CONTRACTUAL AGREEMENT BETWEEN

CLOVERDALE COMMUNITY SCHOOL CORPORATION

BOARD OF SCHOOL TRUSTEES

THE CLOVERDALE EDUCATION ASSOCIATION

2026-2027

ACADEMIC YEAR

RECOGNITION AND DEFINITIONS
TERMS OF THE AGREEMENT

The term of this agreement shall begin on July 1, 2026 and shall continue until June 30, 2027 for all sections.

This agreement is made and entered into at Cloverdale, by and between the Cloverdale Community School Corporation Board of School Trustees, heretofore referred to as the "School Board" and the Cloverdale Education Association, heretofore referred to as the "Association".

The term "teacher" when used in this contract shall refer to all certificated personnel employed by the Board except as follows: Superintendent, Principals, Assistant Principals, Director of Guidance, Director of Student Services, Behavior Coaches/Interventionists, Technology Integrators-Behavior Interventionists, Administrative Assistants, Athletic Directors, Instructional Coaches, Curriculum Coordinators-Interventionists, and Certified Employees appointed by the school employer to an "acting" capacity in any of the above excluded positions, for the duration of such "acting" appointment.

Should any article, section, or clause of this agreement be declared illegal by a court of competent jurisdiction, said article, section, or clause, as the case may be, shall be automatically deleted from this agreement to the extent that it violates the law, but the remaining articles, sections and clauses shall remain in effect for the duration of the agreement, if not affected by the deleted article, section, or clause.

The undersigned also attest to the following:

a. A public hearing (Pre-formal Bargaining Hearing) was held in compliance with Indiana law on September 9, 2026. Electronic participation was not available.

b. A public meeting in compliance with Indiana law was held on November 2, 2026 to discuss the tentative agreement and electronic participation was not available.

c. A public meeting in compliance with Indiana law was held on the date below by the Board for ratification of the tentative agreement. Electronic participation was not available.

The Board representatives and Association representatives attest to paragraph (a) above and the Board representatives attest to paragraphs (b) and (c) above.

This agreement is to be attested to by the parties whose signatures appear below:

[SIGNATURES ON FOLLOWING PAGE]

Board of Trustees of Cloverdale Comm Schools:

Board President

Board Secretary

Superintendent

Ratification: 11/9/26

Cloverdale Education Association:

Association Co-President

Association Co-President

Ratification Date: 10/19/26

II. COMPENSATION AND EXPENSES

1. Salaries (2026-2027)

A. The 2026-2027 salary schedule is set forth in Appendix A-1. For 2026-2027, base salary increases will not be granted due to the fiscal condition of the School Corporation. The extra-curricular activity base pay for the length of this contract is set forth in Appendix B.

B. The range of salaries for 2026-2027 is set forth in Appendix A-2.

C. Cloverdale Compensation Model – The Cloverdale compensation model is set forth in Appendix A-2.

D. Pay Options. Returning teachers will be paid in twenty-six (26) equal installments in accordance with the schedule contained in Appendix C. New hire teachers in the 2026-2027 school year will be paid in twenty-seven (27) equal installments.

E. If an assistant coach is not found by ten (10) coaching days into the sports season, then the head coach shall receive the stipend for the assistant coaching position as well as the head coaching position.

F. The Board agrees to pay the teachers share of the ISTRF contribution. The Board agrees to pay whatever is stated in state statute.

G. Ancillary Duty Pay: Teachers doing approved or directed school related work outside the normal workday may be compensated at their regular hourly rate. Knoy compensation (voluntary) will be at $25 per hour. The voluntary nature of this assignment is for informational purposes only and was not bargained.

H. A teacher who is required to forfeit his/her preparation period 6 times in a school year to cover another teacher's class will receive one additional personal leave day. A teacher who is required to forfeit his/her preparation period 12 times in a school year to cover another teacher's class will receive two additional personal leave days. The individual preparation period being forfeited must be at least 45 minutes in length to count for purposes of this benefit. (The reference to minutes in this paragraph is for informational purposes and was not bargained.) Any personal leave days earned under this provision that are unused at the end of the school year in which they are earned will be forfeited by the teacher.

III. FRINGE BENEFITS

1. SICK LEAVE

Each teacher because of illness or quarantine shall be entitled to eleven (11) days the first year employed in the corporation and ten (10) days annually thereafter.

Sick leave days shall be granted in half day increments if requested.

Teachers may use sick days in partial increments in order to supplement partial paid day leaves under pandemic relief laws so that the combination of the partial paid day through pandemic relief and partial sick days equal a full day of pay for pandemic relief qualified leaves.

Teachers who have accumulated sick leave with a previous public school employer may transfer up to 5 sick leave days each year from their previous public school employer to their CCSC sick leave accumulation.

2. PREGNANCY LEAVE (BY STATUTE)

A. A teacher who is pregnant may continue in active employment as late into pregnancy as she wishes, if she can fulfill the requirements of her position.

Temporary disability caused by pregnancy shall be governed by the following:

I. Any teacher who is pregnant shall be granted leave of absence any time between the commencement of her pregnancy and one (I) year following the birth of the child, if she notifies the Superintendent at least thirty (30) days before the date on which she wishes to start her leave. She shall notify the Superintendent of the expected length of this leave, including with this notice either a physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn, whichever is applicable. However, in the case of a medical emergency caused by pregnancy, the teacher shall be granted a leave, as otherwise provided in this section, immediately on her request and the certification of the emergency from an attending physician.

2. All or part of a leave taken by a teacher because of a temporary disability caused by pregnancy may be charged to her available sick days. However, the teacher is not entitled to take accumulated sick leave days when the teacher's physician certifies that the teacher is capable of performing the teacher's regular teaching duties. The teacher is entitled to complete the remaining leave without pay. However, the teacher may receive compensation for the pregnancy leave pursuant to a collective bargaining agreement or, if the teacher is not represented by an exclusive representative, by board policy.

Following the birth of a child, and upon submission of proper documentation, a teacher shall be entitled to eight (8) paid maternity leave days. These paid days may be used for the care of the teacher and/or the baby. The eight (8) paid maternity

leave days shall not be deducted from the teacher's accumulated sick leave or used as family illness days. These paid days are provided in addition to accumulated sick leave and shall be coded as maternity leave. The internal coding of maternity leave is the policy of the School Corporation, is for informational purposes and was not bargained.

3. A teacher resigning for pregnancy reasons may request a letter from the School Board stating that she will be considered for re-employment if a vacancy exists in her area of certification. Re-employment shall be based upon current administrative evaluations and recommendation.

3. ADOPTIVE LEAVE

Adoptive leave shall be granted for up to a period of one (l) school year. Upon initial application of the adoption, the teacher shall notify the Superintendent of his/her intent in writing to take adoptive leave, setting out the beginning and ending dates when possible. The period of leave shall commence when the child is physically turned over to the parent-teacher. Following the adoption, and upon submission of proper documentation, a teacher shall be entitled to five (5) paid adoptive leave days. The five (5) paid adoptive leave days shall not be deducted from the teacher's accumulated sick leave or used as family illness days. These days are provided in addition to accumulated sick leave and shall be coded as maternity/ paternity leave. The internal coding of adoptive leave is the policy of the School Corporation, is for informational purposes and was not bargained.

4. PERSONAL LEAVE

A. Each teacher shall be entitled to at least three (3) days of personal leave each year without loss of pay. Unused personal leave days will be transferred to sick leave days at the end of the school year.

B. Two (2) unused personal leave days may be transferred annually to accumulate as additional personal leave days, thus entitling each teacher to a maximum of five (5) personal leave days.

C. Personal leave days shall be granted in half day segments upon request.

D Effective June 30, 2026, if a teacher intends to use personal days on the day before or after any scheduled school holiday or break, then the teacher will be charged with two days for each day used. If a teacher has an extraordinary situation, then the teacher may request to be granted an exception to this provision, which request would have to be approved by both the Principal and the Superintendent. In the event a teacher is ill on a day before or after any scheduled school holiday or break, then the teacher must provide a doctor's note in order to use a sick leave day on such day. The medical verification (doctor's note)

required herein to use a sick leave day cannot be obtained through an online doctor/health care provider unless the online doctor/health care provider is covered by the employee's insurance company (which includes the employee's spouse's insurance company if the employee is on their spouse's plan).

5. EMERGENCY LEAVE

A. In the case of death in the immediate family of the teacher, the teacher is entitled to be absent without loss of compensation for up to five school days. The teacher may take these days as needed within 60 school days. "Immediate family" is interpreted as including spouse, parent, child, stepchild, sibling, step-sibling and parent-in-law, grandparent, grandchild, daughter-in-law, son-in-law, or any other person who at the time of death was living as a member of the household of the teacher or for whom the teacher is the primary care giver or legal guardian.

B. In the case of death of uncle, aunt, first cousin, niece, nephew, brother-in-law, sister-in-law, grandparent-in law, not living in the household of the teacher, the teacher is entitled to be absent two (2) days without loss of compensation.

C. Teachers asked to serve as pallbearers or honorary pallbearers will be excused without loss of compensation for such duty.

D. A teacher shall be entitled to five (5) days of leave per year in case of illness of spouse, parent, child, parent-in-law, or any other person living within the household of the teacher. These days are to be used for actual illness and not routine and prearranged medical or dental appointments. Recurring appointments or referrals for continuing medical problems may be included. Ten days of accumulated sick leave may also be used for family illness.

E. The emergency leave days in A, B, C, and D are non-cumulative.

F. If a teacher is called from a classroom due to an emergency because of accident, or serious illness of a family member, the corporation will arrange a substitute for one-half day.

6. EMPLOYMENT INJURY LEAVE

Time needed for a teacher to recuperate from any personal injury arising out of an injury suffered during the course of his/her employment shall result in no loss of salary or sick leave days for the remainder of the current teacher's employment contract year, or until the teacher becomes eligible for long term disability benefits, whichever comes first. If the injury is covered under workman's compensation, the teacher will receive his/her current salary minus the workman's compensation amount.

The board reserves the right to require the teacher to submit to a physical examination by a physician chosen by the board, and to receive a complete verified report of such an examination.

If the injury is the result of an assault and battery (physical attack), necessary leave days shall not be charged against the teacher's accumulated sick leave.

7. HEALTH LEAVE

In those instances where a teacher's health warrants it, a health leave shall be available to all teachers who have five (5) years of service with the corporation. Prior to the granting of this leave, the teacher must have on file in the corporation administrative office a written statement from a practicing physician that the leave is necessary for health reasons. This statement must be in the administrative office by July 1 and be for the following year. The maximum length of leave is for one year and is available one time only. Additional leave above one year would be at the discretion of the Board.

8. JURY DUTY LEAVE

When teachers are called to jury service or are subpoenaed as witnesses in court, they shall receive the difference between their salary and the amount they receive for their service in court less actual expense for parking.

9. COURT LEAVE

Court leave with pay shall be granted to teachers for the time necessary to make appearance(s) in court resulting from a civil suit against the teacher relating to the teacher's employment with Cloverdale Community Schools.

10. PROFESSIONAL LEAVE

Teachers may be granted, with the approval of the School Board, leave with pay for the purpose of visiting other schools or attending meetings or conferences of an educational nature.

11. RETIREMENT BUY-OUT - SEVERANCE

A. This Section applies only to teachers who were employed for the 2004/2005 school year at Cloverdale Community School Corporation.

B. An eligible teacher must meet the following requirements to be eligible for a benefit under this Section:
Retire from Cloverdale Community School Corporation (i) after attaining age 60 plus completing 15 years of teaching at Cloverdale Community School Corporation, or (ii) after attaining age 55 and completing 30 years of teaching, plus completing 15 years of teaching at Cloverdale

Community School Corporation. The present value of this benefit will be determined based on the following:

C. The present value of this benefit will be determined based on the following:

1. Years of Service with Cloverdale Community School Corporation, plus a projection for years of service with Cloverdale Community School Corporation to assumed retirement age;
2. Assumed retirement age of 59
3. Assumed discount rate of 4½% for 2 years, 5½% for 2 years and 7% thereafter;
4. Use $50 per accumulated sick leave day as of June 30, 2005 over 70 days with a maximum of 192 days;
5. Use $100 per year of service with Cloverdale Community School Corporation as of June 30, 2005 and years projected to assumed retirement age;
6. Subtract the amount of contributions the School Corporation deposited under Section 13 in years through the 2004/2005 school year;
7. Calculate the present value using 7.65% reduction for FICA taxes.

D. Each eligible teacher's present value amount will be deposited into a 401(a) plan account for the teacher in 2005 from the SB 199 bond proceeds.

E. This account will be vested at the earlier of (i) attainment of age 60 and completion of 15 or more years of teaching, or (ii) attainment of age 55 and completion of 30 or more years of teaching. If an eligible teacher dies while in active service with Cloverdale Community School Corporation, their account will be vested and paid pursuant to the 401(a) plan.

F. Each school year thereafter, the School Corporation shall buyout any accumulated sick leave days over 70 at the rate of $55 per day. This amount shall be deposited into a 401(a) plan account for the teacher. This account shall be 100% vested at all times.

G. At retirement after having met the requirements in E, the teacher will be paid $65 per remaining accumulated sick leave day. This amount will be deposited into a 401(a) plan account for the teacher. This account shall be 100% vested at all times.

12. RETIREMENT BUY-OUT (SB 199 BUYOUT)

A. This Section applies only to teachers who are employed for the 2004/2005 school year who do not retire by the end of the 2009-2010 school year, but who retire having met the following requirements: Retirement from Cloverdale Community School Corporation (i) after attaining age 60 plus completing 15 years of teaching at Cloverdale Community School Corporation, or (ii) after attaining age 55 and

completing 30 years of teaching, plus completing 15 years of teaching at Cloverdale Community School Corporation.

1. At retirement, an eligible teacher is eligible for a deposit to an individual VEBA account in an amount equal to the lesser of (i) the annual School Corporation cost of single medical coverage at the time of that teacher's retirement under the PPO 750 plan option or (ii) $5,000, times a factor equal to the number of years (to nearest month) between the eligible teacher's actual age at retirement and Medicare eligibility as prescribed by 42 USC 1395, et. seq., and as in effect on June 30, 2005. The teacher must have been on a family or single medical coverage plan with Cloverdale Community School Corporation at the time of that teacher's retirement to be eligible for this benefit.
2. The VEBA account balance will then be available for any qualified medical expenses, as determined under the Internal Revenue Code.

B. The School Corporation shall fund a pooled VEBA account, which shall be used to fund the individual VEBA accounts at retirement under this Section.

13. SUPPLEMENTAL CONTRIBUTIONS

A. Each employee shall have the option of investing the tax-deferred annuities to the maximum allowable under federal law in a 403(b) vehicle, of which up to seven hundred fifty dollars ($750) of the employee's salary shall be matched by the employer on a dollar for dollar basis. The employer matching contribution will be made to a 401(a) plan account. Teachers at the top of each salary schedule (BS or MS) shall have eight hundred dollars ($800) contributed to the teacher's 401(a) plan. The employer shall deposit matching funds during the month of June for each employee into an account for the employee.

B. 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.

C. All contributions made by the employee and the employer on behalf of the employee are vested.

14. GROUP HOSPITAL AND MEDICAL INSURANCE

A. The Board of School Trustees shall continue to offer either a single or family plan. For 2026-2027 the amounts shall be as follows:

Plans (All Employees)	Number of Employees	Total Premium Cost	Annual Amount Paid by Corporation Per Employee	Annual Amount Paid by Employee	Total Annual Corporation Amount
Plan 6 Single (Teachers)	19	$ 11,376.00	$ 9,560.00	$ 1,816.00	$ 181,640.00
Plan 6 Family (Teachers)	23	$ 25,968.00	$ 20,763.00	$ 5,205.00	$ 477,549.00
Plan 7 Single (Teachers)	2	$ 9,852.00	$ 8,397.00	$ 1,455.00	$ 16,794.00
Plan 7 Family (Teachers)	2	$ 21,036.00	$ 16,842.00	$ 4,194.00	$ 33,684.00
Plan 8 PPO Single (Teachers)	5	$ 13,848.00	$ 10,412.00	$ 3,436.00	$ 52,060.00
Plan 8 PPO Family (Teachers)	3	$ 31,572.00	$ 22,160.00	$ 9,412.00	$ 66,480.00

The Association recognizes the need for compliance with HEA 1260 and agrees to not place the Corporation in a position above 108%. Therefore, the parties agree that should any of the contributions listed above create a violation of HEA 1260, the contributions will be adjusted through mutual agreement to assure compliance with the law at the level of 108%.

B. Any part-time teacher on a regular teaching contract wishing to participate in the health insurance plan sponsored by the Cloverdale Community Schools may do so, but the Cloverdale School Corporation will prorate the amount of its contribution for that teacher according to the percent of time that teacher is employed in the school corporation.

C. The School Board will not make any contribution toward the premium of health insurance carried by any teacher other than the group plan approved by the School Board.

D. When refunds are made by insurance companies on teacher group policies, such refunds shall be returned to the teachers who paid the premiums on a prorated basis.

15. GROUP TERM LIFE INSURANCE & SECTION 125 PLAN

A. A fifty thousand dollar ($50,000.00) group life insurance plan shall be available for each full time teacher employed by the Cloverdale Community School Corporation. Teachers desiring to participate shall contribute one dollar ($l.00) annually toward the annual premium and

the Board of School Trustees shall contribute the remainder of the annual premium.

B. An enrollment form shall be filed by each teacher wishing to participate in group term life insurance with the Superintendent of Schools by September 15th of each year. Employee must file within 30 days of first day of employment for health, life and LTD.

C. The school corporation will institute a Section 125 plan with a second generation. (Cancer coverage option - subject to availability).

D. Retired teachers shall have the option of maintaining the life insurance at their own expense until age seventy (70). The value of the policy shall be in accordance with the policies of the insurance carrier.

16. LONG TERM DISABILITY

The Board shall purchase an LTD program that includes a 66 2/3% benefit to age 65. The Board shall pay all but $1.00 of the cost.

17. SICK LEAVE BANK

The purpose of the Sick Leave Bank is to relieve its members of undue financial burdens due to illness, injury, or incapacitation sufficiently severe to make his/her presence in school inadvisable.

A. Membership in the Sick Leave Bank shall be open to all certificated school personnel in the Cloverdale Community School Corporation. Participation shall be on a voluntary basis.

B. To become a member, certificated school personnel shall contribute one (1) day to the Sick Leave Bank. A Sick Leave Bank contribution form shall be signed and filed in the superintendent's office. New members must file the form by October 1st.

C. The total number of sick leave bank days shall be set at 100 in the bank and 50 in escrow. Additional days may be added to the escrow by teachers joining the sick leave bank. In the event that days held in escrow are insufficient to return the bank to one hundred (100) days, members will donate another day.

D. Days not used and those held in escrow will be carried over to the next year.

E. Only members of the Sick Leave Bank may qualify for the use of the days in it.

F. A member shall not use more than sixty (60) days from the Sick Leave Bank in a contractual year with a lifetime cap of one hundred twenty (120) days. Members of the Sick Leave Bank may apply for no more than twenty (20) days at one time. If more days are needed once the

first twenty (20) days have been used, the member may apply for up to twenty (20) more. The Sick Leave Bank committee will reconvene to determine if additional days will be granted. Each time days are granted, the member must first go five (5) days without pay. This process can occur three times in one contractual year. Sick Leave Bank days shall not be used during the summer employment in the Cloverdale Community Schools.

G. A member shall not collect from the Sick Leave Bank while collecting under Workman's Compensation provision in Article III, paragraph 6 (Employment Injury Leave) of the Master Contract.

H. A member on maternity leave may use accumulated sick leave days as part of her leave if necessary. Once a member on maternity leave meets the criteria in paragraph 17-I below, she may apply for sick leave bank days to extend her leave to six weeks after the birth. The teacher will not be eligible for using sick leave bank days beyond six weeks after the birth of the child unless a doctor documents a medical complication after birth.

I. A member may apply for use of days in the Sick Leave Bank ONLY after the following terms are met: (1) his/her own sick leave and personal leave days have been used, and (2) five consecutive school days have passed and consequent loss of pay has occurred.

J. All applications for the use of days from the Sick Leave Bank must be submitted in triplicate on the Sick Leave Bank request form with one (1) copy to be returned to the applying member with the Governing Board's decision, one (1) copy to remain in the files of the Secretary of the Cloverdale Education Association, and one (1) copy for the files of the Superintendent of the Cloverdale Community School Corporation. In cases of serious illness, making it impossible for the requesting member to complete the request form, the next of kin may make the application.

K. A doctor's statement of the illness and an estimation of time needed before the member can return to work must accompany the application.

L. The Governing Board of the Sick Leave Bank shall consist of the Superintendent of the Cloverdale Community School Corporation, one School Board Member, and three members (one from each building) of the Sick Leave Bank to be appointed by the Executive Committee of the Cloverdale Education Association. The Governing Board of the Sick Leave Bank shall elect a Chairperson who shall be responsible for calling all meetings when notified of a request by the Superintendent's office.

M. The Sick Leave Bank Governing Board may grant, deny, or suspend grants of sick leave days from the Sick Leave Bank. Its judgment

and/or decision shall be final. Three members of the Sick Leave Bank Governing Board shall constitute a majority.

N. A copy of accumulated Sick Leave Bank days as established in this contract will be kept in the Superintendent's office and with the CEA President.

18. COMPENSATED RELEASE TIME – ANCILLARY DUTY COMPENSATION

A. Teachers serving on a textbook adoption committee/grade level shall have one half day release time for that purpose. This time shall be scheduled by the administration.

B. Teachers who must write IEP's shall have one-day release time for that purpose. This time shall be scheduled with the building administration and may be in one-half (1/2) day increments.

19. ASSOCIATION DAYS

A. The President of the CEA or CEA designee will be granted eight days per school year to conduct Association business as long as the day is verified and identified through the Superintendent's office.

20. PATERNITY LEAVE

A. When a child is born to the wife of a male teacher, he shall be granted five days paternity leave with pay. The five (5) paid paternity leave days shall not be deducted from the teacher's accumulated sick leave or used as family illness days. These paid days are provided in addition to accumulated sick leave and shall be coded as paternity leave. The internal coding of paternity leave is the policy of the School Corporation, is for informational purposes and was not bargained.

21. EARLY RETIREMENT INCENTIVE

A. If the School Board would decide to offer an early retirement incentive to teachers during the 2026-2027 school year, then the Superintendent will notify eligible teachers of the terms of the early retirement incentive by no later than the last school day before Spring Break begins in 2027. If an early retirement incentive would be offered by the School Board during the 2026-2027 school year and an eligible teacher would like to accept the incentive, then such eligible teacher must notify the Administration of his/her intention to accept the early retirement incentive by no later than May 3, 2027.

22. ATTENDANCE INCENTIVE

A. If a teacher uses zero (0) or one (1) day of sick/personal leave days per nine weeks, then the corporation shall provide the amount of two hundred dollars ($200) for that nine weeks to be deposited into the teacher's 401(a) account prior to the beginning of the following school year.

23. The Board agrees to pay the cost for current employees of any and all expanded criminal history checks and expanded child protection checks that are required by the School Corporation per I.C. 20-26-5-10. This provision shall only apply to current employees and is inapplicable to applicants for employment.

APPENDIX A-1
CLOVERDALE COMMUNITY SCHOOL CORPORATION
NEW HIRE SALARY PLACEMENT SCHEDULE
2026-2027

The parties have not bargained base salary increases for the contract term. For the 2026-2027 school year, this schedule will be used only for the salary placement of new hires.

Levels	Bachelors	B + Lit	Masters	M + Lit
0	$48,300	$48,800	$50,500	$51,000
1	$49,400	$49,900	$51,600	$52,100
2	$50,500	$51,000	$52,700	$53,200
3	$51,600	$52,100	$53,800	$54,300
4	$52,700	$53,200	$54,900	$55,400
5	$53,800	$54,300	$56,000	$56,500
6	$54,900	$55,400	$57,100	$57,600
7	$56,000	$56,500	$58,200	$58,700
8	$57,100	$57,600	$59,300	$59,800
9	$58,200	$58,700	$60,400	$60,900
10	$59,300	$59,800	$61,500	$62,000
11	$60,400	$60,900	$62,600	$63,100
12	$61,500	$62,000	$63,700	$64,200
13	$62,600	$63,100	$64,800	$65,300
14	$63,700	$64,200	$65,900	$66,400
15	$64,800	$65,300	$67,000	$67,500
16			$68,100	$68,600
17			$69,200	$69,700
18			$70,300	$70,800
19			$71,400	$71,900
20			$72,500	$73,000
21			$73,600	$74,100
22			$74,700	$75,200
23			$75,800	$76,300
24			$76,900	$77,400
25			$78,000	$78,500
26			$79,100	$79,600

APPENDIX A-2

COMPENSATION MODEL

No Base Salary Increases:

The parties have not bargained base salary increases due to the fiscal condition of the School Corporation.

One-Time Stipend:

Every teacher will receive a one-time $2,500 stipend.

Salary Range:

Base salary for 2026-2027 range from $48,300 to $79,100 (or $79,600 with literacy endorsement).

Literacy Endorsement Base Salary Differentiation for Returning Teachers

Each returning teacher who newly possesses an Early Literacy Endorsement on their license shall receive a one-time $500 added to their base salary. To receive the $500 literacy endorsement base salary differential for the 2026-2027 school year, teachers must provide proof of attainment of the endorsement by no later than August 1, 2026.

New Hire Salary Placement:

Beginning teachers without any experience will begin at the lowest base salary. Any teacher joining staff at CCSC with previous experience will be placed at a step that mirrors a current teacher at Cloverdale based on years with INPRS (TRF) as well as education. New teachers may qualify for a signing bonus in hard to fill positions up to a maximum of $1,500, which bonus will be paid as determined by the Superintendent.

Any new hire who possesses an Early Literacy Endorsement on their license shall receive a one-time $500 differentiation added to their base salary. To receive the $500 literacy endorsement base salary differential, the new hire must submit evidence of the literacy endorsement on their license upon being hired by the School Corporation.

APPENDIX B

EXTRA-CURRICULAR BASE
2026-2027

Any information in the ECA schedule beyond wages was not bargained and is included for informational purposes only.

POSITION	Rate
Assistant JV Baseball	**2,597.96**
Head Varsity Baseball	**4,232.73**
Assistant JV Baseball	**2,100.00**
Assistant JV Softball	**2,597.96**
Head Varsity Softball	**4,232.73**
Assistant JV Softball	**2,100.00**
Boys Varsity Basketball	**7,764.84**
Boys JV Basketball	**3,980.72**
Boys 9th Grade Basketball	**3,450.31**
Boys 8th Grade Basketball	**2,782.68**
Boys 7th Grade Basketball	**2,782.68**
Boys 6th Grade Basketball	**1,270.62**
Boys 5th Grade Basketball	**814.09**
Girls Varsity Basketball	**7,764.84**
Girls JV Basketball	**3,980.72**
Girls Asst. Varsity Basketball	**3,980.72**
Girls 8th Grade Basketball	**2,782.68**
Girls 7th Grade Basketball	**2,782.68**
Girls 6th Grade Basketball	**1,270.62**
Girls 5th Grade Basketball	**814.09**
Cross Country	**4,232.73**
HS Assistant	**2597.96**
MS Cross Country	**1,963.31**
MS Assistant	**1963.31**
Varsity Football	**7,931.09**
Asst. Varsity Football	**3,644.27**
Asst. Varsity Football	**3,644.27**
Asst. Varsity Football	**3,644.27**
9th Grade Football	**3,499.13**
7th Grade Football	**2,357.82**
8th Grade Football	**2,357.82**
7-8 Assistant Football	**2,095.25**
Boys Golf	**4,232.73**
Girls Golf	**4,232.73**

Boys Track	**4,232.73**
Boys Asst Track (2)	**2,597.96**
Girls Track	**4,232.73**
Girls Asst Track	**2,597.96**
7-8 Boys Track	**2,024.00**
7-8 MS Track	**2,024.00**
7-8 Girls Track	**2,024.00**
Head Volleyball	**4,232.73**
Asst.JV Volleyball	**2,597.96**
Asst. JV Volleyball	**2,597.96**
8th Grade Volleyball	**2,173.10**
7th Grade Volleyball	**2,173.10**
Varsity Wrestling (Boys)	**4,562.59**
Varsity Wrestling (Girls)	**4,562.59**
Asst. JV Wrestling (2)	**2,543.86**
7-8 Wrestling	**2,024.00**
Asst. 7-8 Wrestling	**2,024.00**
Varsity Cheer (Fall)	**2,100.00**
Varsity Cheer (Winter)	**2,100.00**
7-8 Grade Cheerleaders	**1,392.00**
Weight Room (4) $6300.28	**3,150.14**
	3,150.14
HS Student Council	**2,237.75**
HS Student Council	**1,406.52**
MS Student Council	**543.61**
Elem. Student Council	**196.59**
Marching Band/HS Band/MS Band	**12,000**
HS Choir	**1,339.22**
MS Choir	**934.15**
Color Guard	**2,023.20**

~~Payable June 7th unless marked for all below~~

Ambassadors	**407.70**
CES Adademic Coach	**395.83**
CES Adademic Coach	**395.83**
CES Destination Imagination	**395.83**
CMS Academic Coach Coord	**791.66**
CMS Academic Coach Lang	**395.83**
CMS Academic Coach Math	**395.83**

CMS Academic Coach Spell	**395.83**
CHS Academic Coach Coord	**791.66**
CHS Academic Coach LA	**395.83**
CHS Academic Coach Math	**395.83**
CHS Academic Coach Science	**395.83**
CHS Academic Coach Soc Studies	**395.83**
CHS Academic Coach Fine Arts	**395.83**
CHS Speech/Debate	**395.83**
Edmentum Online Teacher	**5,407.50**
HS Applied Arts Lead Teacher	**679.51**
HS Fine Arts Lead Teacher	**679.51**
HS Health/PE Lead Teacher	**679.51**
HS Language Arts Lead Teacher	**679.51**
HS Math Lead Teacher	**679.51**
HS Science Lead Teacher	**679.51**
HS Social Studies Lead Teacher	**679.51**
HS Sp. Ed. Lead Teacher	**679.51**
MS Health/PE Lead Teacher	**679.51**
MS Language Arts Lead Teacher	**679.51**
MS Math Lead Teacher	**679.51**
MS Science Lead Teacher	**679.51**
MS Social Studies Lead Teacher	**679.51**
MS Applied Arts Lead Teacher	**679.51**
MS Special Ed	**679.51**
Kindergarten Lead Teacher	**679.51**
1st Grade Lead Teacher	**679.51**
2nd Grade Lead Teacher	**679.51**
3rd Grade Lead Teacher	**679.51**
4th Grade Lead Teacher	**679.51**
Elem. PE/Health Lead Teacher	**679.51**
Elem. Sp. Ed. Lead Teacher	**679.51**
12th Grade Sponsor	**492.15**
12th Grade Sponsor	**492.15**
11th Grade Sponsor	**686.10**
11th Grade Sponsor	**686.10**
10th Grade Sponsor	**245.42**
9th Grade Sponsor	**245.42**
FCCLA	**296.88**
BPA	**296.88**
Winter Guard	**406.38**
Chess Club/ Competion team	**659.72**
Science Club	**245.42**
Spanish Club	**245.42**
National Art Honor Society	**245.42**

National Spanish Honor Society	**245.42**		
National Honor Society	**865.20**		
FCA	**245.42**		
Yearbook	**1,351.88**		
MS Yearbook	**735.42**		
Grade 5 Leader	**679.51**		
Grade 6 Leader	**679.51**		
Grade 7 Leader	**679.51**		
Grade 8 Leader	**679.51**		
Ap Coordinator	**679.51**		
Thespians	**1,770.68**		
CHOICE	**2,262.83**		
MS Drama Director	**1,035.75**		
MS Drama Assistant	**659.72**		
MS Drama Assistant	**659.72**		
CPI Trained Teachers	**395.83**	x 21*	$8,312.43
RTI Committee Members	**395.83**	x 15**	$5,937.45
TIC Committee Members	**791.66**	x 6**	$4,749.96
Safety Coordinator	**3,958.29**		
Citizen One	**3,244.50**		
504 Coordinator(1 each bldg)	**679.51**		
EF Tours Guide	**5,000.00**		
CHS Café Manager	**5,000.00**		

Teachers with an ECA amount of $1,000 or less shall receive their full payment at the end of the season or end of the school year, once the task has been completed.

*The number of CPI Trained Teachers is for informational purposes and has not been bargained.

**The number of RTI Committee Members and Technology Integration Committee (TIC) Members is for informational purposes and has not been bargained. For the TIC Committee for the 2026-2027 school year, the cap will be set at 2 teachers per building. The per building cap is for informational purposes and has not been bargained.

Head Coaching stipends may be increased based upon the success of the team as follows:

Regionals = stipend increases by 10%
Semi State = stipend increases by 5%
State = stipend increases by 10%

(These percentages are calculated based on the base ECA stipend for the coaching position.)

APPENDIX C
INCLUDED FOR INFORMATIONAL PURPOSES ONLY

2026-2027 CERTIFIED EMPLOYEE PAYROLL CALENDAR

PAYDAY:	PERIOD ENDING:		DAYS:
26	August 14	August 7	5
1	August 21	August 14	5
2	September 4	August 28	10
3	September 18	September 11	9
4	October 2	September 25	10
5	October 16	October 9	10
6	October 30	October 23	5
7	November 13	November 6	10
8	November 25 (Wed)	November 20	10
9	December 11	December 4	7
10	December 24 (Thurs)	December 18	10
11	January 8	January 1	0
12	January 22	January 15	10
13	February 5	January 29	9
14	February 19	February 12	10
15	March 5	February 26	9
16	March 19	March 12	10
17	April 2	March 26	5
18	April 16	April 9	10
19	April 30	April 23	10
20	May 14	May 7	10
21	May 28	May 21	10
22	June 11	June 4	
23	June 25	June 18	
24	July 9	July 2	
25	July 23	July 16	
26	August 6	July 30	
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