CONTRACT

Between

THE BOARD OF SCHOOL TRUSTEES
OF THE
DEKALB COUNTY CENTRAL UNITED SCHOOL DISTRICT

and

THE DEKALB EDUCATORS ASSOCIATION

July 1, 2025 to June 30, 2027

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THE DEKALB EDUCATORS ASSOCIATION

This Master Contract is ratified this 28th day of October, 2025, by and between the Board of School Trustees of the DeKalb County Central United School District, hereinafter called the "Board", and the DeKalb Educators Association, hereinafter called the "D.E.A." The affiliation of the D.E.A., the Indiana State Teachers Association and the National Education Association.

ARTICLE I

Recognition and Definitions

Section 1. Recognition. The Board hereby recognizes the DEKALB Educators Association as the exclusive representative of all teachers in the School Corporation ("D.E.A.").

Section 2. Definitions.

A. The term “teacher,” when used in this contract, shall refer to all certificated personnel as defined in the Indiana’s Teacher Collective Bargaining Act as it has been amended (herein referred to as the ”TCB Act”), employed by the Board except the superintendent, assistant superintendent, curriculum & instructional specialist, elementary curriculum director, principals, assistant principals, associate principals, athletic directors, district digital communications director, deans of students, activities coordinator, activities director, head varsity football coach, head varsity girls basketball coach, head varsity boys basketball coach, and part-time teachers as defined by Indiana Education Employment Relations Board.

B. Terms such as “DeKalb Educators Association” (“D.E.A.”), “School Corporation” and “Board” shall include authorized officers, representatives, or agents. However, for the purposes of notice or other official action under this Contract such officer, representative, or agent shall be deemed to be the Superintendent and the President of the D.E.A., unless otherwise specifically named in this Contract, or designated in writing to so act by the D.E.A. or the D.E.A. President, the Superintendent or by Board action in public meeting.

C. The term “School Corporation”, when used in this Contract, shall refer to the DeKalb County Central United School District of the County of DeKalb of the State of Indiana.

D. References of gender in this agreement, whether male or female shall include all individuals regardless of gender except when qualified by the language “This section applies only to (male) (female) teachers.”

ARTICLE II

Contract Procedures

Section 1. This Contract supersedes and cancels all previous agreements whether verbal or written between the School Corporation and the D.E.A. as well as any alleged past practices of the School Corporation and this Contract constitutes the entire agreement between the parties.

Section 2. The parties agree that this Contract shall supersede any rules, regulations, policies, or practices of the Board which would be contradictory or inconsistent with the terms of this Contract. Any individual contracts between the Board and an individual member of the bargaining unit shall be made subject to this Contract.

Section 3. Any amendment or agreement adding to, subtracting from, or supplemental to this Contract shall not be binding upon either party unless it is executed in writing by each of the parties hereto.

Section 4. If any provisions of this Contract or any application of this Contract to any employee or group of employees is held to be contrary to law, then such provisions or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

ARTICLE III

Board Rights

The Board construes and the D.E.A. recognizes that the provisions of this Contract constitute limitations and are the only limitations upon the Board's right to manage the school district, and that the Board has the responsibility and authority to manage and direct all the operations of the school district to the full extent vested in it by the laws of the state of Indiana.

ARTICLE IV

D.E.A. Rights

Payroll Deductions. The School Corporation agrees to deduct from the salaries of the teachers in the bargaining unit, who are continuing members of the Unified Association on September 15 and for whom the School Corporation has on file current payroll deduction authorizations in accordance with state law, the annual dues of the Unified Association in fifteen (15) equal deductions over fifteen (15) payroll periods. The School Corporation will grant teachers the right to payroll direct deposit. The School Corporation will provide payroll deductions for the DeKalb Central Insurance Fund, those deductions authorized for the Section 125 Flexible Fringe Benefit Plan and those annuity vendors for which there are approved payroll deductions.

Pursuant to Ind. Code 20-29-5-6, any teacher in the bargaining unit electing to have dues withheld from their pay must complete State Form 57142 – Withdrawal Authorization. This state code also gives a school employee the right to resign from the organization at any time and cease the withholding of any dues.

ARTICLE V

Compensation and Expenses

A. The salary range prior to any negotiation is listed in Table 1 at amounts between $44,500-$83,500. This amount does not include TRF contributions.

B. The salary range for the 2025-2026 school year will be $46,500 - $85,250. This amount does not include TRF contributions.

C. The salary range for the 2026-2027 school year will be $49,250 - $86,250. This amount does not include TRF contributions.

D. In fiscal year one, July 1, 2025 to June 30, 2026, teachers on the salary scale (Table 1 2024-2025) meeting eligibility and factor criteria listed in Section 1B and 1C will receive an increase of $3250. The new top of the scale will be $85,250. Any teacher that will go over the top of the scale ($85,250) with this raise, will be paid in the form of a one-time stipend for any amount over the top of scale.

E. In fiscal year two, July 1, 2026 to June 30, 2027, teachers on the salary scale (Table 2 2025-2026) meeting eligibility and factor criteria listed in Section 1B and 1C will receive an increase of $1500. Any teacher that will go over the top of the scale ($86,250) with this raise, will be paid in the form of a one-time stipend for any amount over the top of scale.

F. Teachers that hold a valid Indiana Literacy Endorsement are eligible for a one-time salary adjustment equivalent to one step on the 2025-2026 salary schedule. ($250) To qualify, the teacher must submit verification of the endorsement to Human Resources prior to July 1 of the contract year. Endorsements earned and verified on or after July 1 will be recognized the following contract year. This adjustment is awarded only once per teacher, regardless of when the endorsement is obtained.

Section 1.

Description of the Plan

A. DeKalb County Central United School District will utilize a salary scale with a scale of salary range for teachers within the district (Table 2 2025-2026 and Table 3 2026-2027). The superintendent has the authority to determine the entry step (level of pay) for new teachers using the following criteria when selecting the starting level:

1. A new teacher may begin at level zero of the salary range.

2. A teacher with previous public school experience will provide the school district with documentation of their salary in their current district. The superintendent will make an effort to match that amount on the salary scale.

3. To hire a teacher in a high needs area, the superintendent has the flexibility to offer a higher placement on the salary scale. “High needs” includes, but is not limited to, areas with limited applicants and areas which require a higher level of training and expertise.

4. When hiring a teacher where there are many qualified applicants, the superintendent has the flexibility to hire a teacher at a placement lower on the salary scale.

Base Salary Increases

B. General Eligibility
   1. Teachers who were not employed for a minimum of 120 days in the prior school year are ineligible for an increase.
   2. Except as provided in #3 below, a teacher who received an evaluation rating of ineffective or improvement necessary in the prior school year is not eligible for any salary increase and remains at their prior year salary.
   3. A teacher who is in their first two full school years of instructing students who receives an evaluation rating of improvement necessary is eligible for a salary increase.
C. Factors
   1. Evaluation (50%) – Receiving an evaluation rating of effective or highly effective. A teacher who is in their first two years of instructing students and who received an evaluation rating of improvement needed will be deemed to have satisfied this factor.
   2. Experience (50%) – Being employed as a teacher for a minimum of 120 days in the prior school year.
D. Distribution
   1. The factors defined in Section 1.C shall be given equal weight. An eligible teacher who satisfies both factors shall receive a salary increase of $3250 in the 2025-2026 school year, and a salary increase of $1500 in the 2026-2027 school year.
E. Redistribution
   1. Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective as a one-time stipend on the last payroll of each year.

Section 2.

Covering Classes and Ancillary Duties. When a teacher is assigned by and for the convenience of the administration to cover a class due to the absence of the regular teacher, including but not limited to art, music and physical education teachers, or to perform duties that are outside the contracted day and support school-wide education programs, the teacher may request through the building administrator, compensatory time and such compensatory time shall be arranged between the building administrator and the teacher involved.

At the end of the school year, the building principal shall certify to the office of the Superintendent any unused compensatory time which shall be credited to the teacher's flex leave in accordance with the following formula: One clock hour equals one hour. At the end of each year the number of hours accumulated will be totaled and divided by 7.5. The resulting number of days will be credited, with extra hours over whole days being carried over as compensatory time for the next school year. At the beginning of each school year an updated copy of the compensatory guidelines will be provided on the district website. Within the first thirty (30) days of the school year, teachers will indicate their interest in participation.

When a teacher is to be absent for a portion of, but not the entire, student contact day and would otherwise be charged with having taken flex leave, the teacher may arrange with another teacher(s), who does not then have direct student contact responsibilities and who is qualified to perform the absent teacher's duties, for the other teacher(s) to cover the absent teacher's class(es). In such an event, the covering teacher(s) should be awarded compensatory time in five (5) minute increments and the absent teacher shall not be charged flex leave for the absence. The absent

teacher shall be charged a deduction of compensatory time in five (5) minute increments equal to the amount awarded to the covering teacher. Such arrangements must be approved by a building administrator. A teacher may not be allowed to acquire a negative status beyond 30 minutes of compensatory time. Negative compensatory time totaling between 30-225 minutes will result in loss of ½ flex day. Any negative amount of compensatory time beyond 225 minutes will result in loss of 1 flex day.

Negative balances less than 30 minutes will be carried forward to the next school year.

Section 3. Summer School. Personnel teaching summer school will be compensated for instructional hours as well as supervision. Compensation will be based upon a teacher's hourly rate on a 7.5 hour day.

Section 4. DMS Friday School Program and DHS Wednesday and Saturday Program. Teachers will be paid $25.00 per hour for the actual number of hours worked.

Section 5. Extra-Curricular.

A. The salaries for extracurricular activities, which are effective August 1st, are set forth in Appendix A.

The parties agree they have examined the question of equal pay equal work as reflected in Appendix A and according to the athletic director's description of the position. This schedule was arrived at jointly and both parties believe it to be equitable.

It is understood that the salaries set forth in Appendix A, where appropriate, include, without limitation, locker room supervision; if it is necessary to arrange for other locker room supervision, the teacher holding such position and the administrator responsible for the activity shall make such arrangement without additional cost to the School Corporation.

B. Each teacher who performs an Extra-Curricular assignment shall, in addition to the appropriate salary as indicated in Article V, Section 1., be paid according to Appendix A. When signing the Extra-Curricular contract, teachers will have the option of receiving compensation for a given Extra-Curricular assignment in one (1) paycheck after the conclusion of the assignment or having it included in their contract salary and spread out over the entire year.

For those teachers electing one payment at the end of their assignment, the teacher must complete a Payment Authorization Form upon satisfying all of their extra-curricular season duties, obtain the signature of their administrator, and then forward to the Chief Financial Officer for final approval and payment.

C. The index amount for any position on the extracurricular pay schedule may be divided, provided there is mutual agreement between all individuals involved, the President of the D.E.A. and the Superintendent of Schools. The total amount of compensation paid to all individuals shall be equal to the amount that would be received by one individual with the same years of experience performing the duties alone.

Section 6. Homebound. When a teacher is assigned the duties of providing homebound services to a student, a teacher will be compensated at an hourly rate within the range of $30 per hour up to an individual teacher's hourly rate based upon a 7.5 hour day. The hourly rate for each homebound assignment will be determined at the time a teacher accepts the duty of serving a student in need of homebound services.

Section 7. Kindergarten Screening. Upon administrative approval, personnel conducting screening for incoming kindergarten students will be compensated based upon a teacher's hourly rate on a 7.5 hour day.

Section 8. ISTRF. The School District shall also pay 3% contribution to the Teacher's Retirement Fund on behalf of each teacher.

Section 9 Pay Options. Teachers may elect a salary system of being paid in twenty-six (26) or twenty-one (21) equal installments, by responding to the questionnaire provided by the Business Office prior to the ending of school.

Section 10. Automobile Use. Any teacher required by the School Corporation to use his/her private automobile for assigned school duties other than in connection with athletic events shall be reimbursed for expenses at the current IRS rate if a district vehicle is not available. The parties understand that travel reimbursement for extracurricular activities must come out of the building extracurricular budgets and if allocation and expense in a building extracurricular budget is insufficient to make reimbursement, such reimbursement is hereby waived.

The School Corporation shall insure hired cars and non-owned cars that are used for transporting students while on school business in the amount of $250,000 per individual and $500,000 per accident as a secondary carrier.

The School Corporation shall also have $100,000 property damage coverage on these vehicles.

No employee shall be required to use his/her private vehicle to transport students to and from school events.

Section 11. School District I.D. All teachers will use their DeKalb Central I.D. card for school activities at no cost.

Section 12. After School Study Table Tutors. There may be compensated positions at DeKalb High School for After School Study Table Tutors as follows:

A. The After School Study Table Tutors will consist of approximately:
   1. Four hours per individual Tutor per week; and
   2. Thirty-Two weeks

B. The After School Study Table Tutors will be compensated as follows:
   1. Academic Math Tutor .065
   2. Academic English Tutor .065

C. This program and compensation is dependent upon revenues from other than the School District's Education Fund. To the extent that in the future such funding is not available, then these Tutor positions and compensation may be terminated.

Except for the provisions regarding compensation, this provision is the school's policy, was not bargained, and is included for informational purposes only.

Section 13. Advanced Placement and Dual Credit Teaching All teachers will receive an annual stipend of $500 per Advanced Placement or Dual Credit course taught. Multiple sections of the same course will not constitute more than one $500 stipend. *If multiple courses are taught during the same class period, only 1 $500 stipend will be paid.*

ARTICLE VI

Leaves

Section 1. Flex Leave (Sick and Personal Leave)

Each teacher shall be entitled to be absent from work because of personal illness, quarantine, or personal leave for a total of thirteen (13) days the first (1st) year and thirteen (13) days in each succeeding year without loss of compensation.

If in any one year the teacher shall be absent for such illness, quarantine, or personal leave less than the prescribed number of days, the remaining days shall be accumulative to a total of one hundred eighty-five (185 days) or the adjusted maximum as a result of any adjustment made pursuant to Article VIII, Section 2.

For teachers hired after January 1, 2004, the maximum shall be one hundred twenty (120) days or the maximum as adjusted pursuant to Article VIII, Section 2.

The flex leave calculation will be applied at the end of each school year. At the start of each school year, a teacher will have his/her flex leave accumulation up to the maximum and any additional annual leave entitlement for that school year.

When a teacher's flex leave accumulation has exceeded the maximum as defined above, that excess accumulation shall be designated as annual buy-back days and will be compensated at the rate of the current substitute pay for each day in excess of the maximum. Such compensation for annual buy-back days shall be paid first to the teacher's 401(a) account. These payments shall be made on or before the first contracted teacher day of the following school year.

A teacher may use up to twenty (20) days of leave in any school year to remain at home to attend to a member of the teacher's household who is ill, or to visit a parent, child, grandchild, or an individual who regularly resides in the teacher's home who is in a hospital or hospice facility or homebound due to a medical condition. This provision shall also apply when a child is born to the wife of a teacher, provided such days are taken within twenty (20) days of the birth of the child.

Summer school teachers shall be granted one (1) flex leave day per summer without any accumulation of such days.

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

The days immediately before and after fall break, Christmas vacation, and spring break shall not be used for flex days except for family/personal emergencies and/or special circumstances, and these days shall not be used for extending vacations. In order to use flex leave before or after other school

holidays or vacation days, the absence must be approved 48-hours prior to such leave, except in cases of emergency.

Flex leave may be taken for necessary personal business or civic affairs, and teachers are encouraged to use flex leave in full day increments, but may use it in one-half day increments. Use of flex leave in one hour increments is a privilege and such use must be approved by the office of the Superintendent; such use is contemplated only when unusual circumstances would indicate hourly use to be practical, and when such matters could not be scheduled outside the regular teaching day, as illustrated but not limited by attending courses necessary for professional growth or for repeated medical treatments. When permission is granted to use flex leave in one hour increments and four hours have been used, then a half day will be deducted.

At the completion of each school year, teachers may transfer a total of five (5) days per year from their previous school district.

If a teacher has lost accumulated sick days at any of his/her prior school districts because a temporary contract resulted in a failure to transfer sick days to another school district, then those days that did not transfer because of the temporary contract will be considered part of teacher's flex leave accumulation total for the purposes of eligibility to transfer to DeKalb County Central United School District. In order to restore lost days to accumulation days subject to transfer, the teacher must notify DeKalb Co. Central United School District within ninety (90) days of his/her employment and subsequently provide sufficient documentation of the number of days lost because of a temporary contract.

Section 2. Sick Bank. The Board of Education agrees to have the Business Administration of the DeKalb Central District administer an Emergency Sick Leave Fund. The D.E.A. agrees to establish guidelines under which they will receive applications from those who need a contribution of additional sick leave. In addition, the D.E.A. agrees to provide the Business Administration with:

A. A list in priority order of the names and days to be deducted and voluntarily donated to another teacher.

B. A certified authorization from the donating teacher authorizing the Business Administration to make said deduction.

The forms for these two items will be agreed upon by the D.E.A. and Administration of DeKalb Central. (See Appendix C)

The D.E.A. has established guidelines for the administration of the Sick Bank and has furnished those guidelines to the Board. Before the D.E.A. adopts a change in these guidelines, the D.E.A. shall notify the Superintendent, in writing, that it is considering such a change.

Section 3. Bereavement Leave. Up to seven (7) school days of absence, without loss of pay, commencing with the day of death or with the day after death, shall be granted a teacher for a death in the immediate family. Immediate family is defined as a teacher's spouse, child, sons and daughters in-law, parent, sibling, sibling spouses, grandchild, grandparents, person who shares the home, or parents, grandparents and siblings of the spouse of the teacher. A teacher may use any unused days for personal business in connection with the death of the person up to one year following the date of death. If the teacher elects to utilize these days for bereavement personal business, the teacher shall provide, upon the request of the superintendent, any necessary document and/or verification.

In the case of the death of a spouse of a member of the immediate family, as defined above and pursuant to those terms, up to two (2) additional consecutive school days shall be granted.

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

Section 4. Child Birth Leave.

A. Pregnancy and Child Care Leave. A teacher who is pregnant shall be entitled upon request to a leave of absence for a period commencing at the time of physician certified pregnancy through one (1) year following live birth of the child, subject to this section. The leave may commence and terminate at the end of any grading period. The teacher shall notify the Superintendent in writing of the intention to take such leave, except in the case of emergency, at least thirty (30) days before the leave is to begin; such notice shall also state the time of intended return to teaching.

B. Disability of Teacher from Pregnancy and/or Delivery of a Child. The leave shall begin no later than the date the teacher's attending physician determines and shall end no earlier than at a time the teacher's attending physician determines. During the time a teacher is actually disabled from the pregnancy and/or the delivery of a child, a teacher may use his/her flex leave and may apply for disability leave.

Section 5. Disability Leave. This policy shall apply to leave in all cases where a teacher is unable to teach because of a disability. Such disability shall include, among other items, disability arising from surgery, physical illness, mental illness or emotional disturbance, causing a disability for more than three (3) weeks.

A. Anticipated Disability. Where disability can reasonably be anticipated, as in the case of a scheduled operation, the following rules shall apply: (1) the teacher requesting leave shall notify the office of the Superintendent of the expected time of leave as soon as reasonably possible, (2) the leave of absence shall begin at a time mutually agreeable to the teacher and the teacher's physician and shall coincide with the end of a semester if possible, and (3) in the case of disagreement over the beginning date of the leave, or the ability/inability of the teacher to continue to teach, the School Corporation may condition the time leave begins on receiving a statement by the teacher's physician as to the teacher's ability/inability to continue teaching.

B. Length of Leave. The leave shall not exceed twelve (12) months.

C. Time of Return to Teaching Duties. The teacher may resume teaching duties at such time as in the opinion of the teacher and the teacher's physician that the teacher is able to resume teaching. The School Corporation may, at its option, require the certificate of the physician to this effect. If the leave is to extend beyond such time, the termination shall coincide with the end of a semester.

Section 6. Rules Governing Both Section 4 and Section 5 Leaves.

A. Use of Flex Leave. Any teacher taking leave of absence under these policies may use any days of flex leave which the teacher has accumulated under the School

Corporation's flex leave policy in this Contract, but shall be required, at the option of the School Corporation, to present a doctor's certificate of disability to teach to justify such use of accumulated flex leave days. Such use of flex leave shall be limited to personal disabilities directly related to the pregnancy or to the specific cause for taking disability leave.

B. Accumulation of Successive Years of Service. The teacher shall retain all rights existing at the time the leave commences, and in addition thereto:

1. Credit toward the Teacher's Retirement Fund shall be governed by the rules of that Fund.

C. Flex Leave Accumulation. Flex leave shall not accumulate for a school year when the teacher did not teach. For teachers who do not teach the entire school year, credit for flex leave shall be credited on fifty-percent-per-semester basis, with a majority of teacher work days in any semester constituting a full semester.

Recognizing that flex days are "credited" to the teacher as of the first day of the Fall semester, if this policy necessitates "deducting" flex leave days, such adjustment shall be made prior to the first day of the requested leave.

D. Insurance. Any teacher taking a leave not covered by the Family and Medical Leave Act may maintain coverage in the group hospitalization and the group term life insurance plans held by the Corporation subject to:

1. Paying to the Corporation, when it becomes due, the total premium of the group term life insurance, including the Corporation's share thereof.

2. Paying to the Corporation, so as to be at all times at least one month in advance of the Corporation's due date, the total premium of the group health insurance, including the Corporation's share thereof,

3. All subject to any applicable rules of the insurance carriers.

Any teacher taking a leave covered by the Family and Medical Leave Act shall continue to receive the group health insurance benefits, for a period of time as provided by law. During the leave, the Corporation shall continue to pay the portion of the health insurance premium, as specified in the master contract, for active teachers.

E. Provisions Governing Teachers Not Intending to Return to Teaching After Leave. In the case of a teacher who does not intend to resume teaching duties with the School Corporation after expiration of the requested leave:

1. The notice of request to take leave shall set forth the effective date of the teacher's resignation.

2. The teacher shall then be eligible to use accumulated leave as provided for in paragraph A above and to continue the insurance as provided for in paragraph D above.

Section 7. Adoption Leave. A teacher, who during the term of this Contract, has legally adopted a child under the age of eleven (11) years, may use up to six (6) calendar weeks of flex leave in any school year as “adoption leave”. Back-to-back adoption leaves will not be granted. Both spouses may not receive adoption leave for the same child. Only one adoption leave will be granted a teacher in the event of adoption by the teacher of his/her spouse's children.

Section 8. Workmen's Compensation Leave. A teacher who is absent from work because of injury or illness received on the job receives regular pay from his/her accumulated flex leave the first five (5) days (chargeable against flex leave). After the first five (5) days the teacher will be paid by the School Corporation the difference between Workmen's Compensation and his/her regular pay not to exceed the total dollar value of his total accumulated flex leave until his/her flex leave has expired.

Section 9. Court Leave. Court leave with pay shall be granted to teachers for the time necessary to make appearance(s) in any court proceeding resulting from activities relating to the teacher's employment with the School Corporation, except when the teacher is a plaintiff. This section does not apply to administrative procedures, nor to court actions to enforce this Agreement or involving Public Law 217, Acts of 1973.

Section 10. Returning from Leaves of Absence. A teacher returning from a leave of absence and meeting the notification requirement of this section shall be given a position in the school system which is in keeping with his/her certification requirements. A teacher whose leave of absence does not exceed sixty (60) calendar days, shall be reinstated to the same teaching position. A teacher whose application for leave of absence is either (1) for the remainder of a given school year, or, (2) for one entire school year (Fall to Spring), and whose leave does not in fact exceed such limits, shall be reinstated to the same teaching position if such position then exists and, if not, to an equivalent teaching position. Teachers who have leave through the end of any school year will be notified on or before May 1 by the DeKalb Central District that the teacher must notify the District in writing on or before June 1 of the teacher’s intent to return to teaching. If a teacher receives such notice from the School district and fails to notify in writing the DeKalb Central District by June 1, that teacher will be considered to have resigned. Teachers returning from leaves of absence shall retain all of the accumulated rights and benefits to which they were entitled at the time the leave began.

Section 11. Verification. The School Corporation reserves the right to require written verification of the reasons for all leaves.

Section 12. Other Leaves. A teacher may request an unpaid leave for reasons not provided by the other Sections in this Article for up to one year. A teacher may initiate such a request by filing a written request with the Office of the Superintendent setting forth the dates of the requested leave and the reasons therefore. The Board may, in its sole discretion, grant an unpaid leave up to twelve (12) months though may establish conditions for approving any such request. The Board may limit or extend such a leave to begin and/or end with the commencement or ending of a grading period. Sections 10 and 11 of the Article will be applicable to a leave approved by the Board under this Section.

Insurance

Section 1. Life Insurance. The Board agrees to pay up to $200, to provide each teacher in the bargaining unit a group term life insurance policy, held by the Corporation, in the face amount of Fifty Thousand double indemnity for accidental death. The employee cost will never be less than $1.0.

Section 2. Health Insurance. The teacher electing to be covered by the Corporation's Health Insurance may select from the available coverage and plan options. During the 2025-2026 school year, the Board agrees to pay the amounts listed on Table A below or as modified by changes in medical insurance premiums as listed in Article VII Section 5.

If actual medical and Rx claims for the period August 1, 2025 through July 31, 2026 do NOT exceed $4,266,487, the Board agrees to pay the amounts listed on Table A below towards the total premium for the 2026-2027 school year. If actual medical and Rx claims for the period August 1, 2025 through July 31, 2026 DO exceed $4,266,487, the Board agrees to pay the amounts listed on Table B below towards the total premium for the 2026-2027 school year.

For employees hired before January 1, 2026, where two individuals are both covered by one plan and are each employed by the School Corporation, the School Corporation will pay in accordance with the table below toward the premium. If the insurance premium is more than the amount paid by the Board, the Board will pay the full premium, less $1.00.

DeKalb County Central United School District
Amounts paid annually by the district towards Total Premium:

TABLE A

Plan Employer Paid Total	Gold	Silver	Bronze
Family	$ 21,738.40	$ 20,060.80	$ 16,597.60
Employee+Spouse	$ 16,450.40	$ 15,181.60	$ 12,560.80
Employee+Children	$ 12,422.40	$ 11,463.20	$ 9,484.80
Employee Only	$ 8,470.40	$ 7,745.60	$ 6,408.80

TABLE B

Plan Employer Paid Total	Gold	Silver	Bronze
Family	$ 22,825.60	$ 21,064.00	$ 17,427.20
Employee+Spouse	$ 17,272.80	$ 15,940.80	$ 13,188.80
Employee+Children	$ 13,043.20	$ 12,036.00	$ 9,959.20
Employee Only	$ 8,893.60	$ 8,132.80	$ 6,729.60

Section 3. Dental Insurance.
The School Corporation will enter into an agreement for basic group dental insurance coverage. The Board agrees to pay the cost of a single dental plan premium (up to a maximum of $600) toward any dental plan option.

Section 4. Long Term Disability.

The Board agrees to contribute $15.00 annually per certified employee within the bargaining unit toward the annual premium of a group Long Term Disability Insurance policy.

The employee cost will never be less than $1.00 per year per employee.

Any cost in excess of $15.00 per employee within the bargaining unit will be assessed equally among its members.

Section 5. Insurance

No changes in health insurance premiums will occur except by mutual agreement of the D.E.A. and the School Corporation.

Any changes in carrier, administration of the policy, funding mechanism (self-funded or fully insured), amount of stop-loss limits and premium rates can be made by the School Corporation after discussion with the D.E.A. Either party may request a meeting to discuss proposed changes. The discussion will be held at a mutually agreeable time within twenty (20) days of the request.

After such discussion about premium rates, the percentage of increase will be applied to the benefits amounts listed in Article VII Section 2 and Article VIII Section 6A.

Section 6. Section 125. The Board agrees to implement a Section 125, Flexible Fringe Benefit Program, at a date mutually agreeable to the D.E.A. and the Board. This program will include benefits commonly referred to as First and Second Generation benefits. The Board will pay any annual fee and the teacher will pay any monthly fee if the teacher chooses to participate in the Second Generation of the program.

ARTICLE VIII

Retirement and Service Years Pay

Section 1. Retirement Benefit Plan Eligibility (all teachers)

A. A teacher must have worked at least 15 years in the DeKalb County Central United School District and have attained the age of 55, except those who must retire before age 55 because of health reasons and have applied for Indiana State Teacher Retirement on the basis of health. This shall be certified by medical evidence provided by a doctor with an unlimited license to practice medicine in the State of Indiana.

B. A teacher must indicate his/her intention to retire by January 1 of the year of actual retirement. The 6-month notice is for budget purposes. In case of ill health, accident or death, the Board may waive the June 1 deadline. The computation of retirement bonus shall be as follows:

1. $200 times the number of accumulated flex leave days, up to the teacher's maximum number of days.

2. In computing the retirement bonus described in subsection (1.) above, if a teacher has utilized fifty (50) or more flex days for medical reasons, and at least thirty (30) of such days were used consecutively within one school year preceding retirement, the number of flex days used may be restored during the final year of employment for the sole purpose of calculating the retirement bonus, subject to the following provisions:

a. The qualifying medical leave must be the direct result of a catastrophic illness, injury, or terminal medical condition which renders the employee unable to perform assigned duties, as verified by medical documentation.
b. Elective, non-urgent, or otherwise postponable medical procedures shall not be deemed qualifying medical events under this provision, regardless of duration of absence.
c. The employee shall provide comprehensive medical documentation substantiating both the nature of the medical condition and its necessity for an extended absence, within a reasonable timeframe as determined by the administration.
d. The restoration of flex days pursuant to this section shall be subject to review and approval by the Board of Education. The Board reserves the right to deny restoration if, in its discretion, the circumstances do not meet the intent of this provision.
e. Determinations made under this section shall not be subject to grievance or appeal beyond the Board level.

3. The teacher's retirement pay will be paid in one of the following methods depending upon the actual amount:

   a. If the excess is Eight Thousand Dollars ($8,000.00) or less, then that amount will be paid in a lump sum prior to the July 1 following the end of that school year that the teacher retires.

   b. If the excess is greater than Eight Thousand Dollars ($8,000.00), but is less than Twenty-Four Thousand Dollars ($24,000.00), then one-half will be paid prior to the July 1 following the school year the teacher retires and the other half paid in the first payroll of the January immediately following the year of retirement.

   c. If the excess is Twenty-Four Thousand Dollars ($24,000.00) or greater, then the retirement pay will be paid as follows:

      i. One-third prior to July 1 following the end of the school year the teacher retires;
      ii. One third in the first payroll in which deductions are withheld, in January immediately following the year of retirement; and
      iii. One-third in the first payroll in which deductions are withheld, of the January two years following retirement.

C. Any retired teacher owed one of the payments listed in Article VIII Section 3.a-c above shall be offered the option of withholding health insurance premiums from such payment. The amount withheld from such payment(s) will be agreed upon by the retired teacher and the CFOO of the School Corporation. Any unknown increase in premiums for periods already paid will then be paid by the retired teacher at the time of increase. All health insurance premiums withheld from the retirement payments will occur per Section 125 rules.

D. Retirement benefits will be paid to the beneficiaries of a deceased teacher if the teacher would have been qualified for such benefits under this article and may be paid over a two-year period.

Section 2. Service Years Pay (all teachers)

All teachers who have completed more than fifteen (15) years of service in DeKalb County Central United School District shall receive an annual payment of Six Hundred Dollars ($600.00). Such payment shall be made into the teacher's 401(a) account prior to the start of the next school year following the completion of the year of service. The Board contribution under this section will vest immediately upon the teacher obtaining fifteen (15) years of service in DeKalb County Central United School District.

Section 3. Advanced Retirement Pay for Flex Leave Days (all teachers)

All teachers who are 50 years old and who have ten (10) years of service at DeKalb Central Schools by July 1 following any school year, will have the School Corporation contribute One Thousand Dollars ($1,000.00) a school year to the teacher's 401(a) account until the earlier of five (5) annual payments or until the time the teacher severs employment with the School Corporation. For each year the district contributes, the number of actual and the maximum number of flex leave accumulation days will be reduced by 5 days. The payment will not be made in any year in which the reduction of flex days would cause the balance of flex days to fall below sixty (60) days. These payments will be made to the teachers 401(a) account prior to the start of the next school year.

Section 4. Group Health Insurance (all teachers)

A. A teacher who has completed more than fifteen (15) years of service in DeKalb Central Schools, who is not eligible for Medicare, may continue in the Corporation's group hospitalization plan, as if the teacher were on extended leave, subject to the terms and conditions of Article VI, Section 6-E.

Section 5. DeKalb County Central United School District's Retirement Savings Plan (RSP teachers)

A. The School Corporation will establish and maintain the DeKalb County Central United School District's Retirement Savings Plan ("Retirement Savings Plan"). The provisions for this 401(a) qualified plan are set forth in the plan document. Teachers hired after January 1, 2004, and teachers designated as "RSP teachers" for this Retirement Savings Plan will be in this Retirement Savings Plan and eligible for benefits. These retirement benefits are in lieu of any benefits under Article VIII, Section 6.

B. The School Corporation will contribute an amount equal to compensation for regular and/or supplemental contracts for a regular school year, multiplied by 1 1/2 % to the teachers account in the Retirement Savings Plan. The School Corporation contribution will be submitted before the start of the next school year.

C. Teachers will have the option of continuing to invest their dollars in 403(B) plans already in existence subject to the statutory contribution limits.

D. Since this Retirement Savings Plan is a replacement for the benefits provided for in Article VIII, Section 6, all contributions to eligible teachers will not vest until that time the teacher obtains fifteen (15) years of service with the DeKalb County Central Schools, at which time the teacher will become fully vested. A teacher whose employment is terminated prior to vesting will have the value of his/her Retirement Savings Plan forfeited to the plan and that amount will be utilized as part of the School Corporation's next required contribution to the Plan. The School

Corporation will disclose and provide a written notice to the Association of the amount, if any, that has been forfeited and used to reduce the School Corporation's contribution that year.

Section 6. Group Health Insurance Continuance (non RSP teachers)

A. A teacher with fifteen (15) years or more experience in DeKalb Central Schools, who has attained the age of 55, except those who must retire before age 55 because of health reasons and have applied for Indiana State Retirement on the basis of health (having been certified by medical evidence provided by a doctor with an unlimited license to practice medicine in the State of Indiana), who is not eligible for Medicare, may continue in the Corporation's group hospitalization until Medicare eligibility with the district paying annually according to the table below, as of July 1, 2025 toward the cost of the selected coverage option. The amount of this contribution will increase each year by the same percentage that the health insurance premiums increase at the renewal date up to a maximum of Ten Thousand Dollars ($10,000.00).

DeKalb County Central United School District
Amounts paid annually by the District towards:

Retired Teacher – for coverage after July 2025

Coverage Type	Gold	Silver	Bronze
Any coverage type*	$6135	$5663	$4730

*Not to exceed $10,000

And as modified by any premium increases mentioned in Article VII Section 5.

B. The School Corporation will contribute as provided above to a retired teacher that contribution level, which was in effect during the teacher's last year of work. A teacher who qualifies for benefits under the Retirement Savings Plan provided by Article VIII, Section 5, shall not be eligible for any benefits under this Section.

C. A couple, one of which is a retired teacher who qualifies for the benefits in this section, and is married to a teacher still actively employed and participating in the health insurance program, will receive the Family 2 contribution. Where two retired teachers are married and have separately qualified for the benefits of this section, each will be entitled to the health insurance contribution towards separate single or one family plan.

ARTICLE IX

Grievance Procedure

Section 1. Definitions.

A. A "grievance" is an alleged violation or claimed misinterpretation of a specific article or section of this agreement.

B. The terms "teacher" and "grievant" include any individual or group of individuals in the bargaining unit.

C. The term "day" when used in this article shall mean student days (as that term is used in the school calendar or 180 days). During the summer recess, the term shall mean weekdays (Monday through Friday), except holidays when the office of the Superintendent is closed.

Section 2. Grievant and Representation. An individual teacher, or group of teachers, may present a grievance and may do so through the exclusive representative, and the exclusive representative may thus be given an opportunity to be present at all stages of the grievance machinery. The adjustment of all grievances shall not be inconsistent with the terms of this Contract.

Section 3. Procedure.

A. Step One

A grievance may be initiated in one (1) of the following ways:

1. The teacher may approach the building principal concerned and discuss the matter on his/her own behalf.

2. The teacher may request that a representative of the Association accompany the teacher and in such case the building supervisor shall not initiate any consultation with the grievant prior to any scheduled meeting at which the representative is to be present.

3. The teacher may bypass this Step One and file the written grievance directly at Step Two.

B. Step Two

In the event the grievance is not resolved in Step One, the grievant may file a formal grievance in writing with the building principal on the form shown in Appendix B.

1. The grievance form shall be filed in quadruplicate with one (1) copy for the D.E.A. President, the grievant, the building principal, and the school central office.

2. The grievance shall (1) name the other teacher(s) involved if any, (2) state the facts giving rise to the grievance, (3) identify the specific provisions of this agreement alleged to have been violated or misinterpreted, (4) state the contention of the grievant with respect to the grievance, (5) indicate the specific relief requested, and (6) be signed by the grievant(s).

3. The form of grievance should be filed as soon as possible, but any grievance not presented in writing in Step Two within twenty (20) days of the time the grievant knew, or reasonably should have known, of the grievance shall be deemed waived and shall not be processed.

4. The teacher may request a meeting with the building principal and the representative of the D.E.A. may accompany the grievant. In any event, denial shall not occur before discussion if a meeting has been requested. The building principal shall communicate his answer in writing to the grievant and the D.E.A. President within five (5) days after receiving the written grievance, or within five (5) days after the meeting with the grievant if such meeting was requested by the grievant, and said answer shall be attached to the grievance.

C. Step Three

1. If the grievance is not resolved in Step Two, the teacher may, within five (5) days of the receipt of the building principal's answer, appeal to the Superintendent, or his designee, by filing the grievance and the principal's answer, along with a written response of the teacher, if desired, with the office of the Superintendent, which shall receipt therefor. Any such response by the grievant shall be attached to the grievance.

2. The teacher may request an informal hearing with the Superintendent, or his designated representative, and the D.E.A. representative may accompany the grievant. The Superintendent, or his designated representative, shall give the teacher an answer in writing no later than ten (10) days after receipt of the written grievance properly filed with the office of the Superintendent. Such answer shall be attached to the grievance.

D. Step Four

Within twenty (20) days after receipt of the decision in Step Three, the D.E.A. President or the School Board, upon written notice to the other, may submit the grievance to arbitration under and in accordance with the rules of the American Arbitration Association, pursuant to the following procedure:

The two (2) parties, the School Board and the D.E.A., shall attempt to select an arbitrator by mutual agreement, or a method of selecting an arbitrator by mutual agreement. If the two (2) parties cannot agree on the arbitrator, or a method of selecting an arbitrator, within five (5) days after notification is given, the arbitrator shall be selected in accordance with the rules of the American Arbitration Association.

Section 4. Powers of Arbitrator.

A. The arbitrator shall have no power:

1. To add to, subtract from, disregard, alter, or modify any of the terms of this agreement.

2. To rule on the termination of extracurricular services or failure to reemploy any teacher to a position on the extracurricular schedule, or any other position which has a salary bonus or time off or extra-time bonus.

3. To rule in regard to the dismissal of, or the renewal or non-renewal of any contract for, any non-tenure teacher, except to enforce any specific section or provision of this contract.

4. To rule in regard to any claim or complaint for which there is another remedial procedure or course established by law or by regulation having the force of law, including but not limited to any matter subject to the procedures specified in the Equal Employment Opportunity Act, or other legislation.

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

6. To consider matters outside the scope of the grievance and its attachments.

B. The fees and expenses of the arbitrator shall be shared equally by the Board and the D.E.A. All other expenses shall be borne by the party incurring them.

Section 5. Other Provisions Relating to the Grievance Procedure.

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

B. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel file of the participant(s) and are not valid basis for evaluations.

C. Time limits herein may be extended only by mutual agreement, signed by the parties.

D. Time limits herein apply to teachers on leave of absence, other than flex leave, as if such teacher were present and working.

Flex Leave as used here specifically does not include Child Birth Leave, other than "Minimum Leave" as defined in Section 4 of Article VI, nor does the definition include Disability Leave, as contemplated by Section 5 of Article VI.

E. All steps of the grievance procedure shall be conducted during mutually agreeable times. Arbitration hearings will be conducted outside the teacher's work day except by mutual agreement of the School District and the Association. If an arbitration hearing is conducted during the teacher's work day, unless there is mutual agreement to some other procedure, bargaining unit witnesses for the Association and the School District will be provided the same type of release from their duties in order to testify.

F. If there is a failure at any step to communicate the decision on a grievance within the specified time limit, the grievant shall then have the right to appeal at the next step of the procedure.

G. Any grievance not advanced from one step to the next within the time limits shall be deemed resolved by the answer at the previous step.

H. Any grievance which arose prior to the effective date of this agreement or after the termination date of this agreement shall not be processed.

I. No teacher shall use the Grievance Procedure to appeal any decision of the Board or Administration if such decision is pursuant to an order of or written agreement with any state or federal regulatory commission or agency.

ARTICLE X Term of Agreement

The terms of this Agreement shall begin on July 1, 2025 and continue in effect through June 30, 2027, with the exception of those provisions which specifically go into effect or expires by their terms at such other dates.

The undersigned attest to the following:
1. A public hearing was held in compliance with I.C. § 20-29-6-1(b) on August 19, 2025 and electronic participation from the governing body and public was permitted; and
2. A public meeting in compliance with I.C. § 20–29–6–19 was held on October 23, 2025 to discuss the tentative agreement and 2025 IEERB CBA Compliance Rubric Page 4 of 34 electronic participation from the governing body and public was permitted.

This Agreement is entered into this 28th day of October, 2025 by:

THE BOARD OF SCHOOL TRUSTEES OF THE DEKALB COUNTY CENTRAL UNITED SCHOOL DISTRICT

10-29-25

Steven Teders — Date
Superintendent

10/31/25

Valerie Armstrong — Date
School Board President

DEKALB EDUCATORS ASSOCIATION

10/30/25

Chris McGrew — Date
President DeKalb Educators Association

10/31/25

Jason Hunter — Date
Chief Negotiator, DeKalb Educators Association

TABLE 1 2024-2025

DEKALB COUNTY CENTRAL UNITED SCHOOL DISTRICT				
Salary Scale 2024-2025				
Level	**Salary**		**Level**	**Salary**
0	$44,500.00		27	$64,750.00
1	$45,250.00		28	$65,500.00
2	$46,000.00		29	$66,250.00
3	$46,750.00		30	$67,000.00
4	$47,500.00		31	$67,750.00
5	$48,250.00		32	$68,500.00
6	$49,000.00		33	$69,250.00
7	$49,750.00		34	$70,000.00
8	$50,500.00		35	$70,750.00
9	$51,250.00		36	$71,500.00
10	$52,000.00		37	$72,250.00
11	$52,750.00		38	$73,000.00
12	$53,500.00		39	$73,750.00
13	$54,250.00		40	$74,500.00
14	$55,000.00		41	$75,250.00
15	$55,750.00		42	$76,000.00
16	$56,500.00		43	$76,750.00
17	$57,250.00		44	$77,500.00
18	$58,000.00		45	$78,250.00
19	$58,750.00		46	$79,000.00
20	$59,500.00		47	$79,750.00
21	$60,250.00		48	$80,500.00
22	$61,000.00		49	$81,250.00
23	$61,750.00		50	$82,000.00
24	$62,500.00		51	$82,750.00
25	$63,250.00		52	$83,500.00
26	$64,000.00			

TABLE 2 2025-2027

DeKalb County Central United School Corporation

Salary Table 2025-2026

Level	Salary	Level	Salary	Level	Salary	Level	Salary	Level	Salary
0	$46,500.00	32	$54,500.00	64	$62,500.00	96	$70,500.00	128	$78,500.00
1	$46,750.00	33	$54,750.00	65	$62,750.00	97	$70,750.00	129	$78,750.00
2	$47,000.00	34	$55,000.00	66	$63,000.00	98	$71,000.00	130	$79,000.00
3	$47,250.00	35	$55,250.00	67	$63,250.00	99	$71,250.00	131	$79,250.00
4	$47,500.00	36	$55,500.00	68	$63,500.00	100	$71,500.00	132	$79,500.00
5	$47,750.00	37	$55,750.00	69	$63,750.00	101	$71,750.00	133	$79,750.00
6	$48,000.00	38	$56,000.00	70	$64,000.00	102	$72,000.00	134	$80,000.00
7	$48,250.00	39	$56,250.00	71	$64,250.00	103	$72,250.00	135	$80,250.00
8	$48,500.00	40	$56,500.00	72	$64,500.00	104	$72,500.00	136	$80,500.00
9	$48,750.00	41	$56,750.00	73	$64,750.00	105	$72,750.00	137	$80,750.00
10	$49,000.00	42	$57,000.00	74	$65,000.00	106	$73,000.00	138	$81,000.00
11	$49,250.00	43	$57,250.00	75	$65,250.00	107	$73,250.00	139	$81,250.00
12	$49,500.00	44	$57,500.00	76	$65,500.00	108	$73,500.00	140	$81,500.00
13	$49,750.00	45	$57,750.00	77	$65,750.00	109	$73,750.00	141	$81,750.00
14	$50,000.00	46	$58,000.00	78	$66,000.00	110	$74,000.00	142	$82,000.00
15	$50,250.00	47	$58,250.00	79	$66,250.00	111	$74,250.00	143	$82,250.00
16	$50,500.00	48	$58,500.00	80	$66,500.00	112	$74,500.00	144	$82,500.00
17	$50,750.00	49	$58,750.00	81	$66,750.00	113	$74,750.00	145	$82,750.00
18	$51,000.00	50	$59,000.00	82	$67,000.00	114	$75,000.00	146	$83,000.00
19	$51,250.00	51	$59,250.00	83	$67,250.00	115	$75,250.00	147	$83,250.00
20	$51,500.00	52	$59,500.00	84	$67,500.00	116	$75,500.00	148	$83,500.00
21	$51,750.00	53	$59,750.00	85	$67,750.00	117	$75,750.00	149	$83,750.00
22	$52,000.00	54	$60,000.00	86	$68,000.00	118	$76,000.00	150	$84,000.00
23	$52,250.00	55	$60,250.00	87	$68,250.00	119	$76,250.00	151	$84,250.00
24	$52,500.00	56	$60,500.00	88	$68,500.00	120	$76,500.00	152	$84,500.00
25	$52,750.00	57	$60,750.00	89	$68,750.00	121	$76,750.00	153	$84,750.00
26	$53,000.00	58	$61,000.00	90	$69,000.00	122	$77,000.00	154	$85,000.00
27	$53,250.00	59	$61,250.00	91	$69,250.00	123	$77,250.00	155	$85,250.00
28	$53,500.00	60	$61,500.00	92	$69,500.00	124	$77,500.00		
29	$53,750.00	61	$61,750.00	93	$69,750.00	125	$77,750.00		
30	$54,000.00	62	$62,000.00	94	$70,000.00	126	$78,000.00		
31	$54,250.00	63	$62,250.00	95	$70,250.00	127	$78,250.00		

TABLE 3 2025-2027

DeKalb County Central United School Corporation

Salary Table 2026-2027

Level	Salary	Level	Salary	Level	Salary	Level	Salary	Level	Salary
0	$49,250.00	32	$57,250.00	64	$65,250.00	96	$73,250.00	128	$81,250.00
1	$49,500.00	33	$57,500.00	65	$65,500.00	97	$73,500.00	129	$81,500.00
2	$49,750.00	34	$57,750.00	66	$65,750.00	98	$73,750.00	130	$81,750.00
3	$50,000.00	35	$58,000.00	67	$66,000.00	99	$74,000.00	131	$82,000.00
4	$50,250.00	36	$58,250.00	68	$66,250.00	100	$74,250.00	132	$82,250.00
5	$50,500.00	37	$58,500.00	69	$66,500.00	101	$74,500.00	133	$82,500.00
6	$50,750.00	38	$58,750.00	70	$66,750.00	102	$74,750.00	134	$82,750.00
7	$51,000.00	39	$59,000.00	71	$67,000.00	103	$75,000.00	135	$83,000.00
8	$51,250.00	40	$59,250.00	72	$67,250.00	104	$75,250.00	136	$83,250.00
9	$51,500.00	41	$59,500.00	73	$67,500.00	105	$75,500.00	137	$83,500.00
10	$51,750.00	42	$59,750.00	74	$67,750.00	106	$75,750.00	138	$83,750.00
11	$52,000.00	43	$60,000.00	75	$68,000.00	107	$76,000.00	139	$84,000.00
12	$52,250.00	44	$60,250.00	76	$68,250.00	108	$76,250.00	140	$84,250.00
13	$52,500.00	45	$60,500.00	77	$68,500.00	109	$76,500.00	141	$84,500.00
14	$52,750.00	46	$60,750.00	78	$68,750.00	110	$76,750.00	142	$84,750.00
15	$53,000.00	47	$61,000.00	79	$69,000.00	111	$77,000.00	143	$85,000.00
16	$53,250.00	48	$61,250.00	80	$69,250.00	112	$77,250.00	144	$85,250.00
17	$53,500.00	49	$61,500.00	81	$69,500.00	113	$77,500.00	145	$85,500.00
18	$53,750.00	50	$61,750.00	82	$69,750.00	114	$77,750.00	146	$85,750.00
19	$54,000.00	51	$62,000.00	83	$70,000.00	115	$78,000.00	147	$86,000.00
20	$54,250.00	52	$62,250.00	84	$70,250.00	116	$78,250.00	148	$86,250.00
21	$54,500.00	53	$62,500.00	85	$70,500.00	117	$78,500.00		
22	$54,750.00	54	$62,750.00	86	$70,750.00	118	$78,750.00		
23	$55,000.00	55	$63,000.00	87	$71,000.00	119	$79,000.00		
24	$55,250.00	56	$63,250.00	88	$71,250.00	120	$79,250.00		
25	$55,500.00	57	$63,500.00	89	$71,500.00	121	$79,500.00		
26	$55,750.00	58	$63,750.00	90	$71,750.00	122	$79,750.00		
27	$56,000.00	59	$64,000.00	91	$72,000.00	123	$80,000.00		
28	$56,250.00	60	$64,250.00	92	$72,250.00	124	$80,250.00		
29	$56,500.00	61	$64,500.00	93	$72,500.00	125	$80,500.00		
30	$56,750.00	62	$64,750.00	94	$72,750.00	126	$80,750.00		
31	$57,000.00	63	$65,000.00	95	$73,000.00	127	$81,000.00		

APPENDIX A

DEKALB COUNTY CENTRAL UNITED SCHOOL DISTRICT

Extracurricular Schedule

Index Base – $40,000 for teachers & non-teachers*

*Any non-certified staff filling these positions are paid from these indices, but not bargained as part of this contract

	School	Indices	0-4	5-9	10+
Boys Athletics:					
Football					
Varsity Assistant	DHS		.094	.099	.104
2nd Assistant	DHS		.094	.099	.104
3rd Assistant	DHS		.084	.089	.094
4th Assistant	DHS		.084	.089	.094
5th Assistant (9)	DHS		.059	.064	.069
6th Assistant (9)	DHS		.059	.064	.069
Coach (8)	DMS		.054	.059	.064
Assistant(8)	DMS		.049	.054	.059
Coach (7)	DMS		.054	.059	.064
Assistant (7)	DMS		.049	.054	.059
Cross Country					
Head Coach (Co-Ed)	DHS		.104	.109	.114
Assistant (Co-Ed)	DHS		.064	.069	.074
Head Boys	DMS		.049	.054	.059
Assistant (Co-Ed)	DMS		.044	.049	.054
Basketball					
Varsity Assistant	DHS		.097	.102	.107
2nd Assistant	DHS		.094	.099	.104
3rd Assistant	DHS		.084	.089	.094
Coach (8)	DMS		.064	.069	.074
Coach (7)	DMS		.064	.069	.074
Coach (6)	DMS		.015	.02	.025
Wrestling					
Head	DHS		.104	.109	.114

1st Assistant	DHS		.084	.089	.094
2nd Assistant (9)	DHS		.084	.089	.094
Coach (6-8)	DMS		.049	.054	.059
Assistant (6-8)	DMS		.044	.049	.054
Baseball					
Head	DHS		.104	.109	.114
1st Assistant	DHS		.084	.089	.094
2nd Assistant	DHS		.084	.089	.094
Track					
Head	DHS		.104	.109	.114
Co-ed Assistant*	DHS		.064	.069	.074
Co-ed Assistant*	DHS		.064	.069	.074
Co-ed Assistant*	DHS		.064	.069	.074
Head Coach*	DMS		.049	.054	.059
Co-ed Assistant*	DMS		.044	.049	.054
Co-ed Assistant*	DMS		.044	.049	.054
Golf					
Head	DHS		.104	.109	.114
Tennis					
Head	DHS		.104	.109	.114
Assistant	DHS		.034	.039	.044
Coach (6-8)	DMS		.015	.02	.025
Soccer					
Head	DHS		.104	.109	.114
Assistant	DHS		.064	.069	.074
Assistant	DHS		.064	.069	.074
Head	DMS		.049	.054	.059
Assistant	DMS		.044	.049	.054
Swimming					
Head	DHS		.104	.109	.114
Assistant	DHS		.064	.069	.074

Unified Flag Football (Co-Ed)					
Head	DHS		.104	.109	.114
Assistant	DHS		.064	.069	.074
Assistant	DHS		.064	.069	.074
Assistant	DHS		.064	.069	.074
Unified Track & Field (Co-Ed)					
Head	DHS		.104	.109	.114
Assistant	DHS		.064	.069	.074
Assistant	DHS		.064	.069	.074
Assistant	DHS		.064	.069	.074
Volleyball					
Head	DHS		.104	.109	.114
1st Assistant	DHS		.064	.069	.074
2nd Assistant (9)	DHS		.059	.064	.069
ATHLETIC DIRECTOR					
Assistant	DHS		.094	.099	.104
Assistant	DMS		.074	.079	.084
Girls Athletics:					
Cross Country					
Head Girls	DMS		.049	.054	.059
Volleyball					
Head	DHS		.104	.109	.114
1st Assistant	DHS		.064	.069	.074
2nd Assistant (9)	DHS		.059	.064	.069
Coach (8)	DMS		.049	.054	.059
Coach (7)	DMS		.049	.054	.059
Coach (6)	DMS		.015	.020	.025
Basketball					
1st Assistant	DHS		.097	.102	.107
2nd Assistant	DHS		.094	.099	.104
3rd Assistant	DHS		.084	.089	.094
Coach (8)	DMS		.064	.069	.074
Coach (7)	DMS		.064	.069	.074

Coach (6)	DMS		.015	.02	.025
Gymnastics					
Head	DHS		.104	.109	.114
Assistant	DHS		.064	.069	.074
Flag Football					
Head	DHS		.104	.109	.114
Assistant	DHS		.064	.069	.074
Softball					
Head	DHS		.104	.109	.114
1st Assistant	DHS		.084	.089	.094
2nd Assistant	DHS		.084	.089	.094
Tennis					
Head	DHS		.104	.109	.114
Assistant	DHS		.034	.039	.044
Coach (6-8)	DMS		.015	.02	.025
Track					
Head	DHS		.104	.109	.114
Head	DMS		.049	.054	.059
Golf					
Head	DHS		.104	.109	.114
Soccer					
Head	DHS		.104	.109	.114
Assistant	DHS		.064	.069	.074
Assistant	DHS		.064	.069	.074
Head	DMS		.049	.054	.059
Assistant	DMS		.044	.049	.054
Swimming					
Head	DHS		.104	.109	.114
Assistant	DHS		.064	.069	.074
Wrestling					

Head	DHS		.104	.109	.114
1st Assistant	DHS		.084	.089	.094
2nd Assistant (9)	DHS		.084	.089	.094
CHEERLEADER-PEP CLUB					
Coach	DHS		.104	.109	.114
Assistant	DHS		.034	.039	.044
Coach	DMS		.039	.044	.049
Coach	DMS		.039	.044	.049
INTRAMURALS					
Director	DMS		.034	.039	.044
Assistant	DMS		.029	.034	.039
Assistant	DMS		.029	.034	.039
Assistant	DMS		.029	.034	.039
Speech					
Head	DHS		.124	.129	.134
1st Assistant	DHS		.089	.094	.099
2nd Assistant	DHS		.064	.069	.074
Music					
Marching Band	DHS		.084	.089	.094
Fall Color Guard	DHS		.059	.064	.069
Winter Color Guard	DHS		.059	.064	.069
Jazz Band	DHS		.059	.064	.069
1st Assistant	DHS		.059	.064	.069
2nd Assistant	DHS		.059	.064	.069
3rd Assistant	DHS		.059	.064	.069
Facilitator of Band Activities	DMS		.044	.049	.054
Director of Seasonal Performances	DMS		.044	.049	.054
Pit Band	DHS		.029	.034	.039
Pep Band	DHS		.029	.034	.039
Show Choir Director	DHS		.074	.079	.084
Show Choir Assistant Director	DHS		.064	.069	.074
Facilitator of Choral Activities	DMS		.044	.049	.054
Director of Musical	DHS		.059	.064	.069
Director of Musical	DMS		.049	.054	.059

Director Small Group	DHS		.044	.049	.054
Drama Assistant Musical	DHS		.044	.049	.054
Drama Assistant Musical	DMS		.024	.029	.034
Fall Percussion	DHS		.029	.034	.039
Winter Percussion	DHS		.039	.044	.049
Yearbook					
Sponsor	DHS		.084	.089	.094
Sponsor	DMS		.034	.039	.044
Drama					
Coach	DHS		.059	.064	.069
Set Construction	DHS		.059	.064	.069
Sponsor					
Graduation/Sr. Sponsor	DHS		.049	.054	.059
Student Government Organization	DHS		.034	.039	.044
Student Government Organizational Support	DHS		.021	.026	.031
Student Government Organizational Support	DHS		.021	.026	.031
Climate /Culture	DHS		.013	.018	.022
Climate/Culture	DHS		.013	.018	.022
World Language Club	DHS		.015	.018	.021
Climate/Culture	DMS		.023	.028	.033
Department PLC Leader					
PLC	DHS		.034	.039	.044
PLC	DHS		.034	.039	.044
PLC	DHS		.034	.039	.044
PLC	DHS		.034	.039	.044
PLC	DHS		.034	.039	.044
PLC	DHS		.034	.039	.044
PLC	DHS		.034	.039	.044
PLC	DHS		.034	.039	.044
PLC	DHS		.034	.039	.044
PLC	DHS		.034	.039	.044
Department Chairperson					
PLC Leader	DMS		.034	.039	.044

PLC Leader	DMS	.034	.039	.044
PLC Leader	DMS	.034	.039	.044
PLC Leader	DMS	.034	.039	.044
PLC Leader	DMS	.034	.039	.044
PLC Leader	DMS	.034	.039	.044
Grade Level Leaders				
6th Grade Level Leader	DMS	.034	.039	.044
7th Grade Level Leader	DMS	.034	.039	.044
8th Grade Level Leader	DMS	.034	.039	.044
Robotics				
Coach	DHS	.015	.02	.025
Coach	DHS	.015	.02	.025
Head Coach	DMS	.046	.056	.066
Asst. Coach	DMS	.029	.034	.039
Student Council				
Assistant	DMS	.019	.024	.029
Academic Coaches				
Spelling	DHS	.017	.022	.027
Super Bowl	DHS	.022	.027	.032
Super Bowl	DHS	.022	.027	.032
Super Bowl	DHS	.022	.027	.032
Super Bowl	DHS	.022	.027	.032
Super Bowl	DHS	.022	.027	.032
Spelling	DMS	.015	.02	.025
Academic Coach	DMS	.02	.025	.03
Academic Coach	DMS	.02	.025	.03
Academic Coach	DMS	.02	.025	.03
Academic Coach	DMS	.02	.025	.03
Club Sponsors				
National Honor Society	DHS	.015	.02	.025
E-Sports	DHS	.015	.02	.025
FFA	DHS	.03	.04	.045

FFA	DHS		.03	.04	.045
FCCLA	DHS		.015	.02	.025
Baron Cafe	DHS		.015	.02	.025
Art Club	DHS		.015	.02	.025
Unified Club – Fall	DHS		.015	.02	.025
Unified Club – Winter	DHS		.015	.02	.025
Unified Club – Spring	DHS		.015	.02	.025
Unified Cheer	DHS		.015	.02	.025
ELEMENTARY POSITIONS					
Extracurricular Elementary Music					
(includes show choir, Christmas program					
and spring fine arts program)			.02	.025	.03
Extracurricular Elementary Art					
(includes Christmas program and					
spring fine arts program)			.02	.025	.03
Student Council			.02	.025	.03
Elementary Club(TBD)			.02	.025	.03
Elementary Club(TBD)			.02	.025	.03
Elementary Club(TBD)			.02	.025	.03
Elementary Club (TBD)			.02	.025	.03
Academic Coach			.02	.025	.03
Academic Coach			.02	.025	.03
Academic Coach			.02	.025	.03

	DISTRICT POSITIONS			
	Science Fair Coordinator	.024	.029	.034
	Science Fair Building Rep			
	Country Meadow	.02	.025	.03
	James R. Watson	.02	.025	.03
	James R. Watson	.02	.025	.03
	McKenney-Harrison	.02	.025	.03
	McKenney-Harrison	.02	.025	.03
	Waterloo	.02	.025	.03
	DMS	.02	.025	.03
	DHS	.02	.025	.03
*	Co-ed Assistants are shared on both the boys' and girls' sport. There are not separate positions for each of boys and girls.			

APPENDIX B

DEKALB COUNTY CENTRAL UNITED SCHOOL DISTRICT

Extended Contracts

Unless otherwise noted below, compensation for extended contract days shall be at a teacher's per diem rate of pay. The positions for which extended contracts will be offered are listed below for informational purposes only and neither the positions nor the number of days were bargained.

EXTENDED CONTRACTS:		**# of Positions**		**Addtl Days**
H.S. Band Director		1		35
H.S. Guidance Director		1		30
M.S. Guidance Director		1		20
H.S. Counselor		3		10
M.S. Counselor		2		5
Innovation Coach		2		10
Baron Manufacturing		1		15
Ag Teacher / FFA Leader		2		20

APPENDIX C

CONTRACT GRIEVANCE FORM

DEKALB COUNTY CENTRAL UNITED SCHOOL DISTRICT

Name of Grievant(s) Seeking Relief: _____

_____

Date of Alleged Violation: _____

Name of Other Employee(s) Involved, If any: _____

_____

_____

Identification of Specific Provisions of Agreement Violated or Misinterpreted: _____

_____

Statement of Facts Giving Rise to the Grievance and Contention of Grievant: _____

_____

_____

_____

Specific Relief Requested: _____

_____

_____

Signature of Teacher(s) Seeking Relief

_____

Received By: _____ Dated: _____

( ) Principal ( ) Superintendent ( ) Arbitrator

Received Date:_____ Received Date:_____ Received Date: _____

Decision Date:_____ Decision Date: _____ Decision Date: _____

By: _____By: _____ By: _____

APPENDIX D

Sick Bank
Donation of Sick Day(s)

Teacher _____

Address_____

City_____ Zip code _____

Building _____ Phone _____

_____Number of day(s) giving

The teacher indicated above has agreed to donate sick day(s) from their flex days to the following teacher:

Teacher receiving: _____

Building: _____.

Signed_____
Teacher signature

Date_____

Verification of sick day total: _____
Central Office Administrator / Signature

Approved by the DEA President & Executive Board: _____
DEA President / Signature

**Instructions:
Please, complete the form and return it to your DEA President. You will be notified as soon as possible as per the status of your request. *Keep a copy for your files.*
Procedure:
Teachers within your home building will be notified of your situation first. If the number of days requested are not donated, the request will be sent to the other buildings in the DeKalb Central United School District.
**In no way does DeKalb Central School Corporation nor the DEA guarantee that sick days will be available.

Sick Bank
Request for Sick Days

Teacher _____

Address_____

City_____ Zip code _____

Building _____ Phone _____

_____Number of days requested

The teacher indicated above has exhausted his/her regular sick and personal days

due to: _____

_____.

Attached is verification provided by a physician or health care professional stating that the teacher mentioned above will be unable to return to his/her teaching duties until **_____(date.)**

Signed_____
Teacher signature

Date_____

Verification of sick day total: _____
Central Office Administrator / Signature

Approved by the DEA President & Executive Board: _____
DEA President / Signature

**Instructions:
Please, complete the form and return it to your DEA President. You will be notified as soon as possible as per the status of your request. *Keep a copy for your files.*
Procedure:
Teachers within your home building will be notified of your situation first. If the number of days requested are not donated, the request will be sent to the other buildings in the DeKalb Central United School District.
**In no way does DeKalb Central School Corporation nor the DEA guarantee that sick days will be available.

DEKALB COUNTY CENTRAL UNITED SCHOOL DISTRICT

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