account for a single plan and three thousand two hundred fifty ($3,250.00) for a family plan in nine (9) monthly installments beginning on October 22, 2026 through June 7, 2027 for members electing to participate in Plan 1 or Plan 2 (High Deductible Health Plan).

C. Long Term Disability Insurance

The Randolph Southern School Corporation shall pay the full cost less $1.00 of the long-term disability insurance plan for each teacher enrolled in the Randolph Southern Corporation Group Long Term Plan.

D. Section 125

The parties agree that a Section 125 flexible benefits plan will be maintained by the School Corporation. The plan will provide for the following benefits, through salary reduction agreements: The teacher share of group health and long term disability premiums; medical care reimbursement accounts, dependent care assistance accounts, and other benefits as provided through the plan. The Corporation will pay for the cost of administration of the Section 125 plan and up to three dollars ($3.00) a month for each teacher's participation fee.

E. Vision Insurance

Each teacher and eligible dependent will be provided with vision insurance, which will include certain benefits for examinations, lenses, and frames. The Randolph Southern School Corporation will pay all but one dollar ($1.00) of the premium to a maximum of one hundred twenty-five dollars ($125.00).

F. Dental Insurance

Each teacher and eligible dependent can purchase dental insurance at the employee expense.

G. Full-Time and Part-Time Employees

Teachers who are regularly assigned to thirty (30) or more curricular hours per week at school shall be considered full-time employees for fringe benefit purposes and shall receive the Board fringe benefit contributions set out in this Article. For all other purposes, the regular full-time teaching week will be 37.5 hours (7.5 hours per day). Other than as set out above, any prorating of hours for part-time employees for purposes of Board fringe benefits contributions will be based on a full-time teaching week of 37.5 hours. For example, a teacher who is regularly assigned to 18.75 hours per week at school would be a half-time teacher and would receive 50% of the Board fringe benefit contributions set out in this Article.

H. Fringe Benefits

All fringe benefits will continue when the current contract expires, with any insurance premium percentage increase being negotiated with a new contract. This applies to Article VI, letters A, B, C, D, E & F. All fringe benefits end the day of termination or resignation of the certified teacher.

ARTICLE VII

GRIEVANCE PROCEDURE

A. Definitions

1. A "grievance" is a claim by one (1) or more teachers or the Randolph Southern Classroom Teachers Association of a violation, a misapplication, a misinterpretation of this Contract.

2. The term "teacher" or the "Association" includes any individual or group of individuals within the bargaining unit.

3. The term "day" when used in the Article shall be school teaching (in session) days. During the summer recess, the term shall mean weekdays.

B. Purpose

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

procedure.

2. 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 Randolph Southern Classroom Teachers Association has been given an opportunity to be present at such hearing.

C. 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.

2. The time limits may be extended by mutual consent in writing by each party involved at each level.

3. Level One: A teacher with a grievance may initiate this procedure in the following way:

   a. Within fourteen (14) days of the time the grievant first knew of the act or condition upon which it is based, he may approach the immediate superior concerned and discuss the matter.

   b. In the event that the above is unsuccessful, the Teacher may file a formal grievance in writing. This form (See Appendix A) shall be filed in quadruplicate with one (1) copy to the grievant, one (1) copy to the immediate supervisor, one (1) copy to the Randolph Southern CTA and one (1) copy to the Superintendent. A formal grievance shall be filed as soon as possible, but in no event longer than fifteen (15) days after the disclosure of facts to the immediate supervisor as provided in Section C.3.a. herein above.

   c. Within five (5) days of the filing of the formal grievance in writing, a conference shall take place involving the supervisor, and/or principal, grievant and a representative of the CTA. An answer in writing to the grievance shall be provided within five (5) school days after the conference by the building principal.

4. Level Two: If the grievance is not settled at Level One by a mutually satisfactory solution, the grievant may appeal to Level Two by a written notice given within ten (10) days of receiving a response of the Level One conference stating the grounds for the appeal. Within ten (10) days of filing a Level Two grievance, the Superintendent shall conduct a hearing involving the grievant,

representative of the CTA, the supervisor and/or principal. The Superintendent shall send his written findings and rulings to all parties involved within five (5) days of the hearing.

5. Level Three: If the grievance is not settled at Level Two, it may be appealed to the Board of Trustees of the Randolph Southern School Corporation by filing a written notice given within seven (7) days of the written answer at Level Two with the President of the Board. The Board has the option of meeting as a full body or it can appoint a Board designee (other than the Superintendent) to conduct the hearing.

   a. The superintendent will arrange the hearing date, time and place.

   b. The hearing shall be held within ten (10) school days from the time the Level Three grievance was received by the corporation office.

      (1.) If a hearing officer is used, he shall forward his findings and recommendation to the Board prior to the next regularly scheduled school board meeting.

   c. The Board has five (5) days after the board meeting in which the issue was addressed to forward its decision in writing to the grievant or grant the grievant the requested remedy.

D. Other Provisions

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

2. All documents, communications, and records dealing with the procession of a grievance shall be filed separately from the personnel file of the participant(s) and are not a valid basis for evaluation or consideration of awarding any professional advantage to such a teacher.

ARTICLE VIII

INSURANCE COMMITTEE

A. The Board and the Association shall each appoint members to serve on an Insurance Committee as needed. The purpose of this committee shall be to study and evaluate fringe benefits and recommend mutually agreeable changes of this contract to both parties.

1. All proposed changes will include a time line for changes that is acceptable to the insurance companies.

2. The Insurance Committee will consist of the Superintendent (or designee), school board member, 1 teacher from the elementary and 1 teacher from the high school.

B. Any new health, term life, long term disability insurance carrier prior to implementation shall:

1. Be recommended by the Insurance Committee.

2. Be ratified by the C.T.A.

3. Be ratified by the Board.

C. The Superintendent will coordinate the committee's activities.

ARTICLE IX

PROFESSIONAL DEVELOPMENT/CONTINUING EDUCATION REIMBURSEMENT

A. Teachers are encouraged to attend professional development/continuing education in the area of their teaching responsibility.

1. Teachers may be requested by the administration to attend professional development activities. Cost of these activities will be paid by the Corporation.

2. Teachers may request to attend professional development activities, and, if approved by the Superintendent, expenses will be paid by the Corporation.

3. Corporation will pay the cost of child protection index and background checks on certified staff meeting the five (5) year requirement of I.C. 20-26-2-1.3 & I.C. 20-26-2-1.5.

B. Those teachers participating in a license renewal program will be reimbursed up to $250 at the completion of the program for continuing education. Any of the following provisions apply:

1. The teacher is working on license renewal for an emergency license.
2. The teacher is working on license renewal for a continuing education program that has a designated requirement (i.e. 6 credit hours in 5 years for renewal).

3. The teacher provides the Corporation Treasurer with proof that classes, workshops, or seminars were completed and payment has been made.

ARTICLE X

TEACHER COMPENSATION MODEL

Hiring staff that bring with them experience and education:

The Superintendent shall have the authority to hire teachers with previous experience and education at the salary they were making at their previous employment and shall serve as the employee's base salary.

The Superintendent shall have the authority to offer an additional $2,500 to the base salary of a prospective teacher to serve as an enticement and competitive edge to the school corporation.

Teachers that obtain a Literacy Endorsement by December 31, 2026 shall receive a one-time differential payment of two hundred ($200) added to the base salary.

The starting salary of a first-year teacher with zero (0) experience is $45,000.00.

I. Salary Range for 2026-27:

At the beginning of the 2026-27 school year, the salaries of returning fulltime teachers were between $45,000 and $72,445.74. Under the compensation plan, teachers will each get a 2% salary increase based upon their 2025-26 salary. After the increase is awarded, returning full-time teachers will be making $45,200 to $72,445.74.

II. Base Salary Increases

A. General Eligibility

To be eligible for a salary increase, a teacher:

1. Must not have been rated average or above average in the prior year, AND
2. Must have been employed at Randolph Southern School Corporation for at least 120 days in the prior year.
3. Must not have a salary that exceeds $72,445.74

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

B. Factors and Definitions

1. Evaluation Rating:

The teacher received an Above Average or Average evaluation rating for the prior year

2. Year of Experience:
   A teacher employed at Randolph Southern School Corporation for at least one hundred-twenty (120) days during the previous school year.

3. Academic Needs-Any teacher that participated in three (3) hours of professional development during the previous school year.

C. Distribution-
   1. Evaluation = .9% of teacher's previous year's salary
   2. Year of Experience = .9% of teacher's previous year's salary
   3. Academic Needs = .2% of teacher's previous year's salary

Supplemental Payment: Master's Degree Earned

The school corporation will provide a supplemental payment of $3,000 in excess of the salary specified in the compensation plan to a teacher earning a Master's Degree from an accredited postsecondary educational institution in a content area directly related to the subject matter: (1) dual credit course; or (2) another course; taught by the teacher; or (3) elementary math, reading, or literacy.

The Supplemental Payment is listed for informational purposes and was not bargained.

Ancillary Duties
The school corporation may need to assign a teacher to teach an additional period for the entire school year or semester due to the academic needs of students. The additional period would require the teacher to sacrifice his/her prep period.

The teacher would be compensated as follows:
Step 1: Teacher Salary / # of Contracted Days = Daily Rate
Step 2: Daily Rate / (7) Periods Per Day = $ Per Period
Step 3: $ Per Period * # of Days Teaching = Total Payment
Ancillary duties do not include covering a class period due to sporadic illness of a teacher or lack of substitute teachers. The language was discussed but not bargained.

ARTICLE XI

TERMS OF AGREEMENT

This contract shall be effective as of August 1, 2026 and shall continue in effect until June 30, 2027. This contract shall not be extended orally.

A public hearing was held in compliance with I.C. § 20-29-6-1(b) on August 10, 2026. Electronic participation from the both parties and the public was not permitted; and 2. A public meeting in compliance with I.C. § 20–29–6–19 was held on September 23, 2026, to discuss the tentative agreement and electronic participation from the governing body and the public was not permitted.

This contract was ratified and entered into at Lynn, Indiana on October 12, 2026, by and between the Board of School Trustees of the Randolph Southern School Corporation, County of Randolph, State of Indiana, and the Randolph Southern Classroom Teachers Association.

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

Board of Trustees of the
Randolph Southern School
Corporation

President
Heather Good

Chief Negotiator of the Board's Team
Dr. Donnie Bowsman

Randolph Southern Classroom
Teacher's Association

CTA President
Christina Robinson

Chief Negotiator of CTA
Dianne Meyer

Date: October 12, 2026

APPENDIX A

RANDOLPH SOUTHERN SCHOOL CORPORATION
GRIEVANCE REPORT
(Submit to Principal in Quadruplicate)

NAME OF GRIEVANT _____

BUILDING _____

ASSIGNMENT _____ DATE FILED _____

LEVEL ONE

A. Date Cause of Grievance Occurred _____

B. Statement of Grievance (Attached)
Relief Sought (Attached)

_____
Signed Date

C. Disposition of Principal (Attached)

_____
Signed Date

D. Position of Grievant (Attached)

_____
Signed Date

LEVEL TWO

A. Date Received by Superintendent _____

B. Disposition by Superintendent (Attached)

_____
Signed Date

C. Position of Grievant (Attached)

_____
Signed Date

LEVEL THREE

A. Date Received by the Board of School Trustees _____

B. Disposition by the Board (Attached)

_____
Signed Date

APPENDIX B

RANDOLPH SOUTHERN SCHOOL CORPORATION

DESIGNATION OF EXTRA-CURRICULAR SALARY

NAME: _____

ADDRESS: _____

_____ _____

City State Zip Date

Teachers employed with an extra-curricular contract will have the following options:

1. Winter coaches and year round extra-curricular sponsors will receive their stipends in two payments. 50% will be paid prior to Christmas. The remaining 50% will be paid at the conclusion of the season or school year.

2. Spring and Fall Coaches will be paid in one lump sum at the end of the season.

3. Teachers and Coaches will be paid in a timely manner after duties have been fulfilled and authorization has been provided by the Athletic Director or Principal.

I wish to have my extra-curricular stipend(s) paid as follows:

_____ 100% lump sum at end of athletic season or non-athletic activity.

_____ 50% will be paid prior to Christmas. 50% will be paid at the conclusion of the season or school year.

_____ _____

Employee Signature Date

APPENDIX C

Certified Master Pay Schedule 2026-2027

TEACHER	Employee #	YEARS AT RSSC 401A	PERF/ TRF IN	TOTAL TEACHING EXPERIENCE	DEGREE	SALARY	RETURNED TO RSSC & 120 DAYS OF SERVICE = .9%	Average or Above Average	Academic Needs = .2%	Total Raise= 2%	Teacher Retention & Stipends	NEW SALARY
	364	19	19	19.00	M	$56,687.23	$510.19	$510.19	$113.37	$1,133.74		$57,820.97
	194	5	5	5.00	B	$46,692.03	$420.23	$420.23	$93.38	$933.84		$47,625.87
	116	11	2.33/18.5	18.50	M	$55,564.86	$500.08	$500.08	$111.13	$1,111.30		$56,676.16
	121	8	13	13.00	B	$51,542.93	$463.89	$463.89	$103.09	$1,030.86		$52,573.79
	90164	1	1	1.00	B	$45,000.00	$405.00	$405.00	$90.00	$900.00		$45,900.00
	108	43	43	43.00	M	$72,445.74				Stipend	$1,448.91	$72,445.74
	90110	3	3	3.00	B	$45,532.90	$409.80	$409.80	$91.07	$910.66		$46,443.56
	138	5.25	12.5	12.50	B	$50,515.58	$454.64	$454.64	$101.03	$1,010.31		$51,525.09
	644	3.5	3.5	3.50	B	$45,532.90	$409.80	$409.80	$91.07	$910.66		$46,443.56
	126	8	8	8.00	B	$47,160.55	$424.44	$424.44	$94.32	$943.21		$48,103.76
	135	7	7	7.00	B	$46,692.03	$420.23	$420.23	$93.38	$933.84		$47,625.87
	612	7	8	8	B	$46,892.03	$422.03	$422.03	$93.78	$937.84		$47,829.87
	90084	4	4	14.00	M	$61,600.35	$554.40	$554.40	$123.20	$1,232.01		$62,832.36
	90165	2	2	2.00	B	$45,000.00	$405.00	$405.00	$90.00	$900.00		$45,900.00
	4061695	0	8	8.00	M	$47,565.00				$0.00		$47,565.00
	90103	3	8	8	B	$52,800.30	$475.20	$475.20	$105.60	$1,056.01		$53,856.31
	202	28	28	28.00	M	$63,537.06	$571.83	$571.83	$127.07	$1,270.74		$64,807.80
	90102	2.5	2.5	2.50	B	$45,532.90	$409.80	$409.80	$91.07	$910.66		$46,443.56
	159	12	12	12.00	B	$49,409.77	$444.69	$444.69	$98.82	$988.20		$50,397.97
	111	15	20	21.00	M	$57,212.93	$514.92	$514.92	$114.43	$1,144.26		$58,357.19
	193	31	31	32.00	M	$65,612.26	$590.51	$590.51	$131.22	$1,312.25		$66,924.51
	90080	4	.5/3	5	B	$45,553.20	$409.98	$409.98	$91.11	$911.06		$46,464.26
	90137	1.5	1.5	1.50	M/B	$47,705.00				$0.00		$47,705.00
	4061967	0	0	0	B	$45,000.00				$0.00		$45,000.00
	179	27	27	36.00	M	$70,699.13	$636.29	$636.29	$141.40	$1,413.98		$72,113.11
	90078	4	11.9/4	4.00	B	$45,553.20	$409.98	$409.98	$91.11	$911.06		$46,464.26
	157	12	12	12.00	B	$49,277.28	$443.50	$443.50	$98.55	$985.55		$50,262.83
	314	34	34	34.00	M	$69,031.03	$621.28	$621.28	$138.06	$1,380.62		$70,411.65
	90129	2	2	2.00	B	$45,660.00	$410.94	$410.94	$91.32	$913.20		$46,573.20
	196	2.5	12.67/4	5.00	M/B	$46,892.03	$422.03	$422.03	$93.78	$937.84		$47,829.87
	127	8	8	8.00	WS1	$47,160.55	$424.44	$424.44	$94.32	$943.21		$48,103.76
	142	5	5	5	M	$67,605.09	$608.45	$608.45	$135.21	$1,352.10		$68,957.19
	156	6	23.5	23.50	B	$70,648.87	$635.84	$635.84	$141.30	$1,412.98		$72,061.85
Hired with previous experience/negotiated contract when hired.				**Total Experience Column: BLUE Indicates (1) Waiting on verification or (2) Out of State or (3) Private School (4) Substitute Teaching or (5) PESS experience.**								
	136	6	11	16.00	M	$66,776.85	$600.99	$600.99	$133.55	$1,335.54		$68,112.39
Total Teacher Salary						$1,749,314.73	$13,829.39	$13,829.39	$3,073.20		$1,448.91	$1,780,046.71
Elementary Total						$889,955.13	$7,176.51	$7,176.51	$1,594.78		$0.00	$905,902.93
High School Total						$859,359.60	$6,652.88	$6,652.88	$1,478.42		$1,448.91	$874,143.78
Average Teacher Salary		Per IEERB: (max salary + minimum salary) / 2 =				$58,722.87						$58,722.87
Total Teacher Base Salary Increase & Stipends Cost (Salary Only. Does not include FICA/MED, TRF/401A/Health Insurance)											$32,180.89	
Total Teacher FICA/MED, TRF,401A											$6,677.54	
H.S.A. Contribution (26 teachers x $300) = $7,800											$7,800.00	
Total Teacher Costs of Raise Including FICA/MED, TRF/401A/Health Insurance											$46,658.43	