MASTER TEACHER CONTRACT

BETWEEN THE

COMMUNITY SCHOOL CORPORATION

OF EASTERN HANCOCK COUNTY AND

THE EASTERN HANCOCK EDUCATORS

ASSOCIATION 2026-2027

TABLE OF CONTENTS

TABLE OF CONTENTS 1
ARTICLE I- RECOGNITION 3
ARTICLE II - DEFINITIONS 3
ARTICLE III COMPENSATION 4
A. General Eligibility Criteria: 4
B. Salary Increase/Factors and Stipend 4
C. New Hire Salary Schedule 4
D. Redistribution Provision 6
E. Salary Range 6
F. Ancillary Duty Compensation. 6
G. Insurance Premium Holiday 8
H. Pay Schedule 8
I. Athletic Extracurricular/Ancillary Duty Salary 9
J. Non-Athletic Extracurricular/Ancillary Duty Salary 12
ARTICLE IV SALARY AND WAGE-RELATED BENEFITS 13
A. Health Insurance 13
B. Dental and Vision Insurance 13
C. Hospital, surgical, and medical care type insurance (and/or) an income protection policy 13
D. Section 125 13
E. Life Insurance 13
A. Long Term Disability Insurance 13
H. Paid Time Off (PTO) 13
Transfer of Unused Sick Leave Days from Prior Public School Employer 14
I. Bereavement Leave 14
J. Parental Leave 14
A. Temporary Disability Leave 14
K. Jury Duty 16
L. Sabbatical or Study Leave. 16
M. Catastrophic Injury and Illness Bank 16
a. Eligible Participants 16
b. Structure 16
c. Catastrophic Injury and Illness Bank Committee 16
d. Use of Catastrophic Injury and Illness Bank 16
N. Leave for Student-Caused Injury 17
O. School Event Passes 17
P. Other Continuing Education Tuition Payment 17
Q. 403(b) Match 17
ARTICLE V TERM AND GENERAL PROVISIONS 18

This contract is entered into this 9th day of November 2026, by and between the Board of School Trustees of the Community School Corporation of Eastern Hancock County, hereinafter called the "School Employer," and the Eastern Hancock Educators Association, hereinafter called the "Association," shall be in effect from July 1, 2026, to June 30, 2027.

ARTICLE I- RECOGNITION

The school employer recognizes the Eastern Hancock Educators Association as the exclusive representative of certified school employees in the following bargaining unit: All certified employees, as defined by the Indiana collective bargaining statute, in the Community School Corporation of Eastern Hancock County, except for the Superintendent, Principals, Assistant Principals, Director of Special Education, Director of Business Operations/Treasurer, Administrative Assistant, Director of Transportation, Director of Buildings & Grounds, and Athletic Director.

ARTICLE II - DEFINITIONS

As used in this contract:

1. "School Employer" means the Board of School Trustees of the Community School Corporation of Eastern Hancock County and any person(s) authorized to act for said body in dealing with its employees.
2. "School Corporation" means the Community School Corporation of Eastern Hancock County of the County of Hancock of the State of Indiana.
3. "Certificated School Employees" and/or "Teacher(s)" means the certified personnel employed by the school employer in the bargaining unit as defined in Article I of this contract.
4. "Part-time teacher(s)" means any certificated employee, as defined in Article I, who signs a contract for less than a full school day or school year. These employees shall receive health insurance, salary, and sick leave in direct proportion to the hours worked. This will apply to all new employees on or after January 1, 1994.
5. "School Employee Organization" means any organization that has certificated school employees as members.
6. "Association" means the school employee organization that has been certified or recognized as the exclusive representative of said certified school employees and whose primary purpose is representing said certified school employees in dealing with the school employer, and includes any person(s) authorized to act on behalf of such organization.
7. "Immediate Family" includes only husband, wife, mother, father, brother, sister, son, daughter, grandparent, grandchild, mother-in-law, father-in-law, stepmother, stepfather, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepchild, or any permanent resident of the household.

8. The use of a masculine pronoun, wherein it is hereafter used, indicates one whose sex is unknown, immaterial, or understood by the context of the contract under consideration. The use of such masculine pronouns is not to be so construed as to mean a male person.

ARTICLE III COMPENSATION

Base Salary Increases. The compensation model set forth below shall govern base salary increases for teachers.

A. General Eligibility Criteria: All returning teachers who remain employed with the School Corporation on the date of ratification of this contract are eligible for a salary increase under this model. New-hire salary will be addressed in Section C below.

B. Salary Increase/Factors and Stipend: The base salary increase will result from the following factors, in the following amounts, applied in the following order:

1. *The Academic Needs of Students are* defined as the need to provide educational continuity by retaining all returning teachers, for which they will receive a $600 salary increase.
2. *Experience,* defined as having been employed with the School Corporation for at least 120 days during the previous school year and remaining employed with the School Corporation on the date of ratification of this contract, for which an eligible teacher will receive a $100 salary increase.

C. Prior to receipt of increases described in Section B, the base salary of teachers who possess a literacy endorsement will be adjusted, as needed, to reflect a $200 differential (in comparison to the base salary of teachers who otherwise have the same credentials but do not possess the literacy endorsement).

D. New Hire Salary Schedule

Years	Bachelors	Bachelor's + 15	Masters
0	$47,250	$48,250	$49,250
1	$47,850	$48,850	$49,850
2	$48,450	$49,450	$50,450
3	$49,050	$50,050	$51,050
4	$49,650	$50,650	$51,650
5	$50,250	$51,250	$52,250
6	$50,850	$51,850	$52,850
7	$51,450	$52,450	$53,450
8	$52,050	$53,050	$54,050
9	$52,650	$53,650	$54,650
10	$53,250	$54,250	$55,250
11	$53,850	$54,850	$55,850
12	$54,450	$55,450	$56,450

13	$55,050	$56,050	$57,050
14	$55,650	$56,650	$57,650
15	$56,250	$57,250	$58,250
16	$56,850	$57,850	$58,850
17	$57,450	$58,450	$59,450
18	$58,050	$59,050	$60,050
19	$58,650	$59,650	$60,650
20	$59,250	$60,250	$61,250
21	$59,850	$60,850	$61,850
22	$60,450	$61,450	$62,450
23	$61,050	$62,050	$63,050
24	$61,650	$62,650	$63,650
25	$62,250	$63,250	$64,250
26	$62,850	$63,850	$64,850
27	$63,450	$64,450	$65,450
28	$64,050	$65,050	$66,050
29	$64,650	$65,650	$66,650
30	$65,250	$66,250	$67,250
31	$65,850	$66,850	$67,850
32	$66,450	$67,450	$68,450
33	$67,050	$68,050	$69,050
34	$67,650	$68,650	$69,650
35	$68,250	$69,250	$70,250

Placement of New Teachers on the Salary Schedule

Typically, the district places newly hired teachers on the salary schedule in the appropriate column for their current degree/education and in the row that corresponds to their current years of public school teaching experience. Despite the typical placement rules stated above, the Superintendent may also place a new hire at a level on the schedule higher than the usual placement.

The following provision regarding supplemental payments is included for informational purposes only and was not bargained for.

Pursuant to Indiana Code 20-28-9-1.5(a), a school corporation is permitted to provide a supplemental payment to a teacher in excess of the salary specified in the school corporation's compensation plan. For the 2026-27 school year, the School Corporation will make the following supplemental payments in accordance with Indiana Code 20-28-9-1.5(a):

1. To teachers who have earned a master's degree since July 1, 2017, while they are employed at Eastern Hancock, when the Superintendent has determined in her/his sole discretion that the master's degree will provide a benefit to the School Corporation. When the Superintendent determines that a supplemental payment should be paid under Indiana Code 20-28-9-1.5(a), and the Board approves such supplemental payment, the teacher who has earned the master's degree will receive a one-time base salary increase of $2,500.00. This may be provided on a prorated basis during the first year.
2. Each teacher employed by Eastern Hancock on the date the Board of Trustees approves the resolution establishing this payment will receive a one-time supplemental payment of $650 for the 2026–2027 school year. The payment will be funded from additional revenue generated through Eastern Hancock central office staff's support of the Indiana Microschool Collaborative ("IMC"), as outlined in the agreement between Eastern Hancock and IMC. This payment will not be added to the teacher's base salary.

D. Salary Range

The salary range for all full-time teachers, before base salary increases, is established.
$47,250 - $86,524

E. Ancillary Duty Compensation.

The parties agree to the following ancillary duty compensation.
See the details below for information on ancillary duties included here for the extra-curricular and co-curricular pay schedule.

Teachers performing the extra ancillary duties as determined by the school employer and provided herein will be paid a stipend in the amount(s) stipulated herein. The stipend includes pay for services rendered before school starts, during vacation periods, and after school closes.

A teacher's performance of an extra ancillary duty assignment(s) shall be on a year-to-year basis at the sole discretion of the school employer.

Teachers performing the following extra ancillary duties, as determined by the building principal, will be paid at the following rates:

A Minimum of $30.00 per ancillary duty/event:

Ancillary Duties	Ancillary Event
Public Address	Athletic Events
Timer	Vocal Music Programs
Scorer	Band Programs
Judge	Drama Productions
Proctor, Reader, Audio-Visual	Academic Competition
Concessions	Livestream Announcer

Ticket Handling	Class-Related Activity
Starter	Science Fair

A Minimum of $30.00 per ancillary duty: Student Supervision -After School Program

$125.00 per day for the following ancillary duty: Curriculum development and planning beyond the teacher's contracted days.

A one-time stipend of $2,500 will be paid to any teacher who completes all steps (such as licensure and training) to become eligible to serve as a school bus driver. Additionally, a teacher who performs driving duties will be paid the substitute driver rate.

If a teacher forfeits his/her preparation planning time to teach additional classes at the School Corporation's suggestion, the School Administration, in its sole discretion, may pay the teacher an ancillary duty stipend.

The stipend range for teaching during preparation time will be determined by multiplying the individual teacher's hourly salary rate by the time required for the additional duty. The Corporation may consider other factors when determining the stipend amount, such as the nature of the extra duty undertaken. For example, teaching an additional class requires more time than a strictly supervisory duty that does not involve preparation or grading, so it may receive a higher stipend.

F. Insurance Premium Holiday

The Corporation is a member of the East Central Indiana School Trust. If the Trustees of the East Central Indiana School Trust approve a premium holiday, the holiday shall be shared equitably between the Corporation and its employees who participate in medical coverage provided through the East Central Indiana School Trust. Specifically, the Corporation shall receive a credit towards the amount of premium payable under the terms of this Agreement equal to the portion of the Corporation's normal contribution that is not paid as a result of the premium holiday.

G. Pay Schedule

This provision establishes an alternative wage payment arrangement in accordance with Indiana Code 20-26-5-32.2. Teachers will be paid in 26 equal installments. The payroll schedule for the school year(s) covered by this Agreement is as follows:

Payroll #	Period Start Date	Period End Date	Pay Date
1	7/19/2026	8/1/2026	8/7/2026
2	8/2/2026	8/15/2026	8/21/2026
3	8/16/2026	8/29/2026	9/4/2026
4	8/30/2026	9/12/2026	9/18/2026
5	9/13/2026	9/26/2026	10/2/2026
3	9/27/2026	10/10/2026	10/16/2026
7	10/11/2026	10/24/2026	10/30/2026
8	10/25/2026	11/7/2026	11/13/2026
9	11/8/2026	11/21/2026	11/27/2026
10	11/22/2026	12/5/2026	12/11/2026
11	12/6/2026	12/19/2026	12/24/2026
12	12/20/2026	1/2/2027	1/8/2027
13	1/3/2027	1/16/2027	1/22/2027
14	1/17/2027	1/30/2027	2/5/2027
15	1/31/2027	2/13/2027	2/19/2027
16	2/14/2027	2/27/2027	3/5/2027
17	2/28/2027	3/13/2027	3/19/2027
18	3/14/2027	3/27/2027	4/2/2027
19	3/28/2027	4/10/2027	4/16/2027
20	4/11/2027	4/24/2027	4/30/2027
21	4/25/2027	5/8/2027	5/14/2027

22	5/9/2027	5/22/2027	5/28/2027
23	5/23/2027	6/5/2027	6/11/2027
24	6/6/2027	6/19/2027	6/25/2027
25	6/20/2027	7/3/2027	7/9/2027
26	7/4/2027	7/17/2027	7/23/2027

I. Athletic Extracurricular/Ancillary Duty Salary

The duties and number of positions listed in this Contract are for informational purposes only and were not negotiated.

Cross Country		**Track**	
Head Coach Varsity	$2,995	Head Coach Varsity	$3,076
Middle School Coach	$1,564	Varsity Assistant (3)	$2,910
Football		Middle School Boys	$1,983
Head Coach Varsity	$7,054	Middle School Girls	$1,983
Assistant Head Coach	$2,995	Middle School Boys	$1,983
Assistant (3)*	$2,261	Middle School Girls	$1,983
8th Grade	$2,165	**Golf**	
7th Grade	$2,165	Head Coach Varsity Boys	$2,995
7th/8th Grade Assistant Coach	$2,165	Head Coach Varsity Girls	$2,995
Tennis		Middle School Boys	$864
Varsity Boys	$2,995	Middle School Girls	$864
Assistant	$2,165	**Softball**	
Varsity Girls	$2,995	Head Coach Varsity Girls	$3,660
Assistant	$2,165	Assistant Coach	$2,165
Middle School Boys	$1,983	Middle School Softball	$1,367
Middle School Girls	$1,983	Middle School Softball	$1,367
Basketball		**Bowling**	
Head Coach Varsity	$7,054	Coach Co-ed	$421
Reserve Coach Boys	$2,995	Boys Coach	$421
Freshman Boys	$2,261	Girls Coach	$421
8th Grade Boys	$2,165	**Baseball**	
7th Grade Boys	$2,165	Head Coach Varsity Boys	$3,660
Head Varsity Girls	$7,054	Assistant Coach	$2,165
Reserve Coach Girls	$2,995	Middle School Baseball	$1,367
Freshman Girls	$2,261	Middle School Baseball	$1,367

8th Grade Girls	$2,165	**Volleyball**	
7th Grade Girls	$2,165	Head Coach Varsity Girls	$3,660
Wrestling		Reserve Coach	$2,165
Boys Head Coach Varsity	$3,993	8th Grade	$1,983
Boys Reserve Coach	$2,165	7th Grade	$1,983
Girls Head Coach Varsity	$3,993	**Cheerleading**	
Boys Middle School	$1,983	High School	$2,662
Swimming		Assistant Cheer MS/HS	$1,025
High School Head Coach	$2,995	Competitive Cheer	$1,538
Assistant Swim Coach	$1,271	Middle School	$1,000
Middle School	$1,564	**Athletic Night Supervisor (3)***	$1,159
Open Gym (3)*	$2,662		

Coach Pay for Camps and/or Clinics (*This section is included for informational purposes only and was not bargained for.)*
Coaches may be paid for camps and/or Clinics conducted for Eastern Hancock students in their sport. Fees will be charged for camps, and payments will be made from the collected fees. All bills associated with the camp/clinic must first be paid out of accumulated funds. The remaining balance may fund the sport's ECA account or be distributed to coaches who worked the camp/clinic. The Sports Head Coach will distribute the funds at their discretion, with the athletic director's approval.

Paying Additional Assistant Coaches Out of Sport's ECA Account (*Provisions of this section unrelated to wages are included for informational purposes only and were not bargained.)*
Sports may pay additional coaches outside of the teacher contract from funds raised within their own sport's ECA Account. The coaches must be board-approved. The stipend shall not exceed the lowest assistant coach stipend within that sport. Head Varsity coaches will inform the athletic director of this intention. Once duties are successfully performed, the Head Varsity coach will inform the athletic director, who will then direct the ECA treasurer to submit payment to Central Office for processing.

Middle and High School Coaching Stipend Provision
In the event that a middle school or high school athletic team without an existing paid assistant or junior varsity (JV) coaching position reaches a roster of ten (10) or more student-athletes for a given season, an additional assistant or JV coaching position may be established for that team upon the recommendation of the building principal and approval through the normal stipend process. The stipend for any approved position shall equal the lowest stipend amount currently paid to an assistant or JV coach at the same school level (middle or high school) in the district.

J. Non-Athletic Extracurricular/Ancillary Duty Salary

Academic Coaches		**Drama**	
High School Coordinator	$720	High School Director	$1,997
High School Math Coach	$697	Assistant Director	$720
High School Science Coach	$697	**HS/MS Vocal Music Director**	**$1,456**
High School English Coach	$697	**Instrumental Music**	
High School Fine Arts Coach	$697	Band Director	$3,849
High School Social Studies Coach	$697	Summer Band	$2,662
Middle School Math Coach	$434	Summer Band Assistant	$1290
Middle School Science Coach	$434		
Middle School English Coach	$434	Summer High School Guard	$1,781
Middle School Social Studies Coach	$434	Summer Assistant Guard	$923
Elementary Math Bowl	$434	Competitive Color Guard	$1,538
Elementary Spell Bowl	$434	Percussion Director	$1200
Middle School Spell Bowl	$434	***High School Newspaper***	$623
High School Spell Bowl	$434	***Organizations***	
Elementary Science Bowl	$434	Senior Class Sponsor	$798
High School Robotics	$1,538	Junior Class Sponsor	$1,065
Middle School Robotics	$1,538	Sophomore Class Sponsor	$485
Elementary Robotics	$697	Freshman Class Sponsor	$485
High School E-Sports	$1,538	FFA (2)*	$2,663
Middle School E-Sports	$1,538	FFA Assistant Coach	$1,538
Department Heads		Student Council High School	$1,245
6-12 Content Coordinators (4)*	$787	Student Council Middle School	$510
Standing Committee Members (8)*	$787	Student Council Elementary School	$510
6th Grade Team Leader	$1,051	National Honor Society High School	$720
7th Grade Team Leader	$1,051	National Honor Society Middle School	$720
8th Grade Team Leader	$1,051	**Summer Curriculum Writing*** **	
Elementary Faculty Council (12)*	$787	K-5 Elementary (6)	$720
Elementary School Improvement Team (3)*	$787	MS/HS (6)	$720
HS School Improvement Team (2)*	$787	**Livestream Development (2)***	$2,563
MS School Improvement Team (2)*	$787	**EL Coordinator**	$2,050
Yearbook		**High Ability**	
High School Sponsor	$1,247	District Coordinator	$1,050
Middle School Sponsor	$648	Building Coordinator (3)*	$1,025
New Successful Club**	$434		

* The number of positions was not bargained for but has been included merely for informational purposes
**New clubs must meet the criteria established by the administration
***HS/MS Full-year class = 1 Stipend ***Semester Class = 1/2 Stipend

ARTICLE IV SALARY AND WAGE-RELATED BENEFITS

A. Health Insurance

The school employer shall pay toward the cost of the optional insurance programs listed below for each full-time and part-time teacher employed under a regular contract and enrolled in the school corporation's group plan for that insurance program. The school employer shall pay, up to the amounts specified below, to the insurance company or companies determined and selected solely by the school employer, with the teacher paying no less than one dollar ($1.00) per year.

Maximum school employer payment per teacher:

PPO Single $8,950	HDHP1 Single $8,916	HDHP2 Single $8802
PPO Family $19,003	HDHP1 Family $18,853	HDHP2 Family $18,559

B. Dental and Vision Insurance

A full-time teacher employed under a regular contract may opt to obtain dental and vision insurance coverage. The teacher will be responsible for paying the dental and vision premiums.

C. Hospital, surgical, and medical care type insurance (and/or) an income protection policy.

It is understood that increased contributions by the school employer toward hospital, surgical, and medical care type insurance shall be effective with the January anniversary date of the school corporation's group plan.

D. Section 125

Section 125 of the Internal Revenue Code, Generation I and Generation II, is available to any member of the bargaining unit.

E. Life Insurance

The school employer shall provide term life insurance with a double indemnity death benefit of fifty thousand dollars ($50,000) for each full-time teacher employed under a regular contract in the event of accidental death.

F. Long Term Disability Insurance

The school employer shall provide long-term disability insurance that offers a minimum benefit of sixty-six and two-thirds percent (66 2/3%) of salary to age sixty-five (65).

H. Paid Time Off (PTO)

Teachers will receive thirteen (13) paid time off (PTO) days per year, which can be used as either sick leave or for personal business. All unused PTO days will roll over into the

teacher's accumulated sick leave days, increasing the total to one hundred eighty-four (184) sick leave days.

Application for a PTO day(s) shall be submitted through the School Corporation's applicable electronic program before the occurrence of such leave, except during sickness or an emergency as determined by the Superintendent. PTO days may be taken at any time, subject to approval by the building principal and the Office of the Superintendent. PTO day(s) will not be approved immediately preceding or following an extended weekend or a school break, except for emergencies as determined by the Superintendent.

Teachers must provide a note from their doctor or request permission from the Superintendent or designee if they want to take more than two consecutive PTO days.

Transfer of Unused Sick Leave Days from Prior Public School Employer

A newly hired teacher may transfer verified, unused sick days from their prior district at a rate of 25% per year over a period of 4 years. Returning teachers' days will be transferred based on years of service, prorated according to the start date, and the formula described above.

I. Bereavement Leave

In the case of the death of a regularly employed teacher's spouse, child, expected child, or stepchild, the teacher is entitled to be absent without loss of compensation for a period extending ten (10) total school days. In the case of the death of any other person in the immediate family of a regularly employed teacher, the teacher is entitled to be absent without loss of compensation for not more than five (5) total school days for the purpose of attending the last burial rites, and attending to other personal matters of the immediate family member, provided, however, that said burial rites occur while said teacher is performing duties as assigned by the school employer under a valid teacher's contract; and that said burial rites do not happen during the time of absence, or sick leaves, or leaves for personal business, which may have been previously granted or approved by the school employer. Any other person who, at the time of death, was living as a member of the teacher's household will be considered as a member of the immediate family.

In the case of the death of a person who is not an immediate family member of a regularly employed teacher but is another relative, the teacher is entitled to be absent without loss of compensation for up to two (2) total school days. These days may not be split and must be used consecutively unless the Superintendent approves otherwise. The bereavement leave days granted herein may be used for the purpose of attending the last burial rites of the deceased relative, provided, however, that said burial rites occur while said teacher is performing duties assigned by the school employer under a valid teacher's contract; and that said burial rites do not happen during the time of absence or sick leave, or leaves for personal business, which may have been previously granted or approved by the school

employer. Examples of non-immediate family could include, but are not limited to, a spouse's grandparent, aunts, uncles, step-siblings, etc.

In the case of the death of a person who is not an immediate family member of the teacher but is a friend or colleague, the teacher may request one day of funeral leave to attend the funeral. The Superintendent has the sole discretion to grant or deny a request for funeral leave under this provision.

J. Parental Leave

In addition to employment and insurance protection provided under the FMLA, a teacher who becomes a new parent through birth or adoption will be permitted to take 20 days of paid parental leave consecutively within the first six weeks following the birth or adoptive placement and will also be allowed to use PTO and/or sick leave days for the remainder of their parental leave *without* providing any medical documentation as otherwise required under Section H of this Article.

K. Temporary Disability Leave

Upon application and approval by the school employer, a temporary disability leave of absence shall be granted to teachers of this school corporation on the following basis:

a. Application of Provisions

i. This provision shall apply to leave in all cases where a teacher is unable to teach due to a disability of a substantial nature or duration, including major surgery.

ii. In case of a temporary disability caused by pregnancy, said teacher is entitled to leave of absence at any time between the commencement of her pregnancy and one (1) year following the birth of the child, provided said teacher submits, with the timely notice provided herein, a physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn, whichever is applicable. If said teacher elects to utilize her sick leave under the provisions of Paragraph C (2) herein, and said sick leave is exhausted, during her temporary disability caused by pregnancy, said teacher may be absent without pay, subject to all other provisions contained herein.

b. Notification

After determining that such leave is imminent, the teacher shall give timely notice to The Office of the Superintendent, in writing, of the anticipated date he wishes to commence said leave of absence and the anticipated date of return.

c. General Provisions Covering Said Leaves Are As Follows:

i. If said teacher desires to continue his duty assignment prior to the commencement of said leave, such notice must include a written statement from his physician attesting to the teacher's ability to continue performing the full schedule of the duties and responsibilities of his position and assignments. The said teacher will be permitted to continue on full active duty until such date, provided he performs the full duties and responsibilities of his position and assignments, and provides, from time to time upon request of the school employer, additional certification from the physician of his full

ability to continue performing the full schedule of the duties and responsibilities of his position and assignments.

ii. Said teacher may elect to utilize his accumulated sick leave during his period of temporary physical disability, provided a physician's statement and certification of physical disability are submitted to the Office of the Superintendent for any said temporary disability absence of more than 10 consecutive days. While on said leave, sick leave days will be paid for the number of assigned duty days the teacher is absent, provided a physician certifies the teacher to be physically disabled. This is limited to the sick leave days the teacher has accumulated at the time the leave begins.

Additional statements of certification by a physician of the temporary physical disability of said teacher may be required by the school employer, except for temporary disability caused by pregnancy, for said disability which exceeds a duration of twenty (20) consecutive days. In all cases, the school employer reserves the right to require a second examination by a school employer-appointed physician(s) to determine a teacher's fitness for duty.

1. to continue performing the full schedule of the duties and responsibilities of his position and assignments, and/or
2. to return to employment and resume the full performance of the duties and responsibilities to which he may be assigned.

In the case of a conflict of physicians' reports, the corporation may require a third physician's examination and report. The school employer shall bear the cost of such examination(s).

No leave under this provision shall be granted for a period exceeding one (1) year.

K. Jury Duty

A teacher called for grand or petit jury duty shall, during the required period of absence from assigned duty, be paid a full regular salary minus the total per diem allowance earned for jury duty.

L. Sabbatical or Study Leave.

A teacher may apply to the school employer for a temporary leave of absence without pay for a period of up to one (1) year.

A sabbatical or study leave of absence may only be granted to a teacher after six (6) years of teaching service in this school corporation. The approval of a sabbatical, study, civic affairs, adoptive, or immediate family illness leave of absence is not subject to the grievance procedure.

M. Catastrophic Injury and Illness Bank

a. Eligible Participants

Full-time certificated employees under contract to the school corporation.

b. Structure

Teachers may contribute up to 5 total days per year and may contribute up to 3 days per catastrophic incident. Teachers may request up to 30 days per catastrophic incident.

c. Catastrophic Injury and Illness Bank Committee

The Teacher's Association shall be the administering agent of the Catastrophic Injury and Illness Bank. A Catastrophic Injury and Illness Bank Committee shall be formed to annually assist the teachers' association in administering the Catastrophic Injury and Illness Bank. This committee shall consist of any person(s) appointed by the Teachers' Association, as well as the superintendent or designee.

d. Use of Catastrophic Injury and Illness Bank

i. To be eligible for use of days from the Catastrophic Injury and Illness Bank, a certificated employee or member of said employee's immediate family or said employee's authorized designee, if said employee has no immediate family, shall make written application to the Catastrophic Injury and Illness Bank Committee for leave under this provision, and said application shall be accompanied by a physician's certificate stating the nature, possible length of absence, and prognosis of the employee or immediate family member's condition. "Immediate family," for purposes of this provision, shall be interpreted as including spouse, dependent children, parents, and any other relative residing in the home of the employee at the time of incapacitation. Other relatives may be included at the discretion of the Catastrophic Injury and Illness Bank Committee.

ii. The certificated employee so incapacitated must have exhausted all sick leave and personal business leave and any accumulation of such leaves before the use of Catastrophic Injury and Illness Bank benefits.

iii. The Catastrophic Injury and Illness Bank Committee shall, once any applicant meets requisites set forth hereinabove, review each case on its merits, and its decision will be final.

iv. Each certificated employee may apply and be entitled to use up to thirty (30) school days days per school year from the Catastrophic Injury and Illness Bank.

v. Certificated employees who are absent because of leave granted by the school employer for the reason(s) of maternity/childbirth that is not due to a medical condition of the teacher on such leave shall not be eligible for Catastrophic Injury and Illness Bank benefits, while on such leave, and for such purposes.

N. Leave for Student-Caused Injury

The Corporation will ensure that a teacher who misses work during the seven (7) day waiting period for Workers' Compensation due to a workplace injury caused by a student's assault/battery of the teacher will receive pay for each work day missed (up to five days). These days will not be charged against the employee's sick or personal leave. Payment of these days by the Corporation's Workers' Compensation carrier satisfies this requirement.

O. School Event Passes

The school employer will provide each certificated school employee's family with two (2) passes to all school-sponsored athletic events.

P. Other Continuing Education Tuition Payment

The school corporation may permit continuing education tuition payments if the Superintendent approves the master's degree program and the teacher's plan for degree completion. All proposed plans are at the discretion of the Superintendent to approve or deny. Participation will be granted in the order plans are received until funds run out. No payment will be approved if the teacher is receiving tuition for free. If a teacher discontinues or pauses the degree program (such as taking a semester off), the teacher's program participation will be paused, and the payment request will be processed *a*fter requests from teachers *actively* pursuing a degree. The Superintendent will no longer approve requests/plans when funds have been exhausted, and it is understood that the program may, therefore, be discontinued at any time. If a teacher resigns (including retirement) from the school corporation within four years of completion of the degree, the teacher will be required to reimburse the school corporation for the tuition paid, at the following rates:

- within one year of degree completion=100% of the total payment by the school corporation
- 1-2 years of degree completion=75% of total payment
- 2-3 years of degree completion=50%
- 3-4 years of degree completion=25%

Q. 403(b) Match

The Board shall contribute a match of 2% of a teacher's salary into a qualified IRS Code Section 403(b) annuity plan. To be eligible for this match, teachers must contribute a minimum of 2% of their salary through payroll.

The 403(b) vesting schedule for teachers is

- 1year of service–0%
- 2 years of service – 0%
- 3 years of service – 50%
- 4 years of service – 50%
- 5 years of service – 100%

ARTICLE V TERM AND GENERAL PROVISIONS

This Contract shall be effective from July 1, 2026, through June 30, 2027. This Contract supersedes and cancels all previous contracts or agreements, whether oral, written, or based on alleged past practices, between the school employer and the association, and establishes the entire agreement between the parties. Any amendment or agreement, supplemental hereto, shall not be binding upon either party unless agreed to and executed in writing by the parties hereto.

If any article or section of this Contract or of any rider thereto shall be held invalid by operation of law or by a tribunal of competent jurisdiction, or if compliance with and enforcement of any article or section shall be restrained by such tribunal pending a final determination as to its validity, the remainder of this Contract and of any rider thereto, 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 it has been restrained, shall not be affected thereby.

The parties acknowledge that during the bargaining that resulted in this Contract, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are outlined in this Contract. Therefore, for the life of this Contract, the school employer and the association each voluntarily and unqualifiedly waive the right. Each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically referred to or covered in this Contract, even though such subject may not have been within the knowledge and contemplation of either or both of the parties at the time that they bargained or signed this Contract.

The school employer construes, and the association recognizes, the specific, express provisions of this Contract as constituting limitations and being the only limitations upon the school employer's right, power, authority, duties, and responsibilities to manage and direct the operations and activities of this school corporation to the full extent authorized by law.

This Contract is made and entered into at Charlottesville, Indiana, on this 2nd day of November 2026 by and between the Board of School Trustees of the Community School Corporation of Eastern Hancock County, County of Hancock, State of Indiana, party of the first part, heretofore referred to as the "school employer," and the Eastern Hancock Educators Association, party of the second part, heretofore referred to as the "association."

The undersigned attest to the following:

1. A public hearing was held in compliance with I.C. § 20-29-6-1(b) on September 28, 2026, and electronic participation from the parties and/or 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.

BOARD OF SCHOOL TRUSTEES OF THE COMMUNITY SCHOOL CORPORATION OF EASTERN HANCOCK COUNTY

Board President

Chief Negotiator of the Employer

Board Secretary

EASTERN HANCOCK EDUCATORS ASSOCIATION

Association President

Chief Negotiator of the Association