MASTER CONTRACT

BETWEEN

THE BOARD OF TRUSTEES

OF THE

WESTERN BOONE COUNTY COMMUNITY SCHOOL CORPORATION

AND

THE WESTERN BOONE TEACHERS ASSOCIATION

July 1, 2026 to June 30, 2027

THIS CONTRACT ENTERED INTO THIS 9th DAY OF NOVEMBER 2026 BY AND BETWEEN THE BOARD OF SCHOOL TRUSTEES OF THE WESTERN BOONE COUNTY COMMUNITY SCHOOL CORPORATION, HEREINAFTER CALLED THE "BOARD", AND THE WESTERN BOONE TEACHERS ASSOCIATION, HEREINAFTER CALLED THE "ASSOCIATION".

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ARTICLE I

RECOGNITION

The Board recognizes the Western Boone Teachers Association as the exclusive representative of CERTIFICATED school employees in the following bargaining unit:

All full-time CERTIFICATED employees as defined in Indiana's Collective Bargaining Law, IC 20-29-2-4, in the Western Boone County Community School Corporation except for:

Superintendent;
Director of Business and Technology
Director of Curriculum
Director of Exceptional Needs
Principals;
Assistant Principals;
Athletic Director;
Coaches with Corporation-wide Responsibilities including:
    Head Football Coach;
    Head Basketball Coaches;
Certificated employees holding positions for which no certification is required.

ARTICLE II

DEFINITIONS

As used in this Contract:

1. "Board" means the Board of School Trustees of the Western Boone County Community School Corporation and any person(s) authorized to act for said body in dealing with its employees;

2. "School Corporation" means the Western Boone County Community School Corporation of the County of Boone of the State of Indiana;

3. "Certificated School Employees" and "teacher(s)" mean the certificated personnel employed by the Board in the bargaining unit as defined in Article I of this Contract;

4. "Association" means 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;

5. The masculine gender shall include the feminine wherever required by the context in which a specific provision of this Contract is applied.

Legal Rights and Limitations

If any provisions of this Agreement or any applications of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

Article III

Salary System
July 1, 2026 – June 30, 2027

Salary

Salary Range

The salary range for returning teachers, prior to any increase, is $50,046 to $85,105.

Literacy Endorsement Base Salary Differentiation

Prior to the increase described under the distribution section, the base salary of teachers who possess a literacy endorsement will be adjusted, as needed, to reflect a 1% differential, in comparison to the base salary of teachers who otherwise have the same credentials but do not possess the literacy endorsement (literacy indorsement differentials are right-justified in the salary schedule).

Eligibility Criteria

To be eligible for a salary increase, a teacher must not have been rated improvement necessary in the prior year. A teacher who returns to a rating of effective after being rated improvement necessary in a prior year will not return to the salary schedule but will receive the same increase that other eligible teachers receive. Teachers who are employed less than 120 days in the prior year will not be eligible for row or column movement.

Salary Increase Factors and Definitions

1. Evaluation: Teachers who receive an evaluation rating of effective in the prior school year will receive a salary increase.
2. Academic Needs: To attract and retain highly qualified teachers to meet the academic needs of our students, teachers who obtain additional content area hours or degree will receive a salary increase. The definition of "content area" is a subject or field of knowledge or expertise that appears on a license that reflects that the license holder has met necessary testing and/or preparation/training requirements. Only a licensed master's degree in the content area, as denoted on the teaching license, will move a teacher to the Masters (MS) column on the Salary Schedule found in Appendix A. Courses must be graduate level in the content area for the MS and MS+15 columns. To earn MS +15, all courses must be taken after the master's degree is reached.

Distribution - Placement and Movement on the new Salary Schedule (Appendix A)

No diagonal movement will occur in the current year, and teachers may only move one column per year.

1. Teachers who were in Column 1 (Bachelors) in 2025-2026
    a. Teachers who were in Column 1 in 2025-2026 and did not obtain a content area master's degree will be placed on the new salary schedule in Column 1 (Bachelors) on the same row as 2025-2026 and will move down one row. This results in an increase of 4.4% which is attributed to evaluation.
    b. Teachers who were in Column 1 in 2025-2026 and obtained a content area master's degree will be placed on the new salary schedule in Column 1 (Bachelors) on the same row as 2025-2026 and will move over one column. This results in a 5.58% increase, which includes a 4.4% increase for evaluation and a 1.18% increase for academic need.
2. Teachers who were in Column 2 (Masters) in 2025-2026
    a. Teachers who were in Column 2 in 2025-2026 and did not obtain an additional 15 content area graduate credit hours beyond a master's degree will be placed on the new salary schedule in Column 2 (Masters) on the same row as 2025-2026 and will move down one row. This results in an increase of 4.4% which is attributed to evaluation.
    b. Teachers who were in Column 2 in 2025-2026 and obtained an additional 15 content area graduate credit hours beyond a master's degree will be placed on the new salary schedule in Column 2 (Masters) on the same row as 2025-2026 and will move over one column. This results in a 5.58% increase, which includes a 4.4% increase for evaluation and a 1.18% increase for academic need.
3. Teachers who were in Column 3 (Masters+15) in 2025-2026
    a. Teachers who were in Column 3 in 2025-2026 will be placed in Column 3 (Masters+15) on the same row as 2025-2026 and will move down one row. This results in an increase of 4.4% which is attributed to evaluation.

Teachers who were in Row T in 2025-2026 are eligible for the academic need increase and the increase to the scale. However, no additional row movement is available as Row T is the top of the scale.

Itemized Compensation Requirements

1. The total possible base salary increase for teachers under the compensation plan: 5.58%
2. Evaluation Increase: 4.4% (2.4% movement on the scale and 2% increase to the scale)
3. Academic Need Increase: 1.18% (21.1%, above the 10% minimum for Academic Need)

Teachers without the literacy endorsement differential are placed on a row/column with the "non-literacy endorsement" amount (left-justified), and teachers with the literacy endorsement are placed on the same row/column with "literacy endorsement" amount which includes a 1% differential (right-justified). It is the teacher's responsibility to provide, to the office of the Superintendent, a valid teaching license demonstrating the literacy endorsement or master's

degree on or before September 1st to receive the differential or for movement based on the academic need factor.

Stipends (Not added to base salaries)

1. Continuing Education Stipend
   a. Dual Credit Stipend - A teacher pursuing course work toward earning a Master's degree in their content area may receive a stipend from WBCCSC. WBCCSC will pay a $500 per credit hour between July 1, 2026, and June 30, 2027. Prior approval of the building Principal and Superintendent is required. The stipend will be paid upon WBCCSC receiving an official college credit verifying the credits were earned.
   b. Additional Licensure – A teacher earning additional licensure or degree in an area mutually agreed upon by the Superintendent may have the tuition and associated fees paid for by WBCCSC upon the receipt of documentation from the teacher verifying successful completion of the coursework and payment(s) made to the approved institution.

   If a teacher leaves WBCCSC within the time frames stated below after earning his/her Master's degree or additional licensure, the teacher is responsible for reimbursement per the following schedule:

   - 1 year – 75% of the total amount received from WBCCSC
   - 2 years – 50% of the total amount received from WBCCSC
   - 3 years – 25% of the total amount received from WBCCSC
   - 4 years or longer – Reimbursement is not required

2. Daycare Stipend
   a. The district will pay a monthly single stipend per employee of $100 toward the cost of daycare from August – May for dependents of certificated employees between birth and age 3 or until the child is eligible to enroll in pre-kindergarten. The following will need to be provided by the employee in order to receive payment:
      i. Tax record or divorce settlement showing the child's care is the certificated employees' responsibility.
      ii. A copy of monthly billing statement from the state licensed daycare provider.
3. Pre-Kindergarten Tuition Waiver
   a. The Board will waive the tuition costs associated with pre-kindergarten program at Thorntown Elementary School and Granville Wells Elementary School for certificated staff members. Students must meet eligibility requirements established by the district to enroll in the program.
4. Non-use of Leave Stipend
   a. During each grading period, a teacher who uses:
      i. Zero (0) days of his/her leave days shall receive a $250 stipend.

This stipend for which a teacher qualifies shall be paid not later than six (6) weeks after the conclusion of each grading period.

New Hire Salaries

1. New hires will be placed on the row and column commensurate with current teachers with similar teaching credentials, based on literacy endorsement and degree attainment as denoted on the teaching license at the time of hiring. A salary adjustment to salaries of new teachers hired at a tentative salary prior to the ratification of this contract and to teachers who were employed less than 120 days in the previous year will be made to conform to the new salary schedule.
2. The superintendent has discretion to place new hires where needed for hard to fill positions.

Appendix A. 2026-2027 Salary Schedule

	<- No Lit. End. Yes Lit. End. ->	<- No Lit. End. Yes Lit. End. ->	<- No Lit. End. Yes Lit. End. ->
Row	**Bachelors**	**Masters**	**Masters+15**
A	51047 51557	52874 53403	54767 55315
B	52272 52794	54143 54685	56081 56643
C	53527 54061	55442 55997	57427 58002
D	54812 55358	56773 57341	58805 59394
E	56127 56687	58136 58717	60216 60819
F	57474 58047	59531 60126	61661 62279
G	58853 59440	60960 61569	63141 63774
H	60265 60867	62423 63047	64656 65305
I	61711 62328	63921 64560	66208 66872
J	63192 63824	65455 66109	67797 68477
K	64709 65356	67026 67696	69424 70120
L	66262 66925	68635 69321	71090 71803
M	67852 68531	70282 70985	72796 73526
N	69480 70176	71969 72689	74543 75291
O	71148 71860	73696 74434	76332 77098
P	72856 73585	75465 76220	78164 78948
Q	74605 75351	77276 78049	80040 80843
R	76396 77159	79131 79922	81961 82783
S	78230 79011	81030 81840	83928 84770
T	80108 80907	82975 83804	85942 86804

B. Co-curricular Pay Schedule

Any information in the Co-curricular Pay Schedule beyond the name of the position and the wage for the position was not bargained and is included for informational purposes only.

Teachers assigned to co-curricular duties, as determined by the Board and provided herein, shall be paid in addition to their basic salary the amount(s) 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 Board. Pro-rated payment for coaches and/or sponsors will occur in the event of a long-term school closure that prevents in-person instruction as well as extra-curricular and/or co-curricular activities. Teachers on sabbatical, FMLA, long-term disability, and temporary disability are not eligible to participate in assigned co-curricular duties and, as such, are not eligible for compensation for those duties while on such leaves.

EXTRA CURRICULAR		**2026-2027**
ATHLETIC SUPERVISORS:		
	Asst Sports Dir	2,941
	Asst Sports Dir	2,941
	JH / Youth Sports Director	2,712
BASEBALL:		
	Varsity - High School (minimum of 2 positions)	9,190
	Jr High	1,184
BASKETBALL - BOYS:		
	Varsity Assts - High School (minimum of 3 positions)	11,791
	8th Gr Head	2,527
	7th Gr Head	2,527
	8th Gr Asst	1,651
	7th Gr Asst	1,651
	6th Gr Head	1,807
	6th Gr Asst	1,292
BASKETBALL - GIRLS:		
	Varsity Assts - High School (minimum of 3 positions)	11,791
	8th Gr Head	2,527
	7th Gr Head	2,527
	8th Gr Asst	1,651
	7th Gr Asst	1,651
	6th Gr Head	1,807
	6th Gr Asst	1,292
CROSS COUNTRY:		
	Varsity – High School (minimum of 2 positions)	4,730
	Jr High Head Coach	1,550
	Jr High Asst	931
FOOTBALL:		
	Varsity Assts - High School (minimum of 5 positions)	19,439
	8th Head Coach	2,349
	7th Head Coach	2,349

	8th Asst	1,751
	7th Asst	1,751
GOLF:		
***Asst Coach Stipend Criteria: minimum of 10 golfers per team**	Varsity - High School Boys	2,956
	*Varsity - High School Boys Asst	1,773
	Varsity - High School Girls	2,956
	*Varsity - High School Girls Asst	1,773
	Jr Hi Boys	1,395
	*Jr Hi Boys Asst	836
	Jr Hi Girls	1,395
	*Jr Hi Girls Asst	836
SOCCER:		
***Asst Coach Stipend Criteria:**	Varsity - High School Boys (minimum of 2 positions)	6,444
Minimum of 15 players per team	Varsity - High School Girls (minimum of 2 positions)	6,444
	Jr Hi - Boys	1,590
	*Jr Hi Boys Asst	954
	Jr Hi Girls	1,590
	*Jr Hi Girls Asst	954
SOFTBALL:		
	Varsity - High School (minimum of 2 positions)	9,190
	Jr Hi	1,184
SWIMMING:		
	Varsity Swimming & Diving (minimum of 2 positions)	8,971
	Jr Hi Head Coach	2,018
	Jr Hi Asst	1,331
TENNIS:		
	Varsity - High School Boys (minimum of 2 positions)	4,735
	Varsity - High School Girls (minimum of 2 positions)	4,735
	Jr Hi - Boys	1,184
	Jr Hi - Girls	1,184
TRACK:		
	Varsity - High School (minimum of 4 positions)	11,571
	Jr Hi - Boys	1,700
	Jr Hi - Boys Asst	1,274
	Jr Hi - Girls	1,700
	Jr Hi - Girls Asst	1,274
VOLLEYBALL:		
	Varsity - High School (minimum of 3 positions)	11,007
	8th Gr Head	2,124
	7th Gr Head	2,124
	8th Gr Asst	1,332
	7th Gr Asst	1,332
	6th Gr Head	1,549
	6th Gr Asst	1,031
WRESTLING:		
	Varsity - High School (minimum of 4 positions)	11,442
	Jr Hi Head	2,152

	Jr Hi Asst	1,471
WEIGHT PROGRAM:		
	Summer Weight Program (2 positions)	3,061
Fall Play - Director		1,407
Fall Play - Asst		646
Spring Musical Director		1,937
Spring Musical - Asst		905
Class Sponsor 12		1,075
Class Sponsor 12		1,075
Class Sponsor 11		1,377
Class Sponsor 11		1,377
Class Sponsor 10		485
Class Sponsor 9		485
Class Sponsor 8		485
Class Sponsor 7		485
Dept Coordinator:		
	English	1,549
	Fine Arts (Band Choir, Art)	1,234
	Foreign Language	1,234
	Guidance	1,234
	Math	1,549
	Physical Education	1,234
	Science	1,234
	Social Studies	1,234
	Special Education	1,234
	Vocational (Ag, Bus, FACS, Tech)	1,234
Music:		
	Auditorium Manager	1,409
	Summer Band Assistants	1,292
	Band Director (School Year)	3,167
	Choir Director (School Year)	3,167
Other:		
	Pep Club (2 positions)	719
	Cheerleader Sponsor - Varsity	2,630
	Cheerleader Sponsor - JV	1,945
	Cheerleader Sponsor - 8th Gr	1,333
	Cheerleader Sponsor - 7th Gr	1,333
	Cheerleader Sponsor - G Wells	Volunteer
	Cheerleader Sponsor – Ttown	Volunteer
Club Sponsors:		
	Art	719
	Dance - HS	1,946
	Dance - Jr Hi or Asst	905
	DECA	719
	Ecology	719

	FFA	719
	FCCLA - (FACS)	719
	FCA	719
	Honor Society - High School	719
	Honor Society - JH	719
	Key Club	719
	Foreign Interest Club	719
	Peer Tutoring	Volunteer
	Spell Bowl	Volunteer
	Student Council - High School	719
	Student Council - Jr Hi	719
	Sunshine Society	719
	Gamers Guild	719
	JH Art Club	719
	JH FCA	719
AMP (mentor program)		989
AMP (mentor program)		989
Academic Team Sponsor - High School		719
Academic Team Sponsor - High School		719
Academic Team Sponsor - JH		719
Academic Team Sponsor - JH		719
Radio TV Production Sponsor		3,135
Robotics Club		1,292
Thorntown Elementary		
Clubs:	Club - Math Bowl	550
	Club - Spell Bowl	550
	Club - Student Council	550
	Club - Yearbook	550
	Club – Robotics	550
Other:	RTI - (3 positions)	676
	Play Director	1,099
	Maker Space Manager (2 positions)	1,099
Granville Wells Elementary		
Clubs:	Club - Spell Bowl	550
	Club - Math Bowl	550
	Club - Student Council	550
	Club - Yearbook	550
	Club – Robotics	550
Other:	RTI - (3 positions)	676
	Play Director	1,099
	Maker Space Manager (2 positions)	1,099
Corporation		
Other:		
	E.L. Teacher (As needed)	676
	New Teacher Mentor (As needed)	676

C. Additional ECA Pay Schedule

Any information in the Additional ECA Pay Schedule beyond the name of the position and the wage for the position was not bargained and is included for informational purposes only.

1. Varsity head coach receives an additional 5% of their coaching ECA stipend if during such year, the Varsity team wins its conference championship.
2. Varsity head coach receives an additional 5% if, during such year, the Varsity team wins a Sectional Championship and advances to the Regional and an additional 5% each for an appearance in the IHSAA Semi-State and the State Championship game.
3. Varsity coach receives an additional 20% if, during such year, the Varsity team wins the IHSAA State Championship.

Summer Instructional Classes for Credit:	Teacher's Hourly Rate of Pay
Summer Elementary Classes:	Teacher's Hourly Rate of Pay
Summer Band Director:	Teacher's Hourly Rate of Pay

Homebound Teacher & Extended School Year Teacher: $30/hour
After School Tutoring Program: $50/session
Friday School Supervisor: $30/hour

D. Retirement Benefits

Accumulated Sick Days

The Western Boone County Community School Corporation shall provide a severance benefit upon retirement of $105 per day of actual unused accumulated sick leave up to a maximum of 120 days contingent upon the following eligibility criteria:

1. A teacher must be eligible to receive pension benefits from the Indiana State Teachers' Retirement Fund;

2. A teacher must have completed ten (10) years of creditable employment with WBCCSC immediately preceding the retirement date

3. A teacher must provide on or before January 31st of the year of retirement written notice to the Superintendent of his/her intention to sever employment and the date thereof. In the event an eligible teacher fails to give the aforementioned required notice, the severance payment will be delayed one (1) year;

4. Should any eligible employee who has given such notice or is otherwise retirement eligible die prior to receiving this severance benefit, this benefit shall be paid to the employee's designated beneficiary or estate; and

5. The severance payment shall be made in one lump sum payment into the employee's 403(b) account on the first scheduled employer payroll date immediately after the employee's last work day.

Retirement Health Insurance Benefits

1. In accordance with Indiana Code § 5-10-8-2.6, the Board shall provide a group health insurance program to each retired employee:

   (1) Who will have reached fifty-five (55) years of age on or before the employee's retirement date but who will not be eligible on that date for Medicare coverage as prescribed by 42 U.S.C. § 1395 et seq.;

   (2) Who will have completed twenty (20) years of creditable employment with a public employer on or before the employee's retirement date, ten (10) years of which must have been completed immediately preceding the retirement date; and

   (3) Who will have completed at least fifteen (15) years of participation in the retirement plan of which the employee is a member on or before the employee's retirement date.

To be eligible for this health coverage, the retired employee must request and enroll in coverage within ninety (90) days after the employee's retirement date. The retired employee may elect to have the employee's spouse covered under the health insurance program at the time the employee retires. Except as otherwise provided in paragraph 2, the retired employee shall be solely responsible for payment of premiums associated with coverage for the retired employee, spouse and any other covered persons.

The coverage for the retired employee shall terminate upon the earliest of the following: (a) when the retired employee becomes eligible for Medicare coverage as prescribed by 42 U.S.C. § 1395 et seq. (except to the extent that continuing coverage is required under Medicare relating to end stage renal disease); (b) when the retired employee fails to make timely payment of premiums for the coverage; or (c) when the Board terminates the health insurance program. Coverage for the spouse shall terminate as set forth under Indiana law.

The group insurance program offered to retired employees is intended to be consistent with the requirements of Indiana Code § 5-10-8-2.6.

2. The Board shall make a contribution towards the cost of insurance coverage for the retired employee if all of the following provisions apply:

    a. The retired employee is eligible for coverage in accordance with Indiana Code § 5-10-8-2.6;

    b. The retired employee is enrolled in the health insurance program offered by WBCCSC; and

    c. The retired employee completed ten (10) years of creditable employment with WBCCSC immediately preceding his/her retirement date.

3. The amount of the Board's contribution for the retired employee shall equal the amount that the Board contributes towards the cost of single coverage for active employees at the time of retirement.

E. Mileage

Reimbursement for authorized travel shall be at the current allowable IRS rate as of December 31 of the preceding year per approved mile.

F. Salary Adjustment

Teachers expecting changes in salary lane classification must notify the office of the Superintendent in writing including transcripts, not later than the first day of September. A

content area is a subject or field of knowledge or expertise that appears on a license that reflects that the license holder has met necessary testing and/or preparation/training requirements. Under the licensing rules found at 511 IAC the term "content area" describes instructional areas (examples: math, language arts, science, etc), school services areas (examples: school counselor, school nurse, etc), and administrative areas (examples: building level administration, district level administrator: director of career and technical education, etc.

G. Indiana State Teachers Retirement Fund

Beginning effective not later than January 1, 1991, the amounts contained in (1) the salary schedule herein contained in Article III, Paragraph A, (2) the Co-curricular pay schedule herein contained in Article III, Paragraph B, (3) the supplemental pay schedule contained in Article III, Paragraph C, and (4) the non-use of leave incentive herein contained in Article VII, Section D, include three percent (3.00%) of said amounts to be paid directly to the Indiana State Teachers Retirement fund by the Board on behalf of each affected teacher for payment of the teacher's share of such retirement contribution. Thus, the individual teacher's contract for each affected teacher shall be written for the amount of compensation payable which is less the said three percent (3.00%).

H. Criminal Background Check

The school corporation agrees to pay for the state required background check once every five (5) years for all certified staff. New hires will be responsible for initial background check.

ARTICLE IV

Hours

1. In the event that the Board requires a teacher to work more than the days specified under a regular or temporary contract, the Board shall compensate such teacher at his/her per diem salary rate for each day in excess of the days specified under a regular or temporary contract, with the understanding that this provision does not apply to time required to perform designated additional services for which additional pay is received.

2. Teachers who teach during their preparation period shall receive an amount equal to one (1) class period (1/7 of a 7-period day) of their daily rate.

3. *Informational Purposes Only*: Secondary preparation periods shall be equal to one (1) class period.

ARTICLE V

Salary and Wage Related Fringe Benefits

A. MEDICAL/HOSPITALIZATION INSURANCE

The Board will pay toward the cost of a twelve (12) month hospital, surgical, and medical care type insurance for each full-time teacher employed under regular contract and enrolled in the school corporation's group medical insurance plan. The amounts specified below will be paid to such insurance company or companies as is determined and selected by the Board, with the teacher not paying less than one dollar ($1.00) per year.

Board payment per teacher:

Employee Single Coverage:	$7,500
Employee Family Coverage:	$12,500

An additional annual contribution to health insurance family plan premium for married couples in which both individuals are teachers employed by WBCCSC equaling the difference between two single contributions and one family contribution.

Teachers who choose to enroll in the school corporation's group medical insurance plan must notify the office of the Superintendent in writing, *not later than August 31 of their desire to participate in said insurance plan, provided however, that persons employed after said notification dates shall have the opportunity to participate in the insurance plan.*

B. DENTAL INSURANCE

The Board will pay $250 of the annual premium of the school corporation's group dental insurance plan.

C. VISION INSURANCE

The Board will pay $50 of the annual premium of the school corporation's group vision insurance plan.

D. TERM LIFE INSURANCE

The Board will pay toward the cost of group term life insurance in the amount of $50,000 coverage for each full-time teacher employed under regular contract and enrolled in the school corporation's group term life insurance plan. The cost of the applicable premium will be paid by the Board to such insurance company as is determined and selected by the Board, with the teacher paying no more than one dollar ($1.00) per year.

Subject to stipulations of and approval of the insurance carrier, a teacher who retires from teaching from this school corporation will be allowed to remain on the school corporation's group term life plan at the sole cost to the teacher ***until the age of 65.***

E. LONG TERM DISABILITY

All bargaining unit members shall participate in the long-term disability plan offered by the Board of Education through the Wabash Valley/West Central Indiana School Trust (WVWCI). The plan document established by the vendor shall provide details of the coverage. The Board of Education will contribute an amount equal to the cost of the premium except for one dollar ($1.00) to be paid annually by the certificated teacher.

F. LEAVE DAYS

1. Each full-time teacher employed under regular contract shall be entitled to an annual allotment of thirteen (13) leave days. Such allotment shall be credited the first day of each school year and unused days shall be accumulated as sick leave to a total of one hundred eighty-four (184) days. The teacher's accumulated sick days may be used following the use of 13 leave days with pre-approval from Superintendent and a physician's note provided within forty-eight (48) hours of request to be absent.

   Certificated staff with 184 days of accumulated sick leave shall be compensated at the end of each school year at the rate of the current daily certified substitute pay per each unused day above the 184 day accumulation. Such payments shall be made in July of each year. This money shall be placed in the teacher's 403(b).

   If school corporation revenue in the Education Fund exceeds expenditures in the calendar year by an amount between $6,000 and $24,000, then the amount of that excess (minus compensation pay), not to exceed $18,000, shall be made available to fund a buyback of unused accumulated sick leave days on the following terms:

      Teachers shall have the option of selling up to ten (10) days, per round, of unused accumulated sick leave back to the school corporation at the daily rate of pay for a certified substitute teacher. This option will be offered to teachers in accordance with their seniority (total years of continuous service at Western Boone) in the school corporation, with the teacher with the most seniority having priority to exercise the option, and it shall be available only to the extent of the total amount of money available as set forth above. Payment for these days shall be deposited in the individual teacher's 403(b) plan, and upon payment those sick leave days shall no longer be available to the selling teacher. Said days must have been earned while the teacher has been employed in the school corporation. To participate in the program a teacher must maintain at all times a minimum balance of one hundred (100) days of accumulated sick leave. This method shall continue in successive rounds until the available money remaining less than daily rate of pay for a certified substitute teacher. If more money is available to the school corporation than is needed to fund the buy-backs exercised under this program, the school corporation may retain such

money in its Education Fund. After selling a cumulative amount of eighty (80) days, teachers will receive a guaranteed buyback of any leave days over one hundred (100) remaining at the end of each school year.

2. A teacher employed under regular contract for only a portion of the school year shall be entitled to a proportional number of days (beginning the day they return to full-time status), and unused days shall be accumulative as specified herein.

3. Teachers shall be permitted to take one-half (1/2) day of paid leave which shall be recorded as one-half (1/2) day of paid leave.

4. Certificated staff may, in any academic year, utilize up to five (5) accumulated sick days for emergency family illness or injury (providing a written doctor's note). The staff member must first use all (thirteen) 13 leave days and submit the request to the superintendent within forty-eight (48) hours of exhausting the thirteenth (13th) leave day. These five (5) days may be used for the medical emergency of only a spouse, children, mother, father, mother-in-law or father-in-law.

5. A physician's note is required for the use of six (6) or more consecutive days.

G. TEMPORARY DISABILITY LEAVE

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 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. 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. If said teacher elects to utilize her personal illness leave under the provision of Paragraph 3 (b) herein, and said 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.

3. General Provisions Covering Said Leaves are as follows:

a. If said teacher desires to continue his duty assignments 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 Board, additional certification from his physician of his ability to continue performing the schedule of the duties and responsibilities of his position and assignments;

b. Said teacher may elect to utilize his accumulated leave during his period of temporary physical disability, provided a physician's statement and certification of physician 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, days will be paid only for the number of assigned duty days the teacher is absent which occur during the current contract term, for which a physician certifies said teacher to be physically disabled, limited to the extent of the number of days accumulated by the teacher at the time said leave commences;

c. In all cases, the Board reserves the right to require an examination by a Board-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 Board shall bear the cost of such examination;

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

e. Except for 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 (1) year.

H. STAFF DEVELOPMENT AND PROFESSIONAL LEAVE

1. Teachers may be granted leave with pay for the purpose of visiting other schools or attending meetings or conferences of an educational nature.

2. All special education teachers will be entitled to two (2) days of paid professional service leave to review and prepare special education case conference and IEP paperwork. This leave can be taken in blocks of half day, full day, or consecutive full and half days. The leave must have the prior approval of the principal. The employee must complete all work requirements in attendance at a specific school.

I. JURY DUTY LEAVE

When requested, a teacher may serve on jury duty. The Board shall pay the teacher his full salary provided that such teacher agrees to return to the Board all pay received for serving on such jury.

J. BEREAVEMENT LEAVE

1. In the case of death in the immediate family of a regularly employed teacher, the teacher is entitled to be absent without loss of compensation. The number of days provided shall be five (5) days within a seven (7) calendar day period beginning with the day of death or the day following such death at the employee's option. Scheduled vacation days shall not extend bereavement leave. The purpose of such leave is for attendance at last rites and attending to other personal matters of the immediate family, provided, however, that said teacher is performing duties as assigned by the Board under a valid teachers' contract.

2. This provision shall not be construed to mean five (5) consecutive calendar days for each member of the immediate family if two (2) or more deaths arise immediately out of the same occurrence. If more than one (1) death in the immediate family should occur, five (5) full consecutive calendar days shall be granted for each, limited only by the immediate death provision specified above.

3. In the case of death of other family members and/or close friends, the teacher is entitled to be absent without loss of compensation for one (1) day, limited, however, to a total of only two (2) days for such use in any one (1) year.

4. "Immediate family" shall be interpreted as spouse, children, sister, brother, mother, father, mother-in-law, father-in-law, grandparents, grandchildren, son-in-law, daughter-in-law, sister-in-law, brother-in-law, step children, or any other member of the family unit living in the same household no matter what degree of relationship.

5. Teachers on sabbatical, FMLA, long-term disability, and temporary disability are not eligible for bereavement leave compensation under this provision unless it was granted to care for the decedent.

K.. LEAVE OF ABSENCE WITH INSURANCE BENEFITS

1. If allowed by the insurance carrier, a full-time teacher on leave of absence may choose to continue in this school corporation's group insurance program(s) provided the teacher remits the full, total premium to the school corporation's business office prior to the due date each month.

L. SICK LEAVE BANK

A voluntary sick leave bank shall be established whereby a certificated school employee, as defined herein in Article I, who is absent from assigned duties due to personal illness **(defined as catastrophic illness/injury as used here means an illness or injury of long duration or an illness that results in frequent recurrence of the same symptoms as distinguished from acute or short-term illness)** and who has utilized all other paid leave benefits of whatever nature may petition a committee, as established below, for allowance of additional paid sick leave days from the bank under the following conditions:

1. A teacher in his or her first year of employment in this School Corporation shall have fifteen (15) days from the date of initial duty assignment, or until September 15th of the school year of hire, whichever is later, to enroll in the bank by contributing one (1) leave day to the bank.

   Later enrollment in the sick leave bank by teachers not enrolling in their first year of eligibility shall be available only when the committee opens the bank for new enrollment and/or accumulation of additional bank days needed to support the program.

2. To remain enrolled in the bank and be eligible for benefits hereunder, the teacher must also agree to contribute additional leave days when and in amounts determined by the committee to be needed to support the then anticipated needs of the program.

3. A teacher enrolled in the bank may be found by the committee to be eligible for and granted days from the bank under the following conditions:

a. The teacher must have utilized and exhausted all paid leave benefits of whatever nature.

b. Written certification will be provided from said teacher's physician substantiating the illness and certifying that the absence will continue during a period of at least ten (10) consecutive days following the utilization and exhaustion of all said paid leave benefits as provided herein;

c. Written application must be made no later than ten (10) days after exhaustion of said paid leave benefits; and

d. The teacher must have been absent for at least ten (10) consecutive duty days after exhaustion of said paid leave benefits.

4. A three (3) member sick leave bank committee shall be established to administer the bank, including the determination of whether additional days are needed in the bank, the eligibility for participation, and to process and consider requests for benefits hereunder. The committee shall be composed of two (2) persons appointed by the Association and one (1) person appointed by the Superintendent.

5. Days allotted by the committee to an individual teacher shall be available for use beginning with the fifth (5th) consecutive day of absence after exhaustion of the teacher's paid leave benefits, and subject to the proviso that any allotment to an individual teacher may not exceed 60 school days.

6. Any days granted by the committee to an individual teacher shall terminate effective the earliest date as hereinafter provided:

a. The day after the last day of employment for the school year during which sick leave bank days were allowed, or

b. The day after the last day of allotted number of days granted by the committee.

M. IRS SECTION 125

A teacher may participate in this School Corporation's flexible benefits plan, with all user fees paid by the participating teacher(s). Such plan shall be solely determined and adopted by the Board under the provisions of Section 125 of the Internal Revenue Service Code. The plan will provide for the following benefits, through salary reduction agreements: The employee share of group insurance premiums; medical care reimbursement accounts; dependent care assistance accounts; and other benefits provided through the plan.

N. 403 B

A certificated employee may elect to participate in the 403 B plan beginning with the 1996-97 school year. The School Corporation will match 100% of the amounts indicated below:

Service in Western Boone School Corp.	2026
0-5	$950
6-10	$1000
11+	$1050

Carrier to be determined by the board after discussion with the Association.

O. FMLA

During the time an employee is on leave under the Family Medical Leave Act (12 weeks), the premiums paid by the Corporation for Life and Long-Term Disability shall continue. Teachers must submit a doctor's note stating the illness and length to be absent from work. In order to be paid, teacher must first use current personal days and then may use accumulated days per doctor's note stating length of medical leave.

ARTICLE VI

Grievance Procedure

This Grievance Procedure, hereinafter referred to as "Procedure", stipulates the conditions under which and the procedures by which grievances alleged by certain certificated school employees as defined in the Contract shall be processed. If any 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.

I. Definitions

As used in the Procedure:

1. "grievance" means, and shall be limited to, an alleged violation of an express 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 any person(s) designated by him to act in his behalf in dealing with school employees;

3. "grievant" means the certificated school employee directly affected by the alleged violation making the claim;

4. "days" means school days during the school year, provided, however, that "days" means week days during the summer recess (excluding Saturday and Sunday).

II. 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, provided, however, utilization of any such independent procedure shall bar subsequent use of this Procedure for settlement of said grievance.

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 to the grievant or his representative during the grievance process, once a formal grievance has been filed at Formal Level One.

III. Procedure

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

A. Informal Grievance

Within seven (7) 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/her principal or immediate supervisor or his/her designee by meeting with him/her individually in an informal manner during non-teacher hours. The grievant may be accompanied by a representative as provided herein, provided his/her 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/her designee shall give his/her answer orally to the grievant.

B. Formal Grievance

1. Level One

a. 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, if the grievance is not resolved, it must be filed with the principal or immediate supervisor or his designee in writing, signed by the grievant, on the appropriate form provided by the Board. 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 section, and shall indicate the specific relief requested.

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

2. Level Two

a. 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 the receipt of the written answer at Level One or within seventeen (17) 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 or supervisor or designee involved.

b. 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 as 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.

3. Level Three

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 Board provided the grievant files said written appeal with the Board 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, whichever is applicable. Upon receipt of said appeal, the Board shall consider and finally rule on the disposition of the grievance.

4. Miscellaneous Provisions

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 grievance procedures set forth in this Procedure shall be provided by the Board.

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 written 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 Board'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-teaching hours unless otherwise directed by the Board.

6. No certificated school employee shall use this Procedure to appeal any decision by the Board or administration for which there is another remedial procedure or 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 Board 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. 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.

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.

ATTESTATIONS AND CONTRACT EXECUTION

The undersigned attest to the following: 1. A public hearing was held on September 16, 2026, in compliance with IC § 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 12, 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 made and entered into at Thorntown, Indiana, on this **9th day of November 2026**, by and between the Board of School Trustees of the Western Boone County Community School Corporation, County of Boone, State of Indiana, party of the first part, heretofore referred to as the "Board", and the Western Boone Teachers Association, party of the second part, heretofore referred to as the "Association".

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

Board of School Trustees of the Western Boone County Community School Corporation

President

Western Boone Teachers Association

President