MASTER CONTRACT

between the

INDEPENDENT SOUTHERN WELLS ASSOCIATION OF TEACHERS (I.S.W.A.T.)

and the

SOUTHERN WELLS BOARD OF SCHOOL TRUSTEES

July 1, 2026- June 30, 2027

MASTER CONTRACT BETWEEN THE
INDEPENDENT SOUTHERN WELLS ASSOCIATION OF TEACHERS
***LEGALLY KNOWN AS* I.S.W.A.T., INC.**
AND THE
SOUTHERN WELLS BOARD OF SCHOOL TRUSTEES

TABLE OF CONTENTS

ARTICLE I	**Recognition**	**3**
ARTICLE II	**Association and Teacher Rights**	**3**
ARTICLE III	**Teaching Conditions**	**3**
ARTICLE IV	**Days Off Work**	**3**
ARTICLE V	**Retirement and Severance Pay**	**5**
ARTICLE VI	**Insurance**	**5**
ARTICLE VII	**Salary and Wage Provisions**	**6**
ARTICLE VIII	**Grievance Procedure**	**7**
APPENDIX A	**Extra-Curricular Schedule**	**9**
APPENDIX B	**Retirement Benefit, Pre August 20, 2001 Hire**	**12**
APPENDIX C	**Compensation Plan**	**14**
APPENDIX D	**Grievance Form**	**15**
APPENDIX E	**Ratification**	**16**

ARTICLE I RECOGNITION

The Independent Southern Wells Association of Teachers, legally known as I.S.W.A.T., Inc., hereinafter called the "Association," is hereby recognized by the Southern Wells Board of School Trustees, hereinafter called the "Board," as the exclusive bargaining agent for all certified teachers employed by the Board, except for the superintendent, the principals, dean, curriculum coordinator, activities director, guidance counselor, and substitute teachers, for the purposes of collective bargaining with respect to wages, salary and wage related fringe benefits, and paid time off. It is understood by both parties that this contract sets forth the terms and conditions to which each party agrees to be bound.

ARTICLE II ASSOCIATION AND TEACHER RIGHTS

A. Nothing contained in this contract shall be construed to deny or restrict any teachers rights he/she may have under applicable State and Federal laws and regulations.

ARTICLE III TEACHING CONDITIONS

A. Teachers will receive $30 per teaching hour for administration organized tutorial sessions which are provided outside of the school day during the regular school year.

B. Certified staff involved in the 6th grade overnight educational field trip will be paid five (5) hours per night at the grant work hourly rate *($20 per hour)* for nights away from home with the students. The administration will determine the schedule and length of the trip.

C. Preparation Period Compensation – Teachers who are assigned to teach a period that would normally be used as their preparation time will be compensated Thirty Dollars ($30.00) per period.

ARTICLE IV DAYS OFF WORK

General leave days. Teachers with 0-13 years of experience and teachers with more than 13 years of experience but fewer than 10 years of that experience at Southern Wells Community Schools shall receive 12 general leave days annually, with pay, each year for the transaction of personal business, illness, emergencies, or family illness. Teachers who have completed 14 years of teaching or more and have 10 years teaching service at Southern Wells Community Schools will receive 13 general leave days annually.

1. Teachers who have accumulated a minimum of 30 general leave days will have the option at the end of the school year to turn in unused days for a total of $85 per day including benefits for each day relinquished. Requests must be received on or before June 15. At no time can days be relinquished which would take the teacher's accumulations below the thirty (30) days minimum accumulation. A maximum of 20 days may be turned in during any given year. The $85 per day payment will be adjusted to equal any increase in substitute teacher pay as needed.
    a. Should a teacher be absent for more than five (5) consecutive days, a doctor's certificate certifying personal illness or illness in the immediate family, must be submitted to the central office or those day(s) in excess of five will be considered dock days to be taken without pay.
2. Part-time teachers shall receive and use proportionate leave days based upon their full time equivalency rounded to the nearest half day.
3. Teachers who have accumulated sick leave days at another Indiana school shall have those days transferred to them at the rate of five (5) sick leave days per year beginning in their first year of employment by the board without regard to full or part time status.

Sick Leave Bank. A sick leave bank shall be administered by the Association in accordance with the following procedures:

1. Within ten (10) school days after the beginning of the school year of employment during the school year, a teacher may donate one (1) day to the sick leave bank by written notice delivered to the Association. The Association shall promptly notify the school board treasurer of such donation by the twelfth school day of each new school year. A teacher, upon donation, becomes a non-voting member of the sick leave bank.

2. The Association shall administer the sick leave bank in its sole discretion. The Association may authorize the use of the sick leave bank for the benefit of a sick leave bank member who has used all of his or her accumulated sick leave days and who would not otherwise receive payment for additional sick leave days. However, the Board shall refuse sick leave payments if it determines that a teacher becomes ineligible as a result of the limitation in this subsection.

3. Any teacher who is otherwise entitled to sick leave with pay, who, has exhausted all sick leave accumulation because of personal illness of physical disability, and who is not receiving any public funds or benefits derived from public funds as partial or full compensation for the illness or disability causing the absence, shall be eligible for the Sick Leave Bank credits.

Bereavement Leave: In the case of a death in the immediate family, teachers shall be permitted four (4) school days of compensated absence that must be used within one year of the funeral and must be used for funeral or death related activities. The immediate family shall be interpreted to include spouse, children, parents, stepparents, father-in-law, mother-in-law, and stepchildren.

For the death of a brother, brother-in-law, sister, sister-in-law, son-in-law, daughter-in-law, grandparent, grandchild, or other person of whom the teacher has legal guardianship or other person living as a member of the family in the teacher's household, three (3) days of compensated bereavement leave shall be granted. The leave shall be within two weeks of the funeral.

For the death of any other person not defined above, the teacher will be granted one (1) day of compensated leave per year.

Jury or Witness Duty. Teachers who are called for jury duty, or subpoenaed to appear as witnesses in court, shall turn in their compensation for such services to the Treasurer and receive full pay from the school corporation.

Service in Public Office. A teacher who is elected/appointed to a public office shall be granted an unpaid leave to fulfill his/her elected/appointed office obligations. Arrangements must be made with the Superintendent in advance of the leave to properly ensure class continuity. This leave shall be granted in semester units only.

Association Leave. ISWAT will reimburse the corporation an amount equal to four days of substitute teacher pay to allow ISWAT members to work on contract development during the negotiating period.

Sabbatical Leave.

1. A one (1) year sabbatical leave is designed to provide an opportunity for teachers to engage in a professionally related experience.
2. For Board approval, application shall be filed with the Superintendent by March 1, prior to the school year when the leave will be taken.
3. The leave shall be without compensation.
4. A teacher returning from a sabbatical leave shall be restored to a teaching position for which he/she is licensed according to the provisions in this contract. The returning teacher shall be placed on the salary schedule at the level earned at the time the leave began.

Military Leave.

1. All teachers who are members of the Indiana National Guard or Reserve/Retired components of the Armed Forces, shall be entitled to a leave of absence without loss of pay for such time as the members of the National Guard are in the military services on training duties under order of the State of Indiana or Federal Government for services not to exceed fifteen (15) calendar days in any one school year.
2. Unpaid military leave shall be granted to any teacher who is inducted into any branch of the Armed Forces of the United States. Upon return from such leave, a teacher shall be placed on the salary schedule at the level he/she would have achieved had he/she remained actively employed during the period of his/her absence; and, furthermore, he/she shall receive all rights and benefits which generally accrue to a teacher with that level of service. The teacher shall have up to ninety (90) days after release from active duty to notify the Board of his/her intention to return for the following school year.

Professional Leave.

1. When it is evident that a convention or conference attendance will contribute to the effectiveness of the instructional program, the Board may grant convention or conference leaves. Fair consideration will be given to any reasonable request for convention or conference attendance. All such requests shall be submitted in writing to the building Principal with a copy to the Superintendent.

2. An aggregate amount of $100 times the previous school term's Full Time Equivalent Teachers shall be allotted for professional leave for the succeeding year's budget. A maximum reimbursement of $200 per teacher may be applied toward the cost of an approved professional leave request. The Board, or its Agent, shall have the authority to approve or deny professional leave requests.

3. The maximum amount of reimbursement for professional leave for an individual teacher may be exceeded with Board approval.

ARTICLE V RETIREMENT AND SEVERANCE PAY

A. For the certified employees hired after August 20, 2001, the 401(a) Plan will replace the current Retirement and Severance Pay Plan found in Appendix B. No provision of Appendix B shall be available to employees hired after August 20, 2001. The severance and retirement for such certified employees shall be limited to the amounts contributed to the 401(a) by the Board and interest or appreciation, if any. Such employees shall be vested in the 401(a) Plan upon completion of ten years of service and upon reaching 55 years of age.

B. The 401(a) Plan vendor shall:

1. Conduct compliance testing to ensure no over-funding for any teacher;
2. Fully administer the plan;
3. Provide annual enrollment and consultation services;
4. Provide statements to teachers annually;
5. Prohibit loans or early withdrawals that are not IRS compliant; and
6. Hold the School Corporation harmless from any penalties associated with plan noncompliance.

The 401(a) Plan shall be valued effective the last contracted day of employment for the retiring employee.

C. In addition, for those certified employees for whom payments are yet scheduled to be made under Appendix B, such payments shall be made into a non-elective post-retirement 401(a) created at retirement in the name of the retiring employee. Such payments by the Board shall be made in three (3) equal annual payments after the initial $2,000 payment for the first year at retirement.

D. The maximum contribution that will be made to the 401(a) Plan by the Board will be 1% of the regular teacher contract amount. All eligible employees shall be vested in the 401(a) Plan upon the completion of ten years of service with Southern Wells Community Schools and are 55 years of age.

ARTICLE VI

INSURANCE. Teachers shall be entitled to the following insurance benefits:

A. Hospitalization and Major Medical

1. The Board agrees to make available for the teachers, group hospitalization, surgical, medical and a major medical insurance program.

2. The board agrees to pay the following amounts toward the various plans:

$14,070 for Family Network Plan
$13,932 for High Deductible Plan 1
$13,902 for High Deductible Plan 2
$6,666 for Single Network Plan
$6,624 for Single High Deductible Plan 1
$6,594 for Single High Deductible Plan 2

Teachers who are employed at Southern Wells for the entire school year contract and sign their next contract and continue their employment through October 1 of the following year, and do not choose to participate in the health insurance program will receive an additional thirteen hundred dollars ($1,300) in their first October check. Teachers who retire will be eligible for the $1,300 if they complete the full contracted year of employment.

B. Life Insurance. The Board shall pay all but $1 of the premium for $50,000 of the board-approved life insurance for each teacher subject to a reduction schedule for staff above the age of 70. Retired teachers are eligible to purchase life insurance to remain at this level of coverage.

C. **Worker's Compensation.** Under the Act, compulsory in Indiana, a specified schedule of benefits is paid to a worker who is injured, provided three conditions are met:

1. The worker must be an employee.

2. There must be an injury caused by an accident.

3. The injury must have arisen out of the course of the employment of the worker. On-the-job accidents, injuries, and illnesses, regardless of how minor, must be reported to the school nurse or Corporation secretary immediately. Failure to do so may disqualify an employee from receiving worker's compensation benefits.

D. **Disability Insurance.** The Board shall provide long-term disability insurance (120 day elimination period) for the teachers and shall pay all but $1 of the premium.

E. **SEBT Representation**. The Association shall name a representative to the School Employee Benefit Trust Health Plan. This representative shall be subject to Board approval.

F. **Section 125.** The benefits provided to teachers by Section 125 of the Revenue Act of 1978 shall be made available to any teacher so requesting. An amount not to exceed 30% of salary may be set aside by the teacher for the section of benefits, under Section 125 of the Internal Revenue Code, which are non-taxable benefits of major medical, long term disability, short term disability, life, non-reimbursed medical, and dependent care. The Board shall pay the fees associated with the implementation and maintenance of the Trust Account. The Association shall have input into the provider of Section 125 services. The final decision on the provider will be made by the Board.

ARTICLE VII SALARY AND WAGE PROVISIONS

A. Teachers with prior administrative approval may receive a driving allowance for use of their car for school related duties. It is recommended that school employees use the corporation vehicles for school related duties, if available.

B. To promote professional growth, teachers will be reimbursed during the first payroll period of the ensuing school year up to Ninety dollars ($90.00) per semester hour ($300 per credit hour for credits in graduate level areas of English/language arts, mathematics, science, world language, or other content area of high school courses taught leading to 18 hours of graduate credit in content area) if the following criteria are met:

1. Hours must be taken in courses which benefit the teacher and the school. An approval for the course must be obtained from a committee consisting of the superintendent, and an association Representative from both the elementary school and the high school prior to July 1 for reimbursement during the subsequent contract year.

2. Verification of completion of the course and copies of invoices must be provided in January or June to qualify for reimbursement.

3. Semester hours and quarter hours are not considered equal in value. The following conversion formula shall be used: Semester hours = 2/3 x Quarter hours

4. To receive payment for credit hours taken, the course must have been completed between August 21 of the preceding year and August 20 of the current year with a grade of C or above.

5. Full reimbursement for classes will be made in the first pay period of the subsequent contract year.

6. If an employee leaves the school corporation, the employee agrees to reimburse the school corporation according to the following schedule for the tuition that was provided: 100% reimbursement to Southern Wells Community Schools if resigning within 2 years of completion. 50% reimbursement to Southern Wells Community Schools if resigning within 4 years of completion. Upon completion of the 5th year of

employment after certification has been earned, all requirements will be considered satisfied. The Superintendent of Schools will make the determination on qualifying tuition reimbursement after taking into account the committee's recommendation and the level at which the course(s) qualify for reimbursement based upon the current contract language.

C. **Salary Payment**. Teachers will receive their pay in twenty-six (26) equal installments throughout the contract year. At no time, however, may payment exceed actual earnings to date.

D. **Daily and Hourly Rate Computation**. Daily rate is computed by dividing the base salary for the given teacher by 183. The hourly rate is equal to dividing the daily rate for the given teacher by six (6).

ARTICLE VIII GRIEVANCE PROCEDURE

A. Definitions.

1. A "grievance" is an alleged violation of a specific article or section of the collective bargaining agreement between the Southern Wells Community Schools and the Independent Southern Wells Association of Teachers ("Contract").

2. The term "day" when used in this Article shall mean teacher days during the school year. During the summer recess, the term shall mean weekdays (Monday through Friday).

3. "Contract" when used in this Article shall mean the negotiated collective bargaining agreement in effect between the Southern Wells Community Schools and the Independent Southern Wells Association of Teachers.

B. Grievant and Representation.

An individual teacher, or group of teachers, may present a grievance, provided a grievance filed by a group of teachers identifies at least one teacher as the grievant, and may do so through the exclusive representative. If the grievance is filed through the exclusive representative, the exclusive representative may be given an opportunity to be present at all stages of the grievance machinery. The adjustment of all grievances shall not be inconsistent with the terms of this Contract.

C. Procedure; Informal Discussion.

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

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

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

Step I.

In the event the grievance is not resolved through informal communication with the building principal, the grievant may file a formal grievance in writing with the building principal (Appendix D).

1. The grievance form shall be filed in quadruplicate with one (1) copy each for the Association President, the Grievant, the Building Principal, and the School Superintendent.

2. The grievance shall (1) name the teacher(s) involved, (2) state the facts giving rise to the grievance, (3) identify the specific Contract provision alleged to have been violated, (4) state the contention of the grievant with respect to the grievance, (5) give the date of the alleged violation, (6) indicate the specific relief requested, and (7) be signed by the aggrieved teacher(s).

3. The formal grievance shall be filed as soon as possible, but any grievance not presented in writing in Step I within fifteen (15) days of the time the grievant knew, or reasonably should have known, of the alleged violation of the CBA shall be deemed waived and shall not be processed.

4. The building principal may request a meeting with the grievant, and the Association representative may accompany the grievant. If the principal requests a meeting, the meeting will be held within five (5) days of the date the principal makes the request. Within five (5) days after holding a meeting with the grievant, the building principal shall communicate his/her answer in writing to the grievant and the Association representative and said answer shall be attached to the grievance. If the building principal does not request a meeting, the building principal will provide a written response to the grievance within ten (10) days of the date he or she receives the grievance.

Step II.

1. If the grievance is not resolved in Step I, the teacher may, within ten (10) days of receipt of the building principal's written answer, appeal to the Superintendent, or his designee, by filing the grievance and the principal's answer, along with a written response of the teacher, with the Office of the Superintendent. Any response received by the grievant shall be attached to the grievance.

2. The Superintendent will meet with the grievant within ten (10) days of receiving the grievance. An Association representative may accompany the grievant to such a meeting.

3. The Superintendent shall give the teacher an answer in writing no later than fifteen (15) days after the date of the meeting. The Superintendent's decision shall be final. Appeal may occur with the School Board.

D. Other Provisions Relating to the Grievance Procedure.

1. No reprisal of any kind shall be taken by or against any participant in the grievance procedure by reason of such participation.
2. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel file of the participant(s) and are not a valid basis for evaluation.
3. Time limits herein may be extended only by mutual agreement, signed by the parties.
4. Time limits herein apply to teachers on leave of absence, other than sick leave, as if such teachers were present and working.
5. Any grievance not advanced by the grievant from one step to the next within the time limits shall be deemed resolved by the answer at the previous step.
6. Any grievance which arose prior to the effective date of this agreement or after the termination date of this agreement shall not be processed.

Appendix A		
	Extra-Curricular Schedule 2026-2027	
Position*	**Description**	**Per Position**
1	Baseball-Varsity	$3,500
1	Baseball-Assistant	$2,000
1	Baseball-JV	$2,000
2	Basketball-Varsity	$8,000
1	Basketball-Varsity Assistant (boys BB)	$3,500
1	Basketball-Junior Varsity (boys BB)	$2,800
1	Basketball-Assistant (girls BB)	$3,500
1	Basketball-JV/9th Grade (girls BB)	$2,800
2	Basketball-8th Grade	$1,800
2	Basketball-7th Grade	$1,800
2	Basketball-6th Grade	$1,800
2	Basketball-Elementary	$700
1	Cross Country-Varsity	$3,500
1	Cross Country-Varsity Assistant	$2,000
1	Cross Country-Jr High	$1,600
1	Cross Country-Jr High Assistant	$1,000
1	Football-Varsity	$8,000
5	Football-Assistant	$3,000
3	Football-Jr. High	$2,000
1	Weight Lifting Coordinator	$3,000
2	Golf-Varsity	$3,500
1	Golf-Jr High	$700
2	Soccer - Varsity	$3,500
2	Soccer - Assistant	$2,000
1	Softball-Varsity	$3,500
1	Softball-Assistant	$2,000
1	Softball-JV	$2,000
1	Track-Varsity	$3,500
3	Track-Assistant	$1,750
1	Track-Jr High Head	$1,600
2	Track - JH Assistant	$800
1	Volleyball-Varsity	$3,500
1	Volleyball-Assistant	$2,000
1	Volleyball-JV	$2,000
2	Volleyball-Jr High	$1,600
1	Volleyball-6th Grade	$1,600
1	Wrestling-Varsity	$3,500

1	Wrestling-Assistant	$2,000
1	Wrestling-Jr. High	$1,600
1	Wrestling-JH Assistant	$800
1	Elementary Art Exhibit	$300
1	Secondary Art Exhibit	$360
1	Cheerleaders - Varsity	$3,500
1	Cheerleaders - Junior Varsity	$2,000
1	Cheerleaders - Jr High	$1,200
2	Choral Music *For preparation of evening events outside of contracted day	$30 per hour
1	Sound Events Manager	$500
1	Band Events	$3,000
3	Athletic Events Supervisor	$2,000
1	Archery Club Sponsor	$1,000
1	Archery Club Assistant	$750
1	Archery Club Assistant	$400
4	Dyslexia certification	$300
2	ESL certification positions	$300
1	Elementary Choir	$855
1	Concessions	$4,500
1	FFA	$3,500
1	FFA Assistant	$1,500
1	Livestock Judging	$1,500
1	Junior High FCCLA	$1,200
1	Senior High FCCLA	$2,300
1	BPA (Business Professionals of America) Sponsor	$2,300
1	Skills USA Sponsor	$2,300
1	National Honor Society	$600
1	Language Club	$300
1	Biology Club	$300
1	Yearbook	$1,000
1	Sunshine Lead	$500
1	Sunshine Assistant	$300
1	Junior Sponsor (Homecoming/Class Mtg./Prom)	$1,400
1	Senior Sponsor (Homecoming)	$85
2	Senior Class Sponsor (Senior Trip)	$650
2	Senior Class Sponsor (Graduation)	$400
1	Sophomore Class Sponsor	$85
1	Freshman Class Sponsor	$85
1	Eighth Grade Sponsor	$85
1	Seventh Grade Sponsor	$85
1	Senior High Student Council	$800
1	Junior High Student Council	$400

3	Liaison for a SWCS teacher - Assist new teachers to the district that have 3 or more years of experience. No more than a 1 to 3 ratio.	$200
3	Certified mentor for a SWCS teacher - Serve as a mentor for teachers that have 0-2 years of experience. This will be a 1 to 1 ratio.	$500
10	Dual credit or AP course teacher: $750 for initial course per semester PLUS $250 for each additional section of that course per semester *Proctoring teachers do not receive a stipend	$750 or more
2	Raider Promotion Coordinator	$600
2	Robotics/STEM Club	$750
1	Art Club (grades 4-6)	$300
1	Spotlight Society	$2,000
	Supplemental Projects and Programs	
	Drivers Education	0-5 years exp. $30/hour; 5+ years exp. $35/hour
	Grant Project	$20/hour
	Tutorial	$30/hour
	Administration Driven Staff Development	$30/hour
	**Any teacher who receive a master's degree in education (elementary teacher: math, reading, or literacy; secondary teacher: content area related to the subject matter of a dual credit, advanced placement, Cambridge International, STEM, or special education course taught by the teacher) by August 1 will receive the supplemental pay for the current school year.	$4,000
*Number of positions is not bargained, only included for information purposes. ** FOR INFORMATIONAL PURPOSES ONLY. SUPPLEMENTAL PAY ADDED TO BASE SALARY.		

APPENDIX B

RETIREMENT BENEFIT, PRE August 20, 2001 HIRE

A. Upon retirement as an Indiana public elementary or secondary school teacher, a teacher may qualify for severance pay of $570 for teachers with a bachelor's and $610 for teachers with a master's times the number of years teaching experience (at Southern Wells) for which they qualify. In order to qualify for the above rate of severance pay, a teacher must have a minimum of ten (10) years of experience in the Southern Wells Community School System. A retiring teacher must be at least 55 years of age to be eligible for severance pay. In the event that earlier retirement is necessitated because of physical or mental disability, the Board will decide each case on its own merits.

B. In addition, at retirement, accumulated sick leave days will be paid to the retiree at the rate of $85 per day. Sick days earned in excess of the one hundred twenty (120) day limit will be accumulated for severance purposes only. Sick days in excess of the 120-day limit cannot be used for sick leave, but shall be combined with accumulated sick days at the time of retirement to compute severance pay.

C. The Board agrees in the case of the teacher's death, the teacher's designated beneficiary, or the teacher's estate if there is no designated beneficiary, will be paid severance pay at the above levels.

D. Severance payments shall begin in June and shall be made in June every year thereafter until the total amount of severance pay has been paid. The initial payment shall be the maximum allowed by the State to be used to determine the benefits under the teacher retirement fund. When a teacher elects to retire, the severance payments will consist of the initial payment of $2,000 and three (3) subsequent equal annual payments.

E. For a retiring teacher to receive the initial severance payment in June following his/her retirement, the teacher must notify the Superintendent of his/her intention to retire on or before March 1st of the year of retirement. The March 1 deadline for notification may be waived at the discretion of the Board in the event that retirement is necessitated due to emergency circumstances, such as a disabling physical, mental or economic condition.

F. The Board agrees to continue the Corporation's portion of the retiring teacher's monthly life and health insurance premiums for a period of not more than five (5) years from the date of the teacher's retirement or until the retiring teacher reaches age sixty-five (65) or would have reached age sixty-five (65). (The vision paid by the school corporation would end when a teacher retires.) In the event of the teacher's death during the previously defined period of eligibility, this benefit shall be continued for the remainder of the period of eligibility, as long as the designated beneficiary is under age sixty-five (65) and continues to meet insurance program requirements.

The annual amount paid by the corporation toward health insurance for retirees shall be the same as the amount paid by the board towards various plans at the time of retirement.

The annual amount paid toward life insurance shall not exceed $893.

Following the five-year period after retirement, the teacher may continue in the group health plan at their own expense until age sixty-five (65) and if the teacher continues to meet insurance program requirements. The amount of the Corporation's monthly contribution to the life and health insurance premiums shall be fixed at the dollar amount last paid by the Corporation prior to the teacher's retirement. It should be noted that in the case of life insurance premiums, the teacher shall pay one dollar ($1.00) in the month preceding the beginning of each new year. For the retiring teacher, this benefit is taxable under the present Internal Revenue Code.

In the event that the Corporation's contribution would equal or exceed the total amount of the monthly premium, the amount of the monthly premium is to be paid by the corporation, except at the beginning of the plan year. The exception defined here would require the teacher to contribute one dollar ($1.00) in the month preceding the effective date of the new plan year.

The retiring teacher under this benefit would be required to make payment of any difference between the monthly premium amount and the corporation's share of the premium. The teacher shall be responsible for making sure that the said payments are delivered to the Treasurer on or before the due dates specified by the Treasurer.

G. Any teacher who passed away while in active service and who was eligible to retire shall have their severance paid to their designated beneficiary.

H. Part-time teachers shall receive proportionate benefits based upon their full-time equivalency.

I. The Board shall establish and maintain a qualified 401(a) Annuity Plan (hereinafter referred to as the "401(a) Plan") for all certified employees covered under this collective bargaining agreement. The 401(a) Plan contributions will commence with the 2002-2003 contract year and continue each contract year thereafter. The maximum contribution that will be made to the 401(a) Plan by the Board will be 1% of Salary. All eligible employees shall be vested in the 401(a) Plan upon the completion of ten years of service with Southern Wells Community Schools and are 55 years of age.

The 401(a) Plan replaces the current Retirement and Severance Pay Plan. The Retirement and Severance Plan so described above in paragraph A through H will remain in effect until such time as a certified employee receives a greater return from the value of the new 401(a) Plan than he or she would receive under the Retirement and Severance Pay Plan, except for employees described in the following paragraph. The value of the Board contributions and the appreciation, or the amount of the board's total contributions, whichever is more, of the 401(a) Plan will be counted as an offset to the amount that the certified employee would have received had he or she retired under the current Retirement and Severance Pay Plan, specified in sections A through H.

APPENDIX C - COMPENSATION PLAN

SALARY SCHEDULE FOR CLASSROOM TEACHERS

1. **Salary Range:** The salary range, prior to any increases provided pursuant to this agreement, is $45,000-$82,750, not including current year increases or TRF contributions. The salary range for 2026-2027, after increases are implemented, is $45,000-$84,924.

2. **General Eligibility:**
    a. Any teacher who received an evaluation rating of Ineffective or Improvement Necessary in the prior school year is not eligible for any salary increase and remains at the prior year salary.
    b. In order to be eligible for a raise, a teacher must complete a year of experience as defined below.

3. **Factors Defined:**

    a. **Evaluation:** The teacher received a rating of Effective or Highly Effective from the previous school year at Southern Wells.
    b. **Experience:** The teacher must complete a year of experience which is defined as being employed by the school corporation for at least 120 days in the prior school year.
    c. **Academic Needs:** Southern Wells Community Schools need to attract and retain highly qualified and effective teachers.

4. **Salary Increases: All eligible teachers will receive a maximum base salary increase of $2,174 based on the following factors.**
    a. For the 2026-27 school year, all eligible teachers will receive salary increases of $1,600 for academic need as defined above.
    b. For the 2026-27 school year, all eligible teachers will receive salary increases of $400 for evaluation and $174 for experience as defined above. VGN BG

5. The board reserves the right to award incentive or performance pay to individuals or groups of teachers as stipends. This award consideration may include: recognition of the earning of Highly Effective or Effective on the evaluation tool. Other examples or types of work that could be considered for monetary awards alone will be discussed.

6. Teachers who have an Early Literacy Endorsement on their teaching license will receive a one-time salary increase of $100. To receive this increase for the 2026-2027 school year, teachers must provide proof of the endorsement no later than October 31, 2026.

7. All increases for this school year will be made effective from the start of the 2026-2027 school year.
8. The superintendent reserves the right to place teachers at an appropriate effectiveness step comparable to veteran teachers with comparable education and experience within the current year salary range after consulting with the Association President.

9. The Board will pay the teachers' 3% contribution to TRF.

APPENDIX D

GRIEVANCE FORM

This form may be used in conjunction with Article VIII of the master contract. Within this article can be found the definition of a grievance, the steps associated with filing a grievance, and the time frames associated with responding to the grievance.

Citation of the Article and Section of the contract that is being grieved:

Statement of the violation or misapplication of the terms of the contract cited above. Please be specific as to when, where, who, and what was involved in the misapplication or violation:

Specific resolution requested relative to the grievance:

Signature of Grievant: _____
Name Printed of Grievant: _____
Date Filed: _____, 20 ____

Resolution
Step when resolved: ____

Signature of Grievant: _____ Date: _____
Signature of Administration: _____ Date: _____

Appendix E

Term of Agreement and Ratification

This Agreement shall be effective from ***July 1, 2026 through June 30, 2027***

This negotiated Agreement was ratified by the Independent Southern Wells Teachers Association *on* ***November 3, 2026*** *and was ratified by the Board on* ***November 10, 2026****.*

The undersigned attest that a public hearing was held in compliance with IC 20-29-6-1(b) on ***September 15, 2026*** *and that electronic participation was permitted.*

The undersigned further attest that a public meeting in compliance with IC 20- 29-6-19 was held on ***November 3, 2026*** *to discuss the tentative agreement and that electronic participation was permitted.*

Independent Southern Wells Teachers Association (legally known as I.S.W.A.T.)

Kari Heim
I.S.W.A.T. President

Taylor Roush
I.S.W.A.T. Secretary

11/10/2026
Date

Southern Wells Board of School Trustees

Board President

Deborah Schneider
Board Secretary

11/10/2026
Date