2026-2027

MASTER CONTRACT

BETWEEN THE

BOARD OF SCHOOL TRUSTEES

OF THE

SOUTH VERMILLION COMMUNITY SCHOOL CORPORATION

AND THE

SOUTH VERMILLION EDUCATION ASSOCIATION

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THE AGREEMENT, ENTERED INTO THIS 22nd DAY OF OCTOBER, 2026, BY AND BETWEEN THE BOARD OF SCHOOL TRUSTEES OF THE SOUTH VERMILLION COMMUNITY SCHOOL CORPORATION, HEREINAFTER CALLED THE **"BOARD,"** AND THE SOUTH VERMILLION EDUCATION ASSOCIATION, HEREINAFTER CALLED THE **"ASSOCIATION"**.

WITNESSETH: *WHEREAS the Board and its designated representatives have met with representatives of the Association and entered into negotiations concerning wages and wage-related benefits, it is hereby agreed as follows:*

ARTICLE I: RECOGNITION /INTRODUCTION

The Association is hereby recognized by the Board as the Bargaining Agent for the bargaining unit for all certificated school employees under teaching contracts with South Vermillion Community School Corporation except the Superintendent, Assistant Superintendent, Director of Curriculum, Instruction, and Assessment, Director of Instructional Technology, Principals, Assistant Principals, 5th-12th Grade Athletic Directors, Boys' Head Basketball Coach, Girls' Head Basketball Coach, Head Football Coach, and Aquatics Director.

ARTICLE II: COMPENSATION/SALARY & WAGES

1. PAYMENT SCHEDULE

The Board shall pay teachers in twenty-six (26) equal payments. Paydays shall not require the Board to pay any employee more than he/she has earned or require the Board to make twenty-seven (27) pays in any one calendar year. Teachers will be notified of the scheduled paydays for the coming school year annually.

2. TWENTY PAY SCHEDULE

Instead of the pay schedule outlined in Section 2 supra, a teacher may choose to receive his/her pay equally, in the first twenty (20) pay periods.

3. PAYMENT BALANCE

Any teacher terminating his/her employment with the School Corporation may ask for, and receive, the remainder of his/her salary in one (1) total payment for the number of days worked.

4. EXTRACURRICULAR SALARY

The compensation of teachers for extra-curricular activities is set forth for information purposes only in Appendix A and is attached hereto and made a part thereof as if written herein.

5. STIPENDS/ANCILLARY PAY

5.1 Longevity Stipend

Teachers who attain consecutive years of service with the South Vermillion Community School Corporation as a "teacher" will be eligible for a "Longevity" stipend as outlined below:

05 Years	$500
10 Years	$500
15 Years	$500
20 Years	$1000
25 Years	$1000
30 Years	$1500
35 Years	$1500
40 Years	$2500

5.1.1 To be eligible to receive the Longevity stipend, the teacher must be employed through June 30th of the year the stipend is in effect.

5.2 Attendance Incentive* (effective January 1, 2023)

5.2.1 A teacher who has used zero (0) leave days per semester shall receive a $500 contribution to their 401(a) account no later than January 31st for the first semester and June 30th for the second semester.

5.2.2 A teacher who has used one (1) or two (2) leave days per semester shall receive a $250 contribution to their 401(a) account no later than January 31st for the first semester and June 30th for the second semester.

5.3 Teacher Coverage/No Substitute

Teachers receive $25 per hour/per class period when assigned the ancillary duty of covering a class period for another teacher during their prep time or during their assigned class time by combining classes.

5.4 Dual Credit/Advanced Placement Courses

Teachers with the responsibilities of teaching Dual Credit courses or Advanced Placement courses will receive a $500 stipend per year per course (or per block of students). The totality of the stipend will not exceed $1500 per teacher per school year. The stipend will be paid no later than June 30th of each contract year.

5.5 Unused Leave Days Upon Retirement

Teachers who have been with the South Vermillion Community School Corporation for at least fifteen (15) consecutive years upon their retirement will be compensated at a rate of $115 per day for every unused leave day.

6. SOUTH VERMILLION COMPENSATION MODEL

6.1 Salary Range

6.1.1 At the beginning of the 2026-2027 school year, the salaries of returning full-time teachers were between $45,250 and $80,500.

6.1.2 Under the 2026-2027 compensation plan, teachers may receive up to a $3,250 salary increase. There is no diagonal movement on the salary schedule.

6.1.3 After salary increases are awarded and Early Literacy Endorsement columns are considered, full-time teachers will be earning $46,000 to $81,250.

6.2 2026-2027 Salary Grid (ELE – Early Literacy Endorsement)

	LEVEL I	LEVEL I w/ELE	LEVEL II	LEVEL II w/ELE
Base*	$46,000	$46,250	$48,500	$48,750
A	$47,250	$47,500	$49,750	$50,000
B	$48,500	$48,750	$51,000	$51,250
C	$49,750	$50,000	$52,250	$52,500
D	$51,000	$51,250	$53,500	$53,750
E	$52,250	$52,500	$54,750	$55,000
F	$53,500	$53,750	$56,000	$56,250
G	$54,750	$55,000	$57,250	$57,500
H	$56,000	$56,250	$58,500	$58,750
I	$57,250	$57,500	$59,750	$60,000
J	$58,500	$58,750	$61,000	$61,250
K	$59,750	$60,000	$62,250	$62,500
L	$61,000	$61,250	$63,500	$63,750
M	$62,250	$62,500	$64,750	$65,000
N	$63,500	$63,750	$66,000	$66,250
O	$64,750	$65,000	$67,250	$67,500
P	$66,000	$66,250	$68,500	$68,750
Q	$67,250	$67,500	$69,750	$70,000
R	$68,500	$68,750	$71,000	$71,250
S	$69,750	$70,000	$72,250	$72,500
T	$71,000	$71,250	$73,500	$73,750
U			$74,750	$75,000
V			$76,000	$76,250
W			$77,250	$77,500
X			$78,500	$78,750
Y			$79,750	$80,000
Z			$81,000	$81,250

6.3 Literacy Endorsement Differentiation

Teachers who hold an Early Literacy Endorsement (ELE) and possess a Bachelor's Degree will be placed in the 3rd column of the Salary Grid (LEVEL I w/ELE). Teachers who hold a Master's Degree and possess an ELE will be placed in the 5th column of the Salary Grid. This placement represents a $250 differential.

6.4 Factors and Definitions

6.4.1 **Evaluation:** Teacher received a beginning, developing, or proficient rating from the prior year.

6.4.2 **Academic Needs:** The school corporation has a need to retain all teachers.

6.4.3 **Education:** A teacher who earns a Master's Degree in a content area during the previous school year as defined by the Indiana Department of Education after January 1 of the previous school year.

6.5 Placement of the 2026-2027 Salary Schedule

A teacher who satisfies the academic needs factor will transition to the 2026-2027 salary schedule in the same row or column. Due to the new salary schedule, this results in a $750 increase.

6.6 Distribution and Movement

6.6.1 **Teacher in Bachelors' Column (Level I):** A teacher in the Bachelors' column who satisfies the evaluation factor but does not possess a content area Master's Degree will advance one row in the Bachelors' column. ($1250)

6.6.2 **Teacher in Masters' Column (Level II):** A teacher in the Masters' column who satisfies the evaluation factor will advance one row in the Masters' Degree column. ($1250)

6.6.3 **Movement from Bachelors' Column to Masters' Column (Level I to Level II):** Due to the education factor, a teacher in the Bachelors' column who attains a content area Masters' Degree as defined in 9.4(b) above will advance to the Masters' column but remain in the same row. There is no diagonal movement on the salary schedule. ($1250)

6.6.4 **Teachers at the Top of Columns:** A teacher who has reached the top step of either the Bachelor's Degree column or the Master's Degree column will not receive an increase to their base salary, but will receive a stipend in an amount equal to the base salary increase received by other teachers in the teacher's salary column.

6.7 Time of Payment

The Board will pay the base salary increases not later than sixty (60) days after the State data that is part of the South Vermillion Community School Corporation evaluation rubric is received from the State of Indiana and evaluations for the preceding school year have been completed. Base salary increases will be applied retroactively to the start of the school year.

6.8 Lack of Funding

If sufficient funding is not available in any future year to fund complete movement on the salary grid of all teachers who would otherwise meet the requirements to move on the schedule, the parties will negotiate an alternative compensation arrangement that is compliant with Indiana law and comports with the funding available (if any) at that time.

6.9 New Hires

6.9.1 Any "New Teacher" without any teaching experience at the K-12 level shall begin at the "Base" entry level of $46,000 (without ELE) for a Bachelor's Degree or $48,500 (without ELE) for a Master's Degree for the 2026-2027 school year.

6.9.2 Any "New Teacher" to the South Vermillion Community School Corporation with prior years of experience at the K-12 level will be placed at a level consistent with current teachers within the South Vermillion Community School Corporation in which they "mirror" total years of experience at the K-12 level from any accredited school in the United States.

6.9.3 Retired teachers receiving INPRS pension will be paid a salary at the level from which they retired.

6.9.4 Teachers with verified experience at an accredited higher education institution dating back to the 2020-2021 academic year will be granted one (1) year of experience on the salary grid for every two (2) years of experience.

6.9.5 A newly hired teacher may receive a one-time stipend based on the academic needs of the position. Factors may include, but not be limited to, the following: subject area and number of applicants.

7. SECTION 125

The Board shall provide a Section 125 program that includes both Generation I and Generation II provisions. Fees related to enrollment in the Generation II program shall be borne by the teacher.

8. INVESTMENT COMMITTEE

The current investment manager, management company, investment vehicles, and investment plans will be reviewed each year by the formation of a jointly appointed committee. The committee shall review the insurance plans, explore options, and make recommendations each year as needed. Other benefits such as Life and Disability Insurance shall be reviewed upon mutual consent of both parties. The Association shall appoint three (3) members, and the Board will appoint two (2) administrators.

The committee shall be chaired by the Association President or his/her designee. The committee will meet at least quarterly. The committee will submit an annual report to the Board and the Association. Other reports can be made as needed.

ARTICLE III: WAGE/SALARY-RELATED FRINGE BENEFITS

1. LEAVE DAYS

1.1 The Board shall provide thirteen (13) days annually until a total of ninety (90) days have been accumulated.

1.1.1 Upon request, teachers shall be given a written accounting of accumulated leave by October 1 of each school year.

1.1.2 Leave days accumulated by a teacher before a leave of absence shall be credited to the teacher upon return.

1.2 Leave days, which are not used during the school year, shall be allowed to accumulate as follows:

1.2.1 A teacher may accumulate ninety (90) days and be compensated for any unused days at the end of the school year which would exceed ninety (90) at the substitute pay rate.

1.3 Leave days may be taken in full or half-day units.

1.4 No more than five (5) school days may be used consecutively more than once per school year. Should the teacher request more than three (3) consecutive days after the first occurrence, the administration may request rationale and/or reason for those days granted and shall not be used for the sole and exclusive purpose of extending Fall Break, Thanksgiving Break, Christmas Break, Spring Break, or shortening the end of the school year.

1.4.1 Should a teacher request to use a Leave Day immediately preceding and/or immediately following Fall Break, Thanksgiving Break, Christmas/New Year's Break, Spring Break, or immediately before the end of the school year, said Leave Day will count as two (2) Leave Days. Should extenuating circumstances arise, the teacher shall submit, in writing, the rationale for the request to the Superintendent. The Superintendent may approve the request without a "Two for One" impact.

1.5 Should a teacher voluntarily resign at any time before the end of their contract, any unused Leave days will be forfeited and not be eligible to be compensated for such days.

2. BEREAVEMENT LEAVE

In case of death(s) in the immediate family, the teacher shall be provided with five (5) consecutive school days beyond the date of death(s).

2.1 Upon request of the teacher, or his/her designee, a maximum of two (2) of the five (5) bereavement days may be used at any time within thirty (30) calendar days of the date of death.

2.2 The immediate family is defined as father, mother, husband, wife, son, son-in-law, daughter, daughter-in-law, brother, sister, father-in-law, mother-in-law, grandparents, and grandchildren.

2.3 Others may be approved by the Superintendent, or his/her designee, in conference with the teacher or his/her designee.

2.4 Leave, not to exceed three (3) consecutive calendar days, may be granted for the deaths of close relatives at the discretion of the Superintendent, or his/her designee, in conference with the teacher.

2.5 One day may be provided to teachers for other relatives not specifically covered above.

2.6 Two additional days may be given in addition to the one at the discretion of the Superintendent, or his/her designee, in conference with the teacher, or his/her designee.

2.6.1 Such requests must be submitted in writing.

3. JURY DUTY LEAVE

3.1 When requested, a teacher shall serve on jury duty. The Board will pay the teacher his/her full salary, minus the regular daily stipend paid by the court.

3.2 JUDICIAL ORDER. Teachers subpoenaed to appear before the courts in job-related proceedings will be granted Professional Leave time.

4. EMERGENCY ILLNESS IN THE FAMILY LEAVE

4.1 Each teacher shall be allowed up to five (5) school days leave per year, with pay, not accumulated and not charged to leave days. This leave is to be used in case of serious illness, accident, surgery, or anything else that requires hospitalization within the immediate family.

4.2 The immediate family is defined as father, mother, husband, wife, son, son-in-law, daughter, daughter-in-law, brother, sister, father-in-law, mother-in-law, grandparents, and grandchildren.

4.3 Others may be approved by the Superintendent, or his/her designee, in conference with the teacher or his/her designee. Each instance requires hospitalization. Outpatient surgery will also qualify the day of the surgery.

4.4 Teachers shall be allowed to use their accumulated days to care for an immediate family member whose illness is severe or life-threatening as defined by the Family and Medical Leave Act.

4.4.1 If more than three (3) days are used consecutively, a doctor's note may be required.

4.5 The immediate family is defined as father, mother, husband, wife, son, son-in-law, daughter, daughter-in-law, brother, sister, father-in-law, mother-in-law, grandparents, and grandchildren.

4.6 The use of leave days for other family members may be approved by the Superintendent, or his/her designee, in conference with the teacher or his/her designee.

5. LEGISLATIVE LOBBYING LEAVE

5.1 The Association shall be granted three (3) days of leave each school year to be used by teachers, without loss of pay, to speak with legislators about issues of educational concern.

5.2 The President of the Association shall notify the Superintendent's Office 48 hours before the use of these days, except in cases of emergency, of the individuals who will be using these days.

6. PROFESSIONAL LEAVE DAYS

6.1 Teachers may be granted up to three (3) professional leave days each school year without loss of pay for the purpose of attending professional conferences, seminars, conventions, workshops, or paperwork for special education services, grant writing, or for traveling to their schools to observe different teaching methods, curriculum, organization, etc.

6.2 Should a teacher request additional days, they must submit a request, in writing, to their building principal with the rationale for the additional days pending approval.

6.3 For athletic and other extracurricular conferences, seminars, conventions, or workshops, any days above one (1) are to be paid through the Athletic Department or organization sponsoring the leave.

7. PARENTAL LEAVE

7.1 A teacher may use up to thirty (30) days of accumulated paid leave for the birth or adoption of a child.

7.2 A teacher requesting paid Parental Leave must submit a notice which includes the expected length of this leave, and a copy of the birth certificate of the newborn or applicable adoption documents.

7.3 A teacher's right to paid Parental Leave will be coordinated with the teacher's rights under the Family and Medical Leave Act and any applicable leave policies adopted by the Board.

7.4 To aid in physical recovery, maternity leave days, not to exceed twenty (20) days in the first six (6) weeks immediately (day after) following the birth of the child, may be requested in writing to the Superintendent's Office.

8. SICK LEAVE BANK

8.1 A voluntary Sick Leave Bank shall be maintained to relieve contributors from the undue financial burdens resulting from exhausted leave days due to the absence from work on a long-term basis as a result of the employee's serious health condition or upon the birth or adoption of a child, as defined by the Family Medical Leave Act. The maximum number of days a member may request is twenty-five (25) days. After one's initial request within the school year, he/she may make a second request up to twenty-five (25) days. However, in no case will any teacher receive more than fifty (50) days from the Sick Leave Bank during a given school year. Should a teacher be granted between twenty-six (26) and fifty (50) days, they will be asked to contribute back to the sick bank the following year as listed:

- 26-30 days taken, the teacher shall contribute 1 leave day
- 31-35 days taken, the teacher shall contribute 2 leave days
- 36-40 days taken, the teacher shall contribute 3 leave days
- 41-45 days taken, the teacher shall contribute 4 leave days
- 46-50 days taken, the teacher shall contribute 5 leave days

Use of the Sick Leave Bank may be used for maternity leave consistent with the applicable provisions of the Family and Medical Leave Act. The Bank rules and guidelines are as follows:

8.1.1 Personal illness, injury, incapacitation, and family illness so severe/life threatening that it would make the contributor's presence in the school inadvisable are conditions of the contributor for which Sick Leave Bank days will be considered.

8.1.2 Beginning with the 2023-2024 school year, should a teacher receive twenty-five (25) days or more during any given school year, said teacher will be asked to contribute one (1) day for every five (5) days taken the previous year(s) up to a maximum of five (5) days given back, before receiving any new days from the sick bank in the future.

8.2 A committee shall be formed to administer the Bank, and the business administration of the Superintendent's Office will maintain the records.

8.2.1 The Committee shall be composed of (at least) one person from each of the four buildings in the school corporation. Two of the persons will be appointed by the Association President, and two persons may be appointed by the Superintendent. All persons of the committee are to be Bank contributors.

8.2.2 The Committee shall be empowered to adopt rules and regulations and to make decisions required to administer the Bank so long as the rules, regulations, and decisions do not modify the agreement contained herein.

8.2.3 The Committee may grant, deny, or suspend grants from the Bank. Any judgments or decisions will be final, but an applicant shall have the right to request a reconsideration by the Committee.

8.2.4 A majority of the Committee members will be required for any official action of the Committee.

8.2.5 Regular written Committee reports are to be given to the Association Executive Council.

8.2.6 The Committee, after consultation with the Association President, will be responsible for informing the Bargaining Unit members of the rules and regulations of the Sick Leave Bank imposed beyond those stated in this Agreement, after consultation with the Association President.

8.3 The Bank will be operated on a voluntary participant basis for all professional employees in the bargaining unit who are vested in the Bank by donating two (2) days of one's leave days initially and maintaining that vested interest with additional days of donation when requested due to the Bank Account falling below two hundred (200) days. The enrollment period shall be from the first day of a school year until September 15th of each school year.

8.4 Retiring teachers may donate any or all of their accumulated leave days to the Sick Leave Bank.

8.5 All days once donated to the Bank become the property of the Bank.

8.6 All requests to receive grants from the Bank must be received in writing to the Committee.

8.6.1 Any person submitting a request to use the Bank must have made the proper donation of days and met eligibility requirements.

8.6.2 If a person is physically unable to submit a written request, the request may be submitted by proxy.

8.6.3 Days from the Bank can only be used after one's own accumulated leave days have been depleted, and the Committee has granted/approved the usage.

8.6.4 Days granted from the Bank may be used only for those workdays that the individual contributor is employed under a regular teacher contract in that school year.

8.6.5 Days granted from the Bank may not be granted for periods of disability for which monies are paid to the employee under the Workers' Compensation Law or Disability Insurance Payments.

8.7 The Committee will generally consider a long-term absence as one that involves ten (10) or more working days.

8.8 The Committee reserves the right, if necessary, to limit the number of days granted.

8.9 The Committee will make its decision within ten (10) working days of receiving the written request.

8.10 Management and maintenance of the Bank will be reviewed by the Committee:

8.10.1 If the number of days falls below two hundred (200) days, each participant will be required to donate one (1) additional day of his/her accumulated leave to the Bank. If a contributor has used all leave days, the additional day will be donated as soon as new leave days are granted.

8.10.2 The Superintendent's Office will notify the Committee when the Bank falls below two hundred (200) days.

8.10.3 The Committee will solicit the requests for additional days.

8.10.4 Regular contributions for the Bank to establish membership will be solicited by the Committee within two (2) weeks of the beginning of the school year.

8.10.5 The Corporation will inform the Committee by August 1 of the number of days in the Bank, current membership, and activity during the past 12 months. This information will be supplied to the Committee upon its request at any other time as needed.

8.10.6 The Committee will review and present to the Superintendent's Office for approval or denial of all requests within ten (10) working days after the request is received by the Committee. The Committee will also inform the teacher requesting within the same time frame.

8.11 Member Acknowledgement

Each member of the Sick Leave Bank specifically acknowledges and agrees that the granting of the days from the Sick Leave Bank shall be the sole discretion of the Committee. Each member further agrees to abide by such decision and to indemnify and hold harmless the South Vermillion Community School Corporation and the South Vermillion Education Association and the Committee and all of their agents for any loss they may sustain as a result of any claim or legal proceedings the member may bring against any of them with respect to a decision made by any of them concerning this request/application. The member further acknowledges and agrees that the administration of the Bank and decisions made by the Committee shall not be subject to the Grievance Procedure.

9. MEDICAL INSURANCE PAYMENT

The Board agrees to make the following premium contributions to the health insurance plan selected by the teacher:

Plan	Plan 6 HSA $3,350/$6,700	Plan 7 HSA $6,000/$12,000	HSA Contribution	Plan 8 PPO $750/$2,250
Single	$807/Month	$788/Month	$500/Year	$891/Month
Family	$1,633/Month	$1,570/Month	$1000/Year	$1,860/Month

9.1 The amount contributed to the employee's HSA is to be determined annually. The corporation's contribution to the HSA accounts for the 2026-2027 school year will be $500/single plan and $1,000/family plan.

10. RETIREE'S INSURANCE

The Board will give a retiring teacher the option of continuing his/her hospitalization plan under the present group policy until the employee becomes eligible for Medicare. The total premium is to be borne by the individual, and payment is due monthly.

11. LIFE INSURANCE

The Board shall pay all but one dollar ($1.00) of the cost of double "I" term life insurance for fifty thousand dollars ($50,000.00) for each certificated employee upon application and authorization. This will be effective October 1, provided the teacher enrolls by September 15.

12. LONG TERM DISABILITY INSURANCE

The Board shall pay all of the premium for a long-term disability insurance program paid for by the Board. The level of benefits and the carrier of the insurance shall be mutually agreed upon by the Board and by the Association.

13. MATCHING ANNUITY

The Board shall provide a South Vermillion Community School Employer Employee Matching Annuity Savings Plan. Implementation of such savings plans shall be according to provisions outlined in the Internal Revenue Code Sections 401(a) and 403(b).

13.1 Board Contribution

13.1.1 The Board shall match a teacher's contribution on a dollar-for-dollar basis up to a maximum of Five Hundred Twenty-Five Dollars ($525.00) per teacher.

13.1.2 The Board shall make its contribution for the contract year in monthly payments so long as the individual teacher contributes his/her matching portion.

13.2 Plan Provisions

The provisions for such a program shall be outlined in a plan document. Copies of the plan document shall be made available to teachers upon request at the Office of the Superintendent. One copy shall be placed in each school.

14, RETIREMENT PAY

14.1 Notification

Teachers shall notify the Superintendent of Schools in writing by June 30 of the year before retirement of their intention to retire. In the event a teacher is unable to give timely notice of

retirement as required and is forced to retire as a result of ill health, accident, or other unforeseen events, then and in such event the requirements shall be waived by the Board. For any other reason, timely notice is not given; the Board has the right to delay payment for one (1) year.

14.2 Retirement Procedure

Teachers shall be provided benefits under one of the following retirement plans according to the criteria outlined in each.

14.2.1 Plan One: Retirement pay shall be granted to eligible professional employees who, upon their retirement, accept the benefits of the Indiana State Teacher Retirement System. Retirement pay shall be granted to any teacher who has completed ten (10) years of Indiana public school service, the last five (5) of which must be continuous in the South Vermillion Community School Corporation, and who has a total of fifteen (15) years of teaching experience. The amount of retirement pay shall be computed at the rate of two hundred fifty dollars ($250.00) per year of service in the South Vermillion School Corporation. The Board's portion shall be paid directly to the employee.

Upon the death of any employee eligible for retirement pay, the amount that such employee would be entitled to receive, had he/she survived, shall be paid directly in a lump sum to the employee's estate.

14.2.2 Plan Two: With twenty (20) years of Indiana public school service, and achieving the INPRS Rule of 85, the Board will pay 45% of the last year's salary base contract amount plus an amount not to exceed $4,000 per year, until Medicare eligibility, for a medical insurance plan of the teacher's choice. The Board will give a retiring teacher the option of continuing his/her hospitalization plan under the present group policy until the employee becomes eligible for Medicare. This contribution shall be deposited into a VEBA or similar medical protected account. The total premium is to be borne by the individual and payment is due monthly. The Board's portion of the retirement benefit will be paid in four (4) payments based on the following schedule:

14.3 June of the year of retirement: $2,000 will be paid directly to the retiree when paying off the retiree's current teaching contract. This is the maximum allowable by the Indiana State Teachers Retirement Fund to raise salary average and boost retirement benefits.

14.4 July 15th of the year of retirement: One third (1/3) of the remainder will be paid to the retiree by depositing this 1/3 into a Post Separation 403(b) Plan.

14.5 Remaining balance to be paid in two (2) subsequent payments on January 15th of each of the two succeeding years to the retiree by depositing these payments into the Post Separation 403(b) Plan as described in #2.

14.6 Note: Exceptions may be made to the dates above to accommodate late notification by retiring teachers.

14.7 To qualify, a teacher must complete the last ten (10) years of his/her teaching career with the South Vermillion School Corporation in continuous service.

14.8 The parties agree that these plans in existence before the 2001-02 school year shall be phased out and replaced with a qualified 401(a) Plan. The phase-out of these plans shall be in accordance with the procedures listed below. Hereafter, these plans shall be referred to as the pre 2001-2002 Retirement Plans.

14.9 The replacement program will be a qualified 401(a) Plan (hereinafter referred to as the "401(a) Plan") for all certified employees covered under this collective bargaining agreement. The 401(a) Plan shall be available for all certified employees. The 401(a) Plan contributions will commence with the 2001-2002 contract year and continue each contract year thereafter. The contribution that will be made to the 401(a) Plan by the Board shall be one point five (1.5%) percent of each teacher's instructional salary.

14.10 The investment manager, management company, and investment vehicles will be selected by mutual agreement between the Board and the Association.

14.11 In the event, due to market fluctuations, a certified employee's 401(a) Plan account experiences a loss, the Board's responsibility under the Retirement Pay Plan during the period before its termination shall be the amount which the employee would have received under the Retirement Pay Plan less the amount previously contributed by the Board under the 401(a) Plan.

14.12 The parties agree that the 401(a) Plan shall replace the pre-2001-2002 retirement plans which are found above. The parties further agree that all contributions made to the 401(a) Plan by the Board shall be considered as additional funds and be counted as part of any salary increases negotiated for the certified employees.

14.13 All eligible employees shall be fully vested in the 401(a) Plan upon completion of three (3) years of service with the employer. Any funds in a teacher's account that have not met the vesting requirement shall revert to fund balances.

14.14 The pre-2001 retirement plan remains in effect until such time that a retired certified employee receives a greater return from the 401(a) Plan. All money accumulated in an employee's 401(a) Plan will be used to offset the Board's retirement plan obligation.

14.15 The 401(a) Plan shall:

14.15.1 Be subject to all applicable Internal Revenue regulations.

14.15.2 Have no contract initiation fees charged to the employee.

14.15.3 Have no administrative or Plan Document charge to the Board.

ARTICLE IV: TERM OF AGREEMENT

This contract shall be effective as of July 1, 2026, and shall continue in effect through June 30, 2027. This contract shall not be extended orally, and it is expressly understood that it shall expire on the indicated date. Whenever any notice is required to be given either of the parties to this contract to the other party, either shall do so by letter at the following addresses:
If by the Association to the Board, at:

Dr. Micah Williams, Superintendent,
P.O. Box 387
800 W. Wildcat Drive, Clinton, IN 47842

If by the Board to the Association, at:

Mrs. Kara Waldrop, SVEA President
463 E 6th Street
Clinton, IN 47842

This Contract is made and entered into at Clinton, Indiana, on this 22nd day of October, 2026, by and between the Board of School Trustees of the South Vermillion Community School Corporation, County of Vermillion, State of Indiana, party of the first part, heretofore referred to as the School Employer, and the South Vermillion Education Association, affiliated with the Indiana State Teachers Association and the National Education Association, party of the second part, heretofore referred to as the Bargaining Agent.

The undersigned attest to the following:

1. A public hearing was held in compliance with I.C. 20-29-6-1(b) on September 1, 2026, and electronic participation from the parties and/or public was permitted.

2. A public meeting was held in compliance with I.C. 20-29-6-19 on October 7, 2026, to discuss the tentative agreement. Electronic participation from the governing body and/or public was permitted.

3. A public meeting was held in compliance with IC 20-29-6-19 on October 22, 2026, to discuss the ratification of the collective bargaining agreement. Electronic participation from the governing body and/or public was permitted.

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

South Vermillion Community School Corporation	
J.P. Roehm - President	
Kelli Hill - Vice President	
Jon Beardsley - Secretary	
Jeff Goeppner - Board Member	
Jeff Sisson - Board Member	
Brandae Stateler - Board Member	
Bruce West - Board Member	
Micah Williams - Superintendent	

South Vermillion Education Association	
Kara Waldrop - President	
Misty Harrison - Negotiations Member	
Jessica Schmidt - Negotiations Member	
Bailey Vukovits - Negotiations Member	
Hilary Vukovits - Negotiations Member	
Taylor Vukovits - Negotiations Member	

Appendix A SVCS Extra-Curricular Pay Schedule

Activity/Sport	Level	Description	New Amt.
Academic	Elementary	Academic Coach	$605.00
Academic	Elementary	Math Bowl	$605.00
Art (2 Positions)	Elementary	Elementary Art Workshop Coordinator	$1100.00
Basketball	Elementary	Boys Intramural	$1210.00
Basketball	Elementary	Girls Intramural	$1210.00
Intervention Coordinator	Elementary	Conference Coordinator	$2120.00
Music Coordinator	Elementary	Music Concerts	$730.00
Robotics	Elementary	Coach/Supervisor	$605.00
Supervisor	Elementary	A.M. Bus Supervision	$910.00
Supervision	Elementary	Detention	$35.00/Hour
Technology Assistant	Elementary	After School Hours Tech Assistance	$2420.00
Community Art	K-12	Art Show	$730.00
Timers	K-12	Athletics	$35.00
Ticket Takers	K-12	Athletics	$35.00
Corporation Librarian	K-12	Library Director	$2420.00
Academic	HS	Academic Coach	$970.00
Academic	HS	Competition Coordinator	$1515.00
Academic	HS	Academic Excellence Coordinator	$605.00
Academic	HS	Science Olympiad Coordinator	$605.00
Academic	HS	Spell Bowl Coordinator	$1210.00
Auditorium Manager	HS	Event Coordinator/Manager	$1210.00
Band	HS/MS	Director	$4235.00
Band	HS/MS	Assistant Director	$2420.00
Baseball	HS	Head Coach	$4235.00

Baseball	HS	Assistant Coach	$2420.00
Basketball	HS	Assistant Coach (Boys)	$3330.00
Basketball	HS	Assistant Coach (Girls)	$3330.00
Cheer	HS	Head Coach	$3025.00
Cheer	HS	Assistant Coach	$1815.00
Choir	HS/MS	Director	$2420.00
Class Sponsor	HS	9th Grade	$470.00
Class Sponsor	HS	10th Grade	$470.00
Class Sponsor	HS	11th Grade	$1030.00
Class Sponsor	HS	12th Grade	$605.00
Cross Country	HS	B/G Head Coach (Combined)	$5445.00
Dept. Chair	HS	English/Language Arts	$850.00
Dept. Chair	HS	Science	$730.00
Dept. Chair	HS	Social Studies	$730.00
Dept. Chair	HS	Math	$850.00
Dept. Chair	HS	Related Arts	$850.00
Dept. Chair	HS	Special Education	$730.00
Dept. Chair	HS	Tech/Vocational	$850.00
Supervisor	HS/MS	After School Supervision	$35.00/Hour
Supervisor	HS/MS	Saturday School Supervision	$35.00/Hour
Theatre	HS	Production Director	$2420.00
Theatre	HS	Assistant Director	$1650.00
Drill Team	HS/MS	Sponsor	$3630.00
Drill Team	HS/MS	Assistant	$730.00
FFA	HS	Sponsor	$910.00
Football	HS	Assistant Coach	$3330.00
Golf	HS	Head Coach (Boys)	$3025.00
Golf	HS	Assistant Coach (Boys)	$600.00
Golf	HS	Head Coach (Girls)	$3025.00

Golf	HS	Assistant Coach (Girls)	$600.00
Guidance	HS	Counselor	Daily Rate
Director of Guidance	HS	Counselor	Daily Rate
National Honor Society	HS	Sponsor	$910.00
Robotics	HS	Coach/Supervisor	$605.00
Soccer	HS	Head Coach (Boys)	$3935.00
Soccer	HS	Head Coach (Girls)	$3935.00
Soccer	HS	Assistant Coach (Boys)	$2120.00
Soccer	HS	Assistant Coach (Girls)	$2120.00
Softball	HS	Head Coach	$4235.00
Softball	HS	Assistant Coach	$2420.00
Student Council	HS	Sponsor	$1815.00
Sports Activities Supervisor	HS	Supervisor at Athletic Events	$2420.00
Supervision	HS	A.M. Bus Supervision	$910.00
Swimming	HS	B/G Head Coach (Combined)	$5445.00
Swimming	HS	Assistant Coach (Boys)	$2420.00
Swimming	HS	Assistant Coach (Girls)	$2420.00
Technology Assistant	HS	After Hours Tech Assistance	$2420.00
Tennis	HS	Head Coach (Boys)	$3630.00
Tennis	HS	Head Coach (Girls)	$3630.00
Track and Field	HS	B/G Head Coach (Combined)	$5445.00
Track and Field	HS	Assistant Coach	$2120.00
Vocational Agriculture	HS	10 Extra Days	Daily Rate
Vocational Building Trades	HS	5 Extra Days	Daily Rate
Volleyball	HS	Head Coach	$4540.00
Volleyball	HS	Assistant Coach	$2420.00
Wrestling	HS	B/G Head Coach (Combined)	$5445.00
Wrestling	HS	Assistant Coach	$2420.00
Yearbook	HS	Sponsor	$1815.00

Academic	MS	Competition Coordinator	$1210.00
Academic	MS	Academic Coach	$850.00
Basketball	MS	5th Grade Head Coach (Boys)	$1515.00
Basketball	MS	5th Grade Head Coach (Girls)	$1515.00
Basketball	MS	6th Grade Head Coach (Boys)	$1515.00
Basketball	MS	6th Grade Head Coach (Girls)	$1515.00
Basketball	MS	7th Grade Head Coach (Boys)	$2725.00
Basketball	MS	7th Grade Head Coach (Girls)	$2725.00
Basketball	MS	8th Grade Head Coach (Boys)	$2725.00
Basketball	MS	8th Grade Head Coach (Girls)	$2725.00
Cheer	MS	7th/8th Grade Head Coach	$1515.00
Cheer	MS	5th/6th Grade Head Coach	$1515.00
Guidance	MS	Counselor	$605.00
Cross Country	MS	Head Coach	$1515.00
Cross Country	MS	Assistant Coach	$600.00
Drill Team	MS	6th-8th Grade Head Coach	$910.00
Drill Team	MS	5th Grade Head Coach	$600.00
Fall/Winter Sports Supervisor	MS	Supervision	$1515.00
Football	MS	Head Coach	$2065.00
Football	MS	Assistant Coach	$1515.00
Robotics	MS	Coach/Supervisor	$605.00
Student Council	MS	Sponsor	$1330.00
Supervisor	MS	A.M. Bus Supervision	$910.00
Swimming	MS	Head Coach	$1210.00
Swimming	MS	Assistant Coach	$600.00
Team Leader	MS	Grade Level/Related Arts	$605.00
Technology Assistant	MS	After Hours Tech Assistance	$2420.00
Track and Field	MS	Head Coach	$2120.00

Track and Field	MS	Assistant Coach	$1515.00
Volleyball	MS	Head Coach	$1515.00
Volleyball	MS	5th Grade Coach (Spring)	$910.00
Wrestling	MS	Head Coach	$1815.00
Wrestling	MS	Assistant Coach	$1030.00
Yearbook	MS	Sponsor	$910.00
Non-CBA Positions			
Football	HS	Head Coach	$9075.00
Basketball	HS	Head Coach (Boys)	$8470.00
Basketball	HS	Head Coach (Girls)	$8470.00
Aquatics Director	HS	Event/Supervision/Maintenance	$3025.00
Summer Supervision	HS	Supervise Summer OTAs	$2725.00
Weight Room Supervision	HS	Strength and Conditioning	$3630.00

Disclaimer:
Portions of the Extracurricular Schedule unrelated to wages are the school's policy, were not bargained, and are included for informational purposes only. It is not to be considered a component of the Collective Bargaining Agreement.

The Administration reserves the right to make final adjustments based on the level of student participation.

If the Corporation is unable to fill an assistant's position in a sport with a total staff of head coach and assistant, the head coach will receive a stipend equal to ½ what would have been paid to the assistant.

APPENDIX B: SVCS TEACHER'S RETIREMENT BENEFIT WORKSHEET

Name:_____

Date of Birth:_____ Age:_____

Total Years of Experience:_____(a) Year of Retirement:_____

Experience at South Vermillion:_____(b)

Last Year's Salary:_____ (c)

Accumulated Sick Days:_____(d)

Balance of Teacher's 401(a):_____(e) (Profit Sharing Account)

Plan 1 Benefits: If (b) is at least 10 and if (a) is at least 15, but less than 20, and if the teacher has worked the last 5 years in SVCS, then complete Plan 1 Benefits portion below:

$250 x _____ = _____
b. (f) Total Plan 1 Benefit

_____ - _____ = _____
(f) (e) Remaining Plan 1
(Benefit Directly to Employee)

The retiree will continue on the following insurance plan(s):

Yes _____ No _____

Health Insurance Plan _____

Family _____ Current Premium _____

Single _____ Current Premium _____

Dental Insurance Plan _____

Family _____ Current Premium _____

Single _____ Current Premium _____

(Retiree's payment for premium to be received monthly by the 5th of the month.)

Plan 2 Benefits: If (a) is at least 20 and if the teacher meets the ISTRF Rule of 85, complete Plan 2 Benefits portion below:

.45 x _____ = _____
c. (g) Total Plan 2 Benefit

_____ - _____ = _____
(g) (e) (h)

Remaining Plan 2 Benefit Still to be paid to Teacher

Method/Date(s) of Payment:

1. $2,000 shall be reported as additional salary for the school year to ISTRF.

   $2,000 shall be paid to the teacher in June, _____:

   And

   _____ - $2,000 = _____
   (h) (i)

   Then

   _____ divided by 3 = _____
   (i) (j)

   An amount equal to _____ shall be paid into
   (j)

   the teacher's post–separation 403(b) account on the following dates:

2. July 15, _____.

3. on or about January 15, _____.

4. and on or about January 15, _____ .

Insurance for Plan 2:

The Board will deposit $4,000 per year, until Medicare eligibility, into a VEBA starting on or about September 15th of the year of retirement and continuing each year until Medicare eligibility.

The retiree will continue on the following insurance plans: Yes _____ No _____

Health Insurance Plan _____

Family _____ Current Premium _____

Single _____ Current Premium _____

Dental Insurance Plan _____

Family _____ Current Premium _____

Single _____ Current Premium _____

(Retiree's payment for premium to be received one month in advance by the 5th day of the month.)