COLLECTIVE BARGAINING CONTRACT 2026-27

- BETWEEN -

CASTON SCHOOL CORPORATION

AND

CASTON CLASSROOM TEACHERS ASSOCIATION

The Master Contract entered into by and between the Board of School Trustees of the Caston School Corporation of Cass and Fulton Counties, State of Indiana, hereinafter referred to as the "School Corporation," and Caston Classroom Teachers Association, hereinafter referred to as the "Association", agree that the provisions contained in this Master Contract are the full and complete items as agreed to under the provisions of IC 20-29-6. The effective dates of the terms of this contract are retroactive from July 1, 2026 through June 30, 2027.

TABLE OF CONTENTS

ARTICLE I - RECOGNITION PAGE..... 3

ARTICLE II - SALARY/WAGES.....3

ARTICLE III - WAGE/SALARY RELATED FRINGE BENEFITS.....6

ARTICLE IV - GRIEVANCE PROCEDURE.....13

ARTICLE V - MISCELLANEOUS PROVISIONS.....15

ARTICLE VI - CBA RATIFICATION.....17

EXTRA CURRICULAR COMPENSATION SCHEDULE PAGE..... 18

ARTICLE I – RECOGNITION

A. The School Corporation hereby recognizes the Association as the exclusive bargaining representative for all certificated professional personnel, with assigned classroom duties, whether under contract, on leave, or on a per diem, hourly, or class rate basis. Such representation shall cover all certificated personnel assigned to newly created positions. Such representation shall exclude administrators at building and central office levels, and the athletic director.

B. The term "teacher" when used hereinafter in the Contract shall refer to all certificated professional personnel represented by the Association in the bargaining unit as defined.

ARTICLE II – SALARY/WAGES

A. Salary Range

The range for 2026-27 before increase is $45,000-$80,500.

Daily rates shall be calculated by taking the base salary and dividing it by the number of days contracted.

B. Literacy Endorsement Base Salary Differentiation

Literacy Endorsement Base Salary Differentiation

Prior to receipt of increases described in Section C, the base salary of teachers who possess a literacy endorsement by January 1 will be adjusted as needed to reflect a $500 differential (in comparison to the base salary of teachers who otherwise have the same credentials but do not possess the literacy endorsement).

C. Base Salary Increases

1. Factors and Definitions

a. Evaluation - All teachers received an evaluation rating from Caston School Corporation last school year.

b. Academic Needs - All teachers who obtain a master's degree.

2. Distribution:

a. A teacher in the bachelor's column who satisfies the evaluation factor but does not possess a content area master's degree will advance a row in the bachelor's column. This advance results in a $1,000 increase.

b. A teacher in the master's column who satisfies the evaluation factor will advance a row in the master's column. This advance results in a $1,000 increase.

c. A teacher in the bachelor's column who obtains a content area master's degree and satisfies the academic needs factor will advance one column to the right. This advance results in a $2,000 increase. This increase is attributable to $1,000 academics needs and attributable to $1,000 evaluation; there will be no diagonal movement.

3. Itemized Compensation Requirements

Calculation of Total Possible Base Salary Increases Available to Teachers under the Compensation Plan is $2,000.

a. Increase attributed to evaluation = $1,000
b. Increase attributed to academic needs = $1,000
c.

D. Stipend for Teaching Dual Credit or AP Courses: The School Corporation will pay a yearly stipend in the amount of five hundred dollars ($500) per course taught to a teacher (appropriately certified or otherwise qualified) who is assigned to instruct Dual Credit or ACP classes. If the teacher is not fully credentialed, they must show proof of progress towards certification or qualification. Completion of at least three (3) credit hours per school year in the applicable graduate course of study shall constitute sufficient proof of progress. (Any information beyond wages is included in this stipend provision for informational purposes only and was not bargained.)

E. New Hire Salaries

1. New teachers will be placed on the salary schedule based on their years of experience, education, and literacy endorsement.
2. For difficult-to-fill positions, the Superintendent may offer a one-time sign-on bonus up to $2,000 to secure the position following a discussion with the association president.

2026-2027				
Experience (Applies to New Hires)	Bachelor's	Master's	Literacy Endorsement	Literacy Endorsement with Master's
0	45,000	47,000	45,500	47,500
1	46,000	48,000	46,500	48,500
2	47,000	49,000	47,500	49,500
3	48,000	50,000	48,500	50,500
4	49,000	51,000	49,500	51,500
5	50,000	52,000	50,500	52,500
6	51,000	53,000	51,500	53,500
7	52,000	54,000	52,500	54,500
8	53,000	55,000	53,500	55,500
9	54,000	56,000	54,500	56,500
10	55,000	57,000	55,500	57,500
11	56,000	58,000	56,500	58,500
12	57,000	59,000	57,500	59,500
13	58,000	60,000	58,500	60,500
14	59,000	61,000	59,500	61,500
15	60,000	62,000	60,500	62,500
16	61,000	63,000	61,500	63,500
17	62,000	64,000	62,500	64,500
18	63,000	65,000	63,500	65,500
19	64,000	66,000	64,500	66,500
20	65,000	67,000	65,500	67,500
21	66,000	68,000	66,500	68,500
22	67,000	69,000	67,500	69,500
23	68,000	70,000	68,500	70,500
24	69,000	71,000	69,500	71,500
25	70,000	72,000	70,500	72,500
26	71,000	73,000	71,500	73,500
27	72,000	74,000	72,500	74,500
28	73,000	75,000	73,500	75,500
29	74,000	76,000	74,500	76,500
30	75,000	77,000	75,500	77,500
31	76,000	78,000	76,500	78,500
32	77,000	79,000	77,500	79,500
33	78,000	80,000	78,500	80,500

ARTICLE III WAGE/SALARY-RELATED BENEFITS

A. LEAVES

1. **Illness Leave:** Each teacher shall have eight (8) days at full compensation each year to use for personal or family illness. Family is defined as the teacher's spouse, children, stepchildren, parents, and wards (children for whom the teacher is the legal guardian). Family also includes people living in the home of the employee or for whom the employee is the sole guardian or caregiver. Other individuals can be counted as family for the purposes of illness leave at the discretion of the superintendent. If more than five (5) consecutive days of leave or fifteen (15) cumulative leave days in a semester are utilized, a medical statement for the absences may be required at the discretion of the Superintendent. The use of an excessive amount of Illness may initiate the use of Family and Medical Leave Act Leave. Unused Illness Leave days will be credited toward that teacher's accumulated balance at the close of the school year. After the first year, a teacher may transfer three (3) days per year of accumulated Illness Leave days from his/her last school employment. A teacher's accumulated leave balance may not exceed 185 days. **ACCUMULATED LEAVE MAY NOT BE USED AS TERMINAL LEAVE.**

    a. Teachers shall notify their principal prior to the absence. Upon return, the teacher shall sign the absence form indicating the nature of the absence.

    b. An attendance incentive of $50/day multiplied by up to thirteen (*up to eight (8) personal/family illness plus up to five (5) personal*) days shall be paid annually in a lump sum by separate check on or before the July 25th pay date to any teacher who accumulates these unused leave days in excess of 185 days

    c. Accumulated days beyond 185 for which the attendance incentive has been awarded will be deducted from the balance so that the maximum balance at the start of the next school year will be 185 days to which an additional eight (8) days will become available for the school year.

    d. Absences shall be taken in full or one-half day units.

2. **Pre-Arranged Absence Days Leave:** A teacher shall be entitled to five (5) Pre-Arranged Absence Days. These days may accumulate as sick leave if not utilized for personal business throughout the year. In that teachers are public servants, any visible absence from contracted professional responsibilities impacts highly upon the support community; therefore, leave days taken for personal business are limited to the transaction of personal business and/or the conduct of civic affairs that could not normally be executed during non-school days. Personal Business Leave days may not be used the day before and/or

after any school-recognized vacation (i.e. Not using the Friday before or the Tuesday after Labor Day to make a four-day vacation). Days may be granted/approved at the discretion of the Superintendent.

Teachers may, upon request, have one accumulated illness leave day converted to a personal business day, effectively increasing the available business days to 6 if needed in any given year.

3. **Professional Leave:** Teachers, upon approval from their principal, may receive two (2) days per year, per subject assignment, with pay, for the purpose of observing classroom situations in their own teaching field, or for the purpose of attending State professional conventions in their field.

   Any such requests for observation or conventions which would require an overnight stay (hotel, etc.) shall be submitted in advance to the Board and if approved by the Board, reimbursement of expenses for travel, registration, meals, and lodging will be paid. An estimate of expenses must be submitted with the request. If no State convention is held, request for attending a national convention may be submitted to the Board for prior approval.

   A completed claim form and valid receipts must be submitted for reimbursement to be made.

4. **Family and Medical Leave:** A teacher shall be entitled to a leave of absence equal to what is permitted by Federal Law. The first twelve (12) workweeks of the leave are covered by the Family and Medical Leave Act of 1993. The leave shall include the birth of a son or daughter, and to care for a newborn child; placement with teacher of a child for adoption or foster care; the care for the teacher's
   spouse, child, or parent with a serious health condition; a serious health condition that makes the teacher unable to perform the functions of a teacher's job. The teacher shall notify the Superintendent in writing of the desire to take such a leave at least thirty (30) days prior to the start of the leave, except in an emergency.

5. **Maternity and Child Care Leave:** (IC 20-28-10-1, IC 20-28-10-2, IC 20-28-10-5) 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. Temporary disability caused by pregnancy will be governed by the same provisions governing illness and by the following:

   a. Definition. Any teacher who is pregnant is entitled to an unpaid leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of the child. Except in a medical emergency, she must notify the Superintendent at least thirty (30) days before the date on which she desires to start her unpaid leave. She will also notify the Superintendent of the expected length of this unpaid 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.

b. Medical Emergency. In case of a medical emergency caused by pregnancy, the teacher will be granted an illness leave immediately upon her request and certification of the emergency from an attending physician as otherwise provided in this section.
c. All or part of a leave taken by a teacher because of a temporary disability caused by pregnancy may be charged, at the teacher's discretion, to the teacher's available sick days. However, the teacher is not entitled to take accumulated sick days when the teacher's physician certifies that the teacher is capable of performing the teacher's regular duties. The teacher is entitled to complete the remaining leave without pay.
d. Non-medical Leave. After her available illness leave has been used for pregnancy illness, labor, and delivery, the teacher may be absent without pay, subject to subsection 1 of this section. This leave may be taken without any jeopardy to re-employment, retirement and salary benefits.

Adoptive Leave: Adoptive leave will be granted for up to a period of one (1) school year without compensation. However, accrued leave may be substituted for up to the first six (6) weeks of the leave. Upon initial application for the adoption, the teacher will notify the superintendent at least thirty (30) days before the date on which he/she desires to start his/her unpaid leave. The teacher will also notify the superintendent of the expected length of this unpaid leave. This leave may be taken without jeopardy to re-employment, retirement and salary benefits. A waiver of the thirty (30) days notification requirement may be granted in an emergency situation or at the discretion of the Superintendent.

Family and Medical Leave Act (FMLA) Leave, Maternity and Child Care Leave, and Adoptive Leave must receive final approval from the Board.

6. **Legal:** A teacher selected for jury duty or subpoenaed to be a witness shall receive full compensation, less the amount paid by the court.

7. **Association Leave:** The Association President or his/her designee shall be entitled to three (3) days per year for Association business without loss of compensation. The CCTA will pay the cost of the substitute teacher when Association leave is taken.

8. **Bereavement:** Bereavement leave shall be for the purpose of attending last burial rites and other personal matters of the immediate family. The teacher shall be provided leave for each death and shall receive full compensation for each leave. The days do not have to be taken consecutively. Each leave shall include the appropriate number of scheduled school weekdays as follows:

Five (5) days for immediate family (including those by marriage) – spouse, child, unborn child (stillborn or miscarriage), parent, grandchild or any other member of the family unit living in the teacher's household.

Three (3) days for family (including those by marriage) – sister, brother, grandparent, daughter-in-law, son-in-law, or any other member of the teacher's household.

One (1) day for the extended family (including those by marriage) – aunt, uncle, niece, nephew, grandparent-in-law and close personal friend(s).

A waiver of these guidelines may be requested and may be granted by the Superintendent.

9. Unpaid Leave:

a. The Board may grant leaves of absence at its discretion for periods not to exceed one (1) school year to members of the professional staff for the purpose of education, educational travel or research.

b. Application for unpaid leave shall be made in writing and presented to the Board through the Superintendent not later than April 1 of the year preceding the school year of the desired time of leave. Exceptions to this provision may be made in unusual circumstances.

c. No advancement of base pay or other benefits that occur to teachers shall apply for the aforementioned period of time.

d. No reimbursement will be given during this absence for the vacated position.

e. Teachers, upon return, shall be offered the same position held at the time the leave commenced, except that if said position no longer exists, the teacher shall be offered a comparable position.

10. Sick Leave Bank:

a. **Purpose:** To provide additional sick and accidental benefits beyond normal sick leave policy for staff members who are unable to perform their normal duties because of illness, quarantine, disability, or doctor's advice. For consistency, Sick Leave Bank is not intended to be used for maternity leaves.

b. **Participants:** All teachers who choose to contribute. Non-contributors relinquish the right to withdraw from the bank.

c. **Structure:**

a) The bank shall be formed and maintained by consenting teachers with the contribution of no more than one (1) day the first year of participation. The remainder of the days shall be filled by the contribution of no more than one (1) day by new teachers who now choose to participate in the sick leave bank for the first time.

b.) New and returning teachers have thirty (30) days from the start of school to join the sick bank

c) The total accumulation of sick leave days in the sick leave bank shall never exceed the number of employees covered by the Master Contract times three (3).

d) Once the sick leave days are contributed to the sick leave bank they may not be withdrawn and reapplied to the individual
teacher's sick leave.

e) The sick leave bank committee will be composed of two (2) representatives of the administration selected by the Superintendent and two (2) representatives of the teachers selected by the President.

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

g) In the event that the total number of days in the sick leave bank should drop below twenty-five (25), each member of the bank will be asked to provide an additional Combination Leave day (combined personal/family illness) in order to rebuild and remain in the bank.

4. Procedure:

a) Withdrawal:

1. Written application by the participant or a member of his/her family accompanied by a physician's statement describing his/her diagnosis, the length of leave and prognosis of the condition, to be submitted to the Chairperson of the Sick Leave Bank Committee.
2. The entire Committee will act upon the application and the Chairperson will inform the applicant or member of the family of the decision of the Committee. The Chairperson shall also report a positive decision to the Corporation Controller.
3. The applicant must use all but three (3) of his/her own Personal Illness leave days and accumulated days before application may be granted.
4. The maximum number of days to be granted per applicant shall be sixty (60) school days per school year providing sixty (60) days are available. Applicants receiving benefits under the corporation Long-Term Disability plan shall not be eligible for Sick Bank days.

Repayment: The recipient who remains as an employee of the School Corporation shall repay the bank the days borrowed at the rate of a minimum of three (3) unused Personal Illness Leave days per school year until the loan has been repaid.

If for any reason, except death, the recipient is unable to repay the days borrowed, he/she or his/her family or estate will reimburse the School Corporation the cost of substitute teachers for those days.

The repayment to the School Corporation would be due within two (2) years following the last day used from the sick bank or the settlement of the estate.

B. INSURANCE

1. **Medical:** Effective January 1, 2027, the Corporation agrees to pay annually $9,012.00 toward a MASE single plan if the teacher elects to be on the school corporation's health insurance program. The Corporation further agrees to pay annually $17,664.00 toward the MASE family plan if elected by a teacher. When two teachers are legally married and choose to enroll in a family plan as allowed by Indiana law, the Board agrees to pay each teacher a single contribution of 9,012.00 toward the family plan to total $18,024.00. Any balance will be by payroll deduction and is the responsibility of the participating teacher.

   Teachers retiring from Caston School Corporation may continue on insurance plans consistent with the agreement with MASE Trust, however this becomes the full financial obligation of the retiree and is at no cost to the Corporation.

2. **Term Life:** The School Corporation shall pay the cost or premiums, less one cent, for fifty thousand dollars ($50,000) of term life insurance for each teacher so long as the teacher is employed by Caston School Corporation.

3. **Long Term Disability:** The School Corporation shall pay the premium, less one cent, of a single Long-Term Disability coverage for each teacher in compliance with the terms of the MASE Trust Agreement. The program shall provide a minimum benefit of two-thirds (2/3) salary to age sixty-five (65), with a maximum waiting period between occurrence of disability and beginning of coverage of ninety (90) days.

4. **Dental and/or Optical:** The School Corporation shall pay $414.00 towards the cost of the dental or optical insurance plan of a mutually agreeable vendor for all active duty teachers. The balance of the premium of a single or family plan will be by payroll deduction.

5. **Section 125 Benefits:** The School Corporation will provide voluntary payroll deduction for the purpose of permitting teachers to receive benefits as provided by Section 125, Generation 1 and 2 of the Revenue Act of 1978.

6. **Insurance Trustee:** The CCTA will continue to appoint one person as one of the two Corporation Trustees in the MASE Insurance Trust for ancillary insurance benefits unavailable through MASE Trust.

C. RETIREMENT BENEFITS

1. Retirement:

1. Retirement pay shall be granted to eligible teachers who, upon their retirement, accept the benefits of the Indiana State Teachers Retirement System. Retirement pay shall be granted to any teacher who completes ten (10) years of service in the Caston School Corporation immediately prior to retirement. To be considered a year of service to the corporation, the individual must have taught/been paid for at least 120 days in the contract year. The amount of retirement pay shall be computed at the rate of one and one-half (1½ %) percent times the average of the best five of the last eight years of the base contract salary of the individual teacher times the number of years the teacher has taught in the corporation. The maximum retirement pay shall not exceed $30,000. School corporation will pay out sick days at retirement at $50 per accumulated day in addition to the retirement pay.
2. The teacher must provide the Superintendent and the Board with a retirement letter by April 10 of the year in which they are retiring. 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 required notice of retirement may be waived by the Board on the recommendation of the Superintendent.
3. Payment will be directly deposited, less maximum of $2,000 which is considered by law for TRF salary average, into the employee's Post Retirement Account on July 1st of the year he/she is eligible for such benefit. The vendor shall be a mutually agreed upon vendor. Upon the demise of any employee eligible for retirement pay, said retirement pay to which such employee would have been entitled to receive had he/she survived, shall be paid directly in a lump sum, to the employee's estate.
4. Teachers utilizing the Retirement benefit shall not be eligible for Severance pay provided elsewhere in the agreement.

D. OTHER PERMISSIBLE WAGE/SALARY BENEFITS

1. Tax-Sheltered Annuities: School employees shall have the option of continuing to invest any personal 403(b) contributions in 403(b) plans in which they are already participating or in the plan provided through a mutually agreeable vendor.

2. Severance: If a teacher has taught in the Caston School Corporation the ten years immediately prior to severance, a benefit equal to forty-five dollars ($45) per day of accumulated sick leave shall be deposited into the teachers' active retirement account. The deposit shall be made within thirty (30) days following severance.
Teachers utilizing the Severance benefit shall not be eligible for the retirement plan provided elsewhere in this agreement.

3. **Mileage**: When a teacher is required to use his/her personal vehicle to carry out official business, the teacher shall be compensated at the I. R. S. rate per mile.

Mileage is based on distances to and from the Caston Educational Center. Mileage will be reimbursed if the corporation vehicle is not available.

4. **Authorization of Withholding:** Upon appropriate written authorization from a minimum of twenty (20) percent of the teachers, the Board shall deduct from the salary of any teacher and make appropriate remittance for credit union, savings bonds, insurance, or any other plans or programs approved by the Association.

5. **Summer School:** When summer programming is deemed necessary, and teaching positions are available, any qualified teacher may apply to teach summer school. Teachers teaching summer school will be compensated at their hourly rate not to exceed the maximum compensation of $31.75/hour.

ARTICLE IV GRIEVANCE PROCEDURE

A claim by a teacher(s) and/or the exclusive representative that there has been a violation, misinterpretation, or misapplication of any provision of this Contract may be processed as a grievance as hereinafter provided.

A. In the event that a teacher believes there is a basis for a grievance, he/she shall first personally discuss the alleged grievance within ten (10) working days of the alleged grievance with his/her principal or immediate supervisor.

B. If, as a result of the informal discussion with the principal or immediate supervisor, a grievance still exists, he/she may invoke the formal grievance procedure within five (5) working days subsequent to the informal response of the principal or immediate supervisor. The form shall be available from the principal or immediate supervisor. The original copy of the grievance form shall be delivered to the principal.

C. Within five (5) working days of receipt of the grievance, the principal shall indicate his/her disposition of the grievance in writing.

D. If the grievant is not satisfied with the disposition of the grievance, or if no disposition has been made within five (5) working days, the original grievance shall be transmitted within five (5) working days to the Superintendent. The Superintendent or his/her designee shall indicate his/her disposition of the grievance in writing within five (5) working days.

E. If the grievant 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) working days, the original grievance may be submitted within five (5) working days to the Board. The Board, at the earliest opportunity, may schedule a hearing with the grievant and/or the CCTA President to review the grievance. The Board

may opt to waive its prerogative of conducting a hearing. If the Board does opt to

conduct a hearing, a disposition shall be returned in writing within five (5) working days.

F. The time limits provided in this Article shall be strictly observed, but may be extended by a written contract between the parties.

G. Notwithstanding the expiration of this Contract, any claim or grievance arising thereunder may be processed through the grievance procedure for resolution.

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

ARTICLE V – Miscellaneous Provisions

ASSOCIATION AND EMPLOYEE RIGHTS

A. The Board hereby agrees that every teacher of the School Corporation shall have the right freely to organize, join, and support the Association for the purpose of engaging in bargaining for mutual aid and protection. The Board further agrees that it shall not directly or indirectly discourage, deprive, or coerce any teacher in the enjoyment of any rights conferred by the Contract, laws of Indiana, or the Constitution of Indiana and the United States; that it shall not discriminate against any teacher with respect to hours, wages, or terms and conditions of employment by reason of his/her membership in the Association, his/her participation in any activities of the Association, or collective bargaining with the Board, or his/her institution of any grievance, complaint, or proceeding under this Contract or otherwise with respect to any terms or conditions of employment.

B. Nothing contained herein shall be construed to deny or restrict any teacher's rights he/she may have under Indiana statutes or other applicable laws and regulations.

C. The provisions of this Contract shall be applied without regard to race, creed, religion, color, national origin, age, sex, or marital status.

D. All the terms and conditions of employment covered by this contract shall be applied in conformity with the provisions of this Contract and also in accordance with all applicable laws.

E. All certificated persons employed by the School Corporation, including those filling newly created positions, who have been determined to be included in the bargaining unit, shall be subject to the terms of this contract.

F. Should any part of this Contract be determined to be illegal by any court of competent jurisdiction, that part shall be deleted, but the remaining provisions shall remain in effect.

G. Any individual contract between the School Corporation and any individual teacher shall be expressly subject to the terms and conditions of this Contract or successor Contracts.

H. This item was not bargained for and is for informational purposes only. Upon request, a teacher shall be given immediate access to the content of his/her teacher personnel file in the Superintendent's Office under the following conditions:

1. Only the Superintendent or his/her designee may provide the file.
2. The Superintendent or his/her designee must be present as the teacher reviews his/her file.
3. The file cannot be removed from the office.
4. Copies will be made for the teacher once per year.

TEACHER WORK YEAR

A. **Travel Difficulties:** In the event of an absence resulting from travel difficulties between a teacher's local place of residence and his/her place of employment, the Superintendent shall approve the use of a personal business day if the travel difficulties arise from floods or storms, and if the teacher has made every reasonable effort to get to his/her place of employment. In the event that the teacher has exhausted approved personal business leave, a personal or family illness day may be utilized to compensate for the absence from duty.

B. **Additional Student Days:** It is agreed that additional days may be added to the current school year through action by the Indiana State government. If this should occur, the teacher shall receive the daily rate based on his/her present position on the salary schedule times the number of days added, up to twenty (20) days during the time of this contract. It is further agreed by both parties to work out a fair and workable understanding, should more time be required to meet student instructional time requirements established by the State of Indiana

F. The "**athletic**," "**extra-curricular**" and "**co-curricular**" salary schedules are set forth in Appendix B.

G. **Pay Dates:** Pay dates shall be in 24 equal installments and shall be deposited no later than the 10th and 25th of each month.

For ECA positions, the pay dates shall be as follows: Fall Sports ECA - December 25th pay, Winter Sports ECA - March 25th pay, Spring Sports ECA - June 25th pay, Clubs and Academic Teams ECA - June 25th pay, Summer Sports ECA - September 25th pay.

CONTRACT DISTRIBUTION

The School Corporation shall make the Contract available online and shall make a print copy available upon request to any teacher within the Corporation, as soon as it is feasible after the ratification of this Contract. Both parties shall initial the master copy before distribution.

ARTICLE VI – CBA RATIFICATION - TERMS OF AGREEMENT

A. In the event either party should voluntarily agree to an adjustment of this contract, such adjustment shall be reduced to writing, executed by the representatives of the parties, and ratified by the Association and the School Corporation and attached to this contract. The provisions of this contract shall be in effect on the date this agreement is approved by the Board and signed by the appropriate persons and will remain in effect if not modified through collaboration prior to the termination date, June 30, 2026.

It is understood that this contract has been negotiated and entered into by representatives of the Association and the School Corporation. It is expressly understood, however, that this contract does not become binding unless and until it shall have been ratified by the Association and the School Corporation.

B. The undersigned attest to the following:
   1. A public hearing was held in compliance with I.C. 20-29-6-1(b) on August 19, 2026, and electronic participation from the parties and/or the public was not permitted; and
   2. A public meeting in compliance with I.C. 20-29-6-19 was held on October 21, 2026, to discuss the tentative agreement, and electronic participation from the governing body and/or the public was not permitted.

C. The ratification of this contract is attested by the parties whose signatures appear below.

Board of School Trustees of the Caston School Corporation	Classroom Caston Teachers Association
Board President	CCTA President
Board Secretary	CCTA Bargaining Team Member
Superintendent	CCTA Bargaining Team Member
10-28-26	10-14-26
Date of Board Ratification	Date of Association Ratification

Extra Curricular Compensation Schedule

2026-27

Positions may be combined or split at the discretion of the School Board. Any information beyond salary and wages is included for informational purposes only and was not bargained.

		Base Salary	***$45,000***
Position	***Index***		***Stipend***
ATHLETIC FALL			
Cross Country Varsity	0.1		$4,500
Cross Country Varsity Assistant	0.046		$2,070
Cross Country JH (Co-ed)	0.025		$1,125
Football Varsity	0.163		$7,335
Football Varsity Assistant (3)	0.07		$3,150
Football JH (2)	0.045		$2,025
Golf Girls Varsity	0.06		$2,700
Volleyball Varsity	0.1		$4,500
Volleyball Varsity Assistant	0.048		$2,160
JH Volleyball (2)	0.035		$1,575
6th Grade Volleyball	0.022		$990
5th Grade Volleyball	0.022		$990
Soccer Varsity Coed	0.1		$4,500
Soccer Varsity Assistant	0.046		$2,070
Soccer JH (2)	0.034		$1,530
Weight Room Supervisor Fall	0.0099		$446
Athletic Winter			
Basketball Boys Varsity	0.163		$7,335
Basketball Boys Varsity Assistant (2)	0.07		$3,150
Basketball Boys 8th Grade	0.043		$1,935
Basketball Boys 7th Grade	0.043		$1,935
Basketball Boys 6th Grade	0.022		$990
Basketball Boys 5th Grade	0.022		$990
Basketball Girls Varsity	0.163		$7,335
Basketball Girls Varsity Assistant (2)	0.07		$3,150
Basketball Girls 8th Grade	0.043		$1,935

Basketball Girls 7th Grade	0.043	$1,935
Basketball Girls 6th Grade	0.022	$990
Basketball Girls 5th Grade	0.022	$990
Cheerleading Varsity	0.08	$3,600
Cheerleading Varsity Assistant	0.046	$2,070
Cheerleading JH	0.022	$990
Wrestling Varsity Boys	0.12	$5,400
Wrestling Varsity Girls	0.12	$5,400
Wrestling Boys and Girls Combined (additional)	.02	$900
Wrestling Assistant (2)	0.048	$2,160
Wrestling JH + Elementary Clinic	0.035	$1,575
Weight Room Supervisor Winter	0.0099	$446

ATHLETIC SPRING

Baseball Varsity	0.1	$4,500
Baseball Varsity Assistant	0.048	$2,160
Baseball JH (2)	0.035	$1,575
Golf Varsity Boys	0.06	$2,700
Golf JH	0.035	$1,575
Softball Varsity	0.1	$4,500
Softball Varsity Assistant	0.048	$2,160
Softball JH (2)	0.035	$1,575
Track Varsity	0.1	$4,500
Track Assistant (2)	0.048	$2,160
Track JH (2)	0.035	$1,575
Weight Room Spring	0.0099	$446

ATHLETIC SUMMER

Weight Room Supervisor	0.059	$2,655

**Additional assistant coaches may be added based on athletic numbers that exceed 20*

ACADEMIC TEAMS

Academic Coaches (14 K-12)	0.011	$495
Battles of the Books JH	0.011	$495
Battle of the Books	0.011	$495

Elementary		
Robotics HS	0.043	$1,935
Robotics JH	0.043	$1,935
Robotics Elementary	0.043	$1,935
MUSIC		
Band Director	0.064	$2,880
Choral Director	0.043	$1,935
Fall Play Director	0.024	$1,080
Fall Ass't Play Director	0.013	$585
Spring Musical Director	0.024	$1,080
Spring Ass't Play Director	0.013	$585
SPONSORS		
Art Club	0.013	$585
BC2M-Bring Change 2 Mind	0.013	$585
Class Sponsor Freshmen	0.009	$405
Class Sponsor Sophomore	0.009	$405
Class Sponsor Junior	0.021	$945
Class Sponsor Senior	0.021	$945
FCCLA	0.013	$585
FFA Advisor	0.08	$3,600
BPA-Future Business Club	0.013	$585
Parliamentary Procedures	0.038	$1,710
Key Club	0.013	$585
National Honor Society Elementary	0.013	$585
National Honor Society HS	0.013	$585
National Honor Society JH	0.013	$585
Newspaper	0.038	$1,710
Spanish Club	0.013	$585
Student Council Elementary	0.013	$585
Student Council JH	0.013	$585
Student Council HS	0.013	$585
Yearbook	0.038	$1,710
LEADERSHIP		
New Teacher Mentors	0.0117	$527

Professional Learning Community Leads (PLC) up to 6 per building	0.0117	$527

For ECA positions, the pay dates shall be as follows: Fall Sports ECA - December 25th pay, Winter Sports ECA - March 25th pay, Spring Sports ECA - June 25th pay, Clubs and Academic Teams ECA - June 25th pay, Summer Sports ECA - September 25th pay.

Summer Instrumental Music **up to $5500.00

**The following note on hours is for informational purposes only and was not bargained: Summer Instrumental Music stipend is for up to 200 hours of summer band instruction at -31.75 per hour. At the discretion of the summer instrumental music instructor, as approved by the Superintendent, any discrepancy between summer earnings up to $5500 may be utilized throughout the school year for supplemental instruction provided by a qualified assistant director.

SAE **up to $3300.00

SAE is compensated at $31.75/hour for up to 120 hours of activities as approved by the Superintendent