MASTER CONTRACT

BETWEEN

THE BOARD OF EDUCATION

of the

ROSSVILLE CONSOLIDATED SCHOOL DISTRICT

and

THE ROSSVILLE CLASSROOM TEACHERS ASSOCIATION

an affiliate of

THE INDIANA STATE TEACHERS ASSOCIATION

and

THE NATIONAL EDUCATION ASSOCIATION

2026-2027

This Agreement is entered into between the Board of Education of the Rossville Consolidated School District, Rossville, Indiana, hereafter called the "Board," and the Rossville Classroom Teachers Association, an affiliate of the Indiana State Teachers Association, and the National Education Association, hereafter called "Association."

1. EXCLUSIVE REPRESENTATIVE

The bargaining unit of Rossville Classroom Teachers Association exclusive representative and Rossville Consolidated School District school employer is the following: All certificated employees except the Superintendent, the Principals, Assistant Principals, Deans, Directors, Instructional Assistants, Consultants, Psychologists, Blind/Low Vision Teachers, Deaf/Hard of Hearing Teachers, and Diagnostician.

{For Informational Purposes Only: The bargaining unit description matches the IEERB Order, Case Number: Case No.: R-23-06-1180, so ordered on June 23, 2023.}

2. PROCEDURES/DEFINITIONS

2.1 Part-time Teacher - The Board may hire teachers on a part-time basis. Any teacher employed by the Board on less than a full-time basis (1 FTE) shall receive salary and leaves on a prorated basis in proportion to the percentage of one full-time equivalent (1 FTE) for which the teacher is employed.

Teachers must be contracted for a minimum of .66 FTE to be eligible for insurance benefits, including life, long-term disability, and health insurance. The Board's contribution toward the cost of the insurance programs for which part-time teachers are eligible shall be prorated to the percentage of one full-time equivalent (1 FTE) for which the part-time teacher is employed.

Example: A part-time teacher hired on a 0.75 FTE contract receives 0.75 of the salary compensation amounts and a Board contribution toward insurance plans of 0.75 of the amounts the Board provides to a full-time (1.00 FTE) teacher. A part-time teacher hired on a .50 FTE contract would receive .50 of the salary compensation amounts, and the Board would not contribute toward the insurance plan because the part-time teacher would not be eligible.

2.2 Deductions for a teacher's daily absence not covered by leave provisions shall be prorated based on the number of contract days.

2.3 The term "days" means calendar days unless otherwise specified.

3. FRINGE BENEFITS

3.1 INSURANCE

Health, Life, and Group Income Protection coverage begins on September 1 of each calendar year and remains in effect for each teacher who completes his/her contract through the Collective Bargaining Agreement (CBA) term and the statutory status quo period. New employees will be insured at the beginning of the first day of the month following employment. In cases wherein a teacher resigns during the school year, his/her insurance will be terminated at the end of the month in which employment was severed.

3.1.1 HEALTH INSURANCE

For the 2026-2027 school year only, the Board's contribution to the cost of teacher health insurance premiums shall continue unchanged from the 2025-2026 school year contributions through December 31, 2026; beginning January 1, 2027, the Board's contribution to the cost of teacher health insurance premiums shall be a maximum of $9,000 for single plans and $16,000 for family plans, prorated based upon the number of pay periods remaining in the contract. As an example, on January 1, 2027, if 15 pay periods for the 2026-2027 school year for which a deduction is made for insurance remain, the Board's maximum contribution for health insurance for the period of January 2027 through August 2027 shall be 15/24ths (62.5%) of $9,000 and $16,000 contribution levels as provided in this section, or $5,625 for single plans and $10,000 for family plans for the period beginning January 1, 2027, through the end of the contract term. All teacher participants shall pay not less than one dollar per year for the health insurance coverage they elect.

3.1.2 LIFE INSURANCE

The Board will provide a $50,000.00 term life insurance policy with an additional $50,000.00 accidental death and dismemberment provision for each teacher. The Board's share of the cost of this policy will be 100% less $1.00.

3.1.3 GROUP INCOME PROTECTION PLAN

The Board will provide a group income protection plan for all teachers in case of a qualifying disability. The group income protection plan requires a (90) ninety-day waiting period and a qualifying condition and shall provide no less than 66% of income. The Board's share of the cost of this plan will be 100% less $1.00.

3.2. SECTION 125

The benefits provided to teachers by Section 125 of the Revenue Act of 1978, both Generation I and Generation II, shall be available. In addition, any start-up costs and annual fees (if charged) will be paid by the school district, and the monthly administrative fee will be paid by participating teachers.

3.3. 403(B) PLANS

The Board shall provide each teacher with the opportunity to participate in a voluntary tax-sheltered 403(b) program, subject to Internal Revenue Service regulations. Except for changes required by the IRS or other regulatory entity, changes to the plan document or the adoption agreement shall be made only upon the recommendation of a committee comprised of three (3) members appointed by the Board and three (3) teachers appointed by the Association; all members of the committee must be current plan participants.

3.4. EMPLOYMENT LEAVE

3.4.1 PERSONAL LEAVE

3.4.1.1 Teachers shall be granted three (3) days of personal leave with pay per school year. This leave is to be used for matters which cannot be scheduled outside of regular school hours. Notifications of personal leave shall be made two (2) days prior to such leave, except in cases of emergency. Teachers taking personal leave, except as described below, shall not be required to state a reason for the use of the leave. However, if the days requested are immediately before or after a vacation, the applicant shall state the reason for the request. Days immediately before or after vacation will not be approved unless there are special circumstances related to the request.

3.4.1.2 Personal leave shall not be considered as sick leave.

3.4.1.3 Personal leave days shall accumulate to six (6) days. Unused personal leave days beyond the accumulated six (6) shall accumulate as unused sick leave days.

3.4.2 SICK LEAVE

3.4.2.1 Each teacher shall be credited with sick leave on a basis of ten (10) days during the first year of employment and seven (7) days for each subsequent year, plus the transfer of three (3) days from the previous place of employment at the beginning of the second year of employment and each year thereafter until those from the previous employer are all transferred.

3.4.2.2 No more than ten (10) sick days per year may be used for "family illness." A family is defined as a spouse, children, sister, brother, mother, father, or individual who assumes the role of the above.

3.4.2.3 Unused sick leave will accumulate to a maximum of 90 days. A teacher hired prior to July 1, 2018, who has accumulated greater than 90 days of sick leave as of July 1, 2018, may accumulate sick leave to a maximum of 210 days. A teacher may not utilize sick leave after 90 consecutive days of absence without applying for long-term disability. When a teacher begins receiving long-term disability payments, the teacher is not eligible to be paid for sick leave days while receiving disability payments.

3.4 SICK LEAVE BANK

3.4.3 ELIGIBILITY

In order for an individual to be eligible to participate in the Sick Leave Bank, the individual must be a bargaining unit member and contribute one (1) sick leave day to the sick leave bank account by August 20 of the school year for the year of participation. Any bargaining unit member who does not contribute prior to August 20 of the current school year will not be eligible to utilize the Sick Leave Bank.

3.4.3.1 PURPOSE

The purpose of the Sick Leave Bank is to relieve qualified individuals from undue financial burdens due to absence from work on a long-term basis due to personal illness, serious illness in the immediate family within the limits of the contract terms, or incapacitation sufficiently severe that it would make their presence in school inadvisable.

3.4.3.2 RULES AND REGULATIONS

The Association shall have the full right and responsibility to promulgate the rules and regulations governing the use of Sick Leave Bank days and to administer the Sick Leave Bank except as restricted by this Master Contract or by applicable law.

Rules and regulations governing the use of Sick Leave Bank days shall be in writing. The Association shall provide a copy of such rules and regulations to any eligible participant upon request and shall provide a copy to the Superintendent or designee. The Association shall advise the Superintendent of any changes to such rules and regulations in writing.

3.4.3.3 ENROLLMENT

Each qualified individual may voluntarily contribute one (1) sick leave day to the Sick Leave Bank. These contributions must be submitted in writing (either physically or electronically) by August 20 of the current school year to the Association President or designee. Once a qualified individual contributes to the Sick Leave Bank, the individual is eligible to participate. Qualified individuals who do not contribute prior to August 20 of the current school year will be ineligible to withdraw from the Sick Leave Bank.

3.4.3.4 ACCUMULATED DAYS

Contributed days, which accumulate from school year to school year, may not exceed a maximum of 300 days.

3.4.3.5 PROCESS

Any participating member who has only three (3) sick days or less remaining may apply for the use of Sick Leave Bank days. Applications for such withdrawals must be made in writing to the Sick Leave Bank Committee or the Association President and shall be accompanied by medical documentation describing the nature of the disability. The application may be made by a personal representative of the applicant when the member is unable to do so themselves. The Sick Leave Bank Committee may grant the use of up to thirty (30) Sick Leave Bank days. In hardship cases, a member may apply for additional days following the initial thirty (30) days after the teacher has depleted their own personal sick leave days. Sick Leave Bank days may be used consecutively or intermittently for the same qualifying event.

3.4.3.6 PROCEDURES

The Sick Leave Bank Committee shall be composed of a Sick Leave Bank Chair and a representative from each building. The Sick Leave Bank Committee shall review all requests for the use of Sick Leave Bank days. The Committee shall grant, deny, or suspend requests to withdraw sick days from the Sick Leave Bank. The decision of the Committee is final and is not subject to Grievance Procedure or appeal to the School Board.

3.4.3.7 CERTIFICATION OF DAYS USED

The Sick Leave Bank Committee shall certify in writing (either physically or electronically) prior to using said leave to the Superintendent or designee of any person granted the use of Sick Leave Bank days. Further, the Committee shall notify the Superintendent or designee of the specific dates that these benefits will begin and cease. Benefits to any individual shall cease if the available days in the Sick Leave Bank become exhausted.

3.4.3.8 STATEMENT OF USE

The Sick Leave Bank Committee Chair shall provide to the Superintendent or designee a monthly statement indicating the number of Sick Leave Bank days used, by whom, and the balance of days remaining according to the Association records.

3.4.3.9 HOLD HARMLESS

As to this section, the Association agrees to hold the Corporation harmless against any action of law, in equity, or before administrative or enforcement agencies of competent jurisdiction in which the Corporation, its officers, administrators, or Board is made a party should such actions involve questions concerning the propriety of rules or regulations issued hereunder by the Association, the administration of such Sick Leave Bank, and/or the making of payments by the Corporation at the direction of the Association which payments are found to be improper by state administrative agencies of competent jurisdiction or state officials similarly empowered, and specifically the following: that in the event of such action aforementioned in this section, the Association agrees to provide a defense to the Corporation by providing counsel of the Association's choosing to defend the Corporation in such action, and the Association agrees to pay the entire legal costs of such representation and of any money judgement against the Corporation which might result from such action.

3.4.4 BEREAVEMENT LEAVE

3.4.4.1 In case of a death in the immediate family, the teacher shall be entitled to be absent from work without loss of compensation for not more than five (5) contract days within twenty (20) consecutive calendar days, commencing with the day of death. The immediate family shall include a spouse, children, mother, father, sister, brother, corresponding step-relatives, corresponding in-laws, or any other member of the family unit living in the same household.

3.4.4.2 In case of death of grandparents, grandchildren, aunt, uncle, niece, nephew, or cousin, the teacher shall be entitled to be absent from work without loss of compensation for not more than two (2) days within twenty (20) consecutive calendar days, commencing with the day of death.

3.4.4.3 The Superintendent may address extenuating circumstances not specifically covered in the language to allow a leave to extend beyond the twenty (20) consecutive calendar day limit.

3.4.4.4 A teacher may also use personal leave for these reasons, but any other leave beyond the provisions of this section and the section on personal leave must be approved by the Superintendent and would be without pay.

3.4.5 ADOPTIVE LEAVE

The Board may grant the transfer of up to thirty (30) days of a teacher's accumulated sick leave for adoptive leave.

3.4.6 TEMPORARY DISABILITY LEAVE OF ABSENCE

A temporary disability leave of absence shall be granted to teachers of this school corporation on the following basis:

3.4.6.1 This provision shall apply to leave in all cases where a teacher is unable to teach because of a substantial disability in nature or duration, including major surgery, pregnancy, childbirth, illness, or injury.

3.4.6.2 A teacher may elect to utilize his/her accumulated sick leave during his/her period of temporary physical certification of physical disability, which is submitted to the Office of the Superintendent for any said temporary disability absence of more than ten (10) consecutive days. While on leave, sick leave days will be paid only for the number of assigned duty days the teacher is absent, which occur during the current contract term, for which a physician certifies said teacher to be physically disabled, limited to the extent of the number of sick days accumulated by the teacher at the time said leave commences. A teacher shall not be required to use accrued paid leave during a leave taken pursuant to the FMLA. If the leave of absence qualifies as a leave under the FMLA, the

teacher will be given the option to use accumulated paid sick leave for the leave.

3.4.6.3 In all cases, the school employer reserves the right to require an examination by a physician mutually agreed to by the Board and the teacher to determine the teacher's fitness (1) to continue performing the full schedule of the duties and responsibilities of his/her position and assignments, and/or (2) to return to employment and resume the full performance of the duties and responsibilities to which he/she may be assigned. The school employer shall bear the cost of such an examination.

3.4.6.4 If an injury or illness qualifies for workers' compensation coverage, the seven (7) day waiting period for workers' compensation will not be charged against the teacher's sick leave under section 3.4.2., and the Board shall compensate the teacher for any days not covered by workers' compensation insurance. The teacher shall provide the superintendent with evidence of all workers' compensation payments received. If the Board compensates a teacher who is also paid by workers' compensation insurance for the same days, the teacher shall reimburse the Board for any double payment received due to the workers' compensation payments.

3.4.7 JUDICIAL LEAVE

Time a teacher spends appearing before a judicial body or legal authority due to their job or position shall not result in a loss of wages or a reduction in accrued leave. This rule does not apply to anyone filing legal action against the Rossville Consolidated School District.

4. PROFESSIONAL GRIEVANCE PROCEDURE

4.1 A claim by a teacher or the Association that there has been a violation of any provision of this Agreement may be processed as a grievance as hereinafter provided. The grievant may terminate the grievance at any time.

4.2 "Day" in this section is defined as a school day during the school term and as a weekday (excluding Saturday and Sunday) during the summer.

4.3 In the event that a teacher believes there is a basis for a grievance, he/she shall first discuss the alleged grievance with his/her building principal or immediate supervisor, either personally or accompanied by his/her association representative. The teacher must request a conference to discuss the grievance within ten (10) days of the violation or within ten (10) days of the discovery thereof.

4.4 If, as a result of the discussion with the building principal or immediate supervisor, a grievance still exists, he/she may, within ten (10) days of such discussion, file a written grievance through the Association on the form set forth in Appendix D signed by the grievant and a representative of the Association. A copy of the grievance form shall be delivered to the principal. If the grievance involves more than one (1) school building, it may be filed with the superintendent or his appointed designee.

4.5 Within five (5) days of receipt of the grievance, the principal shall meet with the grievant and/or his/her association representative in an effort to resolve the grievance. The principal shall indicate the disposition of the grievance in writing within five (5) days of such meeting and shall furnish a copy thereof to the Association. Any resolution to the grievance shall be consistent with the terms of this Agreement.

4.6 If the Association or grievant is not satisfied with the disposition of the grievance, or if no disposition has been made within five (5) days of such meeting or ten (10) days from the date of filing, whichever shall be later, the grievance shall be transmitted to the superintendent. Within seven (7) days, the superintendent or his/her designee shall meet with the grievant and/or his/her association representative on the grievance and shall indicate his/her disposition of the grievance in writing within five (5) days of such meeting and shall furnish a copy thereof to the Association.

4.7 If the Association or grievant is not satisfied with the disposition of the grievance by the superintendent or his/her designee, or if no disposition has been made within five (5) days of such meeting or ten (10) days from the date of filing, whichever shall be later, the grievance shall be transmitted to the Board by filing a written copy thereof with the secretary or other designee of the Board. The Board, no later than its next regular meeting or within two (2) calendar weeks, whichever shall be later, shall meet with the grievant and/or Association representative on the grievance. Disposition of the grievance in writing by the Board shall be made no later than five (5) days thereafter. A copy of such disposition shall be furnished to the Association.

5. COMPENSATION

5.1. The Compensation Plan outlines the funds to be distributed to eligible teachers for the 2026-2027 school year (Appendix A).

5.2. The Board of Education shall employ new teachers, and their base salary shall be determined as outlined in Appendix A, which is attached to and incorporated in this Agreement. The Board will also pay the teacher's portion of the appropriate ISTRF contribution.

5.3. The salary range for eligible teachers after the 2026-2027 increase is outlined in Appendix B - 2026-2027 School Year - Base Salary After Compensation Awarded.

5.4. Teachers shall be paid for extracurricular appointments as provided in Appendix C. The stipend is determined by multiplying the Multiplier by the Multiplier Base, then rounding up to the nearest ten dollars. The Board will also pay the teacher's portion of the appropriate ISTRF contribution.

5.5. A teacher's participation in the Corporation's sponsored detention or similar types of programs, as determined by the administration, shall be paid at the rate of twenty dollars ($20.00) per hour for each hour worked and prorated for every quarter hour thereafter.

5.6. The Board shall determine the amount of any payment and the extra duties beyond the regular contracted duties to be performed in connection with special teacher assignments for which the funding source is a grant or similar source.

5.7. Teachers who retire from the school district and submit their retirement letter to the superintendent by May 1, 2027, shall receive a $500 stipend payment paid at the final June payroll payment. Retirees who fail to submit their resignation by May 1, 2027, will forfeit any additional compensation.

5.8. Each bargaining-unit teacher whose valid Indiana teaching license includes a literacy endorsement shall receive a one-time $200 salary differential to the teacher's base salary, creating a $200 differential compared with teachers with the same credentials who do not have the endorsement. Eligibility shall be based on documentation the teacher provides, and the School Corporation shall verify it by October 1. The salary differential shall be awarded only once. Appendix B shall identify literacy-endorsed eligible teachers with an asterisk.

5.9. Homebound Instruction: Teachers who provide approved homebound instruction outside of their regular contracted duties shall be compensated at an hourly wage calculated by dividing the teacher's annual base salary by the number of regular teacher contract days and then dividing that amount by the number of hours in the teacher's regular contract day. This provision establishes compensation only for homebound instructional services and does not establish or limit the assignment of such duties.

5.10. Extended Contracts. Teachers issued an extended contract shall receive compensation for each extended contract day based upon the daily rate of the initial beginning teacher contract salary. The daily rate shall be calculated by dividing the initial beginning teacher contract salary by the number of regular teacher contract days. The School Corporation determines extended contract assignments and the number of extended contract days, and they are not bargained.

In addition to the information described in the previous paragraph, the Board shall have the discretion for the extended contract positions listed to establish additional compensation for additional service to the district within the following ranges:

Extended Contract Positions	Additional Compensation Range
Guidance Counselor	$1,000 - $5,000
Vocational Agriculture	$1,000 – $5,000

Appendix B lists teachers with "#" next to their names who receive additional compensation for extended contracts.

APPENDIX A

Compensation Plan

1. **Salary Range**

   1.1. At the beginning of the 2026-2027 school year, the salary range of returning eligible full-time teachers was between $46,000 and $76,375. This does not include the TRF contributions.

   1.2. After the increase is awarded through the compensation plan, the salary range for eligible full-time teachers will be between $46,500 and $77,175 in compliance with I.C. § 20-28-9-26. This does not include TRF contributions. (Appendix B – 2026-2027 School Year - Base Salary After Compensation Awarded).

2. **Minimum Salary**

   2.1. No full-time teacher, one who instructs students at least 50% of the workday, is earning less than $46,500.

3. **Base Salary Increases**

   3.1. General Eligibility

   a) Teachers rated ineffective or improvement necessary in the prior year are not eligible for a salary increase in the current year, AND

   b) Teachers must have been employed at least 120 days in the prior year.

   The eligibility standard for a base salary increase shall not preclude differentiating salaries for teachers who possess a literacy endorsement under Indiana law.

   3.2. Definitions

   Evaluation

   "Evaluation" is defined as a teacher who has received a highly effective or effective evaluation for the prior year.

   Academic Need

   "Academic Need" shall mean a teacher who meets any one of the following qualifications:

   Academic Need – An Academic Need teacher meets the following qualifications:

   - A teacher is qualified to teach Upper Academic Courses limited to Indiana College Core Dual Credit courses and/or assigned to teach an Advanced Placement course of equivalent value.

The maximum compensation under the Academic Need category shall not exceed two hundred dollars ($200) and may be awarded for:

Initial attainment of the Upper Academic Courses classification.

The initial eligibility determination shall be based on documentation the employee provides no later than October 1 of the current school year. Upon verification of eligibility, compensation shall be added to the employee's base salary effective as of the date of the initial determination.

4. Distribution

"Distribution" is the amount added to the teacher's base salary.

4.1. Factors and Distribution

a) Evaluation = $800

b) Academic Needs = Maximum of $200

4.2. Itemized Compensation Requirements

a) Total Potential Base Salary Increase Available to Teachers under the Compensation Plan = $1,000

b) Evaluation = $800 (80% of Salary Increase)

c) Academic Needs = $200 (20% of Salary Increase)

d) Is there a differentiated increase for Literacy Endorsement? Yes

e) Is Academic Need greater than 10%? Yes (20%)

f) Is Education/Experience less than 50%? Yes (0%)

5. New Hire Salaries

a) The salary for newly hired teachers with no experience or additional educational attainment is $46,500.

b) The salary for new hires with no experience who possess a literacy endorsement is $46,700.

c) The Superintendent will determine the starting salary of newly hired teachers within the following bands, based on the teacher's years of experience and educational attainment.

0 - 4 years of service	=	$ 46,500 - $ 50,000
5 - 9 years of service	=	$ 48,000 - $ 52,000
10 - 14 years of service	=	$ 50,000 - $ 58,000
15 or more years of service	=	$ 52,000 - $ 62,000

d) Teachers licensed in one of the corporation's high-need areas or with three or fewer qualified applicants may be offered a starting salary up to an additional $3,000 over the applicable salary band.

APPENDIX B						
2026-2027 School Year - Base Salary After Compensation Award						
Back	Stephen	49,905		Meeks	Anne	46,800
Bennett	Valerie	46,800		Miller	Chris	65,315
Bogan	Angie	63,540		Miller	Faith	49,880
Brantley	Grace	46,800		Mills*	Kelly	60,980
Britt	Megan	55,330		Mink	Taylor	51,050
Brown *	Abigail	50,405		Mohler	Tammy	75,775
Buck	Aubree	52,000		Morrison	Mason	61,255
Buck	Jordan	54,000		Nagel	Ashley	52,470
Buck#	Lindsay	46,800		Newhouser@	Jason	66,965
Conde *	Sabrina	48,715		Nugent	Mark "Allen"	49,000
Crouch	Selia	46,500		Oliver	Sheila	62,140
Dearinger*	Shania	48,715		Padgett	Amanda	46,800
Dunn	Cortney	61,965		Ploughe	Beverly	77,175
Etherington @	Kyle	60,145		Remaly @	Craig	56,300
Funk#	Abigail	46,500		Remaly-Hugo	Emma	48,215
Geheb	Carrie	65,375		Rhodes	Hope	49,000
Geheb @	Chad	68,160		Sallade	Bethany	46,800
Goris	Amy	52,170		Sandel	Austin	49,000
Hall	Kelsey	53,300		Schaefer	Christina	53,500
Haynes	Paul	52,315		Schoon %	Amy	33,000
Heater	Emily	61,255		Seager	Nickolas	46,800
Herman*	Jessica	62,940		Skinner	Dianne	62,000
Houser*	Michele	68,090		Smith	Quentin	46,800
Huffer	Royce	52,170		Sparks	Brigette	54,000
James	Jaqueline	50,600		Stage	Kyle	58,500
Kempinski	Leila	47,915		Tonsoni	Brent	46,800
Landis	Christopher	54,500		Vanderwall @	Emily	52,300
Mackey	Katherine	46,800		Washburn @	Kate	57,500
Maish*	Alisha	55,900		Williams	Stephanie	50,910
Maish	Robyn	58,515		Wilson @	Joel	58,375
McClure	Vince	64,300		Zink	Kim	52,170
*Denotes Literacy Endorsement Differential				@ Denotes Academic Needs		
% Denotes Part-Time Teacher			Base	# Denotes Extended Contract/Wage		Total
Buck, Lindsay			46,800	3,000		49,800
Funk, Abigail			46,500	3,000		49,500
Any information in Appendix B beyond the wage was not bargained and is only for informational purposes.						

APPENDIX C	Multiplier Base	46,500
EXTRA-CURRICULAR CLUBS & ACTIVITIES SCHEDULE	**Multiplier**	**Stipend**
ADDITIONAL SUPERVISION	$12.00 PER HOUR	
ART CLUB	0.020	930
AUDITORIUM - ASSISTANT	0.060	2,790
AUDITORIUM - THEATRE PRODUCTIONS	0.120	5,580
AUDITORIUM - SUPERVISOR	0.120	5,580
CLASS SPONSORS - GRADE 12	0.040	1,860
CLASS SPONSOR - GRADE 11	0.040	1,860
CLASS SPONSOR - GRADE 9th & 10th	0.020	930
CLASS SPONSOR - GRADE 6th, 7th, & 8th	0.015	700
DANCE TEAM 9-12	0.030	1,400
DEPARTMENT CHAIRPERSON	0.015	700
ESPORTS	0.045	2,100
FCA SPONSOR 9-12	0.015	700
FFA SPONSOR 9-12	0.200	9,300
FFA SPONSOR 6-8	0.100	4,650
HORNET LITTLE HOOSIERS	0.015	700
INSTRUMENTAL MUSIC 6-12	0.120	5,580
MATH TEAM K-5	0.015	700
NATIONAL HONOR SOCIETY 9-12	0.030	1,400
ROBOTICS	0.025	1,170
SPANISH CLUB	0.015	700
SPEECH TEAM	0.075	3,490
SPEECH TEAM - ASSISTANT	0.040	1,860
SPELL BOWL K-5	0.015	700
STING SPONSOR	0.020	930
STUDENT COUNCIL K-5, 6-8, & 9-12	0.025	1,170
VOCAL MUSIC K-5	0.060	2,790
VOCAL MUSIC 6-8	0.030	1,400
VOCAL MUSIC 9-12	0.110	5,120
YEARBOOK 6-12	0.050	2,330
YEARBOOK K-5	0.020	930

APPENDIX C	Multiplier Base	46,500
EXTRA-CURRICULAR ATHLETICS SCHEDULE	**Multiplier**	**Stipend**
BASEBALL - VARSITY	0.090	4,190
BASEBALL - VARSITY ASSISTANT	0.035	1,630
BASEBALL - JUNIOR VARSITY	0.030	1,400
BASKETBALL - HEAD COACH	0.240	11,160
BASKETBALL - VARSITY ASSISTANT	0.045	2,100
BASKETBALL - JUNIOR VARSITY	0.100	4,650
BASKETBALL - "C" TEAM	0.060	2,790
BASKETBALL - GRADE 7th & 8th	0.040	1,860
BASKETBALL - GRADE 5th & 6th	0.025	1,170
CHEERLEADER SPONSOR - VARSITY 9-12	0.040	1,860
CHEERLEADER SPONSOR - GRADE 7th & 8th	0.025	1,170
CHEERLEADER SPONSOR - GRADE 5th & 6th	0.020	930
CROSS COUNTRY - GRADE 9-12	0.080	3,720
CROSS COUNTRY - GRADE 5-8	0.020	930
GOLF	0.055	2,560
SOCCER - VARSITY	0.060	2,790
SOCCER - ASSISTANT	0.030	1,400
SOFTBALL - VARSITY	0.090	4,190
SOFTBALL - ASSISTANT	0.035	1,630
TENNIS - VARSITY	0.060	2,790
TRACK - CO-ED HEAD	0.085	3,960
TRACK - CO-ED VARSITY ASSISTANT	0.030	1,400
TRACK - CO-ED MS COACH 5-8	0.025	1,170
VOLLEYBALL - VARSITY	0.090	4,190
VOLLEYBALL - ASSISTANT	0.040	1,860
VOLLEYBALL - JUNIOR VARSITY	0.030	1,400
VOLLEYBALL GRADE 7th & 8th	0.030	1,400
VOLLEYBALL GRADE 5th & 6th	0.015	700
WRESTLING - VARSITY	0.090	4,190
WRESTLING - ASSISTANT	0.040	1,860
WRESTLING - HEAD MS COACH 5-8	0.040	1,860
WRESTLING - ASSISTANT MS COACH 5-8	0.025	1,170

APPENDIX D
Grievance Form - Page 1 of 2
Rossville Consolidated School District

Grievant: _____ Grievance Number: _____

Date of ____ Alleged Violation or ____ Discovery Thereof: _____

Party or Parties being Grieved: _____

Building: _____ Assignment: _____

Provision of Contract Alleged to be Violated: _____

Alleged Violation: _____

_____

_____

Grievant Signature: _____ Date Signed: _____

Date of Initial Discussion with Immediate Supervisor: _____

Date Written Grievance Filed with Immediate Supervisor: _____

Immediate Supervisor's Disposition: _____

_____

_____

_____

Supervisor's Signature: _____

Date of Meeting with Grievant: _____

Distribution of Grievance Form: 1. Grievant 2. Association 3. Immediate Supervisor 4. Superintendent

APPENDIX D
Grievance Form - Page 2 of 2
Rossville Consolidated School District

Date Grievance Transmitted to Superintendent: _____

Date of Meeting between Grievant and Superintendent: _____

Superintendent's Disposition: _____

_____

_____

_____

Superintendent's Signature: _____

Date Disposition Transmitted to Grievant: _____

Date Grievance Transmitted to Board: _____

Date and Time of Meeting between Grievant and Board: _____

Board's Disposition: _____

_____

_____

_____

_____

_____

_____

Board Secretary's Signature: _____

Date Disposition Transmitted to Grievant: _____

Distribution of Grievance Form: 1. Grievant 2. Association 3. Immediate Supervisor 4. Superintendent

SUPREMACY CLAUSE

This contract supersedes and cancels all previous agreements, whether verbal or written, between the school corporation and the Association.

SEVERABILITY OR SAVINGS CLAUSE

If any article or section of this contract shall be held invalid by operation of law or by any tribunal of competent jurisdiction, the remainder of this contract shall not be affected.

EFFECTIVE DATE AND DURATION OF AGREEMENT

The term of this Collective Bargaining Agreement shall be from July 1, 2026, through June 30, 2027. The undersigned attest to the following:

1. A public hearing was held in compliance with I.C. § 20-29-6-1(b) on September 1, 2026, and electronic participation from parties and/or the public was not permitted; and
2. A public meeting in compliance with I.C. § 20-29-6-19 was held on November 3, 2026, to discuss the tentative Agreement, and electronic participation from the governing body and/or the public was not permitted.
3. A public ratification meeting in compliance with I.C. § 20-29-6-19 was held on November 10, 2026, to ratify the collective bargaining agreement, and electronic participation from the governing body and/or the public was not permitted.

Signed:

President & Negotiation Chairperson Rossville Classroom Teachers Association	Board of Education President Rossville Consolidated School District
Superintendent Rossville Consolidated School District	Board of Education Secretary Rossville Consolidated School District

Public Hearing Prior to Formal Bargaining	September 1, 2026
Tentative Agreement:	October 15, 2026
Ratified by the Rossville Classroom Teachers Association:	October 23, 2026
Public Meeting to Discuss the Tentative Agreement:	November 3, 2026
Ratified by the Rossville Consolidated School District:	November 10, 2026