2026-2027

CONTRACT

BETWEEN

THE BOARD OF SCHOOL

TRUSTEES OF THE

RANDOLPH EASTERN SCHOOL

CORPORATION AND THE

RANDOLPH EASTERN CLASSROOM TEACHERS ASSOCIATION

This Master Contract is entered into this 15th day of October, 2026, by and between the Board of School Trustees of the Randolph Eastern School Corporation, hereinafter called the "School Employer," and the Randolph Eastern Classroom Teachers Association, hereinafter called the "Exclusive Representative."

Timeline of Events:

1st Public Hearing - September 17, 2026
Tentative Agreement Meeting - October 1, 2026
Ratification Meeting - October 15, 2026

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ARTICLE I

RECOGNITION AND DEFINITIONS

I. RECOGNITION

For purposes of collective bargaining, the Board recognizes the Randolph Eastern Classroom Teachers Association as the sole and exclusive bargaining agent for full-time and regular part-time certificated school employees. This means all certified employees, as defined in I.C. 20-29-2-13 and IC 20-29-2-4 in the Randolph Eastern School Corporation, except for: Superintendent, Principals, Assistant Principals, Athletic Director, and temporary certificated employees.

11. DEFINITIONS

A. "School Employer" and "Employer" mean the Board of School Trustees of the Randolph Eastern School Corporation and any person(s) authorized to act for the Board of School Trustees in dealing with its teachers.

B. "School Corporation" means the Randolph Eastern School Corporation of Randolph County, Indiana.

C. "Certificated School Employee(s)" and "teacher(s)" mean the certificated personnel employed by the school employer in the bargaining unit as defined in Article I, Item I of this Master Contract.

D. "Exclusive Representative" means the Randolph Eastern Classroom Teachers Association or any person(s) authorized to act for said body in dealing with the school employer in this Master Contract.

E. "Grievance" shall mean an allegation by a teacher or group of teachers in the bargaining unit that there has been a violation, misinterpretation, or inequitable application of a specific provision of this Master Contract.

F. "Temporary Certificated Employee" means a teacher employed to serve in the absence of a teacher who has been granted a leave of absence by the school corporation. (I.C.-20-6.1-4-7).

G. Other Terms

1. Agreements in the Contract shall supersede any rules or practices of the school employer which are contrary to or inconsistent with the terms contained herein.

2. Any individual contract having to do with the teacher's regular employment between the school corporation and an individual teacher shall be consistent with the terms and conditions of this Master Contract. If an individual contract made subsequent to this Contract, having to do with a teacher's regular employment, contains any language inconsistent with this Contract, this Contract shall prevail.

ARTICLE II

GRIEVANCE PROCEDURE

I. DEFINITIONS

A. "Grievance" means, and shall be limited to, an alleged violation of a specific Article or Section of this written Contract, except where such Article or Section is exempt from this procedure.

B. "Superintendent" means the chief administrative officer of the School Corporation, or any person (s) designated by the Superintendent to act on the Superintendent's behalf in dealing with school employees.

C. "Grievant" means the teacher and/or the Association directly affected by the alleged violation, making the claim.

D. "Principal" means the head building administrator or the immediate supervisor of the teacher or any person (s) designated to act on behalf of the principal or immediate supervisor in dealing with school employees.

II. PROCEDURE FOR RESOLVING GRIEVANCES

A. The time limits may be extended by mutual written consent of each party at each level.

B. Procedural Steps

1. Level I

The teacher/teachers/Association must tell the administrator that they are starting the grievance procedure. The teacher/teachers who feel that he or she has been subjected to a violation, misinterpretation, or inequitable application of this Contract shall first take the matter up orally, either personally or accompanied by a RECTA member, with the building principal or his/her designee within ten (10) working days following the discovery of this act or condition which is the basis for the grievance. The principal and the allegedly aggrieved teacher (s) or Association shall seek to resolve the matter. If the principal/principal's designee or teacher/teachers/Association should be absent, the principal/principal's designee or teacher/teachers/Association shall be given an additional one (1) day after that person's return. All resolution of grievances at level l must be reduced to writing.

2. Level II

If Level I fails to resolve the grievance, the teacher/teachers/Association shall, within five (5) working days, reduce the grievance to writing, indicating the section of this Contract which allegedly has been violated, the events, details, and conditions surrounding the alleged violation, and the remedy sought. Submit the written grievance to the building principal.

3. Level III

Within five (5) working days of receipt of the written grievance, the building principal will arrange a personal conference with the intent of resolving the grievance. Such conferences will be scheduled at a time when there is no disruption of the normal school day and the duties of the teacher/teachers.

4. Level IV

Within five (5) working days after the conference, the building principal shall answer the grievance in writing.

5. Level V

If the grievance is not appealed from the written answer within five (5) working days after receipt of such an answer, the decision of the building principal will be considered final.

6. Level VI

If the teacher/teachers/Association does not find the written answer of the building principal satisfactory, the grievance may be appealed to the Superintendent of Schools by sending such notice in writing to him/her within five (5) working days from the date of the written decision by the building principal.

7. Level VII

Within ten (10) working days after the receipt of the written appeal, the Superintendent or his/her designee shall arrange a personal conference with the intent of resolving the grievance. The conference will be scheduled at a time when there is no disruption of the normal school day and duties of the teacher/teachers. The teacher/teachers/Association shall have the right to have representation at this conference.

8. Level VIII

Within ten (10) working days following the conference, the Superintendent or his/her designated representative shall answer such grievances in writing.

9. Level IX

Such answer to the grievance shall be final and binding unless appealed in writing to the Board President or delivered to the Superintendent's Office within ten (10) working days from the date of the Superintendent's written decision.

10. Level X

Within twenty-one (21) working days from the receipt of the appeal by the grievant, the Board shall act upon the grievance. If the grievance cannot be resolved to the satisfaction of the parties involved, the Board shall hold a hearing. At a Board hearing, the grievant has the option of having an RECTA member/representative present. The Superintendent shall be notified at least 48 hours in advance before the hearing if the teacher/teachers are to be represented at the hearing.

11. **Level XI**

As to all grievances concerning matters involving the interpretation and application of the expressed provisions of the Master Contract, the decision of the Board shall be final unless otherwise provided by law. If the decision of the Board is not satisfactory to the grievant with respect to the grievance involving the interpretation and application of the expressed provisions of this Master Contract, nothing herein contained is intended to or shall prevent the grievant from processing such grievance in accordance with the procedures described by applicable law. The Board, however, reserves all rights granted to it under any law or laws as to procedure and appeal and hereby makes no agreement as to submission of any such grievance to arbitration.

C. Miscellaneous

1. Decisions rendered at all levels of this procedure shall be in writing.

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

3. Four (4) copies of all forms for filing grievances and other related documents shall be made: file copy, principal's copy, grievant's copy, and association's copy.

4. Failure at any level of this procedure to render a decision on a grievance within the specified time limits shall be deemed a denial and shall permit the grievance to proceed to the next level, unless said time limits are extended by mutual consent of both parties. However, the grievance must be appealed by the grievance to the next level within the specified time limit for that level, or said grievance shall be deemed resolved by the school employer's answer at the previous level and abandoned.

5. No teacher/teachers shall use this procedure to appeal any decision by the school employer or administration if such decision is the result of the application of state or federal rules, regulations, or laws.

6. Teachers, as defined in IC 20-28-5 and IC 20-29, shall follow all legal written and oral directives by the administration even if such directives are allegedly in conflict with this Contract. Compliance with such directives will not in any way prejudice the certificated school employee's right to file a grievance within the time limits herein, nor shall compliance affect the ultimate resolution of the grievance.

ARTICLE III

COMPENSATION

I. COMPENSATION PLAN

Indiana State Teacher Retirement Fund (ISTRF) Payment by Employer: In addition to the compensation provided to teachers pursuant to the Contract, the Board agrees to pay directly to the ISTRF the 3% ISTR contribution required of teachers, but not to exceed 3% of said compensation.

Salary Range: -$47,500 to $76,000 (not including TRF contributions)

Base Salary Increases

A. **Base salaries** will be capped at $66,000 for teachers with a Bachelor's degree and $76,000 for those with a Master's degree.

B. **General eligibility:**

1. Except as provided in B2 below, a teacher who received an evaluation of 'ineffective' or 'improvement necessary' in the prior school year is not eligible for any salary increase and remains at their previous year's salary.

2. A teacher who is in the first two full years of instructing students and receives an evaluation rating of 'Improvement Necessary' *is eligible* for a salary increase.

3. Teachers will receive compensation dependent on their full-time equivalent. Those employed at less than full-time contracts, who are eligible for performance compensation, will receive a pro rata share of compensation relative to the percentage of their contract to a full contract.

C. **Factors and definitions:**

1. **Evaluation rating** - The teacher received a Highly Effective or Effective evaluation rating for the prior year. A teacher in the first two full years of instructing students who received an evaluation rating of Improvement Necessary also satisfies this factor.

2. **Academic Needs** - Teachers in Special Education, CTE/ACP Dual Credit, Response to Intervention Teachers, and ELL;

3. **Experience** – Teachers who taught with RESC last school year and remain employed with RESC as of September 15.

D. **Literacy Endorsement Salary Differentiation:** A $250 base-salary differentiation for teachers who possess the endorsement and have not already received the district's differentiation. To receive this base pay increase, the endorsement must be on the license, and a copy must be provided to Central Office before the 1st day of school. If achieved during the year, it will be added during the next contract year.

E. **Distribution:**

1. **$2550** will be added to the base salary of all teachers who satisfy the 2025 - 2026 school evaluation factor.
2. **$400** will be added to the base salary of all teachers who meet the academic needs factor.
3. **$550** will be added to the base salary of teachers who taught with RESC last school year and remain employed with RESC as of September 15.
4. This base salary increase will be retroactive to July 1, 2026, and will start appearing on checks on the Nov 20 pay date. Missed pay dates with the new salary will be paid as a one-time catch-up on that date
5. Once a teacher reaches the base salary cap ($66,000 for Bachelor's and $76,000 for Master's), the amount over the cap will be paid as a stipend. Pay the stipend in full in January 2027.

F. Redistribution:

Based on anticipated evaluation results, the parties believe that all funds will be distributed and that no redistribution will be necessary. However, if funds were otherwise allocated to teachers rated Improvement Necessary or Ineffective, those funds will be redistributed to all eligible teachers as a stipend.

II. SALARY FOR A TEACHER NEW TO RESC

A. The beginning base salary for a newly hired teacher with a Bachelor's degree and no prior teaching experience will be $47,500 for the 2026-2027 school year.

B. The beginning base salary for a newly hired teacher with a master's degree and no prior teaching experience will be $49,500 for the 2026-2027 school year.

C. Newly hired teachers with prior experience will be paid at a starting level as follows:

1. The new teacher will be placed at the same education and experience level as the current teacher at that education and experience level.

2. If multiple current teachers have the same education and experience level as the new hire but different salaries, the salary placement will be determined by averaging those salaries.

3. In the event there are no current teachers at the same education and experience level, the salary will be determined in the following manner:

    a. Determine the next lowest and next highest salary levels (of current teachers) within which the new teacher will be placed.

    b. Calculate the difference between the next lowest and next highest salary levels (using the higher of any multiple salaries at the same experience level).

    c. Divide this difference by the number of levels (years of experience) between the two levels.

    d. Add this quotient to the lower of the two salary levels for each year of experience between the two levels.

D. Despite the new hire placement process above, the Superintendent may deviate from the rules above by increasing the base pay determination above by up to three thousand five hundred dollars ($3,500). If the Superintendent exercises this option, he/she will notify the Association or designee. Any deviation from the new hire placement process above shall be subject to the approval of the Board of School Trustees of Randolph Eastern School Corporation.

III. STIPENDS

The parties agree that the schedule of stipends for extracurricular and co-curricular duties for the term of this agreement is listed in Appendix A.

Teachers hired for an extracurricular position (coaches and sponsors) will be paid in a lump sum at the conclusion of the season (coaches) or the school year (sponsors). Extracurricular payment will be paid with the first payroll after duties have been fulfilled and the Athletic Director or Principal has provided authorization.

IV. 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 at a base salary mutually agreed upon by the teacher and Board, 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.

V. BACKGROUND CHECKS

The Corporation shall pay for the cost of any and all expanded criminal history checks and expanded child protection index checks for bargaining unit members that are required by the Corporation or per IC 20-26-5-10.

VI. ADDITIONAL WAGE-RELATED INFORMATION

The salary increases specified for the 2026 - 2027 school year CBA take effect on July 1, 2026, unless otherwise noted. Retroactive pay through July will begin appearing on Nov. 20, 2026. Missed pay dates with the new salary will be paid as a one-time catch-up on that date.

Teachers will have twenty-six (26) pay periods for the 2026 -2027 school year. Teachers may also receive compensation in twenty (20) pay periods.

If an individual contract is extended, the teacher will be paid $225.00 a day. This will be paid upon proper documentation of the days provided to the Central Office in the summer.

All other ECA and Athletic Positions will be paid once the Athletic Director or Principal provides proper documentation confirming that all duties have been completed.

VII. PAY DURING INJURY

A. The employer carries compensation and liability insurance on all employees covered by the Master Contract. If an employee is injured while performing his/her duties, he/she may be entitled to compensation for doctor bills, hospital costs, and loss of wages as covered by Workers' Compensation Insurance.

B. In addition, in the case of a compensable work-related injury, the employer will reimburse the injured employee the difference between his/her regular salary and the amount received from Workers Compensation Insurance until all sick leave days are used or to the end of the employee's contract, whichever comes first.

C. The percentage of the employee's normal salary paid each day while receiving Workers' Compensation Insurance determines the number of sick days used. Example: If the normal wage rate is $50 per day, the employer pays $400, and Workers' Compensation pays $100 during a ten-day period, the employer pays 80% of the salary. Then, 80% of the time, the ten days is eight days of sick leave that would be charged against the teacher's available sick leave.

VIII. PAY FOR USE OF AUTO

The employer will pay any employee covered by this Master Contract for the use of his/her auto. If approved mileage, the rate will be the maximum cents per mile allowable by the Internal Revenue Service, defined as non-taxable reimbursement, rounded down to the nearest whole cent.

IX. RETIREMENT

A. Eligibility

1. To be eligible, a teacher must meet all of the following requirements and provisions:

   a. Be at least 55 years of age during the school year for which the teacher applies to retire; and

   b. Have not less than fifteen (15) years of teaching experience; and

   c. Have sent a binding letter of intent to retire to the Superintendent by April 1st, the year of retirement; and

B. Provide written evidence of permanent retirement from teaching. Notification and Benefits

1. A teacher electing to retire from this school corporation must notify the school corporation, in writing, of their intent, no later than January 1st of the last year of service. The prior end-of-year Teacher Intent Form will serve as this non-binding notice. The Teacher Intent Form shall be jointly developed and included in the contract.

2. On or before April 1, the retiring teacher will submit a binding letter of retirement to the school corporation.

3. If, because of an accident, personal injury, or other conditions or circumstances beyond the control of or through no fault or condition of, the teacher, the teacher is required to resign from teaching during the school year in the case of a health condition approved by a medical doctor, notice may be waived.

4. An individual who is employed as a bargaining unit member at the time of retirement from employment will be eligible for the following benefits, provided the teacher has otherwise satisfied the requirements and conditions described below.

Group Health Insurance

Immediately following severance, the teacher and his/her dependent(s), if any, shall have the option of remaining in the Corporation's current group health insurance plan if all of the following conditions are met as of the date of severance and thereafter:

a. While the retired teacher and dependent(s), if any, remain enrolled in the health insurance plan, the retired teacher and dependent(s) 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 dependent(s), if any.

c. When a retired teacher first becomes eligible for Medicare, the teacher's eligibility to continue to participate in the 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 dependent first becomes eligible for Medicare.) The parties acknowledge that these provisions are intended 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.

X. RETIREMENT/SEVERANCE SAVINGS PLAN

A. 403 (b) Annuity Plan

1. Each teacher may elect to make a salary reduction election and make tax-deferred contributions to a plan described in section 403(b) of the Internal Revenue Code (the "Code") to the maximum limits allowed by the Code. The Board shall forward salary reduction money to the appropriate vendor each month.

2. The teacher's contribution to the 403(b) program shall vest immediately.

3. The school corporation shall maintain a list of approved investment vendors for the salary reduction contributions made to the 403(b) Plan.

B. Retirement Savings 401(a) Annuity Plan

1. The school corporation shall establish a qualified retirement plan as described in section 401(a) of the Code.
At the end of the completed contract year, the Board agrees to contribute $1,000 to each individual's separate 401(a) account, provided the individual teacher contributed a matching amount to the 403(b). There will be no commingling of accounts, and each employee may determine how his or her account shall be invested among the investment options made available by the investment vendor for the 401(a) Plan. The single investment vendor for the 401(a) plan shall be VALIC.

Each bargaining unit member shall be 100% vested in these individual 401(a) accounts upon signing the 6th consecutive contract with the Corporation. All employees currently on the 403(b) schedule from the previous contract will continue their current placement on the schedule.

C. Retirement Savings VEBA Plan

1. The school corporation shall contribute to a voluntary employees' benefit association ("VEBA") as described in section 501(c) (9) of the Code. The Board agrees to contribute:

   Eighty-Five dollars ($85.00) per day of unused sick leave up to a maximum of 10 days per year for any teacher electing to cash out sick leave days in excess of 75 pursuant to this provision. The contribution will be made by the end of the contractual year. Teachers will indicate this election on the Yearly Intent Form. The Board contribution under this provision shall be immediately vested and portable.

   Upon retirement of any teacher who serves Randolph Eastern School Corporation for a minimum of fifteen (15) years, the school corporation agrees to contribute Seventy-Five Dollars ($75.00) per day of unused sick days up to a maximum of 75 days. This contribution shall occur by July 31st of the year in which the teacher retires.

2. There will be no commingling of accounts, and each employee may determine how his or her account shall be invested among the investment options made available by the investment vendor for the VEBA Plan. The single investment vendor for the VEBA Plan shall be VALIC.

ARTICLE IV

FRINGE BENEFITS

I. LEAVES

A. Annual Flexible Leave Allotment

1. Annual Flexible Leave Allotment - Per the current contract, teachers are allotted 14 flexible leave days per school year, which may be used for any reason. However, teachers may not take more than three consecutive days, or a day before/after a school break, without medical documentation unless building-level administration approves it after reviewing the master sub schedule and absence history. All leave must be requested using the leave form, and unused flex days will be rolled over into the teacher's accumulated sick days at the end of each school year.

2. **Use of Sick Days After Flex Day Exhaustion** - Once a teacher has used their 14 flexible leave days, additional days off can only be taken for illness, and teachers may only use their accumulated sick leave for illness. A doctor's note will be required for all days taken beyond the allotted 14 flex days. Teachers can also use up to ten (5) accumulated sick days per year for family illness, applicable to family members as defined in the contract. This must be indicated on the sick day form.

3. **Accumulation of Sick Leave** - Teachers may accumulate unused sick leave for up to 90 days. Accumulated sick leave may only be used for personal or family illness as specified in the contract. Teachers may not use accumulated sick leave for other purposes unless the school board approves it.

4. **Family Illness Days** - After exhausting all flex days, a teacher may use up to 5 sick days for family illness. Family members covered under this provision include any relative or dependent living within the teacher's household and spouses, children, parents, in-laws, siblings, grandparents, grandchildren, and domestic partners, regardless of living arrangements.

5. **Approval for Non-Illness Leave** - If a teacher has exhausted their 14 flex days and wishes to take additional leave for reasons other than illness, they must gain approval from the school board. Unauthorized absences or absences beyond the allotted flex days will be subject to progressive disciplinary measures.

6. **Progressive Disciplinary Measures for Excessive Absences** - Teachers with a pattern of unauthorized or excessive absences beyond the 14 flex days will follow the progressive attendance steps outlined below:

   i. Verbal counseling/oral warning given before the 14th flex day.
   ii. Written warning. (A formal notice will be given on the 15th day. This notice serves as a warning that continued infractions will not be tolerated and may result in a recommendation for discharge.
   iii. Probation, as determined by the supervisor. (Continued excessive Absences beyond the 14 flex days with no doctor's note or prior approval, as outlined, may result in probation.)
   iv. Suspension without pay at the teacher's daily rate (per Indiana law). (Continued absences beyond the 14 flex days with no doctor's note or prior approval may result in suspension without pay at the teacher's daily rate.
   v. Termination (per Indiana law). (Excessive absences that do follow the procedure above can lead to a termination of employment.)

Note: Pay may be docked at your daily rate for unauthorized days after 14 flex days that are part of your accumulated sick days.

Medical Documentation
After the use of all 14 flex days, teachers must provide a doctor's note for any additional sick leave taken or follow the steps described above for prior authorization.

B. Sick Leave Bank

The Sick Leave Bank is not designed to give unlimited sick leave to all teachers. Its primary purpose is to give a teacher substantial income protection in the event of a medical catastrophe and offer a bridge to long-term disability if necessary. It is also designed to provide a maximum benefit to teachers who have utilized the regular sick leave days in a professional manner.

A voluntary sick leave bank shall be established whereby a teacher, as defined herein in Article I, who is absent from assigned duties due to personal illness and who has utilized all sick leave and personal leave, may petition a committee, as established herein, for sick leave days from the bank under the following conditions:

Employee eligibility and contributions:

1. The number of accumulated days in the bank shall not exceed one hundred eighty (180) days. The sick leave bank eligibility period shall not be earlier than August 1 and not later than September 15 of any year. A teacher may join the sick leave bank

by: (a) contributing one (1) sick day to the bank during their initial eligibility period of their first year, and contributing sick days to the bank when assessments are required; (b) A teacher who is not a current member of the bank may become a member by contributing one (1) sick leave day to the bank and any additional days that have been assessed following the 2000-01 contract year, or their date of hire following the 2000-01 contract year; (c) A teacher who is newly hired in the School Corporation shall have fifteen (15) days from the date of hire, or until September 15th of any school year, whichever is later; and (d) Retirees may contribute up to 3 days from their sick leave upon retirement. Contribution of days by a newly joined veteran teacher or newly hired teacher may cause an accumulation of days to be in excess of the maximum specified herein. All days contributed to the sick leave bank are nonrefundable.

2. The said employee may be granted days from the bank under the following conditions:

   a. The teacher must have chosen to become a current member of and participate as established in B, 1 above. However, in the event that the number of accumulated days in the bank at the beginning of a school year is sufficient number that a contribution of one (1) sick leave day by all teachers who are current members of the bank would cause the maximum number of days specified hereinabove in Paragraph One (1) to be exceeded, the current year's contribution by all such current members shall be suspended, except that in case the bank is depleted during the school year, the current year's contribution shall be assessed at the time of such depletion;

   b. The teacher must have utilized and exhausted all paid leaves applicable to personal illness of whatever nature, including said teacher's own accumulated sick leave and personal leave;

   c. Written certification will be provided from said teacher's physician substantiating the illness and certifying that the absence will continue during a period of at least twenty (20) consecutive days following the utilization and exhaustion of all said paid leave as provided herein. The Corporation may request a review of medical records pertaining to the medical condition by the Corporation physician and/or an examination of the employee by the Corporation physician at the Employer's expense prior to dispersal of sick leave bank days.

   d. Written application must be made no later than twelve (12) days after exhaustion of said paid leave benefits;

   e. The teacher must have been absent for at least (10) consecutive days after exhaustion of said paid leave benefits. Said ten (10) consecutive days of absence must be taken as unpaid leave, and sick leave bank days shall be applied upon the eleventh (11^{th}) day of absence. The ten (10) days of unpaid leave shall apply for each separate case of a teacher's qualifying as a medical catastrophe.

   f. The teacher may return to work on a partial schedule with written certification provided by said teacher's physician stating that the teacher is able to work a modified schedule. Partial day withdrawals from the sick leave bank in the event of a modified work schedule shall be taken in half(½) day units.

3. A five (5) member sick leave bank committee shall be established to receive written requests and allot days from the bank according to the provisions herein, under guidelines established by the committee. The committee shall be composed of three (3) persons appointed by the Association and two (2) persons appointed by the Superintendent. All committee members shall be certificated personnel in the Randolph Eastern School Corporation.

Days allotted by the committee to an individual teacher shall be available with the eleventh (11th) consecutive day of absence after exhaustion of the employee's said leave payments, and such allotment to an individual teacher by the committee shall not exceed a fixed maximum as is established by the committee. The committee shall be limited to an allotment not to exceed the lesser of ninety (90) days or the number of days necessary to provide a daily salary until the elimination period for the Corporation's long-term disability plan has been satisfied for the applying teacher, and to a total allotment not to exceed one hundred eighty (180) days for all teachers in any school year. Once a participant is eligible for long-term disability, the participant must elect long-term disability and is no longer permitted to use the sick leave bank while on long-term disability.

Sick leave bank enrollment records, deduction of sick leave days in accordance with this contract, payment of sick leave bank days per committee allotment, and other necessary record keeping shall be maintained in the Superintendent's office. Records and procedures shall be in compliance with the Indiana State Board of Accounts rules and regulations.

4. Any days granted by the committee to an individual teacher shall terminate effective the earliest date as hereinafter provided:

   a. The day after the last day of the term of employment for the school year, or

   b. The day after the last day of the allotted number of days granted by the committee, or

   c. The first day of return of full-time employment subsequent to the granting of days by the committee.

C. Funeral Leave

1. Teachers shall be granted funeral leave up to five (5) working days, but not to exceed thirty (30) consecutive calendar days after a death in the immediate family. The "immediate family" is interpreted as being father, mother, father-in-law, mother-in-law, brother, sister, brother-in-law, sister-in-law, wife, husband, son, daughter, son-in-law, daughter-in-law, aunt, uncle, grandchild, step-grandchild, grandparent, stepchild, step-parents, and legal guardians of both employee and spouse and any person living as a permanent member of the teacher's household.

2. One (1) day of leave of absence is granted to attend the funeral of any relative, in-law, or friend not covered in #1 above.

3. Funeral leave days are not cumulative.

D. Jury Duty

Any school employee covered by this Master Contract who is called for jury duty is permitted to fulfill this civic obligation and will be paid his/her regular wages for days lost from work less the amount received for jury duty. Since the employee is being paid for whole days lost, he/she is to report to work, if possible, for any regular work hours when he/she is not on actual jury duty.

E. Court Leave

Court leave shall be granted to a teacher with pay, for the time necessary to make appearances in any court proceeding resulting from activities relating to his/her employment with the Randolph Eastern School Corporation, except litigation against the school employee or his representative.
In the event that the teacher is a defendant and is found guilty of an offense, by an appropriate court that is grounds for cancellation of his/her teacher contract, as stated by IC. 20-28-7.5-1 through 7, his/her pay will be suspended as of the date of the guilty verdict.

F. Witness Leave

The employer shall grant one day, with pay, to an employee who is subpoenaed to testify at a court hearing

G. Leave for Military Training

The employer will grant any employee covered by this Master Contract a leave for military training as required in I.C. 10-16-7-5.

H. Political Leave

The employer will grant any employee covered by this Master Contract political leave as required by Indiana I. C. 20-28-10-15 and I. C. 20-28-10-16.

I. Sabbatical Leave

The employer may consider the granting of sabbatical leave to any employee covered by this Master Contract as listed under IC 20-28-10.3. The employee may choose to continue all benefits at his/her own expense during the leave, but the benefits expire after 12 months.

J. Study Leave

The employer may grant any employee covered by this Master Contract a study leave for one (1) school year without pay when the employee has notified the employer of his/her intentions three (3) months in advance. The employee may choose to continue all benefits at his/her own expense during the leave, but the benefits expire after 12 months.

K. Temporary Disability Leave

1. General Provisions for Temporary Disability Leave

    a. The employee may elect to use accumulated sick leave during the temporary

disability leave provided a physician's statement and certification of physical disability is submitted to the Office of the Superintendent for any temporary disability of more than ten (10) consecutive days. Use of the sick days for temporary disability leave is limited to the number of sick days accumulated by the employee at the time the disability leave begins.

b. Except for temporary disability caused by pregnancy no leave under this provision shall be granted for a period exceeding one (1) year.

2. Notification

After determining that temporary disability leave is imminent, the employee shall give timely written notice to the Office of the Superintendent of the anticipated beginning date of the leave of absence and the anticipated date of return.

3. Application of Provisions

a. A temporary disability leave of absence shall be granted to any certificated employee covered by this Master Contract when the certificated employee is unable to teach because of a disability substantial in nature or duration, including major surgery, pregnancy, childbirth, illness, or injury.

L. Maternity Leave

In case of a temporary disability caused by pregnancy, the employee is entitled to a leave any time between the commencement of her pregnancy and one (1) year following the birth of the child. If the employee elects to utilize her sick leave under the provision of Section A, and her sick leave is exhausted during the temporary disability leave, the employee may be absent without pay subject to all other provisions contained in this contract. If the employee qualifies for the Family Medical Leave Act, the employer shall continue to pay its share of all forms of insurance during the 12 weeks of FMLA leave. Employees must make arrangements to pay their portion of the premiums while on leave.

M. Paternity Leave

A teacher, upon written request, may take up to 12 days of paternity leave upon the birth or adoption of the child. All the leave taken by said teacher may be charged to his available sick leave days. Upon exhaustion of such days, said leave may be taken without pay. If the employee qualifies for the Family Medical Leave Act, a teacher may take up to 12 weeks of unpaid leave for the birth of a child. Under the Family Medical Leave Act, the employer shall continue to pay its share of all forms of insurance during the 12 weeks of FMLA leave. Employees must make arrangements to pay their portion of the premiums while on leave.

N. Adoption Leave

The employer will grant adoption leave to any employee covered by this contract when the following conditions are met:

1. Persons adopting will notify the School Corporation of their intent as soon as possible.

2. After determining that adoption leave is imminent, the employee shall give timely written notice to the Office of the Superintendent of the anticipated beginning date of the adoption leave and the anticipated date of return to work.

3. This leave shall not extend beyond one (1) calendar year from the first day of the desired leave.

4. If the employee elects to utilize sick leave under the provision of Section A, and the sick leave is exhausted during the leave, the employee may be absent without pay, subject to all other provisions contained in this contract.

O. Association Leave

The Association President or their designee will be given a total of six (6) days per school year for association business, without loss of pay. This business must be directly related to the Randolph Eastern School Corporation. The Association will reimburse the School Corporation for the cost of the substitute teachers needed for this released time.

Only three (3) teachers may use this leave at one time. This leave will not be used to interfere with the operations of any other School Corporation.

II. INSURANCE

A. Hospital, Medical, and Major Medical Insurance

The employer will pay the amount specified below for any consortium hospital medical and major medical plan for each employee covered by the Master Contract. If the amount listed exceeds the total cost of the premium, the employee will pay one ($1) dollar of the cost.

Single Plan	$7000
Employee & Children	$8000
Employee & Spouse	$10500
Family	$14600

When two employees who are employed under this agreement qualify for the family insurance plan, the employer will contribute the lesser of the sum of employer contributions for the single and employee and children plan tiers or the total cost of the family plan tier.

Conditions:

1. Participation in the program is voluntary on the part of each full-time employee.

2. The employee must belong to the program that has been approved by the School Board.

3. When an employee does not complete a contract or work the entire time of the contract period, the employer's share will be prorated.

4. The employee will have the remaining cost of the program deducted from his/her paycheck.

5. There will be no substitute in place of this benefit.

The employer's share will be paid in equal monthly payments over a twelve (12) month period.

B. Term Life Insurance

The employer is to make available to each employee a $50,000 Term Life Insurance Policy for a cost of $1.00 per year to the employee.

C. Long Term Disability

The employer will pay $225 or all but one dollar of the yearly premium, whichever is less per year, toward the cost of Long Term Disability Insurance for each full-time employee covered by this Master Contract.

D. Dental Insurance

The employer will pay $300, or all but one dollar of the yearly single premium, whichever is less per year, toward the cost of dental insurance, for each full-time employee covered by this master contract.

E. Vision Insurance

The employer will pay $200, or all but one dollar of the yearly single premium, whichever is less per year, toward the cost of vision insurance, for each full-time employee covered by this master contract.

F. The Exclusive Representative agrees to indemnify and to hold the Board and Insurance Committee harmless against any liability not covered by any contracted insurance, which may arise by reason of any action taken by the Board in complying with the provisions of this Contract.

III. SECTION 125 BENEFIT

The benefit provided to employees by Section 125 of the Revenue Act of 1978 shall be made available to any teacher so requesting.

ARTICLE V

TERMS AND GENERAL PROVISIONS

I. TERMS AND GENERAL PROVISIONS

A. This contract is effective as of July 1, 2026, and continues in effect through June 30, 2027.

B. This contract supersedes and cancels all previous contracts or agreements, verbal or written or based on alleged past practices between the school employer and the exclusive representative and constitutes the entire agreement between the parties. Any amendment or agreement supplemental hereto shall not be binding upon either party unless executed in writing by the parties hereto.

C. If any article or section of this contract or of any rider thereto shall be held invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any article of section shall be restrained by such tribunal pending a final determination as to its validity, the remainder of this contract and of any rider thereto, or the application of such article or section to persons or circumstances other than those as to which

it has been held invalid or as to which compliance with or enforcement of has been restrained, shall not be affected hereby.

D. All bargainable issues have been discussed during the negotiations leading to this contract and no additional bargaining on said issues will be conducted on any item, whether contained herein or not, during the life of the contract.

E. The School Employer construes, and the Exclusive Representative recognizes the specific provisions of this Contract as constituting limitations and being the only limitations upon the School Employer's right, power, authority, duties and responsibilities to manage and direct the operations and activities of this School Corporation to the full extent authorized by law.

F. Nothing contained herein shall be construed to deny or restrict any teacher's rights he/she may have under the Indiana General School Laws or other applicable laws and regulations. The rights granted to teachers under this Contract shall be deemed to be in addition to those provided under Indiana law.

G. Teachers shall have the right to participate in collective bargaining with the School Employer through representatives of their own choosing on the subjects of bargaining as provided by Indiana statutes or regulations.

H. Agreements in this Contract shall supersede any rules or practices of the School Employer which are contrary to or inconsistent with the terms contained in this Contract and are not required by the Indiana statutes or regulations.

I. Any individual contract between the School Corporation and an individual teacher shall be consistent with the terms and conditions of this Contract. If an individual contract made subsequent to this Contract contains any language inconsistent with this Contract, this Contract shall prevail.

This contract is made and entered into at Union City, Indiana, on this 15th day of October, 2026, by and between the Board of School Trustees and the Randolph Eastern School Corporation, County of Randolph, State of Indiana, and the Randolph Eastern Classroom Teachers Association affiliated with the Indiana State Teachers Association and the National Education Association. This contract is so attested to by the parties whose signatures appear below.

The undersigned attests to the following:

1. A Public Hearing was held on Thursday, September 17, 2026, at 5:00 p.m. (in compliance with I.C. 20-29-6-l(b)), and electronic participation from the parties and/or the public was not permitted.
2. A Public Hearing was held on Thursday, October 1, 2026, at 5:00 p.m. (in compliance with I.C. 20-29-6-19) to discuss the tentative agreement, and electronic participation from the parties and/or the public was not permitted.

BOARD OF SCHOOL TRUSTEES OF RANDOLPH EASTERN SCHOOL

Tim Puccini, President

Date: 10-15-26

Neal Adams, Chief Negotiator of the School Employer's Negotiation Team

Date: 10/15/26

RANDOLPH EASTERN CLASSROOM TEACHERS ASSOCIATION

Lydia Stuckey, President

Date: 10-15-26

Treva Gough, Chief Negotiator of the Exclusive Representative

Date: 10-15-26

APPENDIX A
EXTRA DUTY PAY SCHEDULE 2026 - 2027

NOTE: Any information in the Extra Duty schedule beyond wages was not bargained and is included for informational purposes only.

UNION CITY JR.-SR. HIGH SCHOOL EXTRACURRICULAR POSITIONS	
Senior Class Sponsor	$1100
Junior Class Sponsor A	$640
Junior Class Sponsor B	$640
Sophomore Class Sponsor	$550
Freshman Class Sponsor	$550
JR/ SR HS Student Council Sponsor	$2,000
Senior Class Play	$1,220
Junior Class Musical Director A	$950
Junior Class Musical Director B	$950
JH Play	$660
Lights and Sound (per production)	$110
Jr.-Sr. High Yearbook	$1,800
eSports Head Coach	$1500
eSports Assistant Coach	$1250
eSports Assistant Coach	$500
HS SADD Sponsor	$750
Jr.-Sr. High Vocal Music and Band	$5,300
DECA Sponsor	$2000
DECA Assistant	$1,749
KISS Vocational Advisor	$2,180
Art Club Sponsor	$640
National Honor Society Sponsor	$700
Archery Club	$1,500
JH/HS Robotics Club	$700
NORTH SIDE ELEMENTARY EXTRACURRICULAR POSITIONS	
Yearbook	$700
Vocal Music and Drama	$1,500
NS Elem Student Council	$500
Academic Spell Bowl Coach	$640
Academic Math Bowl Coach	$640
NS Game Club	$450
NS Robotics Club	$800
NS Robtics Club	$800
ATHLETICS 6-12	
Baseball	
Varsity Baseball Coach	$3,200
Asst. Varsity Baseball Coach	$1,800
Jr High Baseball	$1100

Basketball	
Boys Varsity Basketball Coach	$6,600
Jr. Varsity Basketball Coach	$3,075
Boys Varsity Assistant / C-Team Coach	$2,015
Boys Assistant Basketball Coach	$1,845
8th Grade Boys Basketball Coach	$1,750
7th Grade Boys Basketball Coach	$1,750
6th Grade Boys Basketball Coach	$1,100
Girls Varsity Basketball Coach	$6,600
Jr. Varsity/Assistant Girls Basketball Coach	$3,075
Girls Varsity Assistant / C-Team Coach	$2,015
Asst. Girls Varsity Basketball Coach	$1,845
8th Grade Girls Basketball Coach	$1,750
7th Grade Girls Basketball Coach	$1,750
6th Grade Girls Basketball Coach	$1,100
Cheerleading	
Varsity Cheer Coach	$2,200
Asst. Varsity Cheer Coach	$1,220
Junior High Cheer Coach	$1,273
Co-Ed Cross Country	
HS CO-ED Cross Country Coach	$2,300
JH CO-ED Cross Country Coach	$1,000
Football	
Varsity Football Coach	$6,600
JV/Asst. Varsity Football Coach A	$3,075
Asst. Varsity Football Coach B	$2,000
Asst. Varsity Football Coach C	$2,000
JH Head Football Coach	$1,750
JH Assistant Football Coach	$1,600
JH Assistant Football Coach	$800
Golf	
Boys Varsity Golf Coach	$2,000
Girls Varsity Golf Coach	$2,000
Soccer	
Varsity Soccer Coach	$3,200
Assistant Soccer Coach	$1,800
Jr High Soccer Coach	$1100
Softball	
Varsity Softball Coach	$3,200
Assistant Varsity Softball Coach	$1,800
Jr High Softball Coach	$1100
Tennis	
Boys Varsity Tennis Coach	$2,000
Girls Varsity Tennis Coach	$2,000
Track	
CO-ED Varsity Track Coach	$3,200
CO-ED Varsity Assistant Track Coach	$1,600

CO-ED Varsity Assistant Track Coach	$800
JH CO-ED Head Track Coach	$1,600
JH CO-ED Assistant Track Coach	$1,325
Volleyball	
Varsity Volleyball Coach	$5,090
Asst. Varsity Volleyball Coach	$2,121
8th Grade Volleyball Coach	$1,167
7th Grade Volleyball Coach	$1,167
Wrestling	
Varsity Wrestling Coach	$3,500
Asst. Varsity Wrestling Coach	$1,800
JH Wrestling Coach	$1,750
JH Asst. Wrestling Coach	$800
CORPORATION POSITIONS	
After School Tutors (APPROVED PROGRAMS ONLY)	$30/hour
Fitness Center Supervisor	$2,020
Mentor teacher for beginning teachers	$600
EL Coordinator	$3,500
Tech Lead Teacher Elementary	$1,010
Tech Lead Teacher Elementary	$1,010
Tech Lead Teacher JH/HS	$1,010
Tech Lead Teacher JH/HS	$1,010
ACP, AP, Dual Credit	$750 per Semester
Leadership Roles x 8 (4 Per Building)	$1000 x 8
Gifted and Talented Coordinator	$1000
Stipends shall be set at $100/day and $50/half day	
EXTENDED CONTRACTS	
Agriculture Education (SAE, FFA, 4-H)	35 Days
KISS TV Teacher	15 Days
District Librarian	10 Days
Elementary Guidance Counselor	5 Days
Marketing Education	10 Days
EL Coordinator	15 Days
Health Care Teachers (Student Summer Apprenticeships)	23 Days
***Teachers will be paid $225.00 a day for extended contracts.**	
***NOTE:** Any information in the Extra Duty schedule beyond wages was not bargained and is included for informational purposes only.	

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Tim Puccini, President
Date: 10-15-26

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