2026 CBA COMPLIANCE CHECKLIST

Item	✔	Page No.[1]
School employer and exclusive representative identified		1
Bargaining unit description matches the IEERB Order in effect at time of ratification		3
Beginning and ending date of CBA (must end on or before June 30, 2027)		24
Ratification date (must be on or after September 15 and at least 72 hours after TA meeting)		25
Signed by School Board President, Secretary, or Vice President and Exclusive Representative		25
General definitions (definitions that apply to the whole CBA)		3
Grievance procedure (if arbitration used, must indicate if advisory or binding)		19
Contract interpretation provisions (e.g., severability, supremacy, savings clauses)		N/A
Salary for new teachers (amount, schedule, or method of calculation)		30
Wages/compensation for ancillary duties		N/A
Wages/compensation for extracurricular duties		32-38
Compensation for extended contracts		N/A
Public hearing and public meeting attestations (include electronic participation information)		24
Compensation Plan		
If there are no salary increases, CBA includes a statement to that effect		N/A
Statement of annual salary range for returning full-time teachers (don't include current year increases, ISTRF contributions, or salaries of newly hired teachers)		29
Full-time classroom teacher (instructs students at least 50% of the workday) salaries are at least $45,000		26; 29
Base salary differentiation for possession of literacy endorsement		31
Salary increases		
If using optional eligibility criteria, the criteria are described and separate from factors		29
Based on at least two of the five statutory factors (must use academic needs factor)		29
Definitions of factors (e.g., experience, academic needs, instructional leadership)		29
How much each factor contributes to increase (by points, percentage, amount, etc.)		29
Maximum possible salary increase or method for calculating clearly identified		30
Academic needs is at least 10% of the maximum possible salary increase calculation		30
Education plus experience (excluding reduce the gap and teacher retention catch-up increases) does not exceed 50% of the maximum possible salary increase calculation		30
If using a salary increase to reduce the gap, it must: (1) be clearly identified and (2) actually reduce the gap		N/A
If using a teacher retention catch-up salary increase it must: (1) be clearly identified, (2) attributed to a factor, (3) describe the teachers to whom the catch-up increase applies, (4) describe the increase amount or method of calculating, and (5) describe how the increase amount represents a comparison to the starting salary of new teachers		N/A

Reminders:

1. Make sure <u>all</u> salary increases are included and described in the compensation plan.
2. If you include non-bargainable items for informational purposes only (e.g., number of ECA positions, number of extended contract days, etc.), be sure to include a statement to that effect.
3. Ensure all date references in the CBA reflect the current contract period.
4. Ensure that the CBA is uploaded to <u>Indiana Gateway</u> by November 15th to avoid a declaration of impasse.
5. Ensure that the electronic participation information in CBA matches information in Indiana Gateway.

[1] IEERB encourages parties to number the pages of their CBA. If there are no page numbers, parties should identify the Article or Section number of the particular item (e.g., Art. I Sec B; Sec IV #2, etc.).

CONTRACT

Between the

BOARD OF SCHOOL TRUSTEES

of the

TIPPECANOE VALLEY SCHOOL CORPORATION

and the

TIPPECANOE VALLEY CLASSROOM TEACHERS ASSOCIATION

2026-2027

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ARTICLE I - RECOGNITION

The Tippecanoe Valley Classroom Teachers Association is hereby recognized by the Tippecanoe Valley School Corporation as the bargaining agent for the Tippecanoe Valley certified employees excluding the superintendent, assistant superintendent, principals, assistant principals, special services director, curriculum director, psychologists, athletic director, assistant athletic director, media director, head coaches of basketball and football and substitute teachers, hereinafter called the bargaining unit, pursuant to Indiana Law providing for bargaining collectively.

ARTICLE II-DEFINITIONS

A. The term "Teacher," when used in this agreement, shall refer to all certified employees represented by the Tippecanoe Valley Classroom Teacher's Association in the bargaining unit as defined in Article I.

B. The term "Board" when used in this agreement, shall refer to the Board of School Trustees, Tippecanoe Valley School Corporation, and any person(s) authorized by them to act in their behalf in dealing with the teachers.

ARTICLE III - PAYROLL DEDUCTIONS

Payroll deductions for a singularly named credit union, United Way, insurance programs of the school corporation, annuities, 403(b) programs, and United States Savings Bonds shall be granted provided the specific name of the credit union, the annuity companies, and the 403(b) administrators are identified by the Superintendent of Tippecanoe Valley School Corporation. Any changes desired in payroll deductions must be made in writing at least thirty (30) days in

advance.

Where a third party is involved, those transactions shall be arranged prior to notification to the superintendent's office (e.g., annuities, credit union, etc.).

ARTICLE IV - LEAVES OF ABSENCE

Sick Leave

All teachers are entitled to be absent from work with full pay for the purpose of sickness (physical or mental), quarantine, appointments related to health, or illness in the immediate family. A total of ten (10) days the first year of employment and nine (9) each succeeding year of employment will be granted.

At the end of the school year unused sick leave shall be transferred to the teacher's accumulated sick leave. Accumulated sick leave can only be used for the purposes of sickness, quarantine, appointments related to health, or illness in the immediate family. Accumulated sick leave can accumulate to 156 days. Sick leave days accumulated over 156 that are not used in a school year will be paid out at $70.00 a day and such sum will be deposited into the teacher's 403(b) account. Any teacher who reaches the 156 day sick leave day accumulation cap will receive $1,000 per year until the teacher retires from the Tippecanoe Valley School Corporation.

After the first year in TVSC, sick days accumulated in the previous school system shall be transferred to accumulated sick leave at the rate of three (3) days per year.

Sick Leave Bank

1. Purpose:

   To provide additional sick or accidental benefits beyond normal sick leave policy for certified staff members who are unable to perform their normal duties because of illness, quarantine, disability or doctors advice.

2. Participants:

   All certified personnel who choose to contribute. Non-contributors relinquish the right to benefit from the bank.

3. Structure:

   a. The bank shall be formed and maintained by consenting participants. To enter the program, participants shall contribute two (2) days.

   b. The total accumulation of sick leave days in the sick leave bank shall never exceed 200. (Except by new membership.)

   c. Once the sick leave days are contributed to the sick leave bank, they shall not be withdrawn and reapplied to the individual teacher's sick leave.

   d. In the event that the total number of days in the sick leave bank should drop below fifty (50) days, each member of the bank shall be assessed an additional sick leave day in order to rebuild the bank.

   e. A committee appointed by the Association including one administrator appointed by the superintendent shall administer the

bank.

f. The chairperson will be the President of the Association who will vote only in the case of a tie.

g. The decision of the Sick Leave Bank Committee shall be final and may not be grieved by any individual or group.

4. Procedures:

a. Withdrawal

1. Written application shall be made by the participant or a member of the family accompanied by a physician's statement describing the diagnosis, the length of leave and prognosis of the condition, to be submitted to the Chairperson of the Sick Leave Bank Committee.

2. The application will be acted upon by the entire committee and the Chairperson will inform the applicant or member of the family in writing of the decision of the committee. The Chairperson shall also report in writing the decision to the Superintendent of Schools.

3. The applicant must use all of his/her own sick leave days before application may be granted.

4. A maximum number of days to be granted per teacher shall be thirty (30) school days per school year. The extension of this thirty (30) day limitation may be granted, at the discretion of the Sick Leave Bank Committee in thirty (30) day increments not to exceed a total of 90 days.

5. The annual enrollment period for accepting voluntary membership in the sick leave bank shall be the first thirty (30) days of the school

year.

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

7. Loans awarded shall begin on the first working day after the exhaustion of all individual sick leave.

b. Repayment

The recipient who remains as an employee of the school corporation shall repay the bank the days borrowed at the rate of two (2) unused days per school year until the loan has been repaid.

In the event of death or permanent disability of the recipient, repayment shall be waived. A recipient who leaves the Tippecanoe Valley School Corporation and still owes days to the sick leave bank must transfer any accumulated sick leave days to the bank as payment toward the loan. If these days are insufficient to cover the number of days owed the bank, and if the sick leave bank days being repaid were borrowed from the bank by the teacher prior to the 2017-2018 school year, then the corporation will deduct the cost of substitute teacher(s) from the recipient's remaining pay.

Beginning with the 2017-2018 school year, for all days borrowed from the sick leave bank that are being repaid upon the teacher's separation of employment with the school corporation, the corporation will deduct the teacher's daily rate of pay that was in effect at the time the teacher borrowed the days from the sick leave bank. The repayment of sick leave bank days that were borrowed from the bank prior to the 2017-

2018 school year will be grandfathered and will be repaid at the rate of the cost of a substitute teacher.

Any retiring teacher or teacher leaving the system shall have the right to donate accumulated days to the bank.

FMLA

The Tippecanoe Valley School Corporation will comply with the Family and Medical Leave Act of 1993 and includes the following provision:

a. The employer may require medical certification to support a request for leave because of a serious health condition.

b. The employer may also require medical certification if the employee is unable to return from leave because of a serious health condition.

c. The employer may recover premiums paid for maintaining an employee's health coverage if the employee fails to return to work from FMLA leave.

The amount of leave stipulated by FMLA can only be granted once during a one year period.

Personal Leave

All teachers shall be granted two (2) days per year for the conduct of personalbusiness or civic affairs during each school year. Except in emergency, a completed application for personal leave should be submitted directly to the principal or the principal's designee two (2) days prior to the leave. Unused personal days shall be allowed to accumulate for a maximum

of five (5) personal days, but a teacher may not use more than three (3) consecutive personal leave days in a row. For a teacher with more than two (2) unused personal days at the end of any school year, the corporation shall contribute to the corporation sponsored 403(b) plan $70 perunused personal day for that teacher. Once personal days are used or a contribution to the 403(b) plan is made for unused days, those days are no longer available for use or accumulation.

Note: Additional personal days may be granted only by the superintendent, and those days must be applied against the teacher's current year's 9 sick days.

Bereavement

Each regularly employed teacher under full-time contract shall be entitled to be absent due to the death of a relative as follows:

1. Five school days – father, mother, brother, sister, spouse, child, or any other person living in the household.
2. Three school days – grandparent, grandchild, brother-in-law, sister-in-law, mother-in-law, father-in-law, son-in-law, and daughter-in-law.
3. One school day – aunt, uncle, niece, nephew, grandparent-in-law, aunt-in-law, uncle-in-law, nephew-in-law, and niece-in-law.

The superintendent may grant bereavement leave for situations other than those listed above.

Child-Bearing Leave

A teacher who is pregnant shall be entitled to, upon written request, a leave of absence for one year to begin at any time between commencement of her pregnancy and one year after the child is born.

All or any portion of a leave taken by a teacher because of medical disability connected with or resulting from her pregnancy may, at the teacher's option be charged to her available sick leave, and if the teacher has FMLA time available, then such sick leave days shall also count toward and run concurrently with the teacher's FMLA allotment. When returning to the classroom, such teacher shall be given a similar assignment, if possible.

When a child is born to a bargaining unit member's spouse, the father is entitled to a leave of absence for up to ten (10) days to care for the spouse and the new-born child. If the father has FMLA time available, then such leave days shall also count toward and run concurrently with the father's FMLA allotment. At the bargaining unit members' discretion, these days may be charged to the individual teacher's available sick leave.

Jury Duty or Court Subpoena

Teachers who are called for jury duty shall receive full pay and benefits during the time he/she is serving on the jury. At the time of request for jury leave, the teacher must submit a copy of his/her summons to the Building Principal.

Teachers subpoenaed for a court case involving school related matters shall be granted pay for the time involved for testimony. Notification in writing

accompanied with a copy of the subpoena must be submitted to the superintendent at least two (2) days in advance. This provision shall not cover any legal action involving a suit brought by employee(s) against the employer.

Adoptive Leave

Adoption leave shall be granted to either the mother or the father if both parents are employed with the Tippecanoe Valley School Corporation for a period not to exceed six (6) weeks upon the adoption of a child provided:

1. The Superintendent of Schools is notified in writing when it has been established that the bargaining unit member is an adoptive parent.
2. The Superintendent shall be notified in writing when the approximate arrival date has been established.
3. The return-to-work date of the teacher must be agreed to by the Superintendent of Schools and the teacher prior to the leave being granted.
4. This leave is without pay. However, the bargaining unit member may, at his/her discretion, use up to six (6) weeks of personal and accumulated paid sick leave as adoption leave. If the teacher has FMLA time available, then the use of personal and accumulated paid sick leave days shall also count toward and run concurrently with the teacher's FMLA allotment.
5. If the teacher has FMLA time available, then the use of any personal and/or accumulated paid sick leave days for adoption leave shall also count toward and run concurrently with the teacher's FMLA allotment.

6. Nothing in this provision is intended to limit a teacher's rights under the FMLA.

Study and Sabbatical Leaves

A sabbatical or study leave without pay or benefits, may be granted to any established or professional teacher for the purpose of personal growth and development that will eventuate in improved educational services to the children of the Tippecanoe Valley School Corporation. Such improvement is usually achieved by formal study, research, writing and/or travel.

Application forms are to be made available in the office of the superintendent.

A sabbatical or study leave may be granted for one (1) semester or for one (1) school year.

Written application must be submitted to the Superintendent at least ninety (90) days before the leave is to be taken. Upon receipt of the application, the Superintendent will submit the request to the Board for approval or disapproval.

Teachers will not be eligible for more than one (1) sabbatical leave over a period of seven (7) consecutive years of employment with the Tippecanoe Valley School Corporation.

The returning teacher will not be given teaching experience credit for the time he/she was on leave.

If a teacher who was granted leave under this section wishes to continue insurance benefits during the period of the leave, it shall be the responsibility of the teacher to make arrangements, in advance, with the Corporation's Business Office to continue such insurance benefits at the individual's expense. A failure to make and follow through with such advance

arrangements will result in the individual being dropped from the group plan. This provision is subject to approval of the carrier(s).

A teacher on this leave shall be afforded all of the rights upon return, as any other teacher.

ARTICLE V – 403(b) MATCHING RETIREMENT-SAVINGS PLAN AND SEVERANCE BENEFITS

A. 403(b) MATCHING RETIREMENT SAVINGS PLAN

Tippecanoe Valley School Corporation shall initiate a voluntary 403(b) matching annuity program beginning in the 1998-99 school year. Each full-time, contracted teacher in TVSC shall have the option of investing in the 403(b) matching program. Each year in which teaching credit was received, the teacher must have been paid per the negotiated TVSC salary schedule for a minimum of 6 weeks to be an eligible participant. Eligible employees' contributions shall be matched dollar for dollar by the employer as follows:

Contract Year	Employee Contribution	Employer Match
First Year	Up to $1,000	Up to $1,000*
Second Year	Up to $1,000	Up to $1,000*
Third Year	Up to $1,000	Up to $1,000*
Fourth Year and Beyond	Up to $1,100	Up to $1,100

*Beginning with the 2015-2016 school year, a teacher employed in his/her first, second and third year of teaching with the Tippecanoe Valley School Corporation is eligible for a match up to $1,000.00 in each year. However, such matching sums shall not vest until the teacher enters his/her fourth year of employment with the Tippecanoe Valley School Corporation and signs his/her fourth regular teacher's contract.

Tippecanoe Valley School Corporation shall deposit matching funds into an

account for each teacher; however, if the teacher opts not to contribute for any particular year, the school corporation shall not make any contributions for that teacher that year. Once contributions are made by the teacher and employer on behalf of the teacher, the assets of the plan become property of the teacher subject to the rule of the 403b program.

Teachers electing to participate in the 403(b) program for a given school year must complete enrollment information and submit it to the school corporation's bookkeeper/deputy treasurer on or before the seventh day of the school year. In addition, to receive a 403b deposit under this provision, the teacher must have set up his/her 403b account by no later than 30 days after the last student day. A teacher's failure to set up a 403b account by this deadline will result in the teacher forfeiting this benefit.

If a contracted teacher is less than full-time for the entire school year, the teacher may participate in the 403(b) program but the employer's maximum matching contribution will be prorated based upon the teacher's actual contract time.

Example: A contracted, eligible teacher in the 1998-99 school year is .4 FTE for the entire school year. Calculation, .4 x $450 = $180 (maximum amount the corporation would match). Example: A contracted, eligible teacher in the 1998- 99 school year is .6 FTE for one-half school year. Calculation, .6 x $450 x .5 = $135 (maximum amount the corporation would match). Tax deferral plans and/or retirement plans purchased by the teacher in addition to this plan will be subject to the limitations established by the 403(b) rules

and regulations. It is the individual teacher's responsibility to be in compliance with applicable rules and regulations.

Teachers will have the option of continuing to invest their dollars in tax-deferred annuities for which money is already being deducted from the employee's salary. Teachers who have 403(b) payroll deductions (through Merrill Lynch and/or Primerica Financial Services only) in the 1997-98 school year may continue those deductions and count such deductions toward their matching contribution, provided the administrator of the corporation offered 403(b) matching plan is agreeable under the same terms and conditions as for teachers contributing directly through the corporation's plan administrator. All other teachers opting to participate in the corporation's offered 403(b) matching plan, must make contributions through the corporation's plan administrator.

B. SEVERANCE BENEFIT

For purposes of the severance benefit each teacher, will be classified as either a "Tier 1" or "Tier 2" teacher according to his/her initial school year of employment in TVSC. Each Tier is defined as follows:

> Tier 1 Teacher - Initial teaching contract with TVSC is for the 1998-99 school year or later.
>
> Tier 2 Teacher - Initial teaching contract with TVSC is for either the 1990-91, 1991-92, 1992-93, 1993-94, 1994-95, 1995-96, 1996-97, or 1997-98 school year.

Severance Benefit - Tier 1 Teachers Only

Tier 1 teachers **retiring** from TVSC will receive $50.00 per day for each day of unused accumulated sick leave as recorded on file in the Central Office if one of the following conditions is met.

1. Retiring from TVSC meeting Rule 85 requirements; or
2. Retiring from TVSC with a minimum of 10 years teaching experience in the TVSC and eligible for full social security benefits.

For those teachers who meet the above criteria and also attend the Professional Learning Community Summer Institute offsite at least one time prior to their retirement, they shall receive $75.00 per day for each day of unused accumulated sick leave (instead of the $50.00 per day).

Severance Benefit - Tier 2 Teachers Only

Tier 2 teachers are eligible to receive <u>one</u> of the following benefits.

1. Tier 2 teachers **resigning** from TVSC with 10 years experience in TVSC will receive $50.00 per day for each day of unused accumulated sick leave as recorded on file in the Central Office less the maximum match amount (per negotiated contract) the school corporation could have contributed to a 403(b) program for the teacher.

   Example: teacher employed beginning of 1990-91 school year resigns after the 2001-02 school year and has 120 days accumulated sick leave

120 days @ $50/day	=	$6000
1998-99 1 year match @ $450/yr	=	$450
1999-02 3 years match @$900/yr	=	$2700

   $6000 - $450 - $2700 = $2850 Total Severance Due

2. Tier 2 teachers **retiring** from TVSC will receive $50.00 per day for each day of unused accumulated sick leave as recorded on file in the Central Office if one of the following conditions is met.

a. Retiring from TVSC meeting Rule 85 requirements; or

b. Retiring from TVSC with a minimum of 10 years teaching experience in the TVSC and eligible for full social security benefits.

Example: Tier 2 teacher retires after 20 years service with TVSC and has 155 days accumulated sick leave. 155 x $50 = $7750 Total Severance Due

For those teachers who meet the above criteria and also attend the Professional Learning Community Summer Institute offsite at least one time prior to their retirement, they shall receive $75.00 per day for each day of unused accumulated sick leave (instead of the $50.00 per day).

Tier 1 and Tier 2 Teachers

Upon the death of any Tier 1 or Tier 2 employee eligible for the severance benefits, said benefits shall be paid directly and in a lump sum to the employee's estate.

ARTICLE VI - INSURANCE

Life Insurance

Each teacher shall pay $1.00 towards a $50,000 group Term Life Policy including A.D.&D.

Health, Major Medical, Dental, Vision and Prescription Card.

The employee's annual premium contribution is as follows:

Effective for the 2015-2016 school year, the employee's deductible was

increased to $1,000.00 and the out-of-pocket limit on each plan was increased by $500.00. The employee's annual premium contribution during the 2026-2027 school year is as follows:

	PPO Plan	HSA #1	HSA #2
Employee Only	$2,847.00	$2,050.29	$1,922.00
Family	$5,843.50	$4,983.94	$4,666.60

Annual premiums shall be deducted in equal amounts spread over the number of pays per school year. Note: If at the time of insurance renewal (currently October 1) the employee charged premium is not at least 25% of the total health insurance premium calculated by the corporation as the cost of the plan, the employee's charged premium will be adjusted to reflect 25% of the total health insurance premium for the plan. In the 2026-2027 school year, there is a 5% premium increase for the PPO Plan, which increase is reflected in the employee annual premium contributions set forth above.

Part-time teachers are eligible for insurance benefits. The cost to the employee is determined by taking the total cost of the insurance to the corporation and dividing it by two (2).

Each teacher shall pay $1.00 a year for the vision insurance plan.

Prescription Card

Prescription medication shall be covered by the prescription card rather than through the basic health plan. The prescription card is a separate benefit from the basic health plan.

Long Term Disability

Each teacher shall pay $1.00 a year for the Long Term Disability plan.

Section 125

A Section 125 program will be provided by the Board with all associated costs being the responsibility of the employees participating in the plan.

Paid-Up Life Insurance

Paid-up life insurance is provided only to teachers who retired prior to the start of the 2018-2019 school year and were grandfathered and permitted to continue to receive the benefit.

ARTICLE VII - GRIEVANCE PROCEDURE

A. PURPOSE

It is the objective of the Board and the Association to have all grievances resolved informally or at the earliest possible stage of this grievance procedure.

B. DEFINITIONS

1. A "grievance" is any alleged violation of this Agreement.
2. A "teacher" is any person in the bargaining unit covered by this Agreement.
3. An "aggrieved party" is teacher or a group of teachers with a common grievance.
4. A "day" when used in this Article shall refer to a teacher work day. During the summer recess the term "day" shall mean weekdays (Monday through Friday).

C. SUBMISSION OF GRIEVANCES

1. Before submission of a written grievance, the aggrieved party shall attempt to have the grievance resolved informally by approaching

the building principal concerned and discussing the matter. Such informal meeting between the aggrieved party and the building principal shall take place within ten (10) days of the time that the aggrieved party knew, or reasonably should have known, of the grievance.

2. Each formal grievance shall be submitted in writing on a Grievance Form approved by the board and the Association (See Appendix C) and shall identify the aggrieved party, the provisions of the Agreement alleged to have been violated, the date and place where the alleged events or conditions constituting the grievance arose, a general statement of the grievance, and redress sought.

3. A grievance shall be deemed waived unless it is submitted in writing on the Grievance Form within ten (10) days after the aggrieved party has met with the building principal in an attempt to resolve the grievance informally. Such submission shall be to the building principal in Step One.

4. An aggrieved party may have a representative of the Association present at all steps in the grievance process, if desired, provided that the steps are taken during non-teaching hours.

D. GRIEVANCE PROCEDURE (Formal Steps) Step One (Building Principal)

If an aggrieved party is not satisfied with the written response of the building principal or if no response is received within five (5) days after submission of a grievance, such aggrieved party may appeal the grievance to the Superintendent of Schools. Such appeal must be made

to the Superintendent, within five (5) days of receipt of the building principal's response, or seven (7) days of the decision if the decision is mailed by first class mail to the party.

Step Two (Superintendent of Schools)

The Superintendent of Schools or his designated representative shall meet with the aggrieved party within five (5) days of the receipt of the written grievance in an effort to resolve the grievance. Within five (5) days of such meeting the Superintendent of Schools or his designated representative shall deliver to the aggrieved party a written statement of his decision on the grievance, or seven (7) days of the decision if the decision is mailed by first class mail to the party.

Step Three (Board of Education)

Within five (5) days of receipt of the Superintendent or his designated representative's written decision if the aggrieved party is not satisfied, said party may appeal the grievance to the Board of Education through the Board President and the Superintendent. The Board shall hold a I hearing on the grievance either at a regular or special meeting and render a decision in writing to the aggrieved party. Such hearing shall be held within fourteen (14) days of receipt of the written grievance and the Board's written response shall be delivered to the aggrieved party within five (5) days of the hearing.

THE BOARD'S DECISION IS FINAL.

E. PROVISIONS RELATING TO THE GRIEVANCE PROCEDURE

1. All documents, communications, and records dealing with processing of a grievance shall be filed separately from the personnel file of the participant(s) and are not valid basis for evaluation.
2. Time limits herein may be extended only by mutual agreement, signed by the parties.
3. If the principal, superintendent, or board fails to respond by the designated timeline, absent a mutual agreement for an extension, the grievance automatically proceeds to the next level.
4. Any grievance which arose prior to the effective date of this Agreement shall not be processed.
5. No teacher shall use the grievance procedure to appeal any decision of the Board or Administration if such decision is an order of a State or a Federal Regulatory Commission preventing the Board from legally fulfilling a particular article or section of this contract agreement.
6. The grievance form shall be filed in duplicate. After final disposition, one copy of the grievance form shall remain with the aggrieved parties and a second copy shall be retained by the appropriate administrator.
7. At the end of each school year, all principals shall report the number of formal grievances filed and the areas of the contract grieved to the Association and the Superintendent of Schools.

ARTICLE VIII - SALARY PROVISION

The professional compensation for teachers' salary, one-time stipends, and extra-curricular compensation is found in Appendix A and Appendix B respectively.

Each school year teachers shall be paid every two (2) weeks for twenty-six (26) consecutive pays, beginning on the first Friday in September. The payroll calendar for the 2026-2027 school year is attached as Appendix D.

Rehired Teacher

Full time position
- same health insurance benefit as other full time teachers
- same life insurance and long term disability as other full time teachers
- same section 125 benefits
- no trf paid
- no 403b employer contributions
- 9 sick days, 2 personal days – accumulation up to 90 days, but no retirement/severance compensation will be paid for unused days upon separation from employment.

Part time position
- salary prorated based upon time worked
- eligible for insurance; employee premium share will be prorated based upon time worked (i.e. if a teacher works 1/3 of a day, the corporation will pay 1/3 of the calculated plan premium and the teacher will pay 2/3 of the calculated plan premium – example: if a single plan premium is calculated by the corporation to be $6,326, the corporation is responsible for $2,109 and the teacher is responsible for $4,217).
- no trf
- no 403b employer contributions
- sick days, personal days prorated based upon 9 and 2 respectively no retirement/severance compensation

ARTICLE IX – PAYMENT OF CRIMINAL HISTORY CHECKS

The Board agrees to pay the cost of any and all expanded criminal history checks that are required for current employees by I.C. 20-26-5-

10. This provision shall only apply to current employees and is inapplicable to applicants for employment.

ARTICLE X - TERM AND EFFECT

Irrespective of the date upon which this contract is entered into, the term of this agreement shall begin on July 1, 2026, and shall continue in full force and effect until June 30, 2027, except to the extent that any specific provision of this contract goes into effect or terminates at some other time. This contract is entered into by and between the Board of School Trustees of the Tippecanoe Valley School Corporation and the Tippecanoe Valley Teachers Association. This agreement supersedes and cancels all previous 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.

The undersigned attest to the following:

A public hearing (Pre-formal Bargaining Hearing) was held in compliance with Indiana law on September 15, 2026. Electronic participation was not available.

A public meeting in compliance with Indiana law was held on October 5, 2026 to discuss the tentative agreement and electronic participation was not available.

[SIGNATURES AND RATIFICATION DATES ON THE FOLLOWING PAGE]

TIPPECANOE VALLEY CLASSROOM TEACHERS ASSOCIATION

By: _____
President

By: _____
Secretary

Ratification Date: 9-25-2026

BOARD OF SCHOOL TRUSTEES OF THE TIPPECANOE VALLEY SCHOOL CORPORATION

By: _____
President

By: _____
Secretary

Ratification Date: 10-19-2026

APPENDIX A-1: 2026-2027 SALARY SCHEDULE

Only row advancement will occur in the salary schedule. There is no column advancement (from BS to MS) in the salary schedule.

Row	BS Salary	Row	
1	$46,000	45A	$50,500
2	$46,100	46	$50,600
3	$46,200	47	$50,700
4	$46,300	48	$50,800
5	$46,400	49	$50,900
6	$46,500	50	$51,000
7	$46,600	51	$51,100
8	$46,700	52	$51,200
9	$46,800	53	$51,300
10	$46,900	54	$51,400
11	$47,000	55	$51,500
12	$47,100	56	$51,600
13	$47,200	57	$51,700
14	$47,300	58	$51,800
15	$47,400	59	$51,900
16	$47,500	60	$52,000
17	$47,600	61	$52,100
18	$47,700	62	$52,200
19	$47,800	63	$52,300
20	$47,900	64	$52,400
21	$48,000	65	$52,500
22	$48,100	66	$52,600
23	$48,200	67	$52,700
24	$48,300	68	$52,800
25	$48,400	69	$52,900
26	$48,500	70	$53,000
27	$48,600	71	$53,100
28	$48,700	72	$53,200
29	$48,800	73	$53,300
30	$48,900	74	$53,400
31	$49,000	75	$53,500
32	$49,100	76	$53,600
33	$49,200	77	$53,700
34	$49,300	78	$53,800
35	$49,400		
36	$49,500		
37	$49,600		

38	$49,700		
39	$49,800		
40	$49,900		
41	$50,000		
42	$50,100		
43	$50,200		
44	$50,300		
45	$50,400		

In addition to the above salary schedule, the corporation will pay the teacher's contribution of 3% to the Indiana State Teacher's Retirement Fund.

Row	MS Salary	Row		Row		Row		Row		Row	
1	$56,000	**46**	$60,500	**91**	$65,000	**136**	$69,500	**181**	$74,000	**226**	$78,500
2	$56,100	**47**	$60,600	**92**	$65,100	**137**	$69,600	**182**	$74,100	**227**	$78,600
3	$56,200	**48**	$60,700	**93**	$65,200	**138**	$69,700	**183**	$74,200	**228**	$78,700
4	$56,300	**49**	$60,800	**94**	$65,300	**139**	$69,800	**184**	$74,300	**229**	$78,800
5	$56,400	**50**	$60,900	**95**	$65,400	**140**	$69,900	**185**	$74,400	**230**	$78,900
6	$56,500	**51**	$61,000	**96**	$65,500	**141**	$70,000	**186**	$74,500	**231**	$79,000
7	$56,600	**52**	$61,100	**97**	$65,600	**142**	$70,100	**187**	$74,600	**232**	$79,100
8	$56,700	**53**	$61,200	**98**	$65,700	**143**	$70,200	**188**	$74,700	**233**	$79,200
9	$56,800	**54**	$61,300	**99**	$65,800	**144**	$70,300	**189**	$74,800	**234**	$79,300
10	$56,900	**55**	$61,400	**100**	$65,900	**145**	$70,400	**190**	$74,900	**235**	$79,400
11	$57,000	**56**	$61,500	**101**	$66,000	**146**	$70,500	**191**	$75,000	**236**	$79,500
12	$57,100	**57**	$61,600	**102**	$66,100	**147**	$70,600	**192**	$75,100	**237**	$79,600
13	$57,200	**58**	$61,700	**103**	$66,200	**148**	$70,700	**193**	$75,200	**238**	$79,700
14	$57,300	**59**	$61,800	**104**	$66,300	**149**	$70,800	**194**	$75,300	**239**	$79,800
15	$57,400	**60**	$61,900	**105**	$66,400	**150**	$70,900	**195**	$75,400	**240**	$79,900
16	$57,500	**61**	$62,000	**106**	$66,500	**151**	$71,000	**196**	$75,500	**241**	$80,000
17	$57,600	**62**	$62,100	**107**	$66,600	**152**	$71,100	**197**	$75,600	**242**	$80,100
18	$57,700	**63**	$62,200	**108**	$66,700	**153**	$71,200	**198**	$75,700	**243**	$80,200
19	$57,800	**64**	$62,300	**109**	$66,800	**154**	$71,300	**199**	$75,800	**244**	$80,300
20	$57,900	**65**	$62,400	**110**	$66,900	**155**	$71,400	**200**	$75,900	**245**	$80,400
21	$58,000	**66**	$62,500	**111**	$67,000	**156**	$71,500	**201**	$76,000	**246**	$80,500
22	$58,100	**67**	$62,600	**112**	$67,100	**157**	$71,600	**202**	$76,100	**247**	$80,600
23	$58,200	**68**	$62,700	**113**	$67,200	**158**	$71,700	**203**	$76,200	**248**	$80,700
24	$58,300	**69**	$62,800	**114**	$67,300	**159**	$71,800	**204**	$76,300	**249**	$80,800
25	$58,400	**70**	$62,900	**115**	$67,400	**160**	$71,900	**205**	$76,400	**250**	$80,900
26	$58,500	**71**	$63,000	**116**	$67,500	**161**	$72,000	**206**	$76,500	**251**	$81,000
27	$58,600	**72**	$63,100	**117**	$67,600	**162**	$72,100	**207**	$76,600	**252**	$81,100
28	$58,700	**73**	$63,200	**118**	$67,700	**163**	$72,200	**208**	$76,700	**253**	$81,200
29	$58,800	**74**	$63,300	**119**	$67,800	**164**	$72,300	**209**	$76,800	**254**	$81,300
30	$58,900	**75**	$63,400	**120**	$67,900	**165**	$72,400	**210**	$76,900	**255**	$81,400
31	$59,000	**76**	$63,500	**121**	$68,000	**166**	$72,500	**211**	$77,000	**256**	$81,500

32	$59,100	**77**	$63,600	**122**	$68,100	**167**	$72,600	**212**	$77,100		
33	$59,200	**78**	$63,700	**123**	$68,200	**168**	$72,700	**213**	$77,200		
34	$59,300	**79**	$63,800	**124**	$68,300	**169**	$72,800	**214**	$77,300		
35	$59,400	**80**	$63,900	**125**	$68,400	**170**	$72,900	**215**	$77,400		
36	$59,500	**81**	$64,000	**126**	$68,500	**171**	$73,000	**216**	$77,500		
37	$59,600	**82**	$64,100	**127**	$68,600	**172**	$73,100	**217**	$77,600		
38	$59,700	**83**	$64,200	**128**	$68,700	**173**	$73,200	**218**	$77,700		
39	$59,800	**84**	$64,300	**129**	$68,800	**174**	$73,300	**219**	$77,800		
40	$59,900	**85**	$64,400	**130**	$68,900	**175**	$73,400	**220**	$77,900		
41	$60,000	**86**	$64,500	**131**	$69,000	**176**	$73,500	**221**	$78,000		
42	$60,100	**87**	$64,600	**132**	$69,100	**177**	$73,600	**222**	$78,100		
43	$60,200	**88**	$64,700	**133**	$69,200	**178**	$73,700	**223**	$78,200		
44	$60,300	**89**	$64,800	**134**	$69,300	**179**	$73,800	**224**	$78,300		
45	$60,400	**90**	$64,900	**135**	$69,400	**180**	$73,900	**225**	$78,400		

In addition to the above salary schedule, the corporation will pay the teacher's contribution of 3% to the Indiana State Teacher's Retirement Fund.

EXHIBIT A-2
COMPENSATION MODEL SPECIFICATIONS

1. SALARY RANGE

The salary range for teachers before base salary increases are applied is $46,000 to $81,500.

2. GENERAL ELIGIBILITY CRITERIA – NOTE: THESE CRITERIA DO NOT APPLY TO THE LITERACY ENDORSEMENT DIFFERENTIAL

A. The teacher must have been employed for at least 120 days by the Tippecanoe Valley School Corporation during the prior school year.

B. Rehired retirees may be eligible for a base salary increase under this compensation model.

Teachers who are contracted for fewer than 185 days are eligible for a pro-rated base salary increase under this compensation model.

3. FACTORS AND DEFINITIONS

The Tippecanoe Valley School Corporation's Compensation Plan will be based upon the following factors:

a. Evaluation: The teacher received an evaluation from the Tippecanoe Valley School Corporation during the prior school year.
b. Academic Needs: The need to retain all teachers to provide educational continuity for students.
c. Experience: The teacher has a specified number of years of teaching experience, with a year of teaching experience being as defined by INPRS.

4. DISTRIBUTION PLAN - Amounts to be added to a teacher's base salary:

a. A teacher who satisfies the **evaluation factor** and is not at the top of the scale will move down 5 rows for a total base salary increase of $500.00. (See Salary Schedule in Appendix A-1)

b. After applying the evaluation factor, a teacher who satisfies the **academic needs factor** and is not at the top of the scale will move down 5 additional rows for a total base salary increase of $500. (See Salary Schedule in Appendix A-1)

c. After applying the increases for the evaluation and academic needs factors, each teacher who is not at the top of the salary scale will receive an additional increase to their base salary as follows for meeting the **experience factor**:

BS Teacher with 2 – 3 years of experience = $100
BS Teacher with 4 – 19+ years of experience = $200

MS Teacher with 1 year of experience = $300
MS Teacher with 2 – 3 years of experience = $400
MS Teacher with 4 – 10 years of experience = $500
MS Teacher with 11 – 23+ years of experience = $600

The total maximum possible base salary a teacher may receive during the 2026-2027 contract year is $1,600 calculated as follows:

$500 (evaluation)
$500 (academic needs)
$600 (max experience)
\+
$1,600 (possible maximum total increase)

The total possible base salary increase attributable to the academic needs factor is at least 10% of the total possible base salary increase ($500 / $1,600 = 31%). The maximum possible increase attributable to the experience factor does not exceed the 50% limitation. ($600 / $1,600 = 37.5%).

The following is for informational purposes and has not been bargained:

- New pay rates will be effective October 30, 2026.
- Back pay will be sent out on October 23, 2026.

5. One-Time Stipends to Teachers at the Top of the Salary Scale.

A BS teacher at the top of the salary scale will receive a one-time stipend of $750.

A MS teacher at the top of the salary scale will receive a one-time stipend of $1,100.

6. One-Time Stipends for 2026-2027 School Year.

Teachers of Dual Credit and AP classes will receive a stipend of $500 per syllabus/syllabi at the conclusion of the 2026-2027 school year if they actively work through the last teacher day of the 2026-2027 school year. Any dual credit or AP teachers who separate employment prior to the last teacher day of the 2026-2027 school year will forfeit this entire stipend.

7. Placement of New Teachers on the Salary Schedule. New teachers who are hired with no previous experience for the 2026-2027 school year will be placed

on the 2026-2027 Salary Schedule (Appendix A-1) in Row 1 and in their appropriate degree column. New teachers who are hired with previous teaching experience will be placed at a salary that mirrors a current teacher with the same education and experience.

If the Superintendent would like to deviate from the typical placement for new teachers on the salary schedule, then he must notify the Association President and give him/her 3 business days to agree or veto the deviation. If the Association President does not respond within 3 business days, then the Superintendent may proceed with the placement.

Rehired retirees will be placed at a starting base salary of $50,000.

Any new hire who possesses an Early Literacy Endorsement on their license shall receive a one-time $200 differentiation added to their base salary. To receive the $200 literacy endorsement base salary differential, the new hire must submit evidence of the literacy endorsement on their license upon being hired by the School Corporation.

8. Literacy Endorsement Base Salary Differential

Each returning teacher who newly possesses an Early Literacy Endorsement on their license shall receive a one-time $200 added to their base salary. To receive the $200 literacy endorsement base salary differential for the 2026-2027 school year, teachers must submit evidence of the literacy endorsement on their license by the last student day of the 2026-2027 school year.

APPENDIX B
EXTRA- CURRICULAR ACTIVITIES

ECA Salary - Athletics

Placement on the ECA salary schedule for athletics will be determined by years of coaching experience in Tippecanoe Valley School Corporation. Years of coaching experience credit is only applied to the individual sport in which it is earned. Years of coaching experience can be earned in the following individual sports.

Boys Basketball
Girls Basketball
Football
Baseball
Wrestling
Boys Swimming
Girls Swimming
Boys Tennis
Girls Tennis
Volleyball
Softball
Boys Golf
Girls Golf
Track
Cross Country

APPENDIX B

EXTRA- CURRICULAR ACTIVITIES

ECA Salary - Athletics

Placement on the ECA salary schedule for athletics will be determined by years of coaching experience in Tippecanoe Valley School Corporation. Years of coaching experience credit is only applied to the individual sport in which it is earned. Years of coaching experience can be earned in the following individual sports.

Boys Basketball Girls Basketball Football Baseball Wrestling
Boys Swimming Girls Swimming Boys Tennis Girls Tennis Volleyball Softball
Boys Golf Girls Golf Track
Cross Country

APPENDIX B

TIPPECANOE VALLEY SCHOOL CORPORATION

ECA Salary Schedule 2026-2027

OTHER ECA	# AT EACH POSITION	AMOUNT
Academic Team Head Coach/SAT Prep HS	5	1,942
Academic Team MS	1	574
Angler's Club	1	605
Adult Ed Director	1	701
After School Club Sponsors AK	8	841
After School Club Sponsors ME	8	841
Archery Club HS	1	788
Art Club HS	1	605
Band Director	1	2,711
Cheerleader/Pep HS	1	1,566
Cheerleader/Pep HS Assistant	1	617
Cheerleader/Pep MS	1	846
Cheerleader MS Assistant	1	605
Choir Director HS	1	1,802
Choir Assistant HS	1	605
Class Sponsor – Sr	2	1,261
Class Sponsor - Jr	2	1,300
Circle the State in Song – AK	1	605
Choir - ME	1	605
Hand Chimes – ME		605
Department Chairs- HS	7	4,839
Drama Director HS	1	1,658
Drama Assistant HS	1	1,348
Drama Set Building HS	1	705
E-Sports HS	1	1,205
Foreign Language Sponsor HS	1	605
GEI Team AK	8	2,400
GEI Teams ME	8	2,400
KEYS HS	1	574
Kickboxing Club HS	1	574
Math Team AK	1	605
Math Team ME	1	605
Musical Director HS	1	1,302
Musical Assistant HS	1	1,205
National History Day Sponsor MS	2	1092
National Honor Society MS	1	605
National Honor Society HS	1	605
PLTW Coordinator - AK	1	546
PLTW Coordinator - ME	1	546

Speech Club HS	1	605
Unified Coaches Football-2	2	2,185
Unified Track	2	2,185
Spell Bowl AK, ME, MS	3	1,815
School Improvement Team- AK	6	3,196
School Improvement Team- ME	6	3,196
Student Council (2 per School)	8	6,304
Team Leader MS	6	3,196
Robotics Club - AK	1	605
Robotics Club - ME	1	605
Robotics Club – MS	1	605
Sunshine Sponsor	1	605
Yearbook Sponsor HS	1	1,159
Yearbook Sponsor AK, ME, MS	3	1,815
Elementary After School Tutoring Director	2	1,230
ELEMENTARY ATHLETICS		
3/4 Volleyball	2	481
5TH Gr Volleyball Coach AK, ME	2	1,147
5th Gr Volleybal AD; AK, ME	2	754
3/4 Girls Biddyball BB	2	481
3/4 Boys Biddyball BB	2	481
5th Gr Girls BB Coach AK, ME	2	1,147
5th Gr Boys BB Coach AK,ME	2	1,147
5th Gr BB AD; AK, ME	2	1,147

All other clubs or activities deemed worthy by sufficient interest shown by students and recommended by the Principal and Superintendent will be paid at $546.00.
*The number of positions has not been bargained and is included for informational purposes only.

APPENDIX B

TIPPECANOE VALLEY SCHOOL CORPORATION

ECA Athletic Salary Schedule 2026-2027

	# at Each Position	
BOYS		
Basketball		
Varsity Assistant	1	4,407
JV	1	4,407
Freshman	1	3,424
8th Gr	2	2,657
7th Gr	2	2,424
6th Gr	2	2,074
Football		
Varsity Assistant	3	4,407
Freshman	2	3,064
Middle School Head	1	2,639
Middle School Assist	3	2,308
Baseball		
Head Varsity	1	3,917
Varsity Assistant	1	3,424
JV	1	3,424
JV Assistant	1	1,200
Wrestling		
Head Varsity		3,917
Varsity Assistant	1	3,424
Middle School	1	1,722
HS Soccer	1	2958
Assistant	1	1,200
High School Golf	1	2,958
High School Tennis	1	2,958
BOYS & GIRLS		
Track		
Head Varsity	1	3,917
Varsity Assistant	4	3,229
Middle School Head	1	1,877
Middle School Assist	2	1,729

HS Cross Country	1	3,917
MS Cross Country	1	1,566
HS Soccer	1	2,958
Varsity Asst. Soccer	1	1,200
HS Head Swim	1	4,330
HS Assist Swim	1	2,601
HS Diving	1	2,601
MS Golf	1	1,412
MS Soccer	1	1,566

	# at Each Position	
GIRLS		
Basketball		
Varsity Assistant	1	4,407
JV	1	4,407
Freshman	1	3,424
8th Grade	2	2,657
7th Grade	2	2,424
6th Grade	2	2,074
Volleyball		
Head Varsity	1	
Varsity Assistant	1	3,424
JV	1	3,424
Freshman	1	2,332
8th Grade	1	2,242
7th Grade	1	2,242
6th Grade	2	1,000
HS Tennis	1	2,936
HS Golf	1	2,936
Softball		
Head Varsity		3,917
Varsity Assistant	1	3,424
JV	1	3,424
Soccer	1	2958
Varsity Asst. Soccer	1	1,200
Wrestling	1	2200
Varsity Assistant	1	1,200

*The number of positions in the ECA Athletic Salary Schedule has not been bargained and is included for informational purposes only.

** The parties agree the School Corporation shall have the unilateral discretion to determine the ECA stipend for the Volleyball Head Coach for the 2026-2027 school year.
All ECA's in Appendix B will be revised/reallocated based on lack of participation, but there will be no increase or decrease in total monies expended for ECAs. This provision is included for informational purposes and has not been bargained.

APPENDIX C

GRIEVANCE FORM

TIPPECANOE VALLEY SCHOOL CORPORATION

1. Name(s) of Aggrieved Party(ies)_____

_____

_____

2. Position(s)_____ Building(s)_____

_____

_____

3. Contract Provision(s) Alleged Violated

_____

_____

_____

4. Date and Place of Occurrence(s)_____

_____

_____

5. Statement of the Grievance (Include events and conditions of the grievance and persons responsible)

_____

_____

APPENDIX C

1.Redress sought

_____

_____

_____

_____

Signature(s) of Aggrieved Party(ies)_____

_____

2.Date filed: _____

FORMAL STEPS

STEP ONE (Building by Principal)

3.Disposition by Principal ———————————————

_____

_____

_____

_____ _____

Signature of Principal Date

Position of Aggrieved Party(ies)_____

_____

_____

_____

_____ _____

Signature(s) Date

APPENDIX C

STEP TWO (Superintendent)

1. Disposition by Superintendent _____

_____

_____

_____

_____

_____ _____

Signature(s) Date

2. Position of Party(ies) ——————————————————

_____

_____

_____

_____

_____ _____

Signature Date

STEP THREE (Board of Education)

1. Disposition by Board ———————————————————

_____

_____

_____

_____

_____ _____

Signature Date

APPENDIX D –2026-2027 PAYROLL CALENDAR

2026-2027
PAYROLL SCHEDULE

	PAY PERIOD	PAY DATE
1	08/10/26-08/21/26	09/04/26
2	08/24/26-09/04/26	09/18/26
3	09/07/26-09/18/26	10/02/26
4	09/21/26-10/02/26	10/16/26
5	10/05/26-10/16/26	10/30/26
6	10/19/26-10/30/26	11/13/26
7	11/02/2611/13/26	11/27/26
8	11/16/26-11/27/26	12/11/26
9	11/30/26-12/11/26	12/25/26
10	12/14/26-12/25/26	01/08/27
11	12/28/26-01/08/27	01/22/27
12	01/11/27-01/22/27	02/05/27
13	01/25/27-02/05/27	02/19/27
14	02/08/27-02/19/27	03/05/27
15	02/22/27-03/05/27	03/19/27
16	03/08/27-03/19/27	04/02/27
17	03/22/27-04/02/27	04/16/27
18	04/05/27-04/16/27	04/30/27
19	04/19/27-04/30/27	05/14/27
20	05/03/27-05/14/27	05/28/27
21	05/17/27-05/28/27	06/11/27
22	05/31/27-06/11/27	06/25/27
23	06/14/27-06/25/27	07/09/27
24	06/28/27-07/09/27	07/23/27
25	07/12/27-07/23/27	08/06/27
26	07/26/27-08/06/27	08/20/27

Please have all time sheets to central office
by Tuesday morning following the pay period ending date

ECA Payment Dates:

10/09/26
11/20/26
12/18/26 < Year Long
03/26/27
06/04/27 < Year Long