2026-2027

CONTRACT BETWEEN

THE BOARD OF SCHOOL TRUSTEES

OF THE

BLUE RIVER VALLEY SCHOOL CORPORATION

AND THE

BLUE RIVER VALLEY CLASSROOM

TEACHERS' ASSOCIATION

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ARTICLE I

Introduction

1. This Collective Bargaining Agreement ("Agreement," "Contract," or "CBA") is made, entered into, and executed by and between the Blue River Valley Board of School Trustees ("Board") and the Blue River Valley Classroom Teachers Association ("Association").

2. This Agreement shall be effective July 1, 2026, and shall continue in effect through June 30, 2027. This contract shall not be extended orally, and it is expressly understood that it shall supersede all provisions of any prior agreements.

ARTICLE II

Recognition

The Board recognizes the Blue River Valley Classroom Teachers Association as the exclusive representative of the certificated employees of the Board for the duration of the Agreement for all certified contractual employees in Blue River Valley School Corporation, except for the Superintendent; Assistant Superintendent; Principals; Assistant Principals; Director of Student Services; Technology Coordinator; and Substitute Teachers

ARTICLE III

Compensation and Wage-Related Benefits

Section 1: Base Salary Increases

A. Salary Range

Salary Range Before Increases, excluding TRF: $44,500-$65,869.25

Salary Range After Increases, excluding TRF: $45,000-$66,869.25

B. Eligibility

General eligibility for increases in base salary is determined using the following criteria:

1. Teachers who were not under contract for at least 120 days during the prior school year (or what a year of service equates to according to INPRS) are not eligible for a salary increase.
2. These general eligibility criteria do not apply to the early literacy endorsement base salary differential.

C. Factors and Definitions:

1. Evaluation: The teacher received a satisfactory evaluation rating in the prior school year.

2. Academic Needs: The salary increase for academic needs is a teacher retention catch-up, defined as the need to retain teachers whose salary is less than the salary amount of a new teacher with equivalent experience and education (see Appendix A), after the salary increase for satisfying the evaluation factor for 2026-27 has been applied.

D. Distribution Plan:

1. Evaluation = $1,000

2. Academic Needs: After the salary increase for the evaluation factor has been applied, an additional differentiated salary adjustment amount as is needed to assure that the returning teacher is earning a salary that is comparable to a new hire (see Appendix A) who has the same experience and education as the returning teacher (up to $3,500). Because the academic needs factor is being used as a teacher retention catch-up, the 50% limitation for education and experience is inapplicable.

The total possible base salary increase that a teacher may earn is $4,500. At least 10% of the maximum possible base salary increase is attributable to the academic needs factor. ($3,500 / $4,500 = 78%)

E. Literacy Endorsement:

1. Each returning teacher who newly possess an Early Literacy Endorsement on their license shall receive a one-time $250 differential added to their base salary. This licensure must be obtained and on file in the District Office by January 1, 2027 to receive the base increase for the 2026-2027 school year.

Section 2: Salary Placement for New Hires

Teachers newly hired to the School Corporation will be placed at a salary level in Appendix A that most closely mirrors a current employee with the same degree and same years of experience.

New hires who were employed prior to ratification of the contract will have their starting salaries adjusted upward in an amount necessary (up to $500) as is needed to place them properly on the Salary Schedule for New Hires in Appendix A. A new hire who possesses a literacy endorsement will have $250 added to their base salary upon providing to the District Office of the endorsement being on their license by January 1, 2027.

Section 3: Leaves of Absence

1. Paid Leave. Each teacher shall be awarded twelve (12) days of Paid Leave. This leave may be used for personal illness, family illness, or for the conduct of personal business. Paid Leave days shall be awarded on the first day worked. Paid Leave days shall be prorated for teachers contracted for any fraction of the school year.

2. Absences caused by illness or physical disability of the employee. If there is an illness that extends beyond four (4) consecutive days, each employee shall be allowed to have the school corporation deduct the additional days from the employee's personal accumulated sick leave.

   If at the end of any contract year, a teacher has in excess of ninety (90) accumulated sick leave days, he/she shall be compensated at the rate of $50 for up to four (4) excess days with written notification by May 1 of that contract year.

3. Paid Leave shall not be used on the day prior to or immediately after Fall Break, Christmas Break, or Spring Break. In the event there is a family function scheduled that is scheduled outside of the control of the BRV employee, a waiver of policy may be submitted to the superintendent for consideration of approval. The Corporation will require verification and proof for such a request. In the event of a medical need, the teacher may use Paid Leave days and the Corporation shall request documentation.

   Examples of waiver scenarios: 1) A BRV employee's son/daughter is receiving a collegiate award at a scheduled ceremony that would require the BRV employee to travel to make it there on time; 2) a new employee had his/her wedding planned prior to being employed by BRV and they needed to take 'said day' off

work for wedding reasons; 3) there could be other valid reasons for requesting such a paid day off that is outside of the control of the BRV employee.

Vacations, or non-essential life events (choices), will not be waived for this purpose.

4. Up to two (2) days of any unused Paid Leave at the end of the school year shall be retained for use as Paid Leave days in the next school year. All other unused Paid Leave will be converted to and accumulate as Accumulated Sick Leave. Unused Accumulated Sick Leave shall accumulate to a maximum total of 224 days. Unused Accumulated sick leave may be used for the purposes as allowed by the Family Medical Leave Act, which include:

    4.1 For the birth of a child and to bond with the child;
    4.2 For placement with the employee of a child for adoption of foster care, and to bond with that child;
    4.3 To take medical leave when the employee is unable to work because of a serious health condition;
    4.4 Up to two (2) days in a school year to care for an immediate family member (spouse, child, or parent – but not a parent "in-law") with a serious health condition;
    4.5 For qualifying exigencies arising out of the fact that the employee's spouse, son, daughter, or parent is on covered active duty or called/ recalled to covered active-duty status as a member of the National Guard, Reserves, or Regular Armed Forces.

5. Use of Accumulated Sick Leave shall be granted to employees when they have used their Paid Leave Days. The Corporation may request a doctor's statement.

    After the first year of employment and up to the fifth year of employment at Blue River Valley Schools, a teacher may carry over up to three unused leave days per year from the teacher's most recent public school employer only. After five years of employment at Blue River Valley Schools, a teacher may carry over the remaining unused leave days from the teacher's most recent public school employer only.

6. Paid Bereavement Leave:

    6.1 In the case of a death in the family, the teacher is entitled to Paid Bereavement Leave for the purposes of attending the last burial rites, attending to other personal, and/or estate matters of the family member. Paid Bereavement leave shall only be provided when the burial rites occur while said teacher is performing duties as assigned by the school employer under a valid teacher's contract; and that said burial rites do

not occur during the time when said teacher is absent from assigned duties due to vacation, or leaves of absence, or sick leaves, or leaves for personal business, which may have been previously granted or approved by the school employer. Paid Bereavement Leave days may not accumulate.

6.2 No more than five (5) Paid Bereavement Leave days shall be granted for the death of: a teacher's or teacher's spouse's: father, mother, legal guardian, brother, sister, husband, wife, child, grandchild or other lawfully determined dependent, who at the time of death, was living as a member of the teacher's household will be considered as a member of the immediate family. Step relatives will be interpreted in a like manner.

6.3 No more than two (2) Paid Bereavement Leave days shall be granted for the death of a grandparent, uncle, aunt, first cousin, niece, nephew, brother-in-law, or sister-in-law not living in the household of the teacher. Step relatives will be interpreted in a like manner.

6.4 Days must be used within a period of ten (10) consecutive school days from the date of death when used for funerary rites and personal needs of the family. Up to two (2) days of Paid Bereavement Leave may be used for legal obligations related to the estate of the deceased. Days used for these obligations must be used within six months of the date of death. The Corporation may require documentation for legal obligations related to the estate of the deceased.

7. Court and Jury Duty

Teachers will be granted leave for jury duty. Teachers will also be granted leave when subpoenaed to appear as a witness in court; provided, however, witness leave will not be granted in a legal action where the teacher or Association is a party in the legal action against the School Corporation, or when the witness duty is in connection with a legal action that is not job related. The teacher will receive a regular salary while on jury duty or witness duty minus any sum of money the teacher receives for their jury service or witness service. The teacher shall secure from the court and deliver to the Superintendent's Office verification of their jury service or service as a witness.

8. Parental Leave

A teacher, who during the term of this Contract legally adopts a child or has a child born to them through childbirth, shall be entitled to Paid Parental Leave for up to five (5) consecutive school days upon the birth or adoption of his/her child if the birth or adoption occurs during the school year. To use this benefit, the

teacher shall provide at least 30 days advance notice prior to the start of the leave. This paid parental leave must be used during the school year in which the child is born or adopted. This paid parental leave provision shall apply equally to male and female employees.

9. Professional Development Leave

Professional Development Leave is authorized for Teachers who are approved to be away from their assigned duties for the purposes of:

9.1 Attending a corporation-approved professional development activity that is primarily designed to support the needs of students and the Corporation. These activities may include events such as professional training, visits to other schools, program-development, grant-writing, conferences, workshops, and other similar events approved by the building principal.

9.2 Chaperone Leave (Field Trip Leave) – Chaperone Leave must be approved by the building principal and is strictly for Blue River Valley students on Board-approved field trips. A teacher who chaperones an off-campus board-approved trip shall be categorized as being on Field Trip Leave if their role includes supervising any students. Teacher shall request Field Trip Leave at least 7 calendar days in advance.

10. Continuing Educational Leave/ Sabbatical

10.1 Any teacher may request an unpaid leave of absence to complete work on a graduate or postgraduate degree, fellowship or internship related to the completion of a graduate degree, or other post-graduate level academic work approved by the Superintendent.

10.2 Approval for Sabbatical Leave shall be made by the Board of School Trustees upon recommendation by the Superintendent and upon submission of an academic plan completed by the applicant. When an unpaid leave is approved by the Board, the Teacher shall commit to his/her intent to return to his/her teaching duties in the Corporation for at least one year after the expiration of the leave.

10.3 Premiums for group insurance coverage will not be paid by the Corporation for Teachers on unpaid leave. If allowed by the insurance carrier, a teacher on leave of absence may choose to continue in the school corporation's group insurance program(s) provided such teacher remits the full, total premium to the school corporation's business office prior to the due date each month.

11. Association Leave

Ten (10) days of paid leave shall be granted to the Association President, or designee, for the conduct of school related business or for attendance at professional organization conferences, legislative study tables, or to support educational organizations of which the Corporation is a member. The Superintendent may allow for more Association Leave if it is to the benefit of the Corporation for such activities as providing testimony to the General Assembly, either house thereof, a committee of either house, participation in local civic events, or a summer study session related to an educational issue that impacts Blue River Valley School Corporation. If leave days are granted under this provision, then the School Corporation shall pay the cost of the substitute teacher who covers the class during the teacher's absence for the first four (4) days and the Association shall reimburse the School Corporation for the cost of the substitute teacher who covers the class during the teacher's absence for up to six (6) additional days.

12. Unpaid Leave

12.1 Any teacher may request unpaid leave from the Board of School Trustees via a written request to the Superintendent detailing the need for an unpaid leave.

12.2 The request for such leave should, whenever possible, be submitted in writing to the Superintendent by the teacher at least 45 days prior to the last day of work before the first day of leave. The Superintendent may waive all or part of the 45-day written notice.

12.3 Premiums for group insurance coverage will not be paid by the Corporation for teachers on unpaid leave. If allowed by the insurance carrier, a teacher on leave of absence may choose to continue in the school corporation's group insurance program(s) provided such teacher remits the full, total premium to the school corporation's business office prior to the due date each month.

12.4 A teacher returning to the District from unpaid leave shall retain the same sick leave benefits as he/she had accrued at the time of entering upon such leave.

Section 4: Additional Corporation Retirement Pay

1. Blue River Valley School Corporation provides additional retirement pay to teachers who have served for a minimum of 20 years and served at least 15 years at Blue River Valley Schools.

2. To qualify, teachers must submit a letter of intent to retire to the Superintendent. Teachers must also have their time in service verified by the Indiana Public Retirement System (INPRS). Once the notice is received, and eligibility is confirmed, the Board will authorize the Corporation to pay the retiring teacher $60 for every accumulated sick leave day and $100 for every year of service at Blue River Valley Schools up to $14,000. If there are any remaining sick leave days, up to ten (10), will be transferred to the sick leave bank.

3. If a teacher is retiring due to a verified disability, the application may be submitted as needed. Upon retiring the teacher must apply for retirement benefits from Indiana Public Retirement System (INPRS).

4. Retirement pay will be deposited into an individual post-separation account. The amount will be based upon the total accumulated sick leave days you have on the last day of the school year of employment and the total number of years you have taught at Blue River Valley Schools.

5. If an eligible teacher dies before receiving his or her retirement pay, and is otherwise qualified, the funds shall be paid to his or her estate.

Section 5: 403(b) Matching Annuity Program

1. The Board agrees to establish and maintain a qualified IRS Code Section 403(b) matching annuity plan ("Plan") for all teachers under this Agreement.

2. The Plan shall include provisions allowing for reduction contributions, matching employer contributions, and matching employee contributions.

3. Within the provisions of the IRS Code, employee contributions shall be portable, and include the availability of loans and hardship withdrawals. No loans or hardship withdrawals will be available on the employer contributions.

Section 6: Matching Contributions

1. The Board, by salary settlement diversion shall match each participating teacher's like-contribution of the following percentages of the teacher's salary

schedule salary appearing in the collective bargaining contract prorated for full-time equivalency.

Diversion Match =	2.5%
Teacher Contribution =	2.5%
Cumulative Total =	5.0%

The employer shall deposit their matching funds for each employee into an account for the employee that is administered by a company chosen by the employer after discussion with the association.

2. Vesting Language

2.1 After June 1, 2005, all future employer 403(b) matching contributions shall be subject to the following vesting schedule (edited for plain language)

End of Plan Year	% Vested
Year 1	0%
Year 2	0%
Year 3	50%
Year 4	50%
Year 5	100%

2.2 All employer 403(b) matching contributions made prior to the June 1, 2005, effective date shall remain 100% vested at all times.

2.3 The sole administrator of the 403(b) plan shall be the administrator of the tax-sheltered annuity program including investments from school employees as well as the matching funds contributed by the school employer.

2.4 School employees will have the option of continuing to invest their dollars in tax-sheltered annuities for which money is already being deducted from the employee's salary or the tax-sheltered annuity offered by the sole administrator.

2.5 Investments made by the employee and the employer shall remain in the tax-sheltered annuity until a qualifying event occurs making it possible for the individual to withdraw or transfer funds from the 403(b) vehicle.

2.6 Once contributions are made by the employee and the employer on behalf

of the employee, all assets of the accounts become the property of the employee and in the event of death, his/her estate. This applies per the vesting schedule.

2.7 The parties agree that the tax-sheltered annuity matching funds program is to replace the current early retirement benefit that is found in this contract. The early retirement benefit will remain in effect until such time as the individual employee receives a greater return from the school employer's contribution to the tax-sheltered annuity program than he/she would receive under the early retirement benefit. The tax-sheltered annuity program contribution by the school employer will be counted as an offset to the amount of money that the school employee would have received had he/she retired under the current early retirement benefit.

2.8 The parties' respective bargaining teams shall be empowered to act as the 403(b) Joint Steering Committee. The Committee shall have the authority to establish an IRS qualified plan, provide training and information to the participants, and any other function to implement this subsection.

3. An Early Retirement Incentive is provided for teachers hired before the 1998-99 school year. (Note: This section only applies to teachers hired prior to the start of the 98-99 school year.)

3.1 A certified employee who elects to retire with a minimum of 25 years of teaching experience with the Blue River Valley School Corporation shall receive an Early Retirement Incentive in addition to the regular retirement benefits.

3.2 The office of the Superintendent must be notified of the intent to retire not
later than the January 1 prior to retirement, provided, however that said notification may be waived by the Board.

3.3 When an employee qualifies for regular retirement benefits and early retirement, the early retirement first pay will start one year after receiving the regular retirement pay, approximately June 30 and December 30 – two (2) installments for the amount of incentive benefits.

3.4 The dollar amount to be received since 1998–99 will be fifty-seven hundred dollars ($5700.00). Yearly payments will be reduced by the amount of employer contributions and earnings accrued by this contribution to the 403(b)-retirement savings plan.

3.5 Employees hired after the 1998-99 school year are not eligible for this early retirement plan.

3.6 Early retirement benefits will be paid through the year that the retiree is eligible for full social security benefits. In no instance shall any retiree receive additional early retirement benefits for more than a maximum of ten (10) years.

3.7 Early retirement incentives end upon the death of the retiree.

Section 7: Medical and Dental Insurance

1. The corporation shall pay the amounts specified below towards the cost of medical insurance to each teacher who is employed under this Agreement and enrolled in the Corporation's group medical plan. Teachers who resign will have their insurance canceled at the end of the month of the last day worked. Teachers who resign over the summer are not authorized any "workdays" in the following semester at Blue River Valley. Teachers who work less than a full school year shall have medical and dental benefits prorated.

Health

PLAN 1 – 3:	CORPORATION COST
Employee	$6,084
Employee & Children	$9,786
Employee & Spouse	$11,948
Family	$15,540

PLAN 4:	CORPORATION COST
Employee	$7,406
Employee & Children	$9,786
Employee & Spouse	$11,948
Family	$15,540

Dental

	CORPORATION COST
Employee	$191.22
Family	$619.50

2. The Board will contract with a Section 125 Plan provider that covers non-taxable benefits of major-medical, long-term disability, and short-term disability, and Section 79 life, non-reimbursed medical, and dependent care. The account fees will be paid by the employee. The Board will use the plan document of the plan's carrier.

3. The Board will permit membership in the teacher's group health and/or group term life insurance programs during each year of participation in the retirement plans. Should the teacher elect to exercise this option, then the total insurance premiums will be deducted from the benefits due to the teacher. If the amount to be deducted is greater than the yearly benefits, the teacher shall reimburse the Board the difference.

4. If payments are due, the date for payment of this amount will be established by the central office and must be received on or before this date for the policy to remain in effect. The availability of this insurance option shall be subject to the limitations of any terms and conditions established by the insurance carriers chosen by the Board and laws, rules and regulations established by the State and Federal governments.

5. An Income Protection Insurance Plan (Long Term Disability) will be provided by the employer at a cost for each employee of $1.00/pay for 26 pays.

Section 8: Term Life Insurance

1. The Board will pay up to the amount specified below toward the cost of term life insurance (including double indemnity for accidental death) in the amount of coverage indicated below per teacher employed under regular contract and enrolled in the school corporation's group plan, with the teacher paying not less than one dollar ($1.00) per year. Effective date July 1, 1999.

Amount of Coverage	Maximum School Employer Payment per Teacher
$50,0000	Full cost of premium (Less $1.00)

Section 9: Sick Leave Bank

1. A sick leave bank shall be established for certificated school employees.

2. The number of accumulated days which are in the bank shall not exceed one hundred (100) days which have been donated by sick bank members but may

accumulate more than 100 days if additional days are contributed to the sick bank upon a teacher's retirement which may cause the bank to exceed the one hundred day (100 days) limit.

3. The sick bank may be used by certificated employees who are absent from assigned duties due to personal illness or injury and have exhausted all of their sick leave, paid leave, and all categories of any other paid leave benefits of any nature.

4. A three (3) member sick leave bank committee shall be established to receive written request and allot days from the bank in accordance with the provisions herein contained, under written guidelines that shall be established by the committee and endorsed by the Superintendent and the President of the Association.

5. A veteran teacher who is not a current member of the bank may become a member by contributing one (1) paid leave day (plus any back assessments due) to the bank not earlier than August 1st nor later than September 15th of any school year, even if it causes the sick bank total to exceed the one hundred day (100 day) limit.

6. A teacher who is newly hired in the school corporation shall have fifteen (15) days from the date of initial duty assignment or until September 15th of any school year, whichever is later, during which time the teacher may choose to participate in the bank by contributing one (1) paid leave day, even if those days would cause the accumulation to exceed the maximum days listed in paragraph 2, above.

7. A teacher who is a member of the sick bank may be granted days from the bank under the following conditions:

   7.1 The teacher must have chosen to become a current member of and participate
   in the sick bank by contributing (1) paid leave day to the bank not earlier then August 1st not later than September 15th each year.

   7.2 The day that is contributed shall be non-returnable to the employee. However, in the event that the number of accumulated days in the bank at the beginning of a school year is of sufficient number that a contribution of one sick leave day by all teachers who are current members of the bank would cause the maximum number of days specified hereinabove in Paragraph 2 to be exceeded, the current year's contribution by all such

current members shall be suspended, except in case the bank is depleted during the school year, the current year's contribution shall be assessed at the time of such depletion.

7.3 The teacher must have utilized and exhausted all paid leave and unused sick leave benefits of whatever nature, including said teacher's own accumulated sick leave and paid leave.

7.4 Written application must be made no later than twelve (12) days after exhaustion of said paid leave benefits.

8. Upon resumption of employment after using days from the bank, said teacher shall repay the number of days borrowed from the bank at the rate of three (3) sick leave days per year or more if the teacher desires), plus said teacher shall continue to contribute one (1) day per year as provided hereinabove in Paragraph 5.

9. If a teacher leaves the employment of the school corporation prior to full repayment of borrowed days from the bank, either:

9.1 The value of the remaining days owed shall be deducted from the teacher's final check(s) at the teacher's current daily rate and such sum(s) deducted shall be retained by the school corporation, while the equivalent number of days will be returned to the bank by the school corporation, or

9.2 The teacher may transfer any unused sick leave or unused paid leave days to the bank as payment of the loan, or

9.3 A combination of (1) and (2) hereinabove may be used.

10. Recipients who retire or become totally disabled after borrowing from the bank and who still owe days to the bank shall be exempt from repayment, financially or in days.

11. A three (3) member sick leave bank committee shall be established to receive written request and allot days from the bank in accordance with the provisions herein contained, under guidelines established by the committee. The committee may require a teacher applicant to furnish medical documentation of illness and/or to consent to additional medical examination(s).

11.1 The committee shall be composed of two (2) persons appointed by the Association and one (1) person appointed by the Superintendent. The committee shall select a chairperson.

11.2 Days allotted by the committee to an individual teacher shall not exceed a fixed maximum as is established by the committee. The committee shall be limited to a total allotment of one hundred fifty (150) days per year. The committee shall be limited to a total allotment of thirty (30) days per teacher.

12. The Chairperson of the committee shall notify the school corporation's business office, in writing, not later than five (5) school days from the time of an allotment of days by the committee to a teacher. Such notification shall specify the name of the teacher, and the number of days.

Section 10: Background Checks

1. The Board will pay for the renewal of continued background checks for certificated teachers employed by the Board, per Board Policy 3172, Background Checks.

Section 11: Class Coverage Pay

A teacher who is required to forego their preparation period because the teacher is assigned to cover a class for another teacher will be paid fifteen dollars ($15) per hour. Timesheets must be turned in to the Superintendent's Office at the end of each week. Class coverage pay will be paid twice a year at the end of each semester.

ARTICLE IV

Grievance Procedure

Grievance Form: See Appendix B

1. A grievance is a claim by a teacher represented by the exclusive representative (The Classroom Teachers Association, hereafter, "the CTA") of the association that there has been a violation, misinterpretation, or misapplication of any provision of this contract. For purposes of this grievance procedure, a "day" shall mean a school day if the grievance is filed or is pending during the school year, or a business day if the grievance is filed or is pending during the summer. A "school day" shall mean a required student attendance day. A "business day" shall mean a day when the central Administration office is open for business.

2. If a teacher believes there is a basis for a grievance, he/she shall first discuss the circumstances that constitute the violation, misinterpretation, or misapplication of the

Contract with his/her building principal or immediate supervisor, either personally or accompanied by an association representative, within ten (10) days of the alleged grievance.

3. If the teacher still believes that a grievance still exists after the informal discussion with the building principal or immediate supervisor, he/she may invoke the formal grievance procedure through the association.

4. The grievance form shall be available from the association representative in each building.

   4.1 A completed copy of the grievance form shall be delivered to the principal within ten (10) days of the discussion described in Paragraph 2. If the grievance involves more than one (1) school building, it may be filed with the Superintendent or his/her appointed designee.

5. Within five (5) days of receipt of the grievance, the principal shall meet with the association in effort to resolve the grievance.

   5.1 The principal shall indicate his/her disposition of the grievance in writing within five (5) days of such meeting and shall furnish a copy thereof to the association.

6. If the association is not satisfied with the disposition of the grievance, or if no disposition has been made within five (5) days of such meeting or ten (10) days from the date of filing, whichever shall be later, the grievance shall be transmitted to the Superintendent within ten (10) days. Within seven (7) days thereafter the Superintendent or his/her designee shall meet with the association on the grievance and shall indicate his/her disposition of the grievance in writing within five (5) days of such meeting and shall furnish a copy thereof to the association.

7. If the association is not satisfied with the disposition of the grievance, then the association has 5 days after receiving the Superintendent's decision to request a meeting with the school board. After receiving the association's request, the school board has 10 days to set a meeting in executive session. Following the executive session with the school board, the board has 10 days to issue its decision in writing. The board will provide a copy of its decision to the association. The decision of the school board shall be final.

ARTICLE V

General Provisions

Section 1: Employee Rights

Certificated school employees shall have the right to form, join or assist employee organizations to participate in collective bargaining with the school employer through representatives of their own choosing and to engage in other activities, individually or in concert for the purpose of establishing, maintaining, or improving salaries, wages, salary and wage related fringe benefits and other matters as defined in P.L. 217, Sections 4 and 5.

Section 2: Contract Rights

Any rights or privileges of the Association specifically set forth in this Contract shall be granted only to the Association.

Section 3: Contract Limitations

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

Contract Attest

The undersigned also attest to the following:

A public hearing (Pre-formal Bargaining Hearing) was held in compliance with Indiana law on September 14, 2026. Electronic participation was not available.

A public meeting in compliance with Indiana law was held on November 5, 2026, to discuss the tentative agreement and electronic participation was not available.

A public meeting in compliance with Indiana law was held by the Board on November 9, 2026 for ratification of the tentative agreement. Electronic participation was not available.

This Contract is made, entered into, and executed by the respective parties at New Castle, Indiana, on the ratification dates set forth below. This Contract is attested by the parties whose Signature appear below:

Representing
Board of School Trustees of the
Blue River Valley School Corporation

Carla Bryant, President
Board of School Trustees

Representing
Blue River Valley Classroom
Teachers Association

ZoeAnn Chernowsky, President
Classroom Teacher Association
Chief Negotiator for the Association

Attest:

Mysia Brown, Vice-President
Board of School Trustees

Association Ratification: 10/29/2026

Lori Dickerson
Superintendent of Schools
Chief Negotiator for the Corporation

Board Ratification: 11/09/2026

Appendix A –

Starting Salary Placement Schedule for New Teachers

Teachers who are hired for partial years will be prorated for actual days worked.

	Bachelors	Masters	EdS/PhD
0	45,000	46,000	47,000
1	45,600	46,600	47,600
2	46,200	47,200	48,200
3	46,800	47,800	48,800
4	47,400	48,400	49,400
5	48,000	49,000	50,000
6	48,600	49,600	50,600
7	49,200	50,200	51,200
8	49,800	50,800	51,800
9	50,400	51,400	52,400
10	51,000	52,000	53,000
11	51,600	52,600	53,600
12	52,200	53,200	54,200
13	52,800	53,800	54,800
14	53,400	54,400	55,400
15	54,000	55,000	56,000
16	54,600	55,600	56,600
17	55,200	56,200	57,200
18	55,800	56,800	57,800
19	56,400	57,400	58,400
20	57,000	58,000	59,000
21	57,600	58,600	59,600
22	58,200	59,200	60,200
23	58,800	59,800	60,800
24	59,400	60,400	61,400
25	60,000	61,000	62,000

Credit for Service

1. Veterans of the United States Armed Forces with an Honorable or Medical Discharge, or who are still serving in a Reserve Component and have served on Active Duty shall be awarded one year of teaching experience for each full year of active-duty service for up to 4 (four) years after presentation of a complete Form DD 214.

2. Teachers will receive credit for full years of service in accredited schools.

Appendix B

Grievance Form

Blue River Valley School Corporation

Definition: A claim by a teacher that there has been a violation, misinterpretation, or misapplication of any provision of this Contract may be processed as a grievance.

If a teacher believes there is a basis for a grievance, he/she shall first discuss the circumstances with his/her building principal or immediate supervisor, either personally or accompanied by an association representative, within ten (10) days first discuss the alleged grievance, the circumstances that constitute the violation, misinterpretation, or misapplication of the Contract.

Parties:
To (Principal/Supervisor): _____

From: (Authorized Representative): _____

RE: Teacher(s)_____

Timeline:

Date of alleged violation of a provision of this Contract: _____
Date of informal meeting with the building principal or immediate supervisor: _____
Date of delivery of formal Grievance Form to building principal/Superintendent_____
Date of formal meeting with building principal/Superintendent_____
Date of the delivery of the principal/Superintendent disposition: _____
Date of the transmission of the formal Grievance Form to the Superintendent: _____
Date of the meeting with the Superintendent to deliver the final disposition: _____
Date of delivery requesting meeting with school board: _____
Date of meeting with the School Board: _____
Date of delivery from school board: _____

Statement of Grievance: (attach sheet or provide paper copy of electronic communications)

Specific Relief or Corrective Action requested by the Association (attach sheets if needed)

Appendix C

Ancillary Duties

Rate of Pay for Hours of Teaching Outside of the Duty Day

For hours of instruction performed by a certificated teacher at the request of the corporation for reasons such as homebound instruction or summertime remediation (or comparable instructional duties which require a certified teacher) the rate of compensation shall be $35 per hour.

Rate of Pay for Hours of Supervision Outside of the Duty Day

For hours of student supervision performed by a certificated teacher at the request of the corporation for reasons such as summer school (or comparable instructional duties which require a certificated teacher) the rate of compensation shall be $15 per hour.

Assigned Professional Development Opportunities

Assigned professional development at $20 per hour

Extended Days

The following positions qualify for extended days. Days are added to the teacher's contract and paid throughout the year. Any information beyond wages is included for informational purposes only and was not bargained.

High School Agricultural Teacher/ SAE	40 days
High School Agriculture Teacher/SAE	12 days
High School Guidance	14 days
Elementary Dean/Instructional Coach	10 days
Jr./Sr High Dean/Instructional Coach	10 days
High School Science Teacher	2 days
High School Vocational Business Teacher	1 day
Art Teacher	1 day
Vocal Music Teacher	1 day
Reading Specialist	5 days

Appendix D

Compensation for Extra-Curricular Assignments

Teachers who are assigned extra-curricular duties may be paid a stipend in addition to their basic salary amount for designated additional services. Teachers assigned extra-curricular duties, as determined by the school employer, and provided herein, shall be paid on a multi-year basis determined by the employer. The number of assignments was not bargained and is included for informational purposes. Any information in Appendix D beyond wages is included for informational purposes only and was not bargained.

Position	Amount
Athletics	
Athletics Coordinator	$5000
Fall	
Cross Country	
Varsity Head Coach	$3100
Varsity Assistant Coach*	$1200
Junior High Head Coach	$1200
Junior High Assistant Coach*	$600
Volleyball	
Varsity Head Coach	$4000
Varsity Assistant Coach	$2000
Junior Varsity Head Coach**	$3000
Junior High Head Coach	$2000
Junior High Assistant Coach	$1000
5th and 6th Grade Coach*	$600
Girls Golf	
Varsity Head Coach***	$2600
Junior High Head Coach	$1200
Boys Tennis	
Varsity Head Coach ***	$2600
Varsity Assistant Coach*	$1200
Junior High Head Coach	$1200
Junior High Assistant Coach*	$600
Winter	
Boys Basketball	
Varsity Head Coach	$7000

Varsity Assistant Coach	$2000
Junior Varsity Head Coach**	$3000
Junior High Head Coach	$2000
Junior High Assistant Coach	$1000
Elementary Head Coach	$1000
Elementary Assistant Coach	$600
Girls Basketball	
Varsity Head Coach	$7000
Varsity Assistant Coach	$2000
Junior Varsity Head Coach**	$3000
Junior High Head Coach	$2000
Junior High Assistant Coach	$1000
Elementary Head Coach	$1000
Elementary Assistant Coach	$600
Wrestling	
Varsity and JH Boys Head Coach***	$2600
Varsity and JH Girls Head Coach***	$2600
Assistant Coach*	$1200
Boys Volleyball	
Varsity Head Coach	$4000
Varsity Assistant Coach	$2000
Spring	
Baseball	
Varsity Head Coach	$4000
Varsity Assistant Coach	$2000
Junior High Head Coach	$2000
Junior High Assistant Coach	$1000
Softball	
Varsity Head Coach	$4000
Varsity Assistant Coach	$2000
Junior High Head Coach	$2000
Junior High Assistant Coach	$1000
Track	
Varsity Head Coach	$3100
Varsity Assistant Coach	$1200
Varsity Assistant Coach*	$1200
Junior High Boys Head Coach	$1200
Junior High Girls Head Coach	$1200
Boys Golf	
Varsity Head Coach***	$2600
Junior High Head Coach	$1200
Girls Tennis	

Varsity Head Coach***	$2600
Varsity Assistant Coach*	$1200
Junior High Head Coach	$1200
Junior High Assistant Coach*	$600
Clubs	
Academic Team Coach (5)	$350
Archery (2)	$600
Art Club Sponsor	$600
Marching Band Director	$4000
Percussion Director	$2000
Band Special	$2100
Bowling Head Coach	$1800
BPA Sponsor	$1800
Cheerleading Varsity Head Coach	$1800
Cheerleading Varsity Assistant and JH Head Coach	$1200
Cheerleading Elementary Head Coach	$600
Running Club Coach	$600
Drama Sponsor	$3500
Drama Assistant Sponsor	$1000
E-Sports Elementary Coach***	$600
E-Sports Jr./Sr. High Coach	$1200
E-Sports Jr./Sr. High Assistant Coach*	$600
FFA Sponsor	$4000
FFA Assistant Sponsor	$2000
National Honor Society High School	$750
National Junior Honor Society Junior High	$250
Robotics Coach (3)	$900
Speech and Debate Coach	$900
Student Council Sponsor Jr./Sr. High	$500
Student Council Sponsor Elementary	$250
Vocal Music Performance Sponsor	$900
Yearbook Jr./Sr. High	$1000
Yearbook Elementary	$900
Leaders and Coordinators	
Academic Team Head Coordinator	$510
Class Sponsor Jr/Sr Class (4)	$850
Class Sponsor 7th-10th Grade (4)	$100
Department Chairs High School (6)	$250
Department Chairs Elementary (3)	$250
Special Education Department Chair (2)	$250
Dual Credit Course Teacher (6)	$100

Media Fair Coordinator	$200
Webmaster (2)	$1000

* Awarded if membership is at or above 15 participants on the 5th day of official practice.

**The stipend will only be paid if a team if fielded.

***No stipend will be paid if the team cannot compete as a team in 75% of their contests.

Note: If a JV team cannot compete, then no stipend will be paid.

Note: In tennis, golf, and wrestling, a coach will earn a $500 stipend upon completion of the season if the team was able to compete as a team in 75% or more of the athletic contests.

Appendix E

Wage-Payment Agreement

Teachers shall be paid for 183 days of work in 26 equal installments on the dates below. Any information in Appendix E that is not permitted to be bargained is policy of the School Corporation, is included for informational purposes only and was not bargained.

1. August 28, 2026	14. February 26, 2027
2. September 11, 2026	15. March 12, 2027
3. September 25, 2026	16. March 26, 2027
4. October 9, 2026	17. April 9, 2027
5. October 23, 2026	18. April 23, 2027
6. November 6, 2026	19. May 7, 2027
7. November 20, 2026	20. May 21, 2027
8. December 4, 2026	21. June 4, 2027
9. December 18, 2026	22. June 18, 2027
10. *January 4, 2027 (Monday)	23. July 2, 2027
11. January 15, 2027	24. July 16, 2027
12. January 29, 2027	25. July 30, 2027
13. February 12, 2027	26. August 13, 2027

*Pay date of 1/1/27, cannot be processed until 1/4/27

3 week break at end of 26/27 pay schedule

A teacher separating from the school corporation shall receive all earned and unpaid wages on the next usual and regular pay date following separation.