MASTER AGREEMENT

BETWEEN

THE

BATESVILLE EDUCATORS ASSOCIATION

AND THE

BATESVILLE COMMUNITY SCHOOL CORPORATION

2026-2027

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ARTICLE I
RECOGNITION

The school employer recognizes the Batesville Educators Association as the exclusive representative of all certificated school employees of the Batesville Community School Corporation, with the exception of the following positions:

Superintendent, Assistant Superintendent, Director of Operations, Director of Transportation, Director of Technology, Director of Student Services, Director of Special Education, School Psychologist, Instructional Technology Specialist(s), Director of Health Services, Corporation Treasurer, Principals, Assistant/Associate Principals, Dean(s) of Students, Athletic Director(s), Special Education Coordinator(s).

ARTICLE II
DEFINITIONS

A. As used in this Contract

1. "Board" or "school employer" means the Board of School Trustees of the Batesville Community School Corporation and any person(s) authorized to act for said body in dealing with its employees.
2. "School Corporation" means the Batesville Community School Corporation of the Counties of Ripley and Franklin of the State of Indiana.
3. "Certificated school employees" and "teacher(s)" mean the certificated personnel employed by the school employer in the bargaining unit as defined in Article I of this Contract.
4. "Association" or "BEA" means the Batesville Educators Association, and any person(s) authorized to act on its behalf.
5. Reference to gender in this agreement, whether male or female, shall include all individuals regardless of gender, unless the specific context indicates otherwise.

ARTICLE III
COMPENSATION

A. SALARY

The salary schedule is in Appendix A of this agreement.

B. EXTRACURRICULAR ASSIGNMENT

As a part of the salary listed on the schedule, and after consultation with the teacher to determine the teacher's experience and interest, the school employer shall have the right to make extra duty and extracurricular assignments as are necessary for a good and sound educational program. Only those duties listed on the extracurricular schedule (Appendix B) are paid in addition to those salaries (Appendix A).

C. PAY OPTIONS

The regular contract salary shall be paid biweekly to the teacher in equal gross payments. Teachers shall receive their pay every other Friday unless that day is a school holiday. In such case, teachers shall receive their pay on the last school day prior to that day, but in no case shall the pay date be more than two (2) days prior to the regularly scheduled date.

D. RETIREMENT PROVISIONS

Retirement pay shall be provided to a retiring teacher according to the following requirements and provisions:

1. Retirement benefits will be paid upon retirement as stipulated below, provided the retiring teacher has reached the age of 55 (or their years of teaching service in the State of Indiana plus their age meets the rule of 85) with at least 10 years of teaching experience in this school corporation.
    a. Those who retire before the age of 55 will not be eligible to continue participation in the group medical insurance plan.
2. Said teacher shall notify the Office of the Superintendent of intent to retire not later than May 15 of the year prior to retirement, provided, however, that official notification must be confirmed, in writing, no later than December 31 in the school year of retirement. These date deadlines may be waived by the Board in case of retirement due to a disability.
3. Permanent retirement must be evidenced and application for retirement benefits must have been made by said teacher to the Indiana State Teachers' Retirement Fund Board.
4. Payment will be part of said teacher's final paycheck not to exceed the maximum allowed by INPRS. The remaining amount will be made to the teacher's 401(a) plan (not to exceed the maximum allowed by law) as follows:

    TOTAL YEARS OF SERVICE

10-20 years:

per year of Batesville service	$55.00
PLUS per day of unused sick leave	$55.00

21-30 years:

per year of Batesville service	$60.00
PLUS per day of unused sick leave	$60.00

31 years and up:

per year of Batesville Service	$65.00
PLUS per day of unused sick leave	$65.00

5. In the event of the death of a teacher, the notification requirement shall be automatically waived, and the retirement pay shall be paid to the estate of the teacher.
6. If rehired, a teacher who elected to retire under this option shall not be eligible to receive the retirement benefit a second time.

E. MILEAGE REIMBURSEMENT FOR AUTHORIZED TRAVEL

Reimbursement for authorized travel shall be at the approved IRS (Internal Revenue Service) rate per approved mile.

F. INSURANCE

1. MEDICAL INSURANCE

Insurance up to the amount specified below will be paid by the school employer toward the cost of hospital, surgical, and medical care type insurance for each full-time certificated employee enrolled in the school corporation's group medical insurance plan with the teacher paying not less than one dollar ($1.00) per year. The Association may, prior to the policy anniversary date, make recommendations to the school employer through the Office of the Superintendent as to the selection of the insurance company and the insurance coverages.

Beginning December 1, 2026, the Board will contribute toward the medical insurance plans as follows:

Employee Only Plan	$7,284.00	$607.00 per month
Employee and Children	$12,684.00	$1,057.00 per month
Employee and Spouse	$15,564.00	$1,297.00 per month
Employee and Dependents	$16,752.00	$1,396.00 per month

If two employees HAVE DEPENDENTS and are covered by the same family enrollment, then the contribution of the Board shall be $22,164.00 ($1,847.00 per

month) for the two employees.

If two employees DO NOT HAVE DEPENDENTS and are participants in the medical insurance plan, they shall be required to enroll in two individual medical plans. The Board shall contribute the amount of $8,736.00 ($728.00 per month) toward each plan.

The Board's contribution shall not exceed a dollar figure equal to 90.5% of the premium.

2. LIFE INSURANCE

   a. Life insurance will be computed at 1.5 times the base salary to the nearest $1,000 or $50,000 whatever is greater.

   b. Base salary will be established at the salary step in effect on the first contract day of the new school year. No extracurricular stipend or other adjustments to the base salary step will be used in the life insurance calculation (i.e. – base salary step $43, 200 x 1.5 = $64.800 / life insurance calculated for $65,000 for the contract year).

   c. Since any term insurance exceeding $50,000 is taxable as per IRS guidelines all applicable regulations will be followed.

   d. The school employer shall pay the total cost for term life insurance that provides a minimum death benefit of fifty thousand dollars ($50,000.00) or greater as shown in Article III Compensation, Section F Insurance, Sub-section 2, Paragraph a, double for accidental death. Such policy shall be convertible to ordinary life insurance upon termination of employment in the Corporation or upon application of the teacher to the insurance carrier with said teacher paying the additional amount for the conversion.

   e. Any future rate increases/$1,000 of coverage would cause the life insurance coverage to be reduced proportionately to keep the corporation cost level/$1,000 of coverage unless agreed to by both parties.

   f. The Association may offer, prior to the policy anniversary date, make recommendations to the school employer through the Office of the Superintendent as to the selection of the insurance company.

3. LONG-TERM DISABILITY

The Board will pay the total cost of a Long-Term Disability program that provides the following benefits:

66.67% of earnings to the maximum as follows:
$4,722 per month
Benefits payable at age 65 or normal social security retirement age
Six Months qualifying period.

4. FLEXIBLE FRINGE BENEFIT PROGRAM
   The benefits provided to employees by Section 125 of the Internal Revenue Act of 1978 shall be made available to bargaining until members. An amount up to one hundred percent (100%) of salary may be set aside by the teacher for the selection of benefits under Section 125 of the Internal Revenue Code, which are non-taxable benefits of Medical Insurance, Dental Insurance, Cancer Insurance, Life Insurance, Non-Reimbursed Medical Expenses, Dependent Care, and taxable benefits of cash. Deductions for non-reimbursed medical expenses and dependent care expenses shall be withheld from the participant's checks.

G. OTHER PROFESSIONAL EXPERIENCE

1. Any teacher shall receive one (1) years' experience credit on the salary schedule for each previous year of military service or Peace Corps service, up to a maximum of four (4) years.
2. Any teacher shall receive one (1) years' experience credit on the salary schedule for each previous year of service in an accredited parochial or private school or international public school, for the first four (4) years and one (1) years' experience credit for every three years thereafter, up to a maximum of ten (10) years of experience. For example, a teacher with ten (10) years' experience at an accredited private school would receive six (6) years of experience. A teacher with twelve (12) years' experience would receive six (6) years.
3. Any teacher receiving an Indiana teaching license through workplace experience shall receive one year credit for every three years of relevant and relatable work experience, up to a maximum of ten (10) years.
4. It is specifically understood that this provision shall become effective as of the date of this Agreement and is in no way retroactive for any employee presently or previously employed.
5. No single year would qualify for more than one (1) years of experience.

H. SUMMER SCHOOL

1. Teachers of summer school, when teaching a credit course, shall be issued a Supplemental Service Contract and shall be paid for each hour of instruction at an hourly rate of $55.00 an hour.
2. Teachers of summer school, when teaching a non-credit course, shall be issued a Supplemental Service Contract and shall be paid $50.00 for each hour of instruction.

I. RETAINING INSURANCE FOR RETIRED TEACHERS

Teachers who retire between the ages of fifty-five (55) and sixty-five (65), who have ten (10) years of service with this Corporation immediately prior to retirement, and who

currently participate in the group medical insurance plan, may continue participating in the group medical insurance plan.

Additionally, any such qualifying teacher may maintain coverage for his/her spouse until that spouse qualifies for Medicare even though that qualifying teacher has previously qualified for Medicare.

Retiring teachers electing to exercise this option shall be required to pay the full monthly premiums for the type of coverage selected and shall have such premium payments into the Corporations Business Office in advance of the Corporation's due date for submitting to the insurance carriers.

J. INDIANA PUBLIC RETIREMENT SYSTEM

In addition to the teacher's base salary amount as listed in Appendix A – Salary Schedule, extracurricular amounts as stipulated in Appendix B, extended contracts as listed in Article III, Section O, and Part-time Employment as listed in Article III, Section P, the Board shall pay the teacher's three percent (3%) contribution to the Indiana Public Retirement System (formerly known as Indiana State Teachers Retirement Fund (INTRF).

K. 401(a)/403(b) MATCHING ANNUITY PLAN

1. The Board agrees to establish and maintain a qualified 401(a) Annuity Plan (hereinafter referred to as the 401(a) Plan) for all certificated school employees covered under this collective bargaining agreement. The 401(a) Plan shall be available for all certificated school employees. The Board shall also maintain a 403(b) Plan for all certificated school employees covered under this collective bargaining agreement. The 403(b) Plan will include provisions for pre-tax salary reduction contribution which will be matched by equal Board contributions to the 401(a) Plan. The maximum contribution that will be made to the 401(a) Plan by the Board will be 2-1/2% of Salary Schedule Salary.
2. The contributions made by the certificated school employees and matched dollar for dollar by the Board shall be amount which reflects the appropriate percent of the certificated school employee's base salary as set forth on the certificated school employee's contract which corresponds to his or her placement on the salary schedule (Appendix A).
3. The parties agree that all contributions made to the 401(a) Plan by the Board shall be considered as additional funds and be counted as part of any salary increases negotiated for the certificated school employees.
4. The 401(a) Plan shall
    a. Be subject to all applicable Internal Revenue Service regulations.

b. Have no contract initiation fees charged to the employee

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

d. Have a vendor selected by the Association.

5. The employer shall deposit employer contributions for each employee into an individual account for the employee in the annuity/mutual fund program selected by the Association. Such deposits shall be made on a monthly basis.

6. School employees shall have the option of continuing to invest their dollars in tax-deferred annuities for which money is already being dedicated from the employee's salary, if any.

7. Once contributions are made by the employee and the employer on behalf of the employee, all assets of the accounts become the property of the employee and, in the event of death, their designated beneficiaries or, lacking same, estate.

L. PROFESSIONAL DEVELOPMENT WORKSHOPS

1. A teacher will be paid from the following schedule for attendance at an administrative directed professional development session/workshop not held during the contract day.

2. Length of professional development activity.
   Half Day (Up to 4 hours) - $75.00
   Full Day (Up to 8 hours) - $150.00

M. PRESENTATION STIPEND

1. A teacher shall be paid from the schedule below for presentation preparation based upon length of presentation held during contract and non-contract days. The presentation and/or preparation time must be preapproved by the building level administrator.
   0-2 hours $100.00
   Plus 2-4 hours $150.00
   Plus 4-6 hours $200.00
   Plus 6-8 hours $250.00

2. If two (2) or more teachers present together, then the following schedule shall be used and dollars split as determined by the teachers:
   0-2 hours $125.00
   Plus 2-4 hours $200.00
   Plus 4-6 hours $275.00
   Plus 6-8 hours $350.00

3. If an employee gives a repeat presentation of the same materials in the same school year, only one (1) presentation stipend will be paid for the school year.

4. If the professional development is outside the contracted days, the employee will also be paid for attendance at the following rate:
   0-2 hours $75.00
   Plus 2-4 hours $100.00
   Plus 4-6 hours $125.00

Plus 6-8 hours $150.00

For example, if an employee prepares a presentation and presents a seven-hour training during a non-contracted day, the teacher will be paid $400.00.

N. EXTENDED CONTRACT – COMPENSATION FOR TEACHING AN ADDITIONAL CLASS (HIGH SCHOOL AND MIDDLE SCHOOL)

1. A high school or middle school teacher assigned to teach an additional class during a school year shall be compensated with an extended contract of twenty-two and one-half (22.5) days.
2. An additional class is defined as a teacher with eight (8) classes and no preparation period. One class can include SRT at Batesville High School or Advisory at Batesville Middle School
3. An additional class includes extended days, such as adding a class to the master schedule before or after school.

O. PART-TIME EMPLOYMENT

1. A high school or middle school teacher hired to teach five or less classes a year shall be compensation with a contract for the number of days listed below plus up to five teacher workdays.

1 Block	22.5 days
2 Blocks	45 days
3 Blocks	67.50 days
4 Blocks	90.00 days
5 Blocks	112.5 days

2. Teachers contracted less than four (4) blocks are only entitled to prorated benefits under Article IV – Leaves.

ARTICLE IV

LEAVES

A. SICK LEAVE

Each teacher employed under a regular or temporary teaching contract shall be entitled to ten (10) days sick leave with pay for the first year of employment and nine (9) days in each succeeding year.

1. Sick leave days may be used for illness, quarantine, or medical appointments involving the teacher, the teacher's spouse, parents, brothers, sisters, children, grandparents, and grandchildren all by blood, marriage, or adoption, or any member of the family unit living in the same household, no matter the degree of relationship.
2. Any such sick leave days that remain unused at the end of any school year shall be added to the teacher's accumulated total and shall be available to the teacher for use in subsequent years. Such accumulation shall not exceed one hundred eighty-five (185) days.
3. In the event a teacher shall have accumulated one (1) or more days of sick leave in another accredited school corporation, there shall be added for the second year and each year thereafter of employment up to three (3) days of sick leave until the number of accumulated days to which the teacher was entitled in the last place of employment shall have been exhausted.

B. PERSONAL BUSINESS LEAVE

Each teacher shall be entitled to three (3) days per school year without loss of pay for the transaction of personal business and/or the conduct of personal or civic affairs.

1. Notification that a day's absence is to be charged against personal business leave should be given to the teacher's immediate supervisor at the earliest possible time. If prior written notice cannot be given, it must be submitted as soon after the leave as possible. The Association discourages the use of Personal Business Leave days on those days preceding or following a holiday or vacation period or on the first or last day of the school year.
2. The reason "absence for personal business" shall be sufficient for the leave and said paid leave cannot be withheld for any reason.
3. Each teacher may carry over two (2) personal days from one school year to the next. The maximum personal days used in one school year shall be five (5). Any personal days over two (2) at the end of the year shall be added to the teacher's accumulated sick leave total and shall be available to the teacher for use as sick leave in subsequent years.

C. BEREAVEMENT LEAVE

A teacher is entitled to be absent, without loss of pay, for up to five (5) school days within a fifteen (15) calendar day period in case of death in the immediate family of the teacher.

1. For purposes of this section "immediate family" is defined as those relatives by blood, marriage, or adoption, including parents, spouse, children, siblings,

grandparents, grandchildren, or any other member of the family unity living in the same household, no matter the degree of relationship.

2. It is the purpose of this leave that the teacher have time to attend the funeral and attend to other personal matters of the immediate family.

D. FUNERAL LEAVE

A teacher is entitled to be absent without loss of pay to attend the funeral of certain relatives as follows: one (1) day to attend the funeral of an aunt, uncle, niece, nephew, first cousin, or parents of the employee's children not living in the household of the teacher.

E. JURY DUTY LEAVE

A teacher called for grand or petit jury duty shall, during the required period of absence from assigned duty by the school employer, be paid full regular salary less the total amount of per diem allowance earned by such teacher for jury duty.

F. LEAVE WITHIN A LEAVE

Teachers shall not be entitled to use any paid leave for days they are on unpaid leave or vacation, unless otherwise specifically provided for in this Agreement.

G. LEAVE CERTIFICATION STATEMENT

In any case where leave is utilized by a teacher, a statement certifying the leave may be required by the Board from time to time.

H. COMPENSATION FOR UNUSED DAYS OVER MAXIMUM ACCUMULATION

At the conclusion of each school year, each teacher who has accumulated the allowable maximum accumulation of days as listed above and who, at that time, has any days over the maximum will be compensated at the rate of one hundred dollars ($100.00) for each unused sick over the above the maximum allowable accumulation. Any such payment due for that year shall be added to the teacher's 401(a) plan (not to exceed the maximum allowed by law) within thirty (30) days of the beginning of the new contract if the corporation receives its funds at the regularly scheduled times. If funds are not received on time, payment will be paid within fifteen (15) workdays after receipt of the funds.

I. ADVANCED STUDY LEAVE

The Board may grant one (1) year leave of absence without pay upon application of a permanent teacher for the purpose of full-time advanced study for the master's or higher degree.

1. The purpose of such advanced study shall be one which has direct benefit to the school corporation and shall meet the approval of the superintendent and school employer.

2. Application for such leave must be made to the Office of the Superintendent no later than June 1 preceding the requested year of absence.

J. 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:

1. <u>APPLICATION OF PROVISIONS</u>

a. This provision shall apply to leave in all cases where a teacher is unable to teach because of a disability substantial in nature or duration, including major surgery, pregnancy, childbirth, illness, or injury.

b. Any such leave may be for a period of no more than one (1) year, provided, however, that for pregnancy, and/or childbirth the leave may begin any time following the commencement of the teacher's pregnancy and may extend up to one (1) year following the birth of the child.

c. After determination that disability leave is imminent, the teacher shall give notice to the superintendent, in writing, of the anticipated date on which the leave will commence and the anticipated date of return. Except in case of a medical emergency, such notice shall be made at least thirty (30) days prior to the beginning date.

d. In case of a temporary disability cause by pregnancy, said teacher 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, provided said teacher submits with the timely notice as provided herein, a physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn, whichever is applicable.

2. GENERAL PROVISIONS

a. 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 teacher will be permitted to continue on full active duty until such date, provided he does perform 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 his physician of his full ability to continue performing the full schedule of the duties and responsibilities of his position and assignments.

b. 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 is submitted to the Office of the Superintendent for any said temporary disability absence of more than ten (10) consecutive days. While on said leave, sick leave days will be paid only for the number of assigned duty days the teacher is absent which occur during the current contract term, from which a physician certifies said teacher to be physically disabled, limited to the extent of the number of sick leave days accumulated by the teacher at the time said leave commences. Additional statements of certification by a physician of the temporary physical disability of said teacher are required, except for temporary disability caused by pregnancy, for said disability, which exceeds a duration of twenty (20) consecutive days. Said additional certification shall be submitted by said teacher to the Office of the Superintendent no later than the first day of each ensuing month after said twenty (20) consecutive days absence.

c. In all cases, the school employer reserves the right to require an examination by a school employer-appointed physician(s) to determine the teacher's fitness (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. The cost of such examination shall be borne by the school employer.

d. If said leave extends beyond the first day of May of any year, the granting of said leave by the school employer shall not prevent the school employer from serving notice to said teacher on or before May 1 that said teacher's contract will not be renewed, nor will the granting of said leave prevent the school employer from invoking, initiating, and utilizing the procedures established by law for the cancellation of any indefinite contract with a permanent teacher.

K. ADOPTIVE LEAVE

1. Adoptive leave shall be granted for up to a period of one (1) year. Upon initial application for the adoption, the teacher shall notify the superintendent of his/her intent. The period of the leave shall commence when the child is physically turned over to the teacher-parent.
2. The teacher may elect to utilize his/her accumulated sick leave during this adoptive leave for up to six (6) weeks. While on said leave, sick leave days will be paid only for the number of assigned duty days the teacher is absent which occur during the current contract term.

L. PATERNITY LEAVE

A male teacher may be granted, upon written request, a leave of absence of up to one (1) year for infant care. Such leave, if granted, shall be without pay and benefits.

M. CONTINUATION OF INSURANCES

Prior to the commencement of a leave under this Article, the teacher may elect to continue the group insurance plan by submitting a letter of such intent and paying the Board the entire monthly premium prior to the time such monthly premium becomes payable during the leave.

N. COURT LEAVE

1. If any teacher is joined as a necessary party to any civil suit because of his/her position as a teacher in the School Corporation, he/she shall be entitled to such time off with pay as is necessary to attend the trial or any hearing in said suit at which his/her presence is necessary.
2. If any teacher receives a subpoena to testify in a school-related matter, as determined by the superintendent, he/she shall be entitled to time off with pay as is necessary to attend the trial or any hearing regarding the matter. Such leave shall be of no effect in cases that are initiated by or for a teacher against the Board and/or Corporation.
3. Court leave with pay shall also be granted to teachers who are subpoenaed as witnesses in a criminal court proceeding. Teachers subpoenaed as witnesses in civil

court proceedings shall receive pay if (1) the BEA is not a party to the suit, (2) the teacher is a witness as a result of his position as a teacher, e.g. he is the teacher of a child whose parents are being divorced, and (3) the teacher has cooperated with the school in every way to insure the least disruption in the education process.

4. In all instances described heretofore, any compensation (i.e. per diem, not reimbursement) received by the teacher shall be turned over to the Board.

O. VOLUNTARY SICK LEAVE BANK

The purpose of the Voluntary Sick Leave Bank (hereafter referred to as the Bank) is to provide personal illness leave to contributors to the Bank after their accumulated personal illness leave has been exhausted – and more specifically to provide such leave from the Bank in case of prolonged illnesses. The Bank rules and guidelines are as follows:

1. VOLUNTARY SICK BANK COMMITTEE

    a. The Bank will be operated on a voluntary basis. A committee shall be formed to administer the Bank and to provide the information whereby the Business Office of the Batesville Community School Corporation will keep the records. This committee shall be empowered to adopt rules and regulations and to make decisions required to administer the Sick Leave Bank, so long as these rules, regulations, and decisions do not modify the agreement contained herein. This committee will be titled the "Voluntary Sick Bank Committee" (hereinafter referred to as the SBC). The SBC shall be composed of the following five (5) persons:

        1. Superintendent of Schools of Batesville Community School Corporation or his/her designee.
        2. President of the Batesville Educators Association or his/her designee.
        3. One Batesville Community School Corporation administrator. This member is to be appointed by the Superintendent of Schools.
        4. Two bargaining unit members. These members are to be appointed by the Association president. Effort should be made with these appointments to provide bargaining unit representation from the elementary and secondary levels.

    b. Should a vacancy occur on the SBC, the authority making the original appointment shall appoint a replacement for the vacant position.

    c. One of the bargaining unit SBC representatives will be selected to act as chairperson of the SBC. The BEA President will designate the chairperson prior to the first meeting of the SBC.

    d. The SBC will be responsible for developing the forms needed to operate the Bank.

2. EFFECTIVE DATE

    a. The effective date of the Bank will be the first contract day of the current school year. Enrollment in the Bank by bargaining unit members will begin

September 1 and end on September 30 of the current school year, or only during the first four (4) weeks following the first day of employment.

b. The Bank will become operational only after 40% or more of the members of the bargaining unit have shown their willingness to participate in the Bank by contributing the individually required number of days to the Bank. The individually required number of days is set forth in Rule 4-c.

3. MEMBERSHIP

The bank shall be established for all bargaining unit members of the Batesville Community School Corporation who indicate their desire to participate by contributing the individually required number of days as in indicated in Rule 4-c.

4. GUIDELINES

The Bank shall be administered by the SBC in accordance with the following provisions:

a. The Bank may be used only by the individual contributor for his or her personal illness.

b. Days from the Bank may be used only for those workdays that the individual contributor is employed under a Regular Teacher Contract.

c. If the number of days in the Bank falls below fifteen (15) days prior to May 1 of any year, each participant will be required to donate one (1) additional day of his accumulated personal illness leave to the Bank. Its member has used all of his personal illness leave, the additional day will be donated as soon as new personal illness leave is granted.

d. All days, once donated to the Bank, become the property of the Bank.

e. The maximum dollar expenditure during each school year is $13,000.00. The maximum dollar expenditure during the period January 1 through June 30 or July 1 through December 31 is $10,000.00. If these amounts are reached at any time during these periods, the Bank will cease to operate for the remainder of that period.

f. All requests to receive grants from the Bank must be submitted in writing to the SBC on the prescribed Form SBC-1. The earliest effective date shall be the date that Form SBC-1 is received by the SBC.

g. Any person submitting a request to use the Bank must have made his/her proper contribution and met all eligibility requirements. If a person is physically unable to submit the Form, the Forms may be submitted by a proxy.

h. A person will not be able to withdraw days from the Bank until his/her own accumulated personal illness leave is depleted.

i. Days granted from the Bank can only be used for extended illness or disability. (The SBC will generally consider an extended illness one that involves ten (10) or more working days.)

j. Periodic reviews by the SBC of all Bank use will be made. No use may extend more than thirty (30) working days without approval of the SBC.

k. Days granted from the Bank may not be granted for the period of disability when monies are paid to the employee under the Workmen's Compensation Law.

l. Days granted will be reimbursed at a rate equal to the per diem rate of pay on the adopted salary schedule for the individual granted the days. After the thirty (30) day review, the SBC reserves the right to change the percentage rate of payment.

m. The SBC will review and present to the Batesville Community School Corporation Business Office approval or denial of all requests to draw on the Bank within ten (10) working days after such request is received by the Committee. This information should be received by the Bookkeeping Department on the same day the service records are received from the building principals. The Committee will also make its decision known to the applicant within this ten (10) day period.

5. APPEAL BOARD

a. An Appeal Board will be established composed of the following six (6) persons:

1. Superintendent of Schools of Batesville Community School Corporation or his/her designee.

2. President of the Batesville Educators Association or his/her designee.

3. Four (4) members will be appointed – two (2) each by the Superintendent of Schools and the Association president.

4. No appointed member of the SBC may at the same time be a member of the Appeal Board.

b. The Association president or his/her designee will act a chairperson of the Appeal Board.

c. If a request for use of personal illness leave days is denied by the SBC, then the applicant may appeal the Committee's decisions to the Appeal Board within ten (10) working days after the denial. Any decision by the Appeal Board must be by a majority vote. A tie vote will automatically support the SBC decision. All decisions of the Appeal Board are final and binding.

d. The Appeal Board will rule on any appeal within ten (10) working days after receiving the appeal in writing.

e. The Voluntary Sick Leave Bank is excluded from the Grievance Procedure.

6. MEMBERS AGREEMENT

a. A member shall be required to furnish a medical report from a licensed physician at any time before or during the time of use of the Leave Bank. The medical report will be at the member's expense. The SBC will review each case as required. The SBC reserves the right, if necessary, to limit the number of days granted.

b. In consideration of the benefits of participating in the Bank, each applicant for membership in the Bank shall, as a condition to such application, agree in writing substantially as follows:

"I voluntarily acknowledge and agree that the granting of days from the Voluntary Sick Leave Bank shall be at the sole discretion of the Sick Bank Committee or, in the case of an appeal, the Appeal Board, and that all decisions of the Sick Bank Committee and the Appeal Board will be final and binding and not subject to grievance. I further agree to abide by such decision and to indemnify and hold harmless the Batesville Community School Corporation, the Corporation Board of Trustees, The Batesville Educators Association, the Sick Bank Committee, the Appeal Board, and all of their agents for any loss they may sustain as a result of any claim or legal proceedings I may bring against any of them with respect to the decision made by any of them concerning this application."

c. When an employee donates days to the Bank, he agrees to the above stated Rules for administration of the Bank and agrees to abide by the state Rules.

7. ANNUAL REPORT

An annual report of the Bank will be published on or before July 1 for each year the Bank is in operation. This report will be published by the Batesville Educators Association and approved by the Superintendent of Schools of the Batesville Community School Corporation prior to publication. The report shall include a statement of the number of days contributed to the Bank, the number of days remaining in the Bank, the total cost of the days granted, and the remaining cash balance available for the Bank.

ARTICLE V

GRIEVANCE PROCEDURE

This Grievance Procedure, hereinafter referred to as "Procedure", stipulates the conditions under the procedures by which grievances alleged by certain certificated school employees as defined in this Contract shall be processed. If any such grievances arise, there shall be no stoppage or suspension of work because of such grievances, but such grievances shall be submitted to the following grievance procedures.

A. **DEFINITIONS**

1. "Grievance" means, and shall be limited to, an alleged violation of an expressed article or section of this written Contract, except where such article or section is exempt from this Procedure.
2. "Superintendent" means the chief administrative officer of the School Corporation, or designee.
3. "Grievant" means the certificated school employee(s) directly affected by the alleged violation making the claim.
4. "Day" means school employer assigned duty day of the teacher which occurs during the term of a teachers' individual contract, provided, however, that at all other times, "day" shall mean weekday.

B. **STRUCTURE**

1. Nothing herein contained shall be construed as limiting the right of any certificated school employee having a grievance to proceed independently of this Procedure.
2. The grievant may be represented by any person(s) of his own choosing at all levels of the Procedure, limited however to a total of two (2) representatives.
3. There shall be no additional evidence, material, allegation, or remedy submitted by the grievant or his representative during the grievance process, once a formal grievance has been filed at Formal Level One. The superintendent shall waive the restrictions on additional evidence or material stipulated herein upon request of the grievant provided that the grievant documents that said additional evidence or material was either not known or not available to the grievant at the time said grievance was filed at Formal Level One.

C. **PROCEDURE**

The number of days indicated at each level should be considered as maximum. The time limits specified may, however, be extended by mutual agreement of the grievant and school employer.

1. <u>INFORMAL GRIEVANCE</u>

   Within fifteen (15) days of the time the grievant first knew or should have known of the act or condition upon which it is based, the grievant must present the grievance to his principal or immediate supervisor or his designee by meeting with him

individually in an informal manner during non-teaching hours. The grievant may be accompanied by a representative as provided herein, provided his principal or immediate supervisor is informed in advance of the grievant's desire to have a representative present. Failure to so meet and discuss said alleged grievance as provided herein shall prevent the grievant from filing said alleged grievance at any formal grievance level(s). Within seven (7) days after presentation of the grievance, the principal or immediate supervisor or his designee shall give his answer orally to the grievant.

2. FORMAL GRIEVANCE

    a. Level One

        1. Within five (5) days of the oral answer, or within twelve (12) days after presentation of the grievance at the Informal Level if no oral answer has been rendered, or if the grievance is not resolved, it must be filed by the grievant with the principal or designee in writing, signed by the grievant, on the appropriate grievance form (Appendix C).

           The written grievance shall name the certificated school employee involved, shall state the facts giving rise to the grievance, shall identify by specific reference all express articles or sections of this Contract alleged to be violated, shall state the contention of the grievant with respect to the provision(s) of said articles or sections, and shall indicate the specific relief requested.

        2. Within seven (7) days after receiving the written grievances, the principal or supervisor or his designee shall communicate his answer in writing to the grievant.

    b. Level Two

        1. In the event that the grievance is not resolved at Level One, or if not written decision has been rendered within the time limit provided, the grievant may appeal the decision to Level Two provided said appeal is filed with the superintendent within ten (10) days of receipt of the written answer at Level One or within seventeen (17) days after presentation of the grievance at Level One if not written answer has been rendered. The appeal shall include a copy of all materials and evidence previously submitted.

        2. The grievant shall submit the written claim, signed by him, to the Superintendent of Schools. Within ten (10) days from the receipt of the grievance, the Superintendent shall render a written decision to the grievant a to the resolution of the grievance. The superintendent may hold a formal hearing(s) prior to the rendering of the written decision and an additional fourteen (14) days beyond the ten (10) days shall be allowed if the superintendent determines further investigation is necessary.

c. Level Three

1. In the event the grievance is not resolved at Level Two, or if no written decision has been rendered within the time limit provided, the grievant may submit the grievance to the school employer provided the grievant files said written appeal with the school employer within seven (7) days of the receipt of the superintendent's written answer, or, if no written decision has been rendered by the superintendent, either within seventeen (17) days or within thirty-one (31) days after presentation of the grievance at Level Two, which is applicable. The Board may hold a formal hearing(s) prior to the rendering of a written decision and an additional fourteen (14) days beyond the ten (10) days shall be allowed if the Board determines further investigation is necessary.

D. MISCELLANEOUS

1. Decisions rendered at Formal Level One, Level Two, and Level Three of this procedure shall be in writing.
2. All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel files of the grievant.
3. All necessary forms for the grievance procedures set forth in this Procedure shall be provided by the superintendent.
4. Failure at any level of this Procedure to render the decision on a grievance within the specified time limits shall permit the grievant to proceed to the next level, unless such time limits are extended by mutual consent of both parties. However, the grievance must be appealed by the grievant to the next level within the specified time limit for that level or said grievance shall be deemed resolved by the school employer's answer at the previous level.
5. Any hearing at the Informal Level and at Formal Level One, Level Two, and Level Three shall be held at non-teaching hours unless otherwise directed by the school employer.
6. No certificated school employee shall use this Procedure to appeal any decision by the school employer or administration of such decision is based upon mandates of the State or Federal Regulatory Commission or Agency.
7. Certificated school employees shall follow all written and verbal directives, even if such directives are allegedly in conflict with this Contract. Compliance with such directives will not in any way prejudice the certificated school employee's right to file a grievance within the time limits herein, nor shall compliance affect the ultimate resolution of the grievance.
8. This Procedure supersedes all previous grievance policies or procedures, verbal or written or based on alleged past practices or procedures and constitutes the entire procedure for the processing of grievances.

ARTICLE VI

COMPENSATION FOR EXTENDED CONTRACTS

It is understood the following positions may be contracted for a number of days beyond the board approved days in the contracts for Certified Staff Members. If any of these positions are contracted beyond the board approved days, the compensation for those days shall be based on a daily rate of the individual filling that position.

High School Guidance Counselor

Middle School Guidance Counselor

High School Media Specialist

Middle School Media Specialist

Elementary School Media Specialist

ARTICLE VII

GENERAL PROVISIONS

A. This Contract supersedes and cancels all previous contracts or agreements, verbal or written or based on alleged past practices, between the school employer and the Association and constitutes the entire agreement between the parties. Any amendment or agreement supplemental hereto shall not be binding upon either party unless executed in writing by the parties hereto.

B. If any Article or Section of this Contract or of any rider thereto shall be held invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any Article or Section should be restrained by such tribunal pending a final decision 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 has been restrained, shall not be effected thereby.

C. All bargainable issues have been discussed during the bargaining leading to this Contract, and no additional bargaining on said issues will be conducted on any item, whether contained herein or not, during the life of this Contract unless the parties, by supplemental written agreement hereto, agree to conduct additional bargaining on said issues.

D. The school employer construes and the Association recognizes the specific 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.

E. In the event that a teacher is employed for a period of time less than full time, that person shall be entitled to all benefits of this Contract in an amount directly proportionate to their time employed. Health insurance is an exception to this and would be paid as outlined in Article III Compensation Paragraph F Insurance and Article 1 Medical Insurance.

ARTICLE VIII

TERM AND EFFECT

The undersigned attest to the following:

1. A public hearing was held in compliance with IC 20-29-6-1(b) on August 19, 2026, and electronic participation from the governing body and public was not permitted;
2. A public meeting in compliance with IC 20-29-6-19 was held on October 8, 2026, to discuss the tentative agreement and electronic participation from the governing body and public was not permitted; and

Therefore, this agreement is made and entered into this 28th day of October 2026, by and between the Board and the Association, as defined herein, and is attested to by the representatives whose signatures appear below. The board ratified the CBA on October 28, 2026, and the Association ratified the CBA on October 7, 2026, and it is attested to by the respective representatives whose signatures appear below. This agreement is in effect from August 1, 2026, through June 30, 2027.

Board President

Board Secretary

Board Member

Board Member

Association Bargaining Spokesperson

Association Bargaining Team Member

Association Bargaining Team Member

Association Bargaining Team Member

APPENDIX A – SALARY SCHEDULE

185 Workdays (Informational purposes only)

Row	BS	BS +	MS	MS +
A	$45,600	$47,800	$50,000	$52,200
B	$46,800	$49,000	$51,200	$53,400
C	$48,000	$50,200	$52,400	$54,600
D	$49,200	$51,400	$53,600	$55,800
E	$50,400	$52,600	$54,800	$57,000
F	$51,600	$53,800	$56,000	$58,200
G	$52,800	$55,000	$57,200	$59,400
H	$54,000	$56,200	$58,400	$60,600
I	$55,200	$57,400	$59,600	$61,800
J	$56,400	$58,600	$60,800	$63,000
K	$57,600	$59,800	$62,000	$64,200
L	$58,800	$61,000	$63,200	$65,400
M	$60,000	$62,200	$64,400	$66,600
N	$61,200	$63,400	$65,600	$67,800
O	$62,400	$64,600	$66,800	$69,000
P	$63,600	$65,800	$68,000	$70,200
Q	$64,800	$67,000	$69,200	$71,400
R	$66,000	$68,200	$70,400	$72,600
S	$67,200	$69,400	$71,600	$73,800
T	$68,400	$70,600	$72,800	$75,000
U	$69,600	$71,800	$74,000	$76,200
V	$70,800	$73,000	$75,200	$77,400
W	$72,000	$74,200	$76,400	$78,600
X	$73,200	$75,400	$77,600	$79,800
Y			$78,800	$81,000
Z			$80,000	$82,200
AA			$81,200	$83,400
BB			$82,400	$84,600
CC			$83,600	$85,800

Row	BS w/literacy endorsement	BS + w/literacy endorsement	MS w/literacy endorsement	MS + w/literacy endorsement
A	$45,850	$48,050	$50,250	$52,450
B	$47,050	$49,250	$51,450	$53,650
C	$48,250	$50,450	$52,650	$54,850
D	$49,450	$51,650	$53,850	$56,050
E	$50,650	$52,850	$55,050	$57,250
F	$51,850	$54,050	$56,250	$58,450
G	$53,050	$55,250	$57,450	$59,650
H	$54,250	$56,450	$58,650	$60,850
I	$55,450	$57,650	$59,850	$62,050
J	$56,650	$58,850	$61,050	$63,250
K	$57,850	$60,050	$62,250	$64,450
L	$59,050	$61,250	$63,450	$65,650
M	$60,250	$62,450	$64,650	$66,850
N	$61,450	$63,650	$65,850	$68,050
O	$62,650	$64,850	$67,050	$69,250
P	$63,850	$66,050	$68,250	$70,450
Q	$65,050	$67,250	$69,450	$71,650
R	$66,250	$68,450	$70,650	$72,850
S	$67,450	$69,650	$71,850	$74,050
T	$68,650	$70,850	$73,050	$75,250
U	$69,850	$72,050	$74,250	$76,450
V	$71,050	$73,250	$75,450	$77,650
W	$72,250	$74,450	$76,650	$78,850
X	$73,450	$75,650	$77,850	$80,050
Y			$79,050	$81,250
Z			$80,250	$82,450
AA			$81,450	$83,650
BB			$82,650	$84,850
CC			$83,850	$86,050

Compensation Plan

A. **Indiana Public Retirement Fund**

In additional to the salary schedule amounts indicated, the Board shall pay the teacher's three percent (3%) contribution to the Indiana Public Retirement System (formerly known as Indiana State Teachers Retirement Fund (ISTRF)).

B. **Eligibility**

1. To be eligible for a base salary increase, a teacher must have earned a year of creditable service the previous school year. Creditable service is defined as working 120 days per year per the requirements of INPRS, regular teaching service, School Board approved leaves of absences, FMLA, military service credit or other leaves of absences that the School Board approves to benefit the educational community of Batesville Community Schools.
2. Evaluation: If a teacher is rated as Improvement Necessary, that teacher is not eligible for an increase to the teacher's salary except for teachers in the first two (2) full school years that the teacher provides instruction.
3. If a teacher does not meet both eligibility criteria listed in 1-2, that teacher will remain at their previous year's base salary.
4. A teacher eligible for a base salary increase will be placed on the new salary schedule in the same row and column as the previous year, in addition to advancement on the salary schedule based on the factors and movement outlined in Compensation Plan sections C and D.

C. **Factor Definitions and Amounts for Salary Increase**

The total available increase is $2,200 based on the 2 factors below.

1. Education: The teacher obtains fifteen (15) additional credit hours or degree in a content area as defined by the Indiana Department of Education - $1,000. The teacher must submit a Continuing Education Final Approval Form no later than September 1 to be considered for a lane change for that school year. Any submissions received after September 1 will be applied to the following school year.
2. Academic Needs: The need to retain certain teachers important to the school corporation and who play a vital role in student success including eligible special education teachers/professionals, content area secondary teachers, elementary education teachers, and student services professionals who are members of the bargaining unit- $1,200.

D. **Movement on the salary schedule can occur for the following reasons:**

1. Movement down one (1) row if the teacher
    a. Does not satisfy the Education Factor, and
    b. Is not rated as Improvement Necessary, except for those that are eligible per IC 20-28-9-1.S(f).
2. Movement over to the right (1) column if the teacher

a. Satisfies the Education Factor, and

b. Is not rated as Improvement Necessary, except for those that are eligible per IC 20-28-9-1.S(f).

3. No Movement, but a stipend of $1,200 that does not increase base pay will be paid if the teacher

    a. Does not satisfy the Education Factor,

    b. Is not rated as Improvement Necessary, except for those that are eligible per IC 20-28-9-1.S(f), and

    c. Is currently placed in BS or BS+ Row X, or MS or MS+ Row CC, and cannot advance to a high row.

4. Early Literacy Endorsement

    a. Move from the traditional salary schedule to the corresponding column and row on the early literacy salary schedule.

E. **Base Salary Differentiation for Early Literacy Endorsement**

The salary of all teachers, whether newly hired or returning, who have an early literacy endorsement on their license will be differentiated by $250 as compared with similarly credentialed teachers. To be eligible for differentiation in a particular year, the license containing the early literacy endorsement must be submitted by September 1. Any submissions received after September 1 will be applied to the following school year.

F. **New teachers with no previous experience shall be placed on the salary schedule using the following method:**

1. The teacher will be placed in the column that meets the degree and/or additional credits that the teacher has obtained.

2. New teachers with 0 years of experience will be placed in Row A.

G. **New Teacher to the Corporation with previous experience shall be placed on the salary schedule using the following method:**

1. The teacher hired with previous experience shall be placed in the column that meets the degree and/or additional credits that the teacher has obtained.

2. The row will be determined by the following factors:

    a. Professional experience: Comparison of salary data using currently employed BCSC teachers with similar professional experience.

    b. Academic Needs: A new hire, based on academic need, may be placed up to two rows above or below the row using the method described above. This will occur if there is a mutual agreement between the association bargaining chairperson and the Superintendent.

H. **Salary Range**

No full-time classroom teacher who instructs students at least 50% of the workday is earning less than forty-five thousand ($45,000). The Salary Range is $45,000- $84,000 for the 2026-27 school year, not including current year increases or TRF contributions.

APPENDIX B
EXTRACURRICULAR SCHEDULE

Position	Title	Salary	Extra Time	Group
GROUP A		**$4,454**		
Baseball HS	Head Coach	4454	250	A
Football HS	Coordinator	4454	250	A
Soccer HS Boys	Head Coach	4454	200/100	A
Soccer HS Girls	Head Coach	4454	200/100	A
Softball HS	Head Coach	4454	250	A
Track & Field HS Boys	Head Coach	4454	200/100	A
Track & Field HS Girls	Head Coach	4454	200/100	A
Volleyball HS	Head Coach	4454	250	A
Wrestling HS	Head	4454	200/100	A
GROUP B		**$4,202**		
Basketball HS Boys	Assistant	4202	250	B
Basketball HS Boys	Junior Varsity	4202		B
Basketball HS Girls	Assistant	4202	250	B
Basketball HS Girls	Junior Varsity	4202		B
EL Coordinator		4202		B
Football HS	Assistant	4202	250	B
GROUP C		**$3,775**		
Archery	Coordinator	3775	100	C
Auditorium Director		3775		C
Band Director HS		3775	200	C
Basketball HS Boys	C-Team	3775		C
Basketball HS Girls	C-Team	3775		C
Basketball MS Boys	Head Coach	3775		C
Basketball MS Girls	Head Coach	3775		C
Cheer HS	Head Coach	3775	100	C
Choir Director HS		3775	100	C
Cross Country HS Boys	Head Coach	3775	200/100	C
Cross Country HS Girls	Head Coach	3775	200/100	C
Dance HS	Head Coach	3775	200	C

FFA		3775	200	C
Football HS	9th/C-Team Assistant	3775		C
Football HS	9th/C-Team Head	3775		C
Football MS	Head Coach	3775		C
Golf HS Boys	Head Coach	3775	200/100	C
Golf HS Girls	Head Coach	3775	200/100	C
Swimming HS Boys	Head Coach	3775	200/100	C
Swimming HS Girls	Head Coach	3775	200/100	C
Tennis HS Boys	Head Coach	3775	200/100	C
Tennis HS Girls	Head Coach	3775	200/100	C
GROUP D		**$2,980**		
Baseball	Junior Varsity	2980		D
Baseball	Assistant	2980	250	D
Basketball MS Boys	Assistant	2980		D
Basketball MS Girls	Assistant	2980		D
Dramatics		2980	200	D
Football MS	Assistant Coach	2980		D
Soccer Boys	Junior Varsity	2980		D
Soccer Girls	Junior Varsity	2980		D
Soccer HS Boys	Assistant	2980	200/100	D
Soccer HS Girls	Assistant	2980	200/100	D
Softball	Assistant	2980	250	D
Softball	Junior Varsity	2980		D
Track & Field HS Boys	Assistant	2980	200/100	D
Track & Field HS Girls	Assistant	2980	200/100	D
Track & Field MS	Head Coach	2980		D
Volleyball HS	Assistant	2980	250	D
Volleyball HS	Junior Varsity	2980		D
Wrestling HS	Assistant	2980	200/100	D
Marching Band Director		2980		D
Competitive HS Show Choir Director		2980		D
GROUP E		**$2,565**		

Class Sponsor	Junior	2565		E
8th Grade Class Sponsor		2565		E
Cross Country MS	Head Coach	2565		E
Wrestling MS	Head Coach	2565		E
GROUP F		**$2,265**		
Cheer	Assistant	2265		F
Cross Country	Assistant	2265	200/100	F
Golf HS Boys	Assistant	2265		F
Golf HS Girls	Assistant	2265		F
Swimming	Assistant	2265	200/100	F
Tennis HS Boys	Assistant	2265	200/100	F
Tennis HS Girls	Assistant	2265	200/100	F
GROUP G		**$1,944**		
Cheer MS	Head Coach	1944		G
Class Sponsor	Senior	1944		G
Director Band MS		1944	200	G
Student Council HS		1944		G
Volleyball MS	7th	1944		G
Volleyball MS	8th	1944		G
Wrestling MS	Assistant	1944		G
GROUP H		**$1,788**		
Baseball	9th/C-Team	1788		H
Softball	9th/C-Team	1788		H
Track & Field MS	Assistant	1788		H
Unified Events Coordinator, HS		1788		H
Volleyball	9th Grade C-Team	1788		H
GROUP I		**$1,539**		
Academic Team HS	Head Coach	1539	100	I
Career Development Events (Spring)		1539		I
Cheer HS	9th/C-Team	1539		I
Choral Director MS		1539	100	I
Cross Country MS	Assistant	1539		I

Dance HS	Assistant	1539		I
Dramatics HS	Assistant	1539	200	I
Marching Band Assistant Director	Assistant	1539		I
MS Musical Director		1539		I
Flag Corp HS		1539		I
Student Council MS		1539		I
Technology Student Association	Team Advisor	1539	200	I
Yearbook HS		1539		I
GROUP J		**$1,020**		
Academic Team MS		1020	100	J
Art Club MS		1020		J
Career Development Events (Fall)		1020		J
Chorale Director BIS		1020	100	J
Class Sponsor	Freshman	1020		J
Class Sponsor	Sophomore	1020		J
Dance Team BIS		1020		J
Dance Team MS		1020	100	J
Golf MS Boys	Head Coach	1020		J
Golf MS Girls	Head Coach	1020		J
Jazz Ensemble		1020	100	J
KSLA		1020		J
Rube Goldberg		1020	100	J
Tennis MS Boys	Coach	1020		J
Tennis MS Girls	Coach	1020		J
MS Esports Sponsor		1020		J
Winter Guard HS		1020		J
World Music Ensembles		1020	100	J
Yearbook MS		1020		J
Youth Basketball Coordinator Boys		1020		J
Youth Basketball Coordinator Girls		1020		J
GROUP K		**$681**		
Academic Team HS	Assistant	681	100	K

Career Development Events (Winter)		681		K
Curriculum Coordinator		681		K
Garden Club BPS		681		K
Grade Level Lead		681		K
Interact Club		681		K
Musical Choral Director HS		681		K
Musical Pit Director HS		681		K
National Honor Society HS		681		K
National Junior Honor Society MS		681		K
Spell Bowl MS		681		K
GROUP L		**$557**		
Mentor Teacher		557		L
GROUP M				
Basketball HS Boys and Girls	Head Coach	17720	250	M
GROUP N				
Football HS	Head Coach	16189	250	N

Event Supervisor	$50.00 per event
Friday School Supervisor	$22.00 per hour
Media Center Summer Program Supervision	$22.00 per one and one-half (1-1/2) hours

Extra Time Stipend

1. If an athletic team continues on past sectional, for each week past sectional the coach will receive the extra time stipend added to his/her stipend. Only the head coach and varsity assistant coach will receive the extra time stipend. The positions that are listed with two (2) stipends are positions that could advance with individuals. The first number is if the team advances and the second number is if an individual advances.
2. In the situations where tournaments beyond the sectional week occur in a time period of less than a week, the stipend will be paid for only week by week time periods and not by the level of tournament (i.e. regional, semi state).
3. The extra time stipend for cheerleading applies as follows: Only applies to the had cheerleading coach. The stipend will be applicable for football beyond the section tournament and boys basketball beyond the section tournament.
4. An extra time stipend will be provided to non-athletic extracurricular positions when successful student performance leads directly to participation in another event. For example, an extra time stipend will be provided to the Academic Team (High School sponsor if the Academic Team advances from the Indiana Academic Super Bowl Area Competition to the State Finals. The amount for each advancement is listed on the Non-Athletic pay scale.

*In addition to the amounts indicated, the Board shall pay the teacher's three percent (3%) contribution to the Indiana State Teachers Retirement Funds (ISTRF).

*If any position is split between individuals, the stipend indicated shall be pro-rated between the participating individuals.

APPENDIX C
GRIEVANCE FORM

Name of Grievant(s) seeking relief:

_____

Date of Alleged Violation: _____

Name of Other Employee(s) Involved, if any:

_____

Identification of Specific Provisions of This Contract Violated or Misinterpreted:

_____

_____

_____

Statement of Fact(s) Giving Rise to the Grievance:

_____

_____

_____

Specific Relief Requested:

_____

_____

_____

Signature of Grievant(s) Seeking Relief:

_____

Received by: _____

Date: _____

Level of Process and Referral Date:

( ) Principal	( ) Superintendent	( ) Board
Received Date: _____	Received Date: _____	Received Date: _____
Decision Date: _____	Decision Date: _____	Decision Date: _____