MASTER CONTRACT

BETWEEN

SOUTH PUTNAM COMMUNITY SCHOOL CORPORATION

AND

SOUTH PUTNAM CLASSROOM TEACHERS ASSOCIATION

2026-2027

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MASTER

COLLECTIVE BARGAINING

CONTRACT

This contract, entered into this 10th day of November, 2026, by and between the Board of School Trustees of South Putnam Community School Corporation, Putnam County, Indiana, hereinafter known and designated as the "School Board," party of the first part, and, the South Putnam Classroom Teachers Association, representing the certificated personnel of the South Putnam Community School Corporation as the exclusive representative thereof, of Putnam County, Indiana, hereinafter known and designated as the "Association," party
of the second part.

WITNESSETH:

That the parties hereto, the School Board and the Association, pursuant to law *(I.C. 20 - 29 Acts of the General Assembly P.L. 217-1973 P. 1080, Sec 1, etc.)* have met and negotiated to their mutual agreement, understanding and intent of the law and agree as follows, to-wit:

ARTICLE I
RECOGNITION - DEFINITIONS

Section A. Recognition:

The Board hereby recognizes the South Putnam Classroom Teachers Association as the exclusive representative of all teachers in the school corporation as posted.

Section B. Definitions:

1. The bargaining unit of South Putnam Classroom Teachers Association, exclusive representative, and South Putnam Community School Corporation, school employer, is the following: All certificated school employees, including the School Counselors, and excluding the Superintendent, Curriculum and Instruction Administrator, Principals, Assistant Principals, Athletic Director(s), and all non-certificated employees.
2. The terms Board and Association shall include authorized officers and representatives.
3. The term School Corporation, when used in this Contract, shall refer to the South Putnam Community School Corporation of the County of Putnam, of the State of Indiana.

ARTICLE II
FAIR PRACTICE

Section A. Legality:

If any provision of this agreement is held to be contrary to law, then such provision shall not be deemed valid except to the extent permitted by law, but all other provisions shall continue in full force and effect.

Section B. Investigating of Schools by President of Association:

The President of the Association may be allowed one day of each school year without loss of pay to visit schools, to investigate working conditions, teachers' complaints, problems, or for other purposes relating to Association affairs. This may be taken in increments of one hour or more, with advance notice to the President's Building Administrator of 48 hours, except in case of emergency.

ARTICLE III
COMPENSATION AND EXPENSES

Section A. Teacher Salaries:

The salaries of teachers and placement of teachers on the given schedule are set forth in Appendix B. At the beginning of each school year, teachers shall receive proper placement on the salary schedule through negotiations to determine what increase, if any, will be applied to each teacher's base from the previous year, based on multiple factors.

Section B. Salary Differentials:

Salary differentials, other than those listed in Appendix B shall be found in Appendix A, Extra Curricular Schedule.

Section C. Indiana State Retirement:

The South Putnam School Corporation shall pay the three percent (3%) employee portion, toward each individual teacher's Indiana State Retirement.

Section D. Compensation Model:

SOUTH PUTNAM COMPENSATION PLAN

The compensation model described below will be the typical compensation model utilized by the parties.

New Teachers Placement on Salary Schedule

1. A teacher without a literacy endorsement will be placed on Column 1 (Bachelors) or Column 3 (Masters) according to their degree.
2. A teacher who possesses a literacy endorsement will be placed in Column 2 (Bachelors with literacy endorsement) or Column 4 (Masters with literacy endorsement) according to their degree.
3. A teacher with no experience will be placed in row A.
4. A teacher with experience will be placed on a row corresponding to their years of experience.
5. A year of service shall be equal to a minimum of 120 days.
6. Teachers may also qualify for a teacher of need bonus based on academic need as described in the Distribution Description.

Base Salary Differential for Possession of Literacy Endorsement

Prior to receipt of increases described below, the base salary of teachers who possess a literacy endorsement will be adjusted, as needed, to reflect a $250 differential (in comparison to the base salary of teachers who otherwise have the same credentials but do not possess the literacy endorsement).

Factors

The South Putnam Community School Corporation Compensation Plan will be based upon performance using the following factors:

Academic Need

Evaluation

Definition of Factors:

1. Academic Need - Meeting the academic needs of students is defined as the need to retain teachers important to the corporation. $0 to $10K or 10 Steps discretionary.
2. Evaluation - The teacher was evaluated the previous year and received a sufficient result to remain employed. (One row)

Distribution Description

Evaluation: The evaluation increase is a step on the scale ($1000).

Academic Need: Superintendent shall have the discretion to increase an eligible teacher's salary up to an additional $10,000 or 10 steps on the salary scale for meeting the academic needs of students. Meeting the academic needs of students is defined as the need to retain teachers important to the corporation. (For the current year, the actual range is $0 to $4000).

Retroactive:

Any base salary and ECA increase earned by a teacher under this contract will be paid through a retroactive amount after ratification. The remaining amount will be distributed equally over the remaining pays of the 2026-2027 school year.

Salary Range

At the beginning of the 2026-2027 school year, the contract salaries of returning full-time teachers were between $45,000 and $70,250. The salary range (excluding TRF and FICA) for full-time teachers after the salary increases are awarded will be $45,000 to $70,250.

Expanded Criminal History Background Check:

The school corporation shall pay the cost of any and all 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.

Wage Payment Arrangement:

Teachers will be paid in twenty-six equal installments in accordance with the schedule contained in Appendix C.

ARTICLE IV

PAID LEAVE AND BEREAVEMENT LEAVE

Section A. Paid Leave Credit:

Paid leave shall be credited annually to each teacher as follows:

1. Each teacher shall be entitled to be absent from work on account of illness, treatment, quarantine, family illness, or personal leave for a total of thirteen (13) days each school year without loss of compensation.
2. If in any one (1) school year the teacher shall be absent for such illness, treatment, quarantine, family illness, or personal leave less than the prescribed number of days, the remaining days shall accumulate.
3. Paid leave days may be taken in whole or half-day units.
4. Paid leave days shall not be deducted when school is not in session due to emergency cancellation.
5. Paid leave day balance is available on all paycheck stubs.
6. Teachers taking a paid leave day the day before, or immediately after, defined breaks will be charged as two (2) days for every one (1) day of paid leave. If a half-day PM is taken just prior to a defined break or a half-day AM is taken immediately after a defined break, it will be charged as one full day. Breaks are defined below for information purposes only:

   Summer Break, Fall Break, Thanksgiving Break, Winter Break, and Spring Break
7. Paid Leave that exceeds more than three (3) consecutive days must be approved medical leave or, for non-medical leave situations, will go before a committee composed of an equal number of SPCTA members and Administrators for pre-approval. A secret ballot vote will be held among the members of the committee. If there is a tie, the tie will be resolved by the Superintendent and the SPCTA president. If the Superintendent and the SPCTA president are unable to reach an agreement, the request will be deemed to be denied. State law will be followed in transferring accumulated illness leave from previous employment in other school corporations.

Section B. Paid Leave:

Paid leave days accumulated by a teacher prior to a leave of absence shall be credited to the teacher upon return.

Section C. Summer Employment Paid Leave:

Teachers on summer employment shall be eligible to use paid leave on the same basis as is used during the regular school year. Each teacher on summer employment shall receive one (1) additional paid leave day for every one hundred and eight (108) hours of summer school teaching. Teachers employed to teach summer school for less than one hundred and eight (108) hours shall receive one paid leave day during the course of such employment.

Section D. Bereavement Leave:

1. There shall be no loss of compensation for five (5) school days absence from work due to death in the "immediate family". The term "immediate family" shall be construed to mean spouse, children, parents, grandparents, grandchildren, mother-in-law, father-in-law, brothers, sisters, or others living in the same home.
2. Three (3) days without loss of compensation shall be granted for funerals in case of death of other family members or a close friend when approved by the building administrator or Superintendent.

Section E: South Putnam Catastrophic Illness/Injury Leave Bank

1. Purpose. It is the purpose of the South Putnam Catastrophic Illness/Injury Leave Bank ("SPCIILB") to provide bargaining unit members with an opportunity to be protected from a portion of the financial burden that may result from personal or family chronic illness and/or catastrophic injury. Family shall be defined as the following: father, mother, stepparent, brother, sister, wife, husband, child, step-daughter, step-son, grandparents, grandchildren, mother-in-law, father-in-law, or any relative who, at the time of illness, is living as a member of the household of the member. A chronic illness or catastrophic injury is defined as one that is sufficiently severe to prevent the member from performing their duties for the Corporation or that requires the member to become the caregiver for the family member. "Catastrophic illness/injury" as used here means an illness or injury of long duration or an illness that results in frequent recurrence of the same symptoms as distinguished from acute or short-term illness.
2. Participants.
   a. The SPCIILB is open to all bargaining unit members in the school corporation.
   b. No bargaining unit member shall be required to participate in the SPCIILB.
   c. A bargaining unit member may elect to join the SPCIILB by providing written authorization for the contribution of one (1) of his/her available sick leave days to the SPCIILB.
   d. Written authorization consists of filling out Form 1: Authorization for Voluntary Participation. Form 1 may be obtained from the Association Building Representative. Form 1 will give written authorization for the contribution of one (1) available sick leave days to the SPCIILB. The Association President will forward the form to the Superintendent's office.
   e. The enrollment period for accepting voluntary membership in the SPCIILB shall be from the beginning of school until September 15 of each year. New employees shall be given information on the SPCIILB by the school administration at his/her time of employment with their new hire paperwork.
   f. Any bargaining unit member who does not enroll at the time they are hired shall not be entitled to apply for SPCIILB leave based upon a condition that had been diagnosed by a healthcare provider at the time of the application for the first semester following enrollment.
   g. A bargaining unit member employed by the school corporation after the annual enrollment period has passed shall have ten (10) school days from his/her hire date in which to enroll in the SPCIILB.
   h. A bargaining unit member who elects to become a member of the SPCIILB must remain a member for the entire year. A member of the SPCIILB ceases to be a member upon his/her termination of employment in the school corporation.
3. Operation
   a. If the SPCIILB is below one hundred fifty (150) days at the conclusion of a school year, each member shall be assessed one (1) day at the start of the following school year.
   b. If at the start of the school year there are at least one hundred fifty (150) days in the SPCIILB, there shall be no contributions to the Sick Leave Bank, except by bargaining unit members wishing membership status and new contracted members.

c. Membership in the SPCIILB shall be automatically continued from one school year to the next unless the member indicates in writing his/her election to withdraw from the SPCIILB. Such withdrawal must be so indicated during the annual enrollment period.

d. All donated days lose their identity and are considered a permanent contribution and not transferable.

e. Once a member has dropped out of the SPCIILB, he/she must donate one (1) days to renew membership in the program.

f. If the sick bank becomes depleted during the year, bargaining unit members are allowed to contribute days as needed voluntarily.

4. Participant Eligibility. Applicants to the SPCIILB must satisfy the following criteria:
    a. An applicant must have evidence of being a donating member of the SPCIILB prior to the time of need.
    b. Members must deplete their available paid leave days before using the SPCIILB.
    c. Written application must be made by the participating member of the SPCIILB or a member of his/her family. The application shall be accompanied by a physician's certificate, signed by a licensed physician, stating the nature of the illness, estimated length of disability, and prognosis of the person's condition.
    d. There must be a waiting period of one week before days from the sick leave bank may be used.
    e. The member must not have income available to him/her through worker's compensation or long-term disability benefits.

The SPCTA SPCIILB Committee will provide the superintendent with a complete accounting of the South Putnam Catastrophic Illness/Injury Leave Bank, to include, but not be limited to names of participants, each participant's contribution, the number of days accumulated by each individual, and the total number of days in the bank.

ARTICLE V

LEAVES OF ABSENCE

Section A. Maternity Leave - Temporary Disability I.C. 20-28-10-5

Any teacher 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 and by the following:

1. Any teacher 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 the child, if, except in medical emergency, she notifies the Superintendent of the South Putnam School Corporation at least thirty (30) days before the date on which she desires to start her leave. She shall also notify the Superintendent of the expected length of this leave, including with this notice either a physician's statement certifying the pregnancy or a copy of the birth certificate of the newborn, whichever is applicable. In case of a medical emergency caused by pregnancy, the teacher shall be granted a leave, as otherwise provided in this section, immediately upon her request and certification of the emergency from an attending physician.
2. All or any portion of leave taken by a teacher because of a temporary disability caused by pregnancy may be charged to her available paid leave. After her available paid leave has been used, the teacher may be absent without pay. This leave may be taken without jeopardy to reemployment, retirement, any salary benefits, tenure, and seniority rights.
3. The birth of a child is an FMLA qualifying event. FMLA and maternity leave run concurrently.

Section B. Jury Duty/Court Leave:

When requested, a teacher may serve on jury duty or appear in any court proceeding if subpoenaed. The Board shall pay the teacher their full salary provided that such teacher agrees to return to the Board all pay received for serving on jury duty or for appearing in any court proceeding.

Section C. Personal Injury Leave:

Teachers suffering from personal injury while on a school assignment shall sustain no loss in salary by reason of their absence resulting from such injury. Teachers shall be granted five (5) days of personal injury leave with pay before having to use accumulated paid leave days. An additional 25 days of personal injury leave with pay may be granted after accumulated paid leave days have been used.

Section D. Professional Leave:

The Superintendent, after appropriate administrative recommendation, may grant leave with pay to teachers to attend and/or participate in professional meetings, including but not limited to educational workshops, seminars, conferences, and/or visitation in other schools. Other expenses incurred under this provision shall be paid upon administrative recommendation and Board approval.

Section E. Lobbying Leave:

The Board agrees to allow four (4) teacher days to be used without loss of pay each school year for the purpose of lobbying the legislature on issues of concern to educators. These days are to be taken two (2) days at a time and to be an effort in conjunction with two (2) Board Representatives. The Association shall have the right to select the dates of two (2) of the four (4) teacher dates.

ARTICLE VI

RETIREMENT PAY

Section A. Annual Buy-Out of Paid Time Off (PTO)

1. This Section applies to all teachers.
2. Each year, the South Putnam Community School Corporation will deposit $85 into a 401(a) plan account for each eligible teacher for each unused paid leave day over 60 as of the end of that school year.
3. This account will be 100% vested at the completion of five (5) years of service with South Putnam Community School Corporation.
4. All payments for this section shall be made no later than October 1.

Section B. Restoration of Bought-Out Days

1. This Section applies to all teachers.
2. In the event a teacher has a serious illness or injury which prevents them from performing their duties, as certified by a physician, and the teacher has exhausted all available unused paid leave, the teacher may give notice to the South Putnam Community School Corporation that the teacher wishes to repay the School Corporation for some or all of their days previously bought-out under Section A or Section E. This repayment will be at $85 per day. In the event of such repayment, those days will then be available for paid leave. The School Corporation will need three weeks' notice of the teacher's intent to repurchase such days.

Section C. Supplemental Retirement Benefits

1. This Section applies to all teachers.
2. The Corporation shall contribute one hundred fifty dollars ($150) per year for each teacher to a 403(B) plan in equal monthly increments.
3. The Corporation shall contribute an additional two hundred fifty dollars ($250) for a total of four hundred dollars ($400) in monthly increments. The second two hundred fifty dollars ($250) will only be contributed if the teacher matches with an equal amount.

Section D. Payment of Unused PTO Days

The South Putnam Community School Corporation agrees to pay all Certified employees for any unused SPCSC PTO days upon retirement at the rate of $55.00 (fifty-five dollars) per day into a 401(a) or into a post 403(b) for those not permitted by state and federal statutes and/or IRS regulations to participate in a 401(a).

Section E. Last Paycheck

A teacher who retired at the end of the school year will be paid their remaining contract balance on the pay date associated with their last day of employment.

Section F. Retiree Health Insurance

Any teacher retiring from the Corporation will have continued health insurance coverage until the end of August through the WVWCI health trust policy. The Corporation will take 20% of the premium coverage out of their last paycheck to cover the employee's share through the end of August.

ARTICLE VII
FRINGE BENEFITS

Section A. Health Insurance:

1. The premium of the S3,400/$6,800 (single or family) and of the $6000/$12000 (family) High Deductible Health Plan for hospital, surgical, prescription drug, and medical care type insurance, including major medical for each full-time teacher employed under regular contract will be paid at 80% of the premium by the Corporation and 20% of the premium by the teacher. The premium of the $6000/S12000 (single) HDHP plan will be paid by the teacher at 9.5% of the national poverty level for one person. The Corporation will pay no more than the $3,400/S6,800 amount for the PPO plan.
2. Any money from the salary of a teacher that is designated for their Health Savings Account, shall be deposited on a per pay basis. The Corporation does not contribute to HSA's.
3. Any part-time teacher on a regular contract wishing to participate in the health insurance policy may do so, but the Board will pro-rate the amount of its contribution for that teacher according to the percent of time that the teacher is employed.

Section B. Life Insurance:

The Board shall pay the total cost minus one dollar ($1.00) for a fifty-thousand dollar (S50,000) term life insurance policy with accidental death benefits for each full-time employee under regular contract. Any teacher may elect to purchase an additional forty thousand dollars ($40,000) in term life insurance subject to the insurance carrier.

Section C. Long-Term Disability Insurance:

The Board shall provide a Long-Term Disability insurance policy. The Policy shall include a ninety (90) day elimination period and shall cover sixty-six and two-thirds (66.66%) of the teacher's salary to the age of full Social Security benefits. An amount equal to the current Board annual expenditure for Long-Term Disability Insurance shall be added to each teacher's step of the salary schedule after any salary increase has been calculated. All premium payments shall be withheld through payroll deduction.

Section D. Early Retirement Medical Insurance

Any teacher who retires from teaching and meets the rule of 85 per INPRS may continue to keep his/her insurance (medical) until becoming eligible for Medicare coverage if they agree to pay the premium quarterly or annually and one (1) month in advance of the expiration of the coverage in force and paid for.

Section E. Vision Insurance

Vision insurance will be offered to employees, one plan per family, except those families who currently have more than one family health plan. The vision plan will be chosen by the school corporation and will be paid at 99%.

Section F. Dental Insurance

Teachers may participate in the Corporation dental insurance plan at full premium cost to the teacher.

Section G. Duplicate Family Insurance

No two employee families shall be allowed to have two health plans paid by the corporation.

Section H. Flexible Spending Account for Dependent Care and/or Medical Care

An IRS Section 125 Flexible Spending Account will be made available for all certified personnel. The account will have a maximum deposit as determined by the IRS, which will be made through payroll deduction. An open enrollment period will be available once per year.

Section I. Athletic Pass

All teachers shall be issued a complimentary card which shall entitle them and one (1) guest to attend, free of charge, all South Putnam School Corporation home events, other than those events which are jointly sponsored with other school corporations or the IHSAA. Teachers may use their ID badge, issued by South Putnam Community School Corporation, in lieu of the complimentary card.

Section J. Additional Earning of Paid Leave Days/Substitute Compensation

All teachers shall be able to accumulate one (1) additional paid leave day for covering classes during their prep period at a rate of one (1) day per seven (7) classes covered or be paid at the licensed teacher substitute rate for each seven (7) classes covered. Additional paid leave will be earned up to a maximum of three (3) additional paid leave days; sub-rate compensation days are not limited.

Section K. Attendance Incentive

Teachers who use three (3) or fewer PTO days in the academic year will earn a $500 stipend, and teachers who use four (4) or five (5) PTO days will receive a $200 stipend.

Section L. Transferable PTO Days from Previous School Corporations

All teachers who have unused sick and/or PTO days from a previous accredited school corporation can transfer up to 3 PTO (i.e., sick or family illness) days per school year starting their second year of service with South Putnam Community School Corporation.

ARTICLE VIII

ECA

Section A. <u>ECA Bonus:</u>

Head coaches and approved assistants whose student or students participate in a second level of competition, after having won a local contest or qualification such as an IHSAA Sectional, will receive a bonus of ten percent (10%) of their ECA salary. Advancement to the third level of elimination will earn an additional bonus of five percent (5%). Competition in a State Championship round of elimination will earn an additional bonus of ten percent (10%) for a total allowable bonus of twenty-five percent (25%)

Academic or Vocational Sponsors and approved assistants whose students compete in second-level competitions, after having won a primary qualifying contest, will receive a bonus of ten percent (10%) of their ECA salary. Competition in a State Championship round of elimination will warrant an additional bonus of fifteen percent (15%), or the maximum of twenty-five percent (25%) if no bonus was earned in earlier competition.

No coach or sponsor may collect a bonus on more than three (3) activities within one school year.

ARTICLE IX

TERM OF AGREEMENT AND NOTICE

Section A. Notices:

Whenever any notice, not otherwise stated in this Agreement, is required to be given to either of the parties to this Contract by the other party, either shall do so by Registered United States Mail to the following address:

If by the School Board to the Association:

South Putnam Classroom Teachers' Association
Attention: Amanda Standers
1599 S. County Road 400 W.
Greencastle, IN 46135

And

South Putnam Classroom Teachers' Association
Attention: Jennifer Schlatter
5034 E. County Road 700 S.
Cloverdale, IN 46120

If by the Association to the School Board:

Board of School Trustees
South Putnam Community School Corporation
3999 South U. S. Highway 231
Greencastle. IN 46135

Section B. Term of Agreement:

This Agreement is effective from July 1, 2026, through June 30, 2027, and pursuant to statutes provided. This agreement supersedes and cancels all previous agreements, Memoranda of Agreements, or side letters between the parties and constitutes the entire agreement between the parties. This Contract cannot be amended verbally. All other changes, amendments, or alterations must be agreed upon by both parties hereto and reduced to writing and executed by both parties.

The undersigned persons executing this Agreement on behalf of the parties hereto represent and certify that they are duly elected officers of their respective organizations and have been fully empowered, by proper resolution of their respective Boards or organization, to execute and deliver this Agreement; that the parties thereto have full capacity to act, and all necessary action for executing this Agreement has been taken and done.

The undersigned attest to the following:

1. A public hearing was held in compliance with IC 20-29-6-1(b) on August 26, 2026, and electronic participation from the parties and/or public was not permitted; and
2. A public meeting in compliance with Indiana Code 20-29-6-19 was held on November 5, 2026, to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

This agreement shall be binding upon the parties hereto and is executed in duplicate the year, month, and day first above written, one copy for the "School Board" and one copy for the "Association."

South Putnam Community School Corporation Board of School Trustees

By: Lisa Cooper

Lisa Cooper
President
Signed: 11/10/2026

By: Hollie Hutcheson

Hollie Hutcheson
Vice-President
Signed: 11/10/2026

South Putnam Classroom Teachers Association

Amanda Standers
President
Signed: 11/10/2026

Jennifer Schlatter
Secretary
Signed: 11/10/2026

STATE OF INDIANA)
COUNTY OF PUTNAM) SS:

Personally appeared before me, a Notary Public in and for said County and State, Amanda Standers, President of the South Putnam Classroom Teachers' Association, and Jennifer Schlatter, Secretary of the South Putnam Classroom Teachers' Association, who acknowledged the execution of above and foregoing Agreement for and on behalf of South Putnam Classroom Teachers Association, and who, having been duly sworn, stated that the representations therein contained are true as they verily believe.

WITNESS my hand and notarial seal this 10th day of November 20 26

My commission expires:

December 3, 2031

Elizabeth Roach

Notary Public

Resident of Putnam

County, Indiana



STATE OF INDIANA

(COUNTY OF PUTNAM) SS:

Personally appeared before me, a Notary Public in and for said County and State, Lisa Cooper and Hollie Hutcheson, the President and Vice-President respectively of the South Putnam Community School Corporation, who acknowledge the execution of the above and foregoing Agreement for and on behalf of South Putnam Community School Corporation, and who, having been duly sworn, stated that the representations therein contained and true as they verily believe.

WITNESS my hand and notarial seal this 10th day of November 20 26

My commission expires:

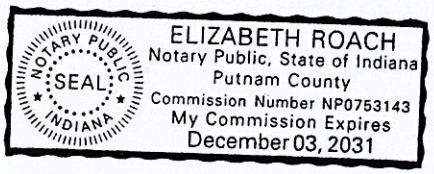
December 3, 2031

Elizabeth Roach

Notary Public

Resident of Putnam

County, Indiana



APPENDIX A

Extracurricular (ECA) Salary Schedule

*Any information in the ECA schedule beyond salary and wages was not bargained and is included for informational purposes only.

Varsity Football	$9250
Assistant Football (Head)	$4500
Assistant Football (3)	$4250
7-8 Football (3)	$2750
Boys Tennis	$4,500
Boys/Girls Head Cross Country	$4,500
Assistant Boys Cross Country	$3,000
Assistant Girls Cross Country	$3,000
6-8 Cross Country (B&G)	$2,200
Varsity Head Volleyball	$5,000
Assistant Volleyball (2)	$3,000
7-8 Volleyball (2)	$2,200
Girls Golf	$4,500
Weight Lifting Supervisor (Fall)	$2500
Boys Varsity Basketball	$9250
Boys Assistant Basketball (2)	$4250
Girls Varsity Basketball	$9250
Girls Assistant Basketball (2)	$4250
8th Grade Boys Basketball	$2750
7th Grade Boys Basketball	$2750
8th Grade Girls Basketball	$2750
7th Grade Girls Basketball	$2750
Boys Basketball Elementary 3-6	$2,200
Girls Basketball Elementary 3-6	$2,200
Boys/Girls Head Swimming	$7000
Assistant Swimming (2)	$3250
Boys 6-8 Swimming	$2500
Girls 6-8 Swimming	$2500
Head Boys Varsity Wrestling	$5,000
Assistant Wrestling	$3000
Head Girls Varsity Wrestling	$5,000
Girls Assistant Wrestling	$3000
6-8 Wrestling	$2500
Elementary Wrestling	$2,200
Weight Lifting Supervision (Winter)	$2500
Boys Track	$4,500
Boys Track Assistant	$3,000
Boys 6-8 Track	$2,250
Girls Track	$4,500
Girls Assistant Track	$3,000
Girls 6-8 Track	$2,250
Baseball	$5,000
Assistant Baseball (2)	$3,000
Boys Golf	$4,500
Softball	$5,000
Assistant Softball (2)	$3,000
Girls Tennis	$4,500
Middle School Baseball (2)	$2,250
Middle School Softball (2)	$2,250
Weight Lifting Supervisor (Spring)	$2500
Weight Lifting Supervisor (Summer)	$5000
High School Cheerleading	$5,500
HS/MS Band Director	$2000
HS Play Director (2 Plays)	$4000
HS Yearbook Sponsor	$2000
Junior Class Sponsor	$1,500
Senior Class Sponsor	$1,500
9th Class Sponsor	$500
10th Class Sponsor	$500
FFA Sponsor (3)	$2,700
HS School Counselor	$4,000
National Honor Society	$1,250
Concessions Director	$3,250
HS Student Council	$2,000
HS/MS FCA	$2,000
HS Department Chairs (6)	$1,250
Special Ed. Case Coordinator/Reviewer (Secondary)	$2,500
MS/HS Clubs (6 Max)	$750
STARTedUP Coordinator	$1,500
High School Robotics Club	$2,500
MS Cheerleading	$1,250
MS Play Director	$1,000
MS Yearbook Sponsor	$1,000
6th Class Sponsor	$500
7th Class Sponsor	$500
8th Class Sponsor	$500
MS School Counselor	$4,000
MS Student Council	$1,000
Elementary School Counselor	$3,000
Fillmore Academic Coach (3)	$750
Central Academic Coach (3)	$750
Special Education Case Coordinator/Reviewer (Elementary)	$2,500
Fillmore Elementary Clubs (4)	$750
Central Elementary Clubs (4)	$750
Elementary Robotics Club	$2,500
English Language Learner Teacher of Record (Corporation)	$2,000
Testing Director	$1,500
Core Content Dual Credit	$2250
Non-Core Content Dual Credit	$1,500
AP Course	$1250

MS/HS Pep Band Director $2000
MS/HS Marching Band Director $2500
MS/HS Marching Band Assistant $1500
E-Sports $2500

Online Student Mentor $50/semester and $75/9-weeks [completed] per student [Up to $200 total per semester/per student]

APPENDIX B

Note: For 2026-2027, no teachers newly attained a content area master's degree, so there is no movement from BS to MS.

	Salary Schedule 2026-2027				
LEVEL	BACHELORS	BACHELORS + Literacy Endorsement	MASTERS	MASTERS + Literacy Endorsement	Hiring placement (years of experience)
A	45000	45250	47000	47250	0
B	46000	46250	48000	48250	1-2
C	47000	47250	49000	49250	3-4
D	48000	48250	50000	50250	5-6
E	49000	49250	51000	51250	7-8
F	50000	50250	52000	52250	9-10
G	51000	51250	53000	53250	11-12
H	52000	52250	54000	54250	13-14
I	53000	53250	55000	55250	15-16
J	54000	54250	56000	56250	17-18
K	55000	55250	57000	57250	19-20
L	56000	56250	58000	58250	21-22
M	57000	57250	59000	59250	23-24
N	58000	58250	60000	60250	25
O	59000	59250	61000	61250	26
P	60000	60250	62000	62250	27
Q	61000	61250	63000	63250	28
R	62000	62250	64000	64250	29
S	63000	63250	65000	65250	30
T	64000	64250	66000	66250	31
U	[redacted]	[redacted]	67000	67250	32
V	[redacted]	[redacted]	68000	68250	33
W	[redacted]	[redacted]	69000	69250	34
X	[redacted]	[redacted]	70000	70250	35

APPENDIX C

Payroll Dates 2026-2027

Pay Date	Pay Period
August 14	7/27-8/9
August 28	8/10-8/23
September 11	8/24-9/6
September 25	9/7-9/20
October 9	9/21-10/4
October 25	10/5-10/18
November 6	10/19-11/1
November 20	11/2-11/15
December 4	11/16-11/29
December 18	11/30-12/13
January 4	12/14-12/27
January 15	12/28-1/10
January 29	1/11-1/24
February 12	1/25-2/7
February 26	2/8-2/21
March 12	2/22-3/7
March 26	3/8-3/21
April 9	3/22-4/4
April 23	4/5-4/18
May 7	4/19-5/2
May 21	5/3-5/16
June 4	5/17-5/30
June 18	5/31-6/13
July 2	6/14-6/27
July 16	6/28-7/11
July 30	7/12-7/25