2026-2027

MASTER CONTRACT

BETWEEN

THE BOARD OF EDUCATION

OF THE

COMMUNITY SCHOOLS OF FRANKFORT

AND

THE FRANKFORT EDUCATION ASSOCIATION

Table of Contents

ARTICLE I-Introduction	3
ARTICLE II-Salary/Wages	5
ARTICLE 111-Wage/Salary-Related Fringe Benefits	18
ARTICLE IV-Grievance Procedure	32
ARTICLE V-CBA Term/Hearing/Meetings Attestations/Ratification	36
APPENDIX A- GRIEVANCE REPORT FORM	39

ARTICLE I-Introduction

A. Parties

This master contract is entered into this day 10th day of November 2026, by and between the Board of Education of the Community Schools of Frankfort, hereinafter called the "Board," and the Frankfort Education Association, an affiliate of the Indiana State bargaining unit members Association and the National Education Association, hereinafter called the "Association."

B. Recognition Clause/Composition of Bargaining Unit

The Board of School Trustees hereby recognizes the Frankfort Education Association as the exclusive and sole bargaining representative for all full-time certified employees, as defined in IC 20-29, in the Community Schools of Frankfort, Indiana, except for the Superintendent, Assistant Superintendent, Chief Academic Officer, Principals, Assistant Principals, Director of Exceptional Needs, Assistant Director of Exceptional Needs, Director of Student Achievement, Director of High Ability, Director of English Language Learners, Director of Title 1 and Literacy, Director of Technology, Director of Career and Technical Education, Director of Virtual Academy, Speech & Language Pathologists (SLP), School Psychologists, Athletic Directors, Head Football Coach, and Head Basketball Coaches.

C. Definitions

1. The term "school corporation," when used in this contract, shall refer to the Community Schools of Frankfort, Clinton County, Indiana.
2. The term "Board" and "Association" shall include their authorized officers, representatives, and agents.
3. The term "bargaining unit member," when used hereinafter in this agreement, shall refer to all certificated employees represented by the Association in the bargaining unit.
4. The term "classroom teacher," when used hereinafter in this agreement shall refer to a bargaining unit member who is assigned a particular set of students for the purpose of instruction.
5. Daily Rate: The term "daily rate" refers to the teacher's salary divided by the number of days on the teacher's contract.
6. Hourly Rate: The term "hourly rate" refers to the teacher's daily rate divided by 6 hours.
7. Whenever used herein, a pronoun in the masculine gender shall include all genders.

ARTICLE II-Salary/Wages

A. Salary Range (before increases)

The Salary Range for the 2026-2027 school year before base salary increases are applied is $41,000 to $74,000. The Salary Range for the 2026-2027 school year after base salary increases are applied is $42,000 to $75,000.

B. Base Salary Increases (Compensation Plan)

1. Factors and Base Salary Increases

a. Instructional Leadership Teachers who participated in district professional development throughout the 2025-2026 school year.

b. Academic Needs- Teacher Retention Catch-Up - The need to retain teachers who have a base salary that is below the starting salary for a new teacher with the same education and years of experience.

2. Base Salary Distribution Plan

Instructional Leadership = $1,000 across the board increase to the salary scale. All returning teachers participated in district professional development throughout the 2025-2026 school year. This factor constitutes 31% of the total maximum possible increase a teacher may receive under this compensation plan. ($1,000 / $3,250 = 31%)

Academic Needs: A teacher qualifying for a base salary teacher retention catch-up increase may not receive an increase under more than one of the following categories. After receiving the base salary increase for meeting the instructional leadership factor, teachers who meet the Academic Needs factor for a teacher retention catch-up will receive an additional differentiated base salary increase as follows.

* Bachelor's teachers with 1 – 2 years of experience who are behind the starting salaries of new hires with the same degree and years of experience and who are not receiving a base salary increase under any academic need category identified by employee ID number below = $1000

* Bachelor's teachers with 3+ years of experience who are behind the starting

salaries of new hires with the same degree and years of experience, are not at the top of the Bachelor's scale, and are not receiving a base salary increase under any academic need category identified by employee ID number below = $2,000

* The following Bachelor's teachers who are behind the starting salary of new hires with the same degree and years of experience and who are identified by the following employee identification numbers = $1,000

Employee ID Number 1485 - 26.5 years of experience
Employee ID Number 1407 - 27 years of experience

* The following Bachelor's teacher who is behind the starting salary of new hires with the same degree and years of experience and who is identified by the following employee identification number = $1,250

Employee ID Number 60141 - 2 years of experience

*The following Bachelor's teacher who is behind the starting salary of new hires with the same degree and years of experience and who is identified by the following employee identification number = $2,250

Employee ID Number 11149 - 4 years of experience

* Masters+ teachers with 2+ years of experience who are behind the starting salaries of new hires with the same degree and years of experience, are not at the top of the Master's scale, and are not receiving a base salary increase under any academic need category identified by employee ID number below = $2,000

* The following three Master's teachers who are behind the starting salaries of new hires with the same degree and years of experience, and who are identified by the following employee identification numbers = $2,250

Employee ID Number 11174 - 15 years of experience
Employee ID Number 10035 - 24 years of experience
Employee ID Number 1354 - 31 years of experience

Because this academic needs increase is designated as a teacher retention catch-up, it is exempt from the 50% calculation despite including education and experience components. The maximum total increase a teacher will be able to receive under this compensation plan for the 2026-2027 school year is $3,250. Of the total possible maximum increase, the maximum increase a teacher may receive under the academic needs factor exceeds 10%. ($2,250 / $3,250 = 69%)

Pre-Ratification New Hire Starting Salary Adjustments: Bargaining unit members newly hired prior to the ratification of this Agreement are eligible for the across the board $1,000 base salary increase. In addition, new hires who were hired prior to the ratification of this contract may have their starting salary adjusted in an additional amount in a range between $250 and $2,000 as is necessary to place them properly on the salary schedule based upon their education and years of experience.

3. One Time Stipend

   All bargaining unit members eligible under 1A base compensation increases who were at Step AA of the Bachelors Column or Step FF on the Masters Column 2025-2026 salary schedule will receive a one-time stipend of $1,000 to be paid out in.

4. Deadlines for Masters

   Documentation to receive movement to the master's column needs to be received by September 1st. A teacher may either move to the master's column or a step, but not both.

5. Compensation Table

2026-2027		
STEP	BACHELORS	MASTERS+
A	$42,000	$44,000
B	$43,000	$45,000
C	$44,000	$46,000
D	$45,000	$47,000
E	$46,000	$48,000
F	$47,000	$49,000
G	$48,000	$50,000
H	$49,000	$51,000
I	$50,000	$52,000
J	$51,000	$53,000
K	$52,000	$54,000
L	$53,000	$55,000
M	$54,000	$56,000
N	$55,000	$57,000
0	$56,000	$58,000
P	$57,000	$59,000
Q	$58,000	$60,000
R	$59,000	$61,000
S	$60,000	$62,000
T	$61,000	$63,000
U	$62,000	$64,000
V	$63,000	$65,000
W	$64,000	$66,000
X	$65,000	$67,000
Y	$66,000	$68,000
Z	$67,000	$69,000
AA	$68,000	$70,000
BB		$71,000
CC		$72,000
DD		$73,000
EE		$74,000
FF		$75,000

C. New Hire Salaries

Any bargaining unit member being hired after the ratification of this contract will be placed on the Compensation Table based on their years of experience and education credentials. Bargaining unit members hired for CTE positions will be given credit for workplace experience at a ratio of 2:1 years on the salary schedule, similar to experience of current bargaining unit members.

Bargaining unit members newly hired prior to the ratification of this contract will have their starting salaries adjusted upward by $500. New hires who were brought in below their years of experience will move to their correct row.

D. Wages

1. Ancillary Duty Pay

Grant-Funded Stipends
Grant funding for curriculum development and/or professional development may be available at times. The bargaining unit member rate for participation in these activities will be $25 per hour.

The ESSER-funded TAAG program (Tutors Accelerating Academic Growth) will pay certified bargaining unit members $35 per hour to tutor students outside of the contract day. The position of TAAG Coordinator will be paid $500 per semester in addition to the hourly rate.

Mentor bargaining unit members will be compensated $300 per school year.

2. Literacy Endorsement – A teacher for the Corporation with a Literacy Endorsement on their Indiana teaching license will receive a one-time salary differential $250 increase to their base salary.

E. Extracurricular or Co-Curricular Activity Pay Schedule

COMMUNITY SCHOOLS OF FRANKFORT
INCREMENTS ABOVE SCHEDULE FOR EXTRA-CURRICULAR ACTIVITIES

NOTE: If more than one person is fulfilling an extra-curricular duty, stipends may be split.

ECA Position	Level	B/G	Amount
High School Extracurricular			
BASEBALL	Varsity Head	BOYS	$6,000
BASEBALL	Varsity Asst.	BOYS	$3,100
BASEBALL	"B" Team Coach	BOYS	$2,500
BASKETBALL	Varsity Asst.	BOYS	$4,500
BASKETBALL	JV	BOYS	$4,100
BASKETBALL	9th	BOYS	$2,900
BASKETBALL	Varsity Asst.	GIRLS	$4,500
BASKETBALL	JV	GIRLS	$4,100
BASKETBALL	9th	GIRLS	$2,900
CROSS COUNTRY	Varsity Head	CO-ED	$4,000
CROSS COUNTRY	Varsity Asst.	CO-ED	$2,100
FOOTBALL	Varsity Asst. Coordinator	Boys	$4,500
FOOTBALL	Varsity Asst.	Boys	$4,500
FOOTBALL	Varsity Asst.	Boys	$4,100
FOOTBALL	Varsity Asst.	Boys	$4,100
FOOTBALL	9TH Head	Boys	$2,000
GOLF	Varsity Head	BOYS	$2,800
GOLF	Varsity Head	GIRLS	$2,800
SWIMMING	Varsity Head	CO-ED	$6,000
SWIMMING	Varsity Asst.	CO-ED	$3,500

SOCCER	Varsity Head	BOYS	$5,000
SOCCER	JV	BOYS	$3,200
SOCCER	Varsity Head	GIRLS	$5,000
SOCCER	JV	GIRLS	$3,200
SOFTBALL	Varsity Head	GIRLS	$6,000
SOFTBALL	Varsity Asst.	GIRLS	$3,100
SOFTBALL	"B" Team Coach	GIRLS	$2,500
TENNIS	Varsity Head	BOYS	$2,800
TENNIS	Varsity Asst.	BOYS	$1,500
TENNIS	Varsity Head	GIRLS	$2,800
TENNIS	Varsity Asst.	GIRLS	$1,500
TRACK	Varsity Head	Co-Ed	$5,000
TRACK	Varsity Asst.	Co-Ed	$2,300
TRACK	Varsity Asst.	Co-Ed	$2,300
TRACK	Varsity Asst.	Co-Ed	$2,300
TRACK	Varsity Asst.	Co-Ed	$2,300
VOLLEYBALL	Varsity Head	Girls	$6,000
VOLLEYBALL	Varsity Asst.	Girls	$3,100
VOLLEYBALL	9th Head	Girls	$2,500
WEIGHT LIFTING	Varsity Head	Boys	$2,100
WEIGHT LIFTING	Varsity Head	Girls	$2,100
WRESTLING	Varsity Head	Boys	$5,000
WRESTLING	"B" Team	Boys	$3,200
WRESTLING	Varsity Asst.	Boys	$1,500
WRESTLING	Varsity Head	Girls	$5,000
WRESTLING	"B" Team	Girls	$3,200
WRESTLING	Varsity Asst.	Girls	$1,500
CHEERLEADING	Sponsor/Pep Club	Girls	$4,000

CHEERLEADING	Sponsor Asst.	Girls	$2,200
Middle School Extracurricular			
BASEBALL	Head	BOYS	$2,004
BASEBALL	Assistant	BOYS	$1,604
BASKETBALL	8TH Coach	BOYS	$2,673
BASKETBALL	8TH Asst.	BOYS	$2,004
BASKETBALL	7TH Coach	BOYS	$2,673
BASKETBALL	7TH Asst.	BOYS	$2,004
BASKETBALL	6TH Coach	BOYS	$1,405
BASKETBALL	6TH Asst.	BOYS	$1,405
BASKETBALL	8TH Coach	GIRLS	$2,673
BASKETBALL	8TH Asst.	GIRLS	$2,004
BASKETBALL	7TH Coach	GIRLS	$2,673
BASKETBALL	7TH Asst.	GIRLS	$2,004
BASKETBALL	6TH Coach	GIRLS	$1,405
BASKETBALL	6TH Asst.	GIRLS	$1,405
GOLF	Coach	CO-ED	$1,604
TENNIS	Coach	BOYS	$1,604
TENNIS	Coach	GIRLS	$1,604
CROSS COUNTRY	Head Coach	CO-ED	$1,604
CROSS COUNTRY	Assistant Coach	CO-ED	$800
FOOTBALL	8TH Coach	Boys	$2,673
FOOTBALL	8TH Assistant	Boys	$2,004
FOOTBALL	8TH Assistant	Boys	$2,004
FOOTBALL	7TH Coach	Boys	$2,673
FOOTBALL	7TH Assistant	Boys	$2,004
FOOTBALL	7TH Assistant	Boys	$2,004
SOCCER	Head	BOYS	$2,004

SOCCER	Assistant	BOYS	$1,604
SOCCER	Head	GIRLS	$2,004
SOCCER	Assistant	GIRLS	$1,604
SOFTBALL	Head	GIRLS	$2,004
SOFTBALL	Asst.	GIRLS	$1,604
SWIMMING	Head Coach	CO-ED	$2,004
SWIMMING	Asst. Coach	CO-ED	$1,604
TRACK	Head	BOYS	$1,604
TRACK	Assistant	BOYS	$1,337
TRACK	Head	GIRLS	$1,604
TRACK	Assistant	GIRLS	$1,337
VOLLEYBALL	8th Head	Girls	$2,004
VOLLEYBALL	8th Asst.	Girls	$1,604
VOLLEYBALL	7th Head	Girls	$2,004
VOLLEYBALL	7th Asst.	Girls	$1,604
VOLLEYBALL	6th Head	Girls	$2,004
VOLLEYBALL	6th Asst.	Girls	$1,604
WRESTLING	Head	Boys	$2,004
WRESTLING	Assistant	Boys	$1,604
WRESTLING	Assistant	Boys	$1,604
CHEERLEADING	Sponsor	Girls	$1,604
CHEERLEADING	Sponsor Asst.	Girls	$1,024
Elementary Extracurricular			
Basketball Club	GM	Boys	$702
Basketball Club	SC	Boys	$702
Basketball Club	GM	Girls	$702
Basketball Club	SC	Girls	$702

Volleyball Club	GM	Girls	$702
Volleyball Club	SC	Girls	$702
Running Club	GM	CO-ED	$702
Running Club	GM	CO-ED	$702
Running Club	SC	CO-ED	$702
Running Club	SC	CO-ED	$702
High School Co-Curricular			
Drama	Coach		$3,006
Drama	Asst. (Vocal)		$514
Drama	Asst. (Orchestra)		$514
Academic	Spell Bowl		$869
Academic	Science Olympiad		$1,737
Academic	Academic Super Bowl		$1,737
Academic	FCCLA		$1,737
Band	Director		$3,006
Orchestra	Director		$3,006
Choral & Swing Choir	Director		$3,006
Variety Show	Sponsor		$702
VARSITY DANCE TEAM	Coach		$1,126
Color Guard	Coach		$1,126
Student Council	Sponsor		$702
Industrial Arts	Shop Maintenance		$502
Industrial Arts	Shop Maintenance		$502
Industrial Arts	Shop Maintenance		$502
Industrial Arts	Shop Maintenance		$502

Robotics	Sponsor		$702
Adventures	Sponsor		$702
Art Shop	Maintenance		$502
Pool	Maintenance		$2,488
Junior Prom	Sponsor		$267
Junior Prom	Sponsor		$267
Publications	Yearbook (Cauldron)		$1,404
Publications	Chatter		$1,002
Publications	Radio-Television		$3,006
Stage	Manager		$1,283
NHS	Sponsor		$1,404
Evening	Supervision		$3,340
Guidance	Director		$2,500
Dual Credit	Per course		$250
Special Education (All Teachers including BLV, DHH, OT, & PT)	Per Position		$901
Middle School Co-Curricular			
Drama	Coach		$2,004
Drama	Music Asst.		$514
Art Club	Sponsor		$667
Business Club	Sponsor		$667
Variety Show	Sponsor		$702
Clubs	Supervisor/Coach		$869
Clubs	Supervisor/Coach		$869

Clubs	Supervisor/Coach		$869
Clubs	Supervisor/Coach		$869
Clubs	Supervisor/Coach		$869
Band	Director		$2,539
Choral	Director		$2,004
Student Leadership Club	6th Sponsor		$702
Student Leadership Club	7th Sponsor		$702
Student Leadership Club	8th Sponsor		$702
Publications	News and Broadcast		$636
Publications	Yearbook		$1,002
Art Shop	Maintenance		$502
Accessible Equipment (BLV)	Maintenance		$250
Accessible Equipment (DHH)	Maintenance		$250
Special Education (All Teachers including BLV, DHH, OT, & PT)	Per Position		$901
Evening	Supervision		$2,100
Elementary School Co-Curricular			
Academic Coach	SC		$334
Academic Coach	SC		$334
Academic Coach	SC		$334
Academic Coach	GM		$334
Academic Coach	GM		$334
Academic Coach	GM		$334
Enrichment Club Coach	BR		$702
Enrichment Club Coach	BR		$702
Enrichment Club Coach	SC		$702
Enrichment Club Coach	SC		$702

Enrichment Club Coach	SC		$702
Enrichment Club Coach	SC		$702
Enrichment Club Coach	SC		$702
Enrichment Club Coach	SC		$702
Enrichment Club Coach	SC		$702
Enrichment Club Coach	GM		$702
Enrichment Club Coach	GM		$702
Enrichment Club Coach	GM		$702
Enrichment Club Coach	GM		$702
Enrichment Club Coach	GM		$702
Enrichment Club Coach	GM		$702
Student Council	SC		$500
Student Council	GM		$500
Special Education (All Teachers including BLV, DHH, OT, & PT)	Per Position		$901
DEPARTMENT COORDINATORS & PLC LEADERS			
HIGH SCHOOL	ART		$1,100
HIGH SCHOOL	BUSINESS		$1,100
HIGH SCHOOL	ENGLISH		$1,100
HIGH SCHOOL	FOREIGN Language		$1,100
HIGH SCHOOL	HOME Economics		$1,100
HIGH SCHOOL	INDUSTRIAL Arts		$1,100
HIGH SCHOOL	MATHEMATICS		$1,100
HIGH SCHOOL	MUSIC		$1,100
HIGH SCHOOL	P.E.		$1,100
HIGH SCHOOL	RADIO-TELEVISION		$1,100
HIGH SCHOOL	SCIENCE		$1,100
HIGH SCHOOL	SOCIAL Studies		$1,100
HIGH SCHOOL	SPECIAL Education		$1,100
DEPARTMENT COORDINATORS			
MIDDLE SCHOOL	ENGLISH		$901

MIDDLE SCHOOL	MATHEMATICS		$901
MIDDLE SCHOOL	EXPLORATORIES		$901
MIDDLE SCHOOL	SCIENCE		$901
MIDDLE SCHOOL	SOCIAL Studies		$901
MIDDLE SCHOOL	SPECIAL Education		$901
PROFESSIONAL LEARNING COMMUNITY (PLC) LEADERS			
PLC Leader	Suncrest		$702
PLC Leader	Suncrest		$702
PLC Leader	Suncrest		$702
PLC Leader	Suncrest		$702
PLC Leader	Blue Ridge		$702
PLC Leader	Blue Ridge		$702
PLC Leader	Blue Ridge		$702
PLC Leader	Blue Ridge		$702
PLC Leader	Green Meadows		$702
PLC Leader	Green Meadows		$702
PLC Leader	Green Meadows		$702
PLC Leader	Green Meadows		$702
PLC Leader	Middle School		$702
PLC Leader	Middle School		$702
PLC Leader	Middle School		$702
PLC Leader	Middle School		$702

EXTENDED CONTRACTS

Position		Index
Elementary School Counselor	.0273	(5 days)
Middle School Counselor	.0273	(5 days)
High School Counselor	.0546	(10 days)
High School Band Director	.1093	(20 days)
Middle School Band Director	.1093	(20 days)
Orchestra Director	.1093	(20 days)
HDTV Broadcasting Director	.0546	(10 days)
Building Trades Director	.1366	(25 days)
Business Education Director	.0546	(10 days)
Aquatics Director	.0546	(10 days)
Note: For extended contracts, the number of days is for informational purposes and is not bargained; only the rate of pay is bargained.		

ARTICLE III-Wage/Salary-Related Fringe Benefits

A. Leaves

1. Personal Leave - Each **bargaining unit member** shall be entitled to three (3) days for the transaction of personal business and/or the conduct of civic affairs during each year of employment. At the end of each school year, unused personal leave days will be transferred to a **bargaining unit member**'s accumulated sick leave.
2. Jury or Witness Duty - **Bargaining unit members** shall be excused for jury or witness duty when subpoenaed as a witness in court or to serve on a jury. The **bargaining unit member**, at the request of the Board, may make an application to be excused from jury duty when qualified replacement cannot be obtained. **bargaining unit members** will receive the difference between their daily salary and witness or jury duty pay.
3. Election Leave - **bargaining unit members** shall be entitled to be absent from work without loss of pay on primary and general election days to serve on the election board. **bargaining unit members** shall receive the difference between their salary and election board pay.
4. Sick Leave - Each **bargaining unit member** shall be entitled to be absent from work on account of personal illness or quarantine for a total of ten (10) days the first year of employment and seven (7) days in each succeeding year without loss of compensation. If, in any one year, the **bargaining unit member** shall be absent for illness or quarantine less than the prescribed number of days, the remaining days shall be accumulated and available for

use.

5. Death in the Family - Each certificated employee shall be entitled to be absent from work for a period of **ten (10)** days for a death in the **bargaining unit member**'s "immediate family" or the "immediate family" of the **bargaining unit member**'s spouse. "Immediate family" shall include parent, grandparent, child, grandchild, brother, sister, or spouse, as defined by Indiana law. In the event a **bargaining unit member** must take care of the legal or personal affairs related to the death of a member of the **bargaining unit member**'s family, the **ten (10)** days provided do not need to be taken consecutively but must be utilized within **twelve months** of the death.

   Each certified employee shall be entitled to be absent from work for a period of up to three (3) days for the death of the certified employee's aunt or uncle, or the certified employee's spouse's aunt or uncle. For the death of an individual with whom a bargaining unit member has a close personal relationship, which is not specifically included in the list above, the bargaining unit member may apply to the superintendent or his designee for use of bereavement leave

6. Association Leave - The President of the FEA, or his/her designee, shall be allowed a total of five (5) days of release time, without loss of compensation, for the conduct of association business. The association may request that the superintendent grant additional paid days for association business, and the superintendent, in his discretion, may grant

or deny any such request.

7. Maternity Leave - Any bargaining unit member, who is pregnant, 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:

    a. Any bargaining unit member who is pregnant is entitled to a leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of a child, if, except in the case of medical emergency, she notifies the Superintendent of the School Corporation in which she teaches 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 a physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn, whichever is applicable. In case of a medical emergency caused by pregnancy, the bargaining unit member shall be granted

leave, as otherwise provided in this section, immediately upon her request and certification of the emergency from an attending physician.

b. All or any portion of leave taken by a bargaining unit member because of a temporary disability caused by pregnancy may be charged, at her discretion, to her available sick leave. After her available sick leave has been used, the bargaining unit member may be absent without pay, subject to sub-section (a) of this section. This leave may be taken without jeopardy to re-employment, retirement and salary benefits.

8. Adoptive Leave - Adoptive leave shall be granted without pay for a period up to one (1) year. This period of time shall commence as soon as the child is physically turned over to the bargaining unit member-parent. Actual leave may begin after this date but shall be terminated within the one (1) year time limit.

9. Paternity and Surrogacy Leave- Paternity and Surrogacy leave shall be granted without pay for a period up to one (1) year following the birth of the child. Application for said leave shall be made by notifying the Superintendent of bargaining unit member's desire to take such leave and, except in case of medical emergency affecting the pregnancy, shall give such notice at least (30) days prior to the date on which the leave is to commence. Said leave notification shall include the expected beginning

date, expected ending date, and a copy of the birth certificate of the newborn child.

10. Military Spousal Leave - A bargaining unit member who is the spouse of a member of the armed forces who is on active duty shall be granted an unpaid leave of absence for up to one year.

11. Day of Physical Assault Leave: If the Superintendent or Designee determines a teacher is physically assaulted by a student, parent of a student, or legal guardian of a student, then the teacher will be provided with administrative leave with pay the day the assault happens. The teacher will also work with the building administrator on a safety plan upon their return to the classroom if the superintendent (or his designee) deems a safety plan is necessary. In the event the physical assault would happen at the end of the school day, them the Superintendent or Designee in his sole discretion may provide the teacher the administrative leave with pay the next day.

12. All Other Leaves - A bargaining unit member may be granted a leave of absence, without pay, upon request to the Board of Education for a period not to exceed one (1) year. Acceptance will be at the sole discretion of the Board and not subject to the grievance procedure.

13. A bargaining unit member returning from leave will be assigned to the position held at the time the leave was granted, if such position exists. If such a position does not exist, the bargaining unit member may be assigned to an equivalent position within the bargaining unit member's certification if possible. Bargaining unit members returning from approved leaves must inform the Superintendent's Office on or before April 1 of the approved leave year.

14. At the initiation of any leave which qualifies as FMLA leave, the bargaining unit member requesting the leave shall designate the portion of the leave to which FMLA will apply.

B. Insurance

1. Coverage. Each contract bargaining unit member and his dependents, upon approved application, will be covered by a Health Care Program. The Board will contribute the dollar amount identified in the table below to the cost of the plan for each approved active bargaining unit member participant in the health care plan. A spousal carve out will be in place, meaning that only employee spouses who do not have access to health insurance from their own employer will be eligible to participate in the employee health care program.

The following monthly contribution rates are in effect for health insurance coverage beginning January 1, 2027.

Type of Plan	Monthly Board Contributions
Employee	$750.13
Employee/Child	$1,130.19
Employee/Spouse	$1,348.55
Family	$1,592.59

2. Vendor. Specification will be recommended to the negotiation teams by the insurance committee composed of three (3) bargaining unit members and three (3) administrators. Also, the carrier of the Health Insurance Program will be recommended by the Insurance Committee and approved by the Board of School Trustees.

3. Enrollment/Termination. Those certified employees who resign on dates effective during the school year will be dropped at the end of the month their resignation is effective. New employees will be insured at the beginning of the month following their first day of employment.

4. Term Life. All bargaining unit members shall be covered by a $50,000 term life with accidental death and dismemberment policy. To qualify, the insurance claimant must meet the regulations of the approved insuring company. The Board will assume the total cost of this program exclusive of $1.00 per member. The $1.00 per member cost will be deducted from the bargaining unit member's contractual salary. The insurance committee may review the current carrier and opt to spend current dollars for the increased coverage.

5. Retiree Coverage for 2003/2004 Bargaining Unit Members:

a. This section applies only to a bargaining unit member employed for 2003-2004 school year, who did not retire before June 2, 2005, but who retires thereafter having met all of the following criteria:

   i. Be currently employed by the Community Schools of Frankfort,

   ii. Be employed for at least five (5) years in the Community Schools of Frankfort,

   iii. Be at least age 55 and meet the retirement requirements for reduced or unreduced benefits established by the Indiana State Teachers' Retirement Fund, and

b. The benefit shall be funded through an employee's voluntary benefit association ("VEBA") trust.

c. At actual retirement (or at death while actively employed by Community Schools of Frankfort after having met the criteria in Section Sa), an amount equal to $405.00 per month from the month following retirement (or death) until the month the retiree is eligible for Medicare will be determined. The retiree or the VEBA must pay any monthly insurance premiums due. At no time may the VEBA make a loan to the bargaining unit member, spouse, or dependents.

d. In order to implement this Section, when a bargaining unit member meets the criteria in Section Sa, an individual account will be established for the bargaining unit member. One thousand dollars ($1,000.00) will be transferred from the pooled VEBA to the individual account for that bargaining unit member. At actual retirement or death, the amount determined in Section Sc will be transferred from the pooled VEBA to the individual account in the VEBA for that retiree (or the retiree's beneficiary in the case of death)

6. Retiree Coverage for 2004/2005 and Thereafter Hires

a. This section applies only to an established bargaining unit member not covered by Section 5 above. For each school year, an eligible bargaining unit member for purposes of this Section will be a bargaining unit member who completes a year of Community Schools

of Frankfort service credit in that school year as defined by the TRF definition of service credit.

b. Beginning with the 2026-2027 school year, an eligible bargaining unit member will be entitled to have the Community Schools of Frankfort pay $850 to an individual account in a VEBA trust each school year. Said deposit shall be made not later than September 1 following the close of the previous school year.

c. This account shall be available for qualified medical expenses if the eligible bargaining unit member terminates having met all of the following criteria:

    i. Be currently employed by the Community Schools of Frankfort, and

    ii. complete one (1) full year of Community Schools of Frankfort service credit in that school year as defined by the TRF definition of service credit.

    iii. If the bargaining unit member terminates without meeting the above requirements, their account will become part of the pooled VEBA account.

7. Access to Retiree Health Insurance

a. This Section applies only to a bargaining unit member who retires having met either of the following:

    i. Meet the following criteria:

1. Be currently employed by the Community Schools of Frankfort,
2. Complete one (1) full year of Community Schools of Frankfort service credit in that school year as defined by the TRF definition of service credit,
3. Meet the requirements for reduced or unreduced benefits established by the Indiana State Teachers' Retirement Fund, or

ii. Meet the statutory requirements under IC 5-10-8-2.6

b. An eligible retiree will be entitled to enroll in the Community Schools of Frankfort health insurance plan (PPO) until the retiree is eligible for Medicare benefits. The retiree must pay the monthly insurance premiums due directly or through any available funds in the retiree's VEBA account.

C. Retirement Benefits 401(a) PLAN

1. Bargaining unit members employed by CSF who complete the requirements for a year of service credit during the contract year:
    a. Employer Non-Elective Contribution: $500 will be contributed by the corporation per eligible bargaining unit member to the plan by June 30 of that contract year. An eligible bargaining unit member is one on a regular

bargaining unit member's contract and who completes the requirement for a year of service in a contract year. A bargaining unit member who does not meet eligibility requirements will forfeit any contributions made to the plan in said year.

b. Vesting: A bargaining unit member is 0% vested and his employer account is fully forfeitable unless he remains employed until September 30 of the sixth (6th) consecutive year of Community Schools of Frankfort service credit at which time the eligible bargaining unit member becomes 100% vested. Any amount forfeited by an individual leaving the corporation who is not vested will be used by the corporation to offset future corporation contributions.

2. For bargaining unit members employed by CSF for the 2002-2003 school year on a Board approved leave for the 2002-2003 school year with service credit from Community Schools of Frankfort of 0-10 years as of September 1, 2002:

    a. Employer Non-Elective Contribution: $500 will be contributed by the corporation per eligible bargaining unit member to the plan by June 30 of that contract year. An eligible bargaining unit member is one on a regular bargaining unit member's contract and who completes the requirement for a year of service in a contract year. A bargaining unit member who

does not meet eligibility requirements will forfeit any contributions made to the plan in said year.

b. Vesting: A bargaining unit member is 0% vested and his employer account is fully forfeitable unless he remains employed until September 30 of the sixth (6th) consecutive year of Community Schools of Frankfort service credit at which time the eligible bargaining unit member becomes 100% vested. Any amount forfeited by an individual leaving the corporation who is not vested will be used by the corporation to offset future corporation contributions.

3. For bargaining unit members employed by CSF for the 2002-2003 school year or on a Board approved leave for the 2002-2003 school year with service credit from Community Schools of Frankfort of 11 or more years as of September 1, 2002:

   a. Employer Non-Elective Contribution: $500 will be contributed by the corporation per eligible bargaining unit member to the plan by June 30 of that contract year. An eligible bargaining unit member is one on a regular bargaining unit member's contract and who completes the requirement for a year of service in a contract year. A bargaining unit member who does not meet eligibility requirements will forfeit any contributions made to the plan in said year.

   b. Vesting: all eligible bargaining unit members shall be 100%

vested.

c. Guarantee: upon separation of employment, a bargaining unit member will not receive less than he would have received under the severance plan in effect on July 1, 2002. The amount contributed to the 401(a) plan by the school corporation plus interest annually at the vendor's guaranteed rate on the date of deposit, compounded annually, will be counted as an offset to the amount the bargaining unit member would have received under the severance plan in effect on July 1, 2002 ($35 per unused sick day + $85 per year of CSF service). In other words, the total of the contribution and interest (guaranteed rate) compounded annually will be deducted from the amount due under the severance plan in effect on July 1, 2002. Eligible employees shall receive any benefits not currently in the 401(a) plan in the form of:

    i. An amount up to $2000 but not exceeding the benefit due will be included in the retired bargaining unit member's last paycheck.

    ii. The remainder will be paid into a 401(a) Plan of the eligible employee, due within 45 days following separation.

4. Any future contribution in excess of $500 will be counted as contributions from new money for purposes of negotiations.

5. The Board and FEA shall establish a committee to select a 401(a) provider.

D. Other Permissible Wage/Salary-Related Fringe Benefits

Section 125

The benefits provided to employees by Section 125 of the Revenue Act of 1978 shall be made available. An amount not to exceed the maximum amount of salary allowable under the applicable statutes and regulations may be set aside by the employee for the selection of benefits under Section 125 of the Internal Revenue Code, which are nontaxable benefits of major medical, long-term disability, short-term disability, Section 79 life, unreimbursed medical and dependent care. The School Corporation will pay administrative start-up costs of approximately $400. Furthermore, the Corporation will pay annual administrative fees of approximately $150. bargaining unit members choosing to participate will pay monthly participation fees. The carrier (third-party administrator) will be selected by the Insurance Committee with the approval of the school board.

LONG TERM DISABILITY

All bargaining unit members shall be covered by a long-term disability (LTD) Insurance Program paid for by the School Corporation. The LTD Program, as recommended by the CSF and FEA Insurance Committee and approved by the School Board, is to be implemented no later than February 1, 1993.

Wage Payment Agreement:

A bargaining unit member shall be paid in twenty-six (26) equal installments on a bi-weekly schedule by direct deposit. Any bargaining unit member may opt out of the wage payment agreement at the start of the school year by notifying the payroll department by August 1, 2026.

A bargaining unit member separating from employment with the corporation during a school year shall receive all earned and unpaid wages no later than the next regular pay date. A bargaining unit member separating from employment after the last bargaining unit member work day may elect to receive all earned and unpaid wages either in a lump sum on the next regular pay date or in accordance with the remainder of the wage payment arrangement.

ARTICLE IV-Grievance Procedure

Section 1: Definition

A grievance is defined as an alleged violation of a specific article or section of this agreement. Grievances will be presented in the following steps.

Section 2: Procedures

Step1

Within ten (10) bargaining unit member-working days of the time a grievance arises, the employee, either individually or accompanied by an association representative, will present the grievance to his principal during the time the bargaining unit member and/or his representative is not directly responsible for the supervision of students.

A. Within five (5) bargaining unit member-working days after presentation of the grievance, the principal shall give his answer orally to the grievant.

Step II

A. Within five (5) bargaining unit member-working days of the oral answer, if the grievance is not resolved, the grievance shall be stated in writing, signed by the grievant, and lodged with the principal on the form provided in Appendix "C" of this agreement.
B. The "Statement of Grievance" shall name the employee involved, state the

facts giving rise to the grievance, shall identify by appropriate reference all the provisions of the agreement alleged to be violated, shall state the contention of the employee and of the Association with respect to these provisions, and shall indicate the specific action desired.

C. Within five (5) bargaining unit member-working days after receiving the grievance, the principal shall communicate his answer in writing to the grievant and the building representative.

Step III

A. If the grievance is not resolved in Step II, the grievant may, within ten (10) bargaining unit member-working days of receipt of the principal's answer, submit to the Superintendent a written "Statement of Grievance" signed by the grievant. A copy shall also be given to the principal involved. The Superintendent, or his designated representative, shall give the grievant an answer in writing no later than ten (10) bargaining unit member-working days after receipt of the written grievance. If further investigation is needed, additional time may be allowed by mutual agreement of the Superintendent and the grievant in writing.

Step IV

A. Within ten (10) bargaining unit member-working days after receiving the decision of the Superintendent, an appeal of the decision may be made to the Board. This appeal shall be in writing and accompanied by a copy of the decision at Step III.

B. No later than ten (10) bargaining unit member-working days after receiving the appeal, the Board shall hold a hearing on the grievance at a regular or special meeting.

Section 3: Appearance and Procedure

A. Hearings held under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all entitled persons to be present. Such hearings shall be conducted during non-school hours, unless there is a mutual agreement for other arrangements. The grievant is responsible for the payment of his own representatives. However, necessary bargaining unit member representatives shall be released to testify without loss of pay or use of leave.

B. If the grievance arises from an action of authority higher than the principal of a school, the employee may present such grievance at Step III of this procedure.

C. All hearings conducted by the Board for the expressed purpose of resolving grievances shall be in executive session.

D. The Association and/or the Board may not present any material, allegation, or evidence that was not presented in Step III.

Section 4: Time Limits and Limitations

A. Time limits provided in this agreement may be extended by mutual agreements when signed by both parties.

B. Failure at any Step of this procedure to communicate the decision on a

grievance within the specified time limit shall permit the grievant to lodge an appeal at the next Step of this procedure.

C. Within fifteen (15) bargaining unit member-working days after the hearing, the Board shall communicate their decision in writing and state the reasons, if any, to the grievant and the Association.

D. Any grievance not advanced by the grievant from one step to the next within the time limits of that Step, shall be bound by the last Step completed.

Appendix A

GRIEVANCE REPORT FORM
SCHOOL DISTRICT

*DISTRIBUTION OF FORM
1. Principal
2. Association/bargaining unit member
3. Superintendent
4. School Board

(Submit to Principal in Duplicate)

BUILDING	ASSIGNMENT	NAME OF GRIEVANT	DATE FILED

STEP II:

DATE CAUSE OF GRIEVANCE OCCURRED:
STATEMENT OF GRIEVANCE:

RELIEF SOUGHT:

SIGNATURE DATE

DISPOSITION BY PRINCIPAL

SIGNATURE DATE

POSITION OF GRIEVANT:

SIGNATURE DATE

NOTE: IF ADDITIONAL SPACE IS NEEDED IN REPORTING STATEMENT OF GRIEVANCE OR RELIEF SOUGHT OF STEP 1, PLEASE ATTACH ADDITIONAL SHEET.

STEP III

DATE RECEIVED BY SUPERINTENDENT OR DESIGNEE:

DISPOSITION OF SUPERINTENDENT OF SCHOOLS:

SIGNATURE DATE

POSITION OF GRIEVANT

SIGNATURE DATE

STEP IV

DATE RECEIVED BY BOARD OF EDUCATION OR DESIGNEE:

DISPOSITION BY BOARD:

SIGNATURE DATE

ARTICLE V-CBA Term, Hearing/Meeting Attestations, and Ratification

This contract shall be effective as of August 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 expire on the date indicated. When any notice is required to be given either of the parties of this contract except when that notice is a grievance, either shall do so by registered letter to the following addresses:

If by the Association to the Board at:	Matt Rhoda 2400 E. Wabash Street Frankfort, Indiana 46041
If by the Board to the Association at:	Sherry Pritchett 1900 S. Jackson St. Frankfort, Indiana 46041

This contract is made and entered into at Frankfort, Indiana on the ratification dates indicated below by and between the Board of Education of the Community Schools of Frankfort, County of Clinton, State of Indiana, party of the first part, heretofore referred to as the Board, and the Frankfort Education Association, affiliated with the Indiana State Teachers Association and the National Education Association, party of the second part, heretofore referred to as the Association.

The undersigned attest to the following:

1. A public hearing was held in compliance with LC. § 20-29-6-i(b) on, September 15, 2026, and electronic participation from the parties and/or public was not permitted; and

2. A public meeting in compliance with I.C. § 20-29-6-19 was held on November 3, 2026, to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

BOARD OF EDUCATION OF THE COMMUNITY SCHOOLS OF FRANKFORT

Sandra L. Miller
PRESIDENT

Matthew D Mock
CHAIRMAN OF THE BOARD'S NEGOTIATION TEAM

Ratification Date: 11/10/2026

FRANKFORT EDUCATION ASSOCIATION

Sherry S Pritchett
PRESIDENT

Sherry S Pritchett
CHIEF NEGOTIATOR OF THE ASSOCIATION

Ratification Date: 11/10/2026

2026 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)	✓	41
Ratification date (must be on or after September 15 and at least 72 hours after TA meeting)	✓	3
Signed by School Board President, Secretary, or Vice President and Exclusive Representative	✓	42
General definitions (definitions that apply to the whole CBA)	✓	4
Grievance procedure (if arbitration used, must indicate if advisory or binding)	✓	37
Contract interpretation provisions (e.g., severability, supremacy, savings clauses)	✓	NA
Salary for new teachers (amount, schedule, or method of calculation)	✓	9
Wages/compensation for ancillary duties	✓	9
Wages/compensation for extracurricular duties	✓	10
Compensation for extended contracts	✓	19
Public hearing and public meeting attestations (include electronic participation information)	✓	42
Compensation Plan		
If there are no salary increases, CBA includes a statement to that effect	✓	NA
Statement of annual salary range for returning full-time teachers (don't include current year increases, ISTRF contributions, or salaries of newly hired teachers)	✓	5
Full-time classroom teacher (instructs students at least 50% of the workday) salaries are at least $45,000	✓	Can't meet requirement
Base salary differentiation for possession of literacy endorsement	✓	9
Salary increases		
If using optional eligibility criteria, the criteria are described and separate from factors	✓	NA
Based on at least two of the five statutory factors (must use academic needs factor)	✓	5
Definitions of factors (e.g., experience, academic needs, instructional leadership)	✓	5
How much each factor contributes to increase (by points, percentage, amount, etc.)	✓	5
Maximum possible salary increase or method for calculating clearly identified	✓	5
Academic needs is at least 10% of the maximum possible salary increase calculation	✓	7
Education plus experience (excluding reduce the gap and teacher retention catch-up increases) does not exceed 50% of the maximum possible salary increase calculation	✓	NA
If using a salary increase to reduce the gap, it must: (1) be clearly identified and (2) actually reduce the gap	✓	NA
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	✓	5

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.).