# Sheridan Community Schools

*24185 Hinesley Road*
*Sheridan, Indiana 46069*
*317-758-4172*


**Sheridan Community Schools**
**Joint Statement Confirming Agreement Not to Renegotiate**

Date: November 5, 2026

Sheridan Community Schools and Sheridan Education Association are parties to a two-year Collective Bargaining Agreement covering July 1, 2025 through June 30, 2027.

The agreement includes a provision allowing the parties to revisit certain financial terms during the second year. Both parties mutually agreed not to reopen negotiations or renegotiate those terms for July 1, 2026 through June 30, 2027. The existing terms of the Collective Bargaining Agreement will remain in effect for that year.

By signing below, the authorized representatives of both parties confirm this mutual decision.

**For Sheridan Community Schools**

Signature: _____
Printed Name: Dr. Dave Mundy
Title: Superintendent of Schools
Date: November 5, 2026

**For [Bargaining Association Name]**

Signature: _____
Printed Name: Mathew Hewitt
Title: SEA President
Date: November 5, 2026

# MASTER CONTRACT AGREEMENT

**between the**

**Sheridan Education Association**
**an affiliate of**
**Indiana State Teachers Association**
**and**
**National Education Association**

**and the**

**Board of School Trustees**
**of**
**Sheridan Community Schools**

**July 1, 2025 – June 30, 2027**

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# Article I Introduction / Parties and Recognition Clause

## Parties

This agreement is made and entered into at Sheridan, Indiana this 27th day of October, 2025, by and between the Board of School Trustees of the Sheridan Community Schools of Hamilton County, State of Indiana, hereinafter referred to as the "Board" and the Sheridan Education Association, an affiliate of the Indiana State Teachers Association, hereinafter referred to as the "Association".

## Recognition Clause

The Sheridan Community Schools Board of School Trustees (the "Board") recognizes the Sheridan Education Association (the "Association"), an affiliate of the Indiana State Teachers Association and the National Education Association as the exclusive bargaining representative for all "certificated employees" of the Sheridan Community Schools of Sheridan, Indiana excepting specifically there from, the Superintendent, Assistant Superintendent, Curriculum Director, Special Education Director, Principals, Assistant Principals, Vocational Director, and Athletic Director.

No organization other than the Association shall be recognized by the Board as a representative for Sheridan Community Schools teachers for the duration of this agreement.

# Article II – Salary and Wages

## Salary Range

$42,028 to $85,280, for returning teachers not including current year increase or TRF contribution.

After salary increases have been awarded through the compensation plan, the salary range for full-time teachers will be $45,000 to $87,880 in compliance with I.C. 20-28-9-26 for 2025-2026 and then $45,000 to $89,880 in compliance with I.C. 20-28-9-26 for 2026-2027.

## Base Salary Increases

1. General Eligibility Statement – To be eligible for a salary increase, a teacher:
    a. Must have been employed at least 120 days in the prior year, AND
    b. Must not have been rated needs improvement for the prior year

2. Factors and Definitions
    a. Experience:
        i. Employed in the corporation for at least 120 days in the prior school year
        ii. Years of dedicated employment in Sheridan Community Schools
    b. Education
        i. Possession of content area Master's degree
    c. Academic Needs:
        i. Need to retain teachers important to the corporation
        ii. Early Literacy endorsement
        iii. Teacher Salary Under $45,000: The need to retain teachers whose salary is less than the statutory minimum of $45,000 after all other salary increases for the 2025-2026 have been applied

3. Distribution 2025-2026 school year
    a. Experience:
        i. Employed in the corporation for at least 120 days in the prior school year
            1. $390
        ii. Years of dedicated employment in Sheridan Community Schools – Max amount $390
            1. $0 - SCS Years 0-10
            2. $195 - SCS Years 11 – 15
            3. $390 - SCS Years 16+
    b. Education:
        i. $520 - Increase for possession of master's degree in content area
    c. Academic Needs:
        i. Academic Needs
            1. $1,170
        ii. Literacy endorsement
            1. $130

Distribution 2026-2027 school Year

d. Experience:
    i. Employed in the corporation for at least 120 days in the prior school year
        1. $300
    ii. Years of dedicated employment in Sheridan Community Schools – Max amount $300
        1. $0 - SCS Years 0-10
        2. $150 - SCS Years 11 – 15
        3. $300 - SCS Years 16+
e. Education:
    i. $400 - Increase for possession of master's degree in content area
f. Academic Needs:
    i. Academic Needs
        1. $900
    ii. Literacy endorsement
        1. $100

## New Hire Salaries

2025-2026 school year

1. The salary for newly hired teachers with no experience or additional education attainment is $45,000.
2. The salary for new hires with no experience who possess a literacy endorsement is $45,130.
3. The salary for new hires with verified teaching experience or additional educational attainment will be determined by the Superintendent within the identified salary range (Article II – Salary Range). The salary of a new teacher cannot exceed the salary of a veteran teacher with similar experience and education credentials.

2026-2027 school year

1. The salary for newly hired teachers with no experience or additional education attainment is $45,000.
2. The salary for new hires with no experience who possess a literacy endorsement is $45,100.
3. The salary for new hires with verified teaching experience or additional educational attainment will be determined by the Superintendent within the identified salary range. (Article II – Salary Range). The salary of a new teacher cannot exceed the salary of a veteran teacher with similar experience and education credentials.

## Wages

Extracurricular or Co-Curricular Activity Pay Schedule

Fall Athletic ECA's
25-26 Payment Schedule; ½ - 8/14/2025, ½ - 9/25/2025
26-27 Payment Schedule; ½ - 8/20/2026, ½ - 9/17/2026

| **Cheerleading Fall** | |
|---|---|
| Varsity Cheerleading Coach (Fall) | $4,090 |
| Jr Varsity Cheerleading Coach (Fall) | $2,400 |
| Freshman Cheerleading Coach (Fall) | $600 |
| 8th Grade Cheerleading Coach (Fall) | $630 |
| 7th Grade Cheerleading Coach (Fall) | $600 |
| 6th Grade Cheerleading Coach (Fall) | $570 |
| **Golf** | |
| Varsity Girls Golf | $4,090 |
| **Cross Country** | |
| Varsity Cross Country | $4,090 |
| Varsity Assistant Cross Country | $2,400 |
| Middle School Cross Country | $1,935 |
| **Football** | |
| Varsity Football | $10,500 |
| Assistant Football | $6,380 |
| Assistant Football | $3,310 |
| Assistant Football | $3,025 |
| Freshman Football | $2,780 |
| Assistant Freshman Football | $1,815 |
| 8th Grade Football | $2,060 |
| 8th Grade Football Assistant | $1,250 |
| 7th Grade Football | $1,940 |
| 7th Grade Football Assistant | $1,250 |
| **Volleyball** | |
| Varsity Volleyball | $4,090 |
| Assistant Varsity Volleyball | $2,400 |
| JV Volleyball | $2,400 |
| JV Assistant Volleyball | $2,400 |
| 8th Grade Volleyball | $2,030 |
| 7th Grade Volleyball | $1,725 |
| **Soccer** | |
| Varsity Boys Soccer | $4,090 |
| Varsity Boys Soccer Assistant | $2,400 |
| JV Boys Soccer | $2,400 |
| Varsity Girls Soccer | $4,090 |
| Varsity Girls Soccer Assistant | $2,300 |

| | |
|---|---|
| JV Girls Soccer Coach | $2,300 |

Winter Athletic ECA's
25-26 Payment Schedule; ½ - 10/23/2025, ½ - 1/15/2026
26-27 Payment Schedule; ½ - 10/15/2026, ½ - 1/7/2027

| | |
|---|---|
| **Cheerleading Winter** | |
| Varsity Cheerleading Coach (Winter) | $4,090 |
| Jr Varsity Cheerleading Coach (Winter) | $2,400 |
| Freshman Cheerleading Coach (Winter) | $600 |
| 8th Grade Cheerleading Coach (Winter) | $630 |
| 7th Grade Cheerleading Coach (Winter) | $600 |
| 6th Grade Cheerleading Coach (Winter) | $570 |
| **Wrestling** | |
| Varsity Wrestling | $5,200 |
| Varsity Girls Wrestling | $5,200 |
| Assistant Wrestling | $2,570 |
| Assistant Girls Wrestling | $2,570 |
| Middle School Wrestling | $1,815 |
| Assistant Middle School Wrestling | $905 |
| **Boys Basketball** | |
| Varsity Boys Basketball | $10,500 |
| Varsity Boys Assistant Basketball | $4,845 |
| JV Boys Basketball | $4,845 |
| JV Assistant Boys Basketball | $2,780 |
| Freshman Boys Basketball | $2,780 |
| 8th Grade Boys Basketball | $2,570 |
| 7th Grade Boys Basketball | $2,140 |
| 6th Grade Boys Basketball | $920 |
| **Girls Basketball** | |
| Varsity Girls Basketball | $10,500 |
| Varsity Girls Assistant Basketball | $4,845 |
| JV Girls Basketball | $4,845 |
| JV Assistant Girls Basketball | $2,780 |
| Freshman Girls Basketball | $2,780 |
| 8th Grade Girls Basketball | $2,570 |
| 7th Grade Girls Basketball | $2,140 |
| 6th Grade Girls Basketball | $920 |

Spring Athletic ECA's
25-26 Payment Schedule; ½ - 3/26/2026, ½ - 5/21/2026
26-27 Payment Schedule; ½ - 3/18/2027, ½ - 5/13/2027

| **Golf** | |
|---|---|
| Varsity Boys Golf | $4,090 |
| Middle School Golf | $1,690 |
| **Baseball** | |
| Varsity Baseball | $5,105 |
| Assistant Baseball | $3,025 |
| JV Baseball | $3,025 |
| JV Assistant Baseball | $3,025 |
| **Softball** | |
| Varsity Girls Softball | $5,105 |
| Asst. Varsity Girls Softball | $3,025 |
| JV Softball | $3,025 |
| JV Assistant Softball | $3,025 |
| **Coed Track** | |
| Varsity Girls Track | $4,090 |
| Assistant Varsity Girls Track | $2,400 |
| Varsity Boys Track | $3,220 |
| Assistant Varsity Boys Track | $2,400 |
| Middle School Track | $2,125 |
| Middle School Track | $2,125 |

Non-Athletic ECA's
25-26 Payment Schedule: less than $750; - 5/7/2026
25-26 Payment Schedule: over $750; ½ - 12/4/2025, ½ - 5/7/2026

26-27 Payment Schedule: less than $750; - 5/13/2027
26-27 Payment Schedule: over $750; ½ - 12/10/2026, ½ - 5/13/2027

| | |
|---|---|
| Band and Pep Band (School Year) | $6,905 |
| MS Activities Director | $4,140 |
| Summer Marching Band (Certified) | $3,000 |
| Assistant Band and Pep Band (School Year) | $2,800 |
| Chemical Control Officer | $2,000 |
| Summer Marching Band Assistant (Certified) | $2,000 |
| Syllabus | $2,000 |
| Auditorium Director | $1,930 |

| | |
|---|---|
| SCS Drama | $1,200 |
| SCS Drama | $1,200 |
| SCS Drama | $1,200 |
| SCS Drama | $1,200 |
| Summer Color Guard Instructor | $1,145 |
| Summer Marching Band Assistant | $1,145 |
| Summer Marching Band Assistant | $1,145 |
| High School Student Council Sponsor | $1,000 |
| High School Student Council Sponsor | $1,000 |
| Junior Class Co-Sponsor | $1,000 |
| Junior Class Co-Sponsors | $1,000 |
| SMS Yearbook | $965 |
| SMS Student Council | $920 |
| FCCLA | $835 |
| SCS Choir Director | $835 |
| Sunshine Society Sponsor | $835 |
| HS Dept Head -English/Language | $665 |
| HS Dept Head -Fine Arts | $665 |
| HS Dept Head -Guidance/Special Services | $665 |
| HS Dept Head -Health/PE | $665 |
| HS Dept Head -Math | $665 |
| HS Dept Head -Science | $665 |
| HS Dept Head -Social Studies | $665 |
| HS Dept Head -Special Ed | $665 |
| HS Dept Head -Vocational/Practical Services | $665 |
| HS Dept Head -World Languages | $665 |
| MS Dept Head -English/Language Arts | $665 |
| MS Dept Head -Math | $665 |
| MS Dept Head -Science | $665 |
| MS Dept Head -Social Studies | $665 |
| MS Dept Head -Special Ed | $665 |
| SES Team Leader 1 | $665 |
| SES Team Leader 2 | $665 |
| SES Team Leader 3 | $665 |
| SES Team Leader 4 | $665 |
| SES Team Leader 5 | $665 |
| SES Team Leader K | $665 |
| SES Team Leader Special Ed | $665 |
| SES Team Leader Specials | $665 |
| Prom | $560 |
| Prom | $560 |
| ESports Club | $500 |

| | |
|---|---|
| Senior Class Co-Sponsor | $500 |
| Senior Class Co-Sponsors | $500 |
| SES Yearbook | $485 |
| HS Academic Spell Bowl | $410 |
| MS Academic Spell Bowl | $410 |
| HS Foreign Lang. Quiz Bowl | $405 |
| HS Foreign Lang. Quiz Bowl | $405 |
| SADD Club Sponsor | $365 |
| Art Fair Director | $335 |
| Art Fair Director | $335 |
| Elementary Clubs Sponson STEM -Robotics | $335 |
| Elementary Clubs Sponsor Govt | $335 |
| Elementary Clubs Sponsor K-Kids | $335 |
| Elementary Clubs Sponsor Math | $335 |
| Elementary Clubs Sponsor STEM -Other | $335 |
| Freshman Class Co-Sponsor | $335 |
| Freshman Class Co-Sponsors | $335 |
| HH/MS Activities -Health/Wellness | $335 |
| HH/MS Activities -Mock Trial | $335 |
| HS/MS Activities -Creative Writing | $335 |
| HS/MS Activities -Debate | $335 |
| HS/MS Activities -FFA | $335 |
| HS/MS Activities -FFA #1 | $335 |
| HS/MS Activities -FFA #2 | $335 |
| HS/MS Activities -FFA Soil | $335 |
| HS/MS Activities -GEMS Club | $335 |
| HS/MS Activities -Genius / Quiz Bowl | $335 |
| HS/MS Activities -Girls Book Club | $335 |
| HS/MS Activities -Graphic Novel | $335 |
| HS/MS Activities -Kwianis | $335 |
| HS/MS Activities -Nerd Herd | $335 |
| HS/MS Activities -OMOC | $335 |
| HS/MS Activities -Robotics | $335 |
| HS/MS Activities -SADD | $335 |
| HS/MS Activities -Speech | $335 |
| HS/MS Activities -Transistion Svc | $335 |
| HS/MS Activities -Transistion Svc | $335 |
| HS/MS Activities -Video / Awarnesss | $335 |
| Junior Honor Society Sponsor | $335 |
| Senior Honor Society Sponsor | $335 |
| Sophomore Class Co-Sponsor | $335 |
| Sophomore Class Co-Sponsors | $335 |
| Spanish Club Sponsor | $335 |

| | |
|---|---|
| Spanish Club Sponsor | $335 |
| HS Academic Bowl Future Problem Solving | $205 |
| HS Academic Quiz Bowl -English | $205 |
| HS Academic Quiz Bowl -Fine Arts | $205 |
| HS Academic Quiz Bowl -Math | $205 |
| HS Academic Quiz Bowl -Science | $205 |
| HS Academic Quiz Bowl -Social Studies | $205 |
| MS Academic Bowl Future Problem Solving | $205 |
| MS Academic Quiz Bowl | $205 |
| MS Academic Quiz Bowl SuperBowl | $205 |
| MS Academic Quiz Bowl SuperBowl | $205 |
| MS Academic Quiz Bowl SuperBowl | $205 |
| **Special Pay Items** | |
| Media Liaison divided over 26 pays | $6,000 |
| Media Liaison divided over 26 pays | $6,000 |
| Weight Coach divided over 26 pays | $9,000 |
| | |
| Mentor Teacher (Varies based on need) $800 per teacher - 1 year | $800 |
| Dual Credit / AP Classes $100 per teacher per year | $100 |
| 3 or More Preps $100 per teacher per year | $100 |

Other Ancillary Work or Other Duties

Curriculum Work

Extra work, such as curriculum work that is required to be completed during school break periods including summer, will be paid at an hourly rate equivalent to the teacher's hourly rate based on their contract at 7.5 hours per day. This provision also includes attendance at required professional development or training sessions during break periods including summer but excludes activities that have traditionally occurred during meetings such as faculty, PLC, grade level, etc. that occur as extension of the school day.

Summer School

A teacher assigned to teach a summer school class shall be paid for each hour of student instruction on an hourly rate basis. The teacher's regular hourly rate will be computed by dividing the teacher's per diem under the teacher's regular contract by six (6). However, in those circumstances where the summer school class teacher's salary is being paid through a grant, the Superintendent shall have the discretion to compute the teacher's per diem under the teacher's regular contract by seven and one-half (7.5) if necessary, in order to adequately staff the grant supported class.

Notice of non-bargained and information

Portions of this contract unrelated to wages are the school's policy, were not bargained, and are included for informational purposes only. With prior notice to the Superintendent's office, a summer school teacher may use leave as provided in this agreement during the summer school day. Leave time will be deducted in one-half day increments if the class is 3 hours or less. When possible, a teacher shall give at least 24 hours' notice of such leave in order to qualify for use of leave under this provision. Substitutes will be provided on the same basis as during the regular school year.

# Article III – Wage / Salary-Related Fringe Benefits

## Leaves

Unpaid Leave
If unpaid leave is granted, the administration must be notified by July 1 of the upcoming school year of the intent to return. If no notification is made, it is assumed by the administration that the employee is not returning.

Extended Family Illness Leave
A leave of absence without pay of up to one (1) calendar year shall be granted for the purpose of caring for a sick member of the teacher's immediate family. This leave shall be granted provided a written statement from the attending physician is furnished to the Board attesting that the illness of the family member necessitates the leave. Immediate family is defined as spouse, child, mother or father.

1. A teacher electing to use extended family illness leave as provided by the Family and Medical Leave Act of 1993 (effective August 5, 1993) shall not have his or her seniority interrupted by such leave.
2. The Sheridan Community Schools will comply with all conditions and requirements as set forth in the Family and Medical Leave Act of 1993. (29 U.S.C. 2601 et seq.)

Study Leave
A leave of absence without pay of up to one (1) year shall be granted to any permanent teacher, upon application in writing to the Superintendent by no later than May 15 in the year prior to the year of the leave, for the purpose of engaging in study at an accredited college or university or to engage in a professionally related experience having a major focus on enhancement of the teacher's teaching responsibilities. A teacher on study leave shall be considered to be in the employ of the Sheridan Community Schools and shall have a contract.

1. The Board shall not be required to grant more than one (1) such leaves in any one school year.
2. Full insurance contributions as set forth elsewhere in this agreement shall be provided teachers on study leave if they are enrolled in the insurance programs immediately prior to the leave.
3. In the event a teacher chooses not to return to the corporation's employment for a period of one (1) year after the leave, the teacher, upon termination of employment, will pay back all of the Board's insurance contributions paid for the teacher during the year of study leave.

Adoptive Leave

An unpaid leave of absence for a period of up to one (1) calendar year shall be granted for the purpose of adoption. Upon initial application for the adoption, the teacher shall notify the Superintendent of his or her intent. The period of leave shall commence when the child is physically turned over to the teacher-parent.

Maternity Leave for Pregnant Teachers

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 disabilities caused by pregnancy shall be governed by the same provisions governing other disabilities:

1. Any teacher who is pregnant is entitled to a leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of the child, if, except in a medical emergency, she notifies the Superintendent of the Sheridan Community Schools at least thirty (30) days before the date on which she desires to start her leave. She shall also notify the Superintendent of the expected length of this leave, including with this notice either a physician's statement certifying the pregnancy or a copy of the birth certificate of the newborn, whichever is applicable. The teacher shall notify the Superintendent of her intention to return the following school year by no later than June 1 or in the event of a baby born after May 1, 30 days following the birth of the child, whichever comes later except that the teacher is to notify the Superintendent at least 30 days prior to the next school year starting. In cases where the teacher believes there are mitigating circumstances that would warrant a waiver of the applicable notification deadline, the teacher may request such a waiver from the Superintendent. Such a request will be made in writing and will include a description of the mitigating circumstances. The Superintendent's decision to grant or deny such a request shall be final. In case of a medical emergency caused by pregnancy, the teacher shall be granted a leave as otherwise provided in this section, immediately upon her request and certification of the emergency from an attending physician.
2. All or any portion of leave taken by a teacher because of a temporary disability caused by pregnancy may be charged at her discretion to her available sick leave. After her available sick leave has been used the teacher may be absent without pay, subject to subsection "A". This leave may be taken without jeopardy to re-employment, retirement and salary benefits, tenure and seniority rights.

Special Leave

A teacher may be granted a leave of absence of up to one (1) school year without pay when justifiable and verifiable reason(s) exist. The request for leave must be submitted in writing to the building principal and corporation superintendent for approval prior to May 15 of the year requested, unless extenuating circumstances make this impossible.

During the special leave, the teacher maintains access to insurance benefits, but is responsible for the full cost of the premiums. Notification of returning from leave shall be submitted to the administration no later than July 1 of the year of return. Upon return from the leave, reasonable efforts will be made to place the teacher in the same or a comparable position to which the teacher held prior to the leave. When this is not possible in the Board's judgment, the returning teacher shall be offered another bargaining unit position. Refusal to accept the position offered shall constitute resignation.

Paid Leaves

Family Illness

1. Teachers shall be entitled to five (5) days per school year in the event of an illness or accident involving a member of the teacher's immediate family. If the five (5) family illness days are not used, they transfer to sick leave at the end of the school year.
2. In the event more days are needed for this purpose, a teacher may transfer two (2) personal illness days to cover family illness. These days may also be placed in the Sheridan Education Association Sick Leave Bank.
3. The term "immediate family" shall be construed to mean spouse, children, parents, grandparents, grandchildren, brothers, sisters, and other similar relationships established by marriage, and others living in the home of the teacher.

Professional Leave

1. Teacher Option
   The Board agrees that two (2) days may be granted to teachers with pay for professional growth. Teachers may attend workshops, conferences, seminars, or visitations of their choice. Teachers will pay registration, mileage, meals, and room charges. Proof of attendance will be required.

2. Administrative Option
   The Board agrees that one (1) day shall be granted for attending and/or participating in professional meetings relating to education workshops, seminars or conferences sponsored by industry professional association, colleges, universities, or governmental agencies concerned with public school matters; and/or visitations to other school corporations or educational institutions for the purposes of observing instructional techniques or other instructionally-oriented programs

3. Additional Professional Leave Information
   a. Additional paid professional leave days may be provided at the discretion of the Superintendent.

b. The Board agrees to pay the registration cost involved plus mileage at the current IRS rate up to a total distance of 300 miles for the round trip from Sheridan and return. The employee is responsible for any remaining costs. If there are extenuating circumstances, consideration can be requested to the superintendent.

Jury Duty or Mandatory Court Appearance

Teachers called for jury duty or subpoenaed to appear in court shall be paid at their normal daily rate from the Sheridan Community Schools during the time they are required by the court to be absent from the school. However, they shall turn in to the school corporation any remuneration they receive from the court for such duty, minus mileage paid to the teacher. In the event a teacher is subpoenaed to testify against the school corporation in litigation, the teacher shall not receive the normal daily rate but may use personal leave time.

Bereavement Leave

1. In case of a death or simultaneous deaths in the immediate family, the teacher shall be entitled to paid leave of a maximum of five (5) school days. With one exception, the five leave days are to be taken consecutively and each weekday school recess during this consecutive period shall reduce the maximum number of leave days one for one as if it was a leave day. The one exception shall be in the case of the teacher being designated the executor of the deceased family member's estate. In such a case, the teacher may forego using all five days consecutively, using one or two of these days at any later date or dates within one calendar year of the death or deaths the teacher deems necessary to carry out his/her duties as an executor. Immediate family shall mean spouse, children, parents, grandparents, grandchildren, brothers, sisters, and each similar relationship established by marriage or others living in the home of the teacher or those approved by the superintendent.
2. In case of the death of a teacher's uncle, aunt, niece, nephew or cousin, if the place of the funeral is more than 200 miles from Sheridan, two (2) bereavement days will be allowed for travel to the funeral; otherwise one day will be permitted.

Sick Leave

Sick leave days will be credited annually to each teacher on the first day of the school year as follows:

1. Teachers shall be granted eight (8) days of sick leave each year. Unused days will be added to the accumulated sick leave at the end of the school year.
2. Sick leave days may accumulate without limit.
3. Sick leave days may be taken in whole or half day units.

Procedure to be followed in the use of sick leave days:

1. A teacher shall notify the appropriate official as early as possible if he/she is unable to report for duty. No reason shall be required other than personal illness.

2. Whenever a teacher is absent due to illness for more than five (5) consecutive working days, the Superintendent or his/her designee may request a physician's statement as to the nature of the illness and the need to be absent from duty. Such physician's statement, if requested, shall be paid for by the Board.

The Sheridan Community Schools will comply with all conditions and requirements as set forth in the Family and Medical Leave Act of 1993. (29 U.S.C. 2601 et seq.)

Sick Leave Buyout

1. Annually by no later than June 30th, the Sheridan Community Schools will buy all unused sick leave days above one hundred eighty-four (184) days at the prevailing substitute teacher daily rate of pay, not to exceed 13 days in any given year.
2. This money shall be deposited into an unallocated or individual VEBA/HRA account which has been established by the school corporation for the given teacher as provided for in Article III Section C VEBA/HRA.
3. This VEBA/HRA account shall be administered by parties' vendor of the IRS Section 401 (a).
4. Said VEBA/HRA account shall vest after ten (10) years of employment in the district with such years coming before and/or creation of this benefit.
5. These VEBA/HRA contributions and the amount generated by the agreed rate of return shall be used to discount dollar for dollar any benefits due a retiring teacher pursuant to Article III Section C VEBA/HRA.
6. Contributions to individual VEBA/HRA accounts shall be controlled by the applicable VEBA/HRA provisions found at article III.

Personal Leave

1. Teachers shall be granted five (5) days per year for the transaction of personal business.
2. Request for use of these days shall be submitted in writing at least two (2) days prior to the use of days.
3. In case of emergency, the two (2) days' notice requirement can be waived by the Superintendent.
4. Unused personal leave days will be transferred to accumulated sick leave at the end of the school year. The rate of transfer will be one (1) day of sick leave for each unused day of personal leave.

Family Leave

1. Sheridan Community Schools believes that pursuing a career and caring for one's family are complementary not contradictory. As part of that commitment, parental leave shall be offered to teachers as follows.
2. A teacher who has been employed by Sheridan Community Schools for a minimum of six (6) consecutive months may request and receive up to four (4)weeks of paid leave upon one of the following events:
    a. The birth of the teacher's child

b. The placement of a child for adoption with the teacher

3. Requests for parental leave should be requested from the administration. Parental leave runs concurrently with Family and Medical Leave Act and Maternity Leave described in 1E for any teacher eligible for such leave. Any parental leave not taken within the six (6) months after the birth or the placement for adoption or prior separation from employment is forfeited at the earlier of those two events.

Military Leave

Paid military leave shall be granted to any teacher who is inducted into any branch of the armed forces of the United States for two weeks (10 work days). Unpaid military leave shall also be granted to any teacher who is inducted into any branch of the armed forces of the United States. Upon return from such leave, a teacher shall be placed in the salary schedule at the level which he/she would have achieved had he/she remained actively employed in the corporation during the period of his/her absence up to a maximum of four (4) years. The teacher shall have up to sixty (60) days after being released from active duty to notify the Board of his/her intention to return to the corporation.

Other Leaves

Sick Leave Bank

The Sheridan Community Schools Sick Leave Bank will operate by the Rules and Regulations established by the Sick Leave Bank. The committee shall not grant sick leave bank days to any teacher who is not disabled to the extent that the teacher cannot perform the teacher's duties for the Corporation.

Return From Leave

Upon return from any leave, a teacher shall be assigned to the same position held prior to the leave if it still exists. If the position no longer exists, the teacher will be assigned to an equivalent position that is in the best interest of the district.

However, this provision shall not prevent mutually agreeable reassignments or transfers, nor shall it grant rights to an individual returning from a leave which are not granted to any other teacher. During any approved paid or unpaid leave, a teacher’s seniority, experience credit and experience credit pursuant to Article V, and continuity of service for purposes of the teacher’s tenure status shall be considered frozen but uninterrupted.

Personal Injury Leave

Absence of a teacher due to injury incurred in the course of the teacher’s employment shall not be charged against the teacher’s personal illness leave days. The board shall pay to such teacher the difference between his/her salary and the benefits received under the Indiana Workers Compensation Act for the duration of such absence.

## Insurance

Group Insurance
Board agrees to contribute toward the following premiums annually for the 2024- 2025 school year of the present medical/dental insurance policy available in the Sheridan School Corporation:

1. Plan 6 Single: $8,229.36
2. Plan 6 Family: $13,476.72
3. Plan 7 Single: $8,110.80
4. Plan 7 Family: $13,495.44
5. Plan 8 Single: $7,207.44
6. Plan 8 Family: $8,482.32

The corresponding plans maximum contribution by the Board for a teacher with a teacher spouse in Sheridan is 2x the single contribution annually. Regardless of the dollar amounts specified above, the maximum board contribution during any given school year for any coverage the teacher uses shall be one hundred percent (100%) of the premium for the given coverage less one dollar ($1.00).

Where teacher contribution in excess of one dollar ($1.00) is required, those deductions shall be made in equal installments from the employee's regular pay in the calendar year for the period of said year that the teacher is covered by the plan. In regard to any teacher who opts out on using the Board provided medical insurance coverage, the Board shall pay one hundred percent (100%) of the premium for dental insurance coverage, single or family, as the teacher desires, less one dollar ($1.00).

Long Term Disability
The Board agrees to contribute all except one dollar ($1.00) per year per participating teacher towards the premium cost of a Long-term Disability Insurance Policy that for a benefit of 60% of the teacher's annual salary up to a maximum monthly indemnity of $5,000 per month after a 90 consecutive day waiting period.

Term Life Insurance
The Board agrees to contribute all except one dollar ($1.00) per year per participating teacher towards a fifty thousand-dollar $50,000 Term Life Insurance Policy for each teacher covered by this agreement.

Vision Insurance
The Board agrees to provide Vision Coverage and pay the lesser of 100% or $90 for single coverage and the lesser of 100% or $175 for family coverage per year toward the cost of the premium.

Payment of Insurance
In all of the above cases that require employee contribution of one dollar ($1.00), deductions shall be made from the employee's first paycheck in January of each year.

Miscellaneous

1. An Insurance Committee shall remain in effect. It shall be composed of five (5) members; three (3) to be selected by the Association, one (1) by the Board and one (1) by the non-certificated employees. This committee shall study all the insurance coverage for the school corporation and recommend to the Board the coverage and carriers in each insurance area. No change in the carrier or benefit design will be made without the mutual agreement and consent of the Association.

2. The benefits provided to employees by IRS Section 125 shall be made available to any bargaining unit member so requesting.

3. Open enrollment is a thirty (30) day window that allows employees who work in a position eligible for health insurance to enroll themselves (or add eligible family members to their plan for an October 1st effective date. There are three (3) times that an employee may enroll themselves or eligible family members on our plan:
    a. New Hires may enroll within thirty-one (31) days of their eligibility date.
    b. Employees with a HIPAA qualifying event may enroll within thirty-one (31) days of the HIPAA event.
    c. Employees may enroll during open enrollment, which is 8/15 to 9/15 with a 10/1 effective date.
    d. Enrollment is contingent on the employee submitting all required paperwork during their thirty-one (31) day window.

## Retirement Benefits

Severance Savings Plans (SSP)

1. All new employees hired or employees previously employed by Sheridan Community Schools and re-hired after June 1, 2000, are only eligible for Severance Savings Plan (SSP) provided in this section. A newly hired or re- hired employee's non-forfeitable percentage of accrued assets in individual accounts resulting from employer contributions is subject to the following vesting schedule.
    a. First school year of employment 0%
    b. Second school year of employment 20%
    c. Third school year of employment 40%
    d. Fourth school year of employment 60%
    e. Fifth school year of employment 80%
    f. Sixth school year of employment 100%
2. Effective with the 2005-2006 work year and thereafter, the employer's annual SSP contribution shall be 1.5% of the given employee's basic teacher's salary into the given employee's 401a account provided the employee has made a contribution of no less than $475 into his/her 403b account(s).
3. 401a- is defined as the employer contribution.
4. 403b- is defined as the employee contribution.
5. The Insurance Committee will select the vendor who will administer the employer's contribution (401a). If a bargaining unit member is currently participating in a 403b plan, the employee may maintain that vendor.
6. In the event of the death of an employee, all benefits shall be paid to the beneficiary named with the Indiana State Teachers Retirement Fund.

Continuation of Insurance Coverage / VEBA

1. Health Insurance: A teacher retiring from the Sheridan Community Schools who has served the corporation not less than ten (10) years shall be eligible to continue participation in the health insurance program until eligible for Medicare provided the retired teacher pays in advance 100% of the monthly premium for such coverage.
2. Vision & Dental: A teacher retiring from the Sheridan Community Schools who has served the corporation not less than ten (10) years shall be eligible to continue participation in the vision and/or dental insurance programs for so long as the retired teacher pays in advance 100% of the monthly premium(s) for such coverage.

VEBA/HRA

The District will maintain a VEBA/HRA plan for all qualifying employees with such plan subject to all applicable IRS rules and regulations.

By May 1 each year, SCS will fund each individually created VEBA/HRA account an annual amount equal to 0.75% of the teacher's annual salary (not including ECA amounts) for members of the bargaining unit.

1. Vestment occurs upon separation from service after ten (10) years of employment in the district with such years coming before and/or after creation of this benefit (March 31, 2007).
2. SCS will pay the vendor account fee for the first five years of employment. Beginning in the sixth year of employment, the teacher will be responsible for 100% of fees.
3. In no case shall the school district be forced to fund more than the yearly contribution as stipulated in Article VI, Section E.
4. The vendor for this program shall be the same vendor used for the school corporation's 401(a) program.
5. If a teacher leaves before vestment occurs, all SCS contributions plus or minus the investment return/loss to the teacher's account will be placed in a forfeiture fund. SCS may use funds in the forfeiture fund to pay fees incurred in Article VI, Section E (2).

Contributions from bought out sick leave days that are made after a teacher's individual VEBA/HRA account has been created shall be made directly into the teacher's account.

# Article IV – CBA Ratification

The parties mutually agree that the terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties hereto which may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of the parties in an amendment hereto.

Should any Article, Section, or Clause of this Agreement be declared illegal by a court of competent jurisdiction, said Article, Section, or Clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violates the law, but the remaining Articles, Sections, and Clauses shall remain in full force and effect for the duration of the Agreement, if not affected by the deleted Article, Section, or Clause.

Conditions for re-opening this two-year contract include the following:

1. If there is an increase of 40 students or more in the fall ADM count.
2. If there is a decrease of 30 students or more in the fall ADM count.

Public Hearing and Attestations

On the day of 8 September 2025 at 6:30 pm, a pre-bargaining public hearing was held as described in IC 20-29-6-1(b) at Sheridan High School Board Room, and electronic participation from the parties and/or public was permitted.

On the day of 15 September 2025 at 5:00pm, a public hearing was held as described in IC 20-29-6-1(b) at Sheridan High School Board Room, and electronic participation from the parties and/or public was permitted.

On the day of 20 October 2025 at 5:00 pm, a public meeting to discuss the Tentative Agreement was held as described in IC 20-29-6-19 at Sheridan High School Board Room, and electronic participation from the parties and/or public was permitted.

The terms and conditions of this agreement shall become effective on **July 1, 2025,** and shall continue in effect through **June 30, 2027** with all issues having been considered and agreed upon.

Therefore, this agreement is made and entered into this 27th day of October, 2025 by and between the Board and the Association, as defined herein, and is attested to by the representatives whose signatures appear below.

Article IV is attested to by the Board and Association representatives whose signatures appear below.

Attested on this the 27th day of October 2025

Signatures:

Sheridan Board of Trustees

President

Kim Zachery
Secretary

Board Member

Board Member

Board Member

Sheridan Education Association

President

Secretary

Bargaining Team Member

Libby Doubleston
Bargaining Team Member

Bargaining Team Member

Date Ratified: 10/27/25

Date Ratified: 10/27/25