JULY 1, 2025 to JUNE 30, 2027

MASTER CONTRACT

BETWEEN

THE BOARD OF SCHOOL TRUSTEES

OF

GREATER CLARK COUNTY SCHOOL CORPORATION

AND

THE GREATER CLARK EDUCATION ASSOCIATION

Greater Clark County Schools is an equal opportunity employer and does not discriminate against any individual on the basis of the Protected Classes of race, color, national origin, sex (including transgender status, sexual orientation and gender identity), disability, age, religion, military status, ancestry, or genetic information. This is a policy of the School Corporation, is included for informational purposes and was not bargained.

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ARTICLE I

Recognition

The school employer recognizes the Greater Clark Education Association as the exclusive representative, as defined in I.C. 20-29-2-9, of the school employees of Greater Clark County School Corporation, a Community School Corporation. The Board agrees neither to bargain with individual bargaining unit members nor bargain or recognize as the exclusive representative of the bargaining unit any school employees' organization other than the Greater Clark Education Association for the duration of this Contract.

ARTICLE II

Definitions

A. The term "school employee" means any certified person in the employment of the school employer. A school employee shall be considered full time even though he/she does not work during the school vacation periods and accordingly works less than a full year. There shall be excluded from the meaning of school employee the following:

   Any certified person in the employment of the school employer, excluding the following: Superintendent, Deputy Superintendent, Assistant Superintendents, Executive Directors, Directors, Supervisors, Principals, Assistant Principals, High School Athletic Directors, School Psychologists, Speech and Language Pathologists, and Tutors.

B. The term "school employer" means the Board of School Trustees of Greater Clark County School Corporation, a Community School Corporation, and any person or persons authorized to act for the governing body of the school employer in dealing with its employees.

C. The term "Association" refers to the Greater Clark Education Association and its respective officers, representatives, agents, and members.

D. The term "Building Discussion Committee" shall refer to a committee consisting of building level administrators and three (3) to five (5) Association members from that building selected by the Association. Administrative guidelines will be established to assure the process is appropriately utilized by all parties.

ARTICLE III

Scope of Collective Bargaining

In accordance with I.C. 20-29-6 et al, both parties agree and understand that it is unlawful for a school employer to enter into any agreement that would place the employer in a position of deficit financing due to a reduction in the employer's actual education fund revenue or an increase in the employer's expenditures when the expenditures exceed the employer's current year actual education fund revenue.

A school employer shall bargain collectively with the exclusive representative in accordance with I.C. 20-29-6-4(a) and (b).

ARTICLE IV

School Employees' and Association's Rights

A. School employees shall have rights as set out in Indiana Code 20-29-4-1.

~~B.~~ The Association's President shall serve in a half-time certificated position and shall also be provided half-time release from the classroom and its duties.

C. The President may take up to five (5) days in addition to the release time for Association business. These five (5) days will be reimbursed by the Association at the rate of seventy-five dollars ($75.00) per day if they are used. These days must be taken in half days or full day increments. The Association and the Administration shall mutually agree to the method of use of the days. This release time shall be used only for Association business. Fifteen (15) days will be available for persons other than the Association President during this time period. These days will be reimbursed by the Association at the rate of seventy-five dollars ($75.00) per day if they are used. The Association and the Administration shall mutually agree to the method of the use of the days. The Association's representative shall be given such time without loss of pay or benefits.

If the President is not re-elected or resigns their office, the President of the Association shall be placed back in the classroom in the area of their certification. They also shall be placed back into the school they left at the beginning of their term if a position is available. The school corporation must be informed of the change in officer by the end of the current school year to allow for adequate time to position the employee back in the classroom for the next year. Portions of this provision unrelated to fringe benefits are the school's policy, were not bargained, and are included for informational purposes only.

ARTICLE V

Leaves

A. Annual Leave

1. Each school employee shall be entitled to be absent from work without loss of compensation for a total of twelve (12) annual days each school year (seven [7] sick days and five [5] personal days) for the following purposes:

   Seven (7) Sick Days for:

   a. illness or quarantine of employee or family member;
   b. medical or dental appointments;

Five (5) Personal Days for:

a. events of personal crisis;
b. personal business which cannot be scheduled outside the regular school day;
c. bereavement leave for anyone not covered by Article V, Section D; or
d. other purposes provided for in this Article.

2. The above annual leave days shall be subject to the following restrictions:

a. The school employee shall notify his/her supervisor prior to taking a leave day. Employees using a personal day and who call in later than one (1) hour prior to the start of the teacher school day will be charged two (2) annual leave days (based upon leave days available).

b. Upon the fourth consecutive day of sick leave and each consecutive work day thereafter other than before or after any holiday or break, a medical statement or bereavement verification is required upon return. A medical statement or bereavement verification must be submitted within three (3) days of returning to work. If no medical statement or bereavement verification is submitted, the employee will be docked one (1) day's pay for each day of absence.

c. At the end of each school year, a school employee who has at least thirty (30) accumulated sick days will have the option of: (a) being paid for unused annual leave days, or (b) accumulating the remaining annual leave as accumulated sick days up to a maximum of 90 days. Employees who had more than 90 days of accumulated sick leave at the end of the 2016-2017 school year were allowed to retain those days as accumulated sick leave or to be paid for days above 30. Any such employee whose accumulated leave falls below 90 will never again be able to accrue over 90 days of leave. Payment for any unused annual leave days as described above will be made as a cash payment at the following rates:

Number of Unused Annual Leave Days	Payment Amount
1 – 4 days	$100 per day
5 – 8 days	$150 per day
9 – 12 days	$200 per day

3. Effective July 1, 2025, if annual leave days are used for the day before or after Fall Break, the day before or after Spring Break, the day before or after Labor Day or the day before Oak's Day, a medical statement, jury duty verification or bereavement verification is required. If such verification is not provided, then the employee will be charged two (2) days of leave for each day missed until appropriate documentation is provided.

B. Accumulated Sick Leave Days

1. Accumulated annual leave days which become accumulated leave will accumulate to a maximum of (90) days. Those employees with more than 90 days of accumulated leave at

the end of the 2011-12 school year were allowed to retain those days as accumulated sick leave.

2. Accumulated leave days may not be used by a school employee unless that school employee has exhausted all but one (1) day of annual leave. Use of accumulated annual leave shall be subject to the same provisions as set out above for annual leave.

3. Upon the use of the fourth consecutive day of absence, or commencing with the fourth incidence of the use of accumulated sick leave days and each incidence thereafter within a school year, a medical verification statement is required.

4. Effective July 1, 2024, if accumulated sick leave days are used for the day before or after Fall Break, Spring Break, Labor Day or Thurby, a medical statement or bereavement verification is required. If such verification is not provided, then the employee will be charged two (2) days of leave for each day missed until appropriate documentation is provided.

5. In the event that any school employee shall have accumulated one (1) or more days of sick leave in another school corporation and shall thereupon become employed in the Greater Clark County School Corporation, 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 school employee was entitled in the last place employment shall have been exhausted.

C. Sick Leave Bank

A voluntary sick leave bank shall be established whereby certificated employees who are absent from assigned duty due to illness and who have utilized all of their sick leave, personal leave, and all other paid leave benefits of whatever nature, may contact GCEA representatives for guidance. Any teacher with over 90 banked sick days may donate up to ten (10) of those days to be used only for pandemic-related issues.

D. Bereavement

1. Each school employee shall be entitled to be absent from work without loss of compensation for a period not exceeding five (5) school days for a death in the immediate family. Up to a maximum of two (2) of the five (5) days may be reserved for bereavement-related matters to be taken, if needed, within sixty (60) calendar days of the date of death. The remaining days, if needed, are to be taken within ten (10) calendar days of the date of death. Nothing in this language prevents the use of all five (5) days within ten (10) calendar days of the date of death.

The term "immediate family" shall be defined as current spouse, children, parents, grandparents (including great), grandchildren (including great), brothers, sisters, all by blood, marriage, or adoption regardless of residence, or relatives living in the home with the school employee at the time of death, or the miscarriage of a child. In the event bereavement leave is requested due to the miscarriage of a child, then the employee must

provide medical documentation to verify the miscarriage, and such medical documentation cannot come from an on-line or telehealth medical provider.

2. Each school employee shall be entitled to be absent from work without loss of compensation for a period not exceeding one (1) school day for attendance of a funeral/celebration of life for the death of the employee's uncle, aunt, niece, or nephew, related either by blood or marriage. That one (1) school day shall be taken within the school year in which the death occurs.

3. In the event that more than one such death occurs in the period of a school employee year, the above provisions shall apply in each instance.

4. For all bereavement leave, the employee must provide documentation to the employee's supervisor or building principal verifying the date of the death and relationship to employee. Examples of documents that satisfy the verification requirement: (1) obituary, if employee is named and date of death is indicated; (2) certificate from funeral home with date of death of decedent and employee's relationship; (3) written confirmation of meeting with financial institutions or legal counsel on matters related to estate matters.

E. Family Illness

Legally accumulated sick leave and annual leave must be used in the event of an incapacitating illness or injury involving a member of a school employee's immediate family (husband, wife, child, father, mother, grandparent, grandchild, brother, sister, in law, or any other relative living as a member of the household of the employee) provided that any employee wishing to use accumulated leave for this purpose will be limited by the restrictions found in Article V, Section B.

F. Worker's Compensation and Light Duty/Return to Work

Absence due to injury incurred in the course of the school employee's employment shall not be charged against the school employee's annual or accumulated sick leave days, and the school employee will have the option of (1) being compensated his/her regular salary with all benefits received under the Indiana Worker's Compensation Act being remitted to the school corporation for a period up to ninety (90) continuous calendar days, or (2) accepting the compensation from the Indiana Worker's Compensation Act and receiving no regular salary from the school corporation. After the ninety (90) continuous calendar day period of disability, the school corporation will coordinate benefits the school employee is otherwise entitled to receive from the following sources: annual leave, accumulated sick leave, worker's compensation, and long-term disability.

Any accident occurring within the scope of employment must be reported to the immediate supervisor who will fill out the official report on the accident and file the same with the Human Resources Department.

1. Light Duty/Return to Work

If an employee is off work due to a worker's compensation injury and presents medical documentation from a certified medical provider of being capable of returning to work in a light duty capacity in any position available within the corporation for which the employee is capable of performing, the employer will work with the employee to determine if light duty is available based on the medical restrictions presented. If a light duty position is available that can be performed by the employee, said employee will be allowed to return to work subject to the employer's right to be provided with continuing medical verification of the light duty status.

G. Maternity Leave

1. Any employee may continue in active employment as late into pregnancy as she desires, if she is able to fulfill the requirements of her position. Temporary disabilities caused by pregnancy shall be governed by the same provisions governing sickness and by the following:

   Any employee who is pregnant is entitled to a leave of absence any time between the commencement of her pregnancy and one (l) year following the birth of the child, if, except in a medical emergency, she notifies the Superintendent at least thirty (30) days before the date on which she desires to start her leave. She shall also notify the Superintendent of the expected length of this leave, including with this notice either a physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn, whichever is applicable. In the case of a medical emergency caused by pregnancy, the employee shall be granted a leave, as otherwise provided in this section, immediately upon her request and certification of the emergency from an attending physician.

2. All or any portion of leave taken by an employee because of a maternity leave will be charged to her available annual leave and accumulated sick leave. After her available sick leave has been used, the employee may be absent, without pay, subject to GCCS Leave Policy. This leave may be taken without jeopardy to reemployment, retirement and salary benefits, tenure, and seniority rights.

H. Parental Leave

1. When a child is born to the spouse of a school employee, the employee is entitled to a leave of absence up to one (l) year if, except in a medical emergency, the employee notifies the Superintendent at least thirty (30) days before the date on which the employee desires to start the leave. The Employee shall also notify the Superintendent of the expected length of this leave, including with this notice either a physician's statement certifying the pregnancy or a copy of the birth certificate of the newborn, whichever is applicable. In the case of a medical emergency caused by pregnancy, the employee shall be granted a leave, as otherwise provided in this section, immediately upon the request and certification of the emergency from an attending physician.

   All or any portion of this leave taken by an employee will be charged to the employee's available annual leave and accumulated sick leave. After the available sick leave has been used, the employee may be absent, without pay for the remainder of one (1) year. This

leave may be taken without jeopardy to reemployment, retirement and salary benefits, tenure, and seniority rights.

I. Adoption Leave

A school employee may be entitled to, upon request, adoption leave without pay for a period not to exceed one (l) year, if, except in a medical emergency, said employee notifies the Superintendent at least thirty (30) days before the date on which the employee desires to start the leave. The employee shall also notify the Superintendent of the expected length of this leave, including with this notice a certification of adoption and/or a copy of the birth certificate of the newborn, whichever is applicable. In the case of an emergency caused by the adoption procedure, the employee shall be granted a leave, as otherwise provided in this section, immediately upon a request and certification of the emergency from the agency handling the adoption or by an officer of the court where the adoption procedure is occurring.

All or any portion of this leave taken by an employee will be charged to his available annual leave and accumulated sick leave. After his available sick leave has been used, the employee may be absent, without pay for the remainder of one (1) year. This leave may be taken without jeopardy to reemployment, retirement and salary benefits, tenure, and seniority rights.

J. Legal Leave/Jury Duty

In the event a school employee is called to jury duty or subpoenaed to appear as a witness in court during any school day, such school employee shall submit proof of the days served and any check received for such services, excluding payment for meals and transportation to the office of the school district Treasurer in the Business Office, and a full payment shall be made to the school employee for any day(s) missed. This section shall not apply to a legal proceeding filed by the Association or any agent of the Association and excludes subpoenas arising from employment outside the School Corporation or matters of a personal nature. Greater Clark reserves the right to verify any documentation submitted.

K. Professional Leave

The Board agrees that professional leave days with pay may be granted for the following purposes:

1. Attending and/or participating in professional meetings relating to educational workshops, seminars, or conferences, sponsored by industry, professional associations, colleges, universities, or governmental agencies concerned with public school matters.

2. Visitation to other school corporations or educational institutions for the purpose of observing instructional techniques or other instructionally oriented programs.

3. Professional Leave is subject to the approval of the employee's supervisor or principal

L. Family and Medical Leave Act

Provisions implementing the Family and Medical Leave Act: School employees who qualify for FMLA shall have the right to both the appropriate family and medical leave and the appropriate designated benefits provided by the Family and Medical Leave Act (FMLA). Any provision of this contract which restricts any mandatory leave and/or mandatory benefit(s) of the FMLA will not have any effect for any school employee who has a right to a leave and/or benefit under the Act. The School Corporation may require a school employee to verify and/or certify any information which an employer may require under the FMLA and it may further elect any option available to it under the Act for any leave or benefit for which a school employee qualifies under the FMLA but for which the school employee is not entitled under the specific language of this contract.

FMLA shall run concurrently with any paid leave days granted by Greater Clark County Schools.

For record keeping purposes, the twelve (12) month period for FMLA shall be defined as from July 1 to June 30.

M. Reduction in Force Leave

1. A school employee, who is not to be laid off as part of a Reduction in Force effort, may request a leave of absence for one (1) school year in order to reduce the number of school employees who are or will be laid off. The request shall be written and submitted to the superintendent.

2. The leave will be called the Reduction in Force Leave and will be for one (1) school year. The leave may terminate before this time if the School Corporation approves the earlier termination.

3. The Reduction in Force Leave may be extended for another school year if the school employee on a Reduction in Force Leave submits a written request by April 1 of the school year for which the school employee is on leave and said leave is considered in the best interest of the school corporation.

4. Any school employee on Reduction in Force Leave may maintain coverage in the group health insurance coverage held by the School Corporation, subject to the following:

    a. Paying to the Corporation, so as to be at all times at least one (1) month in advance of the Corporation's due date, the monthly premium of the health insurance invoice, including the Corporation's share thereof; and

    b. Any applicable rule of the insurance carrier.

ARTICLE VI

Retirement Benefits

All school employees covered by this Master Contract who have met the eligibility requirements as set out in Section 1 below are eligible for severance benefits including retirement, health insurance and group life insurance as set out below. VEBA benefits are available to certain employees based on their employment category as set out in Section 5. The manner for determining the value of the amount funded to the VEBA account was approved by the GCEA and the school employer in the July 1, 2000 through June 30, 2004 Master Contract and is not subject to further negotiations. Specific details of the benefits for each employment category are on file in the Human Resources Department.

1. Severance

Employees who wish to retire will be eligible for the retirement severance benefit listed herein if the following criteria are met: (a) the employee attains the age of fifty-five (55) by no later than December 31st of the calendar year in which he/she retires, (b) the employee has at least fifteen (15) continuous years of service in the bargaining unit of the school corporation, (c) the employee works at least 140 days of the year in which the retirement is submitted, and (d) the employee has given proper written notification of intent to retire to the Superintendent's office no later than March 1st of the last school year of teaching prior to retirement. The retirement notification deadline set forth herein will be enforced. The base amount for retirement severance pay per day under this provision is $75.00 per day and will be calculated on the following schedule:

Years of Experience in the Corporation & Bargaining Unit	% of Accumulated Sick Leave
15	75%
16	80%
17	85%
18	90%
19	95%
20	100%

Examples for informational purposes only to illustrate the calculation of the benefit:

Employee A has 90 accumulated days and 20 years of service – the severance amount would be $6,750.00. (90 days x $75)

Employee B has 59 accumulated days and 18 years of service, the severance amount would be $3,982.50. (59 days x 90% = 53.1 days x $75)

Employee C has 142 accumulated days and 20+ years of service, the severance amount would be $10,650.00. (142 x $75)

2. Health Insurance Access

Any school employee who is entitled to the lump sum severance benefit under Section 1 and is enrolled in the school corporation's group health insurance plan at the time of retirement, may elect to maintain coverage in such group health insurance plan at the school employee's cost. The retired school employee's coverage under the school corporation's group health insurance plan shall terminate on the last day of the month prior to the month containing the retired school employee's birthday that qualifies the retired school employee for coverage under the Medicare portion of the Social Security Act. Funds from a VEBA Account, if applicable, may be used by the retired school employee to pay the premiums for this coverage.

3. 403(b) Plan

All school employees shall have the opportunity to make salary reduction contributions to a 403(b) plan up to the maximum allowable under Federal law. School employees can choose to continue to have their salary reduction contributions invested in the 403(b) tax-deferred annuities in which their contributions are already being invested, if any, or invested in the 403(b) plan offered by the school corporation.

4. Group Life Insurance Retirement Benefit

Those employees retiring from employment with the school employer and qualifying for severance pay shall have the right to remain part of the group term life insurance program in accordance with the age restrictions set by the insurance company by paying the full applicable premium deducted from the employee's final pay. The benefit amount of group term life insurance shall be reduced to five thousand dollars ($5,000) for the period commencing when the employee retires from employment with the school employer and until reaching age seventy (70).

5. VEBA Accounts (Lump Sum and/or Individual)

Persons employed prior to the last pay of the 2010-2011 school year have VEBA accounts based on their employment status as set out in the groups listed below:

VEBA Benefits Categories include:
Group One: Eligible employees who retire after June 30, 2005 and who previously chose to remain in the school corporation's Social Security and Medicare Bridge Plan.

Group Two: Eligible employees who retire after June 30, 2005 and who previously participated in the 2000-2001 Social Security and Medicare Bridge Plan Buy-Out

Group Three: Eligible Employees who retire after June 30, 2005, and who had less than fifteen (15) continuous years of service during the 2000/2001 school year.

Group Four: Eligible employees who retire after June 30, 2005 and who were hired after July 1, 2001 but before July 1, 2004.

Group Five: Eligible Employees who retire after June 30, 2005, who are not identified in Groups Number One through Four, and who are hired on or after July 1, 2004.

6. 401(a) Plan

School employees in Groups Two, Three, Four and Five above who received 401(a) Plan contributions shall be fully vested in these contributions to their 401(a) plan accounts after the earlier of three (3) years of service with the School Corporation or attainment of age fifty-five (55). Once the school employee becomes fully vested in these contributions, they are non-forfeitable and, in the event of death of the school employee prior to distribution, shall be payable to the school employee's designated beneficiaries or, if none, to the school employee's estate.

ARTICLE VII

Compensation Model and Related Matters

A. Salary Range

The 2025-2026 salary range before base salary increases are applied is $50,000 to $87,000, excluding ISTRF contributions. Note that an MOU was uploaded into Gateway with updated salary increases from 2024-2025 and incorporated into the text of this CBA. The 2025-2026 salary range after base salary increases are applied is $52,000 to $89,000 ($89,200 if applicable with literacy endorsement attainment).. (See Appendix A).

The 2026-2027 salary range before base salary increases are applied is $52,000 to $89,000 ($89,200 if applicable with literacy endorsement attainment). The 2026-2027 salary range after base salary increases are applied is $52,000 to $90,000 ($90,200 if applicable with literacy endorsement attainment). (See Appendix A).

B. New Hires Salary Placement

All eligible teachers shall be placed on the Salary Schedule set out in Appendix A as described in this Master Contract. Newly hired teachers will be placed in the applicable New Hire Salary Placement Scale in Appendix A at a base pay which mirrors a current Greater Clark teacher with the same degree and years of experience. A teacher must be employed 120 days per year to receive a year of experience. To the extent that a new hire's degree and experience mirrors multiple Greater Clark teachers, and if the mirrored teachers are at different salary levels, then the Superintendent will place the new hire at the salary level of the mirrored teacher who is in the middle of the mirrored group.

The Superintendent has the discretion to place a newly hired teacher a maximum of one (1) level higher on the Salary Schedule. Any additional compensation shall be mutually agreed upon by the Superintendent and the Association President or his/her designee.

Retirees who are rehired shall be hired at the level K salary in Appendix A.

Credit to be given for each full year of prior active duty military service. Credit beyond any full year requires a minimum of nine (9) months active duty. Maximum allowable credit up to four (4) years.

C. Eligibility Criteria for 2025-2026 and 2026-2027 School Years

Teachers not eligible for a salary increase shall remain at their salary level from the prior school year.

A minimum of 120 contracted days within a school year, which equates to one (1) year of experience per TRF.

D. Compensation Plan Factors for the 2025-2026 and 2026-2027 School Years

1. 2025-2026 School Year Factors and Definitions

Evaluation –The teacher was not evaluated as needs improvement or ineffective for the prior school year.

Academic Needs: Retention - The importance of retaining teachers in the corporation based on their current salary level.

Academic Needs: Literacy Endorsement: The attainment of the required literacy endorsement. To meet this definition, the teacher must present proof of their newly-attained endorsement before October 31 of the year in which the increase will be awarded.

2. 2026-2027 School Year Factors and Definitions

Evaluation – The teacher was not evaluated as needs improvement or ineffective for the prior school year.

Academic Needs: Retention – The importance of retaining all teachers in the corporation to provide educational continuity for students.

Academic Needs: Literacy Endorsement: The attainment of the required literacy endorsement.

E. Distribution Plans for the 2025-2026 and 2026-2027 School Years:

1. 2025-2026 Distribution Plan:

Evaluation = $1,000 (which constitutes an across the board increase to the salary scale)

Academic Needs: Retention = $1,000 (which constitutes an across the board increase to the salary scale)

Academic Needs: Literacy Endorsement = $200

The maximum base salary increase that an eligible returning teacher may receive pursuant to this master teacher contract for the 2025-2026 school year is $2,200.

2. 2026-2027 Distribution Plan: Salary increases for the 2026-2027 school year will be distributed in accordance with the following plan:

Evaluation = $500 (one row movement)

Academic Needs: Retention = $1,000 (two row movement)

Academic Needs: Literacy Endorsement = $200

The maximum base salary increase that an eligible returning teacher may receive pursuant to this master teacher contract for the 2026-2027 school year is $1,700.

3. Salary caps: salary caps are listed in the attached salary schedule, Appendix A. Any amount earned by the teacher over the cap shall be paid to the teacher as a stipend.

F. For Informational Purposes Only:
1. GCEA representatives and GCCS Administration will create a joint Task Force to discuss all issues relating to salary and wages, including salary compression. The stipend committee will become part of this Task Force.
2. Documentation deadline for degree change, dual credit, and any other attainment requirements shall be October 31 of the year in which the stipend or increase will be awarded.

G. Ancillary Duties - Non-Contract Day Duties

a. Compensation for summer school programs shall be paid at the teacher's hourly rate based on a 7.5 hour day.

H. Extra Duty Extra Pay Schedule

The Extra Pay Salary Schedule is set forth in Appendix B.

Extra duty pay will be paid on the first pay in January and first pay in June for those performing extra duty during an entire school year. For those performing extra duty for less than a full

year, pay will be issued during the work period for the position based on the applicable pay dates listed above.

J. Pay Schedules and Dates

Teachers shall receive their pay in twenty-six (26) installments. A deposit advice (pay stub) will be available electronically on Friday of the pay period, with the pay schedule being every other Friday.

K. The 403(b) Plan

All school employees within this group shall have the opportunity to make salary reduction contributions to a 403(b) plan up to the maximum allowable under Federal law. School employees can choose to continue to have their salary reduction contributions invested in the 403(b) tax-deferred annuity offered by the school corporation.

To qualify for an annuity payroll deduction under this contract provision, any eligible annuity vendor must have on file with the school corporation a vendor agreement and each employee participating in such annuity plan must have on file with the school corporation an employee deduction agreement.

L. School Employee's Retirement Contribution to the State

The School Corporation shall pay to the Indiana State Teachers' Retirement Fund a school employee's contribution to the Teachers' Retirement Fund up to a maximum of an amount equal to three percent (3%) of the school employee salary.

M. Insurance

1. Group Health

The school employer shall provide for school employees a comprehensive health insurance program, with the school employee having an option of selecting either the single or the family plan, along with a Traditional or Health Savings Account Plan. The school employer shall pay four hundred dollars ($400.00) monthly of an individual premium under the single plans and the school employee will pay the remaining amount; or the school employer shall pay one thousand twenty dollars ($1,020.00) monthly of the family plans and the school employee shall pay the remaining amount. Premium increases will be shared 40/60 by the employee and employer.

Newly hired employees who have enrolled in the GCCS Health Insurance Program may utilize the GCCS Wellness Center immediately.

During the term of this contract, there will be a joint Association/School Corporation Insurance Committee composed of three (3) individuals appointed by the Association and

three (3) individuals appointed by the Superintendent who will study options in regard to health insurance plan alternatives.

The Insurance Committee will determine any changes to the use of the non-reverting health insurance fund, including re-use of interest earned on the account, if any, after an agreed upon "reserve/safety" amount has been reached. If mutual agreement cannot be reached, the funds will remain in the non-reverting fund.

The insurance carrier will be chosen by mutual agreement of the Board and the Association.

2. Group Life

The school employer shall provide for eligible school employees a term life insurance plan in the amount of Fifty Thousand Dollars ($50,000) in the event of death, with the appropriate double indemnity and disability clause. This amount reduces to Twenty-Five Thousand Dollars ($25,000) at the time the employee reaches age 70, while employed, and reduces to Five Thousand Dollars ($5,000) for all employees at the time the employee retires in accordance with current insurance plan. The school employer shall pay all but One Dollar ($1.00) and the school employee shall pay the remaining amount of the premium. The employee, at retirement, is entitled to retain coverage based on the benefits available per terms of insurance policy in existence by paying the full cost of the premium as part of his/her final payout.

The school employer will make available for eligible school employees a mechanism to secure a term life insurance plan in the amount of One Hundred Thousand Dollars ($100,000) in the event of death, with the appropriate double indemnity and disability clause; subject to reductions as indicated in the plan at age 70, if employed, and at retirement. Employees seeking life insurance coverage at this level shall pay the difference between the premium cost for $50,000 and the cost for $100,000 in coverage. Enrollment for this increased life insurance coverage authorizes the employer to deduct the monthly premium difference from said employee's salary twenty-four (24) times during the school year. Enrollment for this opportunity will be scheduled one (1) time during the school year.

3. Long Term Disability

The school employer shall provide for eligible school employees a long term disability insurance plan, with the monthly schedule benefit amount to be a minimum of at least sixty percent (60%) of normal monthly earnings to a maximum benefit amount of $2,500.00; and, with a ninety (90) day qualifying period. The school employee shall pay the premium.

During the term of this contract, the joint Association/School Corporation Insurance Study Committee as identified above will study options for Long Term Disability Insurance. (This function shall be called by either party on request during the term of the agreement.)

The parties also agree that during the term of this contract, the school corporation may change to a different Long Term Disability Insurance arrangement which will provide a more appropriate coordination of benefits for income protection of employees.

4. Voluntary Short Term Disability and/or Accident Insurance.

   The school employer will implement a voluntary short term disability and non job-related accident insurance coverage plan with premiums to be paid by participating employees through voluntary payroll deductions. Enrollment for this short term disability and/or accident insurance coverage authorizes the employer to deduct the monthly premium from said employee's salary twenty-four (24) times during the school year. Enrollment for this opportunity will be scheduled one (1) time during the school year.

5. IRS Section 125 Flexible Spending Account

   Greater Clark offers a voluntary participation Section 125 Flexible Spending Account to eligible employees.

   Enrollment in the Section 125 Plan authorizes the employer to deduct the cost for the plan if the "Payment when Services are Rendered Plan" is selected along with the withholding amount for services for either plan from said employee's salary twenty-four (24) times during the school year.

   It is the school employee's responsibility to know the maximum amount that can be deducted for the pre-tax benefit. All other terms and conditions are set out in the Section 125 Flexible Spending Account Plan Document maintained in the Human Resources Department.

6. Voluntary Vision and Dental Insurance
   The school employer will offer vision and dental insurance plans for employees based on the availability of those plans through the selected insurance provider. The cost for participation will be the responsibility of the employee.

7. Health Savings Account
   The school employer will contribute the following to an employee's Health Savings Account: $500 in January of 2026 and $500 in January of 2027.

N. Expanded Criminal History Background Checks

The school corporation shall pay the cost of any and all expanded criminal history checks and expanded child protection index checks that are required to be completed on all current employees every five years, per IC 20-26-5-10(f).

O. Part Time Bargaining Unit Members

A part time bargaining unit member is a bargaining unit member hired 3.5 hours or less per day or less than 90 days during the school year. Part-time employees hired after July 1, 2006,

are entitled to all of the benefits of the Master Contract at a pro-rated amount. The insurance eligibility is based upon the current plan document.

ARTICLE VIII

Grievance Procedure

A "grievance" is a claim by one (1) or more school employees of a violation, misapplication, or a misinterpretation of the terms of this contract.

The purpose of this grievance procedure is to settle equitably, at the lowest possible administrative level, issues, which may arise from time to time with respect to specific claims of violation, misapplication, or misinterpretation of the provisions of this contract, and the application of such procedure shall be strictly limited to the provision of this contract.

A. Procedure

1. Level One: A school employee or a group of school employees with a grievance shall initiate this procedure in the following manner:

   a. Informal Grievance: The school employee(s) shall approach the immediate supervisor concerned and discuss the matter on his/her own behalf, either personally or accompanied by an Association representative. (Said school employee(s) may choose to file a formal grievance directly without filing an informal grievance.)

   b. Formal Grievance: Within thirty (30) days of the time the grievant knew, or reasonably should have known of the grievance, the school employee(s) may file a formal grievance in writing in triplicate with one copy to the Association, one copy to the grievant, and one copy to the immediate supervisor. Said formally written grievance shall (1) name the school employee(s) involved, (2) state the facts giving rise to the grievance, (3) identify the specific provisions of this contract alleged to have been violated, and (4) indicate the specific relief requested.

      A form (a copy of which is set forth as Appendix D) shall be available from either the Association representative in each building and/or the Principal of such building.

   c. Within ten (10) days of the filing of the formal grievance in writing, a meeting shall take place between the immediate supervisor concerned, the school employee(s), and if desired by the school employee(s), an Association representative; and an answer shall be given to the school employee(s) in writing within five (5) days.

2. Level Two: If the grievance is not settled at Level One, it may be appealed to the school employer by filing written notice with the Superintendent and his/her designee stating the grounds for appeal. A meeting with the school employer or its designated representative shall be held within ten (10) days following the receipt of said notice and the school employee(s) and the Association shall receive reasonable notice of the time, place and the

date for hearing such appeal. The school employer's written decision shall be transmitted to the school employee(s) and the Association within ten (10) days.

3. Level Three: Within thirty (30) days after the receipt of the decision in Level Two, the exclusive representative, upon written notice to the Board, may submit the grievance to binding arbitration under and in accordance with the rules of the American Arbitration Association. If the parties cannot agree on the arbitrator or a method of selecting an arbitrator within the ten (10) days after notification, then the arbitrator will be selected in accordance with the rules of the American Arbitration Association.

   The fees and expenses of the arbitrator shall be shared equally by the Board and the exclusive representative. All other expenses shall be borne by the party incurring them.

B. Powers of the Arbitrator

The arbitrator shall have no power:

1. To add to or subtract from the terms of this Agreement;

2. To change any practice, policy, or rule of the Board unless such practice, policy or rule shall be in direct conflict with this Agreement;

3. To rule on any matter prohibited by law;

4. To rule on the failure to reemploy any school employee to a position on the extracurricular schedule; and

5. To rule on the dismissal of any school employee.

C. Other Provisions Relating to the Grievance Procedure

1. The time limits provided in this Article shall be strictly observed and may be extended by a written agreement between and signed by the parties.

2. In the event a grievance is filed after May of any year, the Board shall cooperate in processing such grievance prior to the end of the school year. The term "day" when used in this Article shall mean school employee days (as that term is used in the school calendar, or 185 days). During the summer recess, the term shall mean weekdays (Monday through Friday).

3. In the event the grievant fails to exhaust his/her remedies under the grievance procedure provided above, or to abide by the time limits with respect to each step, the grievance shall be presumed to be abandoned, and the matter shall be settled in accordance with the School Corporation's last answer thereto. If there is a failure at any time to communicate the decision within the specified time limit, the school employee shall then have the right to appeal at the next step of the procedure.

4. Notwithstanding the expiration of this Contract, any claim or grievance arising thereunder may be processed through the grievance procedure through resolution if the formal grievance procedure had been initiated pursuant to this Article prior to the expiration date set forth in the Contract.

5. No reprisal of any kind shall be taken by or against any participant in the grievance procedure by reason of such participation.

6. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

7. A grievance which in the judgment of the Association affects a group or class of school employees may be submitted to the Superintendent or his/her designee at step two (2) of the formal grievance procedure. Such a class action grievance shall be filed on the form attached to this Contract as Appendix D, and said written grievance shall (1) name the school employees involved, (2) state the facts giving rise to the grievance, (3) identify the specific provision of this Contract alleged to be violated, and (4) indicate the specific relief requested.

ARTICLE IX

Scope of Agreement

A. This agreement supersedes and cancels all previous agreements, verbal or written, including any past practices or memorandums of Agreement or Understanding between the school employer and the Association and constitutes the entire agreement between the parties.

B. Any amendment or agreement adding to, subtracting from or supplemental to this Contract shall not be binding upon either party unless it is executed in writing by each of the parties hereto.

C. In the event the School Corporation comes under any court order or conciliation agreement with any state or federal regulatory commission or agency, the carrying out of which would affect the terms of this Agreement, the parties agree to negotiate in regard to such terms within the scope of the conciliation agreement or order.

D. If any provisions of this contract or any application of this contract to any school employee or group of school 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.

E. The parties acknowledge that during the negotiations which resulted in this agreement each had the unlimited right and opportunity to make demands and proposals with respect to salary, wages, hours and salary and wage related fringe benefits, and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this agreement. Therefore, the school employer and the Association, for the life of this agreement each voluntarily and unqualifiedly waives the right, and each agrees that the other

shall not be obligated, to bargain collectively with respect to any subject or matter referred to or covered by this agreement and with respect to any subject or matter not specifically referred to or covered in this agreement, even though such subject may not have been within the knowledge and contemplation of either or both of the parties at the time they negotiated or signed this agreement; provided however, that the Association has the right to bargain with the School Corporation concerning the salary of any new position within the bargaining unit which is not already provided for in this agreement and created during the term of this contract.

ARTICLE X
Term of Contract

In witness whereof the parties to this contract have hereunto set their hands, as-the duly elected and acting officers, as designated under their respective signatures of the Board of School Trustees of Greater Clark County School Corporation, a Community School Corporation and the Greater Clark Education Association, this contract being in full force and effect on and after the 1st day of July 2025 except those provisions which by their terms indicated otherwise, and terminating on the 30th day of June 2027.

The undersigned attest to the following:

1. A public pre-formal bargaining hearing was held in compliance with Indiana law on August 26, 2025, and electronic participation from the parties and/or public was not permitted; and

2. A public Board meeting in compliance with Indiana law was held on October 14, 2025, to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

Ratified by the Greater Clark Education Association on the 26th day of September 2025. Ratified by the Board of School Trustees this 17th day of October 2025.

[SIGNATURES ON FOLLOWING PAGE]

BOARD OF SCHOOL TRUSTEES OF GREATER CLARK COUNTY SCHOOL CORPORATION, A COMMUNITY SCHOOL CORPORATION

BY: _____
Mark Laughner, SUPERINTENDENT

BOARD OF SCHOOL TRUSTEES

BY: _____
John Buckwalter, BOARD PRESIDENT

ATTEST:

BY: _____
Keith Freeman, BOARD SECRETARY

GREATER CLARK EDUCATION ASSOCIATION

BY: _____
Samantha Pierce, PRESIDENT

NEGOTIATIONS TEAM FOR GREATER CLARK EDUCATION ASSOCIATION

BY: _____
Danny Struck, MEMBER

BY: _____
Justin Snelling, MEMBER

BY: _____
Andria Thorne, MEMBER

BY: _____
Erin Scott, MEMBER

BY: _____
Kristen Fabrizio, MEMBER

BY: _____
Aaron Dorman, MEMBER

BY: _____
Pam McCoy, MEMBER

APPENDIX A
2025-2026 SALARY SCALE

A	52,000		AA	65,000		AAA	78,000
B	52,500		BB	65,500		BBB	78,500
C	53,000		CC	66,000		CCC	79,000
D	53,500		DD	66,500		DDD	79,500
E	54,000		EE	67,000		EEE	80,000
F	54,500		FF	67,500		FFF	80,500
G	55,000		**GG**	**68,000****		GGG	81,000
H	55,500		HH	68,500		HHH	81,500
I	56,000		II	69,000		III	82,000
J	56,500		JJ	69,500		JJJ	82,500
K	57,000		KK	70,000		KKK	83,000
L	57,500		LL	70,500		LLL	83,500
M	**58,000***		MM	71,000		**MMM**	**84,000*****
N	58,500		NN	71,500		NNN	84,500
O	59,000		OO	72,000		OOO	85,000
P	59,500		PP	72,500		PPP	85,500
Q	60,000		QQ	73,000		QQQ	86,000
R	60,500		RR	73,500		RRR	86,500
S	61,000		SS	74,000		SSS	87,000
T	61,500		TT	74,500		TTT	87,500
U	62,000		UU	75,000		UUU	88,000
V	62,500		VV	75,500		VVV	88,500
W	63,000		WW	76,000		**WWW**	**89,000******
X	63,500		XX	76,500			
Y	64,000		YY	77,000			
Z	64,500		ZZ	77,500			

*The most a certified person without a degree may receive is $58,200 (schedule placement plus literacy endorsement).

** The most a certified person with a Bachelor's may receive is $68,200 (schedule placement plus literacy endorsement).

***The most a certified person with a Master's may receive is $84,200 (schedule placement plus literacy endorsement).

****The most a certified person with a Master's +30 may receive is $89,200 (schedule placement plus literacy endorsement).

Note: Teachers who attain a literacy endorsement will receive a one-time $200 salary increase

2025-2027 SALARY SCALE

A	52,000		AA	65,000		AAA	78,000
B	52,500		BB	65,500		BBB	78,500
C	53,000		CC	66,000		CCC	79,000
D	53,500		DD	66,500		DDD	79,500
E	54,000		EE	67,000		EEE	80,000
F	54,500		FF	67,500		FFF	80,500
G	55,000		GG	68,000		GGG	81,000
H	55,500		HH	68,500		HHH	81,500
I	56,000		II	69,000		III	82,000
J	56,500		**JJ**	**69,500****		JJJ	82,500
K	57,000		KK	70,000		KKK	83,000
L	57,500		LL	70,500		LLL	83,500
M	58,000		MM	71,000		MMM	84,000
N	58,500		NN	71,500		NNN	84,500
O	59,000		OO	72,000		OOO	85,000
P	**59,500***		PP	72,500		**PPP**	**85,500*****
Q	60,000		QQ	73,000		QQQ	86,000
R	60,500		RR	73,500		RRR	86,500
S	61,000		SS	74,000		SSS	87,000
T	61,500		TT	74,500		TTT	87,500
U	62,000		UU	75,000		UUU	88,000
V	62,500		VV	75,500		VVV	88,500
W	63,000		WW	76,000		WWW	89,000
X	63,500		XX	76,500		XXX	89,950
Y	64,000		YY	77,000		**YYY**	**90,000******
Z	64,500		ZZ	77,500			

*The most a certified person without a degree may receive is $59,700 (schedule placement plus literacy endorsement).

** The most a certified person with a Bachelor's may receive is $69,700 (schedule placement plus literacy endorsement).

***The most a certified person with a Master's may receive is $85,700 (schedule placement plus literacy endorsement).

****The most a certified person with a Master's +30 may receive is $90,200 (schedule placement plus literacy endorsement).

Note: Teachers who attain a literacy endorsement will receive a one-time $200 salary increase

Appendix B

Extra Duty Pay Schedule

Category	Pay Amount
1	$600
2	$800
3	$1,000
4	$1,100
5	$1,200
6	$1,300
7	$1,400
8	$1,600
9	$1,700
10	$1,800
11	$2,000
12	$2,100
13	$2,400
14	$2,500
15	$2,600
16	$2,800
17	$3,000
18	$3,100
19	$3,200
20	$3,500
21	$3,600
22	$3,900
23	$4,000
24	$4,500
25	$5,000

26	$5,700
27	$7,000
28	$7,500
29	$8,400
30	$10,000
31	$10,800
32	$14,000

Category 1- $600		
Twitter/Social Media/Webmaster	Track Coach- Elem.	Academic Coach
6th Gr Boys Cheer Coach	Volleyball Coach- Elem.	Tutoring
6th Gr Girls Cheer Coach	Social Media- Elem.	Leadership Team
Cheer Sponsor- Girls- Elem.	Student Supervision	Concessions
Cheer Sponsor- Boys- Elem.	Dual Credit Capstone- CHS	Pool Program Mgr.
Student Council- Elem.	Vex Robotics	Ad Publicity- JHS
Activity/Club Sponsor	Class Sponsor- 9th & 10Th Gr.	Awards Coordinator
Student Ambassador Sponsor	Rube Goldberg	
Wrestling Coach- Elem.	Athletic/Ticket Manager	
Cross Country Coach- Elem.	Webmaster	
Category 2- $800	**Category 3- $1,000**	**Category 4- $1,100**
Activity/Club Sponsor	6th Gr. Girls Basketball Coach	Band/Concert-Fall- MS
Ticket Manager	6th Gr. Boys Basketball Coach	Band/Concert-Spring-MS
Testing Coordinator	Tutoring	Choir-Fall-MS
Student Council- MS	Student Supervision	Choir-Spring-MS

Team Leader	Bus Duty	
Leadership Team- Elem.		
Student Supervision		
Tutoring		
Pool Certification/Inst. Mgr.- NWMS		
Concessions Mgr.- PVMS		
Category 5- $1,200	**Category 6- $1,300**	**Category 7- $1,400**
Webmaster	Activity/Club Sponsor	Head 7th & 8th Gr. Volleyball Coach
National Honor's/Junior Honor's Society	Student Supervision	Activity/Club Sponsor
Boys Basketball Coach- Elem.	Tutoring	Student Supervision
Girls Basketball Coach- Elem.		Class Sponsor- 11th & 12th Gr.
Yearbook- MS		Tutoring
Asst. Track Coach- MS		Concessions
Asst. Wrestling Coach- MS		Team Lead
7th & 8th Gr Cheer Coach		AP Coordinator- JHS
Strength Coach- Spring		Assistant to AD- NWHS
Strength Coach- Fall		
Strength Coach- Summer		
Category 8- $1,600	**Category 9- $1,700**	**Category 10- $1,800**
Head Cross Country Coach-MS	Theatre/Drama- MS	Head Swimming Coach- MS
Program Coordinator C		Head Tennis Coach-Fall- MS
Activity/Club Sponsor		Head Tennis Coach- Spring- MS

Athletic Asst.- JHS		Head Wrestling Coach- MS
Credit Recovery- NWHS		Student Supervision
Concessions		Activity/Club Sponsor
Student Supervision		Tutor
Tutor		Student Council- HS
Chromebook Coordinator		Drama /Spring Additional- JHS
		Drama/Fall Additional- JHS
Category 11- $2,000	**Category 12- $2,100**	**Category 13- $2,400**
Cheer- Basketball- NWHS	Drama- Fall- NWHS	Band Asst. (100+ Members)
Athletic Asst.- JHS	Drama- Spring- NWHS	Head Track Coach- MS
Program Coordinator B		Program Coordinator A
Summer Band- HS		Activities Director- HS
Activity/Club Sponsor		Yearbook
Student Supervision		
Tutoring		
Asst. Coach- Wrestling (w/Program Coach)		
Asst. Coach- Swimming (w/Program Coach)		
Asst. Coach- Track (w/ Program Coach)		
Academy Team Lead/BLT		
Category 14- $2,500	**Category 15- $2,600**	**Category 16- $2,800**
Drama- Fall- CHS	Head Girls Cross Country	Asst. Football Coach- MS
Drama- Spring- CHS	Head Boys Cross Country	
	Girls Golf Coach	
	Boys Golf Coach	

Category 17- $3,000	**Category 18- $3,100**	**Category 19- $3,200**
Asst. Boys Swimming Coach- JHS	Drama- Fall- JHS	Cheer- Basketball & Football- CHS/JHS
Asst. Girls Swimming Coach- JHS	Drama- Spring- JHS	Newspaper- JHS
Asst. Girls Soccer Coach-HS		
Asst. Boys Soccer Coach-HS		

Category 20-$3,500	**Category 21-$3,600**	**Category 22- $3,900**
Asst. Softball Coach	7th Gr. Boys Basketball Coach	Vocal Music-HS
Asst. Girls Track Coach- HS	7th Gr. Girls Basketball Coach	
Asst. Boys Track Coach- HS	8th Gr. Boys Basketball Coach	
Asst. Girls Volleyball Coach- HS	8th Gr. Girls Basketball Coach	
Asst. Boys Volleyball Coach- HS	Head Football Coach- MS	
Asst. Boys Wrestling Coach- HS		
Asst. Girls Wrestling Coach- HS		
Asst. Baseball Coach- HS		
Asst. Boys Tennis Coach-HS		
Asst. Girls Tennis Coach- HS		
Category 23- $4,000	**Category 24- $4,500**	**Category 25-$5,000**
Unified Sports- JHS	Band- Head Basketball-HS	Asst. Boys Basketball Coach- HS
Credit Recovery- JHS		Asst. Girls Basketball Coach- HS
		Asst. Football Coach-HS
		JV Boys Basketball Coach- HS
		JV Girls Basketball Coach- HS
		Freshman Boys Basketball Coach- HS
		Freshman Girls Basketball Coach- HS

		Athletic Director- NWHS only
Category 26-$5,700	**Category 27- $7,000**	**Category 28- $7,500**
Band- Head Football- HS	Head Girls Swimming Coach-HS	Athletic Director- MS (NW only)
	Head Boys Swimming Coach-HS	
	Head Baseball Coach- HS	
	Head Softball Coach-HS	
	Head Boys Track Coach-HS	
	Head Girls Track Coach-HS	
	Head Girls Volleyball Coach-HS	
	Head Boys Volleyball Coach-HS	
	Head Boys Wrestling Coach-HS	
	Head Girls Wrestling Coach-HS	
	Head Boys Soccer-HS	
	Head Girls Soccer-HS	
	Head Boys Tennis Coach-HS	
	Head Girls Tennis Coach-HS	
Category 29- $8,400	**Category 30- $10,000**	**Category 31- $10,800**
Head Boys Basketball Coach-NWHS	Activities Director- MS	Head Football Coach- JHS
Head Girls Basketball Coach-NWHS		Head Boys Basketball Coach-CHS
Head Football Coach- CHS		Head Girls Basketball Coach-CHS
Category 32- $14,000		
Head Boys Basketball Coach-JHS		
Head Girls Basketball Coach-JHS		

*The Principal at each school may elect to use a Program Coach/Asst. Coach model for Cross Country, Track, Wrestling, and Swimming instead of a Girls Coach and a Boys Coach. One of the following payment options will be used:

Option	**Payment**
1 Head Coach for Girls/1 Head Coach for Boys	Each coach will receive equal stipend amounts.
1 Program Coach/1 Assistant Coach: Track, Wrestling, and Swimming	Program Coach- $10,000 Asst. Coach- $2,000
1 Program Coach/1 Assistant Coach: Cross Country	Program Coach- $4,000 Asst. Coach- $1,200

Coursework Reimbursement Agreement

As a condition of receiving Project Lead the Way training or Coursework Coverage for Dual Credit classes, a teacher must agree to stay employed with Greater Clark County Schools during the training or coursework and for a period of at least three calendar years from the date of the training or coursework completion. Completion is defined as completion of the four trainings for Project Lead the Way or as acquisition of the requirements for Dual Credit teachers.

In the event that a teacher voluntarily leaves the district within the three-year period, the teacher will be obligated to repay the cost of training to the district on a prorated basis.

If the teacher voluntarily leaves the district prior to completion or within one calendar year from the date of the training completion, the entire reimbursement shall be repaid to the district. If the teacher voluntarily leaves the district within two calendar years from the date of the training completion, then two-thirds of the reimbursement shall be repaid to the district.

If the teacher voluntarily leaves the district within three calendar years from the date of the training completion, then one-third of the reimbursement shall be repaid to the district. No reimbursement is required if the teacher stays employed in the district in excess of three calendar years from the date of the training completion.

Professional Development Rate

A teacher attending Professional Development will receive a stipend of one-hundred-fifty dollars ($150.00) for half day attendance and three-hundred dollars ($300.00) for full day attendance. A teacher attending Professional Development will receive a stipend of fifty dollars ($50.00) per hour for trainings less than three (3) hours. All professional development or training outside the contract day shall be voluntary. Portions of this provision unrelated to wages are the school's policy, were not bargained, and are included for informational purposes only.

APPENDIX C
GREATER CLARK COUNTY SCHOOL
GRIEVANCE REPORT FORM

Distribution of Form:

1. Superintendent
2. Principal (2)
3. Association
4. School Employee

SUBMIT TO PRINCIPAL

BUILDING ASSIGNMENT_____
NAME OF GRIEVANT_____
DATE FILED_____
****

LEVEL ONE

A. Date Grievance Filed_____

B. 1. Statement of Grievance_____

_____

_____

_____

_____

2. Relief Sought_____

_____

_____

_____

Signature_____Date_____

DISPOSITION BY PRINCIPAL

_____

_____

_____

_____

Signature_____Date_____

POSITION OF GRIEVANT

_____

_____

_____

Signature_____Date_____

LEVEL TWO

A. Date Received by the Superintendent of Schools_____

B. Disposition of the Superintendent of Schools_____

_____

_____

_____

Signature_____Date_____

_____

POSITION OF GRIEVANT

_____

_____

_____

Signature_____Date_____

LEVEL THREE

A. Date Submitted to the Board of School Trustees_____
(as required for arbitration)

B. Accepted for Arbitration:

Signature_____Date_____
President, Board of School Trustees

2025 CBA COMPLIANCE CHECKLIST

Item	✔	Page No.[1]
School employer and exclusive representative identified		3
Bargaining unit description matches the IEERB Order in effect at time of ratification		3
Beginning and ending date of CBA (must end on or before June 30, 2027)		22
Ratification date (must be on or after September 15 and at least 72 hours after TA meeting)		22
Signed by School Board President, Secretary, or Vice President and Exclusive Representative		3
General definitions (definitions that apply to the whole CBA)		23
Grievance procedure (if arbitration used, must indicate if advisory or binding)		19
Contract interpretation provisions (e.g., severability, supremacy, savings clauses)		3-4
Salary for new teachers (amount, schedule, or method of calculation)		13
Wages/compensation for ancillary duties		15
Wages/compensation for extracurricular duties		26
Compensation for extended contracts		N/A
Public hearing and public meeting attestations (include electronic participation information)		22
Compensation Plan		
If there are no salary increases, CBA includes a statement to that effect		N/A
Statement of annual salary range for returning full-time teachers (don't include current year increases, ISTRF contributions, or salaries of newly hired teachers)		13
Full-time classroom teacher (instructs students at least 50% of the workday) salaries are at least $45,000		13
Salary increases		14
If using optional eligibility criteria, the criteria are described and separate from factors		14
Based on at least two of the five statutory factors (must use academic needs factor)		14
Definitions of factors (e.g., experience, academic needs, instructional leadership)		14
How much each factor contributes to increase (by points, percentage, amount, etc.)		15
Amount of increase (flat amount, % amount) or method for calculating amount		15
Differentiated base salary increase for literacy endorsement		15
Academic needs is at least 10% of maximum possible salary increase calculation		15
The combination of education and experience (excluding increases to reduce the gap and teacher retention catch-up increases) does not exceed 50% of the maximum possible salary increase calculation		N/A
If using a salary increase to reduce the gap, it must: (1) be clearly identified and (2) actually reduce the gap		N/A
If using a teacher retention catch-up salary increase it must: (1) be clearly identified, (2) attributed to a factor, (3) describe the teachers to whom the catch-up increase applies, (4) describe the increase amount or method of calculating, and (5) describe how the increase amount represents a comparison to the starting salary of new teachers		N/A

Reminders:

1. Make sure <u>all</u> salary increases are included and described in the compensation plan.
2. If you include non-bargainable items for informational purposes only (e.g., number of ECA positions, number of extended contract days, etc.), be sure to include a statement to that effect.
3. Ensure all date references in the CBA reflect the current contract period.
4. Ensure that the CBA is uploaded to <u>Indiana Gateway</u> by November 15th to avoid a declaration of impasse.
5. Ensure that the electronic participation information in CBA matches information in Indiana Gateway.

[1] IEERB encourages parties to number the pages of their CBA. If there are no page numbers, parties should identify the Article or Section number of the particular item (e.g., Art. I Sec B; Sec IV #2, etc.).