

Contract Between
The Huntington County Community School Corporation
And the Huntington Classroom Teachers' Association

2025-2027

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CONTRACT

BETWEEN

THE HUNTINGTON COUNTY COMMUNITY SCHOOL CORPORATION

AND

THE HUNTINGTON CLASSROOM TEACHERS' ASSOCIATION

This Contract entered into this 3rd day of November, 2025, effective as of July 1, 2025, as indicated under Article X, Term of Agreement, by and between the Huntington County Community School Corporation by and through its Board of School Trustees, hereinafter called the "Board," and the Huntington Classroom Teachers' Association an affiliate of the Indiana State Teachers Association and the National Education Association, hereinafter called the "Association."

ARTICLE I

Recognition and Definitions

Section 1. The Board hereby recognizes the Association as the exclusive representative of all teachers in the school corporation, as teachers are defined in Article I, Section 2(F).

Section 2. Definitions of Terms in This Contract.

A. "Association," "Board," "Principal," "School Corporation" and "Superintendent of Schools" shall include authorized agents.

B. "Board Policy" shall refer to a policy adopted by the Board in a regular or special meeting.

C. "Day" when used in this Contract shall mean teacher day during the term of the school year. During the summer recess, the term shall mean a weekday "Monday through Friday."

D. "Emergency" shall refer to a condition or situation which could not have been anticipated under normal circumstances.

E. "School Corporation" shall refer to the Huntington County Community School Corporation of the State of Indiana.

F. "Teacher" shall refer to personnel who are employed on a teacher's contract and who hold certification through the Indiana Professional Standards Board or the Indiana Department of Education except the Superintendent of Schools, Assistant Superintendents, Administrative Assistants, Principals, Assistant Principals, Directors (including current Directors: Coordinator of Secondary Education, Elementary Curriculum, Transportation, Food Service, Special Education, Media Center, Purchases, Attendance and Book Rental), Athletic Director, Head Basketball Coach, Head Football Coach, Girls Head Basketball Coach, and part-time employees, as defined by the Indiana Education Employment Relations Board.

G. "Seniority" for purposes of this contract shall mean length of continuous service as a member of this Bargaining Unit.

ARTICLE II

Contract Procedures

Section 1. This Contract supersedes and cancels all previous agreements whether verbal or written between the school corporation and the Association, and this Contract constitutes the entire agreement between the parties on the matters which are the subject of its provisions.

Section 2. This Contract shall supersede any rules, regulations, policies, or practices of the Board, as well as any provision of any individual contract between the Board and a teacher which would be contradictory or inconsistent with the terms of this Contract.

Section 3. Any amendment or agreement adding to, subtracting from, or supplemental to this Contract shall not be binding upon either party unless it is executed in writing and ratified by each of the parties.

Section 4. If any provisions of this Contract or any application of this Contract to any teacher or group of teachers is held to be contrary to law, then such provision or application shall not be enforceable, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

Section 5. Both parties agree and understand that there are certain items contained in this Contract which the Board maintains it has no obligation to negotiate and/or bargain. By placing such items in this Contract, the Board does not waive its rights and contentions that such items need not be negotiated and/or bargained by the Board in future negotiations and bargaining.

The Board does, however, recognize that it would be in the best interest of both parties to reach agreement in certain of these areas where the Board is not required to negotiate and/or bargain for the term of this Agreement.

Section 6. All bargainable issues have been discussed during the bargaining leading to this Contract, and no additional bargaining on issues will be conducted on any item, whether contained here or not, during the life of this Contract, unless the parties, by supplemental written agreement hereto, agree to conduct additional bargaining on those issues.

ARTICLE III

Association Rights

Section 1. The Board agrees to grant upon request up to a maximum total use of twenty (20) full days to the Association Presidents or designee(s). The Association will pay for the substitute. Such days shall not be used the first five (5) days nor the last five (5) days of the school year nor on a parent-teacher conference day.

ARTICLE IV

Board Rights

The Board construes and the Association recognizes that the provisions of this Contract

constitute limitations and are the only limitations upon the Board's right to manage the school corporation, and that the Board has the responsibility and authority to manage and direct all the operations of the school corporation to the full extent vested in it by the laws of the State of Indiana.

ARTICLE V

Leave of Absence and Job Share

Section 1. Sick Leave. Each teacher shall be entitled to be absent from work because of personal illness, quarantine days, or for medical appointments, dental appointments, illness of a spouse, parent, child, person for whom the employee is a legal guardian, or a person living in the home as part of the teacher's family, or on the conclusion of pregnancy of the wife of a teacher for a total of thirteen (13) days the first (1st) year as a teacher in this school corporation and eleven (11) days in each succeeding year without loss of compensation.

If in any one year the teacher shall be absent as described above less than the prescribed number of days, the remaining days shall be accumulated to a total of one hundred eighty (180) days. If a teacher has accumulated the maximum number of days, the school corporation will pay said teacher for the days above the maximum number at fifty percent (50%) of the highest substitute teacher's daily rate. Payment to teachers and retirees shall be made to each retiring teacher's 401(a) plan administered by the vendor selected to accept employer contributions.

Accumulated sick leave may be used by summer school teachers in half-day increments if the missed time cannot be rescheduled and made up in accordance with existing customs and practice.

Teachers shall be given a written accounting of accumulated sick leave as of the beginning of the then current school year by October 1 of that school year.

Section 2. Sick Leave Transfer. A newly employed teacher who has accumulated sick leave in another school corporation of this state shall receive credit for such sick leave as follows: There shall be added to the teacher's sick leave in the first (1st) year of employment forty (40) days and ten (10) days each succeeding year thereafter until the number of

accumulated days to which the teacher was entitled in the last place of employment shall be exhausted.

Section 3. Worker's Compensation. A teacher who files an approved worker's compensation claim for five (5) or more days shall receive his/her regular pay without deduction from sick leave. After the first five (5) days, the teacher will be paid by the school corporation the difference between Worker's Compensation benefits received by the teacher and the teacher's regular pay until the teacher's sick leave is exhausted. In the event the teacher receives worker's compensation retroactively for the first five (5) days of injury, he/she shall endorse the check for the period over to the school corporation. If a teacher appears before the industrial board or court due to a worker's compensation claim, the teacher shall be guaranteed no loss of pay.

Section 4. Disability Leave

Except for military service and family medical leave, which are governed by federal law, and maternity leave, as hereinafter provided for, teachers may be granted a leave of absence without pay, provided the leave is approved by the Board upon recommendation of the superintendent, in accordance with the following provisions:

A. A leave of absence without pay may be granted for disability based upon a physician's written report stating inability to work. Return to work from disability leave shall be based upon a physician's written report stating that the teacher is again able to assume his teaching duties.

B. Any teacher who is pregnant may continue in active employment as late into pregnancy as she desires, if she is able to fulfill the requirements for her position. All or any portion of leave taken by a teacher because of a temporary disability caused by pregnancy may be charged, at her discretion, to her available sick leave. This leave may be taken without jeopardy to re-employment, retirement and salary benefits, tenure and seniority rights.

C. In the case of the birth or adoption of a child, the teacher adopting the child or either parent of the newborn child may elect to take a one-year unpaid parental leave of absence.

D. Employees shall be granted up to twelve (12) weeks of unpaid family medical leave as provided under the Family and Medical Leave Act.

E. The teacher will be notified in writing by certified mail prior to the end of the leave of the date on which the leave will expire. Notification of intent to return to Huntington as an employee in the following year must be made to the Superintendent by April 1 of the year of leave. If notice to return is not received by April 1, employment of the person on leave will be considered terminated. A teacher returning from a leave of absence will have all accrued benefits restored.

F. A teacher on any approved, unpaid leave of absence may choose to continue in the school corporation's group insurance program(s) provided the teacher remits the full, total premium to the school corporation's business office prior to the due date each month.

G. Any leave will not be considered a break in continuous service of the teacher; however, the period of time on leave will not be credited to years of teaching service with the exception of military leave.

H. Teachers returning from leaves of absence will retain full credit for years of teaching service in the school corporation prior to the leave.

Section 5. Maternity Leave. A pregnant teacher or a new mother shall be entitled, upon request, to a maternity leave. Except in an emergency, the teacher shall notify the Superintendent of Schools in writing of her intention to take such leave at least thirty (30) days prior to the date on which the leave is to begin. Such notice shall provide the anticipated date of return and include either a physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn child, whichever is applicable.

A. Commencement of Leave. A pregnant teacher may continue in active employment as late into her pregnancy as she desires, so long as she is able to fulfill the requirements of her position.

B. Duration. The leave may be taken any time between the commencement of

pregnancy and one (1) year following the birth of the child provided that the teacher submits the timely notice as provided herein, a physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn child, whichever is applicable. The portion of the maternity leave resulting from the impairment of the teacher shall have a duration no longer than the teacher and the teacher's attending physician, if any, determine that the teacher is temporarily unable to fulfill the requirements of her teaching position as a direct result of her pregnancy, and shall be granted by the Board.

C. Optional Use of Sick Leave. All or any portion of a maternity leave due to a teacher's impairment, as defined by this contract and caused by pregnancy may, at the teacher's option, be charged to the teacher's available sick leave

D. Balance of Leave Without Pay. That portion of maternity leave which is not the result of the teacher's impairment caused by pregnancy shall be unpaid.

Section 6. Adoptive Leave. A teacher shall be entitled, upon request, to an adoptive leave of up to one (1) year unpaid. Except in an emergency, the teacher shall notify the Superintendent of Schools in writing of his/her intention to take such leave at least thirty (30) days prior to the date on which the leave is to begin. Such notice shall provide the anticipated date of return.

Section 7. Paternal Leave. The non-birthing parent teacher shall be entitled, upon request, to a paternal leave of up to one (1) year unpaid. Except in an emergency, the teacher shall notify the Superintendent of Schools in writing of his/her intention to take such leave at least thirty (30) days prior to the date on which the leave is to begin. Such notice shall provide the anticipated date of return.

Section 8. Bereavement Leave.

In the case of death in the immediate family of a regularly employed teacher, the teacher is entitled to be absent without loss of compensation for a period extending not more than five (5) total school days. The bereavement days may be split up into a maximum of two (2) separate periods within sixty (60) days beyond such death, for the purpose of attending the last burial rites, and attending to other personal matters of the immediate family member, provided that said burial

rites occur while said teacher is performing duties as assigned by the school employer under a valid teacher's contract; and that said burial rites do not occur during the time of absence, or sick leaves, or leaves for personal business which may have been previously granted or approved by the school employer. The immediate family is defined as a teacher's legal partner, child, parent, legal guardian, grandchild, brother, sister, or a person living in the same home as part of the family of the teacher. The definition of immediate family shall also include a stillbirth by the teacher.

If the teacher leaves his/her assigned position before noon on the day of death, this will be counted as the first (1st) day. If the teacher leaves after 12:00 noon, or if the death occurs on a non-school day, the first (1st) day shall be the following day.

Three (3) consecutive calendar days of leave may be taken upon, and for purposes directly related to, the death of a grandparent, step-child, an in-law (father, mother, son, daughter, brother, sister, grandparent), niece, nephew, or an aunt or uncle of the teacher.

Upon written request from a bereaved teacher, additional bereavement leave may be granted by the Superintendent of Schools without loss of pay in exceptional circumstances where, in the judgement of the Superintendent of Schools, it is warranted.

Section 9. Personal Leave. Teachers shall be granted three (3) days of personal leave for the transaction of personal business and/or the conduct of personal or civic affairs during the school year, without loss of pay. Teachers shall make every effort not to take personal leaves on the day immediately before or after a scheduled vacation. Three (3) hours of personal leave may be taken in one-hour increments and will be equivalent to one-half (1/2) day of personal leave. Only one-half (1/2) day of personal leave may be taken in this manner and no one-hour increment shall be taken consecutively with another one-hour increment. Teachers must notify the Principal upon returning from one-hour personal leaves (the time taken to notify is not to reduce the one-hour leave), if the granted leave terminates prior to the end of the day. One-hour increments of personal leave may be denied by the Principal if one (1) or more prior requests for personal leave for a part or all of the time have been granted in one-hour increments, or if to grant the request for additional personal leave in a one-hour increment

would result in over five percent (5%) of the teachers in that school building being on a one-hour personal leave at the same time.

Teachers may accumulate one (1) unused personal leave day for a maximum balance of four (4) total personal leave days. Any remaining unused personal leave shall be transferred to accumulated sick leave at the end of the school year subject, however, to the limitation on accumulated sick leave herein contained in Article V, Section 1.

Upon written request, additional personal leave may be granted by the Superintendent of Schools without loss of pay in exceptional circumstances where, in the judgment of the Superintendent of Schools, it is warranted.

Section 10. Court Leave. Court leave with pay shall be granted to teachers for the time necessary to make appearance(s) in any court proceeding resulting from activities relating to the teacher's employment with the school corporation, except when the teacher is a plaintiff, or where the teacher is a party, either individually, or as one of an association or class, to court proceedings in which the teacher's position, or that of the association or class, is adverse to that of the school corporation, including but not limited to proceedings based upon I.C. 20-29.

Section 11. Jury Duty Leave. When a teacher is directed to appear for jury duty, the Board shall pay that teacher's full salary, and that teacher shall file for and pay the Board any daily remuneration granted by the court; reimbursement for incurred expenses (i.e. mileage) shall not be considered as daily remuneration. Provided, however, the teacher will join with the school corporation in requesting to be excused from jury duty when, in the opinion of the school corporation, the teacher's absence would create a hardship on the educational program.

Section 12. Verification. The school corporation reserves the right to require written verification of the reasons for all leaves. In the instance of personal leave, a written statement shall be submitted to the Superintendent of Schools setting forth the reason and necessity which shall be the cause of personal leave. Such statement shall be submitted at the time of making the request for such personal leave, except in an emergency, in which case the written statement shall be furnished not later than the end of the first (1st) full school day that the

teacher is on the job after the termination of that personal leave.

Section 13. Prior Notice. Except in emergencies, teachers shall request and/or cancel already requested leaves at least twenty-four (24) hours in advance.

Section 14. Increments. All leaves shall be taken in consecutive or non-consecutive half-day increments, excepting one-half (1/2) day of personal leave and any single hours credited to personal leave in the then current school year which may be taken in one-hour increments.

Section 15. Classroom Coverage. A teacher may arrange classroom coverage from another person who and for a reason which is approved by the Principal not to exceed three (3) classes or three (3) hours in one (1) day without penalty or loss of pay, sick leave or personal leave. Any such arrangement will not involve remuneration or credit of any kind for the covering person; however, when a teacher is required by the Principal or his/her agent to fill a vacancy, that teacher will be credited one (1) hour of personal leave for each class or hour covered. Personal leave credits can be taken up to 7 credits (equal to school day) consecutively. Any time beyond this will need prior approval from the principal and will be reserved for a "life event". It is requested that advanced notice be given, as possible, if more than 1 day is needed. A minimum of 24 hours' notice is required for use of an earned personal leave day. Payment for any personal leave credits that have not been used will be paid on December 31 and May 31 at a rate of $29 per coverage unit.

Principals will keep written record of personal leave time teachers should receive for covering for another teacher that is required by the Principal.

Section 16. Sick Leave Bank.

1. Purpose: To provide additional sick and accidental benefits beyond normal sick leave for bargaining unit members who are unable to perform their normal duties for medical reasons.
2. Participation:

    A. All bargaining unit members are eligible to contribute and will have their

contribution automatically deducted from their individual sick leave days unless they choose not to participate.

B. Those choosing not to participate must inform the superintendent in writing within ten (10) days of the beginning of the school year or ratification of the contract if it is later than the beginning of the school year.

C. Newly hired teachers who choose not to participate in the sick leave bank must so inform the superintendent in writing within ten (10) days of signing their first contract.

D. Non-participants are not eligible to receive days from the bank.

3. Contributions:

A. Each participant shall contribute one (1) day per year until the bank has at least 300 days.

B. When the bank has fewer than 80 days, participants shall contribute another day.

C. Other than repayment, the bank shall collect no more than one day per year from participants.

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

E. Once days are in the bank, they lose all identity and cannot be reclaimed by the contributor.

4. Administration:

A. The Sick Leave Bank shall be administered by a committee composed of two (2) people appointed by the superintendent and two (2) people appointed by the Association president. The Association president or designee shall chair the committee and vote only in case of a tie.

B. The committee shall develop application guidelines such as how many days

may be withdrawn before reapplication is required, develop any application form, rule on requests, and monitor the size of the bank. It is understood that the bank cannot discriminate against any applicant nor can its decisions be illegal.

C. The corporation shall be responsible for maintaining bank records and shall provide the Association president and committee chair with an account by October 1 of each year and upon request if there has been activity.

5. Procedure:

A. An applicant must have exhausted all of his/her sick leave, personal leave, and appointment leave days and have had five (5) days of unpaid leave before receiving benefits. In the event of a demonstrated hardship, the applicant may petition the committee to waive all or a portion of the unpaid leave.

B. Application must be in writing on the committee's form and submitted to the Association president with a copy to the superintendent.

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

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

E. A maximum of 25 days per loan shall be allowed.

F. If more days are needed, the applicant must reapply.

G. The committee may deny a loan if the applicant is eligible for Long Term Disability benefits.

H. If the committee denies a loan, it must state in writing the reason(s) for denial.

I. The applicant may appeal a denial to the Board of School Trustees.

6. Repayment:

A. Following return to work, the borrower shall repay the days at a rate of three

(3) days per year until all borrowed days are repaid or he/she retires. In case of a demonstrated hardship, the borrower may petition the committee for a lesser number of days per year.

B. If a borrower leaves or retires from HCCSC prior to repaying the days borrowed, any sick leave days remaining in his/her account may be used to repay the loan.

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

Section 17. No Limitation on FMLA Rights. The provisions of this agreement shall be construed in accordance with, and shall not restrict, the leave provided by the Family Medical Leave Act, as amended ("FMLA"). Unless prohibited by law or the explicit terms of this agreement, FMLA leave shall run concurrently with the leave provided for herein. For purposes of FMLA eligibility, a year is determined on a 12 month rolling basis.

Section 18. Job Share

1. Salary. When two teachers are equitably dividing responsibilities over a one-year period, they will be paid one-half of the salary they would have received as a full-time teacher as per contract language.
2. Substitution. If one participant in the job share substitutes for the other participant in the job share, then the substituting teacher will be compensated for the day as per contract language.
3. Health Insurance. The Board shall only be responsible for health/life insurance coverage in accordance with the insurance article for one teacher position involved in the job-share experience. The two teachers may split the benefits (50-50), and pay for the difference out of pocket, or one teacher may decline any benefits and forfeit all insurance benefits to the other.
4. Sick Leave/ Personal Leave. Sick days and personal days for a full position will be divided between the two job-share teachers as per contract language. Each day missed by a participating teacher will count as one of their teacher days.

ARTICLE VI

Summer School

Section 1. The salary of a teacher who serves on a supplemental service contract (including remediation classes) shall be computed on the same basis as the salary of a regular teacher on the regular pay schedule in effect in this school corporation. Part-time service on the supplemental service contract shall be computed on the basis of six (6) hours as a full day of service.

Section 2. Sick leave and bereavement leave provisions provided in Article V, Section 1 and Section 7 respectively shall extend through the summer school.

ARTICLE VII

Compensation and Expenses

Section 1. The compensation of teachers for the applicable school year is set forth in Appendix A.

Section 2. The salaries for extra-curricular activities are set forth in Appendix B.

Section 3. The Board will pay 3% of the teachers' ISTRF employee contribution.

Section 4. Any teacher required by the Board to use his/her private automobile for assigned school duties shall be reimbursed for expenses at the I.R.S. rate.

The Board shall insure such teacher including teachers when involved in athletic events and such vehicle under a comprehensive liability policy against bodily injury liability with limits of $250,000 for each person and $500,000 for each occurrence and against property damage liability with limits of $100,000 for each occurrence. This coverage is secondary coverage over and above the limits maintained by the individual teacher.

Section 5. The Principals shall have authority to approve for reimbursement purchases by teachers of educational materials and supplies, up to an amount of $20.00, within the individual school's 411 budget account.

Section 6. All extra-curricular amounts listed in this contract will be added to the regular contract amount and divided by 26 pays, or by whatever number of pays are remaining in the contract year. All additional extra-curricular pay upon submittal will be paid on the next regular payroll. Extra-curricular amounts will be added to the regular pay and taxes computed on the separate amount. Supplemental contracts, including but not limited to Summer School, Homebound, or Adult Education, will be paid every two weeks for the term of each individual contract.

Section 7. Teachers shall be paid on the basis of twenty-six (26) pay dates for their contract year.

Section 8. If the corporation elects to employ a teacher who is receiving retirement benefits from ISTRF, that teacher may be placed at any step on the teacher salary schedule agreed to between the teacher and the corporation, and the corporation is not required to make any I.R.S. Section 401(a) contribution, ISTRF or VEBA contribution for that teacher unless required to do so by state or federal law. Health insurance benefit is limited to the cost of a single plan contribution by the corporation unless broader coverage or greater premium support is agreed to between the teacher and the corporation. If the re-employed teacher reaches Medicare eligibility, the corporation may elect at its sole option to pay 100%, or no more than the cost of single plan contribution, of the Medicare Part B coverage in lieu of providing the health insurance otherwise required by this contract.

Section 9. To develop an online course for HCCSC a teacher will receive $1,500 per semester course or $3,000 for a two semester course. $400 will be available for major course revisions. If the teacher is delivering instruction of the online course outside of the contract day, s/he will receive $110/student who takes the final or $70 per student who completes 40% of the course, but does not take the final.

Section 10. The Board shall pay for the cost of the expanded criminal history check that is required for existing employees by the school corporation per I.C. 20-26-5-10. A member of central office will provide a link to the teacher(s) chosen. The background check must be

completed within 30 days of the link being sent.

Section 11. Teachers only shall be permitted to attend non-tournament home games at no cost with their official school identification badge.

ARTICLE VIII

Insurance

Section 1. The school corporation agrees to continue the current group life insurance policy in force for each teacher in the face amount of $70,000, for each participating teacher who shall pay one dollar ($1.00) to continue such group coverage for each calendar year, pursuant to the policy terms.

Section 2. The school corporation shall provide a health insurance program for employees, either a single or family plan at the employee's choice. The corporation shall pay seventy-five percent (75%) of the premium. Married teachers both employed by the school corporation may cover both spouses under one insurance plan.

A joint insurance committee shall be established composed of five teachers appointed by the Association and five administrators appointed by the superintendent. The committee shall be responsible for the following:

1. Manage, through the insurance trust, plan options to keep costs down.
2. Develop specifications for insurance coverage.
3. Acquire quotes from vendors.
4. Implement an employee education program.
5. Any refunds will go back into the insurance trust to reduce premiums.
6. Recommend the above to the Association's bargaining team and School Board.

Section 3. Any teacher who retires in the calendar year of his/her fifty-fifth (55^{th}) birthday or thereafter may elect, in accordance with IC 5-10-8-2.6, to continue in the present

medical insurance policy in force and remain in the group by paying the full premium, whether it be single or family plan until eligible for Medicare.

Section 4. If an employee has an unpaid leave of absence during the 12 weeks, or 60 work days, of an approved FMLA leave and is enrolled in health insurance through the corporation, the employee is entitled to the continuation of the health insurance coverage during the same terms as if s/he had continued to work. An employee on unpaid FMLA leave must make arrangements to pay the normal employee portion of the insurance premiums in order to maintain insurance coverage. Coverage may be dropped if the employee's premium payment is late.

The school corporation may require the employee to repay the employer's share of the premium payment if the employee fails to return to work following the FMLA leave unless the employee does not return because of circumstances that are beyond the employee's controls, including a FMLA qualifying medical condition.

Dental and vision premiums are 100% employee paid at all times.

Section 5. The school corporation shall pay all but one dollar ($1.00) of the long-term disability insurance program. Any rate increase in one calendar year will be deducted from any raise consideration for the following calendar year. The program and carrier to be jointly recommended by Administration and Association with final approval by the Board.

Section 6. Both generations of I.R.S. Section 125 will be made available to the employees with all start-up costs being borne by the Board. Monthly maintenance fees will be paid by participating individuals. The program and carrier to be jointly recommended by the Administration and the Association with final approval by the Board.

ARTICLE IX

Retirement

Section 1. 401(a) Plan Provision

A. A teacher shall be fully vested in the employer's 401(a) account upon completion of

three (3) years of service with the Huntington County Community School Corporation, such service coming before and/or after this program takes effect. The vesting requirement is three years.

B. Once a teacher is vested, all assets of the accounts become the property of the teacher and, in the event of his/her death, the teacher's estate.

C. The school will contribute 1.0% into the employee's 401(a) account starting January 1, 2020.

Section 2. Early Retirement Benefits and Former Sick Leave Buyout for Teachers Hired Prior to School Year 1999-2000

Preamble: Provisions of prior Article XIV in predecessor contracts remain applicable to teachers hired prior to school year 1999-2000.

A. Eligibility

Teachers who were eligible for sick leave or early retirement benefits before the establishment of the 401(a) plan (as per Section 1 of this Article) and who received a buy-out of those benefits remain subject to the vesting and forfeiture provisions of this section. Teachers receiving bridge payments under predecessor agreement are not affected by the language of this article.

B. Vesting

With the exception of former employees with VEBA accounts as noted in the following paragraph, upon retirement from the Huntington County Community School Corporation, a teacher shall be fully vested in the retirement benefits described in this Article:

Effective August 14, 2012 current employees holding VEBA accounts shall be considered fully vested. Former employees prior to the August 14, 2012 effective date shall remain subject to Sections C.2. & C.3. of Article IX.

C. VEBA

1. Vesting, see Section B. of this Article.

2. Amounts forfeited upon termination of employment because of the failure to meet the applicable vesting requirements shall not be reinstated or re-

credited if an individual is subsequently rehired or re-employed by the school corporation. However, if the Board approves a leave of absence for an employee, or the employee is placed on the RIF/Recall list for a period not to exceed two (2) years, such period of leave or RIF shall not result in forfeiture, provided the employee shall promptly return to employment following the expiration of the period of leave.

3. If an employee retires or otherwise terminates employment before satisfaction of the requirements set forth in this article, the terminated employee's VEBA account shall be forfeited. Forfeited amounts shall be reallocated at the end of each plan year only among the then remaining separate VEBA accounts. This reallocation shall be in a manner similar to that used by the Educational Services Company in initially determining the present value calculations. Therefore, the VEBA accounts of the following employees will not share in the reallocation of a forfeiture of a VEBA account:

   (i) Employees who forfeited their VEBA accounts in the same year;
   (ii) Employees who previously forfeited their VEBA accounts; and
   (iii) Employees who have attained the age of fifty-eight (58) and terminated employment in or before the year of the reallocated forfeiture.

Furthermore, VEBA accounts of employees who have attained the age of fifty- eight (58), but who have not terminated employment may share in the reallocated forfeiture, but on a reduced basis.

4. Spousal / Dependent Benefit

Following retirement and the satisfaction of the requirements set forth in this article, a retired employee may use the amounts held in his/her separate VEBA account to pay health insurance premiums and to be reimbursed for medical expenses not otherwise covered by insurance for the employee, spouse, and dependents. Furthermore, following the death of an employee who had otherwise satisfied the requirements of this Article, to the extent

allowed by law and IRS regulations, any amounts remaining in the deceased employee's VEBA account may continue to be used to pay these premiums and expenses of the employee's spouse and dependents. At no time may the VEBA make loans to an employee, his/her spouse, or his/her dependents.

5. Payment of VEBA Expenses

The school corporation shall not be paid any compensation for its services performed on behalf of the VEBA plan. All costs incurred in the administration of the VEBA plan and investment fees shall be paid from the VEBA plan assets.

D. 401(a)

1. If an employee retires or otherwise terminates employment before satisfaction of the requirements set forth in this article, the terminated employee's 401(a) plan account shall be forfeited. The forfeited amounts shall be reallocated at the end of each plan year only among the then remaining separate 401(a) plan accounts in a manner similar to that used in initially determining the present value calculations. Therefore, the 401(a) plan accounts of the following employees will not share in the reallocation of a forfeiture of a 401(a) plan account:
   i. Employees who forfeited their 401(a) plan accounts in the same year;
   ii. Employees who previously forfeited their 401(a) plan accounts; and
   iii. Employees who have attained the age of fifty-eight (58) and terminated employment in or before the year of the reallocated forfeiture.

2. Furthermore, 401(a) plan accounts of employees who have attained the age of fifty-eight (58), but have not terminated employment may share in the reallocated forfeiture, but on a reduced actuarial basis.
   i. Following retirement and the satisfaction of the requirements set forth in this article, a retired employee may elect to commence distributions from his 401(a) plan account. If an employee dies after having satisfied the

requirements of this article, the deceased employee's 401(a) plan account shall be distributable to the decedent's designated beneficiary or to his/her estate if no beneficiary designation has been made. At no time may a participant borrow from his 401(a) plan account.

ii. The school corporation shall not be paid any compensation for its services performed on behalf of the 401(a) plan. All costs incurred in the administration of the 401(a) plan and investment fees shall be paid from the 401(a) plan assets.

E. Future Adjustments

The parties agree that this Section 2, or any other provision of this Agreement, does not constitute an expectation of receiving the enumerated retirement benefits by any current employee, future employee, prospective employee or applicant beyond the expiration of this Agreement. Therefore, except as otherwise limited by applicable law, it is understood that the Board and Association may in the future bargain modifications of any kind to this provision, provided however, that the future revision of this Section 2 shall not affect the retirement benefits of teachers already receiving benefits pursuant to this Section.

ARTICLE X

Term of Agreement

The term of this contract shall begin July 1, 2025, and shall continue in full force and effect through June 30, 2027.

The undersigned attest to the following:

1. A public hearing was held in compliance with I.C. § 20-29-6-1(b) on September 10, 2025 and electronic participation from the parties and/or public was permitted; and

2. A public meeting in compliance with I.C. § 20–29–6–19 was held on October 27, 2025 to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

Executed this 3rd day of November 2025 and written by:

HUNTINGTON COUNTY COMMUNITY SCHOOL CORPORATION BY AND THROUGH ITS BOARD OF SCHOOL TRUSTEES

By _____
Superintendent of Schools

Attest:

By _____
President of Board of Trustees

November 3, 2025
Board Ratification Date

HUNTINGTON CLASSROOM TEACHERS ASSOCIATION

By Amanda Barnum
Co-President

By Amanda M. Stephenson
Co-President

October 22, 2025
Association Ratification Date

Appendix A

2025-2027 Compensation Model

Section 1: Definitions

Salary range

The salary range for teachers for the 2025-2026 school year before base salary increases is $42,500 to $73,250. The 2025-2026 salary range for teachers after base salary increases is $45,000 to $76,250. The salary range for teachers for the 2026-2027 school year after the base salary increases for that year will remain $45,000 to $76,250.

Eligibility for pay increase

Only teachers who are not rated ineffective or needs improvement in the year of the most current evaluation/compensation process will be eligible for a salary increase., unless said teacher has two years of experience or fewer.

Teachers who earn a content area Master's Degree, as defined by the Indiana Department of Education, after January 1 of the current year must provide written proof of such degree to the Superintendent no later than August 1 to receive credit for the current school year.

Section 2: General Provisions

Teachers new to HCCSC will have their experience evaluated by the Superintendent, or designee at the time of initial hiring to determine the teacher's base salary. Base salary will be based on the hiring scale for new HCCSC educators. See Hiring Scale in Section 9 of this Appendix.

Additional consideration for academic need areas will be shared with the Association at the time of hiring as these needs arise. The Superintendent will have leeway to place a new hire at two steps above or below where s/he would be placed on the Hiring Scale, not to exceed the top of the scale, if needed based on consideration of academic need areas. In the event the Superintendent can confirm a position has been difficult to find quality applicants, s/he will collaborate with HCTA on the need to exceed the two steps of flexibility.

ECA Salaries are not included in a teacher's salary cap.

Section 3: Factors and Definitions

a. Evaluation – The teacher received a highly effective or effective evaluation rating for the prior year.

b. Year of Experience – The teacher was employed in the corporation for at least 120 days in a given school year.

c. Academic need – Teachers returning to the Corporation with one or more years of experience because they have demonstrated the ability to meet the academic needs of the Corporations' students.

d. Instructional Leadership - To comply with Indiana Code 20-28-9-1.5(e), any teacher who obtains a Literacy Endorsement and provides the Corporation proof of that endorsement prior to January 1 of the applicable school year ,will receive a base salary increase of $100 for that school year. A teacher may only receive this increase one time in the teacher's career at the Corporation in recognition of the Instructional Leadership displayed in obtaining a Literacy Endorsement.

Section 4. Distribution – amounts to be added to a teacher's base salary

a. Academic Needs – In both the 2025-2026 and 2026-2027 school years, to retain teachers with one or more years' experience returning to the Corporation because they have demonstrated the ability to meet the academic needs of the Corporation's student, such teachers will receive a base salary increase of $1,250. This is a teacher retention catch-up. If this increase would place the teacher over the salary maximum for that year, the teacher will not receive any salary base increase, but will instead receive a $1,500 stipend.

b. Evaluation – For the 2025-2026 school year only, each teacher who received a highly effective or effective evaluation rating for the prior year will receive a base salary increase of up to $2,500 so that it matches the applicable amount a new teacher with the same education and experience would receive according to the Hiring Scale.

c. **Academic Leadership -** To comply with Indiana Code 20-28-9-1.5(e), any teacher who obtains a Literacy Endorsement and provides the Corporation proof of that endorsement prior to January 1 of the applicable school year will receive a base salary increase of $100 for that school year. A teacher may only receive this increase one time in the teacher's career at the Corporation in recognition of the Instructional Leadership displayed in obtaining a Literacy Endorsement.

Hiring Scale

LEVEL	2025-2026	2026-2027
A	$45,000.00	$45,000.00
B	$46,250.00	$46,250.00
C	$47,500.00	$47,500.00
D	$48,750.00	$48,750.00
E	$50,000.00	$50,000.00
F	$51,250.00	$51,250.00
G	$52,500.00	$52,500.00
H	$53,750.00	$53,750.00
I	$55,000.00	$55,000.00
J	$56,250.00	$56,250.00
K	$57,500.00	$57,500.00
L	$58,750.00	$58,750.00
M	$60,000.00	$60,000.00
N	$61,250.00	$61,250.00
O	$62,500.00	$62,500.00
P	$63,750.00	$63,750.00
Q	$65,000.00	$65,000.00
R	$66,250.00	$66,250.00
S	$67,500.00	$67,500.00
T	$68,750.00	$68,750.00
U	$70,000.00	$70,000.00
V	$71,250.00	$71,250.00
W	$72,500.00	$72,500.00
X	$73,750.00	$73,750.00
Y	$75,000.00	$75,000.00
Z	$76,250.00	$76,250.00

Section 5. Disqualification

A teacher who receives an evaluation rating of ineffective or improvement necessary shall not be eligible to receive a base salary increase and shall continue to receive his or her prior year salary, unless said teacher has two years of experience or fewer.

Section 6. Redistribution

Any funds otherwise allocated for teachers who received evaluation ratings of ineffective or improvement necessary will be equally distributed as a stipend among teachers who receive an evaluation rating of effective or highly effective for the same evaluation period no later than the end of the contract term.

Section 7. Time of Payment

The Board will pay the base salary increases and redistribution stipends described herein not later than 60 days after all State data that is part of the Huntington County Community School Corporation evaluation rubric is received from the State of Indiana and evaluations for the preceding school year have been completed. Base salary increases will be applied retroactively to the start of the contract year.

Section 8. Lack of Funding:

If sufficient funding is not available in any future year to fund complete movement on the salary chart of all teachers who would otherwise meet the requirements to move on the schedule, then the parties will negotiate an alternative compensation arrangement that is compliant with Indiana law and comports with the funding available (if any) at that time.

Section 9: Hiring Scale

YEARS	*BACHELORS*	*MASTERS*
0	*A*	*D*
1	*B*	*E*
2	*C*	*F*
3	*D*	*G*
4	*E*	*H*
5	*F*	*I*
6	*G*	*J*
7	*H*	*K*
8	*I*	*L*
9	*J*	*M*
10	*K*	*N*
11	*L*	*O*
12	*M*	*P*
13	*N*	*Q*
14	*O*	*R*
15	*P*	*S*
16	*Q*	*T*
17	*R*	*U*
18	*S*	*V*
19	*T*	*W*
20	*U*	*X*
21	*V*	*Y*
22	*W*	*Z*
23	*X*	*Z*
24	*Y*	*Z*
25	*Z*	*Z*

APPENDIX B
EXTRA PAY SCHEDULES

2025-2027

The number of positions was not bargained, but is for informational purposes only. Not all of the positions listed are filled in a particular year based upon funding availability and/or the number of participants.

ACTIVITY	Number Of Positions	Salary
HIGH SCHOOL		
Asst. Athletic Director	1	$ 3,062
Auditorium Manager	1	$ 2,690
Auxiliary Corps Sponsor	1	$ 977
Band	1	$ 6,864
Band Asst.	1	$ 5,553
Booster Club	1	$ 977
Choral Assistant	1	$ 5,353
Concession Manager	1	$ 3,037
CTE	2	$ 900
Dance Team	1	$ 1,693
DECA	1	$ 926
Department Heads (2-5 teachers)	1	$ 940
Department Heads {6-25 teachers-add $30 per extra teacher to basic rate}		
ELL High School	2	$ 2,200
eSports	1	$ 1,400
Freshman Class Sponsor	2	$ 823
Future Educators	1	$ 1,003
Graduation Coordinator	1	$ 1,805
* Interdisciplinary Cooperative Education (ICE)	1	$ 4,944
Musical Director	1	$ 1,558
National Honor Society (Jr & Sr)	2	$ 698
Jazz Band	2	$ 759
Junior Class Sponsor	2	$ 1,805
Machine Trades	1	$ 2,232
Masque and Gavel	1	$ 1,008
Music Director for Musical	1	$ 766
Precision Machinery	1	$ 6,200

Production Coordinator for Musical	1	$	618
Production Coordinator for Play	1	$	618
Psychometrist	3	$	1,426
Radio Station Teacher	1	$	11,429
Robotics	2	$	1,040
Senior Class Sponsor	2	$	1,805
Skills USA/CTSO	1	$	926
Sophomore Class Sponsor	2	$	823
Spring Play	1	$	1,321
Student Council Sponsor	2	$	1,008
Variety Show	2	$	902
Varsity Singers	1	$	3,503
Varsity Singers Choreographer	1	$	1,806
Viking Volume	1	$	3,503
Vocal Music	1	$	4,334
Vocational Auto Mechanics	1	$	2,232
Yearbook	1	$	3,271
*Voc-Agriculture FFA	1	$	10,875
*Voc-Agriculture, Asst./FFA	1	$	4,944

MEN'S ATHLETIC

Baseball – Head	1	$	4,363
Baseball - Asst.	2	$	3,046
Baseball - 9th Head	1	$	3,095
Basketball - Asst. Varsity	3	$	3,432
Basketball – Asst. Freshman Men	1	$	2,895
Cross Country - Head	1	$	2,751
Cross Country - Asst.	1	$	1,966
Football - Asst.	7	$	3,312
Golf – Head	1	$	3,188
Golf - Asst.	1	$	841
Soccer – Head	1	$	3,685
Soccer - Asst.	1	$	2,440
Swimming Men's and Ladies Asst.	1	$	3,312
Swimming Men's and Ladies Head ($.315 @ mile practice)	1	$	4,558
Tennis – Head	1	$	3,685
Tennis - Asst.	1	$	2,440
Track – Head	1	$	4,307
Track - Asst. Specialist (Men and Women)	1	$	2,938
Track - Asst.	3	$	2,938

Volleyball – Head	1	$	3,685
Volleyball – Assistant	1	$	2,440
Wrestling – Head	1	$	4,120
Wrestling - Asst.	1	$	3,312

WOMEN'S ATHLETIC

Basketball - Asst. Varsity	3	$	3,432
Basketball – Asst. Freshman Women's	1	$	2,895
Cheerleader - Head	1	$	2,565
Cheerleader - B Team	1	$	1,693
Cross Country - Head	1	$	2,751
Cross Country - Asst.	1	$	1,966
Golf – Head	1	$	3,188
Golf - Asst.	1	$	798
Gymnastics – Head	1	$	3,437
Gymnastics – Asst.	1	$	1,966
Soccer – Head	1	$	3,685
Soccer - Asst.	1	$	2,440
Softball – Head	1	$	4,363
Softball - Asst.	2	$	3,046
Tennis – Head	1	$	3,685
Tennis - Asst.	1	$	2,440
Track – Head	1	$	4,307
Track - Asst.	3	$	2,938
Volleyball Head	1	$	3,685
Volleyball - Asst.	2	$	2,440
Wrestling – Head	1	$	4,120
Wrestling – Asst.	1	$	3,312

MIDDLE SCHOOL

Academic coaches	2	$	1,320
Band	2	$	3,385
Basketball 6th (Boys)	2	$	1,040
Basketball 6th (Girls)	2	$	1,040
Basketball 7th (Boys)	2	$	2,179
Basketball 7th (Girls)	2	$	2,179
Basketball 8th (Boys)	2	$	2,179
Basketball 8th (Girls)	2	$	2,179

Cheerleading	2	$	1,320
Color Guard	1	$	1,040
Cross Country (Boys and Girls)	2	$	1,195
ELL Middle School	2	$	2,200
Football 7th	2	$	1,600
Football Asst.	2	$	1,332
Football 8th	2	$	1,600
Football Asst.	2	$	1,332
Golf	2	$	1,040
Musical	2	$	1,400
Robotics	4	$	1,040
Show Choir	1	$	1,400
Soccer (Girls)	2	$	1,600
Soccer (Boys)	2	$	1,600
Swimming (Boys and Girls)	1	$	1,195
Swimming Asst. (Boys and Girls)	1	$	862
Tennis Head	1	$	1,200
Tennis Assistant	1	$	1,040
Thursday School Supervision	68	$	250
Track 7th (Boys)	2	$	1,600
Track 7th (Girls)	2	$	1,600
Track 8th (Boys)	2	$	1,600
Track 8th (Girls)	2	$	1,600
Vocal	2	$	2,081
Volleyball -Girls 6th	2	$	1,040
Volleyball -Girls 7th	2	$	1,688
Volleyball – Girls 8th	2	$	1,688
Volleyball – Boys 6th	2	$	1,040
Volleyball – Boys 7th	2	$	1,688
Volleyball – Boys 8th	2	$	1,688
Wrestling Head - Boys	2	$	1,438
Wrestling Asst. - Boys	2	$	1,195
Wrestling Head - Girls	1	$	1,438
Wrestling Asst. - Girls	1	$	1,195
Yearbook	2	$	1,094
ELEMENTARY SCHOOL			
Basketball (Boys)	6	$	845
Basketball (Girls)	6	$	845

Intramurals (Cross Country)	12	$	840
Choir	6	$	910
ELL Elementary School	2	$	2,200
Junior National Honor Society or Student Council	6	$	550
Math Bowl	6	$	840
Robotics	12	$	1,040
Spell Bowl	6	$	840
Volleyball (Boys)	6	$	845
Volleyball (Girls)	6	$	845

INTRAMURALS

High School (100 Per school)	1	$ 3,165
Middle School (100 Per School)	2	$ 3,165

Each school may choose how it best serves its students when spending its Intramural Funds. Funds can be distributed in single allotments, divided between individuals when appropriate, or allocated as stipends based upon the criteria set forth in the extra pay section of the contract. (Total may not exceed the amount set aside for this purpose)

SPECIAL EDUCATION

Special Education	$	725
ED Teacher	$	2,200
Essential Skills Teacher	$	2,200
Applied Skills Teacher	$	2,200

OTHER

Extra Event Pay (Per Building)	100	$30

EXTENDED CONTRACTS	**Number of Positions**	**Additional Days**
Asst. Athletic Director	1	10
Band	1	15
Band Asst.	1	15
HS Guidance Counselor	4	20
MS Guidance Counselor	2	2
MS Guidance Counselor	2	10
HS Guidance Director	1	30
Psychometrist	3	10

Voc-Business Director	1	20
Pre-Vocational Director	1	7

* Teachers holding extended contracts in the following positions, at the end of the 2007-08 school year shall continue to receive the designated number of days provided in the 2004-2008 contract until their employment in that assignment with the school corporation has been terminated

GENERAL PROVISIONS GOVERNING EXTRA PAY

1. **Selection**
    a. Positions may be split to optimize the benefit for students. Such divisions must have the approval of the principal, or their representative, the Superintendent, and Board.
    b. If a suitable person cannot be found for a contracted position, volunteer coaching/sponsor positions need only the approval of building administration, the head coach, and other school officials if necessary, but must have background checks completed. This is for informational purposes only and was not bargained.

2. **Additional Extra Event Pay Information**
    a. To cover additional intramural, extra-curricular and athletic needs, each school is allowed to spend (as per Extra Pay Schedule) up to 100 events each school year. Principals shall have the authority to approve these expenditures and to consent to transfer to other colleague's building funds.
    b. This event extra pay is for an event or meeting deemed to necessitate skilled personnel to facilitate optimal performance to meet student, building or community needs. Examples include, but are not limited to: club sponsors, after school tutors or supervisors, money agents, event supervisors, intramural instructors, and skill specific athletic workers. Athletic events paid for by Athletics are not limited to only 100 stipends. Positions such as rope holders, ticket takers, some clerical positions and the like which do not require specific skills do not qualify for this pay.
    c. Any teacher/sponsor interested in forming a new club or conducting an existing club may submit a proposal to their building principal for approval. One (1) extra event pay shall be given for each 90 minutes that the club meets.
    d. In the event that a specific activity session exceeds three (3) hours in length, the teacher/sponsor may submit for two (2) extra event pays.
    e. If adjustments are required in the Extra Event Pay schedule, the Administration and the Huntington Classroom Teachers' Association shall meet to discuss and mutually agree upon the changes.

3. Extra Pay

a. Extra pay is the sum paid in addition to any salary provided for by this Agreement.

b. Extended contracts are sums paid at the salaried rate for additional days or hours worked over and above paid salaried days or hours based on the individual teacher's base salary.

Memorandum of Understanding

Adjustment to Bargaining Unit & Literacy Endorsement Base Salary Differentiation

This Memorandum of Understanding is entered into between the Huntington Classroom Teachers Association (HCTA) and the Huntington County Community Schools Corporation (Corporation).

1. WHEREAS the Huntington County Community Schools Corporation and the Huntington Classroom Teachers Association are parties to the 2025-2027 Collective Bargaining Agreement (CBA) approved by the parties on November 3, 2025; and

2. WHEREAS Article I, Section 2 (F) (page 3) refers to the definition of "Teacher" is updated for 2026-2027 school year, consistent with the Amended Bargaining Unit Order issued on October 20, 2026, as follows:

   "Teacher" shall refer to personnel who are employed on a teacher's contract and who hold certification through the Indiana Professional Standards Board or the Indiana Department of Education except the Superintendent of Schools, Deputy Superintendent, Chief Financial Officer, Administrative Assistants, Principals, Assistant Principals, Directors and Assistant Directors (including current Directors: Teaching & Learning, Transportation, Technology, Food Service, Special Education, Marketing & Communications, Maintenance & Custodians, Human Resources, Finance, Early Childhood Education, Behavioral Health & Wellness, Guidance, Security), Corporation Nurse, Athletic Director, Head Basketball Coach, Head Football Coach, Girls Head Basketball Coach, and part-time employees, as defined by Indiana Education Employment Relations Board.

3. WHEREAS the requirement for the compensation model for literacy endorsement, needs updated for 2026-2027, Appendix A, Section 5 (page 24) added as follows:

   Literacy Endorsement Base Salary Differentiation
   Prior to receipt of increases described in Appendix A, Section 3 and 4, the base salary of teachers who possess a literacy endorsement will be adjusted, as needed, to reflect a $100 differential (in comparison to the base salary of teachers who otherwise have the same credentials but do not possess the literacy endorsement).

4. WHEREAS the changes reflecting the Literacy endorsement differential were made, the parties realized the need to clarify the compensation plan in Appendix A as follows:
   A. The definition of "experience" was moved from the Factor Definitions in Appendix A, Section 3, to Distribution in Appendix A, Section 4. This change was made because experience is a subfactor used in distribution of the 2025-26 Academic Needs increase.
   B. The revised distribution provisions below replace the distribution provisions in Appendix A, Section 4, of the CBA. (Note: the total amount of bargained compensation remains the same – these changes clarify and implement new 2026 requirements.
      a. <u>For 2025-26</u>:
         i. Teachers who satisfy the Academic need factor receive an increase of $2,500 in comparison to the starting salary of newly hired teachers with the same education and experience as shown on hiring schedule (experience for returning teachers defined as 120 INPRS days). This increase is implementing a teacher retention catchup, which exempts the amounts for education/experience from the 50% cap. Increase = $2,500. Teachers who satisfy the evaluation factor (E or HE evaluation) = $1,250

ii. Teachers who satisfy the instructional leadership factor (possession of literacy endorsement **for 25-26 only**) = $100.
iii. The 2025-26 total available increase = $3850. Academic need (2500/3850) = 65%; Education/Experience = 0%

b. For 2026-27:
   i. Teachers who satisfy both the evaluation and the academic needs factors receive $1250.
   ii. The 2026-27 total available increase = $1,250. Academic need 50%, Evaluation factor 50%, Education/Experience = 0%

5. THEREFORE, both parties agree to the above changes, and this Memorandum of Understanding will serve as a replacement for the sections addressed within this document.

6. All parties understand that this MOU is subject to Compliance Review by the Indiana Education Employment Relations Board. This MOU is considered enforceable upon approval by IEERB.

Agreed to this 9th, Day of November, 2026.

HUNTINGTON COUNTY COMMUNITY SCHOOL CORPORATION BY AND THROUGH ITS BOARD OF SCHOOL TRUSTEES

By _____
Superintendent of Schools

Attest:

By _____
President of School Board

DATE 11-9-2026

HUNTINGTON CLASSROOM TEACHERS ASSOCIATION

By Amanda Barnum
Co-President

By Amanda Stephenson
Co-President

DATE 11-9-2026