AGREEMENT BETWEEN THE

BOARD OF SCHOOL TRUSTEES

OF THE

RIVER FOREST COMMUNITY SCHOOL CORPORATION

AND THE

RIVER FOREST TEACHERS ASSOCIATION

July 1, 2025 through June 30, 2027

Approved and Ratified November 10, 2025

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Article 1 – Document of Agreement

1.1 This Agreement is between the Board of School Trustees of the River Forest Community School Corporation, hereinafter called the "Board" and the River Forest Teachers' Association, hereinafter called the "Association."

1.2 Parties: This contract is by and between the River Forest Board of School Trustees ("Board" or the "School Corporation") and the River Forest Teachers Association, an affiliate of the Indiana State Teachers Association and the National Education Association ("Organization" or "RFTA").

1.3 Bargaining Unit: The bargaining unit shall mean all certified school employees as defined by I.C. 20-29-5-2 *et seq.* except for the superintendent, assistant superintendents, director of operations, director of instruction, principals, assistant principals, athletic director, deans, technology support, social workers, and full-time administrators with corporation-wide responsibilities.

1.4 Recognition: The Board recognizes the Organization as the exclusive representative for certified school employees in the bargaining unit in accordance with I.C. 20-29-5-2 *et seq.*

Article 2 - Grievance Procedure

2.1 General

a. A grievance is a claim by one or more teachers or the Association of an alleged violation, misinterpretation or misapplication of a specific section of the Agreement pertaining to salary, wages and salary related fringe benefits.

b. A "group grievance" is a claim by two or more teachers who claim that the Board has violated the terms of this Agreement in a manner that affects each of the teachers signing the grievance in a same way. If, in the judgment of the Association, a grievance affects a group of teachers, the Association shall submit such grievance on behalf of the named teachers. When the teachers affected are in more than one building, the grievance procedure will commence at Step Two. If an alleged grievance exists that affects an entire building or the entire bargaining unit, the Association shall carry the grievance and the grievance procedure will commence at Step Two. If a group grievance is filed directly at Step Two, the Association shall provide the principal of each building that is affected by the grievance with a copy of the Step Two grievance at the time it is filed.

c. Days - a "day" for the purpose of this grievance procedure shall, during the period of the time covered by the official school calendar, mean the actual days the students are in session. During the period of time not covered by the official school calendar, "day" shall mean a week day and shall exclude Saturday, Sunday and legal holidays.

d. Any aggrieved teacher may elect to be accompanied and represented at Step One, the informal grievance level, by a representative(s) of the Association. Nothing contained herein shall be construed to prevent any individual teacher from initiating a grievance at Step One and having the grievance adjusted if the adjustment is not inconsistent with the terms of the Agreement and the Association has been given notice of the Step One hearing. Said notice shall entitle the Association to be present at such a hearing.

e. Any formal written grievance submitted to Step Two of this grievance procedure shall have the signature of the Association and/or affected teachers.

f. All time limits contained herein shall be strictly adhered to unless the Board and the Association agree in writing to an extension of time limits. If the grievant or the Association fails to act within the time limits set forth herein, the grievance shall be deemed waived.

g. In all claims for back pay to which the grievant is entitled, the school employer shall not be required to pay back wages prior to the first day of the school year in which the grievance was filed or ninety (90) calendar days prior to the filing of the grievance, whichever is greater.

h. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants. Upon request, a teacher shall have the right to review the contents of his/her grievance file at a mutually agreeable time.

i. At any step of this grievance procedure, if the Superintendent schedules a meeting or hearing during the working hours of a teacher where presence or testimony is necessary to the presentation of the grievance, the teacher shall suffer no loss in pay.

j. All meetings and hearings under this procedure shall be closed to the public and shall include only the interested parties, representatives and any necessary witnesses except by the agreement of the parties.

2.2 Step One

In the event that a teacher believes that there is a basis for a grievance, he/she shall within fifteen (15) days of the alleged violation or within fifteen (15) days after he/she knew of or had reason to know of the violation, request of his/her principal a meeting at which an informal presentation of the grievance shall take place. The date of the request shall be indicated on Step One Grievance Form, two (2) copies of which shall be signed by the teacher and submitted to his/her principal. The request shall also indicate with reasonable particularity the reason(s) for the grievance and a preliminary statement of which contract provision(s) have been violated, misinterpreted or misapplied. The Association has the right to amend allegations as to which contract provision(s) have been violated, misinterpreted or misapplied in the formal submission at Step 2. The principal shall acknowledge the date of the request by signing both forms and returning one to the teacher and retaining one for his/her files. The principal shall process a Step One grievance within ten (10) days of receipt of the request.

The President of the Association shall be notified and shall acknowledge by his/her signature receipt of notification of the initiation of the grievance. Resolution of a grievance in Step One shall not establish precedent unless signed by both the Superintendent and the Association President.

2.3 Step Two

If the grievance is not resolved to the satisfaction of the grievant at Step One, the Association may submit the formal written grievance to the Superintendent or his/her designees. The formal written grievance shall be submitted to the Superintendent or his/her designee as soon as practicable after a determination has been made at Step One. In no case, however, shall the formal written grievance be submitted to the Superintendent or his/her designee more than twenty-five (25) days after the request made at Step One. Said formal written grievance shall contain a statement of the specific alleged violation citing the Article or Articles violated and the remedy sought. The Superintendent or his designee shall meet with the grievant and the Association and indicate his/her disposition of the grievance in writing within twenty (20) days of the submission of the formal written grievance at Step Two. A copy of the written disposition shall be furnished to the grievant and the Association.

2.4 Step Three

a. If the Association is not satisfied with the disposition of the grievance by the Superintendent or his/her designee, the Association may submit the grievance to the board by giving notice in writing to the Board President with a copy to the superintendent.

b. The Association shall submit the grievance to the Board President within twenty (20) days of receipt of the written disposition by the Superintendent or his designee, or, in the event the Superintendent or his designee fails to issue a disposition within the time limit, within forty (40) days of submission of the formal written grievance at Step Two.

c. The board shall establish a date and time for the resultant hearing with the mutual agreement of the Association within thirty (30) days of the Board President's receipt of the notice to present the grievance to the Board. The superintendent and the Association may present evidence and produce witnesses before the Board at the hearing.

d. The Board shall submit its disposition to the Association within ten (10) days of the hearing.

2.5 Protection: No teacher shall be disciplined or reduced in rank or compensation or deprived of a professional advantage as a form of reprisal for utilizing this procedure as it is intended to be used by both parties.

Article 3 – Compensation

3.1 Deficit Financing: The school corporation will not enter into a contract agreement that would place the district in a position of deficit financing due to a reduction in General Fund revenue or an increase in expenditures when expenditures exceed the current year actual Education Fund revenue (IC 20-29-6-3).

3.2 Indiana State Teachers' Retirement Fund: The school corporation shall pay directly to the Indiana State Teachers' Retirement Fund (ISTRF) the teachers' three percent (3%) contribution to the Fund.

3.3 Homebound teachers: The rate of pay to homebound teachers is their hourly contract amount. Payment will be made at the end of every grading period on the next scheduled pay date as per the completed time card(s).

3.4 Extra-curricular compensation: Teachers who serve in an extra-curricular position shall be paid according to the Extra-Curricular Addendum Schedule found in the Appendix A.

3.5 Summer School: Salary schedule shall be determined by the Superintendent.

3.6 Multi-site assignment: A teacher who is assigned to more than one school site (Henry S. Evans, John I. Meister, River Forest Complex) during a given regular school day (not including extra-curricular assignment(s)) shall receive the IRS rate per mile for travel. Appropriate forms must be submitted to the Superintendent's office five (5) days prior to the last day of the school year.

3.7 Salary Range: Salaries of teachers range from $46,500 to $89,283.66 for the 2025-2026 school year. Salaries of teachers range from $46,500 to $91,069.33 for the 2026-2027 school year.

3.8 Determining Placement: Superintendent will evaluate the experience, training, degrees and effectiveness to determine placement within the salary range for new hires. The new beginning base salary shall be $46,500 for the 2025-2026 and 2026-2027 school year. New hires with a literacy endorsement will receive a one-time permanent base salary increase equal to the amount received by teachers in the 25/26 year of this compensation plan.

3.9 Part-time Status: The Board may hire certified staff member(s) on a part-time basis. Any certified staff member employed by the Board on less than a full-time basis (1 FTE) shall receive salary on a prorated basis in proportion to the percentage of one full-time equivalent (1 FTE) and also taking into account the employment period the certified staff member(s) is employed. The staff member must be employed for a minimum of thirty (30) hours per week to receive insurance benefits.

3.10 Base Salary Increases for 2025-2026

a. General Eligibility

To be eligible for a salary increase, a teacher:

1. Must not have been rated ineffective or improvement necessary in the prior year, AND
2. Must have been employed at least 120 days in the prior year.

A teacher who does not satisfy these eligibility criteria remains at their prior year salary.

b. Factors and Definitions

1. Evaluation – teachers received an evaluation from River Forest Community School Corporation with a rating of Effective or Highly Effective.

2. Year of experience: employed in the corporation for at least 120 days in the prior school year.
3. Academic Needs: teachers who possess a required literacy endorsement under IC 20-28-5-19.7

c. Distribution

1. Evaluation = 1%, plus a one-time $1,200 stipend
2. Year of Experience = 1%
3. Academic Needs (literacy endorsement) = $250

   This amount represents 14% of the maximum 2% salary increase ($1,750.66) available under this agreement.

3.11 Base Salary Increases for 2026-2027

a. General Eligibility

To be eligible for a salary increase, a teacher:

1. Must not have been rated ineffective or improvement necessary in the prior year, AND
2. Must have been employed at least 120 days in the prior year.

A teacher who does not satisfy these eligibility criteria remains at their prior year salary.

b. Factors and Definitions

1. Evaluation – teachers received an evaluation from River Forest Community School Corporation with a rating of Effective or Highly Effective.
2. Year of experience: employed in the corporation for at least 120 days in the prior school year.
3. Academic Needs: teachers who have newly attained a literacy endorsement

c. Distribution

1. Evaluation = 1%
2. Year of Experience = 1%
3. Academic Needs (literacy endorsement) = $250

   This amount represents 14% of the maximum 2% salary increase ($1,785.67) available under this agreement.

3.12 Payments by Grant Fund: The Board shall determine the amount of any payment and the defined duties of the extra duties beyond the regular contracted duties of a certified staff member for which the source of funding a grant or similar source.

3.13 Determination of Gross Pay: Salaries will be divided by twenty-six (26) to determine the gross amount per pay and shall be distributed every two (2) weeks.

3.14 Teacher Attendance Incentive

a. In order to incentivize attendance for teachers on Mondays and Fridays (and other specific agreed upon days) the district shall offer $200 per quarter and $200 at the end of the year for perfect attendance (absent of bereavement) in any 2 quarters; to qualify for the $200 per quarter, each teacher must meet attendance requirements (no more than 1 sick day: note must be provided) or personal day (some exceptions) on Mondays, Fridays and other specific days agreed upon---Bereavement shall not be considered as an "absence" for the purpose of this agreement. Refer to Appendix B for the agreed upon days.

3.15 Preparatory Period Buyback/Planning Pilot Program – Effective only for the 2024-2025 School Year. Note: Portions of this provision unrelated to wages are the school's policy, were not bargained, and are included for informational purposes only.

a. Middle School/High School Teachers – Shall receive a rate of $30 per period should they volunteer to serve as a classroom substitute teacher during their prep time, when approved by a building principal.

b. Elementary Teachers – Shall receive a $30 per additional planning, grading, and organizational duties (OUTSIDE of normally contracted time when a classroom is increased in size because a substitute is unavailable for a classroom., or when a classroom teacher has to keep their students during their specials times due to the specials teacher being absent. The building principal will authorize this additional duty.

Article 4 – Absence from Work

4.1 Sick and Personal Days: Teachers shall be entitled to be absent from work without loss of compensation on account of illness or quarantine or family illness or personal business for a total of fourteen (14) days each school year. A teacher whose contract is for less than a full school year shall have the number of days prorated. Teachers shall be given an accounting of their remaining sick and personal days on each online pay stub as long as the software and/or vendor is capable of such accounting. Should the software and/or vendor not allow such an accounting, teachers will be given an accounting of their days upon request.

Teachers shall receive ten (10) sick days and four (4) personal business days each year. Notwithstanding the above teachers are discouraged from extending vacation time. If the teacher is absent less than the prescribed number of days, the remaining days are accumulative up to a maximum of 150 days or the number of sick leave days already accumulated as of May 31, 2014, whichever is greater. Teachers will receive a yearly contribution of one hundred dollars ($100.00) towards the teacher's 401(a) for each unused sick day over the 150-day cap.

Additionally, teachers will be paid $70.00 at the end of the school calendar year for each unused personal business day earned that year, or choose to have their unused personal business day(s) converted to accumulative sick days.

4.2 Transferring Days from Previous Employment: In the event a teacher accumulated one (1) or more days of sick leave in another Indiana school corporation before being employed in the River Forest Community School Corporation, there shall be added for the second year and each succeeding year of employment with the

School Corporation up to three (3) days of sick leave days until the accumulated days to which the teacher was entitled in his/her last employment are exhausted.

4.3 Doctor's Certification: When a teacher has been absent for more than four (4) consecutive days, a doctor's certificate, certifying personal illness or illness in the immediate family, must be submitted to the building principal.

4.4 Chronic Absenteeism: Chronic absenteeism is defined as fifteen (15) or more days of absence in any contract year. A teacher without proper medical certification may be subject to administrative review with the principal to determine the corrective action, if any, that may be needed to remedy the teacher's absenteeism. Jury duty, FMLA, approved association days, bereavement leave, and professional conference leave will be held harmless.

4.5 Events: Along with the 184 contractual days, teachers are required to attend back to school night, two parent teacher conferences and up to one additional event determined by the principal at the beginning of the school year. For the 25/26 SY, an additional event date will be determined by December 1, 2025.

Article 5 – Sick Leave Bank

5.1 Eligibility

a. All eligible members of the bargaining unit are able to participate in the bank. Eligible meaning that teachers had to have contributed to the sick bank in order to utilize it.

b. To participate, a teacher must contribute one (1) sick leave day and notify the Business Office in writing of his/her intention to participate on or before the last school day of August. A newly hired teacher will have (10) ten work days from the date of hire to decide whether or not he/she will participate in the program. A person who was eligible to participate but chose not to, may participate in subsequent years by initially contributing one sick leave day for each year that the program has been in existence, and that he/she was eligible to participate, to a maximum donation of ten (10) days. Initial donations that are required for participation shall be required regardless of whether the balance of days in the bank has reached six hundred or more days. Participation in the bank shall remain in force until the participating teacher withdraws from the program in writing. In the event a teacher withdraws from the sick leave bank, there shall be no refund of any days contributed to the bank by that teacher. Any unused days shall be carried into the following year.

c. In order to qualify for Sick Leave Bank benefits, a participant must exhaust all of his/her accrued sick leave or have been absent because of personal or family illness for 25 days, whichever occurs later. A participant may withdraw days from the Bank for illness or injury to himself/herself or a member of his/her immediate family. Sick Leave Bank days may not be used for reasons other than those set forth in this Paragraph C.

d. Retiring teachers may donate accrued sick days in excess of severance allowance to the Sick Leave Bank.

e. When the days in the bank drop below 100 days, each member shall be assessed (1) one day.

f. A contribution to the Sick Leave Bank will not be required to maintain membership when the number of banked days' equals or exceeds 600.

g. The administration shall provide each new teacher with a sick leave bank application.

h. Withdrawals from the sick leave bank will be in accord with the following table:

SCHEDULE A

YEARS IN RFCS	MAXIMUM NO. OF DAYS GRANTED
0 – 4	20
5 – 8	30
9 – 12	40
13 – 16	50
17 – 20	60
over 20	80

In the event that a participant uses the Sick Leave bank in consecutive years, each consecutive year of use shall result in the number of days for which the participant is eligible being reduced to the next lower classification. No participant's eligibility will be reduced to less than twenty (20) days. Once the participant completes a full school year without using the Sick Leave Bank, his/her eligibility will again be commensurate with his/her years of service in the River Forest Community School Corporation.

i. A teacher on leave due to pregnancy will be eligible to make withdrawals, subject to membership requirements set forth above, ONLY TO THE EXTENT THAT HER PHYSICIAN CERTIFIES THAT SHE IS SICK OR DISABLED OR TO CARE FOR A SICK OR DISABLED NEWBORN.

j. Teachers on a leave of absence will not be eligible to make withdrawals during the time which they are on leave.

k. Special allowances for Sick Bank days may be granted under extreme conditions as agreed upon by the representatives from the RFTA and representatives for the Corporation.

5.2 Notification of Sick Bank Participants: On or before September 5th of each school year, the employer will provide the President(s) of the Association with a list of current bank participants and the balance of days in the bank. Additionally, the President(s) of the Association shall be notified in writing of each newly hired bargaining unit member who elects to participate in the bank and whose name does not appear on the annual list of participants.

5.3 Notification of Sick Bank Usage and Balance: The President(s) of the Association will annually receive a written statement of the number of days credited, used, and remaining as a balance at the close of each school year.

Article 6 – Leaves (Bereavement, Association, Jury Duty, Maternity

6.1 Bereavement Leave:

a. A teacher shall be entitled to be absent from work without loss of compensation for a period extending not more than seven (7) consecutive calendar days immediately after the date of the death of the teacher's husband, wife, child, parent, grandparent, grandchild, brother, sister, father-in-law, mother-in-law, son-in-law, daughter-in-law, or person living in the same home as part of the family. These days will not be deducted from the accumulated sick leave. In the extreme event that the services cannot take place, said days may be split to accommodate the teacher upon written request to, and approval by the superintendent/ assistant superintendent.

b. A teacher shall be entitled to be absent from work for one day without loss of compensation (not deducted from sick days) for attendance at the funeral of a relative or personal friend not listed in Section 6.1. In the event the funeral for which such leave is granted takes place more than two hundred (200) miles from the River Forest Community School Corporation, an additional day of leave shall be granted upon request.

c Additional days (deducted from sick days) may be granted at the discretion of the Superintendent for another relationship or in very unusual circumstances.

d. In the event of the death of a faculty member, it is anticipated that some of the teachers from the deceased teacher's building as well as the Association president(s) will attend the funeral service without loss of pay or accumulated leave days. After consulting with the Superintendent, the principals shall make the appropriate arrangements.

6.2 Paid Association Leave: The Association shall have fifteen (15) paid days each school year, which includes short sessions of the Indiana General Assembly and twenty (20) paid days during each school year of the long sessions to use for Association business. They are to be used at the discretion of the Association president(s), by the president(s) and/or a/an designee(s). The Association shall give the administration reasonable notice. Not more than four teachers shall use these days on any given day without the approval of the Superintendent. Further, not more than two teachers from any elementary or more than four teachers from the Middle School/High School building shall use these days on any given day without the approval of the Superintendent. The Association will pay substitute costs for these days.

6.3 Jury Duty: A leave of absence without loss of pay or other leave days shall be granted for jury duty or a court ordered appearance as required in the performance of one's duties and responsibilities. The teacher shall be paid the difference between his/her regular contract salary and the amount paid to him/her as compensation for jury duty.

6.4 Maternity Leave: If a teacher is on Maternity Leave, the employer shall continue its contribution for insurance premiums up to one (1) year as if the teacher were actively at work. In addition to utilizing sick and personal days for maternity and paternity leave, a teacher will be provided 5 paid days for paternity and maternity within a school year in the event of such leave. These said days cannot be accrued.

Article 7 - Professional Conferences

7.1 Conference Request: Teachers wishing to attend professional meetings should make request to the building principal for attending the meeting at least one week before the meeting date(s). If the request is granted by the building principal and the superintendent, a teacher may attend the meeting without loss of pay or sick leave benefits. The workshop should normally be related to the current teaching or extra-curricular assignment. On a week's prior notice and administrative approval, the teacher may be entitled to attend a professional workshop or a one day's visit per school year for the purpose of visiting other schools, industry, or business related to the teaching assignment.

7.2 Mileage Reimbursement: On meetings that have been approved through the proper channels, teachers may receive the IRS rate per mile travel expense figured from the Central Office, or coach rates on planes, trains, and buses, whichever is least costly.

7.3 Conferences Expenses: Only those conference expenses which are not reimbursed by other sources or agencies are reimbursable.

Article 8- Insurance Benefits

8.1 Health, Dental and Vision Insurance:

a. Health, Dental and Vision Insurance: On or before October 1st, a newly hired teacher shall, by signing the appropriate forms, indicate which of the following options she/he chooses to exercise. New teachers hired after October 1st shall have thirty (30) calendar days to choose one of the following options:

1. Health insurance only, either family or single plan;
2. Health insurance single plan, along with Dental and Vision family plan;
3. Health insurance family plan, along with Dental and Vision family plan;
4. Health insurance family plan, along with Dental and Vision single plan;
5. No health, dental or vision. (Effectively by failing to opt one of the above options by the timelines addressed above, the teacher will have opted no plan.)

b. The teacher may participate in the family group health insurance, dental plan, and vision care plan, in which case the Board shall pay the full cost of the dental plan and the vision care plan and 80% of the cost of the family health insurance plan, as long as it is within the insurance trust guidelines.

c. The teacher may indicate that he/she does not choose to participate in either the health, dental or vision, or fail to opt in within the timelines addressed above. Teachers who do not opt into an insurance plan will only be able to enroll in the future under a Health Insurance Portability and Accountability Act of 1996 (HIPPA) event. In the event that a teacher is unsure as to what constitutes an event, a website of resource to review qualifying events can be found at (www.hhs.gov).

d. Members are to refer to the website of the current providers for details of benefits related to the health, dental, and vision plans.

e. Termination of coverage upon an employee's separation from employment will occur per the provisions of the Porter County Insurance Trust. Teachers that separate employment after completion of a school year shall have their insurance coverage end August 31st.

f. Coverage for eligible new Employees shall be effective on the first billing date after the date of hire as long as the application form is received within 31 days of the effective date of the coverage.

g. New hires that become eligible for coverage on the first day of the month will be effective on the hire date. (i.e. date for hire January 1, eligible for coverage January 1).

8.2 Life Insurance: The Board will provide life insurance for each teacher in the amount of $75,000. The Board will also provide $5,000 life insurance for the spouse of each teacher and $3,000 life insurance for each dependent child of a teacher. A dependent child for the purpose of this section would be a child dependent under the definition of the Internal Revenue Service. The Board will pay 100% of this insurance plan for the teacher. If the teacher so chooses, he/she may continue life insurance coverage until age sixty-five (65) by paying the annual premium in advance to the office of the Superintendent.

8.3 Disability Insurance Program: A disability insurance program shall be provided to each teacher by the Board. The Board will pay the total cost of the program. The disability plan will provide the following benefits:

a. 60% of monthly earnings after 60 consecutive days of disability.
b. Current maximum monthly benefit is Seven Thousand and 00/100 Dollars ($7,000).
c. Current minimum monthly benefit is One Hundred and 00/100 Dollars ($100).

8.4 Section 125 Provisions: The benefits provided to employees by the provisions of Section 125 of the U.S. Internal Revenue Code (Flexible Benefit Plan) shall be provided and made available by the Board through a plan approved by the Employee Benefits Committee.

An amount of salary may be set aside by the employee for the selection of non-taxable benefits in accordance with and under Section 125 of the Internal Revenue Code. Any subsequent changes in the plan design, as well as changes required by law, shall be by agreement of the parties to this collective bargaining agreement. All fees shall be paid by the participants.

The amount paid to the Indiana State Teachers' Retirement Fund (ISTRF) for each teacher who participates in Section 125 deductions are made and shall not cause such teacher's ISTRF contributions to be reduced as a result of participation in Section 125.

8.5 Early Retirement: A teacher who elects early retirement according to the "Rule of 85: (Age + Service = 85; minimum age of 55) or at age 60 or older with the minimum service of 15 years, will be permitted to continue on the group health and dental plans until such time as their Medicare will take effect, upon regular, full payment of the premium by the early retiree.

This coverage shall continue to be provided by the employer until:

a. The retired teacher accepts other employment where insurance is provided;
b. The retired teacher reaches his/her retirement age as defined by Medicare; or
c. The retired teacher dies.
d. Teachers that qualify for early retirement will be permitted to continue on the group health and dental insurance until Medicare eligibility. Spouses of qualified early retirees may continue coverage until they attain Medicare eligibility. Regular full payment of the premium must be made by the early retiree (or spouse) for the plan they are enrolled.

A retiring teacher who receives benefits under this provision may continue the family coverage by paying the difference between the family premium and the single premium.

8.6 Retirement Notification Benefit: If a teacher plans to retire, and notifies the Superintendent in writing of their retirement:

a. On or before March 15th of the present year of employment will qualify for a one-time deposit of $750.00, in their 401(a) retirement account.

b. After March 15th but on or before May 1st of the present year of employment will qualify for a one-time deposit of $500.00, in their 401(a) retirement account.

Article 9 - Retirement Savings Plan

9.1 Investments: Each employee shall have the option of investing in the 403(b) plan up to the maximum allowable under Federal law. Effective April 1, 2003, the employer shall contribute 2% of each employee's salary to a 401(a) account.

9.2 Deposits: The employer shall deposit the contributions set forth in Paragraph 9.1, above, for each employee into an individual account for the employee in the program sponsored by the plan administrator. Such deposits will be made on a monthly basis unless the vendor's requirements prevent this. Deposits of money from the individual employee's salary shall be made on a monthly basis.

9.3 Tax-Deferred Annuities: School employees will have the option of continuing to invest their dollars in tax-deferred annuities for which money is already being deducted from the employee's salary, if any, or the tax-deferred annuity program offered by the current vendor.

9.4 Terms of Investment: The employer's 401(a) contributions shall begin during the first month of employment for each new employee and shall continue to accrue in that employee's account. If an employee dies during his/her first five years of service in the River Forest Community School Corporation, his/her 401(a) account shall become the property of his/her estate. If, for any other reason, an employee leaves prior to completing five (5) years of service to the River Forest Community Schools, the amounts in the account shall be forfeited into a forfeiture account to be administrated by the current vendor. Upon completion of the fifth year of employment all assets of his/her 401(a) account become vested to the employee.

9.5 VEBA for Active Teachers: The Board shall establish an IRS Voluntary Employee Beneficiary Association (VEBA). The Board shall contribute at the two percent

(2%) level of the teacher's current base salary. The board contributions shall be immediately vested for the active teachers and shall be portable upon employee separation.

Article -10 - Board Required Examination

10.1 If the school corporation requires a medical test or examination, the school corporation shall pay the cost of such testing and examination.

Article 11 - Loss of Time Without Compensation

11.1 Salary Entitlement: In case a teacher resigns or is deceased, the teacher or his/her estate shall be entitled to receive the proportionate part of the total salary that he/she has earned.

11.2 Absences Beyond Sick Leave: In case a teacher has been absent because of illness for more than the total of his/her accumulated sick leave, the amount to be deducted from his/her pay shall be $1/184^{th}$ part of his/her total contract amount for each day that he/she is absent in excess of his/her accumulated sick leave.

Article 12 - Workers' Compensation

12.1 Any employee who is injured in the line of duty shall receive such compensation and expenses as are prescribed by the Worker's Compensation Law of the State of Indiana. The Board will pay the difference between worker's compensation and regular salary prorated on their daily rate and this will not be deducted from accumulated sick leave. This benefit will be limited to the qualifying period of two (2) consecutive months of disability which is prerequisite to the disability benefits provided by article 8.3.

Article 13 - Term of Agreement

13.1 This term of this Agreement is July 1, 2024 through June 30, 2025.

13.2 This Agreement is so attested by the parties whose signatures appear below.

The undersigned attest to the following:

1. A public hearing was held on November 7, 2024 [in compliance with § 20-29-6- 1(b)], and electronic participation from the parties and/or public was permitted.

2. A public meeting was held on November 13, 2024 [in compliance with I.C. § 20–29–6–19] to discuss the tentative agreement and electronic participation from the governing body and/or public was permitted.

RIVER FOREST COMMUNITY SCHOOL CORPORATION BOARD OF SCHOOL TRUSTEES:

BY:_____
Steve Kissel, Board President

BY:_____
Richard Perez, Board Vice-President

BY:_____
Steven Bucko, Board Secretary

BY:_____
Myrta Sylvia Pedroza, Board Member

BY:_____
Hector (Barney) Guzman, Board Member

Date:
____11/10/2025_____

RIVER FOREST TEACHERS ASSOCIATION

BY:_____
Co-President

BY:_____
Co-President

Secretary

BY:_____

Membership Secretary

BY:_____
Treasurer

BY:_____
Member

Date:_____

RFTA Negotiating Committee:

_____

_____

_____

_____

_____

_____

_____

_____

_____

Appendix A
Extra-Curricular Addendum Schedule for River Forest Community School Corporation
(2024-2025 School Year: Index x $40,000 = compensation)

Athletics

Activity	Position	Index	Compensation
Baseball	Head Coach	0.14	5,600
	HS Assistant Coach(es)	0.11	4,400
	MS Coach	0.07	2,800
Basketball	Boys Head Coach	0.22	8,800
	Boys HS Assistant Coach(es)	0.13	5,200
	Boys C Team	0.1	4,000
	Boys MS Coach(es)	0.07	2,800
	Boys 6th Grade Coach	0.05	2,000
	Boys Elem. Coach(es)	0.03	1,200
	Girls Head Coach	0.22	8,800
	Girls HS Assistant Coach(es)	0.13	5,200
	Girls C Team	0.1	4,000
	Girls MS Coach(es)	0.07	2,800
	Girls 6th Grade Coach	0.05	2,000
	Girls Elem. Coach(es)	0.03	1,200
Cheerleading	HS Sponsor	0.1	4,000
	Assistant Sponsor	0.07	2,800
	MS Sponsor	0.07	2,800
	Elementary Sponsor	0.015	600
Cross Country Co-Ed	HS Head Coach	0.09	3,600
	MS Head Coach	0.09	3,600
	Assistant Coach(es)	0.05	2,000
	Boys Elem Coach(es) *20 Days	0.02	800
	Girls Elem Coach(es) *20 Days	0.02	800
Elementary Recreation	Supervisor *30 Days	0.03	1,200
	Supervisor * 20 Days	0.02	800
	Supervisor *10 Days	0.01	400
Football	Boys HS Head Coach	0.22	8,800

	Boys HS Assistant Coach(es)	0.13	5,200
	Boys MS Head Coach	0.10	4,000
	Boys MS Assistant Coach(es)	0.07	2,800
Golf	Co-Ed Head Coach	0.09	3,600
Gymnastics	Head Coach	0.08	3,200
Intramural Coaches	HS Coach	0.05	2,000
	MS Coach	0.05	2,000
Soccer	Boys HS Head Coach	0.14	5,600
	Boys Assistant Coach (HS)	0.11	4,400
	Boys MS Head Coach	0.07	2,800
	Girls Head Coach	0.14	5,600
	Girls Assistant Coach (HS)	0.11	4,400
	Girls MS Head Coach	0.07	2,800
Softball	Girls Head Coach	0.14	5,600
	Girls Assistant Coach(es)	0.11	4,400
	Girls MS Coach	0.07	2,800
	Boys/Girls Elem Coach(es) *20 Days	0.02	800
Tennis	Boys Head Coach	0.09	3,600
	Girls Head Coach	0.09	3,600
Track and Field (Indoor/Outdoor)	Boys Head Coach	0.14	5,600
	Boys MS Head Coach	0.09	3,600
	Boys HS Assistant Coach(es)	0.11	4,400
	Boys MS Assistant Coach(es)	0.07	2,800
	Girls Head Coach	0.14	5,600
	Girls MS Head Coach	0.09	3,600
	Girls HS Assistant Coach(es)	0.11	4,400
	Girls MS Assistant Coach(es)	0.07	2,800
	Boys Elem Coach(es) *(20 Days)	0.02	800
	Girls Elem Coach(es) *(20 Days)	0.02	800
	Girls on the Run (GOTR)	0.03	1,200

*Two per elementary

Volleyball	Girls Head Coach Varsity	0.14	5,600
	Girls JV Team	0.11	4,400
	Girls Assistant Varsity	0.09	3,600
	Girls 7th & 8th Grade Coach	0.07	2,800
	Girls 6th Grade Coach	0.05	2,000
Weight Room	Seasonal Supervisor	0.05	2,000
Wrestling	Boys Head Coach	0.14	5,600
	Boys HS Assistant Coach(es)	0.11	4,400
	Boys MS Head Coach	0.07	2,800
	Boys MS Assistant Coach	0.05	2,000
Other	Seasonal Trainer	0.14	5,600
	Seasonal Athletic Supervisor	.075	3,000

Curricular/Co-Curricular/Clubs

5th Grade Camp	Coordinators	0.07	2,800
	* - One from each elementary		
	Supervisor(s)	0.005	200
Academic Competitions	Head Coach/Coordinator	0.12	4,800
	HS Assistant Coach(es)	0.06	2,400
	MS Assistant Coach(es)	0.06	2,400
	Elementary Math Bowl	0.07	2,800
	Elementary Spell Bowl	0.07	2,800
	MS Robotics Coach	0.12	4,800
	Science Olympiad	0.12	4,800
Advanced Classes *(Only 1 per syllabus/prep/class)	Advanced Placement	0.07	2,800
	Dual Credit	0.07	2,800
After School Clubs *Up to 5 per school per year. Proposals	*30 Day Club(s)	0.03	1,200
	*20 Day Club(s)	0.02	800

submitted to Principal pending approval	*10 Day Club(s)	0.01	400
Auxiliary Corps	Sponsor	0.05	2,000
Class Sponsor	Senior Class Sponsor	0.05	2,000
	Junior Class Sponsor	0.05	2,000
	Sophomore Class Sponsor	0.03	1,200
	Freshman Class Sponsor	0.03	1,200
Club Sponsor	Anime Club	0.03	1,200
	Spanish Club	0.03	1,200
	Pep Club	0.03	1,200
Coordinators	Teacher Trainer Coordinator	0.023	920
	Art Fair 9-12	0.023	920
	Art Fair 6-8	0.023	920
	Multicultural Fair 6-12	0.02	800
	Thematic Instruction Coordinator	0.02	800
	High Ability Coordinator	0.06	2,400
Virtual School Proctor	Proctor - *2 semesters	0.08	3,200
Drama	Drama Coach	0.07	2,800
Director per production	Director		
	* - Within Instructional Program	0.04	1,600
	*- Outside Instructional Program	0.07	2,800
	Assistant Director	0.025	1,000
Honor Society	HS Sponsor	0.02	800
	MS Sponsor	0.02	800
High Ability	HA Building Coach *One per building	0.06	2,400
Leadership	Curriculum Coordinator(s)	0.07	2,800
	Department Chairperson(s)	0.07	2,800

	Team Leader(s)	0.07	2,800
	Secondary Evaluator(s)	0.07	2,800
	Tech Leader - *One per building	0.07	2,800
	New Teacher Mentor	0.012	480
Music	Band Director	0.16	6,400
	Assistant Band Director	0.1	4,000
	Pep Band Director	0.05	2,000
	Parade Director(s)	0.04	1,600
	Football Marching Director(s)	0.05	2,000
	Choir Director	0.16	6,400
	Elementary Choir Director	0.04	1,600
Publications	MS/HS Yearbook Sponsor	0.07	2,800
	MS/HS Newspaper Sponsor	0.07	2,800
	Elementary Yearbook Sponsor	0.015	600
	Social Media Sponsor	0.04	1,600
Speech and Debate	HS Head Coach	0.04	1,600
Student Council	HS Sponsor	0.05	2,000
	MS Sponsor	0.05	2,000
	Elementary Sponsor	0.01	400
Supervisor	Elementary Student Patrol	0.03	1,200
	Cafeteria Supervisor	0.04	1,600
	MS/HS Bus Supervisor AM	0.03	1,200
	MS/HS Bus Supervisor PM	0.03	1,200
	Elementary Bus Supervisor AM	0.02	800
	Elementary Bus Supervisor PM	0.04	1,600

* This information has not been bargained. This is for informational purposes only.

Additional compensation will be paid on a pro-rata basis for teams and clubs listed below that extend their regular season dates by advancement through competition. All teams and clubs not listed in this agreement may be approved by both the RFTA and Superintendent upon consideration.

- All IHSAA sports
- Academic competition with state sanctioned tournaments
    - Academic Decathlon
    - Super Bowl

    - MS spell bowl
    - HS spell bowl
    - Science Olympiad
    - MS Robotics
- Speech and Debate
- ISMAA events past district

Appendix B
Teacher Attendance Incentive 2025-2026
Agreed Upon Days for Section 3.14 (a)

2025-2026 Attendance Initiative Days

August 13, 15, 18, 22, 25, 29

September 2, 5, 8, 12, 15, 19, 22, 26, 29

October 3, 6, 10, 20, 24, 27, 31

November 3, 7, 10, 14, 17, 21, 24, 25

December 1, 5, 8, 12, 15, 19

January 5, 9, 12, 16, 20, 23, 26, 30

February 2, 6, 9, 12, 17, 20, 23, 27

March 2, 6, 9, 13, 16, 20, 30, Parent/Teacher Conferences

April 2, 6, 10, 13, 17, 20, 24, 27, Parent/Teacher Conferences

May 1, 4, 8, 11, 15, 18, 22, 26, 29, 1

*Personal Days cannot be taken to qualify for the benefit

Dates for the 2026-2027 SY will be provided once the school calendar is available.