MASTER AGREEMENT

NORTHERN TIPTON FEDERATION
OF TEACHERS
LOCAL 2351/AFT
and
BOARD OF SCHOOL TRUSTEES
TRI-CENTRAL COMMUNITY SCHOOLS
July 1, 2026 to June 30, 2027

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CONTRACT
BETWEEN
THE BOARD OF SCHOOL TRUSTEES
OF THE
TRI-CENTRAL COMMUNITY SCHOOLS
AND
NORTHERN TIPTON FEDERATION OF TEACHERS LOCAL 2351/AFT

THIS CONTRACT ENTERED INTO THIS FIFTH DAY OF NOVEMBER 2026 BY AND BETWEEN THE BOARD OF SCHOOL TRUSTEES OF THE TRI-CENTRAL COMMUNITY SCHOOLS, HEREINAFTER CALLED THE "SCHOOL EMPLOYER", AND THE NORTHERN TIPTON FEDERATION OF TEACHERS LOCAL 2351/AFT, HEREINAFTER CALLED THE "FEDERATION."

ARTICLE 1: Recognition and Definitions

A. The school employer recognizes the Northern Tipton Federation of Teachers Local 2351/AFT as the exclusive representative of certificated school employees in the following bargaining unit:

All certificated persons who are employed as teachers, except for: Superintendents; Assistant Superintendents; Principals and Assistant Principals; Athletic Director; Secondary Guidance Counselor; Director of Technology; Speech Language Pathologist; Supervisor positions subsequently created by the school employer whose responsibilities include evaluating for the purpose of retention, assignment or dismissal; All certificated employees appointed by the school employer to an "acting" capacity in any of the above positions; Part-time employees as defined by IEERB.

B. Definitions as used in this Contract

1. "School employer" means the Board of School Trustees of the Tri-Central Community Schools and any person(s) authorized to act for said body in dealing with its employees.

2. "School corporation" means the Tri-Central Community Schools of the State of Indiana.

3. "Certificated school employees" and "teacher(s)" means the certificated personnel employed by the school employer in the bargaining unit as defined in Article 1 of the Contract.

4. "School employee organization" means any organization which has said certificated school employees as members and one of whose primary purposes is representing said certificated school employees in dealing with the school employer, and includes any person or persons authorized to act on behalf of such organizations.

5. "Federation" means the Northern Tipton Federation of Teachers, Local 2351/AFT American Federation of Teachers, Indiana Federation of Teachers, AFL-CIO, the school employee organization which has been certified or recognized as the exclusive representative of said certificated school employees, or the person or persons duly authorized to act on behalf of such representative.

ARTICLE 2: Federation Rights

A. Dues Deduction

1. The school employer shall, upon receipt of the written authorization each year of a certified school employee, deduct from the pay of such employee any dues designated by the teacher with the first remittance being on or before the first pay period in November. Such written authorization must be provided not later than October 18.

2. Deductions shall be made in nineteen (19) substantially equal payments from the regular salaries of teachers on a schedule coinciding with the last nineteen (19) pays of the twenty-two (22) pay option. The school employer shall remit such dues to the Federation after each deduction.

3. The Federation agrees to hold the school employer and the school corporation free and harmless from any and all claims, demands, and liability that may arise out of action taken or not taken by the school employer or school corporation in reliance upon signed authorizations cards or forms transmitted to the school employer or as a result of the school employer's compliance with the provisions of Article 7 herein.

B. Exclusive Representative Rights

1. The rights and privileges of the Northern Tipton Federation of Teachers (NTFT) and its representatives as set forth in this Article shall be granted exclusively to the NTFT as to any other school employee organization.

C. Release Time

1. The President of the Federation may use his/her teacher preparation time for Federation business. If the President will be out of his/her generally assigned area, s/he will notify the appropriate principal as to his/her whereabouts. The union president or his/her designee shall be entitled to not more than two (2) days without loss of compensation to conduct union business; the union shall reimburse the school corporation for half of the cost of the substitute teacher for each day used. Use of time will not interrupt any instructional time.

ARTICLE 3: Grievance Procedures

This Grievance Procedure, hereinafter referred to as "Procedure" stipulates the conditions under and the procedures by which grievances alleged by certain certificated school employees as defined **in this Contract** shall be processed. If any such grievances arise, such grievances shall be submitted to the following grievance procedures in an attempt to resolve such grievances at the lowest possible level of the Procedure.

A. Definitions

As used in this Procedure:

1. "Grievance" means, and shall be limited to, an alleged violation of an expressed article or section of this written Contract in its application or interpretation, except where such article or section is exempt from this Procedure.

2. "Superintendent" means the chief administrative officer of the school corporation, or any person(s) designated by him to act in his behalf in dealing with school employees.

3. "Grievant" means the certificated employee directly affected by the alleged violation making the claim. Additionally, the term "grievant" would include the Federation where there is an alleged violation of an expressed article or section of the written contract establishing contractual rights for the Federation.

B. Structure

1. A representative of the Federation shall have the opportunity to be present at all grievance meetings and grievance hearings past the "Informal Grievance" step.

2. Nothing herein contained shall be construed as limiting the right of any certificated school employee having a grievance to proceed independently of this Procedure.

3. The grievant may be represented by the Federation and by any person(s) of his own choosing at all levels of the Procedure limited to a total of two (2) representatives.

4. Once a formal grievance has been filed at the Formal Level One, additional evidence, material, allegation, or remedy may be submitted by the grievant or his representative during the grievance process only in the event that the grievant substantiates 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 be extended by mutual agreement of the grievant and school employer.

1. Informal Grievance

With 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 his designee by meeting with him in an informal manner during non- duty hours. The grievant may be accompanied by a representative as provided herein, provided his principal is informed in advance of the grievant' s desire to have a representative present. The grievant must meet and discuss said alleged grievance with the principal as provided herein, or the grievant shall not be allowed to file said alleged grievance at any formal grievance level(s). Within five (5) days after presentation of the grievance, the principal 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 ten (10) days after presentation of the grievance at the Informal Level if no oral answer has

been rendered, if the grievance is not resolved, it must be filed by the grievant with the principal or his designee in writing, signed by the grievant, on the grievance form included in 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 five (5) days after receiving the written grievance, the principal 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 no 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 fifteen (15) days after presentation of the grievance at Level One if no written answer has been rendered. The appeal shall include a copy of all materials and evidence previously submitted and a copy, at the same time, shall be given to the principal involved.

(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 hold a hearing and render a written decision to the grievant as to the resolution of the grievance.

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 answer has been rendered by the Superintendent, within seventeen (17) days after presentation of the written grievance at Level Two. Upon receipt of said appeal, the school employer shall hold a hearing within twenty (20) days to consider and finally rule on the disposition of the grievance.

D. Miscellaneous

1. Decisions rendered at Formal Level One, Level Two, and Level Three of this procedure shall be in writing. Notice of the filing of a grievance at Formal Level One and the disposition of a grievance at each Formal Level shall be given to the Federation.

2. All documents, communications and records dealing with the processing of a grievance shall be filed separate from the personnel files of the grievant.

3. All necessary forms for 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 said time limits be 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 and abandoned.

5. Any hearing at the Informal Level and at Formal Level One, Level Two, and Level Three shall be held during non-duty 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 for which there is another remedial procedure of forum established by law or by regulation having the force of law.

7. No certificated school employee shall use this Procedure to appeal any decision by the school employer or administration if such decision is applicable to a State or Federal Regulatory Commission or Agency.

8. Certificated school employees shall follow all written and verbal directives, even if such directives are allegedly in conflict with this contract.

9. This procedure supersedes and cancels 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 4: Salary and Other Compensation

A. Salary Range
1) $47,000 to $73,750, for returning teachers not including current year increases or TRF contributions.

B. Literacy Endorsement Base Salary Differentiation
1) Prior to receipt of increases described in Section C, the base salary of teachers who possess a literacy endorsement will be adjusted, as needed, to reflect a $250 differential (in comparison to the base salary of teachers who otherwise have the same credentials but do not possess the literacy endorsement). If the endorsement is completed by October 1 and verification is received by the Human Resources Department by October 31, the teacher's salary will be adjusted according to the contract for that school year.

C. Base Salary Increases
1) Factors and Definitions bargained prior to the outcome of the Referendum to be effective only if the referendum passes with the increases to be added in January 2027.
   i) Academic Needs: Teacher must have received an evaluation rating of highly effective or effective on his/her evaluation for the previous school year. An exception to this would be a teacher that is in their first two years of teaching, in which event a teacher with an "improvement needed" evaluation will receive a salary increase if applicable.
   ii) Experience: Teacher must meet the INPRS rules for a year of service during the previous school year and must continue to be employed by Tri-Central Community Schools for the current school year.
2) Distribution
   (1) If the Referendum does not pass:
      (a) No salary increase or increment will be awarded for any factors listed above

(2) If the Referendum passes:
(a) Academic Needs = $750
(b) Experience = $750

3) Itemized Compensation Requirements
Calculation of Total Possible Base Salary Increases Available to Teachers Under the Compensation Plan if the Referendum Passes= $1,500
i) Increase attributable to education and experience
(1) Increase attributable to education = $0
(2) Increase attributable to experience = $750
(3) The combined increase for education and experience is $750, which is 50% of total possible increase.
ii) Increase attributable to academic needs = $750, which is 50% of total possible increase. (Minimum 10% requirement of total possible increase)

D. New Hire Salaries

1) The salary for newly hired teachers with no experience or additional educational attainment is $47,000.
2) The salary for new hires with no experience who possess a literacy endorsement is $47,250.
3) The salary for new hires with verified teaching experience or additional educational attainment will be determined by the Superintendent within the salary range identified in Section A above, and after consultation with the president of the Federation. To determine this amount, the Superintendent will find the average salary of current TC teachers with similar years of experience and education. He will then set the salary within $2,000 plus or minus from this average.

The new scale is listed at Appendix A.

Teachers' respective salaries for the 2026-2027 contract year will remain frozen and not move down the tiers or across the columns in Appendix A for 2027-2028 school year unless otherwise bargained. This means that the status quo for teachers' respective salaries at the end of this Agreement will be their 2026-2027 salaries.

Salaries and wages to be paid under this Contract shall be paid in twenty-six (26) pays. Payments shall be made in alternate weeks of each month. In the case that the number and dates of pay need to be adjusted, the pay schedule shall be agreed upon by both administration and the Federation, so that no more than twenty-six (26) pays are made in any calendar year. A teacher, who severs employment for any reason, including resignation or death, will receive the remaining pay in a final paycheck on the regularly scheduled pay date for the pay period in which his/her last day of employment occurs.

Employee deductions for fringe benefits as authorized in this Contract will take place in twenty-four (24) of the twenty-six (26) pays in a calendar year. The months that have three (3) payroll dates will only have deductions taken in two (2) of the payrolls.

The School Corporation and the Federation do not anticipate a need to redistribute monies allocated for teachers who need improvement or are ineffective because teachers eligible for a Salary Increase must be "highly effective" or "effective." However, if redistribution of monies paid to teachers rated "ineffective" or "needs improvement" is required, then it will be equally redistributed among the highly effective and effective teachers in the form of a stipend no later than May 1, 2027.

E. Extra Duty Pay

Teachers assigned extra duties shall be paid in addition to their basic salary not to exceed the amount or amounts stipulated herein. The stipend includes pay for services rendered before school starts, during vacation periods, and after school closes according to the assignment of the school employers.

A teacher's appointment to an extra duty assignment(s) shall be on a year-to-year basis at the sole discretion of the school employer and not subject to the grievance procedure.

The pay listings are in Appendix B.

F. Summer School Pay

Salary for Summer School teaching will be paid hourly based on the hourly rate of the teacher. The teacher's hourly rate will be figured by taking their daily rate and dividing it by a 7-hour day.

G. Teacher Retirement Fund Contribution

Beginning with the teacher workday on April 1, 1991, the dollar amount reflected in the salary schedule, extracurricular salaries, and to the extent allowable by law the retirement and severance pay, includes the 3% Indiana State Teacher Retirement Fund contribution which the Board shall make on behalf of each teacher. Therefore, each individual teacher's regular contract shall be reduced by an amount equal to 3% of the teacher total pay.

H. Travel Allowance

Reimbursement for authorized travel shall be at the approved IRS rate per approved mile.

I. Extended Contracts: See Appendix B.

J. Other Deductions

The school board shall allow individual employee deductions for fringe benefits as authorized in this Contract and for the following:

1) Corporation Approved and IRS compliant 403(b) Tax Sheltered Annuities
2) Employee Credit Union
3) Savings Bonds

These deductions shall be implemented and/or terminated upon notice from the individual employee. Adjustments to Tax Sheltered Annuities are limited to four (4) times per year upon written notification to the Payroll Supervisor by the following dates: December 15, March 15, June 15, and September 15.

K. Passes

Each teacher shall receive a complimentary pass to all school sponsored events.

L. Background Checks

Tri-Central Community School Corporation will pay the cost of the state mandated background checks for the required 20% of the entire staff each year. (New employees to the corporation will be responsible for the expenses of the extended background check incurred before employment.)

ARTICLE 5: Insurances

A. Group Medical

Each full-time teacher under contract may elect to participate in the Group Medical Plan. Initial enrollment in the plan can only be made during the annual thirty (30) day period immediately following the renewal date of the policy with the carrier. In the case of newly hired teachers, enrollment can only be made during the thirty (30) day period immediately following the initial date of employment. Enrollment at any other time is subject to the approval of the Superintendent and should be allowed only in cases of extenuating circumstances which would result in the employees and/or their dependents being uninsured.

The amount for medical insurance specified below will be paid by the school employer towards the cost of the medical insurance for each full-time teacher employed under contract and enrolled in the group plan, with the teacher paying not less than one dollar ($1.00) per year.

Maximum School Employer Payment Per Teacher (beginning with the September 1, 2023-2024 plan year):

PPO 1	
Employee	$8,116.00
Employee/Child(ren)	$12,267.00
Employee Spouse	$15,403.00
Family	$18,713.00
PPO 2	
Employee	$7,612.00
Employee/Child(ren)	$11,607.00
Employee Spouse	$14,527.00
Family	$17,585.00
HIGH DEDUCTIBLE HP 1	
Employee	$7,408.00
Employee/Child(ren)	$11,259.00
Employee Spouse	$14,083.00
Family	$17,045.00

HIGH DEDUCTIBLE HP 2	
Employee	$7,180.00
Employee/Child(ren)	$10,863.00
Employee Spouse	$13,603.00
Family	$16,409.00

Should the 2026 Referendum be approved by voters, the Maximum School Employer Payment Per Teacher is as follows beginning January 1, 2027 (the School Employer's contribution is a fixed dollar amount and not a percentage of total premium):

PPO 1	
Employee	$8,524.00
Employee/Child(ren)	$13,791.00
Employee Spouse	$17,791.00
Family	$22,169.00
PPO 2	
Employee	$7,612.00
Employee/Child(ren)	$12,543.00
Employee Spouse	$16,099.00
Family	$19,985.00
HIGH DEDUCTIBLE HP 1	
Employee	$7,408.00
Employee/Child(ren)	$11,883.00
Employee Spouse	$15,271.00
Family	$19,013.00
HIGH DEDUCTIBLE HP 2	
Employee	$7,180.00
Employee/Child(ren)	$11,139.00
Employee Spouse	$14,371.00
Family	$17,813.00

B. Term Insurance

The school employer will pay the cost of term life insurance in the amount of $50,000 coverage per full-time teacher employed under regular contract and with the teacher paying not less than one dollar ($1.00) per year. This policy includes an accidental death benefit.

C. Group Disability

A group disability insurance plan will be provided for each full- time teacher (at least 600 hours per year) employed under contract and enrolled in the group plan with the teacher

paying not less than one dollar ($1.00) per year.

D. Teachers Not Enrolled in Group Medical Program

Tri-Central Community School Corporation will pay up to $800 for the cost of an additional insurance policy for those certified members that do not take the offered medical insurance package. The teachers that qualify will be allowed to pick any type of policy offered by the corporation's supplemental insurance provider except for life insurance. They will not be restricted to just the cancer policy.

E. Teachers Enrolled in Group Medical Program

Teachers may purchase, at their own expense, the same policies provided those who are not enrolled in the group medical program.

F. Insurance Coverage During Retirement

Any teacher who:

1. has reached the age of fifty (50);
2. has fifteen (15) years of creditable service for retirement with the Indiana State Teacher Retirement Fund; and
3. retires from the School Corporation

may maintain coverage in the group hospitalization program held by the School Corporation until Medicare eligible, subject to the teacher paying the total premium of the group hospitalization to the School Corporation so as to be at all times at least one month in advance of the Corporation's due date.

G. Section 125 Salary Diversion Flexible Fringe Benefit Plan

Teachers will have the option of participating in Section 125, flexible fringe benefits, of which a portion of the salary schedule will be diverted into a Section 125 flexible fringe benefits plan. That flexible benefit plan will include the insurance premium and/or any premium offered by Section 125. The Federation understands and agrees that the Board of School Trustees does not endorse or represent any vendor offering voluntary contributions through the Section 125. The Federation further understands and agrees to hold harmless the Board for any losses suffered by any bargaining unit member, provided the Board is making voluntary payroll deductions as authorized and directed by the teacher.

H. Absence Due to Injury

Absence of a teacher due to injury and/or disability resulting from an assault by a student, parent of a student, or legal guardian of a student shall not be deducted from a teacher's sick leave if the assault occurs while the teacher is performing assigned duties within the scope of the teacher's employment. During the period of absence, the teacher's salary and benefits shall continue in full without reduction in accumulated leave days.

A. A Teacher who is absent from work due to an injury which is covered by Worker's Compensation shall receive full compensation minus Worker's

Compensation and shall receive full benefits under this contract for a maximum of 90 calendar days without reduction in leave days.

B. A teacher taking a leave of absence as described in this section as Absence Due to Injury shall provide the Superintendent's Office with a recommendation from the treating physician or specialist assigned to the Worker's Compensation claim that the teacher is unable to perform his/her normal teaching assignment and an estimated duration of the leave and said teacher must be under the care of the physician the length of the absence. OBJ

I. Health Insurance

One (1) member of the bargaining unit and one (1) member selected by the administration shall attend health insurance trust meetings and serve on the trust board. Within fourteen days after each meeting, the attendees will provide notes from the meeting to the group they represent. If only one of the two attendees can attend the meeting, they will report to both groups.

ARTICLE 6: Absences and Leaves

A. Sick Leave

1. Personal Illness - Each teacher shall be entitled to be absent from work on account of personal illness or quarantine for a total of ten (10) days the first year ten (10) days in each succeeding year without loss of compensation. If in any one (1) school year the teacher shall be absent for such illness or quarantine less than the prescribed number of days, the remaining days shall be accumulative to a total of 120 days. A teacher employed under regular contract for only a portion of the school year shall be entitled to a proportionate number of days of sick leave and unused days will be accumulative as specified herein.

   In the event any teacher shall have accumulated one or more days of sick leave in another school corporation in this state and shall thereupon become employed in Tri-Central Community Schools, there shall be added for the second year and each year thereafter of such employment up to three (3) days of sick leave until the number of accumulated days to which said teacher was entitled in the last place of employment shall have been exhausted.

2. Family Illness - Up to ten (10) days of legally accumulated sick leave may be used each school year in the event of illness involving the teacher's father, mother, legal guardian, brother, sister, husband, wife, child, father-in-law, mother-in-law, son-in-law, daughter-in-law, or grandchild. Any other relative who at the time of illness was living as a member of the teacher's household will be considered as a member of the immediate family. Family leave is not accumulative.

3. Sick Leave Bank

   A voluntary sick leave bank shall be established whereby a teacher may participate

by contributing one (1) sick leave day under the following conditions:

a. The number of accumulated days in the bank shall be adjusted on an annual basis to accommodate new contributions by teachers into the bank but shall not exceed 250 days. If the days in the bank fall below 50, members shall contribute an additional day.

b. The teacher may be granted days from the bank under the following conditions:

(1) He/She must have chosen to participate by contributing one (1) sick leave day to the bank on or before September 15th of the present year, and such day(s) contributed shall be non-returnable to the teacher.

(2) He/She must have exhausted all of his/her own personal and sick leave.

(3) Upon request of the Committee, h e / s he must provide certification from his/her physician substantiating his/her illness.

(4) He/She must apply, in writing, no later than ten (10) days after exhaustion of his/her accumulated personal and sick leave. If he/she is too ill to request days, a designee may request days.

(5) Upon resumption of employment after using days from the bank, he/she shall repay the number of days owed to the bank at the rate of three (3) sick leave days per year. At the request of the teacher the rate can be more than three (3).

(6) Teachers owing days to the sick leave bank who leave employment with the school corporation prior to repayment of the days shall reimburse the school corporation at the teacher's daily rate at the time the days were borrowed.

(7) In the case of a death of a teacher owing days to the sick leave bank, owed days are waived.

(8) Maximum days granted for maternity leave not to exceed total federally allowed leave of 12 weeks (60 days), per FMLA, calculated on a rolling 12-month period.

(9) The Federation will receive a count of days and members in the sick leave bank by October 15 of each year.

c. A three (3) member sick leave bank committee shall be established to receive written requests and allot days from the bank according to guidelines established by the Committee. The Committee shall be composed of two (2) teachers appointed by the Federation plus the Superintendent. Days allotted by the Committee to an individual teacher shall be available for use after exhaustion of the teacher's accumulated sick leave, and such allotment by the Committee shall not exceed a maximum of twenty (20) days.

d. Any days granted by the Committee shall terminate effective the earliest date as hereinafter provided:

(1) The day after the last day of the term of employment for the school year, or

(2) The day after the last day of allotted number of days granted by the Committee.

4. Sick Leave Buy Down – Beginning August 2005, the Board will buy each unused annual allotment sick leave day for teachers who have accumulated 120 days at the rate of $100 per day, and the money for such days will be deposited into the teacher's Section 403(b) account, each school year by September 1.

B. Personal Business

Each teacher shall be entitled to three (3) days of absence per school year without loss of pay for the transaction of personal business and/or the conduct of personal or civic affairs. If in any one (1) school year the teacher shall be absent for reasons covered in this provision for fewer than three (3) days, the remaining days shall be accumulative to a total of five (5) days, with days in excess of said accumulation transferred to the teacher's accumulated sick leave. Each teacher shall receive a written accounting of his sick leave and personal leave accumulation by October 1.

C. Bereavement Leaves

1. In the case of death in the immediate family of a teacher, the teacher is entitled to be absent without loss of compensation for a period extending not more than five (5) school days beyond such death which occurs while said teacher is performing duties as assigned by the school employer under a valid teacher's contract provided that such death does not occur during the time when said teacher is absent from assigned duties due to leaves of absence or extended sick leaves which may have been previously granted or approved by the school employer. Said teacher may take all five (5) bereavement leave days at the time of death or take three (3) bereavement leave days at the time of death and two (2) bereavement leave days at a later date, provided such days are taken within the ninety (90) day period following the death. (School holidays falling in this period shall be counted as school days.) "School holidays" means any holiday that occurs during the school year. A teacher who has a death in the immediate family during a school holiday will be permitted to take two (2) bereavement leave day following the holiday, provided such days are taken within the ninety (90) day period following the death.

2. When used in this section, "immediate family" shall mean spouse, grandchildren, sister, brother, father, mother, grandparent, legal guardianships, and those relationships that parallel these relationships by marriage, i.e. step-child, father-in-law etc. Any other relative who at the time of death was living as a member of the teacher's household will be considered as a member of the immediate family.

3. If more than one death occurs at the same time in said immediate family, the total days of absence shall not exceed ten (10) consecutive school days. If more than one death occurs at the same time, the teacher may take all ten (10) bereavement leave days at the time of death or take six (6) bereavement days at the time of death and four (4) bereavement leave days at a later date, provided the days are taken

within the ninety (90) calendar day period following the death.

4. Under the stipulations cited hereinafter, in the case of the death of an uncle, aunt, first cousin, niece or nephew not living in the household of the teacher, the teacher is entitled to be absent one (1) school day without loss of compensation.

5. Step family and documented guardianship relationships that parallel all relationships specified above shall be granted Bereavement Leave commensurate to those leaves, i.e. step-father = five (5) days; step-grandparent = five (5) days, etc.

6. Teachers may use one (1) sick leave day per school year in the case of a death of a non-family member.

7. Additional bereavement leave may be granted by the Superintendent at the teacher's request from the teacher's accumulated personal sick leave.

D. Sabbatical Leave

The school employer may grant a certificated employee with seven (7) or more consecutive years of employment with Tri-Central Community Schools a one (1) year leave of absence, with one fourth pay upon application of a teacher, for the purpose of full-time study for a higher degree above a master's or special program approved by the school employer.

The purpose of such advanced study shall be one which has direct benefit to the school corporation and shall meet the approval of Superintendent and school employer. Application for such leave must be made to the Office of the Superintendent not later than February 1 preceding the requested year of absence. Upon return to employment by the teacher, the school employer shall determine subsequent teacher position and duty assignment(s) which shall be consistent with licenses and applicable statutory provisions governing leaves of absences. A teacher moves up for experience related to most recent year taught (with 2 factors) before leaving on sabbatical. A teacher returning from sabbatical should move in relation to their previous year taught, but should not move twice, if applicable.

The teacher returning from a sabbatical leave will have a three (3) year teaching commitment to Tri-Central Community Schools.

E. Pregnancy Leave

1. A mother shall be granted 12 weeks of leave for the birth of a child. The teacher must use accumulated sick days for this time. If the teacher does not have enough days to cover the twelve weeks they will use Personal Days. Any days taken after this amount will be "days without pay."
2. If additional days are requested, and the teacher does not have medical documentation to prove a Temporary Disability, the superintendent may grant additional days of leave where the teacher must use accumulated sick days.

F. Adoptive Leave

A teacher may request up to 45 days of "Adoptive Leave" where accumulated sick days must be used. If the teacher does not have enough days to cover the 45 days they will use

Personal Days. Any days taken after this amount will be "days without pay."

G. Non-Birthing Parent Leave

A teacher may request up to 45 days of "Non-Birthing Parent Leave" where accumulated sick days must be used. If the teacher does not have enough days to cover the 45 days they will use Personal Days. Any days taken after this amount will be "days without pay.

H. 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. Application of Provisions

a. This provision shall apply to leaves 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. In case of a temporary disability caused by pregnancy, said teacher is entitled to a leave of absence any time between the commencement of her pregnancy and one (1) year following 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. If said teacher elects to utilize her sick leave under the provisions of paragraph 3 (b) herein, and said sick leave is exhausted during her temporary disability caused by pregnancy, said teacher may be absent without pay subject to all other provisions contained herein.

2. Notification

After determination that such leave is imminent, the teacher shall give timely notice to the Office of the Superintendent, in writing, of the anticipated date he wishes to commence said leave of absence and anticipated date of return. General Provisions Covering Said Leaves Are as Follows:

a. If said teacher desires to continue his duty assignment prior to the commencement of said leave, 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 assignment, and provided if requested by the school employer, 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.

b. Said teacher may elect to utilize his accumulated sick leave during this period of temporary physical disability provided he submits, at the option of the school employer, a physician's statement and certification of physical disability. While on said leave, sick leave days will be paid only for the number of assignment duty days the teacher is absent which occur during his current contract term, for which said teacher is physically disabled, limited to the extent of the number of sick leave days accumulated by the teacher at the time said leave commences.

c. In all such cases the school employer reserves the right to require certification by the physician of the teacher's fitness to return to employment and resume the full performance of the duties and responsibilities to which he may be assigned

d. The incidence of said disability shall not be a basis for denial of said leave.

e. Except in the case of a temporary disability caused by pregnancy as is provided in Paragraph 1 (b) herein, no leave under this provision shall be granted for a period exceeding one year.

I. Leave of Absence

A leave of absence, without pay or benefits, may be granted to a teacher for a period of up to one (1) year. The teacher may return to full-time employment during the period for which said leave was granted provided said teacher (1) notifies the Office of the Superintendent, in writing, at least sixty (60) days prior to the date he wishes to return, (2) upon request of the school employer, if said leave was granted due to physical disability, furnishes a written statement from his physician attesting to his ability to resume the full performance of the duties and responsibilities to which he may be assigned, and (3) there is a position open on the staff for which he is qualified. In the event the teacher gives notice of his intention to return and furnishes the physician's statement as provided herein and no position is open, the teacher will be offered a position for which he is qualified no later than the beginning of the next school year.

A teacher will notify the Office of the Superintendent prior to the expiration of such leave at a date agreed upon by the teacher and the Superintendent at the time the leave is granted. If a teacher fails to provide notice, or fails to accept an offered position for which he is qualified, he shall be deemed to have resigned and the obligation of the School Corporation to provide a position to him will cease.

Upon return to employment by the teacher, the school employer shall determine his subsequent teaching position and duty assignment(s) which shall be consistent with his licenses and applicable statutory provisions governing such leaves of absence.

A full-time teacher employed under regular contract on a board approved leave may continue to participate in group insurance programs by paying the entire premium no later than thirty (30) days prior to the premium due dates.

The Board of School Trustees and the Tri-Central Community Schools shall be in no way held liable due to any lapse in insurance coverage as a result of a teacher's failure to remit said premium as required herein.

J. Jury Duty

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, provided the total amount of per diem allowance less travel expenses paid to such teacher by the Court for jury duty is remitted to the school employer.

ARTICLE 7: Retirement, Severance, and Death Benefits

A. RETIREMENT BENEFITS

1. Elimination of Prior Agreement's Retirement Bridge and Severance Benefit

   The Board and Federation specifically reserved the authority to revise or terminate the retirement benefits contained in earlier agreements. Exercising this authority, the Board and Federation confirm that Article 8, entitled "Retirement, Severance, and Death Benefits" in the Prior Agreement are terminated and shall not apply to any teacher retiring or severing employment with the School Corporation on or after the Effective Date. Those teachers who retired or severed employment before the effective date shall only be entitled to the retirement benefits contained in the Prior Agreement as of the time of his or her retirement, but as may be otherwise revised from time to time.

2. Entitlement to Retirement Benefits, Vesting Requirements

   Upon separation from the Tri-Central Community Schools, a teacher shall be fully vested in the benefits described in this Article if the teacher has satisfied the following requirements:

   a. A teacher who has at least fifteen (15) years of experience with Tri-Central Community Schools and at least twenty (20) years of teaching experience in Indiana will be vested in the retirement benefits described in Article 7.

   b. On or before May 31st of the teacher's last year of teaching, notification in writing must be given to the Superintendent of the individual's intention to not return the following year. The Superintendent may waive this notification rule if the situation merits.

3. Section 401(a) Plan.

   The School Corporation has established a qualified retirement plan as described in section 401(a) of the Code (the "401(a) Plan") for teachers employed by the Tri-Central Community Schools prior to December 31, 2003. The 401(a) Plan's terms and conditions for the administration of the plan are as follows:

   a. Separate Accounts. The amount calculated for each employee will be invested in a separate account. There will be no commingling of accounts, and each employee may determine how his or her account shall be invested among the investment options made available by AIG VALIC, the selected investment vendor for the 401(a) Plan.

   b. Vesting. Until such time that an employee has left the corporation and satisfied the eligibility requirements set forth in Section A-2 of this Article, the employee shall have no access to the assets held in his or her separate 401(a) Plan account.

c. Forfeiture. If an employee retires or otherwise terminates employment before satisfaction of the requirements set forth in Section A-2 above for any reason, the terminated employee's 401(a) Plan account shall be forfeited. The forfeited amounts shall be reallocated at the end of each plan year only among the then remaining separate 401 (a) Plan accounts on a proportionate basis, based upon the employee's share of the initial buyout dollars. Deposits will be paid to the 401(a) accounts each school year by September 1.

d. Distributions. Following separation from the corporation and the satisfaction of the requirements set forth in Section A-2 above, an employee may elect to commence distributions from his 401(a) Plan account.

e. Death Benefit. If an employee dies while in active service with the School Corporation, the amounts on deposit shall be paid to the employee's designated beneficiary, or, in the absence of a designated beneficiary, to the employee's estate.

f. Costs. The School Corporation shall not be paid any compensation for its services performed on behalf of the 401(a) Plan. All costs incurred in the administration of the 401(a) Plan and investment fees shall be paid from the 401(a) Plan assets.

g. Additional Plans. The School Corporation may establish other qualified plans as described in section 401(a) of the Code, subject to such terms and conditions as the School Corporation shall determine, in its sole discretion, to be appropriate. Such additional plans may be maintained separate from the 401(a) Plan or for administrative convenience maintained as part of the 401(a) Plan.

h. Rehired Employees. Amounts forfeited upon termination of employment because of the failure to meet the applicable vesting requirements shall not be reinstated or re-credited if an individual is subsequently rehired or re-employed by the School Corporation after December 31, 2003. However, if the Board shall have approved a leave of absence of not more than one (1) fiscal year for an employee, such period of leave shall not result in forfeiture provided the employee shall promptly return to employment following the expiration of an approved period of leave

B. SECTION 401(a) and SECTION 403(b) PLAN FOR EMPLOYEES HIRED AFTER DECEMBER 31, 2003

1. The Board shall establish and maintain a qualified Section 401(a) Annuity Plan ("401(a) Plan") and a qualified Section 403(b) Plan ("403(b) Plan") for all certified employees hired after December 31, 2003 ("Eligible Employee"). The Section 403(b) Plan shall include provisions for pre-tax salary reduction contributions by the Eligible Employee which will be matched by the Board in the Section 401(a) Plan on a dollar for dollar basis up to two percent (2%) of the employee's Salary Schedule Salary.

2. The Board shall deposit employer contributions for each Eligible Employee into the Section 401(a) Plan administered by AIG VALIC and maintained by the Board.

3. Eligible Employees will have the option of continuing to invest their dollars in tax-deferred annuities for which money is already being deducted from the employee's salary or the tax-deferred annuity offered by a selected vendor. Such contributions shall be counted by the Board for purposes of the Eligible Employee's required matching contribution.

4. Any contributions made by the Board to the Section 401(a) Plan on behalf of certified employees shall be subject to a vesting schedule. Any Eligible Employee with less than five (5) continuous completed years of service as of December 31, 2003, will not have a vested interest in the contributions made by the Board into the Section 401(a) account on the Eligible Employee's behalf until the Eligible Employee has five (5) continuous completed years of service with the employer.

   For purposes of this section, "continuous completed years of service" refers to and is calculated by the number of consecutive regular or temporary teacher's contracts (no more than one contract per school year) executed by the Eligible Employee. Authorized leaves of absences shall not be considered to be a break in continuous employment. However, a teacher on an authorized leave of absence for one school year or more will not receive "completed years of service" credit for vesting purposes under this section for the time the teacher is on the approved leave of absence. A teacher hired after December 31, 2003, who is not fully vested in this program and who voluntarily resigns or is terminated prior to becoming fully vested shall not retain any prior partial vesting rights if ever rehired by the Board.

ARTICLE 8: Term of Agreement

This Contract shall become effective as of July 1, 2026, and shall continue in effect until June 30, 2027.

This Contract supersedes and cancels all previous contracts or agreements, verbal or written or based upon alleged past practices between the school employer and the Federation 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.

If any Article or Section of this Contract or if 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 determination as to its validity, the remainder of this Contract and of any rider thereto, or the application of such Article or Section to persons or circumstances other than those as to which it has been held invalid or as to which compliance with or enforcement of has been restrained, shall not be affected thereby.

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 except by mutual agreement of both parties. This provision shall not affect the bargaining of a successor contract.

Certificated school employees shall have the right to form, to join or to participate in collective bargaining with the school employer through representation of their own choosing and to

engage in other activities allowed by law, individually or in concert for the purpose of establishing, maintaining, or improving salaries, wages, hours, salary and wage related fringe benefits.

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

This Contract is made and entered into at Sharpsville, Indiana, on the fifth day of November 2026, by and between the Board of School Trustees of Tri-Central Community Schools, County of Tipton, State of Indiana, party of the first part, heretofore referred to as the "school employer", and the Northern Tipton Federation of Teachers Local 2351/AFT, party of the second part, heretofore referred to as the "Federation".

The undersigned attest to the following:

1. A public hearing was held on September 21, 2026 [in compliance with § 20-29-6-1(b)], and electronic participation from the parties and/or public was not permitted; and

2. A public meeting was held on October 19, 2026 [in compliance with I.C. § 20-29-6-19] to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

This Contract is so attested to by the parties whose signatures appear below.

Board of School Trustees of
Tri-Central Community Schools

Andrew Larson
Superintendent

Northern Tipton Federation
of Teachers Local 2351/AFT

Amy Sargent, President of Bargaining Team

Board of School Trustees

Dan DeLong, Board President

Kreg Salsbery, Board Secretary

Date: November 05, 2026

Date: November 05, 2026

TIER	B.S.	M.S.
H	$47,000.00	$49,000.00
I	$47,750.00	$49,750.00
J	$48,500.00	$50,500.00
K	$49,250.00	$51,250.00
L	$50,000.00	$52,000.00
M	$50,750.00	$52,750.00
N	$51,500.00	$53,500.00
O	$52,250.00	$54,250.00
P	$53,000.00	$55,000.00
Q	$53,750.00	$55,750.00
R	$54,500.00	$56,500.00
S	$55,250.00	$57,250.00
T	$56,000.00	$58,000.00
U	$56,750.00	$58,750.00
V	$57,500.00	$59,500.00
W	$58,250.00	$60,250.00
X	$59,000.00	$61,000.00
Y	$59,750.00	$61,750.00
Z	$60,500.00	$62,500.00
AA	$61,250.00	$63,250.00
BB	$62,000.00	$64,000.00
CC	$62,750.00	$64,750.00
DD	$63,500.00	$65,500.00
EE	$64,250.00	$66,250.00
FF	$65,000.00	$67,000.00
GG	$65,750.00	$67,750.00
HH	$66,500.00	$68,500.00
II	$67,250.00	$69,250.00
JJ	$68,000.00	$70,000.00
KK	$68,750.00	$70,750.00
LL	$69,500.00	$71,500.00
MM	$70,250.00	$72,250.00
NN	$71,000.00	$73,000.00
OO	$71,750.00	$73,750.00

APPENDIX B 2026-2027 : Extra Duty - Extra Pay

(The number of positions are listed for information purposes only and were not bargained.)

ATHLETICS

Level	Position	Stipend
I	Varsity Boys Basketball	5,986
	Varsity Girls Basketball	
	Varsity Football	
II	Varsity Wrestling	4,431
	Varsity Baseball	
	Varsity Softball	
III	Varsity Volleyball	3,472
	Head Track (Boys and Girls)	
	Ass't Boys Basketball (2)	
	Ass't Girls Basketball (2)	
	Ass't Varsity Football (3)	
IV	Varsity Golf	2,559
	Boys Varsity Soccer	
	Girls Varsity Soccer	
	Varsity Cross Country	
V	Ass't Varsity Baseball	2,335
	Ass't Varsity Softball	
	Frosh Basketball	
VI	Ass't Varsity Wrestling	2,033
	MS Boys Basketball (2)	
	MS Girls Basketball (2)	
	MS Football (2)	
VII	Ass't AD	1,675
	Ass't Varsity Track (2)	
	Ass't Varsity Volleyball	
	Ass't Boys Soccer	
	Ass't Girls Soccer	
	MS Wrestling	
VIII	MS Volleyball (2)	1,137
	MS Track (2)	
	MS Cross Country	
IX	6th Grade Boys Basketball	838
	5th Grade Boys Basketball	
	6th Grade Girls Basketball	
	5th Grade Girls Basketball	

CHEERLEADING

Cheerleader Sponsors Coordinator	1,461
Varsity/JV/Freshman Coach	1,461
Grade 8 Cheerleader Sponsor	438
Grade 7 Cheerleader Sponsor	438
Grade 6 Cheerleader Sponsor	219
Grade 5 Cheerleader Sponsor	219

CLASSES

Senior Sponsor (2)	1081
Junior Sponsor (2)	752
Sophomore Sponsor (2)	153
Freshman Sponsor (2)	153
Eighth Grade Sponsor (2)	153
Seventh Grade Sponsor (2)	153
6th Grade (2)	153

CLUBS AND ORGANIZATIONS

Cheer Block	500
Drama	319
Ecology and Science	604
Elementary Yearbook	512
Esports Club	480
FCCLA	1,222
National Honor Society	525
National Junior Honor Society	202
Plays/Musicals (each) (including elementary)	686
High School Student Council	1,707
Student Senate, Mid. School (2)	308
Yearbook	2,559
Tutoring Coach	604
Spanish Club	480
Art Club	480

MUSIC RESPONSIBILITIES

Band Director	2,916
Band Activity	1,727
Band, Summer	2,013
Choral Accompanist	
Practice/ Rehearsal	33 (per day)
Concerts	78 (per concert)
Contest	113 (per contest)
Choral Director	1,877
Elementary Music	1,080
Marching Band Drill Writer/Instructor	2,685
Trojan Corp Supervisor	1,832
Percussion Instruction Summer	1,832

MISCELLANEOUS RESPONSIBILITIES

Department Head (8) 1. Math 2. Science 3. English/Language Arts 4. Fine Arts 5. Social Studies 6. Special Education 7. Physical Education 8. Career and Technical Education	627 each
Summer Recreation Program (3)	1,238
Auditorium Manager	659
Elementary Event Supervisor (per event)	50
HS Spell Bowl Coach	858
MS Spell Bowl Coach	200
Academic Bowl Coach	858
Grade Level Representatives (8)	549
Elementary Student Council	309
MS Out of State Field Trip Coordinator (2)	325
State Testing Coordinator	2,048
State Reporting Specialist	2,750
High Ability Elementary	631
High Ability MS/HS	631
Special Education Co-Director (1)	3,540
English Language Learner Coordinators (2)	1,262

In addition to the amounts listed in the EDEP schedule, the Board shall pay into each licensed teacher's Indiana State Teacher's Retirement, such payment shall be 3%.

If teachers decide to share responsibility for any of these stipends, the stipend will be divided equally among the teachers.

For informational purposes only, and not as a bargained-for issue, eligible and qualified teachers who apply for any open extracurricular position will be considered and interviewed.

Extended Contract

(Based on individual teacher's current teaching salary; these days are for information purposes only and were not bargained)

Position	Additional Days
Agriculture Teacher	45
Family and Consumer Sciences	3
Media Center Director	10
MS/HS Yearbook	5
Science Teacher (1 day for each lab teacher)	5
Special Education Co-Director (1)	10
State Reporting Specialist	8
State Testing Coordinator	3

APPENDIX C: OFFICIAL GRIEVANCE REPORT

I. Basic Data:

A. _____
(Grievance Number)
(office use only)

B. _____
(School Year)

C. _____
(Grievant Name)

D. _____
(Date Grievance Filed)

E. _____
(Grievant Address)

F. _____
(City)

G. _____
(State)

H. _____
(Phone Number)

I. _____
(School or Building)

J. _____
(Assignment)

K. _____
(Grievant Signature)

L. _____
(Representative's Signature)

_____
(Representative's Signature)

M. Specific Article (s) or Section (s) of the Written Contract Alleged to be violated

_____

_____

N. Date Grievant knew or should have known of the Act or Condition upon which the Grievance is based _____.

O. Statement of Facts of Giving Rise to the Grievance (Give dates and attach extra sheets if necessary)

_____

_____

_____

P. Evidence (Attach exhibits) _____

_____

_____

_____

_____

_____

Q. Specific Relief Requested

_____

_____

_____

_____

_____

II. Informal Level Grievance Report (To be filled out by Building Principal or Supervisor)

A. Date Grievance was Discussed Informally with Building Principal or Supervisor

_____

B. Action taken by Building Principal or Supervisor _____

_____

_____

_____

_____

_____

_____ _____

(Signature) (Date)

III. Formal Grievance Level One

A. Date Formal Grievance was filed _____

B. Date of Formal Hearing _____Time _____

C. Persons Present at Hearing _____

D. Date of Written Decision _____

E. Disposition Taken by Principal or Supervisor _____

_____

_____

_____

_____

_____

_____

_____ _____

(Signature) (Date)

IV. Formal Grievance Level Two

A. Date Formal Grievance Received by Superintendent _____

_____

B. Date of Formal Hearing (if any) _____Time _____

C. Persons Present at Hearing _____

_____

D. Date of Written Decision _____

E. Disposition Taken by Superintendent or Designee _____

_____

_____

_____

_____

_____

_____ _____

(Signature) (Date)

V. Formal Grievance Level Three

A. Date Formal Grievance Received by School Employer

_____

B. Date of Formal Hearing (if any) _____Time _____

C. Persons Present at Hearing _____

_____

D. Date of Written Decision _____

E. School Employer Decision for Disposition of Grievance _____

_____

_____

_____

_____

_____

_____ _____

(Signature)