Collective Bargaining Agreement
between the
Bartholomew Consolidated School Corporation
and the
Columbus Educators Association

July 1, 2025 to June 30, 2027
Ratified on October 29, 2025

BCSC
TOGETHER WE LEARN

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ARTICLE I
RECOGNITION

Section 1.

The Bartholomew Consolidated School Corporation Board of School Trustees, hereinafter called the "Board", hereby recognizes the Columbus Educators Association, hereinafter called the "Association", as the exclusive bargaining agent, as provided in Section 2, below, of part-time and full-time certificated employees licensed by the Indiana Department of Education and under regular contract with the Bartholomew Consolidated School Corporation except: the Office of the Superintendent of Schools**,** Assistant Superintendents, Elementary Principals**,** Secondary Principals**,** Directors of Curriculum and Instruction**,** Secondary Assistant Principals**,** Elementary Assistant Principals, all Middle/High School Department Chairpersons, High School Athletic Directors, Assistant Director of Special Education, Director of Bartholomew Special Services Cooperative, Director of Vocational Education, Director of Adult Education, and Director of Technology.

Section 2.

Such representation is and shall be in accordance with the provisions of Acts 1973, P.L. 217, an Act concerning Collective Bargaining between School Corporations and their Certificated Employees and Senate Enrolled Act 1.

Section 3.

This Agreement sets forth the terms and conditions to which each party agrees to be bound.

Section 4.

When used in this Agreement, the word "teacher" shall refer to certificated employees as defined under Ind. Code § 20-29-2-4 and identified in Section 1 of this Article as included in the bargaining unit. This Agreement shall cover only those certificated employees included in the bargaining unit.

Section 5.

It is understood that the Association has an affiliation with certain other organizations, to wit: the Indiana State Teachers Association and the National Education Association.

ARTICLE II
SALARY AND WAGE PROVISIONS

Section 1.

The performance-based compensation plan is set forth in Appendix A, which is attached hereto and incorporated herein as a part of this Agreement.

Section 2.

The starting salary for teachers for employment or re-employment is set forth in Appendix A-1, which is attached hereto and incorporated herein as a part of this Agreement.

Section 3. Pay Options

Basic salaries for teachers shall be paid according to the following options:

A. Twenty-six (26) equal installments paid throughout the contract year (this is the default which automatically occurs unless a teacher makes the notification described in B).

B. Twenty-six (26) equal installments, with the last/"summer" checks simultaneously deposited by the last teacher day of the school year. The teacher selecting this option must notify the Business Office in writing no later than January 1 of each school year.

C. All new teachers who start by the first work day of the school year will be paid in twenty-seven (27) equal installments.

D. In any calendar year in which there are twenty-seven (27) teacher payroll periods, the contract payments made between the beginning of the contract period and December 31 of that calendar year will be divided into the number of pays required to maintain the bi-weekly payroll schedule without reducing the total of those payments.

E. The pay date schedule for 2025-2026 and 2026-2027 is attached as Appendix G.

F. Retroactive payment for the increases negotiated in this agreement prorated to the first day of this contract shall be issued no later than nineteen (19) business days after the day the Board ratifies this agreement.

Section 4. Compensation for Extended Contracts, Non-Athletic Assignments, and Athletic Assignments

A. Compensation for non-classroom and extracurricular responsibilities are set forth in Appendices B and C which are attached hereto and incorporated herein as a part of this Agreement. Such salary schedules for additional compensation shall remain in full force and effect for the term of this Agreement.

B. It is understood personnel who are paid stipends or have extended contracts will have duties that fall outside of the regular school day and school year.

Section 5. Ancillary Duty Pay

A. Each teacher directed to take part in in-service training**,** curriculum writing**,** workshops, new teacher orientation, or training seminars which take place outside of regular school hours, will be **-**paid at the rate of thirty dollars ($30.00) per hour of actual attendance in such training. Any teacher who is required to give up his/her regularly scheduled plan time for a required meeting or assignment as verified by the building principal or program director shall receive the thirty dollars ($30.00) curriculum rate of pay for each period of up to one hour and each hour thereafter.

B. Teachers who are scheduled to work extracurricular athletic events when there is an admission fee charged will be paid at least thirty dollars($30.00) per event worked.

C. Posted Bus Duty positions that extend beyond the normal school day will be paid at the hourly rate of thirty dollars ($30.00) per hour.

D. Teachers required to use their personal automobile in the course of their work to drive between buildings or conduct authorized business of the school district, shall receive mileage payments at the I.R.S. rate per mile for mileage driven when itemized on the prescribed travel claim form. Claims for mileage reimbursement should be submitted quarterly to the teacher's director or administrator for approval. Certified staff shall be made aware of the rate at the beginning of the year as well as at any time the rate changes.

Section 6. Payroll Deductions

Upon appropriate written authorization from the teacher on a form acceptable to the Board, or otherwise as required by law, the Board shall deduct from the salary of said teacher and make appropriate remittance for contributions including, but not limited to, the following: retirement plan contributions (including INPRS), credit union, insurances, Health Savings Account (HSA), school foundation and United Way.

Section 7. Teacher Retirement Fund Board Contribution

The Board will contribute three percent (3%) of a teacher's gross salary to the Indiana Public Retirement System (INPRS) on behalf of each teacher. The INPRS contribution is based on total school corporation compensation to the teacher during the year.

ARTICLE III
OTHER WAGE RELATED FRINGE BENEFITS

Section 1. General Insurance Provisions

A. The Bartholomew Consolidated School Corporation Health Trust ("Trust") was established by the Board to hold, invest and reinvest trust funds; and pay benefits under the health and dental plan from the assets of the Trust. The Trust is regulated by the Trust Agreement, effective January 1, 1994, as amended.

B. The coverage provided and effective dates of such coverage under insurance programs offered to eligible teachers under this Agreement are set forth in separate insurance policies. The provisions of such policies shall outline the coverage and effective dates in the event of any dispute concerning the same.

C. As the parties determine, they shall meet for the purpose of reviewing the insurance programs provided pursuant to this agreement and to discuss such programs to assist the School Corporation in determining whether or not it may be desirable to rebid such programs or to consider new programs at the appropriate time. Unless required to comply with applicable laws, any material changes in the insurance programs provided pursuant to this agreement including but not limited to the carrier, coverage or employee contribution level may only be made by mutual agreement of the parties in accordance with Article VIII of this agreement.

D. The effective date of insurance coverage for new teachers will be the first date of employment. It is understood any coverage is subject to the provisions of the insurance document and provider contract, and that the document and provider contract in the event of conflict with this agreement shall control.

E. The teacher must elect to participate in a benefit plan by enrolling at the time of initial employment. The teacher shall have thirty (30) days from initial employment to enroll in a benefit plan. The enrollment website will be available on the BCSC webpage. If a teacher chooses not to enroll in a particular plan, or drops coverage for any reason (including, but not limited to, leaves of absence), the ability to apply for coverage will be available only during each annual open enrollment or a HIPAA qualifying event.

F. A teacher must regularly work a minimum of fifty percent (50%) of a contractual work week to be eligible for participation in any benefit plans under this Article and must pay a prorated amount of premium for these benefit plans based on the percentage worked.

G. Spouses of teachers are not eligible for health plan coverage if the spouse is eligible to participate in a health plan through his/her employer. Spouses of teachers are not eligible to participate in Bartholomew Consolidated School Corporation's ("BCSC" or "School Corporation") dental and vision plan if the spouse is eligible for such plan through his/her employer. A HIPAA qualifying event will allow a spouse an opportunity to enroll in the health plan. If a teacher is found to be in violation of this provision, the claims for the spouse will be the responsibility of the spouse from the time the spouse was eligible for coverage under another plan.

Section 2. Group Life Insurance

A. The Board shall offer $55,000 of Group Term Life Insurance and $55,000 in Accidental Death and Dismemberment coverage for eligible teachers. Such coverage will offer the same benefits as previously existed. An age reduction schedule after the attainment of age seventy (70) will apply. All insurance will terminate upon retirement with the ability to apply for conversion. Life insurance also terminates for events such as the last day of employment.

B. The Board shall pay one hundred percent (100%) minus two dollars ($2.00) of the annual premium of the Group Life and Accidental Death and Dismemberment coverage.

Section 3. Health Insurance

A. The health insurance coverage provided hereunder shall continue during the term of this Agreement.

B. The School Corporation's share of the total health premium in 2025 will be as follows:

Option #1 High Deductible (H.S.A.)	Employer Share	Employee Share
Employee	82.00%	18.00%
Employee + Spouse	82.00%	18.00%
Employee + Child(ren)	82.00%	18.00%
Employee + Family	82.00%	18.00%
Option #2 Low Deductible PPO	**Employer Share**	**Employee Share**
Employee	77.00%	23.00%
Employee + Spouse	70.00%	30.00%
Employee + Child(ren)	72.80%	27.20%
Employee + Family	71.30%	28.70%

Beginning January 2026, any premium increase will be split by the corporation and teacher equally (50/50).

There will be multiple options eligible teachers can choose from for their health coverage. Each of these options are listed in Appendix F. A mail order prescription is for a ninety (90) day supply. The option a teacher selects is effective until the next open enrollment period. There will be available wellness plan options that will have participation requirements.

C. A wellness option continues for teachers and spouses enrolled in the health plan. It consists of a reduction in the teacher's premium of $250 per year for single coverage and $500 per year for those on an Employee + Spouse plan, or family plan with both the employee and spouse completing the wellness requirements. To be eligible for the wellness option during open enrollment for 2026 and 2027, the teacher must have completed all of the following before the open enrollment period:
   - A biometric screening (BMS)
   - A health risk assessment (HRA)
   - A dental exam
   - An annual physical with a primary care physician

   All of these conditions must be met for the teacher to sign up for the wellness incentive during open enrollment.

D. In order to promote a self-insured Health Trust that is appropriately reserved, the premium-equivalent for each of the health plan options will be set based on at least one hundred percent (100%) of the expected costs up to the then current aggregate level as determined by the stop loss insurance carrier and the third-party administrator for that year. If reserves at the time teacher premium equivalents are set for the immediately following calendar year are expected to end the current year at less than thirty percent (30%), premiums will be based on one hundred percent (100%) of expected costs plus the difference between thirty percent (30%) and where reserves are expected to be at the end of the current year, but no higher than the then current aggregate level. The Health Trust will be considered to be appropriately reserved when cash and investments for the Trust equal thirty percent (30%) of expected claims for a given year. At open enrollment each year, if expected cash and investments exceed thirty percent (30%) of the immediately following calendar year's expected costs, then up to fifty percent (50%) of these excess funds, at the Health Trust's recommendation and the School Board's approval, can be used to make a deposit of up to $500 into the Health Savings Account (HSA) for teachers who sign up for Option 1 (HDHP) on January 1 of the upcoming plan year.

E. Any teacher who is enrolled in Option 2 (PPO) in 2025 plan year, changes to Option 1 (HDHP) for the 2026 plan year, and opens a Health Savings Account (HSA) by January 31, BCSC will contribute $400 to that HSA by the end of February of the new plan year.

F. The Board shall allow teachers who retire before the age of sixty-five (65) years to continue to participate in the health plan as required by Indiana state law. The premium shall be paid by the retired teacher. The teacher must be fifty (50) years of age and have ten (10) years of service in the School Corporation or over fifty-five (55) years of age with at least five (5) years of service in the School Corporation. A retired teacher's eligibility to continue insurance ends when the teacher becomes eligible for Medicare coverage as prescribed by 42 U.S.C. 1395 et seq., or when the School Corporation terminates the health plan. A retired teacher who is eligible for coverage may elect to have the teacher's spouse covered (subject to Spousal Exclusion as stated in Section 1, G, of this Article) under the health plan at the time the teacher retires. If a retired teacher's spouse pays the amount the retired teacher would have been required to pay for coverage selected by the spouse, the spouse's subsequent eligibility to continue insurance under this section is not affected by the death of the retired teacher. The surviving spouse's eligibility ends on the earliest of the following:

- When the spouse becomes eligible for Medicare coverage as prescribed by 42 U.S.C. 1395 et seq.
- When the School Corporation terminates the health plan.
- Two (2) years after the date of the teacher's death.
- The date of the spouse's remarriage.

Section 4. Dental Insurance

Each teacher and his/her immediate family members may elect to be covered by a dental plan paid for by the Board at fifty percent (50%) of the family premium rate and fifty percent (50%) of the single premium rate which meets the following minimum specifications:

A. 100% No deductibles - Preventive cleaning, oral examinations, emergency office visits, space maintainers, fluoride applications, and x-rays.

B. 20% Coinsurance- Basic/General Services that cover the following: Extractions, Fillings, General Anesthetics, Injectables, Antibiotics, Periodontics, Oral Surgery, Endodontics, and repair of Prosthetic Devices.

C. Maximum benefits of $1,500 per year per person.

D. Orthodontics - $1,000 lifetime limit through age 18 and under.

E. TMJ - $1,000 lifetime limit.

F. Calendar year deductible shall be $50 for single; $100 for family; maximum benefit of $1,500 per year per person.

Section 5. Long-Term Disability Insurance

A. The Board shall offer long-term disability insurance for teachers with a maximum benefit of sixty-six and two-thirds percent (66 2/3%) of covered earnings throughout the disability period. The plan shall carry a Consumer Price Index with yearly escalator for those receiving disability benefits and shall not coordinate with retirement plan benefits paid due to disability.

B. Long-term disability benefits will have a ninety (90) calendar day elimination period after the teacher becomes disabled and benefits may be payable until age seventy (70).

Section 6. Vision Insurance

The Board shall offer a vision care plan for teachers. The Board will assume the entire premium cost of the plan.

Section 7. Supplemental Life Insurance

The Board will make available, provided an insurance company is willing to write, group supplemental life insurance covering the teacher, teacher's spouse and/or children. The premium for this coverage shall be paid by the teacher.

Section 8. Short-Term Disability Benefits

Short-term disability insurance coverage will be made available at one hundred percent (100%) of premium cost to teachers to supplement the Long-Term Disability Insurance provided by the School Corporation.

Section 9. Employee Assistance Plan

An Employee Assistance Plan (EAP) is available to teachers. This plan offers one (1) to five (5) visits available to teachers and members of their households per occurrence. The entire cost of this EAP will be paid by the School Corporation.

Section 10. Continuation of Insurance

When offered under the terms of the applicable insurance plan(s), teachers on unpaid non-FMLA leave for one (1) month or longer shall have the option to continue participation in any benefit plan by paying one hundred percent (100%) of the premiums within thirty (30) days of the billing date.

Section 11. Background Checks

The Board agrees to pay the fee for the expanded criminal history check required every five (5) years for current employees.

ARTICLE IV
ABSENCES AND LEAVES

Section 1. Paid Absence

A. Teachers shall be granted eighteen (18) leave days per year (fourteen (14) days for sick leave and four (4) days of personal leave for business that cannot be conducted outside the school day) to be absent from work while receiving compensation from the corporation. These days may not be used to extend Board approved leaves granted under any other clause in this contract or to extend school vacations, recesses, and holidays. Any teacher requiring more than two (2) consecutive personal days or requiring a personal day before or after a vacation shall submit a request to the Assistant Superintendent for Human Resources for prior approval. The eighteen (18) day absence entitlement will be prorated if a teacher does not complete a full contractual year. In establishing these days, the Board and the Association recognize the need for the teacher to be present with students and encourage teachers to use such days in a judicious manner. Any unused sick leave or personal leave days shall accumulate as sick days at the end of the school year. Teachers who have accumulated less than one hundred eighty (180) days will accumulate all unused sick leave days or personal leave days at the end of each school year. Teachers who have accumulated greater than one hundred eighty (180) days will continue to receive eighteen (18) leave days annually which will be utilized first for any family or personal illness or personal business, but any unused days will be purchased by the School Corporation according to Article IV, Section 2. Any teacher needing more than eighteen (18) days of absence in one (1) year may be asked to provide verification of need with the Human Resources Office.

B. A teacher may transfer up to ten (10) days of accumulated sick leave earned from another school corporation, beginning the second year of employment in the School Corporation and in each succeeding year, until the number of accumulated sick leave days to which said teacher was entitled in the last place of employment shall be exhausted.

C. A written account of each category of accumulated days of paid leave shall be made available in “Employee Access” for all teachers.

D. Days held in the sick leave bank shall be considered to be paid days of absence under the definitions set above. The bank will be administered by a committee of three (3) teachers appointed by the Association and one (1) administrator appointed by the Superintendent under the following criteria and subject to the following conditions and limitations:

1. Any teacher who chooses to participate in the Sick Leave Bank must donate two (2) sick leave days to the bank upon hire. The two (2) days shall be deducted from each participating teacher’s accumulated sick leave days. These two (2) donated days shall not be counted against the teacher for the purposes of the calculation in Section 2 below.

2. The minimum number of sick leave days in the bank at the beginning of the school year shall be three hundred (300) days so long as the number remains at or above three hundred (300) days, no further contributions shall be required. In the event the number of days in the bank is less than three hundred (300) days at the beginning of a school year, then each member of the bank at such time shall contribute two (2) sick leave days from their accumulated days.

3. Initial enrollment in the bank by new teachers shall be permitted at any time on or before September 15 of each school year, and will not extend beyond this period. A new teacher employed after the enrollment period has expired shall have two (2) weeks from the date such teacher begins work to donate days.

4. Eligibility for use of the sick leave bank shall be subject to the following conditions and limitations:

a. The teacher must be an active participant in the bank.

b. Applications shall be made in writing to the chairperson of the committee and shall be made on a form (Appendix E) provided by the Human Resources Department signed by a licensed physician, certifying that the teacher is disabled. "Disabled," for sick leave bank purposes, shall mean physical inability to perform all duties assigned to the teacher. Such doctor's statement shall also include the nature of the disability, treatment being rendered, and prognosis for a return to work. Further certification may be required by the committee from time to time.

c. All accumulated and non-accumulated personal illness and personal business leave days of the applicant shall have been exhausted at the time of utilization of any sick leave bank day awarded by the committee.

d. The disability must be of a serious nature and of more than seven (7) consecutive days' duration. Whether or not such disability is of a serious nature shall be determined by the committee. Days may be used only for such disability of the member and may not be used for an illness of any relatives of a member.

e. The maximum number of sick leave bank days that may be granted to any teacher shall be limited to the number of days needed for the teacher to meet the elimination period under the long-term disability insurance plan. Additional sick leave bank days may be granted for participants who qualify for long-term disability benefits only after proof of application for long-term disability benefits has been made.

f. Teachers on leave shall not be eligible for sick leave bank days during the period of their paid leave of absence.

g. A full-time teacher using sick leave bank days, who is able to return to work on a half-time basis, as certified by a licensed physician, may return to work half-time and receive up to a period of fifteen (15) sick leave bank days. Wages and other wage related fringe benefits shall be paid under such circumstances, one-half (1/2) of which shall be allocated from the sick leave bank and the remaining one-half (1/2) from the salary owed by the School Corporation.

h. The sick leave bank committee may, in its discretion, waive any of the above conditions in subsection (4).

5. The aforementioned committee is empowered to determine the rules and procedures under which days from the bank shall be granted to individual teachers and how such days will be repaid.

6. Repayment by a teacher for any such loans shall be made at the rate of a minimum of two (2) sick leave days per year when the teacher owes ten (10) or more days to the bank and one (1) sick leave day per year when the teacher owes less than ten (10) days to the bank. Repayment shall be made on the first day of each school year beginning the second year after the award of sick leave bank days is made to the teacher. With the exception of long-term disability or death, the balance of sick leave days allocated to a teacher's account will be used to repay days to the sick leave bank.

7. The Human Resources Office shall notify the Association of all sick leave bank applications and note actions taken in regard to their request for additional sick leave days. The committee will report to their participants the balance of days in the sick leave bank two (2) times per year.

Section 2. Attendance Incentive Program

A. In any one year, the unused days shall accumulate. The absence calculation will be applied at the end of each school year. At the start of each school year, a teacher will have their previously accumulated days, up to the maximum, and the additional eighteen (18) days for the new school year. The eighteen (18) day absence

entitlement will be prorated if a teacher does not complete a full contractual year. The maximum accumulated days of absence for the purpose of this incentive shall be one hundred eighty (180) days**.**

B. Any accumulated unused sick leave days over one hundred eighty (180) will be bought by the School Corporation at the rate of forty-three dollars ($43) per day. These amounts will be contributed on behalf of the teacher into the VEBA plan by August 1.

C. For the purposes of this section, a teacher receiving contributions into the VEBA plan is considered vested without further service requirements. Consequently, if a teacher ceases to be employed by BCSC, the teacher is entitled to benefits in the VEBA plan as of that date.

D. At retirement (as defined by Article V, Section 2A), a teacher shall receive eleven dollars and twelve cents ($11.12) per day up to a maximum of one hundred eighty (180) accumulated unused sick and personal leave days. This amount shall be included in the payroll check normally scheduled following the last day of school and shall be calculated into the teacher's final average salary for purposes of INPRS.

   If a teacher who is eligible to retire from BCSC according to Article V, Section 2A passes, the teacher is considered vested for the eleven dollars and twelve cents ($11.12) per day for each day up to one hundred eighty (180) accumulated sick and personal leave days.

E. The administrator of the VEBA plan cannot be changed without mutual agreement by the Association and the School Corporation.

Section 3. Leaves, General Provisions

A. Leaves as defined within this Article may be extended. All approval for such extensions shall be made at the sole discretion of the Board following consideration of the recommendation of the Superintendent.

B. Upon return from any leave, a teacher shall be assigned to the same position, or if not, to at least a substantially equivalent position. A new assignment shall be based on a conference between the teacher and the Superintendent, or designee, concerning the position or positions available for which he/she is qualified.

C. Any other reason for a leave of absence not specifically set forth in this Article may be considered by the Board based on individual merits. However, this provision shall not require the Board to grant such leave with pay.

Section 4. Health Leave

Medical leaves of absence may be granted to teachers for a school year or portion of a school year with appropriate medical doctor's certification and subsequent approval by the Board.

Section 5. Adoptive Leave

A. A teacher may use up to thirty (30) accumulated paid days of absence for adopting a minor child. The teacher may continue adoptive leave without pay for a period of up to one (1) school year. Upon application for the adoption, the teacher shall notify the Superintendent, or designee, of the intent to take such leave and the length of leave. The Superintendent, or designee, shall be given as much advance notice as possible of the date of commencement of such leave.

B. Such leave shall not be considered as credit toward professional status or retirement.

Section 6. Parent Leave

A. When a teacher becomes the non-birthing parent of a child born, the teacher shall be granted thirty (30) days of parental leave with pay, such days being deducted from the teacher's accumulated paid days of absence. The leave shall be used within six (6) weeks (30 working days) from the birth of the child or within six (6) weeks (30 working days) of the child's discharge date from the hospital.

B. A teacher may extend such leave, upon proper notice as required by the School Corporation, and be absent for a period of up to one (1) year without pay for purposes of infant care. The leave request shall state the period and dates of requested leave. Such leave shall not be considered as credit toward professional status or retirement.

C. A request for parent/maternity leave of absence shall be received in the Human Resources Department at least thirty (30) days in advance of the effective date of said leave request when possible.

Section 7. Family and Medical Leave Act (FMLA)

Notwithstanding any provision in this Agreement to the contrary, each of the parties reserves all rights and responsibilities provided to employers and employees under the Family and Medical Leave Act (FMLA) of 1993 (the Act). Additional information pertaining to FMLA, including information on Maternity Leave, can be found in BCSC Board Policy, 3430.01.

Section 8. Extended Family Illness Leave

A leave of absence without pay shall be granted for the purpose of caring for a sick member of the teacher's immediate family, as defined in Section 10 of this Article for a maximum period of one (1) year including any FMLA leave taken for that same purpose.

Section 9. Employment Injury Leave

A. Time needed for a teacher to recuperate from any personal injury arising out of and in the course of his employment shall result in no loss of salary or days of paid absence for the remainder of the current teacher's contract year, or until the teacher becomes eligible for long-term disability benefits, whichever occurs first, provided that:

   1. The injury results in a physical or mental limitation preventing such teacher from performing the normal duties required of said teacher.

   2. The teacher qualifies for, requests, and receives worker's compensation benefits and/or disability benefits through the School Corporation's insurance plan(s).

   3. The teacher receives an amount of money equal to such disability or worker's compensation plan benefits from the School Corporation.

B. This section does not limit a teacher from using days of paid absence leave instead of employment injury leave.

Section 10. Bereavement Leave

A. Each teacher shall be entitled to be absent from work without loss of compensation for a period not to exceed five (5) school days in the event of the death of a teacher's father, mother, grandparent, grandchild, brother, sister, husband, wife, child, person of similar relationship established by marriage, any person for whom the teacher has power of attorney, is an executor of the estate, or is the sole surviving relative, or any person domiciled in the teacher's home; provided, however, that in the event such person's death is the teacher's spouse or child, the teacher shall have an additional three (3) school days bereavement leave beyond the five (5) days bereavement leave provided herein. Up to two (2) of these days, if unused during the above timeframe, may be

utilized by the teacher for bereavement, attending any funeral or memorial services or any business connected with the death, funeral and/or estate matters within ninety (90) calendar days from the day of death. These five (5) days shall not reduce any accumulated paid days of absence nor shall said additional three (3) school days reduce any accumulated paid days of absence.

B. If more than one (1) death should occur at the same time in the family members as defined in paragraph A, more bereavement leave may be granted.

C. Up to two (2) bereavement leave days per year shall be granted a teacher for time needed to travel to and attend a funeral of any other relative not listed in this section or that of a close friend. It is understood that this leave may be used no more than one (1) time per school year.

Section 11. Professional Leave

Teachers may upon request to the principal and subject to the subsequent approval of the Superintendent, or designee, visit other schools and/or attend meetings or conferences of an educational nature relating to the development of programs or curriculum. It is the responsibility of the building administrator or program director to find the appropriate substitute fund number for professional leave forms. Said request on a form mutually acceptable to the Board and the Association must be submitted in writing at least two (2) weeks in advance of the date or dates of such leave.

Section 12. Association Work Leave

A teacher who is elected to a full-time position with the Association as a State or National Association officer, upon proper written request to the Board, shall be granted a leave of absence without pay, benefits, salary progression or progress toward professional status. Time spent on such leave shall be used in determining a teacher's retirement credit, subject to the applicable provisions of the retirement plan. Such request must be received by the Board no later than thirty (30) days prior to the requested date of commencement of such leave and shall contain a statement of the expected length of the leave. Such leave shall not extend beyond the term of this Agreement. Upon thirty (30) days' notice of his or her desire to again return to work with the School Corporation, such person shall be placed pursuant to the provisions of Section 3.

Section 13. Military Leave

Any teacher who is a member of the US Armed Forces, Reserves, or National Guard unit and who shall be absent to attend a meeting or other activity of the unit during a school day or days shall be excused from said teacher's contracted obligations to the School Corporation for the period of military service, not to exceed fifteen (15) school days during any calendar year. The teacher's compensation for this period of time shall be the regular salary less military compensation. In the event that active duty call-up necessitates days beyond fifteen (15) and notwithstanding obligations imposed under USERRA, the regular salary compensation will continue up to a period of one (1) year. Applications for renewal of paid leave days beyond one (1) year typically must be received during the 10th month of active duty.

Section 14. Jury Duty or Witness Leave

A teacher who is called to serve on jury duty or is subpoenaed to appear as a witness in a work-related court case shall receive his/her salary while absent, provided the teacher assigns and remits to the School Corporation any compensation received (less mileage reimbursed) for such duty. It is the teacher's responsibility to certify the amount of compensation received to the Payroll Department.

Section 15. Voluntary Leave

A leave of absence for up to one (1) school year without pay and benefits may be granted solely at the discretion of the School Corporation to a teacher provided the teacher properly requests such leave in writing to the Superintendent at least sixty-five (65) calendar days prior to the requested start of leave. Such request shall include the exact dates requested for the starting and ending of the leave. Any leave granted will be conditioned on the

School Corporation obtaining a replacement teacher that the School Corporation determines is properly licensed and sufficiently qualified to replace the teacher in all duties of the teacher. In the event the School Corporation fails to obtain such replacement by thirty (30) calendar days prior to the requested start of said leave, the teacher shall be required to return to his or her position and forgo any such requested leave. Any unemployment compensation the School Corporation may have credited to its experience account or be required to pay to any such replacement teacher upon the return of a teacher from leave shall be reimbursed to the School Corporation by the teacher to whom such leave was granted. Such reimbursement shall occur within fifteen (15) days after distribution of each unemployment check to said teacher.

Voluntary leaves will not be granted to teachers who while on leave will receive compensation for work performed unless it is part of a professional development project, a university work study program, or in the best interests of the School Corporation.

Section 16. Association Leave

A. The Association President, or his/her designee, shall be entitled to paid time for attending formal grievance hearings without loss of compensation.

B. The Association President, or his/her designee, shall have fifteen (15) days per year of paid leave for the conduct of lawful Association business. No more than seven (7) can be used within a scheduled contract day. Except in cases of emergencies, forty-eight (48) hours' notice of such leave shall be provided to the teacher's principal. Substitute teacher compensation shall be shared equally by the Association and the Board. The Superintendent may, at his/her discretion, grant additional Association leave days, which will be paid for by the School Corporation.

ARTICLE V
RETIREMENT PROGRAM

Section 1. BCSC RETIREMENT PLAN

A. All Teachers are eligible participants in the BCSC 403(b) Plan (the "Plan"). Teachers may make contributions (called "Salary Deferrals") directly from their paychecks into the Plan up to the maximum allowable under Federal law.

B. If a teacher does not specifically elect to make Salary Deferrals into the Plan, BCSC will automatically withhold three percent (3%) from each paycheck and deposit such amount into the Plan in the teacher's name as a Salary Deferral. The funds will be assigned to the target date fund matching the teacher's expected retirement date.

   If a teacher wishes to defer a greater or lesser amount (including no deferral), the teacher must complete a Salary Deferral election designating a different percentage of deferral.

C. The Board shall match such teacher contributions on a dollar for dollar basis up to three percent (3%) of the teacher's salary for the duration of this contract. BCSC shall deposit the employer contributions on behalf of each teacher into the 401(a) plan. Such contributions will be made within a reasonable amount of time following each payroll period.

D. All teachers shall be able to elect to participate in or make changes in contributions to the retirement plan(s) on a monthly basis. All elections or changes shall be made pursuant to the terms and conditions of said plan(s). Requests may be submitted at any time; however, changes will be effective on the first payroll in the following month for any requests submitted by the 25th of the month.

E. Any contributions made by the teacher and all earnings derived therefrom are one hundred (100%) vested. Any contributions made by the School Corporation on behalf of the teacher and all earnings derived therefrom become vested after five (5) years of service. Should the teacher leave the School Corporation prior to the five (5) year vesting period, then all contributions made by the School Corporation on behalf of that teacher and all earnings derived therefrom are forfeited. To the extent allowed by IRS regulations, any funds forfeited by a teacher as a result of the teacher separating from employment will be placed in the plan's forfeiture suspense account, used to pay for the plan's administrative expenses, and/or used to offset future contributions.

Section 2. BCSC Retirement Insurance Options

A. For purposes of this article, a teacher who retires and wishes to participate in the health plan must meet one of the following criteria:

   1. At least 55 years of age and having satisfied the rule of 85 (INPRS qualification).

   2. At least 60 years of age with at least 15 years of experience (INPRS qualification).

3. At least 50 years of age with 10 years of BCSC experience.

4. At least 55 years of age with 5 years of BCSC experience.

B. The retiring teacher shall be provided the option to apply for, in accordance with the insurance contracts and Section 3 below, any or all of the following group insurance coverages:

Health: Single, Retiring Teacher and Spouse, Retiring Teacher and Children or Family Plan
Dental: Single or Family Plan
Vision: Single or Family Plan

Term Life Insurance: $55,000 on the retired teacher's life only

Section 3. Insurance Benefit Provisions

A. The premium cost under the benefit plans to the retired teacher shall be the entire amount of the cost of the premium of active full-time teachers.

B. The retired teacher must remain enrolled in those benefit plans for the full year of enrollment.

C. In the event a retiring teacher does not enroll in a particular benefit plan and is not a participant in that plan at the time of retirement, the teacher will not be entitled to later participate in that plan.

Section 4. Retiring Year Procedure

A. If allowed under the insurance contract, the retiring teacher can apply to continue to participate in the benefit plans following retirement. Participation in some benefit plans ceases as of the last day of work or end of month.

B. Each retiring teacher will be supplied the premium costs for continued participation in each plan.

C. The retiring teacher must timely apply and elect to continue participation in the plan.

Section 5. Enrollment and Re-enrollment February/March Cycle

Continued enrollment, withdrawal, or decisions to modify coverages or method of premium payment must be made by February 15 and will subsequently take effect March 1 and remain in force until each subsequent February 28, or until the month the retiree ceases to remain eligible.

ARTICLE VI
GRIEVANCE PROCEDURE

Section 1. Purpose

It is the objective of the Board and the Association to have all grievances resolved informally or at the earliest possible stage of this grievance procedure.

Section 2. Definition

A. A "grievance" is a claim, submitted by a grievant, that there has been a violation or misinterpretation of a specific article or section of this Agreement.

B. A "grievant" may be a teacher or group of teachers or the Association.

C. A "day" when used in this Article shall refer to teacher days as that term is used in the school calendar. During the summer recess, however, the term shall mean weekdays (Monday through Friday).

Section 3. Informal Procedure

Before submitting a written grievance, the grievant shall attempt to resolve the grievance informally by contacting the building principal or his/her designee concerned within twenty (20) days of the time that the grievant knew, or reasonably should have known, of the grievance. The building principal or his/her designee shall respond to the grievant within five (5) days of notification of the problem. The grievant and the person so contacted shall discuss such grievance at a mutually acceptable time and place. The grievant may choose to have an Association representative, the Association building representative or another teacher in the building present at the informal grievance step. If an Association representative other than the building representative is present at such informal grievance step, then the building principal or his designee may also have an administrative representative in attendance.

Section 4. Formal Procedure

Step One - Building Principal or Designee

A. If resolution is not achieved through discussion with the building principal or his/her designee, a formal written grievance may be presented. The grievance, on the form attached as Appendix D, shall state the specific provision of the Agreement violated and the relief requested. The grievance shall be dated and signed by the grievant. Such written grievance must be received by the building principal or his/her designee within five (5) days of the informal grievance discussion.

B. The building principal or his/her designee may request a meeting with the grievant in an effort to resolve the grievance. If such meeting is requested, the building principal or his/her designee shall arrange such meeting within five (5) days, unless an extension of such limit is mutually agreed to by the grievant and the building principal or his/her designee. If no meeting is requested, the building principal or his/her designee shall submit his/her response in writing to the grievant within five (5) days after receipt of the grievance. If a meeting has been requested, the building principal or his/her designee shall submit his/her response in writing to the grievant within five (5) days following the grievance meeting date.

Step Two - Superintendent

A. If resolution is not achieved through the written response in Step One, the grievant may submit the grievance to the Superintendent or his/her designee. The grievance must be received by the Superintendent or his/her designee within five (5) days of the grievant's receipt of the written response in Step One.

B. The Superintendent or his/her designee may request a meeting with the grievant in an effort to resolve the grievance. Such request for a meeting shall be submitted in writing at the time the grievance is submitted to the Superintendent. If such a meeting is requested, the Superintendent or his/her designee shall arrange such meeting within five (5) days, unless an extension of such time limit is mutually agreed to by the grievant and the Superintendent or his/her designee.

   If no meeting is requested, the Superintendent or his/her designee shall submit his/her response in writing to the grievant within five (5) days after receipt of the grievance.

   If a meeting has been requested, the Superintendent shall submit his/her response in writing to the grievant within five (5) days following the grievance meeting date.

Section 5. Provisions Relating to the Grievance Procedure

A. A grievance must be processed within the time limits set forth in the foregoing provisions.

B. If the grievance is filed by the Association as grievant, and if such grievance is limited to one school, the grievance shall be submitted to the building principal involved. Otherwise, such grievance shall be submitted to the Superintendent in Step Two.

C. Where the grievance is one properly submitted to the Superintendent in Step Two, it shall be received by the Superintendent within fifteen (15) days, as they are defined in Section 2, paragraph C, of the time that any officer or official of the Association knew, or reasonably should have known of the grievance and shall thereafter be subject to all other provisions of this Article with respect to grievances as defined in Section 2, A.

D. A grievant may, upon request, be accompanied by a representative of the Association at all steps in Section 4 of the Formal Procedure.

E. All documents, communications, and records dealing with grievances shall be filed separately from the personnel files of the participants and shall not be used for evaluations.

F. Time limits herein may be extended only by mutual agreement, signed by both Parties.

G. The parties acknowledge that I.C. 20-29-6-9 provides that a teacher may petition a school employer, governing body, or superintendent for a redress of grievances, either individually or through the exclusive representative. That right is in no way limited by this agreement.

ARTICLE VII
SEPARABILITY

Section 1.

Should any provision of this Agreement at any time during its term be found in conflict with federal or state law, or rule or regulation thereunder, then such provision shall continue in effect only to the fullest extent permissible under the applicable law. If at any time thereafter such provision is no longer in conflict with the law, then such provision of the Agreement as originally embodied herein shall be restored in full force and effect, as if it had never been in controversy or violation.

Section 2.

It is further understood and agreed that the provisions of this Agreement are deemed to be separable to the extent that if and when a court or government agency of competent jurisdiction adjudges any provision of this Agreement to be in conflict with any law, or rule or regulation thereunder, such decision shall not affect the validity of the remaining provisions of this Agreement, and the remaining provisions shall continue in full force and effect.

ARTICLE VIII
TERM OF AGREEMENT

This Agreement shall be effective as of July 1, 2025 and shall continue in full force and effect until June 30, 2027.

The undersigned attest to the following:

1. A public hearing was held in compliance with Indiana Code 20-29-6-1 (b) on September 8, 2025, and electronic participation from the governing body and/or public was not permitted; and,

2. A public meeting was held in compliance with Indiana Code 20-29-6-19 on October 20, 2025 to discuss the tentative agreement and electronic participation from the governing body and the public was not permitted.

The parties mutually agree that the terms set forth in the Agreement represent full and complete understanding and commitment between the parties hereto and may be altered, changed, added to, deleted from, or modified only by the voluntary mutual consent of the parties expressed in a written amendment hereto. Both parties agree to reopen the contract upon mutual consent and/or recommendation of the Health Trust.

THIS AGREEMENT is made and entered into at Columbus, Indiana on this day, by and between the Board of School Trustees of the Bartholomew Consolidated School Corporation, County of Bartholomew, State of Indiana, heretofore called the "Board," and the Columbus Educators Association, affiliated with the Indiana State Teachers Association and the National Education Association, heretofore called the "Association."

THIS AGREEMENT is so attested by the parties whose signatures appear below:

BOARD OF SCHOOL TRUSTEES
OF THE BARTHOLOMEW CONSOLIDATED
SCHOOL CORPORATION

By _____
Dr. Chad Phillips, Superintendent

By _____
Nicole Wheeldon, Board President

By _____
Rich Stenner, Board Vice President

COLUMBUS EDUCATORS ASSOCIATION

By _____
Amy London, CEA President

By _____
Mandy Keele, CEA Vice President

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APPENDIX A
SALARY INFORMATION
BARTHOLOMEW CONSOLIDATED SCHOOL CORPORATION

A. The annual salary range for returning full-time teachers prior to implementation of this bargaining agreement is $50,950 to $89,950, not including current year increases or TRF contribution.
Upon implementation of this bargaining agreement, the salary range for full-time teachers is $50,950 to $89,950 for 2025-2026 and $51,800 to $89,950 for 2026-2027.

At the beginning of the 2025-26 school year, the salaries of teachers were between $50,950 and $89,950. Under the compensation plan, teachers with prior years of teaching experience will receive an $850 salary increase for 2025-26, not to exceed the maximum salary of $89,950. New to the profession teachers with no prior years of experience will remain at a salary of $50,950. After the increase is awarded, full-time teachers will be making $50,950 to $89,950.
In the 2026-27 school year, returning full-time teachers in the corporation will receive a $1,500 salary increase, not to exceed the maximum salary of $89,950. After the increase is awarded, full-time teachers will be making $51,800 to $89,950.

B. 2025-2026 & 2026-2027 Salary Increases
   a. General Eligibility
      i. A teacher who did not receive an evaluation in the prior school year in the corporation is not eligible for a salary increase in the current year and remains at their prior year salary.
      ii. A teacher must also have been employed by the corporation for at least 120 days in the prior school year.
      iii. Teachers with a salary at the maximum range of the salary table are not eligible for a base salary increase in the current year.
   b. Factors and definitions
      i. Evaluation (25%) - Teacher received an evaluation from the corporation in the prior school year.
      ii. Experience (25%) -The teacher was employed as a certified teacher for at least one hundred twenty (120) days in the corporation in the prior school year.
      iii. Academic Needs (50%)- The teacher participated in at least 5 hours of professional development that has been designed to improve student outcomes provided by the corporation in the prior school year.
   c. Early Literacy Endorsement
      i. In addition to salary increases awarded under the compensation model, a teacher in the first year of possessing the early literacy endorsement shall receive an increase of $150.
      ii. In order to receive the $150 increase, a certified teacher must submit an updated license with the early literacy endorsement to the Human Resources department by November 1, 2025 for the 2025-2026 contract, or September 1, 2026 for the 2026-2027 contract.

C. Distribution – Advancing on the Salary Table (See Salary Table 2025-2026 & 2026-2027)
   a. A teacher who satisfies the completion of an evaluation, was employed as a certified teacher for at least one hundred twenty (120) days, and satisfies the academic need requirement in the prior school year in the corporation will receive $850 as a base salary increase in 2025-2026, and receive a $1,500 salary increase in the 2026-2027 school year, not to exceed the maximum salary of $89,950.
   b. To create distinction, teachers newly hired with no prior teaching experience will make a base salary of $50,950 in the 2025-26 school year and a base salary of $51,800 in the 2026-2027 school year if all general eligibility and factors are met. Newly hired teachers with no prior teaching

experience will receive a base salary increase of $850 in the 2026-27 school year and a $650 stipend to equate to a $1,500 increase from the 2025-26 to the 2026-27 school year.

c. Teachers with a salary at the maximum range of the salary table are not eligible for a base salary increase in the current year; thus, a $500 stipend will be provided in the 2025-26 and 2026-27 school years.

D. Itemized Compensation Requirements 2025-2026

a. Calculation of total possible base salary increase available to returning teachers under the compensation plan for 2025-2026= $850

i. Increase attributable to evaluation and experience:

1. Increase attributable to evaluation= $212.50
2. Increase attributable to experience= $212.50
3. The combined increase for education and experience is $425, which is 50% of the total possible increase.

ii. Increase attributable to academic needs= $425, which is 50% of the total possible increase.

iii. A differentiated salary increase for the early literacy endorsement is not included in the total possible increase, but is written in the compensation plan to provide $150 for eligible certified teachers beyond the evaluation, experience, and academic need factors in the first year of possessing the literacy endorsement.

E. Itemized Compensation Requirements 2026-2027

a. Calculation of total possible salary increase available to returning teachers under the compensation plan for 2026-2027= $1,500

i. Increase attributable to evaluation and experience:

1. Increase attributable to evaluation= $375
2. Increase attributable to experience= $375
3. The combined increase for evaluation and experience is $750, which is 50% of the total possible increase.

ii. Increase attributable to academic need= $750, which is 50% of the total possible increase.

iii. A differentiated salary increase for the early literacy endorsement is not included in the total possible increase, but is written in the compensation plan to provide $150 for eligible certified teachers beyond the evaluation, experience, and academic need factors in the first year of possessing the literacy endorsement.

SALARY TABLE

2025-2026			2026-2027	
$50,950	$71,300			$71,300
$51,800	$72,800		$51,800	$72,800
$53,300	$74,300		$53,300	$74,300
$54,800	$75,800		$54,800	$75,800
$56,300	$77,300		$56,300	$77,300
$57,800	$78,800		$57,800	$78,800
$59,300	$80,300		$59,300	$80,300
$60,800	$81,800		$60,800	$81,800
$62,300	$83,300		$62,300	$83,300
$63,800	$84,800		$63,800	$84,800
$65,300	$86,300		$65,300	$86,300
$66,800	$87,800		$66,800	$87,800
$68,300	$89,300		$68,300	$89,300
$69,800	$89,950		$69,800	$89,950

APPENDIX A-1
SALARY SCHEDULE FOR NEWLY HIRED TEACHERS
BARTHOLOMEW CONSOLIDATED SCHOOL CORPORATION

All teachers hired will be placed at a salary within the overall teacher salary range established in Appendix A.

Teachers hired from outside of the school district with teaching experience will be placed within the salary schedule and no higher than the highest salary of any teachers currently in the system with the same experience. If there are no teachers within the system with the same experience, the Superintendent or their designee will consult with the Association President or designee prior to making an offer.

APPENDIX A-2
OPERATING REFERENDUM PAYMENTS
BARTHOLOMEW CONSOLIDATED SCHOOL CORPORATION

A. Funds Available:
Compensation in this section is a stipend and is based on revenues collected from the Operating Referendum Tax Levy. Any information in this Appendix beyond wages was not bargained and is included for informational purposes only.

B. Factors and Definitions
1. A teacher who did not receive an evaluation in the prior school year in the corporation is not eligible for a referendum payment.
2. Years of Experience - The number of years the teacher completed at least one hundred twenty (120) days of teaching in Bartholomew Consolidated School Corporation will generate one (1) point. The number of years the teacher completed at least one hundred twenty (120) days of teaching in a district other than Bartholomew Consolidated School Corporation will generate one-third (⅓) point.

C. Distribution
1. Tier 1: $5,000 payment
Evaluation rating of 3 or 4
Years of experience points = 5-9.99
2. Tier 2: $10,000 payment
Evaluation rating of 3 or 4
Years of experience points = 10-14.99
3. Tier 3: $15,000 payment
Evaluation rating of 3 or 4
Years of experience points = 15+

D. Salary Plus Stipend Maximum
1. 2025-2026 Maximum total base contract (Appendix A) plus operating referendum stipend: $96,350.
2026-2027 Maximum total base contract (Appendix A) plus operating referendum stipend: $96,350.
2. If the total of the base contract and operating referendum stipend exceed the maximum amount, the amount of the operating referendum stipend will be reduced to the amount necessary to achieve the maximum amount.

APPENDIX B
COMPENSATION FOR NON-ATHLETIC EXTRACURRICULAR AND EXTENDED CONTRACTS

Added days and the number of positions in the Corporation were not bargained and are included in this document for informational purposes.

Added days in the tables below will be paid at the contracted daily rate for the teacher filling the assignment.

	# in Corp.	Added Days	2025-26 Stipend	2026-27 Stipend
HS Band Director	2	0	$6,645	$6,645
HS Choral Director	2	0		
Corp. Psychologist	4	15	$4,600	$4,600
C4 Team Leader	1	15		
HS Guidance Director	3	25		
HS Special Education Coordinator	2	10		
HS Cohort Academic Coach	13	5		
HS Asst. Band Director	2	0		
Elem. Pupil Services Coordinator	1	0		
HS Yearbook Advisor	3	0	$4,089	$4,089
HS Library/Media Specialist	2	10	$3,575	$3,575
HS Newspaper Advisor	2	0		
HS Budget Supply Coordinator FTE of 7.0 or more		3	$3,065	$3,065
MS Budget Supply Coordinator FTE of 7.0 or more		3		
Corp. Television Consultant	1	10		
HS Counselor	10	8		
HS Speech Coach	2	0		
HS Pep Stepper Director - CNHS	1	0		
HS Color Guard Director - CEHS	1	0		
MS Dean	2	5		
MS Counselor	4	5		
MS Special Education Coordinator	2	0		
MS Library/Media Specialist	2	5		
MS Band Director	2	0		
Elem. Library/Media Specialist	1	5		

	# in Corp.	Added Days	2025-26 Stipend	2026-27 Stipend
HS Musical Director/Producer	2	0	$2,556	$2,556
HS Musical Orchestra Director	2	0		
HS Musical Vocal Director	2	0		

HS Testing Coordinator - CEHS	2	0		
HS Student Council Advisor	2	0		
HS Senior Project Coordinator	3	0		
MS Choral Director	2	0		
MS Theater	1	0		
Elem. Counselor	11	0		
HS Budget Supply Coordinator FTE of 4.0 - 6.99		3		
MS Budget Supply Coordinator FTE of 4.0 - 6.99		3		
C4 Youth Leadership - BPA	1	0		
C4 Youth Leadership - DECA	2	0		
C4 Youth Leadership - FFA	1	5		
C4 Youth Leadership - HOSA	2	0		
C4 Youth Leadership - Skills USA	2	0		
C4 Youth Leadership FCLA	2	0	$2,044	$2,044
C4 Youth Leadership - Technology Event Coordinator	1	0		
HS Drama Director/Non-Musical	2	0		
HS Publications Bureau Director	1	0		
HS Student Activities Advisor - CEHS	2	0		
HS Lead Academic Coach	2	0		
HS Asst. Academic Coach	12	0		
MS Lead Academic Coach	2	0		
MS Asst. Academic Coach	8	0		
HS Prom Fund Advisor	3	0	$1,610	$1,610
HS Orchestra/Strings Director	2	0		
MS Orchestra/Strings Director	2	0		
MS Drama Director	2	0	$1,529	$1,529
MS Newspaper Advisor	2	0		
MS Yearbook Advisor	2	0		

	# in Corp.	**Added Days**	**2025-26 Stipend**	**2026-27 Stipend**
HS Budget Supply Coordinator FTE of 1.0 - 3.99		3		
MS Budget Supply Coordinator FTE of 1.0 - 3.99		3		
HS Business - CEHS	1	0	$1,023	$1,023
HS Family Consumer Science	2	0		
HS Music	2	0		
MS Department Team Leader				

MS Art	2	0		
MS Family Consumer Science	2	0		
MS Foreign Language	2	0		
MS Health/PE	2	0		
MS Industrial Tech	2	0		
MS Music	2	0		
Elementary Academic Team	44	0		
Added Days Only:				
Corp. Autism Coordinator	1	20		
Behavior Coordinator	1	10		
Corp. Low Incidence Coordinator	1	10		
Corp. Student Assistance Director	1	15		
Transition Coordinator	1	18		
Testing Coordinator	1	31		
Asst. Autism Coordinator	1	5		
Behavior Technician	1	5		
Special Education Social Worker	1	18		
C4 School to Work Coordinator				
C4 Building Trades	2	5		
C4 Business/Office Education	1	3		
C4 Child Care	2	2		
C4 Health Occupations	2	2		
C4 ICT/ICE	2	3		
Hourly Rate Only:				
HS Auditorium Director	2	0	$83.67	$83.67

APPENDIX C
COMPENSATION FOR ATHLETIC ASSIGNMENTS

Added days and the number of positions in the Corporation were not bargained and are included in this document for informational purposes.

A head varsity coach and his/her assistant varsity coaches and basketball and football cheerleaders' sponsors whose team progresses past the sectional tournament level into regional, semi-final and state tournament levels in a sport that may or may not be sanctioned by the Indiana High School Athletic Association (IHSAA) will be paid an additional stipend for each full week worked beyond the sectional tournament level (including each sectional week beyond the first sectional week in football). Such stipend should be calculated by dividing the length of the season, including practice weeks during which a game or games are held, into the regular athletic salary as provided above. For purposes of this computation only, the commencement of the length of the season shall be fourteen (14) calendar days prior to the first official game or meet. For trainers of boys football and boys basketball who are assigned to work during the weeks set forth in this paragraph, an extra stipend will be paid and calculated in the manner set forth in this paragraph for coaches.

Credit of experience on this schedule is determined in the following manner:

1. In Corporation Experience: Experience gained in a specific sport or assignment at either middle school or high school shall be granted for the same sport or assignment within our corporation at other levels.

2. Out of Corporation Experience: Previous experience out of the corporation must be verified in writing prior to placement in a coaching assignment subject to review and approval of the Superintendent.

# in Corp		**2025-2026**			**2026-2027**		
Years of Experience		**0-2**	**3-5**	**6+**	**0-2**	**3-5**	**6+**
Group 1							
HS Football	2	$11,452	$12,196	$12,923	$11,452	$12,196	$12,923
HS Boys' Basketball	2						
HS Girls' Basketball	2						
HS Asst. AD	2						
MS Athletic Director	2						
Group II							
HS Asst. Football	12	$5,334	$6,309	$7,278	$5,334	$6,309	$7,278
HS Asst. Boys' Basketball	6						
HS Asst. Girls' Basketball	6						
HS Baseball	2						
HS Softball	2						
HS Boys' Soccer	2						
HS Girls' Soccer	2						

# in Corp		2025-2026			2026-2027		
Years of Experience		**0-2**	**3-5**	**6+**	**0-2**	**3-5**	**6+**
HS Boys' Swimming	2	$5,334	$6,309	$7,278	$5,334	$6,309	$7,278
HS Girls' Swimming	2						
HS Boys' Track	2						
HS Girls' Track	2						
HS Girls' Gymnastics	2						
HS Weight Training	2						
HS Boys' & Girls' Wrestling	4						
HS Boys' & Girls' Volleyball	4						
Group III							
HS Boys' Cross Country	2	$5,336	$5,822	$6,309	$5,336	$5,822	$6,309
HS Girls' Cross Country	2						
HS Boys' Golf	2						
HS Girls' Golf	2						
HS Boys' Tennis	2						
HS Girls' Tennis	2						
Group IV							
Boys' Football 7	2	$3,012	$3,399	$3,898	$3,012	$3,399	$3,898
Boys' Football 8	2						
Boys' Basketball 7	2						
Boys' Basketball 8	2						
Girls' Basketball 7	2						
Girls' Basketball 8	2						
Group V							
MS Boys' Cross Country 7-8	2	$2,656	$3,047	$3,522	$2,656	$3,047	$3,522
MS Girls' Cross Country 7-8	2						
Asst. Football 7	2						
Asst. Football 8	2						
Asst. Boys' Basketball 7	2						
Asst. Boys' Basketball 8	2						
Asst. Girls' Basketball 7	2						
Asst. Girls' Basketball 8	2						
Boys' Track 7	2						
Boys' Track 8	2						
Girls' Track 7	2						
Girls' Track 8	2						
Girls' Volleyball 7	2						
Girls' Volleyball 8	2						
MS Wrestling	2						

MS Golf	2						
MS Boys' Tennis 7-8	2						
# in Corp		**2025-2026**			**2026-2027**		
Years of Experience		**0-2**	**3-5**	**6+**	**0-2**	**3-5**	**6+**
MS Girls' Tennis 7-8	2						
HS Asst. Baseball	6						
HS Asst. Softball	6						
HS Asst. Girls' Gymnastics	2						
HS Asst. Boys' Soccer	4						
HS Asst. Girls' Soccer	4						
HS Asst. Boys' Swimming	2						
HS Asst. Girls' Swimming	2						
HS Asst. Diving Coach	2						
HS Asst. Boys' Track	6						
HS Asst. Girls' Track	6	$2,656	$3,047	$3,522	$2,656	$3,047	$3,522
HS Asst. Boys' & Girls' Volleyball	12						
HS Asst. Boys' & Girls' Wrestling	10						
HS Asst. Boys' Tennis	2						
HS Asst. Girls' Tennis	2						
HS Asst. Boys' Cross-Country	2						
HS Asst. Girls' Cross-Country	2						
HS Asst. Boys' Golf	2						
HS Asst. Girls' Golf	2						
Group VI							
MS Asst. Cross Country Boys' 7-8	2						
MS Asst. Cross Country Girls' 7-8	2						
MS Asst. Boys' Track 7	2						
MS Asst. Boys' Track 8	2						
MS Asst. Girls' Track 7	2						
MS Asst. Girls' Track 8	2						
MS Asst. Wrestling	2						
MS Asst. Girls' Volleyball 7	2						
MS Asst. Girls' Volleyball 8	2	$826	$1,004	$1,168	$826	$1,004	$1,168
MS Pom - Pom Sponsor	2						
Cheerleader Sponsor 7	2						
Cheerleader Sponsor 8	2						
Elem. Boys' Basketball	11						
Elem. Girls' Basketball	11						
Elem. Cheer	11						
Elem. Athletic Director	11						

Elem. Cross Country	11						

# in Corp		2025-2026			2026-2027		
Years of Experience		**0-2**	**3-5**	**6+**	**0-2**	**3-5**	**6+**
Group VII							
HS Asst. Cheerleader	2	$2,001			$2,001		
HS Unified Track	2	$2,001			$2,001		
MS Boys' Intramural 7-8	2	$1,266			$1,266		
MS Girls' Intramural 7-8	2	$1,266			$1,266		
MS Concessions Manager	2	$1,480			$1,480		
HS Cheerleader Sponsor	2	$3,522			$3,522		

APPENDIX D
GRIEVANCE REPORT FORM

(Must be filed within five (5) days after the Informal Grievance Discussion)
Grievance #_____

Name of
Grievant_____Date_____

Building
Assignment_____Position_____

Date on Which Cause of Grievance Occurred_____

Specific article(s) of the contract which the grievant claims to be in violation
_____
_____

Statement of Grievance
_____
_____
_____
_____
_____

Relief Requested
_____
_____
_____

I ____ DO ____ DO NOT request a meeting to discuss the grievance.

_____ _____
Building Signature of Grievant

STEP 1 BUILDING PRINCIPAL/MANAGER

Meeting Date _____

Names of Persons in Attendance
_____
_____

Decision
_____
_____
_____
_____

_____ _____

Date of Decision Signature of Principal/Manager

(Must be decided within five (5) days of receipt of grievance
or meeting date)

STEP 2

Name of Grievant _____ Grievance #_____

Initial Filing Date _____

(Must be filed within five (5) days of receipt of Step 1 response; within fifteen (15) days if grievance filed by the Association as Grievant.)

Specify those issues which you maintain have not been resolved to your satisfaction at the previous level, and your reasons for same:

_____
_____
_____
_____
_____
_____

I ____ DO ____ DO NOT request a meeting to discuss the grievance.

_____ _____

Date Grievant's Signature

DISPOSITION

Date Received _____ Meeting Date_____

Names of Persons in Attendance

_____
_____

Decision

_____
_____
_____
_____
_____

_____ _____

Date of Decision Signature of Principal/Manager

APPENDIX E
APPLICATION FOR SICK LEAVE BANK USAGE

Name_____School_____

Date of Request_____

Date when first sick leave usage occurred for this disability_____

Has the illness/injury caused continuous absences since the above date? YES____ NO____

How many continuous school days of absence have occurred since the onset of illness or injury? _____

PHYSICIAN'S STATEMENT

I hereby certify that _____is disabled due to the following illness or injury: (Please state the condition and cause of the disability.)

Treatment Provided:

Prognosis for Return to Work:

Physician's Signature_____

Physician's Printed Name_____

Address_____

Date_____

(Applicant is to return this form to the Human Resources Department).
* See definition of "Disability" in Article IV, Section 1 (D)(4)(b).

OBLIGATION TO REPAY SICK LEAVE BANK

Sick Leave Bank Repayment Provision

Repayment by a teacher for any such loans from the sick leave bank shall be made at the rate of a minimum of two (2) sick leave days per year when the teacher owes ten (10) or more days to the bank and one (1) sick leave day per year when the teacher owes less than ten (10) days to the bank. Repayment shall be made on the first year after the sick leave bank day is allocated to the teacher. A teacher who resigns, retires, dies, or whose contract is non-renewed or canceled for any reason prior to repayment in full of sick bank days used shall not be required to repay the balance of any such days owed to the sick leave bank.

I hereby understand and agree to all provisions as it applies to sick leave bank usage.

Signed_____

Date_____

Witness_____

Witness_____

APPENDIX F
HEALTH PLAN OPTIONS

(See Article III for additional details, exclusions, etc.)

Please review the 2026 Benefit Guide and the 2027 Benefit Guide for comprehensive information. The Benefit Guide is posted on the BCSC website.

APPENDIX G
PAY DATE SCHEDULE

2025-2026		
New Teacher Contract	Returning Teacher Contract	Date of Paycheck
1		August 22, 2025
2	1	September 5, 2025
3	2	September 19, 2025
4	3	October 3, 2025
5	4	October 17, 2025
6	5	October 31, 2025
7	6	November 14, 2025
8	7	November 28, 2025
9	8	December 12, 2025
10	9	December 26, 2025
11	10	January 9, 2026
12	11	January 23, 2026
13	12	February 6, 2026
14	13	February 20, 2026
15	14	March 6, 2026
16	15	March 20, 2026
17	16	April 3, 2026
18	17	April 17, 2026
19	18	May 1, 2026
20	19	May 15, 2026
21	20	May 29, 2026
22	21	June 12, 2026
23	22	June 26, 2026
24	23	July 10, 2026
25	24	July 24, 2026
26	25	August 7, 2026
27	26	August 21, 2026

2026-2027		
New Teacher Contract	Returning Teacher Contract	Date of Paycheck
1		August 21, 2026
2	1	September 4, 2026
3	2	September 18, 2026
4	3	October 2, 2026
5	4	October 16, 2026
6	5	October 30, 2026
7	6	November 13, 2026
8	7	November 27, 2026
9	8	December 11, 2026
10	9	December 25, 2026
11	10	January 8, 2027
12	11	January 22, 2027
13	12	February 5, 2027
14	13	February 19, 2027
15	14	March 5, 2027
16	15	March 19, 2027
17	16	April 2, 2027
18	17	April 16, 2027
19	18	April 30, 2027
20	19	May 14, 2027
21	20	May 28, 2027
22	21	June 11, 2027
23	22	June 25, 2027
24	23	July 9, 2027
25	24	July 23, 2027
26	25	August 6, 2027
27	26	August 20, 2027