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Board Approved/Ratified 11/10/2026

MASTER CONTRACT BETWEEN
EASTERN HOWARD SCHOOL CORPORATION
BOARD OF SCHOOL TRUSTEES
AND
EASTERN HOWARD CLASSROOM
TEACHERS ASSOCIATION
2026-2027

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ARTICLE I
RECOGNITION

The Board of School Trustees recognizes the Eastern Howard Classroom Teachers Association as the sole and exclusive representative as defined in Indiana Code 20-29 in the following bargaining unit. The bargaining unit shall include all full-time certificated school employees of the Eastern Howard School Corporation; including, but not limited to, all full-time teachers, counselors, middle school coordinator, department heads, team leaders, adult education teachers who teach credit courses, driver's education teachers, speech and audio pathologist, special education and learning disability teachers. Such representation by the Association shall include all part-time teachers and all newly created bargaining unit professional positions. Excluded from Association representation shall be all supervisors as defined in Indiana Code 20-29, including the superintendent, principals, assistant principals, and Athletic Director, Also included are the Director of Guidance, Director of Technology, Director of Transportation, Director of Special Education, and Technology Coaches.

ARTICLE II DEFINITIONS

As used in this Contract:

A. "Board" means the Board of School Trustees of the Eastern Howard School Corporation and any person (s) authorized to act for said body in dealing with its employees.

B. "School Corporation" means the Eastern Howard School Corporation of the County of Howard of the State of Indiana.

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

D. "Association" means the school employee organization, which has been certified or recognized as the exclusive representative of said certificated school employees, or the person or persons duly authorized to act on behalf of such representative.

ARTICLE III
SUMMER SCHOOL

All teachers of summer school teaching state-approved credit courses shall be issued a Supplemental Service Teacher's Contract. The teacher shall be paid $135 per day or the dollar amount received from state support for teaching such state approved credit courses on a Supplemental Service Teacher's Contract, whichever is greater.

ARTICLE IV
PERSONAL LEAVE DAYS

A. Personal Illness (Sick) Leave

1. Each full-time teacher employed under regular contract shall be entitled to be absent from work on account of personal illness or quarantine for a total of eleven (11) days the first year of employment with EHSC and nine (9) days in each succeeding year without loss of compensation. These days may be used in half-day increments. If in any one school year, the teacher shall be absent for such illness or quarantine fewer than the prescribed number of days, the remaining days shall be accumulative to a total of one-hundred eighty (180) days.

a. For those teachers who have accumulated the maximum number of sick leave days, sick days used by the teacher shall first be deducted from his/her annual allotment for each school year. Any additional sick days used by such teachers shall then be deducted from the teacher's accumulated sick leave days.

b. Each teacher whose sick and personal leave accumulation has exceeded the maximum as defined above, shall be compensated for each sick day above the maximum accumulation of one hundred and eighty (180) days at the rate of seventy-five dollars ($75.00) per day. Such compensation shall be paid into the teacher's 401(a) account before August 1st.

2. Teachers on a partial-day contract shall be entitled to one-half the number of personal illness days granted a full-time teacher. Personal illness days taken by teachers on a partial day contract shall be charged at the rate one-half (1/2) day personal illness day taken by the teacher.

3. Teachers under temporary contract shall receive one (1) personal illness leave day for each 20 days of contract services.

4. The Board may require a teacher to provide a physician's certificate attesting to the teacher's illness or wellness in any case where the teacher has taken five (5) consecutive days of leave under this provision.

5. The Board shall provide teachers with an accounting of the number of their accumulated personal illness leave days by October 1 of each school year.

6. A teacher may transfer up to three (3) personal illness leave days per year accumulated in another school district either in Indiana or another state to Eastern Howard School Corporation beginning with the teacher's second year of employment with the Eastern Howard School Corporation.

B. Family Illness Leave

1. All teachers of the school corporation shall be allowed up to three (3) days leave per year with pay, not accumulative and not deducted from sick leave, in case of serious illness, major surgery, or serious accident involving the teacher's spouse, children, parents, grandparents, grandchildren, mother-in-law, father-in-law, brothers, or sisters.

2. A teacher may use four (4) days of his/her annual personal sick leave allotment for absence due to illness of the teacher's spouse, child, mother, father and/or guardian.

C. Sick Leave Bank

1. Purpose
The purpose of the Sick Leave Bank shall be to provide a teacher income protection in the event of illness or injury, which exhausts his or her accumulated sick leave.

2. Eligibility
All employees recognized as a member of the bargaining unit in Article I of this Contract are eligible to participate in the Sick Leave Bank.

3. Participation

All teachers shall automatically be enrolled in the Sick Leave Bank unless the teacher notifies the Board in writing by September 30 that s/he elects not to enroll in the Sick Leave Bank. The Board shall deduct two (2) days total from all teacher's accumulation for the purpose of enrolling in the Sick Leave Bank.

Teachers who were members in 1995-96 will be considered as members of the Bank for 1997-98, and no deduction will be made from these teachers until the Bank falls below one hundred twenty (120) days.

4. Discontinuation

If participation in the Sick Leave Bank of eligible teachers in the bargaining unit falls below 75%, the provisions of the Sick Leave Bank stated herein shall be considered to be discontinued. In the event the Sick Leave Bank is discontinued as per this section, any days contributed by teachers during the previous year shall be returned to said teachers' personal accumulated sick leave. Any days left in the Bank at the end of the school year, shall be credited to the next year's Sick Leave Bank.

5. Administration

The Sick Leave Bank shall be administered by a committee made up of two (2) members appointed by the Superintendent, and two (2) members appointed by the President of the Association. The Committee will review applications for the use of leave days from the Sick Leave Bank and shall recommend either approval or denial of these leave days.

6. Organization/Operation of the Sick Leave Bank Committee

a. The Committee shall select one of its members to serve as chairman for the term of this Contract.
b. The Committee shall meet during the school year as required at times mutually agreeable to the members.
c. All official actions of the Committee shall require approval of the majority of the members.
d. The decisions of the Committee shall be final.

7. Use of the Sick Leave Bank

a Eligible teachers shall make an application for use of Sick Leave Bank days in writing to the Chairman of the Committee.
b. All applications for use of Sick Leave Bank days shall be accompanied by a statement from the teacher's attending physician who shall (1) certify and describe the nature of the disability or illness, (2) state the treatment being provided, and (3) state the prognosis for return to performance of assigned duties and responsibilities.
c. A teacher may, upon recommendation of the Committee, use up to a maximum of thirty days (30) from the Sick Leave Bank during any one regular school year.
d. In all cases, the Board reserves the right to require a statement from the teacher's attending physician attesting to the teacher's fitness to return to employment and resume the full performance of the duties and responsibilities to which he may be assigned.

8. Repayment of Sick Leave Bank Days

a. Upon return to full employment, the teacher shall repay the Sick Leave Bank for days owed, calculated as the number of days borrowed minus the number of days contributed, at the rate of three (3) days per year, said days to be deducted from the annual allotment provided as to the first day of each schoolyear.
b. In the event that a teacher leaves employment in the school corporation while owing days to the Sick Leave Bank, such debt shall be canceled.

9. Sick Leave Days vs. Long Term Disability Insurance Benefits

a. Accumulated sick leave days may be utilized until the teacher is eligible to receive monthly income benefits from the Long Term Disability (LTD) contract as disability income.

b. Once eligible for Long Term Disability benefit, any additional sick leave days to which the disabled teacher would have been otherwise entitled, must be banked (saved) for future draw during periods when not eligible for Long Term Disability benefits, or in conjunction with any severance awards permitted under Article XII, "Retirement Benefits."

c. A disabled teacher thus may not draw both sick leave days and Long Term Disability income benefits at the same time.

D. Bereavement Leave

1. A teacher employed under regular contract will be entitled to be absent without loss of compensation for a period of up to ten (10) consecutive calendar days for the deaths of:

Spouse
Child
Stepchild
Mother
Father

Saturdays and Sundays will not count toward the ten (10) bereavement days provided by this section. A teacher may also elect (upon request) to defer up to three (3) of the above stated ten (10) consecutive days to a later date in order to attend to any legal and/or administrative issues associated with the death of a spouse, child, stepchild, mother, and/or father. Bereavement leave shall not extend beyond more than ten (10) calendar days after the death.

2. A teacher employed under regular contract will be entitled to be absent without loss of compensation for a period of up to five (5) consecutive calendar days for the deaths of:

Guardian
Mother-in-law
Father-in-law
Grandchild
Brother
Sister

Saturdays and Sundays will not count toward the five (5) bereavement days provided by this section. Bereavement leave shall not extend beyond more than seven (7) calendar days after death. A teacher may also elect (upon request) to defer up to one (1) of the above stated five (5) consecutive days to a later date in order to attend to any legal and/or administrative issues associated with the death of a guardian, mother-in-law, father-in-law or grandchild.

3. A teacher employed under regular contract will be entitled to be absent without loss of compensation for a period of up to three (3) consecutive calendar days for the deaths of:

Grandmother
Grandfather
Son-in-law
Daughter-in-law
Sister-in-law
Brother-in-law

Saturdays and Sundays will not count toward the three (3) bereavement days provided by this section. Bereavement leave shall not extend more than five (5) calendar days beyond the death.

4. In case of death of anyone not specified in the above, teachers employed under contract shall be entitled to one (1) day of absence without loss of compensation in order to attend last rites.

5. Leave under this provision is provided to teachers for the purpose of attending the last rites and attending to other personal matters of the stated relative, provided, however, that said rites occur while said teacher is performing duties as assigned by the Board under a valid teacher's contract.

6. This section, dealing with paid bereavement leave, is not intended to restrict teachers from requesting, nor administrators from granting in their sole discretion, additional paid leave in the event of bereavement or last rites.

E. Personal Business Leave

1. Each full-time teacher employed under regular contract shall be entitled to four (4) full-days of absence per school year without loss of pay for the transaction of personal business. If personal leave is taken on a regular contract day immediately before or after a school vacation, school holiday, and/or on the first or last student day of the school year, the teacher must provide a statement documenting the extraordinary or exceptional need for such leave. The Superintendent shall determine whether the teacher's circumstances justify the use of personal leave on a regular contract day immediately before or after a school vacation, school holiday, and/or on the first or last student day of the school year.

2. Unused personal business shall be transferred to the teacher's accumulated personal illness leave each year.

3. Teachers on a partial-day contract shall be entitled to personal leave days on a prorated basis.

4. Teachers under temporary contract will be allowed one-half (1/2) day for personal business leave per six weeks employment.

5. Notification of intent to use personal business leave shall be made at least one day prior to use of leave, whenever possible.

6. The number of personal days that can be taken consecutively by a teacher shall be limited to two, unless permission is obtained through the building principal. Requests shall be submitted and approved by the building principal at least 5 days before taking more than two consecutive personal leave days. If a teacher does not use any personal days during a school year all (4) days will be converted to sick days at the end of the school year and the teacher will receive a bonus sick day to be added to their accumulated sick leave for a total of five (5) days.

F. Temporary Disability Leave

Upon application, and approval by the Board, a temporary disability leave of absence shall be granted to teachers of this school corporation on the following basis:

1. Application of Provisions
   a. This provision shall apply to leave in all cases where a teacher is unable to teach because of a disability substantial in nature or duration, including major surgery, pregnancy, childbirth, physical and/or mental illness, or injury. Child adoption will be treated in the same manner as childbirth temporary leave.
   b. In case of a temporary disability caused by pregnancy, said teacher is entitled to a leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of the child, provided said teacher submits with the timely notice as provided herein, a physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn, whichever is applicable.
   c. Child adoption will entitle said teacher to a leave of absence any time between the actual adoption process and up to one (1) year following the adoption of the child. Said teacher may elect to utilize his/her sick leave. Should sick days be exhausted, said teacher may be absent without pay subject to all provisions contained herein.
   d. A non-birthing parent will be entitled to a leave of absence without pay of up to one (1) year. If the necessity for leave is foreseeable, based on the expected birth or placement, the teacher shall provide the Superintendent with not less than thirty (30) days' notice before the date of the leave is to begin, except if the date of the birth or placement requires the leave to begin in less than thirty (30) days, the teacher shall provide such notice as is practicable.
   e. The parent of a newborn child may continue in active employment as long as they are able to fulfill the requirements of their position. Upon request, the parent may receive one (1) school day of paid leave on the date of delivery and one (1) school day of paid leave when they are released from the hospital.

G. Jury Duty

A teacher called for grand or petit jury duty or subpoenaed as a witness, shall, during the required period of absence from assigned duty by the Board, be paid full regular salary, less jury duty pay.

H. Staff Development Leave

1. Upon application, and approval by the Board, a full-time teacher employed under regular contract may be granted up to two (2) days, without loss of compensation, to attend educational conferences which pertain directly to said teacher's current teaching content area within the school corporation, or to visit other schools to observe teaching in said teaching content area.
2. A full-time teacher employed under regular contract may be granted up to two (2) half-days, without loss of compensation, to meet for grade level or content-area curriculum development or in-service in general.

I. Injury on the Job Leave

1. A teacher that is injured on the job will be granted a maximum of twenty-five (25) days of paid personal illness leave, not chargeable to accumulated personal illness leave, if the following requirements are met:

   a. Must be under the care of a physician.
   b. Provide the Superintendent's office with a recommendation from the teacher's personal physician that said teacher is unable to do his normal teaching assignment.
   c. Provide the Superintendent's office with a medical report on their required form concerning the circumstances that caused the injury.
   d. Complete all requirements of the Workmen's Compensation Act.

2. After twenty-five (25) days, if the teacher is unable to return to work, said teacher may utilize his accumulated personal illness leave. If said teacher elects to utilize his accumulated personal illness leave during the time said teacher receives Workmen's Compensation, the Board shall pay the difference between the teacher's salary and benefits received under the Workmen's Compensation Act, provided, however, that Board payment will be limited to the period extending to said teacher's maximum amount of personal illness leave days. If said teacher does not utilize his accumulated personal illness leave days, the Board will make no payment to said teacher during that teacher's absence.

J. Legislative Visitation Days/Association Leave

1. Up to three (3) days per year will be allotted for the Association President and/or his/her designees to attend legislative business with School Board members, Superintendent, administrators or their designees. This will be Corporation approved leave days.
2. Up to three (3) days per year will be allotted for conducting Association business, provided that:
   a. The Association makes a written request for each leave day at least two (2) school days prior to the date of the requested leave, except in the case of emergency.
   b. No more than two (2) teachers may request an Association leave day for the same school day.
   c. The Association pays the cost of the substitute employed to replace the teacher on Association leave.

ARTICLE V
RETIREMENT BENEFITS

A. Indiana Public Law 199 and Section 457 Solution

Because of Indiana Public Law 253-2001 which requires schools to solve their unfunded liabilities and to pre-fund any increase in benefits after June 30, 2001, the School Corporation and the Association have agreed to revise the Early Retirement Incentive Program under Article V and Retirement Severance Program under Article VI under the Contract in effect as of June 30, 2001 and restate the same as set forth in this Article V with respect to teachers who are employed by the School Corporation and who remain continuously so employed until eligible for benefits. Retirement Benefits hereunder shall be provided by an eligible deferred compensation plan under Section 401(a) or the Internal Revenue Code (401(a) Plan) to be created by the School Corporation to fund these benefits. Funding for the 401(a) Plan will be from bonds to be issued by the School Corporation in accordance with the requirements and limits of P.L. 253-2001.

B. Vesting and Retirement

1. Certified staff employed at the beginning of the 2005–2006 School Year. All certified staff employed by the school at the beginning of the 2005-2006 school year shall vest in the contributions to the 401(a) plan after the earlier of the following: (1) satisfaction of the rule of 70 and reaching age fifty-five (55), or (2) completion of three (3) years of service with the School Corporation. In the case of a teacher's death, his or her 401(a) account shall be immediately vested. If a teacher in Tier 2 leaves before vesting and does not return within four (4) years of his or her resignation date, his or her 401(a) account shall be forfeited. If a teacher in Tier 3 leaves before vesting, his or her 401(a) account shall be forfeited.

2. Certified staff employed/hired after the beginning of the 2005-2006 School Year. All certified staff hired by the school after the beginning of the 2005-2006 school year (whether a new hire or a rehire of (i) a Tier 4 certified staff member, or (ii) a Tier 3 certified staff member who did not return to employment with the school within four (4) years of their resignation date) shall vest in the contributions to the 401(a) plan after completion of five (5) years of service with the School Corporation. In the case of a teacher's death, his or her 401(a) account shall be immediately vested. If a teacher in Tier 2 leaves before vesting and does not return within

four (4) years of his or her resignation date, his or her 401(a) account shall be forfeited. If a teacher in Tier 3 leaves before vesting, his or her 401(a) account shall be forfeited.

C. Supplemental Retirement Plan

The School Corporation shall establish a retirement plan qualified under code Section 401(a) for Certified Staff, excluding temporary contracted Certified Staff. Certified Staff will be placed in one of the following Tiers based on age, service, and criteria as of June 30, 2001, as follows:

D. Tiers

Tier 1: Certified Staff hired on or before June 30, 1995.

Tier 2: Certified Staff hired after June 30, 1995 and by June 30, 2002.

Tier 3: Certified Staff signing contracts for the school year on and after July 1, 2002.

If Certified Staff in Tier 1 or Tier 2 leaves the School Corporation and later returns, within 4 years of the date of resignation, he or she shall be placed in Tier 2 for all future benefits under Article V; otherwise if he or she returns later, he or she shall be placed in Tier 3 for all future benefits under Article V.

1 Buyout Benefits

The following subsection (a) shall apply to Certified Staff in Tiers 1, or 2; subsections (b) & (c) shall apply to all tiers:

a. The School Corporation shall make a one-time contribution to the 401(a) Plan for each eligible Certified Staff in Tiers 1, or 2 equal to the present value of each eligible Certified Staff's accrued benefit under the Early Retirement Incentive Program (or, if greater, Retirement Severance Pay), as of June 30, 2001, plus the present value of the unused sick days of each Certified Staff over 180 days, as of June 30, 2001. The present value will be calculated based on the following factors:
   (i) The base contract amount, years of service, and sick days will be as of June 30, 2001.
   (ii) The present value will be the value of the accrued benefit and sick days payable at an assumed retirement age of 59 and will be adjusted for FICA taxes (7.65%), and calculated at September 1, 2002.
   (iii) The assumed rate of return is 7.5%.

b. At retirement, the School Corporation shall make a one-time contribution to the 401(a) Plan for each eligible Certified Staff equal to the accumulated unused sick days (up to a maximum of 180) times $50 adjusted for FICA tax (7.65%) (maximum contribution of $8,311.50).

c. After retirement, the School Corporation shall pay a contribution of up to $4,250 toward each eligible retiree's single plan (or up to $5,000 for any other coverage) health insurance (eligibility guidelines are defined in the North Central Indiana School Insurance Consortium By-Laws) offered by Eastern Howard School Corporation only. In future years, if the cost of health insurance coverage is less than these amounts, then the School Corporation shall contribute two-thirds of such cost coverage. The School Corporation shall continue its contribution up to the date that is 30 days after the retiree is

first eligible for Medicare, or if earlier, when the retiree ceases to make his or her contribution to the health insurance or dies.

2. **Benefits for Tier 1 Only**

This section only applies to Certified Staff in Tier 1. For each such person in Tier 1, the School Corporation will make an annual contribution to the 401(a) Plan equal to .15% times base contract amount for the year (each year until the year the teacher reaches 30 years of State teaching experience, and, in such case, future contributions shall be based on the base contract for that year times years of experience at the School Corporation as of June 30, 2001. This additional contribution will begin as of June 30, 2003 (for the 2002-03 School Year) and continue annually for so long as the Tier 1 person remains at the School Corporation, or until the teacher reaches 37 years of State teaching experience, if less.

3. **Benefits for Tier 2 Only**

This section only applies to Certified Staff in Tier 2. For each such person in Tier 2, the School Corporation will make an annual contribution to the 401(a) Plan equal to 2.0% times base contract amount of such person for the year (each year until the year the teacher reaches 30 years of State teaching experience, and in such case future contributions shall be based on the base contract for the year). This additional contribution will begin as of June 30, 2003 (for the 2002-03 School Year) and continue annually for so long as the Tier 2 person remains at the School Corporation, or until the teacher reaches 37 years of State teaching experience, if less.

4. **Benefits for Tier 3 Only**
This Section only applies to Certified Staff in Tier 3. For each such person in Tier 3, the School Corporation will make an annual contribution to the 401(a) Plan equal to 2.0% times base contract amount. This additional contribution will begin as of June 30, 2003 and continue for so long as the Tier 3 person remains at the School Corporation, or until the teacher reaches 30 years of State teaching experience, if less.

ARTICLE VI
NOTIFICATION OF RETIREMENT – TIMETABLE

Retirement eligibility is defined as eligibility for retirement from the Indiana Department of Education retirement system and at least 50 years of age plus 20 consecutive years teaching experience at Eastern Howard School Corporation, 55 years of age plus 15 consecutive years teaching experience at Eastern Howard School Corporation, or 60 years of age plus 10 consecutive years teaching experience at Eastern Howard School Corporation.

A teacher "notification of retirement" letter must be received on or before May 1st of the school year of retirement. Payment for unused sick days (not exceeding 180 days) will be made to the eligible employee's 401(a) account on or before June 30th of said year with timely notification (May 1st). Failure to meet the May 1st deadline will result in the deferment of payment of unused sick days until June 30th of the following year.

Teachers who qualify for retirement and who provide an "early notification of retirement" letter on or before February 1st of the current school year will receive a one-time "early notification of retirement" payment of $1,000.00 to be paid on June 1st, upon completion of the current school year.

ARTICLE VII
SALARY AND WAGE

A. Salary Schedule Designation

1. The Compensation Model adopted by the Eastern Howard School Corporation as defined in Article XI.
2. Retirement Contribution:
   Eastern Howard School Corporation shall pay the three percent mandatory contribution (3%) for those employees who are members of the Indiana State Teachers' Retirement. This contribution, paid by the School Corporation, is in lieu of contributions by the employees.

B. Expanded Criminal History Background Check

1. New teachers to the corporation shall be responsible for the cost of any and all initial expanded criminal history checks and expanded child protection index checks that are required by the School Corporation or per I.C. 20-26-5-10.
2. The cost of all subsequent expanded criminal history checks and expanded child protection index checks that are required by the School Corporation or per I.C. 20-26-5-10, will be paid by the School Corporation.

C. Credit Hour Reimbursement

1. Each teacher may discuss with his/her principal graduate course work relating to the educational field. The Board shall provide Two Hundred dollars ($200) per semester hour, per teacher, per year not to exceed Six Hundred dollars ($600), pursuant to the subparagraphs below. The 'year' is defined as July 1 to June 30.
    a. For reimbursement, approval of the course(s) in writing must be obtained from the Superintendent prior to enrollment in, and payment for, the course(s) for consideration. Generally, graduate courses must be in the subject area of the teacher's current license or in an area that may be added to the license. The Superintendent may approve other courses on an individual basis.
    b. Graduate course(s) must be from an accredited college or university granting semester or quarter hours.
    c. The teacher will be reimbursed for approved course(s) upon presentation of a receipt showing tuition paid by the teacher and a final grade of B- or better.

D. Master's Degree Stipend

1. Teachers receiving and then possessing their Master's Degree after July 1, 2014 as outlined in I.C. 20-28-9-1.5 will receive a stipend of $1,500 payable on the first paycheck of September.
2. Teachers who obtained their Master's Degree prior to July 1, 2014 were previously placed on the salary table based on possession of their Master's Degree and are not eligible for the $1,500 stipend.
3. Teachers who newly obtain their Master's Degree must notify the corporation office by the first student day of school to be eligible for the $1,500 stipend.

ARTICLE VIII
PAY PERIODS

Teachers salaries will be paid each contract year in twenty-four (24) equal installments over twenty-four (24) pays. In the event of the teacher's death or separation from service within the meaning of Section 409A of the Internal Revenue Code prior to the completion of the twenty-four (24) pay period, all earned compensation shall be paid to the teacher or beneficiary on the next scheduled pay date. For example, if a teacher retires at the end of the contract year, then all earned compensation shall be paid to the teacher on the June 15th pay date; in the case of early separation from service or death, all earned compensation shall be paid to the teacher or beneficiary on the next scheduled pay date thereafter.

Paychecks will be issued on the first (1st) and fifteenth (15th) day of each month for twenty-four (24) pays. When the 1st and 15th of the month falls on Saturday, paychecks will be issued on the preceding calendar day. When the 1st and 15th of the month falls on Sunday, paychecks will be issued on the following calendar day. The only exception will be paychecks due on January 1 of each year. Those paychecks will always be issued on the first business day following January 1. In the event that a holiday would extend the date of when the paycheck would be issued, the paycheck will be issued on the preceding business day to assure that a check would not be significantly delayed. The first pay of the contract year will be on August 15th of each year.

ARTICLE IX
EXTRA-CURRICULAR/CO-CURRICULAR POSITIONS

A. Extra-Curricular/Co-Curricular Pay Schedule

Teachers assigned to the extra duties, as determined by the Board and provided herein, shall be paid in addition to their basic salary the amount(s) stipulated herein. The stipend includes pay for services rendered before school begins, during vacation periods, and after school closes according to the assignment of the Board.

While extra duty assignments after the basic school day hours may be offered to teachers on a year-to-year basis at the sole discretion of the Board, teachers are not required to accept such appointment(s), except if the Board is unable to fill vacant positions with acceptable volunteers. No teacher shall be required to accept the same assignment two years in a row. This paragraph is for informational purposes and was not bargained.

The activities listed in Appendix A must meet the following standards as determined by the Board: (this list is for informational purposes and was not bargained)

1. Provide a planned program;
2. Meet a minimum of five (5) times after regular school hours per school year;
3. Said programs are to receive the review and recommendation of the building Principal. After the Principal's review, he will recommend an addendum be added to the regular teaching contract;
4. Teachers will be present at all activities of the extra-curricular/co-curricular activity for which they are responsible;
5. The Music and Athletic Departments have planned programs and the approval of the Principal and the minimum times will not apply.

B. Each of the listed clubs or organizations in Appendix A must have the approval of the Principal and will meet the standards of the Board as provided hereinabove. Each sponsor of the club or organization will be paid on salary.

C. If the listed clubs are scheduled to meet within the daily program of the Principal, these listed stipends shall not be paid. This does not apply to class sponsors.

ARTICLE X INSURANCE BENEFITS

A. Life Insurance

1. A group life insurance protection plan which shall pay the teacher's beneficiary, in the event of death, a sum of forty-five thousand dollars ($45,000).
2. In the event of an accidental death, an additional forty-five thousand dollars ($45,000) shall be paid.
   This benefit is subject to the following reduction schedule:
   Benefit reduction of 35% at age 65 and 50% at age 70.
3. The Board will pay for the purchase of the Corporation's life insurance program. The teacher shall pay one dollar ($1.00).

B. Health Insurance

1. The Corporation shall contribute the following amounts to the health insurance plan (effective October 1, 2026):

	PPO Plans	HDHP Plans
Employee	$9,292.00	$9,168.00
Employee/Child	$15,795.00	$15,619.00
Employee/Spouse	$20,445.00	$20,237.00
Employee/Dependents	$26,999.00	$26,678.00
Plan 1 PPO-Corp Pays	65.5%	65.5%
Plan 2 PPO-Corp Pays	70.2%	70.2%
Plan 3 HDHP-Corp Pays	80.0%	80.0%
Plan 4 HDHP-Corp Pays	101.0%	101.0%

   Plan 4 HDHP – any additional amount over the total premium will result in an employer contribution to the employee's HSA account.
2. Part-time teachers employed half-time or more and employed under regular contract may receive the School Corporation's contribution for the health insurance program in increments of fourths, equal to the number of fourths of the total day worked by the teacher.
3. For any teacher employed after August 1, 2015, the teacher's spouse will be considered ineligible for coverage through the EHSC medical plan if 1) the spouse is eligible for coverage through his/her employer's medical plan, or 2) the spouse is eligible for Medicare coverage.
4. Teachers on leave of absence or laid-off may continue to participate in the Health-Hospitalization part of the insurance program by the payment of the total cost on a monthly basis. No insurance will be available if the teacher or the teacher's dependent is eligible for Medicare or Medicaid.

C. Section 125

Eastern Howard School Corporation teachers in the medical insurance program will be enrolled under Section 125 for premium payments. Other options (medical spending and child care) will also be available to teachers.

D. Long Term Disability

1. Any full-time teacher employed under regular contract may have long-term disability insurance paid by the School Corporation, up to $75.
2. The Long Term Disability contract will require a 3-month Qualifying Period from the date of disability; during which time if available, the teacher may draw upon accumulated sick leave. However, once Long Term Disability benefits begin, sick pay will stop, as both cannot be drawn at the same time.
3. This provision shall not apply nor be available for teachers working fewer than three and one-half (3 ½) hours per day for the basic school year.

Per North Central Indiana School Insurance Trust consortium rules, employees who are resigning or being dismissed may retain insurance coverage through the end of the month in which they worked their final day. For example, if June 5th was the final day worked, the employee may retain coverage until June 30. COBRA coverage will be available until other coverage begins or for 18 months, whichever occurs first. New hires to EHSC will be eligible for insurance coverage on October 1, or the first of the month following completion of 30 days worked, whichever is later unless the new employee has a qualifying event that would enable them to begin EHSC coverage sooner.

ARTICLE XI
COMPENSATION MODEL

Eastern Howard School Corporation Compensation Model

A. Range

1. The salary range for 2025-26 contract was $45,000-$74,000. The range for 2026-27 after increases will be $45,000-$74,000 in compliance with IC 20-28-9-26.

B. Literacy Endorsement Base Salary Differentiation

1. Teachers who have a Literacy Endorsement on their license will receive a differentiation of pay of $500 that is added to a teacher's base salary.

C. Placement

1. The salary for new hires with verified teaching experience or additional educational attainment will be determined by the Superintendent, in consultation and agreement with the EHCTA President within the salary range identified above.

D. Salary Increases

1. Eligibility
   a. In order to be eligible for salary increases under this compensation plan, a teacher must not have received an evaluation rating of ineffective during the preceding school year, unless that teacher is in their first two years of instruction.
2. Factors
   a. Evaluation – Defined as not having received an evaluation rating of Ineffective, or any teacher in their first two years receiving any rating, on his/her evaluation for the previous school year.
   b. Experience – Defined as meeting the INPRS rules for a year of service during the previous school year and continuing to be employed by Eastern Howard School Corporation for the current school year.
   c. Academic need - Defined as the need to retain appropriately licensed teachers to maintain sufficient instructional capacity for projected enrollment.
3. Distribution
   a For the 2026-2027 school year, eligible teachers will receive an increase of $3,000 based on the following factors:
      (i) Evaluation - $1,000
      (ii) Experience - $1,000
      (iii) Academic Need - $1,000

b. Teachers receiving the maximum salary in the prior year will receive the equivalent of the bargained base increase as a stipend if they meet the factors of evaluation and experience each year, as defined in the model above.

4. Redistribution

a. Money that would have increased the base salary of a teacher rated Ineffective will be redistributed equally to the teachers who received a qualifying evaluation rating as a one-time stipend.

D. Partial Contracts

a) Compensation earned by a teacher on a partial contract will be awarded on a pro-rata basis.

ARTICLE XII
GRIEVANCE PROCEDURE

A. Definitions

1. Grievance--A claim by a teacher or the Association that there has been a violation, misinterpretation, or misapplication of any provision of this contract.
2. Teacher is any person expressly covered by this Agreement.
3. An aggrieved party is a teacher or group of teachers who submit a grievance, or on whose behalf a grievance is submitted.

B. Submission of Grievance

1. Before a submission of a written grievance, the aggrieved party must attempt to resolve the grievance informally with the grievant's immediate supervisor.
2. Each grievance shall be submitted in writing on a form approved by the Board and the Association and shall identify the aggrieved party, the provisions of this Agreement involved in the grievance, the time when and the place where the alleged event or conditions constituting the grievance existed and, if known, the identity of the person responsible for causing such events or conditions and a general statement of a grievance and regress sought by the aggrieved party. Prescribed forms will be available for teacher reference through the Association.
3. A grievance shall be deemed waived unless it is submitted within fourteen (14) school days after the aggrieved party, or Association knew of the events or conditions on which the grievance is based.
4. A teacher or group of teachers may submit grievances which affect them personally and shall submit such grievances to the building principal. The grievant(s) and the Association will be present at all meetings to resolve the grievance.
5. The Association shall submit a grievance which involves a teacher or group of teachers and is limited in effect to one school directly to the building principal of that school. Otherwise, the grievance shall be submitted directly to the superintendent of schools.

C. Procedure

1. The building principal shall respond in writing within five (5) school days to each grievance filed at his/her level. If the aggrieved party is not satisfied with the response of the building principal, he/she may submit a copy of the grievance to the superintendent of schools within five (5) school days.

2. The superintendent of schools or his/her designated representative shall, upon request, confer with the aggrieved party with respect to the grievance and shall deliver to the aggrieved party and the Association a written statement of his/her position in the matter no later than ten (10) school days after such conference.

3. In the event the Association is not satisfied with the statement of the superintendent of schools with respect to the grievance, it may, within fourteen (14) school days after receiving the statement, refer the grievance to arbitration by requesting that the American Arbitration Association propose the names of arbitrators. A copy of such request shall be forwarded to the superintendent of schools.

D. Arbitration

1. The selection of the arbitrator and the rules which govern the arbitration proceedings shall be in accordance with the rules of the American Arbitration Association.The arbitrator's decision will be final, binding, and in writing and shall set forth his findings, reasonings and conclusions on the issue submitted. The arbitrator will be without power or authority to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement. The decision of the arbitrator shall have no power to alter, add to, or detract from the provisions of the Agreement.

2. The cost of the services of the arbitrator will be borne equally by the Board of School Trustees and the Association.

3. The Board and Association shall not be permitted to assert in such arbitration proceedings any grounds or to rely on any evidence not previously disclosed to the other party.

E. General Provisions

1. The time limits provided in this Article shall be strictly observed but may be extended by a written contract between the parties. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

ARTICLE XIII
TERMS AND EFFECTS OF AGREEMENT

A. This Contract shall be effective July 1, 2026, and continue until June 30, 2027.

B. The parties agree that the terms and conditions set forth in this contract represent the full and complete understanding and commitment between the parties hereto and such terms may be altered, changed, added to, deleted from, or modified only through the voluntary mutual consent of the parties.

C. Should any article, section, or clause of this Contract be declared illegal by a court of competent jurisdiction said article, section or clause, as the case may be, shall not be deemed valid and will be automatically deleted from this Contract except to the extent permitted by law, but the remaining articles, sections, and clauses shall remain in full force and effect for the duration of the contract, if not affected by the deleted article, section, or clause.

D. This Contract is made and entered into at Greentown, Indiana, by and between the Board of School Trustees of the Eastern Howard School Corporation, County of Howard, State of Indiana, party of the first part, heretofore referred to as the "Board", and the Eastern Howard Classroom Teachers 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 I.C. 20-29-6-1(b) on Tuesday, September 8, 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 Tuesday, October 13, 2026, to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

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

Board of School Trustees of the
Eastern Howard School Corporation

Shawn Carpenter
President

11/10/26
Date

Eastern Howard Classroom
Teachers Association

President

November 10, 2026
Date

APPENDIX A
2026-27 EXTRACURRICULAR / CO-CURRICULAR SCHEDULE

Any information included that is not bargainable is included for informational purposes only.

PERFORMING ARTS:	**Stipend Amount**
Band Director	$6,500
Drill Team Instructor	$1,650
Choral Director	$6,500
Assistant Band Director	$1,650
Assistant Choral Director	$1,650
PAC Manager	$1,650
ATHLETICS:	
Basketball, Boys Head Varsity	$8,000
Basketball, Boys Assistant (3)	$4,100
Basketball, Boys 8th Grade	$1,800
Basketball, Boys 8th Grade Assistant	$900
Basketball, Boys 7th Grade	$1,800
Basketball, Boys 7th Grade Assistant	$900
Basketball, 5th/6th Grades, Boys or Girls (8)	$700
Basketball, Girls Head Varsity	$8,000
Basketball, Girls Assistant (3)	$4,100
Basketball, Girls 8th Grade	$1,800
Basketball, Girls 8th Grade Assistant	$900
Basketball, Girls 7th Grade	$1,800
Basketball, Girls 7th Grade Assistant	$900
Football, Head Varsity	$8,000
Football, Varsity Assistant (5)	$4,100
Football, Middle School 8th Grade Head Coach	$1,800
Football, Middle School 8th Grade Assistant Coach	$1,200
Football, Middle School 7th Grade Head Coach	$1,800
Football, Middle School 7th Grade Assistant Coach	$1,200
Soccer, Boys Varsity	$3,800
Soccer, Boys Assistant	$1,900
Soccer, Girls Varsity	$3,800
Soccer, Girls Assistant	$1,900
Track, Boys Varsity	$3,800
Track, Boys Varsity Assistant (2)	$1,900
Track, Boys Middle School Head Coach	$1,400

Track, Boys Middle School Assistant Coach	$950
Track, Girls Varsity	$3,800
Track, Girls Varsity Assistant (2)	$1,900
Track, Girls Middle School Head Coach	$1,400
Track, Girls Middle School Assistant Coach	$950
Cross Country, Varsity Boys & Girls Head Coach	$4,100
Cross Country, Boys and Girls Assistant Coach	$1500
Cross County, Boys & Girls Middle School	$1,400
Swim, Boys Varsity	$3,800
Swim, Boys Varsity Assistant	$2,000
Swim, Girls Varsity	$3,800
Swim, Girls Varsity Assistant	$2,000
Swim, Middle School Head Coach	$1,400
Swim, Middle School Assistant Coach	$950
Volleyball, Varsity	$4,500
Volleyball, Varsity Assistant	$2,300
Volleyball, 9th Grade	$2,300
Volleyball, Middle School (2)	$1,400
Baseball, Varsity	$4,500
Baseball, Assistant (3)	$2,300
Golf, Boys Varsity	$3,100
Golf, Boys Varsity Assistant	$1,500
Golf, Girls Varsity	$3,100
Golf, Girls Varsity Assistant	$1,500
Golf, Middle School	$1,000
Softball, Girls Varsity	$4,500
Softball, Girls Assistant (3)	$2,300
Tennis, Boys	$3,100
Tennis, Boys Assistant	$1,500
Tennis, Girls	$3,100
Tennis, Girls Assistant	$1,500
Tennis, Middle School	$1,000
Tennis, Middle School Assistant	$950
Wrestling, Varsity	$4,500
Wrestling, Varsity Assistant	$2,300
Wrestling, Middle School Head Coach	$1,400
Wrestling, Middle School Assistant Coach	$950
Strength & Conditioning Coach	$1,500
EXTRA-CURRICULAR CLUBS & ORGANIZATIONS:	

9th Grade Sponsor (1)	$600
10th Grade Sponsor (1)	$600
11th Grade Sponsor (2)	$1,350
12th Grade Sponsor (2)	$1,300
HS Academic Competition Coaches	$600
MS Academic Competition Coaches (2)	$600
Academic Competition Coordinator (2)	$1,215
Art Club Sponsor – Elementary	$600
Art Club Sponsor – HS	$600
Digital Textbook/Textbook Manager	$2,066
MS Cheerleader Sponsor	$2,300
Cheerleader/Cheer Block Sponsor - Varsity/JV	$3,00
Cheerleader/Cheer Block Sponsor - Varsity/JV Assistant	$1,000
Chess Club Sponsor – HS	$600
Chess Club Sponsor - Elementary	$600
Computer Club Sponsor – HS	$600
Department Heads - HS – 6	$1,000
Drama Director HS	$1,650
Assistant Drama Director	$850
FACS Club Sponsor	$600
Honor Society Sponsor (2)	$600
Key Club Sponsor	$600
Principal Discretionary for New Program(s)	$600
Robotics Supervisor	$600
HS SADD Club Sponsor	$600
MS SADD Club Sponsor	$600
Science Club Sponsor - Elementary	$600
Tech Club Sponsor – MS	$600
Science Club Sponsor – HS	$600
Spanish Club Sponsor	$600
Student Council Sponsor - Elementary	$600
Student Council Sponsor – HS	$800
Student Council Sponsor Assistant - HS	$600
Student Council Sponsor – MS	$800
Student Council Sponsor Assistant - MS	$600
Team Leader – 6th Grade	$1,000
Team Leader - 7th Grade	$1,000
Team Leader - 8th Grade	$1,000
Team Leaders - Elementary (9)	$1,000
Tech Club Sponsor - Elementary (2)	$600
Yearbook - Annual Sponsor - HS	$2,000

Yearbook Sponsor - Middle School	$1,600
Yearbook Sponsor - Elementary	$600
OTHER:	
Blended Learning Teachers	$3,600
Saturday School Supervision (per hour)	$25.00
Approved After School Programs (per hour)	$25.00
Drivers Education Instructors (per hour)	see below
Activities Supervisor (1-4 people/max 60 events) (per event)	$50.00
Afterschool or Summer Professional Development	
(at discretion of Superintendent)	$25.00
G/T Coordinator Elementary (grant funded)	$3,600

Driver Education instructors will be paid in two installments, one paid with the July 1 pay period and the final paid with the pay period after all expenses have been calculated. The first payment will be based upon half of the hours the instructor taught at a rate of $30 per hour. For the final payment, the hourly rate will be established by taking all remaining driver education funds, after expenses for the program have been paid, and dividing the remaining funds by the remaining hours that were taught to establish a final hourly rate.