2026-2027

MASTER CONTRACT

BETWEEN

THE BOARD OF SCHOOL TRUSTEES OF THE
SILVER CREEK SCHOOL CORPORATION

AND

SILVER CREEK TEACHERS' ASSOCIATION

July 1, 2026 - June 30, 2027

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ARTICLE I
RECOGNITION

Section 1. The Board hereby recognizes the Silver Creek Teachers Association as exclusive representative of all teachers in the School Corporation.

Section 2. Definitions:

The term "teacher" when used in this Contract shall refer to all certificated school employees, as defined in Indiana Code § 20-29, in Silver Creek School Corporation, an Indiana School Corporation, except for supervisors, as that term is defined in Indiana Code § 20-29, Superintendents; Assistant Superintendents; Associate Superintendents; Business Managers;
Principals; Assistant Principals; Athletic Director; Communications Coordinator; Director of Special Needs; Director of Title I; Director of Education Center; School Psychologist; Speech Language Pathologist; Deans and Substitute Teachers.

A. The term "Association", when used in this contract, shall refer to the Silver Creek Teachers Association.

B. The term "Board", when used in this Contract, shall refer to the entity of the Board of School Trustees of the Silver Creek School Corporation. The terms "Board" or "School Corporation" are used interchangeably in this Contract and obligations arising out of this Contract upon the Board may be delegated by the Board to its agents and need not be performed personally by members of the Board.

C. The term "Board" and "Association" shall include authorized officers, representatives, and agents.

D. The term "School Corporation" when used in this Contract, shall refer to the Silver Creek School Corporation of the County of Clark of the State of Indiana, which is governed by the Board.

E. When references are made to teachers in this Contract, it includes male and female teachers.

ARTICLE II
TEACHER RIGHTS

School employees shall have the rights as set forth in IC 20-29-4-1 which provides as follows:

School employees may:

A. Form, join, or assist school employee organizations;

B. Participate in collective bargaining with school employers through representatives of their own choosing: and

C. Engage in other activities, individually or in concert: to establish, maintain, or improve salaries, wages, salary and wage related fringe benefits, and other matters set forth in IC 20-29-6-4 and IC 20-29-6-5.

ARTICLE III
DUES DEDUCTION

[INTENTIONALLY OMITTED]

ARTICLE IV
DIRECT COMPENSATION

Section 1. The salary schedule for teachers, base salary increases, and stipends is as set forth in Appendix A.

Section 2. Newly hired teachers shall be placed on the salary schedule commensurate with current employees having the same education and years of experience. Any deviations will be done only with the mutual agreement of the Superintendent and the Association President within the range of teachers' salaries.

Section 3. All retired teachers rehired by the school district on a full or part-time basis shall be a part of the bargaining unit. Rehired teachers shall be placed no higher than Row G on Career Level 1 if they hold a Bachelor's Degree or Career Level 2 if they hold a Master's degree.

Section 4. Returning retired teachers shall receive all benefits contained within this Contract except:

A. Severance and retirement benefits, and

B. health insurance if the teacher is eligible for Medicare benefits.

Section 5. Retired teachers who are hired on a temporary contract to cover a currently employed teacher's approved Leave of Absence will be placed on the schedule in the same manner as retired, rehired teachers are placed in Section 3, above.

Section 6. Teachers who apply for and are selected to teach summer school shall be paid at his/her hourly rate of pay for teaching summer school.

Section 7. Compensation for extra-curricular activities are set forth in Appendix B.

Section 8. Ancillary Duties. Compensation for recognized Ancillary Duties are listed in Appendix D.

Section 9. Teacher's Retirement Contribution to the State. The Board shall pay to the Indiana State Teachers' Retirement Fund the teacher's contribution to the Indiana State Teacher's Retirement Fund up to a maximum of an amount to three percent (3%) of the teacher's salary.

ARTICLE V
INSURANCE BENEFITS

Section 1. Group Term Life Insurance. The Board shall contribute all but One Dollar ($1.00) of the total premium, as designated, for each teacher wishing to participate in the Group Term Life Insurance Plan with individual coverage of Fifty Thousand Dollars $50,000 (includes Aetna) with double indemnity, for accidental death.

Section 2. Medical Insurance, Major Medical, Out of Pocket Expenses

A. The Board shall contribute the following annual amount, in monthly installments, towards the teachers health insurance premiums when teachers enroll in the School Corporation's health insurance

plan:

Single	$5,739.56
Employee/Spouse	$10,294.53
Employee/Child	$10,056.38
Family	$15,378.88

B. The Board will give the Association at least a 60-day notice of intent to change health insurance carrier and discuss any change of carrier with Association.

C. For teachers who elect Family, Employee/Spouse, or Employee/Child coverage under the Board's high-deductible health plan, the Board shall contribute Two Thousand Dollars and Zero Cents ($2,000.00) between January 16, 2027, and January 31, 2027, into a health savings account for the teacher (if such account is active on the deposit date), and, for teachers who elect other than Family, Employee/Spouse, or Employee/Child coverage under the Board's high-deductible health plan, the Board shall contribute One Thousand Dollars and Zero Cents ($1,000.00) between January 16, 2027, and January 31, 2027. Teachers must have a health savings account open prior to January 15, 2027, or the Board contribution shall be forfeited.

Section 3. Long Term Disability. The Board shall provide a Long-Term Disability Plan (Income Protection Insurance Plan) in which each teacher may participate. The Long-Term Disability Plan shall provide a benefit of sixty-six and two- thirds percent (66-2/3%) of the teacher salary with a maximum salary of at least Sixty-Six Thousand Dollars ($66,000.00) and shall have a ninety (90) calendar day waiting period.

Section 4. Section 125 Flexible Figure Benefit Plan. The benefits, both Generation I and Generation II, provided by the provisions of Section 125 of the United States Internal Revenue Code (Flexible Benefit Plan) shall be made available by the Board to all teachers. The Board shall pay the group annual fee(s), if any, and the participating teacher shall pay any monthly fee.

ARTICLE VI
RETIREMENT BENEFITS

Section 1. Severance Pay. Beginning with those teachers who taught with West Clark Community Schools during the 1999-2000 school year and consistently through June 30, 2020, and then began employment on July 1, 2020, with the School Corporation upon retirement, a teacher shall receive Seventy-Five Dollars ($75.00) per day for unused sick and personal leave accumulated during years of service in West Clark and Silver Creek provided that the teacher applies for retirement fund benefits from the Indiana State Teachers' Retirement Fund and is eligible to receive distribution of benefits prior to the start of the subsequent school year per INPRS guidelines. If a teacher has been on an approved leave of absence during this time, but has not been employed elsewhere, this benefit will be paid. In the event of the death of a teacher prior to retirement, any severance pay due shall be paid to the surviving spouse, and if there is no surviving spouse at time of death, then to any other person(s) who at the time of death was considered to be a dependent of the teacher within the meaning of the I.R.S. regulations.

A teacher's severance pay will be paid to a retired teacher in the number of approximately equal payments as follows:

Amount of Severance	Number of Payments
1. Under $5,000	One Payment
2. $5,000 or greater	Two Payments

A teacher retiring between school years shall receive their payment(s) as follows:

1st payment	Prior to September 1 of the calendar year in which they retired.
If a second payment	Prior to February 1 of the calendar year following the first payment.

A teacher retiring other than between school years will receive their payment on February 1 of two (2) consecutive years commencing with the next calendar year following retirement. If a teacher elects to retire at the end of a semester and does not work past February, then a teacher may elect the first annual payment to begin in the calendar year in which the teacher retired.

In case of the death of a retired teacher prior to receipt of all their entitlement, any remaining benefit entitlement will be paid immediately to the deceased retired teacher's estate.

Section 2. Silver Creek Retirement Savings Plan

A. The School Corporation will maintain the Retirement Savings Plan, in place on July 1, 2020, (previously designated as the West Clark Retirement Savings Plan). The provisions for such a program are set forth in the plan document. This Plan will be a 401(a) qualified plan. Teachers hired by West Clark Community Schools after January 1, 2002, and who were then designated as "grandfathered teachers" for this Retirement Savings Plan will be in this Retirement Savings Plan and eligible for benefits. These retirement benefits are in lieu of Article VI, Section 2 from the prior West Clark Master Agreement, and teachers eligible for the Retirement Savings Plan shall not receive any benefits under Article VI, Section 2 of the prior West Clark Master Agreement. Teachers who have had a break from employment and are rehired will be considered new teachers for this Retirement Savings Plan whether or not the teacher was vested or not vested at employment.

B. The School Corporation will contribute to every teacher eligible for the Retirement Savings Plan under regular contract an amount equal to two and one-half percent (2 ½%) of the teacher's regular salary to the teacher's account in the Silver Creek Retirement Savings Program. Any current employee who was part of the West Clark Savings Plan previously shall maintain all prior investments and earnings in his/her account that transitions to the Silver Creek Retirement Savings Plan. The School Corporation's contribution will be made on or before August 1 following every school year.

C. Teachers will have the option of continuing to invest their dollars in 403(B) plans already in existence subject to the statutory contribution limits.

D. An eligible teacher in the Silver Creek Retirement Plan will vest at the time the teacher has taught in Silver Creek School Corporation or a combination of West Clark and Silver Creek School Corporations for ten (10) years. A teacher whose employment is terminated prior to vesting will have the value of their Silver Creek Retirement Savings Plan forfeited to the plan and that amount will be utilized as part of the School Corporation's next required contribution.

Section 3. Silver Creek Retirement VEBA Plan.

A. The School Corporation will establish and maintain a retirement VEBA Plan that will be a continuation of the West Clark Plan for those employees who were participants in it. The provisions for such a program are set forth in the plan document. This plan will be a retirement 501(c)(9) Trust.

The School Corporation will contribute to every teacher under regular contract Twenty Dollars ($20.00) plus an amount equal to one and one-half percent (1.5%) of the teacher's regular salary (Appendix A) to

the teacher's account in the Retirement VEBA Plan. The School Corporation's contribution will be made on or before August 1 following every school year.

B. The amount in the teacher's account in the Retirement VEBA will vest at the last day of work for his/her third (3rd) year of employment with Silver Creek School Corporation or a combination of three (3) years with West Clark and Silver Creek Schools. A teacher meeting the vesting requirements will become fully vested. A teacher whose employment is terminated prior to vesting will have the value of their Silver Creek Retirement VEBA forfeited to the Plan and that amount will be utilized as part of the School Corporation's next required contribution. Teachers who have had a break from employment and are rehired will be considered new teachers for this VEBA Plan whether or not the teacher was vested or not vested at employment separation.

Section 4. Teachers who Retired Prior to the Start of this Contract. For teachers who have retired prior to the effective date of this Collective Bargaining Agreement, their retirement benefits, if any, will be governed by the provisions of the West Clark Collective Bargaining Agreement in effect on the date of the teacher's retirement.

Section 5. Retired Teachers' Substitute Teacher Pay. Effective after the date of ratification of this contract, teachers who have retired from the Silver Creek School Corporation, or were teaching at a Silver Creek building within West Clark Community Schools when they retired, (eligible to receive Severance Pay, Article VI, Section 1, whether or not any amount paid) will be compensated at least at One Hundred Dollars ($100) each day or as required by Indiana Codes 20-28-9-6 and 20-28-9-7.

ARTICLE VII
EARLY RETIREMENT INCENTIVE

If the Board would decide to offer an early retirement incentive to teachers during any school year, then the Superintendent will notify eligible teachers of the terms of the early retirement incentive no later than March 1. If an early retirement incentive would be offered by the Board and an eligible teacher would like to accept the incentive, then such eligible teacher must notify the Superintendent of his/her intention to accept the early retirement incentive, and never revoke, by no later than May 1 of the school year in which the teacher intends to retire.

ARTICLE VIII
REIMBURSEMENT & LIABILITY INSURANCE

Section 1. A teacher who is required and authorized by the Superintendent to use his own automobile in pursuance of assigned school duties shall be reimbursed at the IRS rate in effect for reimbursement mileage during that calendar year. Teachers shall not be required to transport pupils in their personal automobiles.

A. Upon prior approval by the Superintendent, the same allowance may be given for use of personal automobiles for field trips or other business of the corporation.

B. Upon prior approval by the Principal or the Athletic Director the same allowance may be given for use of automobiles for school activities.

Section 2. The Board shall keep in force liability insurance coverage substantially equal to the type of coverage that exists as of September 1, 1998. The purpose of this provision in this Contract is to provide some protection for teachers to transport students in their personal automobiles pursuant to Section 1A and 1B of this Article. This insurance shall include emergency situations where a teacher is assigned the responsibility of transporting the student(s).

Section 3. It is expressly understood that this liability coverage shall be effective after the limit of the individual teacher's own liability insurance coverage is reached.

Section 4. A teacher will be reimbursed for the tuition, fees and course materials not to exceed Two Thousand Dollars and Zero Cents ($2,000.00) per teacher per semester and an aggregate of Fifteen Thousand Dollars and Zero Cents ($15,000) for each contract year under this Contract. Reimbursement will be for any applicable college courses, licenses or certifications approved in advance by the Superintendent and will be paid during the regularly-scheduled December and May Board meetings. Reimbursements must be submitted with sufficient documentation as requested by the Superintendent and sufficiently in advance to receive reimbursement at the Board meetings. Any expenses eligible for reimbursement under applicable grants are ineligible for reimbursement under this provision. Furthermore, reimbursement is subject to applicable agreements provided by the Superintendent and subject to repayment in full should a teacher leave employment with the School Corporation within three (3) years of the last reimbursement under this provision.

ARTICLE IX
PAID LEAVE

Section 1. Sick Leave

A. Each teacher shall be entitled to be absent from work because of personal illness or quarantine for a total of ten (10) days per school year. Sick leave is used concurrently with leave under Article XI and Article XIII, Section 3.

B. Those teachers employed for a period longer than the regular teacher contract year of (185 days) shall be entitled to one (1) day sick leave for each month of employment or greater proportion thereof over regular contract year.

195-215 days	1 day
216-235 days	2 days
236-255 days	3 days

C. If in any year the teacher shall be absent for such illness or quarantine less than the prescribed number of days, the remaining sick leave days shall be accumulative to a total of One Hundred Fifty (150) days.

The sick leave accumulation limitation will be applied at the end of each school year. At the start of each school year, a teacher will have their accumulation up to the maximum and any annual leave entitlement for that school year.

At the end of any school year in which a teacher's sick leave 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) One Hundred Fifteen Dollars ($115.00) for each day in excess of the maximum. Such compensation for annual buy- back days shall be paid first to the teacher's 401(a). These payments shall be made on or before August 1st.

D. Sick leave days and personal leave days previously accumulated by a teacher prior to commencement of an authorized leave of absence shall be available to a teacher, in the same amount, upon return to employment.

E. For purposes of this Article, one day of summer school absence shall be considered one day's

sick leave.

F. Sick leave during regular school term may be used and will be assessed on either a half day or a whole day basis.

Section 2. Personal Leave

A. Two (2) personal leave days shall be granted during this contractual year upon prior request (except in case of emergency), in writing to the Superintendent or Principal, without loss of compensation for such absence. These days are to be used for matters which cannot be scheduled outside of regular working hours. Request for use of any of these days must be made in writing, at least two (2) days prior to such leave, except in cases of verifiable emergency. The teacher must submit to the Superintendent or Principal a written statement describing the reason and necessity for the absence in the following two (2) situations:

B. Where the teacher provides less than two (2) days' notice and there is a verifiable emergency;
C. Any time a teacher uses a partial leave day any of the two (2) days immediately preceding or following a scheduled school break, holiday, or extended weekend.

D. Personal leave during the school year may be used and will be assessed on either a half-day or a whole day basis.

Any days of personal leave that are unused shall accumulate in a personal leave bank to a total of five (5) days. Not more than three (3) consecutive days may be taken at any one time without prior approval from the Superintendent or Superintendent's designee.

All unused personal leave days beyond five (5) days shall accumulate as sick leave days up to maximum number each year as set forth in Article IX, Section 1, C.

Section 3. Court Leave. Court leave with pay shall be granted to teachers for the time necessary to make Board approved appearance(s) in any Court proceedings.

Section 4. Jury Duty Leave. When requested, a teacher may serve on jury duty. The Board shall pay the difference between the jury duty per diem pay received and the teacher's full salary upon presentation of proof of such appearance and a reasonable period of time for payroll preparation. If the teacher is impaneled and not selected, the teacher shall report as soon as possible, to the regular school assignment.

Section 5. Bereavement Leave

A. The teacher shall be entitled to be absent from work without loss of compensation for a period not exceeding ten (10) days to be used within three months of the death or as otherwise permitted by the Superintendent for a death in teacher's immediate family (husband, wife, child, step-child). If all of these days are not utilized, one (1) of these days may be utilized within one (1) calendar year following the death to attend business or estate affairs of the deceased.

B. The teacher shall be entitled to be absent from work without loss of compensation for a period not exceeding five (5) days to be used within three months of the death or as otherwise permitted by the Superintendent for a death in teacher's extended family (grandchild, father, mother, brother, sister, step parents, mother-in-law, and father-in-law). If all of these days are not utilized, one (1) of these days may

be utilized within one (1) calendar year following the death to attend business or estate affairs of the deceased.

C. The teacher is entitled to be absent three (3) consecutive days without loss of compensation to be used within three months of the death or as otherwise permitted by the Superintendent for a death of a uncle, aunt, niece or nephew, and a spouse's uncle, aunt, niece or nephew, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparents, grandparent-in-law and spouse's grandchildren.

D. One (1) additional bereavement day will be permitted for the above bereavement leave categories in case of the need to travel over three hundred (300) miles round trip to attend the funeral or memorial service.

E. A teacher may be excused to serve in a funeral without loss of compensation by obtaining either written or oral approval of the Superintendent, or in his absence his designee in advance of the leave day. The leave form shall be completed no later than the first school day upon return.

Section 6. Illness in Immediate Family. In case of serious illness in the immediate family (husband, wife, child, grandchild, father, mother, brother, sister, step-parents mother-in-law and father-in-law) the teacher may elect to be absent for a period not to exceed eight (8) days each year with pay and have these days deducted from accumulated sick leave. In the event of an illness that is a qualifying event for FMLA and the teacher elects to take an FMLA leave, the teacher shall use accumulated sick days, if any, for the term of the FMLA leave. Sick Leave Bank days may not be granted, however, for this leave. Request leave on forms provided by the School Corporation.

Section 7. School Activities Leave. Activities involving students during school hours requiring teacher supervision away from the school campus may be approved as school activity day(s) without loss of pay or use of personal leave day upon request and approval. Request leave on forms provided by the School Corporation.

Section 8. Professional Leave. The Board agrees that professional leave days with pay may be granted for the following purposes:

A. Attending and/or participating in professional meetings related to educational workshops, seminars, or conferences sponsored by industry, professional associations, colleges, universities, or governmental agencies concerned with school matters.

B. Visitation to other school corporations or educational institution for the purpose of observing instructional techniques or other instructionally-oriented programs.

C. The Board agrees to pay mileage expenses, (if approved) incurred by the above- mentioned professional leaves. Teachers shall be expected to submit appropriate information on School Corporation-provided forms.

D. The Board will allocate Two Thousand Five Hundred Dollars ($2,500) each school year for Board approved professional leave that improves the professional teaching skills of teachers.

Section 9. Association Leave. Ten (10) days per school year of paid leave to conduct business shall be granted to the Association President or his or her designee with the pay of a substitute teacher being deducted from the pay of the Association President for the last five (5) days.

Section 10. Personal Injury Leave. Absence due to injury incurred in the course of teacher's employment shall not be charged against the teacher's sick leave days. The Board shall pay to such teacher the

difference between his or her salary and benefits received under the Indiana Worker's Compensation Act for up to twelve (12) months after date of injury. To receive pay the teacher shall submit a physician's certification attesting to the disability and its preventing the teacher from working and qualify for Worker's Compensation. The Board at any time may require the teacher to submit to a physical examination at expense of the Board from a physician that the teacher shall select from a panel of three physicians provided by the Board. This physician shall submit a written certification to the parties attesting to the disability and its preventing the teacher from working.

ARTICLE X
SICK LEAVE BANK

Section 1. A voluntary sick leave bank shall be established whereby employees, who are absent from assigned duty due to illness and who have utilized all of their sick leave, personal leave, and all other paid leave benefits of whatever nature, may petition a committee, as established herein, for sick leave days from the bank under the provisions of this section.

A. The following provision will govern membership in the sick leave bank:

1. Membership in the sick leave bank will be open to all certificated employees of the School Corporation.

2. Membership will be on a school year basis. Otherwise eligible employees will have until October 1 of each school year to elect in writing to join the sick leave bank.

3. After the first year of enrollment, membership will be on a continuing basis so that if a member has previously elected to be a member of the sick leave bank, he/she will remain a member if otherwise eligible until providing written notice of withdrawal from the sick leave bank prior to October 1 of any respective school year.

4. Each participant in the sick leave bank shall contribute one (1) day the first year of his/her membership and one (1) day in the first year of re- enrollment if the employee withdraws or has his/her membership terminated and thereafter chooses to re-enroll.

5. Any time the number of the bank's accumulated days drops below the minimum of fifty (50) days, each member shall donate an additional day. The failure of an employee to have sufficient days to meet this assessment will result in the termination of membership for that school year. The employee would be eligible for re-enrollment the following school year.

B. The member may be granted days from the bank under the following conditions:

1. The member, or in the event of extreme illness the member's designee, must apply, in writing to the sick leave bank committee, no later than thirty (30) school days or by the end of the school year, whichever is earlier, after exhaustion of said paid leave benefits;

2. The certificated employee must have chosen to participate at the beginning of the school year by contributing one (1) sick leave day to the bank and have met any assessments of sick leave days during the year, and those day(s) contributed shall be non-returnable to the teacher. Employees hired after the start of the school year have until October 1 or ten (10) days after their first day of employment, whichever is later, to join the sick leave bank;

3. The member must have utilized and exhausted all paid leave benefits of whatever nature, including his/her own accumulated sick leave and personal leave. The days allotted by the

committee to a certificated employee shall be available for use beginning with the first day of absence after such exhaustion;

4. If requested by the committee, the member must provide written certification form his/her physician substantiating his/her illness and certifying that his/her absence will continue during a period of at least ten (10) consecutive assigned duty days following the utilization and exhaustion of all said paid leave benefits as provided herein; and

5. If the School Corporation requests a second physician's certification from a physician of the School Corporation's choice, the member must cooperate with that physician if the School Corporation pays for that second physician.

6. The sick leave bank has not exceeded its maximum for the school year.

C. Any days granted by the committee shall terminate effective the earliest day as hereinafter provided:

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

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

3. The first day of return to employment subsequent to the granting of days by the committee, or

4. The first day the employee becomes eligible under the policy provisions to receive long term disability benefits under Article V, Section 3.

D. A sick leave bank committee will be composed of two (2) members appointed by the Association and one (1) ex-officio member appointed by the Superintendent. The sick leave bank committee may establish guidelines which are not in direct conflict with the provisions of this Contract. If the committee receives any written request from a member, the committee shall make its decision based upon the guidelines set forth within this Contract and the committee's guidelines in effect at the time of the request. The committee shall not grant in the aggregate more than one hundred eighty-five (185) days in any one school year.

E. Upon request, the President of the Association shall annually receive on or before October 15 from the administration an accounting indicating the number of days in the sick leave bank as of that time and the members participating for that school year. The school administration will also notify the Association of any time according to its calculations that the number of days in the sick leave bank falls below seventy-five (75) days.

ARTICLE XI
MATERNITY LEAVE AND ADOPTIVE LEAVE

Section 1. Maternity Leave

A. Any teacher who is pregnant may continue in active employment as late into pregnancy as she desires, if she is able to fulfill the requirements of her position.

B. Maternity leave shall be governed by the same provisions governing sickness and by the

following:

1. Any teacher who is pregnant is entitled to a leave of absence for up to one (1) year any time between the commencement of her pregnancy and one (1) year following the birth of the child if she notifies the Superintendent at least thirty (30) days before the date on which she desires to start her leave. This requested leave must also include her date of return from leave. If the teacher wants to extend the leave time, she must notify the Superintendent at least thirty (30) days prior to the end of the existing approved leave. An exception shall be made to this thirty (30)-day requirement if a verifiable medical issue arises for either the mother or the child. Either a physician's statement certifying the pregnancy or a copy of the birth certificate of the newborn, whichever is applicable must be provided with the leave request. In case of a medical emergency caused by pregnancy, the teacher shall be granted a leave, as otherwise provided in this section, immediately upon her request and certification of the emergency from an attending physician. In this instance, the thirty (30) day notice requirement for leave shall be waived. All references to "days" above are calendar days.

2. All or any portion of a leave taken by a teacher may be charged, at her discretion, to her available sick leave days for the duration of her maternity leave. After her available sick leave has been used, the teacher may be absent without pay, subject to subsection B1 of this section. The teacher returning from leave shall have all rights and benefits restored that are typical for teachers of similar service and status.

Section 2. Adoptive Leave. Any teacher adopting a child may receive a leave of absence for up to one (1) year. The leave of absence will commence upon the teacher receiving the de facto custody of the child or earlier, if necessary, to fulfill the requirements of the adoption. Application for this leave shall be made, in writing, at the earliest possible date.

ARTICLE XII
UNPAID LEAVE

Section 1. Sabbatical Leave

A. Purpose: The sabbatical leave is designed to provide opportunity to engage in professional self-improvement having a major focus on benefits to the school system.

B. Qualifications: The applicant must possess a life or permanent certificate valid in the State of Indiana. The applicant must have been employed in the Silver Creek School Corporation or combined time in West Clark and the Silver Creek School Corporation for at least seven (7) consecutive years. Absence from service for a period of not more than one (1) year under a leave of absence with, or without, pay shall not be deemed a break in continuity of service, but neither shall such a one (1) year leave be counted in the total seven (7) years required by this qualification. The applicant must not have been granted a sabbatical leave of absence from the Silver Creek School Corporation during the seven (7) consecutive years of service immediately preceding the current application. The applicant must sign a note conditioned upon an agreement to return to service with the Silver Creek School Corporation immediately upon termination of the sabbatical leave and continue in such service for a period of one (1) year, unless causes beyond his/her control prevent such service.

C. Application: Applications shall be filed with the Office of the Superintendent by November 1 for leave beginning the following September. For leave beginning the second (2nd) semester, applications shall be filed by April 1 of the preceding calendar year. Applicants requesting sabbatical leave commencing in September shall be notified by February 1, as to the status of their application. Applicants requesting leave commencing the second (2nd) semester shall be notified by May 1 as to the status of

their application. Applicants for sabbatical leave shall include with their application forms an outlined plan for the period requested for sabbatical leave. This plan shall be indicated on the application form or as an attached statement and shall include details of a project, such as research, writing, travel, to be pursued independently by the applicant.

D. Status While on Sabbatical Leave: A teacher on sabbatical leave shall be considered to be in the employ of the Silver Creek School Corporation for purposes of insurance fringe benefits only. Insurance benefits provided here shall be provided teachers on sabbatical leave. Full-time employment by the recipient on sabbatical leave shall be prohibited. This does not, however, preclude the recipient accepting grants, fellowships or remuneration for part-time work of any sort which does not interfere with the outline sabbatical plan.

E. Status on Return from Sabbatical Leave: A teacher returning from sabbatical leave shall be restored to his/her former teaching position or a comparable position for which the teacher is qualified.

F. Review Committee: All applicants for sabbatical leave shall be reviewed from recommendation to the Superintendent by a committee composed of six (6) members. Three (3) of these shall be appointed by the Association and three (3) by the Superintendent. The committee shall consider the following criteria;

1. Merit of the applicant's proposed program;

2. Applicants length of service in the corporation;

3. Distribution from the areas of elementary, intermediate, and secondary education.

G. Selection: The Superintendent shall make a recommendation from the list submitted by the Review Committee and the Board shall make final approval/disapproval. Annually, a maximum of one (1) teacher may be granted sabbatical leave upon application, recommendation and approval by the Board.

Section 2. Leave of Absence

A. A leave of absence for one (1) school year may be granted to teachers who have completed at least five (5) years of service with Silver Creek School Corporation.

B. Request for leave must be filed in writing with Superintendent not later than May 1 for the following school year. Teachers must also provide notice by the following April 1 whether they intend to return to the School Corporation.

C. Superintendent shall approve or reject leave requests within ten (10) days.

D. Exceptions to the May 1 request deadline may be made by the Superintendent in unanticipated situations.

ARTICLE XIII
PROVISIONS COVERING ALL LEAVES

Section 1. A teacher returning from leave will not be guaranteed his or her former position, but will be placed in a position for which he or she is certified, unless the teacher's contract is non-renewed or canceled pursuant to state law.

Section 2. If the teacher wishes to continue insurance during the period when there is no compensation, it shall be the responsibility of the teacher to make arrangements in advance with the business office to continue such insurance 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.

Section 3. Family and Medical Leave. Provisions Implementing the Family and Medical Leave Act. Teachers shall have the right to both the appropriate family and medical leave and the appropriate designated benefits provided by the Family & Medical Leave Act ("FMLA"). Any provision of this Contract which restricts any mandatory leave and/or mandatory benefit(s) of the FMLA will not have any effect for any teacher who has a right to a leave and/or benefit under the Act. The School Corporation may require a teacher to verify and/or certify any information which an employer may require under the FMLA and it may further elect any option available to it under that Act, with the exception of the reimbursement of paid insurance premiums for teachers who do not return from leave, for any leave or benefit for which a teacher qualifies for under the FMLA but for which the teacher is not entitled under the specific language of this Contract.

ARTICLE XIV
PAY DATES

Annual salaries of teachers in the unit will be paid in twenty-four (24) installments, and continuing as status quo under this agreement. Deductions for benefits will also be deducted over twenty-four (24) payments.

ARTICLE XV
EFFECTS OF THE CONTRACT

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

Section 2. Any individual contract between the Board and an individual teacher shall be consistent with the terms and conditions of this contract. If an individual contract made subsequent to this Contract contains any language inconsistent with this Contract, this Contract shall prevail.

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

Section 4. The exercise of rights under this Contract shall not be the cause of any reprisal against any participant exercising such right.

Section 5. It is agreed between the parties that all items not covered herein and deemed negotiable shall be considered settled and/or dropped for this bargaining period by the Association and that there shall be no further negotiations on any item during this contract period.

Section 6. All captions contained in this Contract are for descriptive purposes only and no meaning is to be inferred from their use.

ARTICLE XVI
MANAGEMENT RIGHTS AND GRIEVANCE PROCEDURE

Section 1. Management Rights. The Board and the Association recognize that the Board shall have responsibility and authority to manage and direct in behalf of the public the operations and activities of the School Corporation to the full extent authorized by law. Such responsibility and authority shall include, but not be limited to, the right of the school employer to:

A. Direct the work of its employees during contracted times;

B. Establish policy;

C. Hire, promote, demote, transfer, assign and retain employees;

D. Suspend or discharge its employees in accordance with applicable law;

E. Maintain the efficiency of school operations;

F. Relieve its employees from duties because of lack of work or other legitimate reasons;

G. Take actions necessary to carry out the mission of the public schools as provided by law.

Section 2. The Board and the Association recognize the express provisions of this Contract and the provisions of Public Law 217 as being the only limitations upon the Board's rights to manage the School Corporation.

Section 3. The absence of a specific reference to a right to manage contained herein shall in no way imply its absence or any limitation thereon.

A. The Board and the Association shall not be permitted to assert in such arbitration proceedings any ground or to rely on any evidence not previously disclosed to the other party.

B. Both parties agree to be bound by the award of the arbitrator.

C. The fees and expenses of the arbitrator shall be borne equally by the Board and Association.

D. Within fifteen (15) days of written application for an American Arbitration Association arbitrator, the Association or Board may request a pre-arbitration conference (similar to a pre-trial conference) to be held within fifteen (15) days of said request unless mutually extended. At said conference, the parties shall be afforded full discovery, exchange witness lists, documentary evidence, and attempt to reach agreement on the issues.

E. The time limits provided in the Article shall be strictly observed but may be extended by a written contract between the parties. In the event a grievance is filed after May 15th of any year, the Board shall cooperate in processing such grievance prior to the end of the school year.

F. Notwithstanding the expiration of this contract, any claim or grievance arising thereunder may be processed through the grievance procedure to resolution.

G. If, in the judgment of the Association, a grievance affects a group or class of teachers, the

Association may submit such grievances, in writing, to the superintendent or his/her designee directly and the processing of such grievance shall be commenced at Step Two (2) of the formal grievance procedure.

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

Section 4. Definitions

A. A "grievance" is a claim by one (1) or more teachers as an individual or class action of a violation, a misapplication or misinterpretation of this Contract.

B. The term "Teacher" includes any individual or group of individuals within the bargaining unit.

C. The term "day" when used in this article shall be school teaching days.

Section 5. Purpose. The purpose of this grievance procedure is to settle equitably, at the lowest possible administrative level, issues which may arise from time to time with respect to specific claims of violation, misapplication or misinterpretation of the provisions of this Contract. Both parties agree that these proceedings shall be kept confidential at each level of procedure.

Section 6. Procedure

A. In the event that a teacher believes there is a basis for a grievance, he/she shall first discuss the alleged grievance with his/her building principal or immediate supervisor, either personally or accompanied by an Association representative.

B. If, as a result of the informal discussion with the building principal or immediate supervisor, a grievance still exists, he/she may invoke the formal grievance procedure through the Association. The form, Appendix C, shall be available from the Association representative in each building. A copy of the grievance form shall be delivered to the principal if the grievance involves more than one (1) school building, it may be filed with the superintendent or his/her appointed designee. The grievance must be filed within 30 days after the contract violation occurs, or within 30 days after the teacher reasonably knows or should have known of the violation. If not so timely filed, the grievance is waived.

C. Within five (5) calendar days of receipt of the grievance, the principal shall meet with the Association in an effort to resolve the grievance. The principal shall indicate his/her disposition of the grievance, in writing, within five (5) calendar days of such meeting and shall furnish a copy thereof to the Association.

D. If the Association is not satisfied with the disposition of the grievance, or if no disposition has been made within five (5) calendar days of such meeting or ten
(10) calendar days from the date of filing, whichever shall be later, the grievance shall be transmitted to the superintendent. Within seven (7) calendar days. the superintendent or his/her designee shall meet with the Association on the grievance and shall indicate his/her disposition of the grievance, in writing, within five (5) calendar days of such meeting and shall furnish a copy thereof to the Association.

E. If the Association is not satisfied with the disposition of the grievance by the superintendent or his/her designee, or if no disposition has been made within five (5) calendar days of such meeting or ten calendar days from the date of filing, whichever shall be later, the grievance may be submitted to binding arbitration.

1. The selection of the arbitrator and the rules governing the arbitration proceeding shall be in accordance with the rules of the American Arbitration Association. The arbitrator shall have no power to alter, add or subtract from the terms of this agreement.

ARTICLE XVII
CRIMINAL HISTORY BACKGROUND CHECKS

The School Corporation shall pay the cost of any and all expanded criminal history checks and expanded child protection index checks that are required by the School Corporation or per IC 20-26-5-10(f).

ARTICLE XVIII
TERM OF AGREEMENT

This Contract shall become effective July 1, 2026, and shall continue until June 30, 2027, with the exception of those provisions which specifically go into effect or expire by their terms at such other dates.

This Contract shall not be extended orally and it is expressly understood that it shall expire on the date indicated except for provisions considered "status quo" by the Indiana Education Employment Relations Board and/or by Indiana Code.

This Contract is made and entered into at Sellersburg, Indiana, on this 26th day of October, 2026, by and between the Board of School Trustees of the Silver Creek School Corporation, County of Clark, State of Indiana, party of the first part heretofore referred to as the "Board," and the Silver Creek Teachers' Association, party of the second part, heretofore referred to as the "Association."

The undersigned attest to the following:

A public hearing was held in compliance with I.C. § 20-29-6-1(b) on September 8, 2026, and electronic participation from the parties and public was not permitted.

A public meeting in compliance with I.C. § 20–29–6–19 was held on October 19, 2026, to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

SILVER CREEK TEACHERS ASSOCIATION

Erika Fetz, President

BOARD OF SCHOOL TRUSTEES OF THE SILVER CREEK SCHOOL CORPORATION

Joseph G. Rountree, President

Christina Franklin, Vice President

Scott Groan, Secretary

Joseph W. Basham, Member

Laurryn McDaniel, Member

Date ratified by the Silver Creek Teachers Association: October 20, 2026

Date ratified by the Silver Creek School Corporation Board of School Trustees: October 26, 2026

5355102.5

APPENDIX A
Compensation Plan

Factors and Distribution

For the 2026-2027 contract year, each level in the Salary Scale is increased by Eight Hundred Dollars and Zero Cents ($800.00) resulting in teachers who satisfy the following two factors receiving a base salary increase of Eight Hundred Dollars and Zero Cents ($800.00):

(1) *Evaluation*. This factor is satisfied by a teacher not receiving an evaluation of Improvement Necessary or Ineffective evaluation for the prior school year (and anyone else who qualifies for a raise under I.C. 20-28-9-1.5); and
(2) *Academic Needs 1.* The School Corporation defines "Academic Needs" as the need to retain quality educators in the profession and in the School Corporation. This factor is satisfied by a teacher under contract for at least 120 days during the prior school year (or what a year of service equates according to INPRS) with Silver Creek School Corporation.

For the 2026-2027 contract year, teachers who satisfy the following two factors may move one step on the Salary Scale resulting in teachers who satisfy the following two factors receiving an additional base salary increase of One Thousand Two Hundred Dollars and Zero Cents ($1,200.00):

(1) *Evaluation*. This factor is satisfied by a teacher not receiving an evaluation of Improvement Necessary or Ineffective evaluation for the prior school year (and anyone else who qualifies for a raise under I.C. 20-28-9-1.5); and
(2) *Academic Needs 2.* The School Corporation defines "Academic Needs" as the need to retain quality educators in the profession and in the School Corporation. This factor is satisfied by a teacher under contract for at least 120 days during the prior school year (or what a year of service equates according to INPRS) with Silver Creek School Corporation.

For the 2026-2027 contract year, teachers who satisfy the following two factors may move from Career Level 1 to Career Level 2 receiving an additional base salary increase of Two Thousand Dollars and Zero Cents ($2,000.00):

(1) *Evaluation.* This is satisfied by the teacher receiving an evaluation of "highly effective" or "effective" for the prior school year (and anyone else who qualifies for a raise under I.C. 20-28-9-1.5).
(2) *Education.* This factor is satisfied by the teacher presenting proof no later than September 15, 2026, that the teacher had obtained a degree identified in I.C. 20-28-9-1.5(b)(1)(B) after July 1, 2026.

Rows on the Salary Scale do not equate with years of service. Furthermore, row and column movement are not considered status quo under this Contract and must be negotiated before any subsequent movement.

Calculation of Total Possible Base Salary Increase Available to Teachers Under the Compensation Plan = $4,000

- Increase attributable to education and experience:
  - Increase attributable to education = $1,000

- Increase attributable to experience = $0
- The combined increase for education and experience is $1,000, which is 25% of the total possible increase.

- Increase attributable to academic needs = $1,000, which is 25% of the total possible increase.
- Increase attributable to evaluation = $2,000, which is 50% of the total possible increase.

Early Literacy Endorsement Salary Differentiation
Teachers who provide an updated license demonstrating an early literacy endorsement by September 15 will receive a $250 base salary increase for that contract year, and anyone who provides an updated license demonstrating endorsement after September 15 will receive a base salary increase the following contract year.

Stipends
For the 2026-2027 contract year, teachers on Row Q of Career Level 1 and teachers on Row BB of Career Level 2 who received an Effective or Highly Effective evaluation for the prior school year will receive a stipend in the amount of $1,200.

Dual Credit, EL, HA, and Special Education Stipends

Teachers teaching dual credit classes, English-learner certified, or high-ability certified who are using the certification in their employment with the School Corporation and who have not received evaluations of ineffective or needs improvement, will receive a stipend of $1,000 for each year they fulfill their duties for the entire school year with the School Corporation (for each dual credit subject matter, not per class), subject to applicable withholdings, payable in two equal installments of $500 at the end of each semester and subject to pro-rata adjustment in the event the teacher does not fulfill their duties. The term "using the certification in their employment" for English-learner certified teachers shall be interpreted to mean that the teacher is managing a caseload of at least one (1) student that has an individual plan.

Teachers with endorsements for dual credit classes, English-learner certified, special education teachers, or high-ability certified who are not using the certification in their employment with the School Corporation and who have not received evaluations of ineffective or needs improvement, will receive a stipend of $250 for each year they fulfill their duties for the entire school year with the School Corporation, subject to applicable withholdings, payable in two equal installments of $125 at the end of each semester and subject to pro-rata adjustment in the event the teacher does not fulfill their duties.

Special education teachers who are using the certification in their employment with the School Corporation and who have not received evaluations of ineffective or needs improvement, will receive a stipend of $1,250 for each year they fulfill their duties for the entire school year with the School Corporation, subject to applicable withholdings, payable in two equal installments of $625 at the end of each semester and subject to pro-rata adjustment in the event the teacher does not fulfill their duties. The term "using the certification in their employment" shall be interpreted to mean that the teacher is managing a caseload of at least one (1) student that has an individual plan.

Department and Grade Level Chair Stipends

Teachers who serve as a department chair or grade level chair in their employment with the School Corporation and who have not received evaluations of ineffective or needs improvement and who are not receiving more than one prep period will receive a stipend of $750 for each year they fulfill their duties for the entire school year with the School Corporation, subject to applicable withholdings, payable in two equal installments of $375 at the end of each semester and subject to pro-rata adjustment in the event the teacher does not fulfill their duties.

Mentor for New Teachers Stipends

Teachers who serve as new teacher mentor in their employment with the School Corporation and who have not received evaluations of ineffective or needs improvement will receive a stipend of $500 for each year they fulfill their duties for the entire school year with the School Corporation, subject to applicable withholdings, payable in two equal installments of $250 at the end of each semester and subject to pro-rata adjustment in the event the teacher does not fulfill their duties.

New Hires

Teachers are placed on the Career Level 1 column in the Salary Scale if they hold a bachelor's degree.

Teachers are placed on the Career Level 2 column in the Salary Scale if they hold a master's degree for which a base salary increase may be attributed under I.C. 20-28-9-1.5.

Salary Range

The salary range for the 2026-27 school year prior to any increases pursuant to this Agreement is $49,200 to $83,600 and $50,000 to $84,400 after any increases pursuant to this Agreement.

Salary Scale

Row	Career Level 1	Career Level 2
A	$50,000	$52,000
B	$51,200	$53,200
C	$52,400	$54,400
D	$53,600	$55,600
E	$54,800	$56,800
F	$56,000	$58,000
G	$57,200	$59,200
H	$58,400	$60,400
I	$59,600	$61,600
J	$60,800	$62,800
H	$62,000	$64,000
L	$63,200	$65,200
M	$64,400	$66,400
N	$65,600	$67,600
O	$66,800	$68,800
P	$68,000	$70,000
Q	$69,200	$71,200
R		$72,400
S		$73,600
T		$74,800
U		$76,000
V		$77,200
W		$78,400
X		$79,600
Y		$80,800
Z		$82,000
AA		$83,200
BB		$84,400

In addition, the School Corporation will pay 3% of the listed amount to Indiana State Teacher Retirement Fund.

The pay increases from the beginning of the school year shall be paid retroactively. The retroactive salaries shall be paid no later than sixty (60) days following the receipt of state information necessary for determining evaluation.

APPENDIX B
Extracurricular Pay

For teachers that elect a lump sum payment for ECAs, the Superintendent will set the date for these lump sum payouts.

The parties agree that the numbers of positions or filling of positions listed on the ECA Schedule are reserved for management's discretion only and not subject to bargaining.

SCSC Extra Curricular Pay Scale		
		2026 - 2027
Department	**Position Title**	**Amount**
Administrative	Athletic Director, Assistant	$2,884
Administrative	Athletic Director, Grades 5-8	$6,345
Administrative	Athletic Director Assistant, Grades 5-8	$1,730
Band	BAND DIRECTOR	$3,995
Band	Marching Band Assistant	$1,997
Band	Marching Band Percussion Director	$3,041
Band	Marching Band Percussion Assistant	$1,520
Band	Marching Band Guard Director	$3,041
Band	Marching Band Guard Director Assistant	$1,520
Band	Marching Band Tech	$507
Band	Winter Guard Director	$3,041
Band	Winter Guard Director Assistant	$1,520
Band	Winter Percussion Director	$3,041
Band	Winter Percussion Assistant	$1,520
Baseball	Head Coach	$4,994
Baseball	Varsity Assistant	$2,498
Baseball	Junior Varsity	$2,996
Baseball	Seventh Grade	$1,685
Baseball	Eighth Grade	$1,685
No coach shall be allowed to assist for the same team she/he is coaching in BASEBALL category.		
Basketball	Boys Head Coach	$9,365
Basketball	Boys Junior Varsity	$4,682
Basketball	Boys Varsity Assistant	$2,498
Basketball	Boys Freshman - 1 Team	$2,498
Basketball	Boys Eighth Grade	$2,498
Basketball	Boys Seventh Grade	$2,498
Basketball	Boys Sixth Grade	$1,747
Basketball	Boys Fifth Grade	$1,747
Basketball	Boys Intramural Director	$1,873
Basketball	Girls Head Coach	$9,365

Basketball	Girls Junior Varsity	$4,682
Basketball	Girls Varsity Assistant	$2,498
Basketball	Girls Freshman - 1 Team	$2,498
Basketball	Girls Eighth Grade	$2,498
Basketball	Girls Seventh Grade	$2,498
Basketball	Girls Sixth Grade	$1,747
Basketball	Girls Fifth Grade	$1,747
Basketball	Girls Intramural Director	$1,873
No coach shall be allowed to assist for the same team she/he is coaching in BASKETBALL category.		
Cheerleaders	Head Varsity and Junior Varsity Basketball and Football	$3,669
Cheerleaders	ASSISTANT VARSITY & JV Basketball & Football	$2,384
Cheerleaders	Middle School	$1,865
Cheerleaders	Fifth Grade	$550
No coach shall be allowed to assist for the same team she/he is coaching in CHEERLEADER category.		
Choir	Elementary	$306
Choir	Accompanist	$1,140
Choir	Choir Director	$1,560
Choir	Middle School Choir Director	$936
Class Sponsors	Junior Class Sponsors	$1,651
Class Sponsors	Senior Class Sponsors	$1,651
Class Sponsors	Sophomore Class Sponsors	$306
Class Sponsors	Freshmen Class Sponsors	$306
No coach shall be allowed to assist for the same team she/he is coaching in CLASS SPONSORS category.		
Coordinator	College and Career Day Coordinator	$500
Councils/Societies	High School Student Council	$612
Councils/Societies	Middle School Student Council	$550
Councils/Societies	Elementary Student Council	$467
Councils/Societies	High School National Honors Society	$917
Councils/Societies	Middle School National Honors Society	$467
Cross Country	Boys Head Coach - Full Team Required	$3,434
Cross Country	Boys Assistant Coach - Full Team Required	$1,820
Cross Country	Girls Head Coach - Full Team Required	$3,434
Cross Country	Girls Assistant Coach - Full Team Required	$1,820
Cross Country	Co-Ed Head Coach - Less than 2 Full Teams	$4,370
Cross Country	Co-Ed Varsity Assistant - Less than 2 Full Teams	$306
Cross Country	Fifth - Eighth Grade Boys and Girls	$2,186
Cross Country	Fifth - Eighth Grade Boys and Girls Assistant	$1,061
No coach shall be allowed to assist for the same team she/he is coaching in CROSS COUNTRY category.		
Dance Team	Senior High	$1,865
Dance Team	Middle School	$1,248

Elementary Academics	Elementary Academics positions	$570
Flag Football	Girls Head Coach	$2,498
Flag Football	Assistant Coach	$1,249
Football	Head Coach	$9,365
Football	Junior Varsity	$4,682
Football	Varsity Assistant	$2,498
Football	Middle School Head Coach	$2,996
Football	Middle School Assistant	$1,498
No coach shall be allowed to assist for the same team she/he is coaching in FOOTBALL category.		
Golf	Boys Head Coach	$2,498
Golf	Girls Head Coach	$2,498
Golf	Boys Middle School	$1,248
Golf	Girls Middle School	$1,248
Golf	Girls High School Assistant Coach	$1,248
Golf	Boys High School Assistant Coach	$1,248
High School Academics	Academic Competitions	$1,030
Literary Publications	Yearbook Business Manager	$917
Literary Publications	Yearbook Advisor	$1,651
Literary Publications	Middle School Yearbook	$1,651
Literary Publications	Elementary Yearbook	$489
Literary Publications	Publications (Newspaper)	$1,223
Middle School Academics	Academic Competitions	$807
Soccer	Boys Head Coach	$3,434
Soccer	Boys Assistant	$1,834
Soccer	Girls Head Coach	$3,434
Soccer	Girls Assistant	$1,834
Soccer	Boys Middle School	$2,060
Soccer	Boys Middle School Assistant	$760
Soccer	Girls Middle School	$2,060
Soccer	Girls Middle School Assistant	$760
No coach shall be allowed to assist for the same team she/he is coaching in SOCCER category.		
Softball	Head Coach	$4,994
Softball	Varsity Assistant	$2,498
Softball	Junior Varsity	$2,996
Softball	Seventh Grade	$1,685
Softball	Eighth Grade	$1,685
No coach shall be allowed to assist for the same team she/he is coaching in SOFTBALL category.		
Strength & Conditioning	Strength and Conditioning Coach	$2,675
Swimming	Co-Ed High School Coach	$2,498

Swimming	Co-Ed High School Assistant	$1,248
Swimming	Co-Ed Middle School	$1,248
No coach shall be allowed to assist for the same team she/he is coaching in SWIMMING category.		
Tennis	Boys Head Coach	$3,434
Tennis	Boys Assistant	$1,717
Tennis	Girls Head Coach	$3,434
Tennis	Girls Assistant	$1,717
Tennis	Boys Middle School	$1,685
Tennis	Girls Middle School	$1,685
No coach shall be allowed to assist for the same team she/he is coaching in TENNIS category.		
Theater	Theater Director	$4,370
Theater	Theater Director Assistant	$2,186
Theater	Theater Tech Support	$1,520
Theater	Theater Choreographer (per show amount)	$507
Theater	Auditorium Manager	$760
Theater	Elementary/Middle Assistant Theater Director	$760
Theater Program Designer		$309 per show
Track	Boys Head Coach	$4,245
Track	Boys Assistant Coach	$2,122
Track	Girls Head Coach	$4,245
Track	Girls Assistant Coach	$2,122
Track	Boys Head Coach 5th-8th	$1,651
Track	Girls Head Coach 5th-8th	$1,651
Track	Girls Assistant Coach 5th-8th	$825
Track	Boys Assistant Coach 5th-8th	$825
No coach shall be allowed to assist for the same team she/he is coaching in TRACK category.		
Volleyball	Boys Head Coach	$4,994
Volleyball	Boys Junior Varsity	$2,635
Volleyball	Boys Varsity Assistant	$2,498
Volleyball	Girls Head Coach	$4,994
Volleyball	Girls Junior Varsity	$2,635
Volleyball	Girls Varsity Assistant	$2,498
Volleyball	Freshman	$1,685
Volleyball	Eighth Grade Head Coach	$1,685
Volleyball	Seventh Grade Head Coach	$1,685
Volleyball	Sixth Grade Head Coach	$1,685
Volleyball	Fifth Grade Head Coach	$1,685
Volleyball	Seventh/Eighth Grade Assistant Coach (combined position)	$843
Volleyball	Fifth/Sixth Grade Assistant Coach (combined position)	$843
No coach shall be allowed to assist for the same team she/he is coaching in VOLLEYBALL category.		
Wrestling	Girls Head Coach	$2,498
Wrestling	Boys Head Coach	$2,498
Wrestling	Girls Varsity Assistant	$1,833
Wrestling	Boys Varsity Assistant	$1,833
Wrestling	Middle School	$1,833

Wrestling	Middle School Assistant	$1,223
No coach shall be allowed to assist for the same team she/he is coaching in WRESTLING category.		
Campus Positions	Open Facility Director	$1,154
Team/Player Champion Bonus for Coaches		Regional: $200/ Semi-State: $400/ State or National Champion: $1000
Unified Track	Head Coach	$2,498
Unified Track	Assistant Coach	$1,248
Unified Flag Football	Head Coach	$2,498
Unified Flag Football	Assistant Coach	$1,248
Archery	Head Coach	$1,873
Archery	Assistant Coach	$936
Bowling	Head Coach	$1,873
Bowling	Assistant Coach	$936
ESports	High School	$936
ESports	Middle School	$936
ECA Support		$30/event for non-SCSC employee (for information purposes only); $40/event for SCSC employee
ECA Event Supervisor		$60/event
After School Lab		$25.75/session
Food Pantry Sponsor		$4,614
Travel Club	High School Travel Club	$3,642
Travel Club	Middle School Travel Club	$1,248
High School Robotics	Coach	$1,030
Middle School Robotics	Coach	$1,030
Elementary Robotics	Coach	$1,030

APPENDIX C

GRIEVANCE REPORT
LEVEL I

Grievance No.

1. Name of Grievant 2. Position
3. Building
4. Date Cause of Grievance Occurred:
5. State Nature of Grievance:

6. Relief Sought:

7. Grievant's Signature
8. Date
9. Date Received by Immediate Supervisor
10. Decision of Immediate Supervisor:

11. Signature of Immediate Supervisor
12. Date

Attach additional sheets as needed.
Copy distribution: Supt., Supr., Association, Grievant

GRIEVANCE REPORT
LEVEL II

Grievance No.

1. Name of Grievant
2. Building 3. Position
4. Date Cause of Grievance Occurred:
5. State Grounds for Appeal:

6. Grievant's Signature
7. Date
8. Date Received by Superintendent
9. Date of Meeting
10. Time 11. Place
12. Decision of Superintendent or designee:

13. Signature & Title
14. Date

Attach additional sheets as needed.

Copy distribution: Supt., Supr., Association, Grievant

GRIEVANCE REPORT
LEVEL III

Grievance No.

1. Name of Grievant
2. Building 3. Position
4. Date Cause of Grievance Occurred:
5. State reason for appeal to Level III (be specific)

6. Grievant's Signature
7. Date
8. Date Received by Board
9. Decision by Arbitrator

10. Signature 11. Date

Arbitrator

Attach additional sheets as needed.

Copy distribution: Supt. & Board, Supr., Association, Grievant

APPENDIX D
ANCILLARY DUTIES

To the extent that this defines ancillary duties, these are included for informational purposes.

Mentor Teacher – If a teacher is placed on a plan of assistance, a colleague-teacher rated effective or highly effective shall be assigned as a mentor to the teacher on the plan, at the request of the administrator or teacher. This mentor teacher shall be paid Three Hundred Dollars ($300.00) per semester during which he/she has a mentee.

Lead Teacher - If a teacher writes lesson plans, grades assignments, and/or enters grades for assignments in the absence of a certified teacher for a week or longer, the teacher will receive an additional four (4) hours of pay per week. Rate of pay for this duty will be at row E, Career Level 1 or Career Level 2, depending on the teacher's current Career Level placement

Teacher Assigned to Cover a Class –

- Kindergarten – 8th Grade. A teacher who is required to give up his/her planning time to cover a class for an absent teacher will receive an additional hour of pay at his/her regular rate of pay per class covered.
- High School. A teacher who is required to give up his/her planning time to cover a class for an absent teacher and does not receive a planning time period within an eight block schedule will receive an additional hour of pay at his/her regular rate of pay per class covered.

Professional Development Stipend – A teacher who attends or provides professional development outside of the contract day as assigned by the School Corporation will receive a stipend of $20 per hour, subject to applicable withholdings.