Collective Bargaining Agreement

Between
Garrett-Keyser-Butler
Community School District
And
Garrett-Keyser-Butler
Education Association
July 1, 2026 – June 30, 2027

Garrett-Keyser-Butler Community School District
Collective Bargaining Agreement

TABLE OF CONTENTS

ARTICLE I - RECOGNITION 1
A. DEFINITION OF TERMS 1
ARTICLE II - TERMS OF AGREEMENT 1
ARTICLE III - COMPENSATION 2
A. SALARY RANGE 2
B. LITERACY ENDORSEMENT BASE SALARY DIFFERENTIATION 2
C. BASE SALARY INCREASES 2
D. STIPENDS 2
E. EXTENDED CONTRACTS 3
F. PAYMENT SCHEDULE 3
G. INDIANA PUBLIC RETIREMENT SYSTEM (INPRS) CORPORATION CONTRIBUTION 3
H. NEW HIRE COMPENSATION 3
ARTICLE IV – LEAVES 5
A. SICK LEAVE 5
B. SICK LEAVE- PENSION BOND TEACHERS OF 2003 5
C. SICK LEAVE – BUY-BACK DAYS 5
D. BEREAVEMENT LEAVE 6
E. FAMILY SICK LEAVE 6
F. COURT LEAVE 7
G. PROFESSIONAL LEAVE 7
H. PERSONAL LEAVE 7
I. PUBLIC AND/OR ASSOCIATION OFFICE LEAVES 8
J. PARENTAL LEAVE 8
K. LEGISLATIVE LEAVE 8
L. ASSOCIATION LEAVE 8
M. SICK LEAVE BANK 9
N. FAMILY MEDICAL LEAVE ACT (FMLA) 11
O. FAMILY MEDICAL HARDSHIP LEAVE 11
ARTICLE V – RETIREMENT 12
A. PENSION BOND FOR TEACHERS EMPLOYED PRIOR TO JULY 1, 2000, AND WHO PARTICIPATED IN THE PENSION BOND BUY-OUT OF 2003 13
B. GENERAL PLAN DESCRIPTION FOR TEACHERS HIRED AFTER JULY 1, 2000 13
C. STEERING COMMITTEE AND 401(A) PLAN VENDOR 14
D. PLACEMENT OF 401(A) PLAN AND 403(B) PLAN MONIES 14
ARTICLE VI - BENEFITS 14
A. MEDICAL INSURANCE 14
B. LONG TERM DISABILITY 14
C. LIFE INSURANCE 14

D. VISION INSURANCE 15
E. SECTION 125 15
F. INSURANCE CONSORTIUM REPRESENTATION 15
G. RIGHT TO CONTINUE INSURANCE PROGRAM AT TEACHER'S EXPENSE 15
H. ATHLETIC PASSES 15
ARTICLE VII - ANCILLARY DUTIES 15
A. ROOM PREPARATION 15
B. BACK TO SCHOOL NIGHT 15
C. SST'S AND/OR CASE CONFERENCES 16
D. HOMEBOUND 16
E. CLASSROOM COVERAGE 16
ARTICLE VIII - SUMMER SCHOOL 16
ARTICLE IX - GRIEVANCE PROCEDURE 17
A. DEFINITIONS 17
B. GRIEVANT AND REPRESENTATION 17
C. PROCEDURE 17
D. POWERS OF ARBITRATOR 19
E. OTHER PROVISIONS RELATING TO THE GRIEVANCE PROCEDURE 19
ARTICLE X – GARRETT-KEYSER-BUTLER COMMUNITY SCHOOL DISTRICT – GRIEVANCE FORM 21
ARTICLE XI - DURATION 22
APPENDIX A 23
A. EXTENDED CONTRACTS 23
B. COMMITTEES 23
APPENDIX B - EXTRA-CURRICULAR SALARY SCHEDULE 24

ARTICLE I - RECOGNITION

The Board of Education of the Garrett-Keyser-Butler Community School Corporation agrees to recognize the Garrett-Keyser-Butler Education Association as the exclusive representative for all full-time certificated teaching personnel in the School Corporation with exception of the Superintendent, Principals, Assistant Principals, Athletic Director, and Career Development Program Director.

With respect to the obligations contained in this Contract to negotiate with the Association matters pertaining to school employees' salary, wages, and salary and wage benefits; including accident, sickness, health, vision, life, disability, retirement benefits, and paid time off for teachers in the Garrett-Keyser-Butler Community School District, it is understood that nothing contained herein shall be construed to deny or restrict to any teacher or to the Board rights they may have under Indiana Code or other applicable laws and regulations. The rights granted to teachers hereunder shall be deemed to be in addition to those provided by law.

A. DEFINITION OF TERMS

1. The term "teacher" when used in this contract shall refer to all full-time certificated members within the bargaining unit employed by the Board with exception of the Superintendent, Principals, Assistant Principals, Athletic Director, and Career Development Program Director.
2. The term "Board" shall mean the Garrett-Keyser-Butler School Board.
3. The term "Association" shall mean the Garrett-Keyser-Butler Education Association.

ARTICLE II - TERMS OF AGREEMENT

1. All bargainable issues have been discussed during the negotiations leading to this agreement.
2. Any provision in this contract which conflicts with any provision of law, statutory or judicial, or any mandated requirement of any state administrative agency shall be null, and void and the provisions of such law will control.
3. All items contained in appendices to this contract are attached to and incorporated into it.
4. This contract shall be effective July 1, 2026, through June 30, 2027.
5. Garrett-Keyser-Butler Community School District may not enter contracts that will cause deficit financing due to a reduction in the employer's actual Education fund revenue or an increase in the employer's expenditures when the expenditures exceed the employer's current year actual Education fund revenue.

ARTICLE III - COMPENSATION

A. SALARY RANGE

$45,000 to $84,700, not including current year increases or TRF contributions.

B. LITERACY ENDORSEMENT BASE SALARY DIFFERENTIATION

Prior to receipt of increases described in Section C, the base salary of teachers who possess a literacy endorsement will be adjusted, as needed, to reflect a $50 differential (in comparison to the base salary of teachers who otherwise have the same credentials but do not possess the literacy endorsement).

C. BASE SALARY INCREASES

1. Factors and Definitions
    a. Academic Need – The teacher received a highly effective or effective evaluation from Garrett-Keyser-Butler CSD during the 25-26 school year.
    b. Education – Content area Master's degree or BA+36 content area as identified by IDOE graduate-level credit hours.
2. Distribution – amounts to be added to a teacher's base salary when factors and definitions are met.
    a. Academic Need = $500
    b. Education = $250

The parties have bargained a provision allowing the Garrett-Keyser-Butler School Board the right to award stipends. Stipends, if awarded, are non-repeating increases and not added to the teacher's current base pay.

When this contract expires, in general the terms continue with no increase or increment in salary, wages, or benefits until a new contract is executed.

If the school corporation requires a teacher to obtain additional certification or licensure to meet corporation educational needs, Garrett-Keyser-Butler Community School District shall pay the applicable fees with written agreement by the School Board. If the teacher fails, does not complete the program, or leaves the corporation within two (2) years of course completion, the corporation must be reimbursed for these expenditures.

D. STIPENDS

DUAL CREDIT COURSES – Dual credit is the term given to courses in which high school students can earn both high school and college credits simultaneously. Dual credit courses can be taken at Garrett High School, through state, private or independent accredited colleges and universities with a credentialed high school teacher. Each teacher who teaches one or more dual credit courses under the teacher's valid license or credential shall receive one (1) $500 stipend per academic year, regardless of the number of dual credit courses taught. This does not pertain to

teachers who teach dual enrollment courses, as the coursework of dual enrollment courses does not meet any high school graduation requirements.

E. EXTENDED CONTRACTS

Calculation of pay for extended contracts shall be determined by the following formula; teachers daily rate multiplied by the number of contract days beyond 183. The resulting product will be added to the teacher's contracted salary. The daily rate will be determined by dividing the teacher's base salary by 183 days.

F. PAYMENT SCHEDULE

Each teacher will be paid a base salary, per the regular teacher's contract. Paydays are scheduled for the 5th and 20th of each month. If a payday falls on a Saturday or Sunday, the direct deposit will be distributed on Friday. If a payday falls on a legal holiday, the direct deposit will be distributed the business day prior to the holiday. Upon request, teachers shall receive their July and August compensation on the last pay date in June if the school district has the funds available. If more requests for lump sum payments are received than there are funds available to maintain the normal operation of the school without the borrowing of money, those requests will be honored according to the earliest time and date on which they are received in the Superintendent's office. In no event will the School Corporation agree to borrow money to meet lump sum teacher salary requests. Final wages will be paid on the next regularly scheduled payday on which the teacher would have been normally paid had the teacher remained employed.

G. INDIANA PUBLIC RETIREMENT SYSTEM (INPRS) CORPORATION CONTRIBUTION

The Corporation will contribute all the Teacher's three percent (3%) commitment to the Indiana Public Retirement System (INPRS).

H. NEW HIRE COMPENSATION

All new hires will be placed by the Superintendent on a step and lane system which has a column for a Bachelor's and Master's degree or BA+36 content area as identified by IDOE graduate-level credit hours. The scale is used only for the placement, and it is used only once for each new teacher hired. The Superintendent reserves the right to place new teachers at the appropriate years of experience. The Superintendent may use his/her discretion to adjust a salary for a difficult to fill position. If a new hire possesses a literacy endorsement, their base salary will be adjusted to reflect a $50 differential (in comparison to the base salary of teachers who otherwise have the same credentials but do not possess the literacy endorsement).

2026-2027 NEW HIRE SALARY SCHEDULE		
Years of Service	Bachelor's Degree	Master's Degree or BA+36 as identified by IDOE graduate-level credit hours
0	$45,000	$46,500
1	$46,500	$48,250
2	$48,000	$50,000
3	$49,500	$51,750
4	$50,250	$52,750
5	$51,000	$53,750
6	$51,500	$54,500
7	$52,000	$55,250
8	$52,500	$56,000
9	$53,000	$56,750
10	$53,500	$57,500
11	$54,000	$58,250
12	$54,500	$59,000
13	$55,000	$59,750
14	$55,500	$60,500
15	$56,000	$61,250
16	$56,500	$62,000
17	$57,000	$62,750
18	$57,500	$63,500
19	$58,000	$64,250
20	$58,500	$65,000
21	$59,000	$65,750
22	$59,500	$66,500
23	$60,000	$67,250
24	$60,500	$68,000
25	$61,000	$68,750
26	$61,500	$69,500
27	$62,000	$70,250
28	$62,500	$71,000
29	$63,000	$71,750
30	$63,500	$72,500

ARTICLE IV – LEAVES

A. SICK LEAVE

1. Each teacher shall be entitled to be absent on account of personal illness, without the loss of salary, for a total of ten (10) days for the first year of employment in this School Corporation and for seven (7) days in each succeeding year.
2. After the first year of employment, seven (7) days of accumulated sick leave from another school corporation, per year, is transferable.
3. The total unused days may be accumulated to ninety (90) days.
4. A teacher who is absent from work because of injury received on the job shall receive regular pay from his accumulated sick leave the first five (5) days (chargeable against sick leave). After seven calendar days of absence because of an injury on the job, workers compensation will pick up 66 2/3 % of salary until the teacher is released to return to work.

B. SICK LEAVE- PENSION BOND TEACHERS OF 2003

Per the pension bond agreement of 2003, all sick days were purchased by the school corporation for all teachers employed prior to July 1, 2000. Beginning 2003-04 school year, all teachers included in the pension bond buy-out plan are allowed to purchase back sick days at a rate of $60.00 a day if needed for sick leave absences in years leading up to retirement or separation from the school corporation. A buy back form must be completed and returned to the payroll department within three (3) school days of returning to work.

C. SICK LEAVE – BUY-BACK DAYS

1. When a teacher's unused sick day accumulation has exceeded the maximum as defined above, that excess accumulation shall be designated as annual buy-back days and will be compensated at the rate of the current substitute pay for each day more than the maximum. Such compensation for annual buy-back days shall be paid to the teacher's 401(a) account. These payments shall be made on or before August 1st.
2. Upon retirement, a teacher will donate one-third (1/3) of his/her sick days to the sick bank and be paid sub rate for the other two-third (2/3) of the days, up to a maximum of sixty (60) days. This could be paid to the teacher's 401(a) account, applied to the teacher's insurance premiums if remaining on GKB insurance after retirement or as a stipend at the discretion of the retiring teacher. This will be paid as a one-time payment in conjunction with final contract payout.

D. BEREAVEMENT LEAVE

1. The following days of absence, without loss of pay and in addition to sick days, commence with the day of death or with the day after death:
    a. Ten (10) bereavement working days:
    Spouse, domestic partner, natural, adopted, foster, and/or stepchild (including loss during pregnancy).
    b. Five (5) bereavement working days:
    Natural, adopted, foster, and/or step: mother, father, sibling, anyone for whom teacher's are the executor of the will, anyone living under the same roof as the teacher, or the biological parent of a teacher's child.
    c. Four (4) bereavement working days:
    Natural, adopted, foster, and/or step: mother-in-law, father-in-law, brother-in-law, sister-in-law, grandparent, or grandchild (including grandparent or grandchild of teacher's spouse).
    3. One (1) bereavement working day to attend the funeral of:
    Aunt, uncle, nephew, niece, friend, or student. Up to two (2) additional days of paid leave may be granted for travel exceeding 200 miles one way.
2. Pay for bereavement leave is not available for any day the teacher would otherwise not be at work.
3. In the event a legal holiday falls during the leave period, that day shall not count as one of the leave days. Should a make-up day fall on a legal holiday, it shall count as one of the leave days.
4. Bereavement days must be consecutive working days unless matters related to the death are not consecutive. If the teacher is the administrator of an estate, or the equivalent thereof, the days must be used within one year from the date of the death. Leave may be used for travel, funeral/funeral related activities, and to conduct business related to the funeral arrangements, estate, and or other matters related to the death.
5. Additional bereavement days may be requested and be approved by the Superintendent.

E. FAMILY SICK LEAVE

1. In case of serious illness in the immediate family, a teacher may use personal sick days for family members; the days used will be deducted from cumulative sick leave.
2. Immediate family is interpreted for this purpose as follows: parent, sibling, spouse, grandparent, grandchild, child, mother-in-law, father-in-law, brother-in-law, sister-in-law, or an individual who is a resident of the teacher's household.
3. A teacher may voluntarily donate up to ten (10) accrued sick leave days per contract year to an eligible immediate family member who is also part of the CBA and who has exhausted all their available sick days.

F. COURT LEAVE

In case of absence from duty in response to a jury summons or subpoena, the employee shall receive the difference in salary between that paid by the court, if any, and that paid to the employee by School Corporation for the period of absence.

G. PROFESSIONAL LEAVE

1. A teacher wishing to be excused for a conference and/or professional meeting shall submit his/her request in the board-approved format to the principal. All requests shall be initiated at least one (1) week prior to the regular Board meeting.
2. The expense to the teacher for attendance at professional meetings shall be paid as follows:
    a. Teachers shall be paid at the rate currently approved by the IRS per mile for a round trip that has been approved by the Superintendent.
    b. Conference registration and other fees incident to the conference shall be paid by the Board.
    c. Cost of hotel or motel accommodations will be paid by the Board.
    d. Cost of meals will be paid by the Board in accordance with the Guidelines for Travel and Conference Reimbursements policy.
3. Receipts for overnight accommodations, meals, and conference fees shall be presented to the Superintendent along with a claim for mileage.
4. In those cases where two (2) or more teachers are attending the same conference and are traveling by automobile, those teachers will be paid for one (1) car only.
5. The Board will rely upon the recommendations of the principal regarding benefits resulting to the School Corporation in granting such leave.

H. PERSONAL LEAVE

Personal leave provides that teachers are entitled to three (3) days each year for personal business without loss of salary. These days may be taken in one-half (1/2) day increments. Teachers may not use personal leave to extend winter, spring, summer or fall break unless a unique circumstance exists. Permission to use personal leave under these circumstances must be submitted in writing and approved by the Superintendent and will only be considered one (1) time per five (5) calendar years. Teachers may use one (1) day to extend Labor Day, Fair Day, MLK Jr. Day, President's Day (if school is not in session) and Good Friday one (1) time per school year. A letter of request must be submitted two (2) weeks prior to the absence to the Superintendent and only a certain amount per building will be approved per the Superintendent's discretion.

Teachers with less than five (5) years' experience will be paid their daily rate for up to two (2) unused personal days the last pay period in July. After five (5) years, when a teacher is vested, the money for up to two (2) unused personal days per year will be added to an eligible teacher's 401(a) account. After ten (10) years of service at Garrett-Keyser-Butler CSD, the teacher has the

option to roll over up to two (2) unused personal days for a maximum of five (5) personal days or receive the money for the two (2) days into their 401(a) account. For all groups, if there is up to one (1) remaining unused personal day, it will be rolled over to sick leave. Alternatively, teachers may choose to decline payment for unused personal days and elect to have the unused balance rolled to their accumulated sick leave. Teachers wishing to utilize this option must notify payroll of this decision by the last teacher workday of the school year.

Any teacher on a summer teaching contract may use one (1) unused personal day from the previous regular school year during their summer employment. This personal day is to be taken in one (1) school day only, cannot be used for two (2) half-days.

I. PUBLIC AND/OR ASSOCIATION OFFICE LEAVES

Any teacher elected to ISTA or NEA, or any municipal, state, or national public office will be granted a leave, without pay, for the balance of the school year, with the option of extending said leave one (1) additional school year. Teachers exercising such leave will return to their teaching duties at the beginning of a school year and shall notify the school administration in writing of their intent to return no later than April 15. Membership in the Indiana General Assembly shall not be governed hereby, but rather by Indiana law.

J. PARENTAL LEAVE

A teacher who does not qualify for FMLA and is adding a child to their family due to one of the following reasons may use up to five (5) days (sick or personal) for this purpose within the first year of the child's birth or placement of the child with the teacher:

1. The teacher becomes a parent because a child is born via natural childbirth
2. The teacher becomes a parent via adoption
3. The teacher becomes a legal guardian through a court ordered placement of a child. The teacher will provide documentation to the Superintendent's Office confirming the court order of the placement
4. The teacher becomes a foster care parent through a long-term foster care placement. Such foster placement may entitle a teacher to no more than one parental leave per school year and such leave must terminate if the placement ends during the leave. The teacher will provide document to the Superintendent's Office confirming the foster care placement.

K. LEGISLATIVE LEAVE

The Board will permit two (2) teachers (as chosen by the GKBEA) to attend the state legislature for the purpose of lobbying for education for up to three (3) days each.

L. ASSOCIATION LEAVE

The Board will provide four (4) paid Association days yearly for use by the President of the Association and/or his/her designee to attend to business of the Association which may include lobbying. Such days will be requested at least forty-eight (48) hours in advance. The Association

will reimburse the Corporation for substitute costs. The President of the Association will also receive a duty-free day every other week to conduct Association business.

M. SICK LEAVE BANK

The purpose of the Sick Leave Bank (from now on referred to as the Bank) is to relieve teachers from undue financial burdens due to absence from teaching as a result of a severe illness, injury, or incapacitation which exhausts their paid sick leave prior to eligibility for long term disability insurance.

1. ADMINISTRATION
    a. The Bank will be administered by a group of three (3) teachers. This committee will be known as the Sick Leave Bank Committee. These members will be appointed by the Executive Committee of the Garrett-Keyser-Butler Education Association. The term of the members of this committee will be for two (2) years. The members of this committee may succeed themselves.
    b. The Sick Leave Bank Committee will be responsible for collecting the days to be placed in the bank and furnishing to the Superintendent authorization for such days to be donated to the Bank. This information will be communicated to the Superintendent by October 1 of each year.
    c. The Sick Leave Bank Committee will meet in September of each year to organize for the upcoming year. The Sick Leave Bank Committee will meet in May of each year to provide the teachers and the Superintendent with an accounting of the number of days that have been used from the Bank, repaid to the Bank, and the number of days remaining in the Bank.
    d. The Sick Leave Bank Committee will meet within three (3) school days after receiving a written request by a teacher to borrow days from the Bank. After this meeting, the Committee will inform the teacher of the Committee's decision in writing the next school day. At the discretion of the Sick Leave Bank Committee, information from a physician may be required for days to be granted to a member.
    e. If the Sick Leave Bank Committee fails to approve a request for borrowing Bank days, the teacher may appeal to the Executive Committee of the Garrett-Keyser-Butler Education Association. Such appeal must be made within five (5) school days after notice of rejection by the Sick Leave Bank Committee. After such appeal the Executive Committee has five (5) school days to meet and act on the request to borrow days from the Bank. The teacher will be notified of the Executive Committee's decision the very next school day. The Executive Committee's decision is final.
    f. The Sick Leave Bank Committee will notify the Superintendent or his or her designee of any teachers who are eligible to borrow days from the bank.

2. OBTAINING DAYS FOR THE BANK
    a. Each teacher will be allowed to contribute one (1) day to the Bank, upon date of hire to Garrett-Keyser-Butler Schools. Additionally, upon retirement, half the amount of teacher's unused sick days will be surrendered to the Sick Leave Bank. Once the days in the Bank are down to fifteen (15), each teacher participating in the Bank will be asked to contribute one (1) additional day to replenish the Bank. Such authorizations will be given to the Superintendent by the Sick Leave Bank Committee.
    b. Once a day is contributed to the Bank, it loses any identity, and the teacher relinquishes any right to that day.

3. ELIGIBILTY
    a. Only those teachers who contribute days to the Bank are eligible to borrow days from the Bank. Teachers who do not contribute an additional day to replenish the Bank are no longer eligible for Sick Leave Bank day loans.
    b. A teacher may make a request to borrow days from the Bank before all his/her accumulated sick leave days are exhausted.
    c. A teacher must use all his/her accumulated sick leave, personal leave, buy-out days, and take one (1) day without pay before borrowing days from the bank.
    d. A teacher cannot continue to borrow days from the Bank and receive compensation from the Corporation's long-term disability insurance policy or Worker's Compensation. If a teacher is eligible to receive benefits from either of these sources, he/she must apply for those benefits before borrowing days from the Bank.
    e. Teachers are eligible to borrow days only during the period for which they are under contract to the Garrett-Keyser-Butler Community School District and not during the summer or school vacations. The exception shall be teachers who have extended contracts.
    f. The reason for a request to borrow Bank days must be because of illness, injury, or incapacitation to the teacher and not a spouse, child, or relative. If the teacher applies to the Bank for such above-named reason, then it is assumed that the teacher is not well enough to attend school or extra-curricular functions.
    g. Until a Sick Leave Bank loan is paid back, a teacher who borrows sick leave bank days will pay back these days by having two (2) days of each subsequent school year's sick leave days allotment withheld as credit against the Sick Leave Bank loan. If a teacher severs employment with Garrett-Keyser-Butler Schools, then any unused sick day leave shall be forfeited to the Bank, to be applied against the remaining balance of the Sick Leave Bank loan. If a teacher has not repaid all the borrowed days at the time employment is severed, then the remaining days

owed to the Sick Bank will be charged at the current sub rate. That amount will be deducted from the teacher's final pay. The days thus repaid will be re-instated to the Sick Bank.

h. The above notwithstanding, no teacher may receive Sick Leave Bank day loans which would cause his/her total outstanding loan to exceed fifty (50) days.
i. A "pay back" day or a borrowed day may be credited or paid, as applicable, in full or half day units.
j. If a teacher dies while in debt to the Sick Bank, the Garrett-Keyser-Butler School District agrees to absolve the Sick Bank debt and will not hold any surviving family members responsible for the cash balance of the remaining days.

N. FAMILY MEDICAL LEAVE ACT (FMLA)

FMLA requires covered employers to provide up to 12 weeks of unpaid job-protected leave during a 12-month period to eligible employees for the following reasons:

- For incapacity due to pregnancy, prenatal medical care of childbirth;
- To care for the employee's child after birth, or placement for adoption of foster care;
- To care for the employee's spouse, son, daughter, or parent, who has a serious health condition; or
- For a serious health condition that makes the employee unable to perform the employees' job.

Additionally, there are various Military Family Leave Entitlements included in the FMLA.

A 12-month period for purposes of FMLA leave is a "rolling" 12-month period measured backward for each employee from the date they use FMLA leave.

During FMLA leave, the employer must maintain the employee's health coverage under any "group health plan" on the same terms as if the employee had continued to work. If the teacher is unable to return to work at the end of the leave because of the medical requirements giving rise to the leave, the employer agrees not to require repayment of these insurance amounts.

The entire policy and forms are available through the Superintendent's office.

O. FAMILY MEDICAL HARDSHIP LEAVE

The purpose of Family Medical Hardship Leave is to help alleviate the financial distress a teacher may face when confronted with the necessity of caring for a catastrophically ill family member. The leave must be used only for an event involving a member of a teacher's immediate family, household, or someone for whom a teacher has guardianship. The leave may not be utilized for a teacher's personal illness.

The transfer of sick days from teacher to teacher is prohibited unless approved by the Family Medical Hardship Leave Committee (hereafter called the FMHLC). The purpose of the FMHLC is to

review on a case-by-case basis the need to transfer sick days from one GKB teacher to another. A teacher requiring additional paid days to care for a critically ill family member may submit his or her request to the FMHLC, following the procedure below. A teacher must exhaust all his or her available sick and personal days, as well as miss ten (10) unpaid school days, before potentially qualifying for Family Medical Hardship Leave. Because the availability of leave days is based upon the willingness of other teachers to donate their sick leave, no guarantee can be made about the number of days that may be granted. Days donated to help a teacher will lose all identity. Any unused donated days will be recorded and used to help a future applicant. Leave granted may be used in half- or full-day increments.

The Family Medical Hardship Leave Committee will be comprised of three (3) teachers to be appointed by the Executive Committee of the Garrett-Keyser-Butler Education Association. The term of the members of will be two (2) years. The members may succeed themselves.

To apply for Family Medical Hardship Leave, a teacher will fill out a Request for Transfer of Sick Days form and submit to the Committee Chair in a timely fashion. A teacher may make a request for days from the Bank before all his/her accumulated sick leave days are exhausted. Within three (3) days after receiving the form, the Committee will meet to review the request. The Committee will inform the teacher of its decision, in writing, the next school day. Upon granting a request, the Committee Chair will make a corporation-wide request for teachers to voluntarily transfer a specified number of sick leave days to another teacher. The teacher(s) agreeing to donate must notify the Committee Chair in writing of their decision to donate days within three (3) school days of the request. The Committee Chair will notify the Superintendent or the Superintendent's designee of the number of days donated and the names of the days' donor(s). The teacher requesting the FMHLC will then be notified of the number of days granted.

If the FMHLC fails to approve a request for the transfer of sick days, the teacher may appeal to the Executive Committee of the Garrett-Keyser-Butler Education Association. Such an appeal must be made within five (5) school days after the notice of the FMHLC's rejection of the request. After such an appeal, the Executive Committee must meet within five (5) school days to review and act upon the request for a transfer of sick days. On the following school day, the requesting teacher will be notified of the Executive Committee's decision. The Executive Committee's decision will be regarded as final.

ARTICLE V – RETIREMENT

EMPLOYER CONTRIBUTION PLAN
The Board will maintain its IRS Code Section 403(b) annuity program (403(b) Plan) and establish a Section 401(a) Annuity Plan (401a Plan) for all teachers.

A. PENSION BOND FOR TEACHERS EMPLOYED PRIOR TO JULY 1, 2000, AND WHO PARTICIPATED IN THE PENSION BOND BUY-OUT OF 2003

1. The teacher will receive an annual deposit in his or her 401(a) account each year per the Pension Bond Annual Deposit Schedule. The annual deposits will be made in July of each year if the teacher is continuing employment at Garrett-Keyser-Butler Community School District and has not reached the age of 59.
2. To qualify for Pension Bond benefits, teachers hired prior to July 1, 2000, must have been employed a minimum of ten (10) years in the Garrett-Keyser-Butler Community School District, plus have a minimum of twenty (20) years total creditable service, as defined in IC 21-6.1-4-2. Teachers must also have reached Rule of 85, must receive Indiana State Teacher Retirement benefits, and must notify the Garrett-Keyser-Butler Superintendent's office prior to the date in which retirement is to commence. All termination credits in the Pension Bond formula will return to the Garrett-Keyser-Butler Community School District if a teacher does not qualify for retirement benefits.
3. All 1% contributions to the existing 401 (a) for teachers employed prior to July 1, 2002, will cease June 30, 2003.
4. Teachers who have elected to retire from the Garrett-Keyser-Butler Schools may have their last July 401(a) annual payment up to $2,000 deferred to be added to their final salary payment from the school corporation.
5. If a teacher that was hired prior to July 1, 2000, passes away at any time during his or her service at Garrett, the estate/beneficiary will receive the account in entirety, as of the date of death. The teacher's beneficiary will also receive the $50,000 life insurance, with age reduction formulas as set forth by the group term life contract.

B. GENERAL PLAN DESCRIPTION FOR TEACHERS HIRED AFTER JULY 1, 2000

1. The 401(a) Plan shall include provisions allowing salary settlement diversions and employer contributions. Within the provisions of the IRS Code, the plan shall be fully portable once the teacher is vested for contributions. The teacher shall be fully vested in the 401(a) Plan once he/she has completed five (5) years of service with this School Corporation, which service can come before and/or after initiation of the Employer Match Plan. To the extent allowed by law, the 401(a) Plan shall not provide for loans and hardship withdrawals.
2. The Board, by salary settlement diversion, shall contribute to each teacher's 401(a) Plan account the one percent (1%) of the teacher's base contract salary, without the three (3%) percent employer INPRS payment.
3. Teachers will be 100% vested upon death, disability, and early retirement. Upon death, the teacher's beneficiary will receive the $50,000 life insurance, with age reduction formula as set forth in the group term life contract.

C. STEERING COMMITTEE AND 401(A) PLAN VENDOR

The parties will maintain a joint Retirement Benefits Committee.

1. A minimum of two (2) and maximum of four (4) teacher members will be appointed by the Association President(s). A minimum of two (2) and a maximum of four (4) employer members will be appointed by the Superintendent.
2. The Committee shall be charged with the responsibility of implementing the 401(a) Plan and selecting the 401(a) Plan's vendor.
3. The Committee shall be further charged to monitor the Employer Contribution Plan Program and recommend changes, as it deems appropriate, which may include, but is not limited to the changing of the 401(a) vendor, to the parties.
4. The 401 (a) Plan vendor will be charged with the responsibility of the 401(a) Plan's initial and continued IRS compliance, and any other function necessary to implement the provisions of this program.

D. PLACEMENT OF 401(A) PLAN AND 403(B) PLAN MONIES

1. Each teacher shall be entitled to invest the monies associated with his/her Employer Contribution 401(a) Plan account monies in one of the 401(a) Plan vendor's investment options.
2. Each teacher shall be entitled to invest the monies associated with his/her 403(b) Plan account monies in any plan option heretofore sponsored by this School Corporation and/or one of the 401(a) Plan vendor's investment options.

ARTICLE VI - BENEFITS

A. MEDICAL INSURANCE

The teacher electing to be covered by the Corporation's Health Insurance may select from the available coverage and plan options. During this term of this agreement, the Board agrees to pay the amounts listed on the table below.

Amounts paid annually by the district towards:

Coverage Type	Plan A	Plan B	Plan C	Plan D
Family	$18,451.96	$18,897.04	$18,673.00	$18,301.00
Single	$8,792.04	$9,033.00	$8,958.00	$8,514.00

B. LONG TERM DISABILITY

The Board will pay all but $1 of the cost of the disability insurance plan.

C. LIFE INSURANCE

The Board will pay the cost of the $50,000 term life insurance, with age reduction formula as set forth by the group term life contract. Teachers do not have to enroll in the health insurance

program to have either the life or disability coverage. Teachers may elect to enroll in either or both plans.

D. VISION INSURANCE

The Board will pay the cost of single or family coverage for enrollment in the VSP vision plan. The selected plan is available to all teachers and eligible dependents. The plan will be reviewed by the Board and GKBEA upon renewal.

E. SECTION 125

The benefits provided to employees by Section 125 of the Revenue Act of 1978 shall be available without cost to any teacher so requesting.

F. INSURANCE CONSORTIUM REPRESENTATION

The Corporation insurance consortium representatives shall provide information to the Board regarding coverage and options for eligible employees.

G. RIGHT TO CONTINUE INSURANCE PROGRAM AT TEACHER'S EXPENSE

Any teacher granted a leave provided for herein shall have the right to continue any insurance program then offered by the School Corporation during such period of absence if the teacher desires to do so and elects to personally pay the full premiums then coming due on such insurance, either in a lump sum at the commencement of such leave, or by paying the premium to the Corporation so as to be at all times at least one (1) month in advance of the Corporation's due date.

H. ATHLETIC PASSES

Each teacher and one guest will be admitted, without charge, to all 6-12 athletic functions sponsored by the corporation, excluding all tournament events. Teacher badge is required for admission.

ARTICLE VII - ANCILLARY DUTIES

A. ROOM PREPARATION

All members of the bargaining unit who complete room preparation will receive one (1) day of pay at their current daily rate. This cannot be done during Back to School night hours. Any information in this provision beyond compensation for the duty is not bargained and is included for informational purposes only.

B. BACK TO SCHOOL NIGHT

All members of the bargaining unit who complete Back to School Night will receive two (2) hours of pay at their current hourly rate. Any information in this provision beyond compensation for the duty is not bargained and is included for informational purposes only.

C. SST'S AND/OR CASE CONFERENCES

1. Each school year, no teacher will be required, without additional compensation, to attend more than three (3) SST's and/or Case Conferences outside his/her workday/hours. This item is not bargained and is provided solely for informational purposes.
2. Compensation for each SST and/or Case Conference more than the maximum of the three (3) conferences shall be twenty-five dollars ($25).
    a. This compensation will be based on the teacher's requested (required) and subsequent appearance at the designated time, place, and date of the extra SST and/or Case Conference, whether it goes forward.
    b. Alternatively, this will apply to SST's and/or Case Conferences that may begin or end within the teacher's regular workday, but which end or begin outside that day.

D. HOMEBOUND

Teachers of Homebound Instruction shall be paid an hourly rate based upon their last regular teacher salary schedule, divided by one hundred eighty-three (183) days, divided by six (6) hours. The days referenced are for informational purposes only and were not bargained.

E. CLASSROOM COVERAGE

If no substitutes are available, a teacher who covers a classroom for an absent colleague shall receive paid compensation for loss of a prep period. This period must occur during the school day in which students are in their building and will receive $18.33 for one (1) period of coverage added to their paycheck at the end of each term. Any information in this provision beyond compensation for the duty is not bargained and is included for informational purposes only.

ARTICLE VIII - SUMMER SCHOOL

1. Teachers of for-credit summer school courses, including remedial elementary courses, shall be issued a Supplemental Service Teacher's Contract, and shall be paid for each hour of instruction at an hourly rate based upon their last regular teacher salary schedule, divided by one hundred eighty-three (183) days, divided by six (6) hours.
2. Teachers of Summer School who use a sick day shall only be charged one half day.
3. Teachers who complete room preparation will receive one (1) day of pay at the current substitute rate.
4. Teachers of not-for-credit summer school instruction shall be paid an hourly rate to be determined by the Board, but at a rate not less than the established minimum on the current salary schedule, depending on which salary column the individual teacher is located, on the last regular teacher salary schedule, divided by one hundred eighty-three (183) days, divided by six (6) hours.
5. The days referenced are for informational purposes only and were not bargained.

ARTICLE IX - GRIEVANCE PROCEDURE

A. DEFINITIONS

1. A "Grievance" is an alleged violation or claimed misinterpretation or misapplication of a specified Article or Section of this Agreement.
2. The terms "teacher" and "grievant" include any individual or group of individuals in the bargaining unit.
3. The term "day" when used in this Article shall mean teacher days (as that term is used in the school calendar of 183 days). During the summer recess, the term shall mean weekdays (Monday through Friday).
4. The term "building principal" includes regular licensed Principal or Assistant Principal at each educational institution in the system.

B. GRIEVANT AND REPRESENTATION

1. An individual teacher or group of teachers may present a grievance and may do so with the aid of the exclusive representative. The exclusive representative will thus be given an opportunity to be present at all stages of the grievance machinery. The adjustment of any grievance shall not be inconsistent with the terms of this Contract. The purpose of the grievance procedure is to settle grievances which may arise at the lowest possible administrative level.
2. The Association shall have the right to file system-wide grievances at Step Three, subject to the time limits of Step Two, paragraph 3.

C. PROCEDURE

Step One. A grievance may be initiated in one (1) of the following ways:

1. The teacher may approach the building principal concerned and discuss the matter on his or her own behalf.
2. The teacher may request that a representative of the Association accompany the teacher and in such case the building principal shall not initiate any consultation with the grievant prior to any scheduled meeting at which the representative is to be present.
3. The teacher may bypass this step of the procedure if the grievance is of a personal nature.

Step Two. In the event the grievance is not resolved in Step One, the grievant may file a formal grievance in writing with the building principal on the Grievance Form.

1. The grievance form shall be filed in quadruplicate with one (1) copy for the Association, the grievant, the building principal, and the Superintendent's office.
2. The grievance shall (a) name the other teacher(s) involved, if any; (b) state the facts giving rise to the grievance; (c) identify the specific provisions of this agreement alleged to have been violated or misinterpreted;(d) state the contention of the grievant with respect to the grievance; (e) indicate the specific relief requested; and

(f) be signed by the grievant(s). In the case of an Association grievance under section B2, the grievance shall be signed by the President(s) of the Association.

3. The grievance should be filed as soon as possible, but any grievance not presented in writing in Step Two within twenty (20) days of the time the grievant knew, or reasonably should have known, of the grievance shall be deemed waived and shall not be processed.
4. The teacher may request a meeting with the building principal, and the Association representative may accompany the grievant. In any event, within three (3) workdays after receiving the written grievance, the building principal shall communicate their answer, in writing to the grievant and the Association representative, and said answer shall be attached to the grievance.

Step Three. If the grievance is not settled in Step Two, it may be appealed to the Superintendent of Schools by filing a written notice with the Superintendent. The statement of grievance should be submitted within three (3) workdays from the time the employee has received a reply from the immediate supervisor concerning their original statement of grievance. The Superintendent shall give the answer in writing no later than three (3) workdays after the receipt of the written grievance. A copy of this answer will be sent to the employee submitting the grievance as well as the President(s) of the Garrett-Keyser-Butler Education Association.

Step Four.

1. If the grievance is not resolved in Step Three, the teacher may, within three (3) workdays of receipt of the Superintendent's answer, appeal to the Board by filing the grievance and the building principal's answer, along with a written response of the teacher, if desired, with the office of the Superintendent who signs a receipt. Any such response by the grievant shall be attached to the grievance.
2. A meeting with the Board or its designated members shall be held within ten (10) workdays following the receipt of such notice, and the Superintendent shall promptly notify the grievant and the Association of the date, the time, and the place where the appeal shall be heard. The Board's written answer shall be transmitted to the grievant and the Association within five (5) workdays after the informal hearing.

Step Five. Within twenty (20) days after receipt of the decision in Step Four, the Association, upon written notice to the School Board, may submit the grievance to advisory arbitration under and in accordance with the rules of the American Arbitration Association pursuant to the following procedure:

1. The two (2) parties, the School Board, and the Association, shall attempt to select an arbitrator by mutual agreement. If the two (2) parties cannot agree on the arbitrator, within ten (10) workdays after notification is given, the arbitrator shall be selected in accordance with the rules of the American Arbitration Association

2. The parties agree that neither party shall be permitted to present matters outside the scope of the grievance and its attachments.

D. POWERS OF ARBITRATOR

1. The role of the arbitrator is advisory only. The arbitrator shall have no power:
    a. To add to, subtract from, disregard, alter, or modify any of the terms of this agreement.
    b. To rule on the termination of services or failure to re-employee any teacher.
    c. To rule regarding any claim or complaint for which there is another remedial procedure or course established by law or by regulation having the force of law, including but not limited to any matter subject to the procedures specified in the Equal Employment Opportunity Act, or other legislation, addressed to race, religious origin, sex, or age discrimination.
    d. To advise on any practice, policy, or rule of the Board unless such practice, policy, or rule shall conflict with this Agreement.
2. The decision of the arbitrator shall be advisory and not binding on the Association, the Board, or the School Corporation.
3. The fees and expenses of the arbitrator shall be shared equal by the Board and the Association. All other expenses shall be borne by the party incurring them.

E. OTHER PROVISIONS RELATING TO THE GRIEVANCE PROCEDURE

1. No reprisal of any kind shall be taken by or against any participant in the grievance procedure by reason of such participation.
2. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel file of the participant(s) and are not valid basis for evaluations.
3. Time limit herein may be extended only by mutual written agreement, signed by the parties.
4. Time limits herein apply to teachers on leave of absence, other than sick leave, as if such teacher were present and working.
5. All steps of the grievance procedure shall be conducted during mutually agreed to times.
6. If there is a failure at Step One or Two to communicate the decision on a grievance within the specified time limit, the grievant shall then have the right to appeal at the next step of the procedure.
7. Any grievance not advanced from one step to the next within the time limits and if not processed by the teacher or their representative shall be deemed resolved by the answer at the previous step. Any answer not received from the Board or its' representative as outlined previously in this Article shall cause the implementation of the remedy south by the grievant.

8. Any grievance which arose prior to the effective date of this Agreement shall not be processed.
9. No teacher shall use the grievance procedure to appeal any decision of the Board of Administration if such decision is pursuant to any order off or compromise agreement with any State of Federal regulatory commission or agency.
10. This step is the last appeal.

ARTICLE X – GARRETT-KEYSER-BUTLER COMMUNITY SCHOOL DISTRICT – GRIEVANCE FORM

Name_____
Date Filed _____

A. Date Grievance Occurred _____
B. Attach Statement of Grievance
C. Attach solution Sought
D. Attach disposition of Principal

STEP ONE
Date _____

_____ _____
Grievant Signature Date

_____ _____
Principal Signature Date

STEP TWO FORMAL (file 4 copies; Association, grievant, building principal, Superintendent's office)
Date _____

_____ _____
Grievant Signature Date

_____ _____
Association President(s) Signature (if applicable) Date

_____ _____
Principal Signature Date

STEP THREE
Date _____

_____ _____
Grievant Signature Date

_____ _____
Superintendent Signature Date

STEP FOUR
Date _____

_____ _____
Grievant Signature Date

_____ _____
School Board Signature Date

ARTICLE XI - DURATION

This agreement is entered into by the undersigned parties, to be effective from July 1, 2026, until June 30, 2027. It will continue in full force from school year to school year unless mutually modified.

The undersigned attest to the following:

1. A public hearing was held in compliance with I.C. § 20-29-6-1(b) on Wednesday, September 16, 2026, and electronic participation from the parties and/or public was permitted; and
2. A public meeting in compliance with I.C. § 20-29-6-19 was held on Monday, October 26, 2026, to discuss the tentative agreement and electronic participation from the governing body and/or public was permitted.

By Rebecca Thomas Date 10-26-26
The Garrett-Keyser-Butler Education Association President

By _____ Date 10/26/26
The Garrett-Keyser-Butler Board of Education

APPENDIX A

The information contained in this Appendix was not bargained but included for information purposes only.

A. EXTENDED CONTRACTS

1. Staff with extended contracts are to use their days between July 1, 2026 – June 30, 2027 outside of the 183 scheduled teacher workdays.
2. Staff with extended contracts are required to use sick and personal days when absent during the 183 scheduled teacher workdays.
3. Staff may not opt to take off days during the school year and flex them on non-student/non-teacher days.
4. The following positions are approved for extended contracts, along with their respective allocated days outside the 183 scheduled teacher calendar:
    a. Elementary Counselor – 5 days
    b. Elementary Curriculum Coordinator – 30 days
    c. Elementary Dean of Students – 3 days
    d. Middle School Counselor – 10 days
    e. High School Counselors – 18 days
    f. High School Media Specialist – 6 days
    g. Data Specialist/Testing Coordinator – 15 days
    h. Technology Director – 20 days

B. COMMITTEES

The Association shall have the first right to chair all current and future committees tasked with matters affecting the bargaining unit, including but not limited to: teacher evaluations, the school calendar, employee handbooks and other committees as they arise.

APPENDIX B - EXTRA-CURRICULAR SALARY SCHEDULE

Effective: July 1, 2026

The number of positions were not bargained but included for informational purposes only.

ATHLETIC POSITIONS	
BASEBALL	
HS HEAD COACH	$4,104
HS ASSISTANT	$1,620
HS ASSISTANT	$1,620
HS ASSISTANT	$1,620
BASKETBALL – BOYS'	
HS HEAD COACH	$9,000
HS ASSISTANT	$3,348
HS ASSISTANT	$3,348
HS ASSISTANT	$3,348
8TH GRADE HEAD COACH	$2,376
7TH GRADE HEAD COACH	$2,376
6TH GRADE HEAD COACH	$2,160
BASKETBALL – GIRLS'	
HS HEAD COACH	$9,000
HS ASSISTANT	$3,348
HS ASSISTANT	$3,348
HS ASSISTANT	$3,348
8TH GRADE HEAD COACH	$2,376
7TH GRADE HEAD COACH	$2,376
6TH GRADE HEAD COACH	$2,160
CHEERLEADING	
HS HEAD COACH	$4,104
HS ASSISTANT	$1,620
MS HEAD COACH	$1,404
MS ASSISTANT	$702
CROSS COUNTRY	
HEAD COACH COODINATOR	$8,200
HS ASSISTANT	$2,700
MS HEAD COACH	$1,404
FOOTBALL	
HS HEAD COACH	$9,000
HS ASSISTANT	$3,348
HS ASSISTANT	$3,348
HS ASSISTANT	$2,808
HS ASSISTANT	$2,808
HS ASSISTANT	$2,268
HS ASSISTANT	$2,268
HS ASSISTANT	$2,268
MS HEAD COACH	$1,512
MS HEAD COACH	$1,512
MS ASSISTANT	$1,080
MS ASSISTANT	$1,080
MS ASSISTANT	$1,080
MS ASSISTANT	$1,080
GOLF	
HS HEAD COACH – BOYS'	$3,240
HS HEAD COACH – GIRLS'	$3,240
MS HEAD COACH	$1,404

SOCCER – BOYS'	
HS HEAD COACH	$4,104
HS ASSISTANT	$1,620
MS HEAD COACH	$1,404
MS ASSISTANT	$648
SOCCER – GIRLS'	
HS HEAD COACH	$4,104
HS ASSISTANT	$1,620
MS HEAD COACH	$1,404
MS ASSISTANT	$648
SOFTBALL	
HS HEAD COACH	$4,104
HS ASSISTANT	$1,620
HS ASSISTANT	$1,620
HS ASSISTANT	$1,620
TRACK	
HEAD COACH COORDINATOR	$8,200
HS ASSISTANT - BOYS	$2,700
HS ASSISTANT - GIRLS	$2,700
HS ASSISTANT	$1,620
HS ASSISTANT	$1,620
HS ASSISTANT	$1,620
MS HEAD COACH	$1,944
MS ASSISTANT	$1,404
MS ASSISTANT	$1,404
MS ASSISTANT	$1,404
VOLLEYBALL	
HS HEAD COACH	$4,104
HS ASSISTANT	$2,700
HS ASSISTANT	$2,700
8TH GRADE HEAD COACH	$1,404
7TH GRADE HEAD COACH	$1,404
6TH GRADE HEAD COACH	$1,080
WEIGHT TRAINING COORDINATOR	
FALL	$810
WINTER	$810
SPRING	$810
SUMMER	$810
WRESTLING	
HEAD COACH COORDINATOR	$8,200
HS ASSISTANT – BOYS	$2,700
HS ASSISTANT	$2,700
HS ASSISTANT – GIRLS	$2,700
HS ASSISTANT	$1,620
MS HEAD COACH	$1,728
MS ASSISTANT	$972
TOTAL	**$210,738**

NON-ATHLETIC POSITIONS	
ACADEMIC COMPETITION COACHES (9-12)	
COORDINATOR	$1,188
ENGLISH	$1,188
FINE ARTS	$1,188
MATH	$1,188
SCIENCE	$1,188
SOCIAL STUDIES	$1,188
SPELLING	$1,188
AFTER PROM SPONSOR	$1,000
ALL-SCHOOL DRAMA PRODUCTION	
DIRECTOR	$1,188
ASSISTANT	$540
STAGE AND SET ASSISTANT	$324
ALL-SCHOOL MUSICAL PRODUCTION	
DIRECTOR	$1,620
ASSISTANT	$540
STAGE AND SET ASSISTANT	$540
BAND DIRECTOR (INCLUDING PEP BAND)	$7,344
BAND DIRECTOR - ASSISTANT	$1,050
CHOIR DIRECTOR	$7,344
CHOIR DIRECTOR - ASSISTANT	$1,050
CHOIR DIRECTOR - ELEMENTARY	$500
DATA COACH	
THIRD GRADE	$750
FOURTH GRADE	$750
FIFTH GRADE	$750
SIXTH GRADE	$750
SEVENTH GRADE	$750
EIGHTH GRADE	$750
DETENTION DUTY	
ELEMENTARY	$756
MIDDLE SCHOOL	$756
ELEMENTARY GRADE LEVEL LEADERS	
KINDERGARTEN	$1,223
FIRST GRADE	$1,223
SECOND GRADE	$1,223
THIRD GRADE	$1,223
FOURTH GRADE	$1,223
FIFTH GRADE	$1,223
FINE ARTS	$1,223
INTERVENTION	$1,223
SUPPORT STAFF	$1,223
ENVIRONMENTAL CLUB SPONSOR	$540
FFA SPONSOR	$1,782
FRESHMAN SPONSOR	$486
HIGH SCHOOL DEPARTMENT LEVEL LEADERS	
CAREER TECHNICAL EDUCATION	$1,223
FINE ARTS	$1,223
LANGUAGE ARTS	$1,223
LIBRARY-MEDIA SERVICES	$1,223
MATHEMATICS	$1,223
PHYSICAL EDUCATION	$1,223
SCIENCE	$1,223
SOCIAL STUDIES	$1,223

SPECIAL EDUCATION	$1,223
HIGH SCHOOL STUDENT COUNCIL	
SPONSOR	$1,512
ADDITIONAL SPONSOR	$1,512
JUNIOR SPONSOR	
CHAIRPERSON	$1,188
MONEYMAKING	$432
PROM DECORATION	$432
MATH BOWL SPONSOR	
ELEMENTARY	$270
MIDDLE SCHOOL	$270
MIDDLE SCHOOL GRADE LEVEL LEADERS	
SIXTH GRADE	$1,223
SEVENTH GRADE	$1,223
EIGHTH GRADE	$1,223
SUPPORT STAFF	$1,223
MS LOCOMOTIVE LEADERSHIP COORDINATOR	$250
NATIONAL HONOR SOCIETY	
HIGH SCHOOL	$378
MIDDLE SCHOOL	$270
SCIENCE FAIR COORDINATOR	
ELEMENTARY	$324
SIXTH GRADE	$108
SEVENTH GRADE	$108
EIGHTH GRADE	$108
SENIOR SPONSOR	
CHAIRPERSON	$918
ADDITIONAL SPONSOR	$378
ADDITIONAL SPONSOR	$378
ADDITIONAL SPONSOR	$378
SOPHOMORE SPONSOR	$486
SPELLING BEE COORDINATOR	
ELEMENTARY	$270
MIDDLE SCHOOL	$270
STEM SPONSOR	
ELEMENTARY	$270
MIDDLE SCHOOL	$270
TECHNICAL	
DIRECTOR	$1,080
ASSISTANT	$378
YEARBOOK	
ELEMENTARY	$1,080
MIDDLE SCHOOL	$1,080
HIGH SCHOOL	$1,080
TOTAL	**$82,560**