AGREEMENT

between the

BOARD OF SCHOOL TRUSTEES
OF THE CANNELTON CITY SCHOOLS

and the

CANNELTON CLASSROOM
TEACHERS ASSOCIATION

2025-2027

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AGREEMENT

BETWEEN THE

BOARD OF SCHOOL TRUSTEES
OF THE CANNELTON CITY SCHOOLS

AND THE

CANNELTON CLASSROOM
TEACHERS ASSOCIATION

THIS AGREEMENT ENTERED INTO BY AND BETWEEN THE BOARD OF SCHOOL TRUSTEES OF THE CANNELTON CITY SCHOOLS, HEREINAFTER CALLED THE "BOARD", AND THE CANNELTON CLASSROOM TEACHERS ASSOCIATION, HEREINAFTER CALLED THE "ASSOCIATION."

WITNESSETH:

WHEREAS, the Board and the Association recognize and declare that providing quality education for the children of the Cannelton City Schools is their mutual aim; and

WHEREAS, the Board and its designated representatives have met with representatives of the Association and entered into extended deliberate negotiations as provided for in Public Law 217; it is hereby agreed as follows:

ARTICLE I

RECOGNITION

A. The Board hereby recognizes the Cannelton Classroom Teachers Association as the exclusive representative of all Teachers in the School Corporation.

B. DEFINITIONS

1. The term "Teacher," when used in this Agreement shall refer to all certificated employees as defined in Public Law 217 employed by the Board except the Superintendent, the High School Principal, the Elementary Principal, and the Athletic Director.

2. The terms "Board" and "Association" shall include authorized officers, representatives, and agents.

3. The term "School Corporation," when used in this Agreement, shall refer to the Cannelton City Schools of the County of Perry of the State of Indiana.

4. When references are made to male Teachers in this Agreement, it also includes female Teachers.

ARTICLE II

COMPENSATION AND EXPENSES

A. The Board and the Association agree to negotiate yearly if money is available to increase salary for teachers on the compensation model. Eligibility, factors, definitions, and distributions are outlined in Appendix A-1. Base Salaries are listed in Appendix A-2.

A new teacher without experience shall be placed at Level A unless he/she has an advanced degree or certification for a hard to fill area. New teachers will be placed at a base pay commensurate with current hires having the same education and years of experience. Any deviation will be done through discussion with the Association. The Superintendent and UniServ Director will discuss a salary placement.

The salary range for the 2025-2026 school year is $41,700-$63,300. This range does not include 2025-2026 increases or the 3% ISTRF Corporation contribution. The salary range for the 2026-2027 school year will be $44,100-$65,100 and does not include 2026-2027 school year increases or the 3% ISTRF.

B. When money from the Title II Part A grant is used for Merit Pay, the Corporation will distribute the funds as a stipend to teachers on or before September 1. A teacher must be currently employed and be rated Effective or Highly Effective to receive Merit stipend from said grant.

C. A teacher who is not provided with a car and who is authorized to use his/her own automobile in pursuance of assigned school duties shall be reimbursed at the Internal Revenue Service rate per mile traveled.

D. When a teacher is either asked or expected to attend a particular meeting or event which would necessitate an expenditure for overnight lodging or meals, the Board shall reimburse the Teacher for said overnight lodging and meals. Any expenditure over the limits stated below may be reimbursed by the board, solely at the discretion of the Board.

Maximum Amount Paid Per Day For Overnight Lodging	**Maximum Amount Paid Per Day For Meals**
$80.00	$35.00

E. The Board shall purchase liability insurance to protect Teachers.

F. Each year of military service by a Teacher up to a maximum of four (4) years shall be given credit as the equivalent of one (1) year of teaching experience. If service is less than one (1) year, a minimum of six (6) months military service is necessary to qualify for the equivalent of a year of service. The above shall apply to all veterans who took the Oath of Allegiance, wore the uniform, served in either combat or noncombat units of a branch of the United States Armed Services and were honorably discharged. No credit previously given in this system for military service shall be reduced as a result of this agreement.

G. If a Teacher leaves the school system at the end of a school year, said Teacher shall receive, upon request, all pay to which that Teacher is entitled, by a date not later than the second (2nd) payday in June.

H. Any teacher adding a Literacy Endorsement to their teaching license will receive a $100 base pay ~~increase~~ differential.

I. The superintendent may open the contract for the 2026-2027 school year if the ADM is below 200.

ARTICLE III

LEAVES OF ABSENCE

A. Each Teacher shall be entitled to be absent from work for a total of fifteen (15) days for each year of employment without loss of compensation. The Teacher shall receive 12 days for sick leave and 3 days for personal leave. Should a Teacher not use any or all of the days, the remaining days shall be accumulated to two hundred (200) days. Teachers employeed prior to the 2014-2015 school year may keep the current amount accumulated. If that amount is more than one hundred fifty (150), no more days will be allowed to accumulate until the number falls below the maximum one hundred fifty (150). Each Teacher is allowed to use ten (10) of his/her annual or accumulated leave days per school year for illness, accident or surgery of the Teacher's

spouse, son, daughter, step-child, father, or mother. Six days (6) may be used for father-in-law and mother-in-law. In the event that a teacher misses five (5) consecutive days, the teacher may be asked to provide documentation from a physician before returning to work.

Teachers that are currently under one hundred fifty (150) days will have a maximum accumulation of one hundred fifty (150) days. Teachers employed for the 2020-2021 school year with the two hundred days (200) accumulation will not be allowed to accumulate more than their two hundred days (200) If they should use more than the fifteen15 days provided annually, the year total will become the new maximum. For example if they use 25 days in one year, the new maximum accumulation will be 190 until they meet the maximum of 150 established with the 2020-2021 contract.

Teachers entering Cannelton City School Corporation with accumuled sick leave from another Corporation may have more than three days transferred annually at the discretion of the Superintendent. There will be a minimum of three (3) days transferred annually until all days have been transferred.

In the event any Teacher shall be absent from work on account of illness or quarantine for more than fourteen (14) days in any thirty (30) day period, that Teacher shall supply to the Board, upon request, a statement from a licensed medical practitioner of the Teacher's choice, which statement shall set forth the reason for the absence of the Teacher and an estimate or prognosis by the medical practitioner including a statement of when the medical practitioner estimates it will be possible for the Teacher to return to full time employment.

When a Teacher is absent because of illness, the Teacher will contact the building Principal by the end of the school day when they are absent and will not be returning the next day.

B. Sick and personal leave days accumulated by a Teacher prior to a leave of absence shall be credited to the Teacher upon return.

C. Teachers shall be given a written accounting of accumulated leave by September 1 of each school year.

D. Leave may be taken on a one-half (½) day basis.

E. Each Teacher shall be allowed to use annual and accumulated leave days for his/her medical and dental appointments.

F. The Board agrees to establish a "Sick Leave Bank" for the Teachers of the Cannelton City Schools. Such bank shall be established by September 1, 1974, by the Board setting aside thirty (30) leave days which may be drawn upon by the Teachers in the system. Any days which are used from the bank during the previous school year shall be replenished by the Board to the original total of thirty (30) leave days on September 1 of each year. Effective with the 2001-2002 Contract, the Board shall no longer set aside/replenish days in the Sick Leave Bank. Each certified employee who wishes to be a member of the Sick Leave Bank may become a member by donating one (1) or more leave days to the Bank. Such donations must be made not later than

September 15 of each school year for those who join the Bank after the 2001-2002 school year. Employees who are hired after the first day of a school year shall be given a minimum of fifteen (15) school days or until the stated deadline, whichever is later to become a member of the Bank. At such time as the bank is depleted below fifty (50) days, an obligatory assessment of one (1) day shall be made by all members of the Sick Leave Bank which shall be deducted from previously accumulated leave. A Sick Leave Bank Committee will be composed of a representative of the Administration to be determined by the Superintendent and one (1) representative each from the elementary grades and the high school, and the President of the Classroom Teachers Association. The purpose of said Committee is to administer the Sick Leave Bank. This includes determining how many, if any, days are to be repaid to the Bank by those who are granted days from the Bank and the rate of repayment. Any Teacher wishing to use days from the Sick Leave Bank must first of all use all of his/her own leave days and accumulated leave days before submitting a request to the Sick Leave Bank Committee. Requests to the Committee for days from the bank shall be acted upon by the Committee.

The maximum number of days to be granted per Teacher shall be five (5) school days per school year. If the need arises, the Teacher may reapply for additional leave days, and the Committee shall make a decision on whether to grant said request.

G. BEREAVEMENT LEAVE

Bereavement leave for a spouse, child, step-child, or parent shall be for a period of seven (7) school days with pay for each occurrence.

If there is a death in the immediate family, a Teacher shall be granted, not to exceed five (5) school days leave with pay for each occurrence. Immediate family is construed to mean brother or sister, father-in-law or mother-in-law, grandparent or grandchild, son-in-law or daughter-in-law, stepparent or any other relatives who at the time of death were living as members of the household of the Teacher. Up to four (4) days of bereavement leave, as spelled out above, may be taken later in the school year to assist in estate or financial matters.

H. MATERNITY LEAVE

1. A Teacher who is pregnant may be granted a leave of absence and may continue in active employment as late into pregnancy as she wishes, if she can fulfill the requirements of her position. Temporary disability caused by pregnancy shall be governed by the following:

a. Any Teacher who is pregnant may be granted a leave of absence 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 wishes to start her leave. She shall notify the Superintendent of the expected length of this leave, including with this notice either a physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn, whichever is applicable. However, in the case of a medical emergency caused by pregnancy, the Teacher shall be granted a leave, as otherwise provided in this section, immediately on her request and the certification of the emergency from an attending physician.

b. All or part of a leave taken by a Teacher because of a temporary disability caused by pregnancy may be charged, at her discretion, to her available sick days. However, the Teacher is not entitled to take accumulated sick leave days when the Teacher's physician certifies that the Teacher is capable of performing the Teacher's regular teaching duties.

2. Except where a contract is not required under IC 20-28-10-2 and IC 20-28-10-5 in any situation occurring before or after the commencement of leave, the Teacher and the School Corporation shall execute a regular Teacher's contract for each school year in which any part of the Teacher's leave is granted, and the Teacher shall have the right to return to a teaching position for which the Teacher is certified and will receive the same salary.

3. Rights existing at the time leave commences, which arise from a Teacher's:

a. status as an "established" teacher;

b. accumulation of successive years of service;

c. service performed under a Teacher's contract pursuant to IC 20-26-6; or

d. status or rights negotiated under Indiana Code 20-29 shall remain in tact.

4. During leave the Teacher may maintain coverage in any group insurance program by paying the total premium including the School Corporation's share, if any, attributable to the leave period.

5. During leave extending into a part of a school year, a Teacher shall accumulate leave in accordance with the provisions of the master contract in effect in the Cannelton City Schools in the same proportion which the number of days the Teacher is paid during such year of work or leave bears to the total number of days for which Teachers are paid in the School Corporation.

I. STAFF DEVELOPMENT LEAVE

Teachers may be granted days with pay for the purpose of attending meetings or conferences of an educational nature at the discretion of the Board.

J. JURY DUTY LEAVE

When requested, a Teacher may serve on jury duty. The Board shall pay the Teacher his full salary provided that such Teacher agrees to return to the Board all pay received for serving on jury duty less mileage received from the court.

K. HEALTH LEAVE

In those instances where a Teacher's health warrants it, a health leave without pay, may, after one (1) year of service, be granted up to a maximum of one (1) year plus an unfinished year. This

leave may be renewed each year upon written request of the Teacher. Upon the Teacher's return to work, the Board shall assign the Teacher to the same position held by such Teacher when the leave commenced. Such Teacher shall be placed at the same salary as he/she was when the health leave commenced, if the leave is for five (5) months or longer. Any Teacher requesting health leave must have certification from his/her doctor as to the need for such a health leave.

L. ADOPTIVE LEAVE

Adoptive leave, without pay, may be granted to any Teacher for up to a period of six (6) months. Upon initial application for the adoption, the Teacher shall notify the Superintendent of his/her intent. The period of leave shall commence when the child is physically turned over to the Teacher-parent. Upon the Teacher's return to work, the Board shall assign the Teacher to the same position held by such Teacher when the leave commenced.

M. PERSONAL INJURY LEAVE

In the case of an absence due to injury incurred in the course of the Teacher's employment, the Board shall pay to such Teacher the difference between his/her salary and the benefits received under the Indiana Worker's Compensation Act for the first twenty-three (23) days of such absence. It is understood and agreed to that no leave days will be deducted from any Teacher for any such absence and the Board shall continue to pay the Teacher the difference between worker's compensation and his/her salary for the duration of such leave.

N. EXTENDED LEAVES

During extended approved leaves of absence, Teachers are not required to provide lesson plans or to grade student work.

ARTICLE IV

SEVERANCE PAY

A. The Board shall pay One Hundred Dollars ($100.00) per year up to 20 years of creditable service as a retirement benefit to those Teachers retiring from the school system or receive Ten Dollars ($10.00) for each day of accumulated leave up to a maximum of two hundred (200) days. A combination of either can be used to get a maximum of $2000. The amount due to the teacher will be paid by June 30th following the last contractual day worked.

1. Teachers must have a total of twenty (20) years of service or be fifty (50) years of age to receive the benefit.

2. On or before July 1 of the year prior to retirement, Teachers retiring shall notify the Superintendent in writing of their intention to retire to qualify for the additional compensation. If a Teacher is forced to retire because of health reasons, the July 1 date may be waived at the discretion of the Board.

3. Should a Teacher die during their last year of service while receiving retirement pay, the remaining benefits shall be paid to his/her beneficiaries.

4. In the event of the death of a Teacher, severance benefits that have been earned by said Teacher shall be paid to his/her beneficiary.

ARTICLE V

RETIREMENT BENEFIT

A. Retiring teachers with 20 years of service and at least the age 50 shall receive Two Thousand Dollars ($2000) annually deposited in a VEBA account for Five (5) years upon separation from Cannelton City Schools.

B. A teacher may remain on the Corporation health insurance after retirement. He/She may purchase a single policy at his/her expense.

C. 403(b) ANNUITY PLAN.

1. Each Teacher may elect to make a salary reduction election and make tax deferred contributions, to a plan described in section 403(b) of the Internal Revenue Code (the "Code") to the maximum limits allowed by the Code. The Board shall forward salary reduction money to Security Benefits monthly.

2. The School Corporation shall offer Security Benefits for the salary reduction contributions made to 403(b) plans.

3. Input shall be sought from the Association on changes to the administration of the 403(b) plans and a third party administrator. Ample notice shall be given of meetings to discuss the plan document required by the Internal Revenue Service.

D. The Board agrees to contribute annually into each individual's separate 401(a) Ongoing account an amount equal One Percent (1%) of salary for employees. The Board shall make equal contributions by December 30th and June 30th of each school year.

E. There will be no commingling of accounts and each employee may determine how his or her account shall be invested among the investment options made available by the investment vendor for the 401(a) Ongoing plan. The single investment vendor for the 401(a) Ongoing plans shall be Security Benefits unless a change in vendors is mutually agreed to by the Cannelton Classroom Teachers Association and the Cannelton City School Corporation. Each bargaining unit member employed during the 2021-2022 shall be One Hundred Percent (100%) vested. Teachers hired after the 2021-2022 school year will be fully vested upon the completion of his/her fifth year of continuous employment with the Cannelton City School Corporation or upon death. Teachers hired after the 2021-2022 school year are subject to the following vesting schedule.

Completed Years of Service	Percent
1	20%
2	40%
3	60%
4	80%
5	100%

A teacher whose employment is terminated prior to vesting will have the value of his/her unvested amount of their 401(a) Savings Plan forfeited to the plan and can be used to offset the future distributions among active 401(a) participants.

F. Teachers will receive twenty-five ($25) dollars for every day above their maximum accumulation on July 31st of every school year. The twenty-five ($25) dollars per day will be paid to the teachers with a deposit in a 401 (a) annually.

ARTICLE VI

FRINGE BENEFITS

A. HEALTH INSURANCE

1. The Board shall contribute a maximum of $593.00 monthly or $7116 annually, for full-time employees taking out the single plan of health insurance. The Board will also contribute $1,103.50 monthly or $13,242 annually for a family plan premium. The plan and provider shall be mutually agreed upon by the Administration and Association.

2. The Board shall provide an additional Two Thousand Dollars ($2,000) as a stipend each year to any teacher not participating in the health insurance. Teachers currently receiving this stipend will continue to receive it until they leave, retire from, or take insurance from Cannelton City School Corporation. Teachers hired after the 2023-2024 school year will not be eligible for the stipend.

3. The Superintendent and the Association will establish an insurance committee that will meet regularly to vet carriers and discuss plan designs.

B. LIFE INSURANCE

The Board shall provide for Teachers a group life insurance protection plan which shall pay the Teacher's designated beneficiary in the event of death with double indemnity for accidental death. This group life insurance shall be fully paid for by the Board and will be as follows:

One Hundred Thousand Dollars ($100,000.00) + AD&D.

C. VISION CARE

The Board shall provide for Teachers a vision care program beginning January 1, 2020. The employee will pay all of the premium cost. The plan and provider shall be mutually agreed upon by the Administration and the Association.

D. PREMIUM REFUNDS

When refunds by insurance companies are made on Teacher related policies, such refunds shall be kept separate from other school funds and shall be returned to the Teachers who paid the premiums on a pro rata basis. The Administration shall notify the Association when such refunds are forthcoming.

E. GENERAL INFORMATION ON BOARD PAID INSURANCE PROGRAMS

Teachers on paid leave shall continue to have Board contributions made according to the level which existed at the time of starting on leave. Teachers on nonpaid leave for one (1) month or longer shall have the option to continue any or all of the Board paid programs by paying the premiums themselves to the Board within thirty (30) days of the billing date.

F. DISABILITY INSURANCE

The Board shall provide for each Teacher long-term disability insurance through a vendor that this mutually agreed upon by the Board and the Association. [Plan III with a one hundred eighty (180) day elimination period]. This insurance shall be fully paid for by the Board.

G. DENTAL INSURANCE

The Board shall provide for each Teacher single or family dental insurance beginning January 1, 2020. The Board shall pay 50% of the premium for single, employee/spouse, employee/child(ren), or family plan. The plan shall be mutually agreed upon by the Association and Administration.

H. SECTION 125

Phase I and II benefits provided to employees by Section 125 of the Revenue Act of 1978 shall be made available to all bargaining unit members that choose to participate. Participants in the Phase II portion shall pay any annual administrative costs.

ARTICLE VII

GRIEVANCE PROCEDURE

A. DEFINITIONS

1. A "grievance" is a claim of a violation of this Agreement.

2. The term "Grievant" means the certified school employee directly affected by the alleged violation of this Agreement.

3. The term "day" when used in this Article shall be calendar.

B. The purpose of this grievance procedure is to settle equitably issues which may arise from time to time with respect to specific claims of violation, of the provisions of this Agreement. *(Both parties agree that these proceedings shall be kept as confidential as may be appropriate at each level of the procedure.)*

C. Nothing contained herein shall be construed to prevent any individual Teacher from presenting a grievance.

D. If any such grievance arises, there shall be no stoppage or suspension of work because of such grievances; but such grievance shall be submitted to the following grievance procedure.

E. PROCEDURE

1. The number of days indicated at each level shall be considered maximum. The time limits may be extended by mutual consent in writing by authorized representatives of each party.

2. Informal Grievance

A Teacher with a grievance may initiate this procedure in one (1) of the following ways: *[Provided that it is done within ten (10) days of the time the grievant first knew or should have known of the act or condition upon which it is based. Failure of the grievant to meet these provisions shall prevent further action from being taken by the grievant on that specific grievance.)*

a. He/she may approach the immediate supervisor concerned and discuss the matter in his/her own behalf.

b. He/she may request that a representative of the Association accompany him/her in approaching his/her immediate supervisor. In such case, the supervisor shall not initiate any consultation with the grievant prior to any scheduled meeting at which the representative is to be present.

c. Within seven (7) days after presentation of the grievance the immediate supervisor or his designee shall give his answer orally to the grievant.

3. Formal Grievance

a. Level One - Within five (5) days of the oral answer if the grievance is not resolved the Teacher may file a formal grievance in writing on the form shown in Appendix "E." This form shall be filed in quadruplicate with one (1) copy to the Association, one (1) copy to the grievant, one (1) copy to the immediate supervisor, and one (1) copy to the Superintendent. The written grievance shall:

i. Name the grievant;

ii. Shall identify by specific reference all Articles or sections of this Agreement alleged to be violated;

iii. Shall state the facts giving rise to the grievance;

iv. Shall state the contentions of the grievance with respect to the provisions of said Articles or sections; and

v. Shall indicate the specific relief requested.

(Within seven (7) days of the filing of the formal grievance in writing the immediate supervisor or his designee shall answer the grievance in writing.)

b. Level Two - If the grievance is not settled at Level One, it may be appealed to the Superintendent by filing a written notice within ten (10) days of receipt of the written answer at Level One. The notice shall include a copy of all material and evidence previously submitted, and all information as to the attempted resolution of the grievance. Within ten (10) days following the receipt of such notice the Superintendent shall meet with the grievant and his representative. Within five (5) days of this meeting the Superintendent shall render a written decision to the grievant. The Superintendent may hold a formal hearing prior to the rendering of the written decision and additional time beyond the fifteen (15) days shall be allowed by mutual agreement of both parties if further investigation is necessary.

c. Level Three - If the grievance is not settled at Level Two, it may be appealed to the Board by filing a written notice within fifteen (15) days of receipt of the written answer at Level Two. The notice shall include a copy of all material and evidence previously submitted, and all information as to the attempted resolution of the grievance. Within fifteen (15) days following the receipt of such notice the Board shall meet with the grievant and his representative.

Within fifteen (15) days of this meeting the Board shall render a written decision to the grievant. The Board may hold a formal hearing prior to the rendering of the written decision and additional time beyond the thirty (30) days shall be allowed by mutual agreement of both parties if further investigation is necessary.

ARTICLE VIII

SEPARABILITY AND SAVINGS CLAUSE

A. If any Article or section of this Agreement shall be held invalid by operation of law or by any court of competent jurisdiction, or if compliance with or enforcement of any Article or section is restrained by a court order pending a final determination as to its validity, the remainder of this Agreement or the application of such Article or section to persons or circumstances other than those as to which it has been held invalid or as to which compliance with or enforcement of has been restrained, shall not be affected thereby.

ARTICLE IX

MISCELLANEOUS PROVISIONS

A. All Teachers, with Teacher contributions, shall be allowed to participate in a 403(b) Plan.

B. The basic salaries for Teachers shall be paid in twenty-four (24) equal payments, the fifteenth (15th) and the thirtieth (30th) of each month. In the event a school holiday or a weekend falls on a payday, Teachers shall receive that check on the last school day prior to the holiday or weekend.

C. It is understood and agreed to that Teachers on a temporary contract shall receive the same salary and benefits as Teachers teaching on a regular Teacher's contract.

D. Part-time Teachers will be paid on a pro-rata basis with high school Teachers being based on a seven (7) period day and elementary Teachers being based on the number of hours worked. It is understood that this is not a change in the current practice and it is also understood that preparation time is not to be paid. It is also understood that all part-time Teachers will receive full fringe benefits, unless such a plan is not available for part-time Teachers.

ARTICLE X

TERM OF AGREEMENT

The term of this agreement shall begin on July 1, 2025 and shall continue in full force and effect through June 30, 2027.

ARTICLE XI

NOTICE

Whenever any notice is required to be given to either of the parties to this Agreement by the other party, either shall do so by U.S. Registered Mail, U.S. Regular Mail, or by hand delivery at the following addresses:

If by the Association to the Board, at:
Superintendent of Schools
Cannelton, Indiana 47520.

If by the Board to the Association, at:
President of Cannelton CTA
Cannelton, Indiana 47520.

This agreement is made and entered into at Cannelton, Indiana, between the Board of School Trustees of the Cannelton City Schools, County of Perry, State of Indiana, party of the first part, heretofore referred to as the "Board", and the Cannelton Classroom Teachers Association, party of the second part, heretofore referred to as the "Association."

The Undersigned attest to the following: 1. A public meeting was held in compliance with I.C. 20-29-6-1(b) on September 23, 2026 and electronic participation from the parties and/or public was not permitted. 2. A public meeting in compliance with I.C. 20-29-6-19 was held on October 12, 2026 to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

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

Board of School Trustees
Cannelton City Schools
Ratified by the Board on Octobber 15, 2026

Kenneth Snyder
President

Susan Entwistle
Secretary

10/16/2026
Date

Superintendent

10/16/2026
Date

Cannelton Classroom Teachers Association
Ratified by the CTA on October 9, 2026

President

10/16/2026
Date

Tanya Gosser
ISTA UniServ Director

10/16/2026
Date

APPENDIX "A-1"

BASE SALARY INCREASES

I Salary Range

The salary range for the 2025-2026 school year is $41,700-$63,300. This range does not include 2025-2027 increases or the 3% ISTRF Corporation contribution.

II Base Salary Increases

A. Factors and Definitions

2025-2026 $1,200 Base Salary Increase

50% Year of Experience (YOE) -*Defined as the teacher has 120 INPRS days.* $600

50% Academic Need- *Defined as the need to retain and recruit teachers* $600

Instructional Leadership – *Defined as possession of a required literacy endorsement.* $100

2026-2027 $600 Base Salary Increase

50% Year of Experience (YOE) -*Defined as the teacher has 120 INPRS days.* $300

50% Academic Need- *Defined as the need to retain and recruit teachers.* $300

B. Distribution

Teachers meeting both factors will receive $1,200 added to their base pay in 2025-2026 and $600 added to their base pay in 2026-2027.

III New Hire

A new teacher without experience shall be placed at Level A unless he/she has an advanced degree or certification for a hard to fill area. New teachers will be placed at a base pay commensurate with current hires having the same education and years of experience. Any deviation will be done through discussion with the Association. The Superintendent and UniServ Director will discuss a salary placement.

APPENDIX "A-2"

CANNELTON CITY SCHOOLS
COMPENSATION MODEL
2025-2026

LEVELS	SALARY	LITERACY	LEVELS	SALARY	LITERACY
A	$44,100	$44,200	W	$57,300	$57,400
B	$44,700	$44,800	X	$57,900	$58,000
C	$45,300	$45,400	Y	$58,500	$58,600
D	$45,900	$46,000	Z	$59,100	$59,200
E	$46,500	$46,600	AA	$59,700	$59,800
F	$47,100	$47,200	BB	$60,300	$60,400
G	$47,700	$47,800	CC	$60,900	$61,000
H	$48,300	$48,400	DD	$61,500	$61,600
I	$48,900	$49,000	EE	$62,100	$62,200
J	$49,500	$49,600	FF	$62,700	$62,800
K	$50,100	$50,200	GG	$63,300	$63,400
L	$50,700	$50,800	HH	$63,900	$64,000
M	$51,300	$51,400	II	$64,500	$64,600
N	$51,900	$52,000	JJ	$65,100	$65,200
O	$52,500	$52,600			
P	$53,100	$53,200			
Q	$53,700	$53,800			
R	$54,300	$54,400			
S	$54,900	$55,000			
T	$55,500	$55,600			
U	$56,100	$56,200			
V	$56,700	$56,800			

APPENDIX "A-3"

CANNELTON CITY SCHOOLS
COMPENSATION MODEL
2026-2027

LEVELS	SALARY	LITERACY	LEVELS	SALARY	LITERACY
A	$45,000	$45,100	W	$58,800	$58,900
B	$45,600	$45,700	X	$59,400	$59,500
C	$46,200	$46,300	Y	$60,000	$60,100
D	$46,800	$46,900	Z	$60,600	$61,000
E	$47,400	$47,500	AA	$61,200	$61,300
F	$48,000	$48,100	BB	$61,800	$61,900
G	$48,600	$48,700	CC	$62,400	$62,500
H	$49,200	$49,300	DD	$63,000	$63,100
I	$49,800	$49,900	EE	$63,600	$63,700
J	$51,000	$51,100	FF	$64,200	$64,300
K	$51,600	$51,700	GG	$64,800	$64,900
L	$52,200	$52,300	HH	$65,400	$65,500
M	$52,800	$52,900	II	$66,000	$66,100
N	$53,400	$53,500	JJ	$66,600	$66,700
O	$54,000	$54,100			
P	$54,600	$54,700			
Q	$55,200	$55,300			
R	$55,800	$55,900			
S	$56,400	$56,500			
T	$57,000	$57,100			
U	$57,600	$57,700			
V	$58,200	$58,300			

APPENDIX "B"
CANNELTON CITY SCHOOLS
EXTRA DUTIES AND RESPONSIBILITIES PAY SCHEDULE
2025-2027

Boys' Sports	**2025-2027**
Basketball	
Head Coach	$6,123
Assistant Coach	$2,639
5 Middle School Coach	$1,636
Assistant MS High Coach	$1,027
Elementary Coach	$735
Baseball	
Head Coach	$1,855
Assistant Coach	$800
Middle School Coach	$600
Cross Country	
Head Coach	$1,181
Middle School Coed	$600
Girls' Sports	**2025-2027**
Basketball	
High School Coach	$6,123
Assistant Coach	$2,639
Middle School Coach	$1,636
Assistant MS High Coach	$1,027
Elementary Coach	$735
Softball	
High School Coach	$1,855
Assistant Coach	$800
Middle School Coach	$800
Volleyball	
High School Coach	$1,855
Assistant Coach	$884
Middle School Coach	$600
Track-Boys' and Girls'	
Middle and High School Coach	$1,169
Class Sponsor (pay for each)	
*Senior Class	$600
*Junior Class	$600
*Can be split if the	
there are cosponsors	

Sponsors	2025-2027
Annual	$1,288
Student Council	
Middle/High School	$626
Elementary	$626
National Honor Society	
High School	$500
Middle School	$300
Cheerleader	
High School	$600
Middle School	$400
5th and 6th Grade	$250
Pep Club	
High School	$162
Middle School	$162
Miscellaneous	
Dual Credit Teachers	$300
Hi-Life Newspaper	$626
Middle School High Ability Newspaper	$626
Digital Media Coordinator	$250
Head Teacher Meyer	$2000

Additional:

*G/T Coordinator $3,000 **(Grant money to pay stipend must be available)**

*Federal/State Grants Director, Technology Coordinator, School Corporation Testing Coordinator, Dual Credit Coordinator, English as a Second Language Teacher, English as a Second Language Coordinator, Career and Technical Education Coordinator, and Student Academic Advisor grades 6-12 $6,500 **(Grant money to pay stipend must be available)**

APPENDIX "C"

CANNELTON CITY SCHOOLS

MATERNITY LEAVE FORM

TO: Superintendent Of Schools

FROM:

SUBJECT: Notice Of Intent To Take Maternity Leave

Date Leave Is To Begin _____

Expected Length Of Maternity Leave _____

I hereby request _____ days payment of sick leave be allowed as part of my maternity leave.

_____ _____

Date Signature

APPENDIX "D-1"

CANNELTON CITY SCHOOLS

GRIEVANCE FORM

A. 1. Name of Grievant:

2. Building and Teaching Assignment:

3. Filing Date of Formal Grievance:

B. Identification, by specific reference, of all articles or sections of this agreement alleged to be violated:

C. Statement of facts giving rise to this grievance, including dates, times, places, and individuals involved:

D. Statement of grievant's contention with respect to the violation of the articles or sections set forth in paragraph B.:

E. Statement of the specific relief sought by the grievant:

_____

Signature of Grievant

F. Disposition by Principal:

Dated: _____

_____

Signature of Principal

APPENDIX "D-2"
NOTICE

TO: THE SUPERINTENDENT OF THE CANNELTON CITY SCHOOLS

You are hereby notified that I am appealing a grievance which I heretofore filed with the Principal of my school building, and which was not resolved to my satisfaction, the answer of said Principal to my grievance having been received within ten (10) days of the date of this notice. Attached hereto are copies of all materials and evidence previously submitted regarding said grievance, and all information which I have as to the attempted resolution of this grievance.

DATED: _____

_____
GRIEVANT

APPENDIX "D-3"

NOTICE

TO: THE BOARD OF TRUSTEES OF THE CANNELTON CITY SCHOOLS

You are hereby notified that I am appealing a grievance which I heretofore filed with the Superintendent of Schools, and which was not resolved to my satisfaction, the answer of said Superintendent to my grievance having been received within fifteen (15) days of the date of this notice. Attached hereto are copies of all materials and evidence previously submitted regarding said grievance, and all information which I have as to the attempted resolution of this grievance.

Dated: _____

_____
GRIEVANT

APPENDIX E-1
Cannelton City School Corporation
Compensation for Attainment of Master's Degree
(Included for Informational Purposes Only-Not Bargained)

Further licensing or certification, although not required, may be beneficial in certain content areas to the teacher and the school corporation. Indiana Code 20-28-9-1.5 permits school corporations to provide supplemental payment to a teacher in excess of the salary if a teacher earns a master's degree from an accredited post-secondary educational institution in a content area directly related to the subject matter of:

- a dual credit course; or
- another course;
  taught by the teacher; or
- is an elementary school teacher who earns a master's degree in math, reading, or literacy

This supplemental payment (pursuant to Indiana Code 20-28-9-1.5 (a) is not subject to collective bargaining, but a discussion of the supplement was held with the Association.

Cannelton City School Corporation seeks to encourage and compensate teachers to earn master's degrees as described above through additional compensation. Beginning in the 2018-2019 school year, teachers who wish to pursue and attain approved content area master's degrees will receive $1,200 to be added to their current base salary.

In order to qualify, teachers **must receive approval** for the course pathway from the building level administrator and the superintendent by **completing a letter of assurance** (Page 26 of the Contract); as well as provide documentation in the form of an official transcript upon completion of the degree. Only course pathways that meet the legal requirements will be considered.

APPENDIX E-2

Cannelton City School Corporation
Letter of Assurance for Master's Degree

The parties represented by their agents whose signatures are affixed below, have reached the following understanding:

1. Further licensing or certification may be required and beneficial in certain content teaching areas.

2. Licensing and certification is beneficial to both the teacher and school corporation.

3. Degree programs will be approved by the building level administrator and superintendent.

4. The teacher must finish the agreed upon degree program in order to receive the increase.

5. The teacher must provide an official transcript from an accredited university verifying completion of the degree.

6. The additional $1,200 will be placed on the base salary at the start of the new contract year following the completion of the degree.

Degree or Course Pathway_____

Expected Completion Date_____

_____ _____
(Teacher) (Date)

_____ _____
(Principal) (Date)

_____ _____
(Superintendent) (Date)