MASTER CONTRACT

Between

THE BOARD OF SCHOOL TRUSTEES

of

CONCORD COMMUNITY SCHOOLS

and

THE CONCORD TEACHERS' ASSOCIATION

JULY 1, 2025 — JUNE 30, 2027

TABLE OF CONTENTS

ARTICLE I: RECOGNITION	3
ARTICLE II: SHORT-TERM LEAVES	4
ARTICLE III: SICK LEAVE BANK	7
ARTICLE IV: RETIREMENT LEAVE PAY	10
ARTICLE V: FRINGE BENEFITS	11
ARTICLE VI: SALARY AND COMPENSATION	14
ARTICLE VII: GRIEVANCE PROCEDURE	18
ARTICLE VIII: TERM OF AGREEMENT	22
APPENDIX A: 2025-26 TEACHER SALARY SCHEDULE	23
APPENDIX B: EXTRA-DUTY POINT ASSIGNMENTS	25
APPENDIX C: ADDITIONAL COMPENSATION	34

ARTICLE I: RECOGNITION

A. The Board recognizes the Concord Teachers' Association as the exclusive representative of all teachers in the school corporation.

B. Definitions:

1. The definition of the term "teacher" shall be: All certificated employees, of the Concord Community School Corporation except the Superintendent, Assistant Superintendents, Business Manager, Directors of Curriculum, Principals, Assistant Principals, Associate Principal, Administrative Assistants, Director of Technology, Director of Music, Director of Athletics, Coordinator of Student Services, Dean of Students, Alternative School Coordinator, Director of Special Education, Speech Language Pathologists, Speech Language Associates, Assistant to the Principal, and Other School Employees and Supervisors who perform administrative and/or supervisory responsibilities 50% or more of their assigned time.

2. The terms "Board" and "Association" shall include authorized officers, representatives, and agents.

3. The term "Corporation," when used in this Contract, shall refer to the Concord Community Schools of the County of Elkhart of the State of Indiana.

4. One (1) year of teaching experience shall be defined as active employment for one hundred twenty (120) days during any one (1) school year. Beginning with the 1993-94 school year, one (1) year of experience will be given to any teacher who has two (2) half years of service (sixty to one hundred nineteen [60 to 119] days).

5. A "full year of teaching experience" shall mean a year in which a teacher was actively employed by the Corporation or another corporation for at least 120 days; a "half of a year of teaching experience" shall mean a period in a year in which a teacher was actively employed for at least 60 days.

6. A "teacher cohort" is a group of teachers with the same academic credentials and the same number of completed years of teaching experience.

ARTICLE II: SHORT-TERM LEAVES

A. A teacher who is actively employed will receive a new allocation of days at the start of the year, even if the teacher is absent at the start of the year.

B. Bereavement and Funeral Leave:

Bereavement leave of up to seven (7) working days, shall be granted for deaths in the teacher's immediate family. A teacher may delay the use of bereavement days in order to attend a memorial service scheduled for a future date. If a teacher needs to delay the use of bereavement days more than ten (10) days after a death, the teacher must notify the Human Resource Department. Immediate family is defined as those relatives of the teacher or the teacher's spouse as follows: mother, father, children, unborn child (miscarriage or still born child), brother, sister, wife, husband, grandparents, grandchildren, brother-in-law, sister-in-law, son-in-law, daughter-in-law, aunt, uncle, first cousin, niece, and nephew or any similar relationship brought about by marriage.

One (1) day shall be granted to attend a funeral, memorial, or similar service for deaths not in the teacher's immediate family, as defined in the preceding paragraph.

In the event that more than one (1) death occurs during a school year, a teacher shall be granted additional days in accordance with this provision.

C. Illness Leave:

Each certified employee who is absent because of personal or family illness (including pregnancy) will be allowed twelve (12) days each year. The Corporation will deduct illness days in full-day (1.0) increments or half-day (0.5) increments. Unused illness leave may accumulate to unlimited days.

- "Personal illness leave" shall mean an absence from work for personal medical needs including, but not limited to illness, physically disability, or quarantine. It shall include any period of maternity leave.

- "Family illness leave" shall mean an absence from work necessitated by care for any member of the teacher's immediate family, as defined in section A of this Article, or any other ill relative living in the household of the teacher. Absence for family illness is limited to no more than twenty-five (25) days in any one school year. A physician's statement indicating the necessity of the leave after five (5) consecutive contract days must be submitted to the Human Resource Director.

- Subject to verification, the Corporation will immediately recognize up to ninety (90) “sick days” from the prior school employer of a new hire.

D. Parental/Adoptive Leave:

A teacher may use up to six (6) weeks of accumulated illness leave for parental/adoptive leave following the birth of a child. Up to six (6) weeks parental leave shall be available to a teacher immediately following the birth of a child. Up to six (6) weeks leave shall be available to a teacher for the purpose of adoption. These days of absence must take place in no more than two (2) segments within six months of the birth or arrival home from the hospital or adoption. Used parental/adoptive leave days will be deducted from the teacher’s illness leave. A teacher may also use personal leave days for parental/adoptive leave.

E. Parental Leave:

A teacher who is adding a child to their family due to one of the following reasons may use up to five (5) Paid Parental days with pay for this purpose within the first year of the child’s birth or placement of the child with the teacher:

1. The teacher (regardless of gender) becomes a parent because the child is born via natural childbirth.

2. The teacher (regardless of gender) becomes a parent via adoption.

3. The teacher (regardless of gender) becomes a legal guardian through a court ordered placement of a child. The teacher is required to provide to the Superintendent’s Office a copy of the court order to support the basis for parental leave.

4. The teacher (regardless of gender) becomes a foster care parent through a long term foster care placement. Such foster placement may entitle a teacher to no more than one parental leave per school year and such leave must terminate if the placement ends during the leave. The teacher will provide documentation to the Superintendent’s Office confirming the foster care placement.

Parental leave will be governed according to the Illness Leave provisions of this Contract, and may be charged, at the teacher’s option, to available illness days and/or personal days for any period of the parental leave. This leave may be taken without loss of reemployment, retirement, and salary benefits or any seniority rights, which have been accrued.

F. Personal Leave:

Four (4) personal leave days shall be granted during the contractual year in accordance with applicable state law. Unused personal leave days shall be added to the accumulated sick leave on July 1st, after the close of school. An accounting of unused personal leave days may be requested by a teacher at any time. The use of this personal leave day shall be governed by and in accordance with any policies and regulations of the employer.

The Board and Association mutually agree that personal leave days should not be used for the sole purpose of extending school breaks, such as Summer Break, Labor Day, Fall Break, Thanksgiving Break, Christmas Break, Martin Luther King Jr. Day, Mid-Winter Break/Presidents' Day, Spring Break, Good Friday, and Memorial Day. All requests for personal leave immediately preceding or immediately following breaks are subject to the following conditions:

1. Use of personal leave for the purpose of extending a break requires written notice to the Human Resource Director at least five (5) days prior to the break. Each personal day used on a contracted day immediately before a break or immediately after a break will reduce the teacher's personal days by two (2) without further compensation.

   However, use of only one personal day immediately before or immediately after a school break period may be approved by the Human Resource Director without reduction of the two personal days if the purpose of the personal day is for something other than extending a school break.

2. In addition, the use of personal leave must be approved by the Human Resource Director on parent conference days.

3. At least five (5) days advance notice to the Human Resource Director is required when three (3) or more consecutive personal leave days are requested.

4. If all personal days have been exhausted, teachers have the opportunity to exchange one sick day for an additional specified personal day per school year, with advanced notice to the Human Resource Director. The exchanged personal day may not be rolled over to the following school year.

G. Concord Teachers' Association President's Leave:

The President of the Association or his/her designee shall be granted twenty (20) days leave per school year for Association business provided that it shall not interrupt the educational process. These days shall be taken in full-day (1.0) increments or half-day (0.5) increments. The President shall give notice to the employer of intent to take such leave by the end of the school day preceding the leave day whenever possible.

H. Legal Leave:

When requested, a teacher may serve on jury duty. The Board shall pay the teacher his/her full salary minus his/her jury duty pay but not including expenses. A teacher subpoenaed to serve during regular working hours as a witness shall receive full compensation.

I. Staff Development Leave:

Teachers excused to attend educational conferences or for a professional activity approved by the Board of Education shall have substitutes provided for them at the expense of the Concord Community School District with no loss in salary unless otherwise provided by Board of Education action.

ARTICLE III: SICK LEAVE BANK

A. Purpose:

To provide additional sick and accident benefits beyond normal sick leave for all certified teachers who are unable to perform their normal duties for medical reasons

B. Participation:

1. All certified teachers are eligible to contribute to and participate in the Sick Leave Bank.

2. Teachers must elect to join the sick bank no later than September 30 of any school year. Enrollment forms should be turned in to the Association designee. Participants' contributions will be deducted from their individual sick leave days once the above-mentioned documentation is turned in to the Human Resources Department.

3. Newly hired teachers will automatically be members of the Sick Leave Bank unless they submit the necessary paperwork to opt out and turn

such paperwork into the Association Designee by September 30 or within thirty (30) days of their hire date, whichever comes later.

4. This notification must be turned into the Association Designee who will then turn both a compiled list and the Sick Leave Bank Forms into the Central Office within ten (10) business days of November 1, of the contract year.

5. Withdrawal of Membership: A teacher may withdraw in writing from the Sick Leave Bank at any time, but may not withdraw contributed days.

6. Previous non-participants may join the Sick Leave Bank by making any back contributions equal to the number of days they would have contributed had they joined when originally eligible.

7. Non-participants are not eligible to receive days from the Sick Leave Bank.

C. Contributions:

1. Each participant will contribute at least one (1) day upon enrollment. For purposes of determining a participant's maximum allowable sick leave balance at the end of a school year, the day or days contributed will be treated as sick leave used. Once the Bank has at least 200 days, no further contributions will be required until the Bank days fall below 50 days.

2. Retiring teachers may donate up to ten (10) unused sick days to the Sick Bank upon retirement.

3. Members of the sick bank may voluntarily contribute up to five (5) illness days by December 31, of the current school year.

4. When the Sick Leave Bank has fewer than 50 days, each participant shall be assessed one (1) day. If at that time a participant has no remaining sick leave days, he/she shall be exempt from this assessment until the beginning of the following school year.

5. Once days are in the Sick Leave Bank, they lose all identity and cannot be reclaimed by the contributor.

D. Administration:

1. The Sick Leave Bank shall be administered by a committee composed of five (5) voting Sick Leave Bank Members appointed by the Association

President on an annual basis. The Association President or designee shall chair the committee. The Committee Chair shall be responsible for convening the Committee and shall report the decision of the Committee to the applicant and the Superintendent in writing.

2. Although it is the Association's responsibility to develop application guidelines and any other regulatory forms necessary to conduct Sick Leave Bank business, all forms and guidelines will be shared with the Superintendent prior to their use.

3. It is understood that the Sick Leave Bank cannot discriminate against any applicant nor can it make illegal decisions.

4. The Corporation shall be responsible for maintaining Sick Leave Bank records and shall provide the Association President and Committee Chair with an account by December 1 of each year and upon request if there has been activity.

5. Both the Superintendent's office and the Sick Leave Bank Committee shall keep records on the number of days in the Sick Leave Bank and of the use of such days by participants. These records shall be reconciled at the end of each academic year.

E. Procedure:

1. An Applicant must have exhausted all of his/her sick leave and personal leave days and have had five (5) days of unpaid leave before being eligible to receive the benefits. In the event of a demonstrated hardship, the Applicant may petition the Committee to waive all or a portion of the unpaid leave.

2. Application must be in writing on the Committee's form and submitted to the Association President with a copy to the Superintendent. These forms may be submitted via email.

3. Ideally, the application should be made at least ten (10) days before the absence.

4. In cases of emergencies, the application should be made as soon as possible.

5. Application may be made by a personal representative if the Applicant is unable to do so.

6. A physician's statement indicating the necessity of the leave and a prognosis for a return to work shall be required. This information is deemed confidential.

7. A maximum of 25 school days per loan shall be allowed.

8. If more days are needed, the Applicant must reapply.

9. No participant will be eligible for both Corporation Disability and Sick Leave Bank at the same time.

10. If the Committee denies a loan, it must state in writing the reason(s) for denial. The decision of the Committee will be final.

F. Repayment:

1. Following return to work, the Borrower shall repay the days at a rate of two (2) days per year until all borrowed days are repaid or he/she retires. In case of a demonstrated hardship, the borrower may petition the committee for a lesser number of days per year. These days will be automatically deducted from the Borrower's new bank of sick leave days at the beginning of the following school year unless the Superintendent is notified otherwise, in writing, by the Association President.

2. If a Borrower leaves or retires from the Corporation prior to repaying the days borrowed, any sick leave days remaining in his/her account shall be used to repay the loan.

3. The committee may waive repayment of the loan in case of death.

ARTICLE IV: RETIREMENT LEAVE PAY

A. The Corporation will pay a one-time retirement notification stipend of $2,500 to any teacher who provides written notice of their retirement at the end of the current school year to the Human Resource Department by the end of the day on February 1 of the current school year. The stipend will be paid to teachers on their final paycheck. To be eligible, teachers must meet the Indiana Public Retirement System's retirement criteria:

- Age 65 with 10 years of creditable service
- Age 60 with 15 years of creditable service
- Age 55 if age and years of creditable service total at least 85

B. The Board established a section 401(a) retirement plan and a 501(c)(9) VEBA plan for certain teachers to be funded with a one-time contribution from the

Board. The plans provide for vesting after the age of fifty-five years and five (5) years of service and teachers will be given credit for years of service worked as teachers for the Board in the ten (10) years immediately prior to the establishment of the plans for vesting purposes. The Board and the Association acknowledged that the purpose of establishing these plans was to convert the unfunded liability for the discontinued severance benefits as of June 30, 2006, to funded benefits. The parties intended to achieve this purpose by funding these plans with one-time contributions to the accounts of each eligible teacher based on fiscal and actuarial assumptions (including provisions regarding reallocation of forfeitures) as agreed to by the Board and the Association.

The above provision of the Article did not apply to teachers hired after the 2000-2001 school year, to teachers whose retirement was effective prior to July 1, 2006 (including those whose retirement was pending as of the date of the adoption of this provision), nor to teachers who delivered to the Board no later than May 1, 2006, written notice of their intent to retire no later than the end of the 2006-2007 school year, which notice and election to retire was irrevocable.

ARTICLE V: FRINGE BENEFITS

A. The Corporation provides teachers health insurance options and dental/vision options. The Corporation will pay for a portion of the cost of the health insurance premiums and/or the dental/vision premiums. For the 2025-2026 school year, the Corporation's contributions towards the insurance premiums are as follows:

PLAN TYPE	PLAN A	PLAN B	PLAN D	DENTAL/VISION
Employee Only	$7,746.00	$7,746.00	$7,273.00	$385.00
Employee + Children	$13,746.00	$13,746.00	$12,907.00	$672.00
Employee + Spouse	$13,897.00	$13,897.00	$13,049.00	$672.00
Employee + Family (Spouse + Children)	$14,231.00	$14,231.00	$13,362.00	$672.00
Two Employees	$21,976.00	$21,976.00	$20,635.00	$1,057.00

B. For the 2026-2027 school year, the Corporation and teachers shall evenly share the cost of increases in insurance premium rates. However, if the increase in insurance premium rates exceeds 5%, either party may elect to reopen

negotiations in the Fall 2026 for bargaining any necessary changes in insurance splits.

C. Married employees who are both employed full time by the Corporation will receive a combination of up to what the Corporation pays for an Employee Only plan and an Employee + Spouse + Children plan. At no time shall the fringe benefit exceed the cost of the plan.

   Effective January 1, 2020, the insurance program will be unbundled. The Corporation shall pay 100% of the cost of life insurance, long-term disability, telehealth visits, and the employee assistance program.

   Teachers on part-time contracts (less than one hundred percent [100%]) shall receive a pro-rata insurance contribution.

D. The Corporation will pay a $50 per day rate for up to one hundred twenty (120) days of unused illness leave to any teacher leaving the Corporation after completing ten (10) years or more of service with the Concord Community Schools. One (1) year of experience shall be defined as active employment for one hundred twenty (120) days during any one (1) school year. Beginning with the 1993-94 school year, one (1) year of experience will be given to any teacher who has two (2) half years of service (sixty to one hundred nineteen [60 to 119] days).

   The final contract shall be amended so as to include this benefit as part of the regular pay and will be added to the last pay prior to June 30th. The teacher shall provide written notice by April 1st of the final school year of teaching. Exceptions may be granted for good cause upon recommendation by the Superintendent and approval of the majority of the Board of School Trustees.

E. The Corporation will establish a section 125 Flexible Spending Benefit Plan to be funded solely by salary reductions from employees of the Corporation who wish to participate on a voluntary basis. The Corporation shall recognize and process salary reduction forms submitted by employees who wish to participate and shall remit salary reduction amounts to the Plans. The Corporation shall not be required to take other action in regard to the Plans.

F. In addition to all other compensation provided under this Agreement, the Corporation shall pay three percent (3%) of each teacher's salary to the Indiana Public Retirement System (INPRS) on behalf of each teacher for payment of such teachers' mandatory contribution to the INPRS.

This section shall not apply in the case of rehired retirees who are not eligible for additional INPRS contributions.

G. The Corporation has established a section 401(a) retirement plan for teachers and shall contribute one and a half percent (1.5%) of each teacher's salary to their individual plan. Teachers will be 100% vested in the 401(a) retirement plan after five (5) years of service with the Corporation; teachers will not be eligible for any percentage of the 401(a) retirement plan until they have completed five (5) years of service with the Corporation.

H. Continued Participation in Group Life and Health:

A teacher who retires and who is at least fifty-five (55) years of age and has been employed by Concord Community Schools for a minimum of ten (10) years shall be eligible to participate in the Board sponsored group life and health insurance program for teachers until such teacher is eligible to apply for health coverage under Part A of the Medicare Act, provided that said teacher pays the full amount of the insurance premium prior to the date said premiums are due and payable.

ARTICLE VI: SALARY AND COMPENSATION

Language:

Professional Compensation:
A. Salary Range
The salary range for returning teachers, not including the INPRS contribution, is $46,425-$80,500. The salary range for the 2025-2026 school year after negotiations is $47,000-$81,250 (see Appendix A Teacher Salary Schedule). The salary range for the 2026-2027 school year is $47,000-$81,250.

B. New Hires will be placed onto the Teacher Salary Schedule in Appendix A that mirrors the salary of current teachers with comparable years of experience and education. All public or private school experience in K-12 outside of the Corporation shall be recognized for placement, so long as the experience was gained in a school accredited by the state in which the school was located. Up to two (2) years of verifiable AmeriCorps, Peace Corps, or active duty Military experience shall be recognized for salary placement. Effective the first teacher day of the 2025-2026 school year, creditable Pre-K experience, as determined by the Board, will be considered towards Pre-K teacher placement.

C. Base Salary Increases

School Year 2025-2026

1. General Eligibility
    a. To be eligible for an increase to his/her base salary, a teacher must have earned a year of creditable service from the previous school year. Creditable service is defined as being employed 120 days the prior year per the requirements of INPRS, regular teaching service, School Board approved leaves of absences, FMLA, military service credit or other leaves of absences to benefit the educational community of Concord Community Schools.

2. Factors and Definitions
    a. Academic Needs is defined as sufficiently meeting the requirements to be retained by the Corporation.

    b. Instructional Leadership is defined as newly obtaining a credential for a literacy endorsement. Teachers must submit their license with the literacy endorsement credential by Nov. 15, 2025 to qualify under this factor.

3. Distribution – amounts added to a teacher's base salary (Teachers who work less than 183 days will receive a prorated salary)

a. Academic Need = Teachers will be placed on the new salary schedule on the row nearest to the sum of the teacher's current salary plus $500, without providing a decrease in the teacher's current salary. Maximum increase is $1,325.

b. Instructional Leadership = $250

Total maximum base increase for eligible teachers for the 2025-2026 school year: $1,575.

a. Academic Need (84%)
b. Instructional Leadership (16%)

4. Stipend for the 2025-2026 school year

A teacher will receive a one-time stipend equal to the difference between the base salary increase provided above and $1,500.

School Year 2026-2027

1. General Eligibility

a. To be eligible for an increase to his/her base salary, a teacher must have earned a year of creditable service from the previous school year. Creditable service is defined as being employed 120 days the prior year per the requirements of INPRS, regular teaching service, School Board approved leaves of absences, FMLA, military service credit or other leaves of absences to benefit the educational community of Concord Community Schools.

2. Factors and Definitions

a. Evaluation is defined as sufficiently meeting the requirements to be retained by the Corporation.

b. Academic Needs is defined as the need to retain teachers with one or more years' of experience making less than the minimum for a new teacher with similar education and experience. The academic needs factor is a teacher retention catch-up.

c. Instructional Leadership is defined as newly obtaining a credential for a literacy endorsement. Teachers must submit their license with the literacy endorsement credential by Nov. 15, 2025 to qualify under this factor.

d. Education is defined as the teacher obtaining a master's degree in a content area as defined by the Indiana Department of Education.

3 . Distribution – amounts added to a teacher's base salary (Teachers who work less than 183 days will receive a prorated salary)

a. Evaluation = $1,000 (one row on the salary schedule)

b. Academic needs = Teachers will be provided an increase, after any row increase from the evaluation factor, in an amount determined by the Board to move the teacher to the row on the salary schedule that is not more than three thousand dollars ($3000) from the salary that corresponds with the teacher's years of experience and education. Maximum increase is $12,000.

c. Instructional Leadership = $250

d. Education = $3,000

Total maximum base increase for eligible teachers for the 2025-2026 school year: $16,250.

a. Evaluation (6%)
b. Academic Need (74%)
c. Instructional Leadership (2%)
d. Education (18%)

4. Stipend for the 2026-2027 school year

If teachers reach the top of the salary scale, the remainder of their salary increase under the evaluation factor will be given in a stipend.

D. Additional Compensation:

a. Dual Credit:

Teachers who are credentialed to teach dual credit courses will be paid a stipend of one thousand five hundred dollars ($1,500) (the same as board certification) during each school year they are credentialed. This is a stipend paid out in two installments at the end of each semester and does not increase a teacher's base salary.

b. AP Teachers:

AP teachers currently teaching at least one AP course will receive $250/semester. This is a stipend paid out at the end of each semester and does not increase a teacher's base salary.

c. Background Checks:

Concord Community Schools agrees to reimburse each employee for the cost of each five-year update.

d. Extra Duty Schedule Pay:

Payment for extra duty assignments shall be in accordance with the schedule set forth in Appendix B of this Agreement. The number of positions set forth in Appendix B is for information purposes only and was not bargained. The Corporation reserves the right to establish the number of extra-duty positions and determine whether or not to fill the positions after discussion with the Association.

e. National Board Certification:

Teachers with National Board Certification will be paid a stipend of one thousand five hundred dollars ($1,500) during each school year they are so certified. This is a stipend paid out in two installments at the end of each semester and does not increase the teacher's base salary.

f. Assigned Professional Duties:

For the 2025-2026 and 2026-2027 contract years, teachers will receive their daily rate for days worked beyond teacher contract days.

g. Mentor Pay:

Teachers who are assigned by an administrator to serve as a mentor to another teacher hired by the Corporation will be paid a one-time stipend of five hundred dollars ($500). This is an annual stipend paid out in two installments at the end of each semester and is not added to a teacher's base salary.

h. English Language Learner Certification Stipend:

Teachers who hold or obtain an English Language Learner certification will be paid a one-time stipend of one thousand five hundred dollars ($1,500). This is a one-time stipend and is not added to a teacher's base salary.

i. English Language Learner Lead Teacher Stipend:

Provide a yearly stipend of $1300 for the current ELL leaders at each building paid out in two installments at the end of each semester.

j. English Language Learner Teacher Stipend:

Provide a one-time stipend of $1,000 for all ELL teachers, including ELL Lead Teachers, paid out in two installments at the end of each semester.

k. Special Education Teacher Stipend:

Provide a one-time stipend of $1,000 for all Special Education teachers paid out in two installments at the end of each semester.

ARTICLE VII: GRIEVANCE PROCEDURE

A. Definitions:

1. A "grievance" is a claim by one (1) or more teachers of a violation, a misapplication or a misinterpretation of this Contract.

2. The term "teacher" includes any individual or group of individuals within the bargaining unit.

3. The term "day" when used in this Article shall be school days.

B. The purpose of this grievance procedure is to settle equitably, at the lowest possible administrative level, issues which may arise from time to time with respect to specific claims of violation, misapplication, or misinterpretation of the provisions of this Contract. Both parties agree that these proceedings shall be kept confidential.

C. Nothing contained herein shall be construed to prevent any individual teacher from presenting a grievance and having the grievance adjusted if the adjustment is not inconsistent with the terms of this Contract, and the Association has been given an opportunity to be present at such hearings at the employee's request with a copy of the resolution of the grievance forwarded to the Association if the employee does not want the Association present.

D. Procedure:

1. The number of days indicated at each level shall be considered as maximum, and every effort shall be made to expedite this process. The

time limits may be extended by mutual consent in writing by authorized representatives of each party.

2. Informal Step: A teacher may seek resolution in one (1) of the following ways before initiating Level One below:

    a. He/she may approach the immediate supervisor concerned and discuss the matter on his/her own behalf.

    b. He/she may request that a representative of the Association accompany him/her in approaching his/her immediate supervisor.

3. Level One: A teacher with a grievance may initiate this procedure in one (1) of the following ways:

    a. In the event that the informal step is unsuccessful, the teacher may file a formal grievance in writing. A formal grievance shall be filed as soon as possible, but in no event longer than thirty (30) days after disclosure of the facts giving rise to the grievance.

    b. Within five (5) days of the filing of the formal grievance in writing, a meeting shall take place between the immediate supervisor and/or his/her representative concerned, the grievant, and the Association representative, if desired by the grievant; and an answer to the grievance shall be given to the grievant in writing within five (5) days.

4. Level Two: If the grievance is not settled at Level One, it may be appealed to the Superintendent, stating the grounds for appeal. A meeting with the Superintendent shall be held within ten (10) days following the receipt of such notice, and the Superintendent shall promptly notify the grievant and the Association of the date, the time, and the place where such appeal shall be heard. The Superintendent's written decision shall be transmitted to the grievant and the Association within ten (10) days after the meeting.

5. Level Three: If the grievance is not settled at Level Two, it may be appealed to the Board. The grievance will be heard during a hearing at the next regularly scheduled Board or executive meeting. The Board's

written decision shall be transmitted to the grievant and the Association within ten (10) days after the hearing.

6. Level Four: Within ten (10) days of receipt of the decision at Level Three, the grievance may be submitted to arbitration. The Association shall notify the Board of its intention to submit the matter to arbitration within this ten (10) day period. After notification that the matter shall be submitted to arbitration, the following procedures shall be followed:

    a. The two (2) parties shall attempt to select an arbitrator by mutual agreement. If they cannot agree on an arbitrator within five (5) days after notification is given, the arbitrator shall be selected by the American Arbitration Association in accord with its rules which shall likewise govern the arbitration hearing. The arbitrator shall set forth his/her findings and conclusions on the issues submitted. The award of the arbitrator shall be advisory.

    b. The Board and Association agree that neither party shall be permitted to assert in such arbitration proceeding any ground or to rely on any evidence not previously disclosed to the other party.

    c. The costs of arbitration under this Article shall be divided equally between the Board and the Association.

    d. Within twenty-one (21) days after the receipt of the arbitrator's findings, the Board shall meet in executive session and review the arbitrator's findings of fact, and award, if any, as well as the transcript and evidence of the arbitration hearing. After such review, the Board shall have the right to reject the arbitrator's findings of fact and award, if any, in which case it shall notify the grievant; if, however, no action is taken by the Board within twenty-one (21) days, the arbitrator's award shall be accepted by both parties as final.

7. 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 and are not valid basis for evaluations or consideration of awarding any professional advantage to such a teacher.

c. If the grievant fails to file or proceed with said grievance as called for within the grievance procedure, said grievance shall be considered dropped and settled. If the Board or its representatives fail to respond as called for within the grievance procedure, said grievance shall advance to the next level of the grievance procedure.

ARTICLE VIII: TERM OF AGREEMENT

A. The undersigned parties attest to the following:

1. This Agreement shall be effective from July 1, 2025 through June 30, 2027.
2. This Agreement was tentatively agreed upon by the Association and Corporation on October 14, 2025. and this Agreement was ratified by the Association on October 29, 2025. This Agreement was ratified by the Board on November 11, 2025, and is entered into on this date by and between Concord Community Schools, County of Elkhart, State of Indiana, the Board of School Trustees, and the Concord Teachers' Association.
3. A public hearing was held in compliance with IC 20-29-6-1(b) on Monday, September 8, 2025, and participation by the parties and the public was in person; electronic participation was not permitted.
4. A public meeting was held in compliance with IC 20-29-6-19 on Monday, November 3, 2025 to discuss the Tentative Agreement; electronic participation by the Board and the public was not permitted.
5. Whenever any notice is required to be given from one party of this contract to the other, it shall be given by certified mail as follows:
    a. If by the Association to the Board, at 59040 Minuteman Way, Elkhart, Indiana 46517-3499.
    b. If by the Board to the Association, at 314 East Jefferson Street, Goshen, Indiana, 46528.
6. This Contract is so attested to by the Board of School Trustees and Administration of Concord Community Schools and the Concord Teachers' Association:

Vice President of the Board of School Trustees	11/11/2025 Date
President of Concord Teachers' Association	11/11/2025 Date
Superintendent of Concord Community Schools	11/11/2025 Date

APPENDIX A: 2025-2027 TEACHER SALARY SCHEDULE

	BA	BA + LE	MA	MA+LE
A	47,000	47,250	50,000	50,250
B	48,000	48,250	51,000	51,250
C	49,000	49,250	52,000	52,250
D	50,000	50,250	53,000	53,250
E	51,000	51,250	54,000	54,250
F	52,000	52,250	55,000	55,250
G	53,000	53,250	56,000	56,250
H	54,000	54,250	57,000	57,250
I	55,000	55,250	58,000	58,250
J	56,000	56,250	59,000	59,250
K	57,000	57,250	60,000	60,250
L	58,000	58,250	61,000	61,250
M	59,000	59,250	62,000	62,250
N	60,000	60,250	63,000	63,250
O	61,000	61,250	64,000	64,250
P	62,000	62,250	65,000	65,250
Q	63,000	63,250	66,000	66,250
R	64,000	64,250	67,000	67,250
S	65,000	65,250	68,000	68,250
T	66,000	66,250	69,000	69,250
U	67,000	67,250	70,000	70,250
V	68,000	68,250	71,000	71,250
W	69,000	69,250	72,000	72,250
X	70,000	70,250	73,000	73,250

Y	71,000	71,250	74,000	74,250
Z	72,000	72,250	75,000	75,250
AA	73,000	73,250	76,000	76,250
BB	74,000	74,250	77,000	77,250
CC	75,000	75,250	78,000	78,250
DD	76,000	76,250	79,000	79,250
EE	77,000	77,250	80,000	80,250
FF	78,000	78,250	81,000	81,250

APPENDIX B: EXTRA-DUTY POINT ASSIGNMENTS

A. Extra-duty points are worth $110 each, and each assignment is paid a total of $110 multiplied by the number of extra-duty points allocated to it.

B. After the 5th year of experience in a position, an additional extra-duty point will be added at the start of the 6th year. After the 10th year of experience, another additional extra-duty point will be added at the start of the 11th year. After the 15th year of experience, another additional extra-duty point will be added at the start of the 16th year.

C. Effective in the 2025-2026 school year, if there is a title or position change within the same activity, the teacher's experience factor points will carry over to the teacher's new position. The teacher must provide verification of the factor points to the Human Resources Director by November 15.

CONCORD ELEMENTARY SCHOOLS			
Extra-Duty Position	**Positions**	**Points**	**Position Pay**
Book/Reading Club	Principal determination not to exceed 31 total points for these extra-duty positions. Principal may allocate up to 15 of the 31 total points for other positions and activities in which students are interested.	2	$220.00
Fine Arts Club		4	$440.00
Homework Club		5	$550.00
Journalism Club		3	$330.00
Math Bowl/Math Pentathlon		3	$1,057.00
Spell Bowl/Spelling Bee		3	$330.00
STEM Club		4	$440.00
Student Council		2	$220.00
Technology/Digital Club		3	$330.00
Principal Discretionary		15	TBD
Art Fair	1	2	$220.00
Book Fair	5	2	$220.00
Building Leadership Team	5	4	$440.00
Girls on the Run	12	2	$220.00
Grade-Level Leader	5	13	$1,430.00
Intramurals Coordinator	2	5	$550.00
"Leader in Me" Team Leader	1	5	$550.00
"Leader in Me" Team Member	6	3	$330.00

Music Concert	1	3	$330.00
Robotics	1	11	$1,210.00
Science Fair Coordinator	1	3	$330.00
Yearbook	1	4	$440.00

CONCORD INTERMEDIATE SCHOOL			
Extra-Duty Position	**Positions**	**Points**	**Position Pay**
Book/Reading Club	Principal determination not to exceed 39 total points for these extra-duty positions. Principal may allocate up to 15 of the 39 total points for other positions and activities in which students are interested.	2	$220.00
Fine Arts Club		4	$440.00
Homework Club		5	$550.00
Journalism Club		3	$330.00
Math Bowl/Math Pentathlon		3	$1,057.00
Spell Bowl/Spelling Bee		3	$330.00
STEM Club		4	$440.00
Student Council		2	$220.00
Technology/Digital Club		3	$330.00
Principal Discretionary		15	TBD
Activities Coordinator	1	10	$1,100.00
Art Fair	1	2	$220.00
Basketball, Boys 5th Grade	4	8	$880.00
Basketball, Boys 6th Grade	4	8	$880.00
Basketball, Girls 5th Grade	4	8	$880.00
Basketball, Girls 6th Grade	4	8	$880.00
Book Fair	5	2	$220.00
Building Leadership Team	5	4	$440.00
Grade-Level Leader	6	13	$1,430.00
Intramurals Coordinator	4	5	$550.00
“Leader in Me” Team Leader	2	5	$550.00
“Leader in Me” Team Member	6	3	$330.00
Music Concert	1	3	$330.00
Robotics, Fall Sponsor	2	11	$1,210.00
Robotics, Spring Sponsor	2	11	$1,210.00

Science Fair Coordinator	1	6	$660.00
Soccer, Boys	4	8	$880.00
Soccer, Girls	4	8	$880.00
Volleyball, 5th Grade	4	8	$880.00
Volleyball, 6th Grade	4	8	$880.00
Yearbook	1	8	$880.00

CONCORD JUNIOR HIGH SCHOOL			
Extra-Duty Position	**Positions**	**Points**	**Position Pay**
Math Team	Principal determination not to exceed 35 total points for these extra-duty positions. Principal may allocate up to 15 of the 35 total points for other positions and activities in which students are interested.	3	$330.00
Speech		3	$330.00
Spell Bowl Coach		3	$330.00
Spelling Bee Coach		1	$110.00
Super Bowl Coordinator		5	$550.00
Super Bowl English Coach		5	$550.00
Super Bowl Math Coach		5	$550.00
Super Bowl Science Coach		5	$550.00
Super Bowl Social Studies Coach		5	$550.00
Principal Discretionary		15	TBD
Art, Corporation Art Show Coordinator	2	3	$330.00
Art, Scholastic Art Show Coordinator	2	3	$330.00
Basketball, Boys 7th Grade Head Coach	1	26	$2,860.00
Basketball, Boys 7th Grade JV Coach	1	24	$2,640.00
Basketball, Boys 8th Grade Head Coach	1	26	$2,860.00
Basketball, Boys 8th Grade JV Coach	1	24	$2,640.00
Basketball, Girls 7th Grade Head Coach	1	26	$2,860.00
Basketball, Girls 7th Grade JV Coach	1	24	$2,640.00
Basketball, Girls 8th Grade Head Coach	1	26	$2,860.00
Basketball, Girls 8th Grade JV Coach	1	24	$2,640.00
Building Leadership Team	5	4	$440.00
Cheerleading, 7th Grade Football Sponsor	1	10	$1,100.00
Cheerleading, 8th Grade Football Sponsor	1	9	$990.00

Cheerleading, JV Basketball Sponsor	1	9	$990.00
Cheerleading, Varsity Basketball Sponsor	1	10	$1,100.00
Choir Director	1	13	$1,430.00
Cross Country, Head Coach	1	27	$2,970.00
Cross Country, Assistant Coach	1	20	$2,220.00
Department Chair	7	13	$1,430.00
Drama Director	1	14	$1,540.00
Drama, Assistant Director	1	12	$1,320.00
Diving Coach	1	10	$1,100.00
Football, Boys 7th Grade Assistant Coach	1	27	$2,970.00
Football, Boys 7th Grade Head Coach	1	27	$2,970.00
Football, Boys 8th Grade Assistant Coach	1	27	$2,970.00
Football, Boys 8th Grade Head Coach	1	27	$2,970.00
Football, Boys Assistant Coach	1	15	$1,650.00
Interventions Team Member	4	3	$330.00
Intramurals Coordinator	8	6	$660.00
Intramural Soccer	1	6	$660.00
Life Club/Leadership Team	1	18	$1,980.00
National Junior Honor Society Sponsor	1	5	$550.00
Newspaper Sponsor	1	9	$990.00
Robotics, Fall Sponsor	2	11	$1,210.00
Robotics, Spring Sponsor	2	11	$1,210.00
Soccer, Boys Head Coach	1	26	$2,860.00
Soccer, Girls Head Coach	1	26	$2,860.00
Swimming, Boys Head Coach	1	16	$1,760.00
Swimming, Girls Head Coach	1	16	$1,760.00
Team Coordinator	6	7	$770.00
Track, Boys and Girls Assistant Track Coach	2	14	$1,540.000
Track, Boys 7th Grade Head Coach	1	26	$2,860.00
Track, Boys 8th Grade Head Coach	1	26	$2,860.00
Track, Girls 7th Grade Head Coach	1	26	$2,860.00
Track, Girls 8th Grade Head Coach	1	26	$2,860.00

Tutors	2	4	$440.00
Volleyball, Girls 7th Grade Head Coach	1	26	$2,860.00
Volleyball, Girls 7th Grade JV Coach	1	22	$2,420.00
Volleyball, Girls 8th Grade Head Coach	1	26	$2,860.00
Volleyball, Girls 8th Grade JV Coach	1	22	$2,420.00
Wrestling, Assistant Coach	1	21	$2,310.00
Wrestling, Head Coach	1	27	$2,970.00
Yearbook Sponsor	1	12	$1,320.00

CONCORD HIGH SCHOOL			
Extra-Duty Position	**Positions**	**Points**	**Position Pay**
Spell Bowl Coach	Principal determination not to exceed 69 total points for these extra-duty positions. Principal may allocate up to 26 of the 69 total points for other positions and activities in which students are interested.	3	$330.00
Academic Super Bowl Coordinator		10	$1,100.00
Academic Super Bowl English Coach		6	$660.00
Academic Super Bowl Fine Arts Coach		6	$660.00
Academic Super Bowl Math Coach		6	$660.00
Academic Super Bowl Science Coach		6	$660.00
Academic Super Bowl Social Studies Coach		6	$660.00
Principal Discretionary		26	TBD
Aquatics, Director	1	17	$1,870.00
Art, Community Art Show Coordinator	5	4	$440.00
Art, Corporation Art Show Coordinator	5	3	$330.00
Art, Corporation Lead Art Show Coordinator	1	2	$220.00
Aspire Lead Teacher	1	19	$2,090.00
Athletic Trainer, 3 Seasons	1	79	$8,690.00
Athletic Trainer, Assistant	1	46	$5,060.00
Athletics, Equipment Manager	1	22	$2,420.00
Athletics, Webmaster	1	10	$1,100.00
Band, Assistant Director	4	43	$4,730.00
Band, Associate Director	1	43	$4,730.00
Band, Basketball Pep Director	1	13	$1,430.00
Band, Jazz Director	2	17	$1,870.00

Baseball, 9th Grade Coach	1	27	$2,970.00
Baseball, Assistant Coach	1	27	$2,970.00
Baseball, Junior Varsity Coach	1	27	$2,970.00
Baseball, Varsity Coach	1	52	$5,720.00
Basketball, Boys 9th Grade Coach	1	28	$3,080.00
Basketball, Boys Assistant Coach	1	33	$3,630.00
Basketball, Boys JV Coach	1	33	$3,630.00
Basketball, Boys Varsity Coach	1	93	$10,230.00
Basketball, Girls 9th Grade Coach	1	28	$3,080.00
Basketball, Girls Assistant Coach	1	32	$3,520.00
Basketball, Girls JV Coach	1	32	$3,520.00
Basketball, Girls Varsity Coach	1	92	$10,120.00
Book Club Sponsor	1	3	$330.00
Building Leadership Team	5	4	$440.00
Champions Together	1	13	$1,430.00
Cheerleading, Fall Varsity Coach	1	31	$3,410.00
Cheerleading, Fall Junior Varsity Coach	1	16	$1,760.00
Cheerleading, Winter Varsity Coach	1	37	$4,070.00
Cheerleading, Winter Junior Varsity Coach	1	20	$2,200.00
Choir Director	1	43	$4,730.00
Choir, Assistant Director	1	20	$2,200.00
Class Sponsor, 10th Grade	2	3	$330.00
Class Sponsor, 11th Grade	2	11	$1,210.00
Class Sponsor, 12th Grade	2	9	$990.00
Class Sponsor, 9th Grade	2	2	$220.00
Cross Country, Boys Head Coach	1	42	$4,620.00
Cross Country, Girls Head Coach	1	42	$4,620.00
Department Chair, 1-2 Person Department	3	12	$1,320.00
Department Chair, 3-7 Person Department	6	15	$1,650.00
Department Chair, 8+ Person Department	6	19	$2,090.00
Drama, Director	1	39	$4,290.00
Drama, Fall Play Assistant Director	1	12	$1,320.00

Drama, Spring Musical Choreographer	1	12	$1,320.00
Drama, Spring Musical Assistant Director	1	12	$1,320.00
Drama, Spring Musical Organizational Assistant	1	12	$1,320.00
Drama, Spring Musical Pit Director	1	12	$1,320.00
Drama, Spring Musical Vocal Director	1	12	$1,320.00
eSports, Fall Coach	1	20	$2,200.00
eSports, Spring Coach	1	20	$2,200.00
Football, 9th Grade Assistant Coach	1	24	$2,640.00
Football, 9th Grade Head Coach	1	35	$3,850.00
Football, Assistant Coach	3	41	$4,510.00
Football, Defensive Coordinator	1	45	$4,950.00
Football, Offensive Coordinator	1	45	$4,950.00
Football, Varsity Coach	1	93	$10,230.00
Golf, Boys Assistant Coach	1	10	$1,100.00
Golf, Boys Varsity Coach	1	38	$4,180.00
Golf, Girls Assistant Coach	1	8	$880.00
Golf, Girls Varsity Coach	1	34	$3,740.00
Interventions Team Member	4	3	$330.00
Key Club Sponsor	1	5	$550.00
Minuteman University Teacher Leader	1	4	$440.00
National Honor Society Sponsor	1	10	$1,100.00
Newspaper Sponsor	1	26	$2,860.00
Orchestra Director	2	35	$3,850.00
Robotics, Fall Sponsor	2	11	$1,210.00
Robotics, Spring Sponsor	2	11	$1,210.00
Soccer, Boys Assistant Coach	1	20	$2,200.00
Soccer, Girls Assistant Coach	1	20	$2,200.00
Soccer, Boys C-Team Coach	1	23	$2,530.00
Soccer, Girls C-Team Coach	1	23	$2,530.00
Soccer, Boys JV Coach	1	23	$2,530.00
Soccer, Girls JV Coach	1	23	$2,530.00
Soccer, Boys Varsity Coach	1	50	$5,500.00

Soccer, Girls Varsity Coach	1	50	$5,500.00
Softball, Assistant Coach	1	27	$2,970.00
Softball, JV Coach	1	27	$2,970.00
Softball, Varsity Coach	1	50	$5,500.00
Speech Director	1	44	$4,840.00
Speech, Assistant Director	1	26	$2,860.00
Speech, Assistant Coach	1	15	$1,650.00
Speech, Assistant Coach (Mock Trial Coordinator)	1	15	$1,650.00
Student Council Advisor	1	12	$1,320.00
Swimming, Boys Assistant Coach	1	32	$3,520.00
Swimming, Boys Varsity Coach	1	51	$5,610.00
Swimming, Girls Assistant Coach	1	32	$3,520.00
Swimming, Girls Varsity Coach	1	51	$5,610.00
Tennis, Boys Assistant Coach	1	19	$2,090.00
Tennis, Boys Varsity Coach	1	39	$4,290.00
Tennis, Girls Assistant Coach	1	21	$2,310.00
Tennis, Girls Varsity Coach	1	41	$4,510.00
Track, Boys Assistant Coach	3	23	$2,530.00
Track, Boys Varsity Coach	1	55	$6,050.00
Track, Girls Assistant Coach	3	23	$2,530.00
Track, Girls Varsity Coach	1	55	$6,050.00
Volleyball, 9th Grade Coach	1	23	$2,530.00
Volleyball, Assistant Coach	1	23	$2,530.00
Volleyball, JV Coach	1	25	$2,750.00
Volleyball, Varsity Coach	1	48	$5,280.00
Wrestling, Assistant Coach	1	26	$2,860.00
Wrestling, Boys Varsity Coach	1	48	$5,280.00
Wrestling, Girls Varsity Coach	1	48	$5,280.00
Wrestling, Girls Assistant Coach	1	26	$2860.00
Yearbook Sponsor	1	27	$2,970.00

CONCORD COMMUNITY SCHOOLS

Extra-Duty Position	Positions	Points	Position Pay
Corporation Science Fair Coordinator	1	6	$660.00
District Robotics Coordinator	1	16	$1,760.00
Webmaster	1	10	$1,110.00

APPENDIX C: ADDITIONAL COMPENSATION

A. Trainers Pay:

$50.00/hour

Pay to those who serve as district approved facilitators for professional development programming.

B. Curriculum Development Pay:

$200/Day (7 Hours); $100/Day (3.5 Hours); $28.57/Hour

Pay to those who serve the district as approved trainers for professional development programming.

Pay to those who serve the district in curriculum development, comprehensive curricular planning, and special projects as approved in advance by district administration. This is ancillary pay and the teacher is still expected to perform their regular duties.

C. Professional Improvement Pay:

$150/Day (7 hours); $75/Day (3.5 hours); $21.42/Hour

Pay for those who participate in required district-level professional development training. This rate includes those who participate in approved district-level pilot training and those who participate in approved training for the purpose of becoming certified trainers. This is ancillary pay and the teacher is still expected to perform their regular duties. These new negotiated rates for Professional Improvement Pay are effective from the date of Board ratification through the end of this Agreement.

D. Assigned or Other Professional Duties:

$37.80/Hour, or lowest salary on 2021-2022 salary schedule, $41,500; divided by 183 teacher work days; divided by six (6) hours.

With administrative approval, pay for certified staff performing Assigned Professional Duties beyond a school day, including but not limited to teachers covering after-school detention; teachers providing after-school or weekend tutoring; or teachers preparing lesson plans, grading and reporting student work, or preparing or monitoring IEPs or ILPs for teachers on extended leave. Administration will consider other professional duties. Pay rates from Special, Federal, or State grants will be discussed with the Association. These new

negotiated rates for Assigned or Other Professional Duties are effective from the date of Board ratification through the end of this Agreement.

E. In-House Substitute Pay:

1. Substitute Pay During Preparation Period:

   Teachers shall be paid for substitute teaching in place of another instructor during the teacher's own preparation period at the request of a building administrator or his/her designee. Teachers shall be compensated $41.50 per lost unassigned period during the student instructional day. At the K-6 level, this includes physical education, music, art, library, and STEM class. This does not include the loss of unassigned periods due to school assemblies, field trips, or lost periods that are rescheduled within the same week. This is ancillary pay and teachers are still expected to perform their regular duties. This new negotiated rate for Substitute Pay During Preparation Period is effective from the date of Board ratification through the end of this Agreement.

2. Pay for Assuming Responsibility for Additional Classes of Students:

   Teachers shall be paid for assuming responsibility for an additional class of students during a teacher's regularly scheduled class time at the request of a building administrator or his/her designee. Teachers shall be compensated at $150/Day (full student day), $75/Day (half of a student day), and $25/Period (for one class period). This does not include any teacher assuming occasional responsibility for an additional class during a non-instructional period like homeroom or SRT. An additional class of students may be shared equally by two (2) teachers or three (3) teachers, and the teachers will share the stipend equally.

E. Teaching an Extra Class Section Compensation:

Teachers assuming the duties of an extra class in lieu of their regular preparation time or beyond the regular school day, shall be paid at their contracted rate using the teacher's yearly base salary and adding the commensurate percentage to the teacher's yearly salary. This should apply to long term assignments of at least two weeks.