2026-27 Contract

(July 1, 2026- June 30, 2027)

between

The Greenfield-Central
Board of School Trustees

and the

Greenfield-Central
Classroom Teachers' Association

ARTICLE I
RECOGNITION

The school employer recognizes the Greenfield-Central Classroom Teachers' Association as the exclusive representative of certificated school employees in the following bargaining unit:

All certificated school employees, as defined in Indiana Code, in the Greenfield-Central Community School Corporation, excluding:

1. All supervisors, including but not limited to the superintendent, assistant superintendents, business managers, coordinators, principals, and assistant principals;
2. All directors that evaluate other Greenfield-Central employees, including but not limited to the director and assistant directors of athletics;
3. All confidential employees, including deans;
4. All certificated employees who are not full-time, including visiting teachers, teachers on leaves of absence, teachers of homebound, permanent and occasional substitute teachers and volunteers.
5. All employees performing security work;
6. All head coaches who make a written evaluation and recommend assistants, including but not limited to: football, basketball, wrestling, volleyball, track, baseball, swimming, and softball. This exclusion also applies to the high school band director.

ARTICLE II
SALARY AND WAGE RELATED FRINGE BENEFITS

A. Medical Insurance

The Greenfield-Central Community School Corporation will pay toward the cost of hospital, surgical and medical care type insurance for each full-time teacher employed under regular contract and enrolled in the school corporation's group medical insurance plan. (The words "teacher employed under regular contract" shall be interpreted to mean someone who is not working on a substitute basis and whose appointment has been officially approved by the school employer.)

Teachers hired after January 1, 2024, who sign a regular contract with a base number of days less than 184 days will receive a prorated amount of the employer contribution based upon the number of days contracted. (The words "regular contract with a base number of days less than 184 days" shall be interpreted to mean someone who is choosing to work less than 184 days for reasons other than an approved leave or a year shortened by a delayed hire date who is not working on a substitute basis and whose appointment has been officially approved by the school employer.) This item is for information purposes only.

During the health insurance policy year, the school employer will pay up to $7,000 toward Employee Single Coverage, and up to $16,000 toward Employee/Family Coverage. If an employee adds Direct Primary Care to their policy, the school employer will contribute an additional $390 annually to both Employee Single and Employee/Family Coverage. Health insurance premiums will be deducted two times per month for a total of 24 deductions in a plan year. Should the State employee minimum or State employer maximum thresholds dictate a different amount than the amount not applied towards employer premium payment would be given to the employee as a Health Savings Account (HSA) distribution.

Beginning January 1, 2024:

In the event that two teachers are married and enrolled in the Greenfield-Central CSC health insurance plan Greenfield-Central CSC will pay for one of the following benefits:

Beginning January 1, 2024:

In the event that two teachers are married and enrolled in the Greenfield-Central CSC health insurance plan Greenfield-Central CSC will pay for one of the following benefits:

- •Married Couple, no dependents – the cost of two-single plans, per couple, minus $1 for each teacher. The school employer will contribute the cost of the least expensive plan minus the $1 contributions of the employees.
- •Married Couple, with dependents – the cost of one family plan, per couple, minus $1 for each teacher. The school employer will contribute the cost of the least expensive plan minus the $1 contributions of the employees.
- •Married Couples hired after January 1, 2024, where one or both employees sign a regular contract with a base number of days less than 184 days will receive a prorated amount of this benefit based upon the number of days contracted. This item is for information purposes only.
- •Married couples who choose Direct Primary Care option the school employer will contribute an additional $390 annually to both Employee Single and Employee/Family Coverage.
- •Married couples who choose a plan with a cost that exceeds the least expensive plan will pay the difference between the plans.

B. Term Life Insurance

The school employer will provide term life insurance in the amount of $50,000 per teacher. Insurance will be provided to "regularly employed" teachers who are enrolled in the school corporation's group term insurance plan with the teacher paying not less than one dollar ($1.00) per year. The term life policy now in force is based on the calendar year.

C. Income Protection Insurance

The school employer will provide an income protection plan of its choosing for each "regularly employed" teacher who is enrolled in the school corporation's group income protection plan. The policy is based on the calendar year.

D. Vision Insurance

Each teacher shall be covered by an individual or family vision care program paid for by the school employer that provides for eye examinations, lenses and frames every other year. The vision care benefit plan will include one (1) comprehensive vision examination every twelve (12) months, and a wide selection of quality frames every twenty-four (24) months.

E. Policy Limitations

A general provision for all insurance benefits includes policy limitations in accordance with the approved benefit plan. With the exclusion of the provisions provided in Article II, Section A, the selection of insurance carriers and benefit plans will be discussed with the Association prior to approval.

F. Dental Insurance

The amount specified below, but not to exceed the actual cost of the premium, will be paid by the Board toward the cost of dental insurance (single or family coverage) for each full-time teacher employed under regular contract and enrolled in the School Corporation's group dental insurance plan, with the teacher paying not less than one dollar ($1.00) per year. Maximum Board Payment Per Teacher: Up to $400.00 per year.

ARTICLE III
PROFESSIONAL COMPENSATION

A. Appendix A and B

The basic salaries of employees covered by this Contract are set forth in Appendix A, which is attached to and incorporated in this Contract. The extra-curricular pay schedule is set forth in Appendix B.

B. Teacher General Compensation

The Greenfield-Central Compensation Model is set forth in Appendix D, as required under IC 20-28-9.

C. Professional Development Program Credits

1. A stipend earned for any three (3) year period for approved Professional Development Program credits for a teacher with a life teaching license only, shall be calculated using the following formula: [($32,339 – $31,094)/1.03]/4. The maximum stipend earned for any three (3) year period for approved Professional Development credits for teachers with life licenses will be $1209 plus Indiana Public Retirement System, or INPRS.
2. Teachers with life licenses who earn Professional Development credits will complete the documentation and application form to receive credit for the Professional Development credits.
3. All other currently employed teachers may receive stipends for Professional Development credits earned prior to March 2009. The stipends they receive will be frozen at the March 2009 amount, and they will not be eligible to earn any additional Professional Development credits. The Board will pay INPRS on these stipends.
4. New hires for the 2009-10 school year and thereafter, with or without a life license will not be eligible to participate in the Professional Development program. However, they will be eligible to earn compensation for college credits as provided in Article III.C.5.
5. The Board will pay $500 for 3 hours of credit earned up to a maximum of $1500 over 3 years. The lifetime maximum will be 36 credits per non-life licensed employee. Earned credit is a one-time stipend not to be applied to base.

D. Substitute Teaching

A teacher will be additionally compensated for substitute teaching according to the following conditions:

1. The substitution occurs during the preparation period of the teacher who is substituting;
2. The teacher for whom the substitution is occurring must use a recognized leave day as established in Article IV of this agreement;
3. Compensation shall be at an hourly rate, which is determined by the maximum daily substitute-teaching rate for this school corporation divided by eight (8);
4. Compensation is calculated as time dedicated to substitute teaching times the rate established in Article III.D.3;
5. Substitute teaching arrangements must be approved and/or assigned by the building principal.

E. Indiana Public Retirement System (INPRS)

The school employer shall pay the teacher contribution to the INPRS on appropriate salaries earned and payable.

F. Teaching Year

A teacher who teaches not less than one hundred twenty (120) days during any given school year shall receive credit for one (1) full year of teaching.

G. Admittance to ECA Events

A teacher working in the school corporation, along with the teacher's spouse and children, will receive a pass for athletic and special events sponsored by Greenfield-Central Schools.

H. Staff Development Program and Professional Service Program

Payment may be earned for approved staff development and service on a committee through claim.

Committees eligible for compensation may include curriculum development, textbook adoption and school improvement planning. To be eligible for payment, the employee must participate in training offered by the Corporation or serve on a mutually agreed upon committee. Hourly payment[+] amounts are provided in the table below:

		I.C.D. *+@	O.C.D. **+@
Level 1	Learner	N/A	$30.00
Level 2	Facilitator	$25.00	$50.00
Level 3	Committees	N/A	$30.00

*I.C.D. = Inside the Contracted Day
**O.C.D. = Outside the Contracted Day
+ Maximum compensation on a non-contract day (weekends and school breaks) not to exceed 8 hours per diem. Maximum I.C.D. and O.C.D. on a contract day not to exceed 2.5 hours per diem.
@Facilitator will be paid for .5 hour of preparation for each 1 hour of presentation (e.g. if presentation is 1 hour O.C.D. the Facilitator will complete a claim documenting 1.5 hours of work paid at $50/hour for total compensation of $75).

I. Master's Degree Stipend

Any teacher who is currently compensated on the bachelor's range and earns a master's degree from an accredited postsecondary educational institution in a content area directly related to the teacher's subject matter, will receive a stipend of $4,000, spread over 20 pays, subject to the approval of the Superintendent. The degree must be substantiated by submitting official transcripts to the Office of the Superintendent by September 15th. The payment of the stipend will not occur until the official transcripts have been received by the Office of the Superintendent. This item is for information purposes only.

J. Literacy Endorsement Pay Differential

For the 2026-2027 contract year, any teacher who earns a literacy endorsement and adds it to his/her license by September 15, will qualify for the Literacy Endorsement increase as described in AppendixD.

K. Mileage and Meals Reimbursement

1. The following will be the reimbursement for meals incurred while attending approved professional development events held off G-C CSC property:
   a. Breakfast (only when an overnight stay was required the night before) – up to $10.00
   b. Lunch – up to $15.00
   c. Dinner – up to $20.00
   d. The corporation will not reimburse snacks or social beverages. Prices are inclusive of tips. Meals will not be reimbursed if they are included in the cost of registration. Official and itemized receipts must be included in the request for reimbursement.
2. Mileage will be reimbursed at the current Federal IRS rate.

ARTICLE IV
LEAVES

A. Personal Leave

Each regularly employed full-time teacher shall be entitled to four (4) days of absence without loss of pay for the transaction of personal business or the conducting of personal or civic affairs. The teacher shall submit a written statement to the Superintendent setting forth the reason and necessity, which shall be the cause of each absence under this policy.

If in any one school year the teacher shall be absent for reasons covered in the above rule for fewer than four (4) days, they shall be accumulative to a total of five (5) days. Days accumulated beyond five (5)

shall be transferred to accumulated sick leave benefits.

B. Sick Leave

1. Each regularly employed full-time teacher shall be granted either ten (10) days of annual sick leave for the first year of employment or eight (8) days for subsequent years of employment, for use in the case of illness or quarantine of the teacher or of the teacher's spouse, parent, child, grandparent, sibling and each similar relationship established by marriage.
2. Sick leave may accumulate up to a total of one hundred forty (140) days. A teacher employed prior to the 2002-03 Contract and has previously accumulated more than one hundred twenty (120) sick leave days shall be allowed to maintain and use the days as specified in the Contract, but cannot accumulate any additional days until such time as the total accumulation reduces below a total of one hundred twenty (120).
3. If a teacher has accumulated sick leave, the teacher may use the accumulated sick leave in conjunction with FMLA-qualifying conditions. A teacher may preserve up to 4 personal leave days (current year) when using leave for a FMLA-qualifying condition.
4. A teacher who has been employed with the school employer for at least 2 consecutive years may use accumulated sick leave for up to 6 days per year (days 13-18 of leave usage in a particular year) of non FMLA-qualifying absences in case of illness or quarantine as described in Number 1 of this Section. A teacher must exhaust the annual sick leave allotment (8 sick leave days) prior to accessing accumulated sick leave.
5. A teacher with an FMLA-qualifying condition may use accumulated sick leave after exhausting the annual sick leave days, upon FMLA certification.
6. If a teacher is absent for more than three (3) consecutive days due to illness or quarantine as described in Number 1 of this Section, written certification of such illness by a licensed health care provider shall be submitted if requested by the school employer.
7. A teacher with accumulated sick leave from another Indiana school corporation shall have five (5) days of sick leave transferred upon completion of a teacher's first year at GCCSC and five (5) days of sick leave transferred each year until completion of the 6th year. Following a teacher's 6th year and each year after at GCCSC, (10) days will be transferred until the number of accumulated days to which said teacher was entitled in the last place of employment shall have been exhausted.

C. Leave Usage in Conjunction with a School Break

A teacher shall request permission, in writing, to the Superintendent, to use personal leave (or sick leave, where the need is foreseeable) that would extend school breaks. The request must be made to the Superintendent at least 2 weeks prior to the use of such leave. Past attendance will be considered. Documentation shall be provided by the teacher if requested by the Superintendent or designee.

Days in Conjunction with a School Break must be approved two weeks in advance of the following breaks:

Labor Day	Martin Luther King Day
Fall Break	President's Day
Thanksgiving Break	Spring Break
Winter Break	Memorial Day

D. Bereavement Leave

In case of death(s) within the immediate family the employee shall be provided with a leave of up to five (5) school days and shall receive full compensation for such leave. "Immediate family" shall be interpreted as spouse, children, including unborn and expected, sister, brother, mother, father, mother-in-law, father-in-law,

grandparents, grandchildren, and each similar relationship established by marriage, or any other person living in the same household. If more than one (1) death in the immediate family shall occur, up to five (5) full school days shall be granted for each. One (1) day leaves shall be granted for funerals in case of death(s) of other family members or that of close friend(s) without loss of compensation.

E. Legal Leave

The school employer will only grant legal leave to a teacher subpoenaed to serve jury duty, testify in court as a witness in a case in which the teacher is not a party to the suit, or testify in court in any suit arising out of the performance of the duties for, or employment with, the school corporation. The leave shall be for the number of days mandated to perform such obligation. Compensation for such legal leave shall be calculated as the difference between the teacher's contracted daily rate and the pay received for such mandated duty.

F. Pregnancy Leave

An employee who is pregnant shall be entitled upon request to a leave of absence to begin at any time between the commencement of her pregnancy and one (1) year after a child is born to her.

1. Said employee shall notify the Superintendent, in writing, of her desire to take such leave and, except in case of emergency, shall give such notice at least thirty (30) days prior to the date on which her leave is to begin. She shall include with such notice either a physician's statement certifying her pregnancy or a copy of the birth certificate of her child, whichever is applicable. An employee who is pregnant may continue in active employment as late into her pregnancy as she desires provided she is able to properly perform her required functions as certified by her physician.
2. Any teacher under contract for at least 12 months with the Greenfield-Central Community School Corporation who is on leave during the first four (4) weeks after giving birth will be granted this leave without loss of pay. This leave will not be deducted from the employee's accrued sick leave.
3. All or part of the remaining leave taken by a teacher because of a temporary disability caused by pregnancy may be charged, at her discretion, to her available paid sick leave days. However, paid sick leave shall not be used for any day the teacher is capable of performing the teacher's regular teaching duties.

G. Adoptive and Non-Birthing Parent Leave

An employee shall be entitled upon request to a leave of absence to begin at any time within one (1) year of the birth or adoption of the child, and such leave shall be used for the care of and/or bonding with the child, or, for the care of the mother and/or child.

1. Said employee shall notify the Superintendent, in writing, of his/her desire to take such leave and, except in case of emergency, shall give such notice at least thirty (30) days prior to the date on which his/her leave is to begin. The notice shall include a copy of the birth certificate or adoption papers.
2. A teacher under contract for at least 12 months with the Greenfield-Central Community School Corporation who adopts a child under the age of 6 months will be granted the first four (4) weeks after the adoptive placement without loss of pay. This leave will not be deducted from the employee's accrued sick leave and shall occur during the first 20 days (excluding weekends) after the adoptive placement. A teacher under contract for at least 12 months with the Greenfield-Central Community School Corporation who adopts a child over the age of 6 months and under the age 5 years old will be granted the first two (2) weeks after the adoptive placement without loss of pay. This leave will not be deducted from the employee's accrued sick leave and shall occur during the first 10 days (excluding weekends) after the adoptive placement.

3. A teacher under contract for at least 12 months with the Greenfield-Central Community School Corporation who becomes a parent to a newborn through birth, is a non-birthing parent, and takes leave to care for the mother and/or child will receive five (5) days of paid leave. This leave will not be deducted from the employee's accrued sick leave and shall occur during the first 5 workdays (which excludes weekends and holidays) after the birth of the child.
4. All or part of the remaining leave taken by a teacher for the purpose of paternity or adoption may be charged, at the employee's discretion, to available paid sick leave days.
5. The leave allowed will be:
    a. Non-Birthing Parent Leave – up to 10 days
    b. Adoptive leave – Child under the age of 5: up to 30 days
    c. Adoptive Leave – Child over the age of 5: up to 10 days

H. <u>Catastrophic Illness and Injury Leave Bank</u>

1. Purpose

    A Catastrophic Illness and Injury Leave Bank will be established to provide a bridge to the long-term disability plan for those who have an extended disability, and a payroll protection mechanism for pregnant teachers and those with a shorter-term catastrophic personal illness or injury where the teacher has exhausted all paid leave benefits.

2. Guidelines
    a. The voluntary Catastrophic Illness and Injury Leave Bank (Bank) permits a teacher (Member) to petition for leave days from the Bank if the teacher has donated one sick leave day to the bank, the teacher is absent from assigned duties due to the employee's own catastrophic personal illness, unforeseen surgery or debilitating injury, including a medical emergency, and the teacher has utilized all paid leave. Benefits from the Bank can only be used for the certificated employee's personal catastrophic illness, unforeseen surgery or debilitating injury, including a medical emergency, which is anticipated to extend beyond five (5) work days.
    b. A current member will be required to donate a day only if the bank has a balance of fewer than 180 days as of August 1 immediately preceding the start of the school year. This may be donated from the member's accumulated days.
    c. A veteran teacher who is not a current member of the bank may become a member by contributing one (1) sick leave day to the bank between August 1st and September 15 of any school year.
    d. A teacher who is newly hired in the school corporation shall have fifteen (15) days from the date of initial duty assignment, or until September 15th of the school year in which the teacher is hired, whichever is later, to choose whether to participate in the bank by contributing one (1) sick leave day.
    e. Members who wish to terminate membership must notify the Office of the Superintendent prior to September 15 of the school year in which the member wishes to terminate membership. Teachers who terminate Bank membership are required to pay back any borrowed Bank days at the rate of three (3) days per year until all days are repaid. Should a Member sever employment and not have fully repaid Bank days, the Member shall forfeit any sick leave days necessary to repay the Bank.
    f. If the balance of days in the Bank reaches 0 during the school year, each member of the sick bank shall be assessed 1 additional day to maintain membership. This may be donated from the member's accumulated days.
    g. A Bank member who does not have any remaining sick days to contribute to maintain membership, and such teacher wants to continue membership, will not be dropped from

membership, but will be required to contribute the additional day at the beginning of the next school year when the member receives a new allocation of sick days.

h. Where appropriate, FMLA leave will be charged concurrently with use of Bank days.

i. Bank days shall only be used for the absence of the Member and shall accumulate only for the overall Bank and not as part of an individual member's sick leave allotment.

j. Members may access the Bank only one time during any one school year. Once a Member becomes eligible for benefits under the long-term disability (LTD) plan, all Bank benefits and use of awarded Bank days end.

3. Bank Committee

a. A three (3) member Catastrophic Illness and Injury Leave Bank committee shall be established to receive written requests and allot days from the bank according to the provisions of this Contract. The committee shall be composed of two (2) persons appointed by the Association and one (1) person appointed by the Superintendent.

b. Days allotted by the committee to an individual teacher shall be available for use beginning with the second (2^{nd}) consecutive day of absence after exhaustion of the employee's paid leave benefits.

c. The maximum number of days granted per year for any single request is 30. Members may petition the Bank Committee for an additional thirty (30) days in the event of unusual circumstances, for a maximum of sixty (60) day total. All days must be paid back prior to returning to the Bank for additional requests.

d. Bank days shall cease on the earliest of the following days:

i. Day after the last day of employment for the school year

ii. Day after the last day of allotted number of days granted by the committee, OR

iii. The first day of return to employment subsequent to the granting of days by the committee

iv. The teacher begins receiving benefits under the long-term disability plan

4. Members Agreement and Indemnifications

a. In consideration of the benefits of participating in the Bank, each applicant for membership in the Bank and for leave days from the Bank shall, as a condition of such application, agree in writing substantially as follows:

"I specifically acknowledge and agree that the granting of leave days from the Catastrophic Leave and Illness Bank shall be at the sole discretion of the Bank Committee or, in the event of an appeal, the Appeals Committee, and that all decisions of the Catastrophic Leave and Illness committee or the Appeals Committee will be final and binding. I further agree to abide by such decisions and to indemnify and hold harmless the Greenfield-Central Classroom Teachers' Association, Greenfield-Central Community School Corporation, the Catastrophic Illness and Injury Bank, the Appeals Committee, and all of their representatives and agents for any loss, costs, expenses, and/or damages they may sustain as a result of any claim or legal proceedings I may bring against any of them with respect to a decision made by any of them concerning the application."

b. When a Member donates sick leave days to the Bank, the Member agrees to the published rules for administration of the Bank and agrees to abide by the published rules.

c. The Greenfield-Central Classroom Teachers' Association agrees to indemnify and hold harmless Greenfield-Central Community School Corporation for any and all claims, losses, costs, expenses, damages, or legal proceedings brought as a result of administration of the Bank.

I. <u>Unpaid Leave</u>

Any absences that do not qualify for a paid leave under this Article will be unpaid, and may subject the employee to discipline, up to and including cancellation of contract.

J. Part Time Teachers and Leave Days

Beginning January 1, 2024, teachers who sign a regular contract with a base number of days less than 184 days will receive a prorated amount of the leave days outlined in Article IV based upon the number of days contracted. (The words "regular contract with a base number of days less than 184 days" shall be interpreted to mean someone who is choosing to work less than 184 days for reasons other than an approved leave or a year shortened by a delayed hire date who is not working on a substitute basis and whose appointment has been officially approved by the school employer.) This item is for information purposes only.

ARTICLE V
RETIREMENT & SEVERANCE

A. General Provisions

If notification of retirement is made to the Office of the Superintendent, in writing, by January 1 of the year of retirement to be effective at the end of the school year, the retiree will be eligible to receive the balance of contract to be paid on the first payroll date following the completion of the school year. Provided, however, that in the event a teacher fails to meet the January 1 notification date and the notification date is not waived due to ill health as herein provided, payment of the remaining balance of contract will be paid out as scheduled on the payroll schedule.

If a teacher who is otherwise eligible for retirement under the provisions contained herein dies, any eligible pay will be paid to the teacher's estate or designated beneficiary.

B. Programs

1. Group Health Insurance

Immediately following retirement, the teacher shall have the option of remaining in the Corporation's current group health insurance plan if all of the following conditions are met as of the date of retirement and thereafter:

a. The teacher has attained fifty-five (55) years of age and is not eligible for Medicare.
b. The teacher has completed twenty (20) years of creditable employment with a public employer on or before the employee's retirement date, ten (10) years of which must have been completed immediately preceding the retirement date; and who will have completed at least fifteen (15) years of participation in the retirement plan of which the employee is a member on or before the employee's retirement date.
c. No later than June 30 of the retirement year the teacher has provided notice to the School Corporation for continuing insurance coverage for the teacher and spouse, if any.

It is acknowledged that the parties intend these provisions to comply with applicable deferral and state laws that establish an eligible teacher's right to continue health insurance for the teacher and spouse, including if otherwise applicable, Indiana Code. Therefore, this right to extend coverage shall not override any rights to continuing health care coverage as required by COBRA.

2. 401(a) – Account "A"

a. The Board will contribute the following percentages of the individual employee's regularly scheduled base salary to this 401a plan:
   1. For those employees currently participating in the retirement severance buyout 2.5%

2. For those employees not participating in the retirement severance buyout 2.5%.

b. The employer shall deposit employer contributions for each employee into an individual account on a monthly basis.

c. The group or its agents shall be the sole administrator of employer contributions to the program.

d. School employees will continue to have the option to invest their dollars in tax-deferred annuities.

e. Vesting Requirements: once contributions are made by the employer on behalf of the employee, all assets of the accounts remain the property of Greenfield-Central Community School Corporation until the employee has completed five (5) years of continuous service with the corporation.

f. Once contributions are made by the employer on behalf of the employee and the employee has become vested in the plan according to "e." above in this section, all assets of the accounts become the property of the employee and, in the event of death, his/her designated beneficiaries or lacking same, estate.

3. 401(a) – Account "B"

a. The group chosen, or its agents, shall be the sole administrator of employer contributions to the program.

b. School employees will continue to have the option to invest their dollars in tax-deferred annuities.

c. Vesting Requirements:once contributions are made by the employer on behalf of the employee, all assets of the accounts remain the property of Greenfield-Central Community School Corporation until the employee has vested ten (10) years of continuous service with the corporation and reached the age of fifty-five (55).

d. Once contributions are made by the employer on behalf of the employee and the employee has become vested in the plan according to "2.e." above in this section, all assets of the accounts become the property of the employee and, in the event of death, his/her designated beneficiaries or lacking same, estate.

e. Distribution of the forfeited funds by those not meeting the vesting requirements will occur by December of each year and shall be distributed in the same manner as the original buyout (Appendix C).

4. 501(c)(9)

a. The Board will contribute 1% of the individual employee's regularly scheduled base salary to this 501(c)(9) plan.

b. The employer shall deposit employer contributions for each employee into an individual account.

c. The group chosen, or its agents, shall be the sole administrator of employer contributions to the program. School employees will continue to have the option to invest their dollars in tax-deferred annuities.

d. Vesting Requirements: Once contributions are made by the employer on behalf of the employee, all assets of the accounts remain the property of Greenfield-Central Community School Corporation until the employee has fifteen (15) years of continuous service with the corporation and reaches the age of fifty-five (55).

e. Once contributions are made by the employer on behalf of the employee and the employee has become vested in the plan according to "2.e." above in this section, all assets of the accounts become the property of the employee and, in the event of death, his/her designated beneficiaries or lacking same, estate.

f. Distribution of the forfeited funds by those participating in the retirement/ severance buyout and not meeting the vesting requirements will occur by December of each year and shall be distributed in the same manner as the original buyout (Appendix C). Forfeiture funds for those not participating in the retirement severance buyout shall remain with the Board.

g. Teachers employed by the School Corporation whose spouse is also a teacher for the School Corporation shall have their conversion calculation for the Medicare Bridge calculated as if one member has a family plan and the other members has a single plan. Those teachers shall determine which member shall be designated for each plan.

5. Severance Compensation

Limited severance compensation shall be paid in one lump sum by December 31st of the year of retirement to the employee as agreed and determined by the Severance Compensation chart (Appendix C) in the custody of the Corporation Treasurer with one copy provided to the CTA.

ARTICLE VI
TERM AND GENERAL PROVISIONS

A. Term

This Contract shall continue in effect July 1, 2026 to June 30, 2027.

B. Association Days

Greenfield-Central will offer two paid leave days annually for the CTA president or designee (for a total of two days maximum for CTA) to participate in legislative efforts to promote G-C educational concerns.

C. The school employer construes and the Association recognizes the specific provisions of this Contract as constituting limitations and being the only limitations upon the school employer's right and authority to manage the school corporation.

D. Attest

This Contract is made and entered on, by the Board of School Trustees of the Greenfield Central Community School Corporation and the Greenfield-Central Classroom Teachers' Association.

This Contract is so attested by the parties whose signatures appear below. The undersigned attest to the following:

1. A public hearing was held on September 14, 2026 [in compliance with I.C. § 20-29-6-1(b)], and electronic participation from the parties and/or public was not permitted; and
2. A public meeting was held on October 19, 2026 [in compliance with I.C. § 20-29-6-19] to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.
3. The contract was ratified on November 9, 2026.

Greenfield Central Community School Corporation

Board President

Superintendent

Greenfield Central Classroom Teachers' Association

CTA President

CTA Chief Negotiator

Appendix A

Newly hired teachers will be placed onto the New Hire Salary Schedule (included as Appendix A) in the row that matches the years of documented teaching experience (up to 43) and in the column (Bachelor's or Master's) that matches the level of educational attainment. Newly hired teachers who possess a literacy endorsement on the date of hire will receive a base salary that is $200 higher than a teacher who has similar credentials but does not possess the literacy endorsement. The Superintendent has the discretion to compensate the new teacher up to an additional $5,000 beyond the target, based on the needs of the corporation.

2026-27 New Teacher Hire Schedule

Bachelors			Masters	
Years	**Target**		**Years**	**Target**
0	$ 50,500		0	$ 54,000
1	$ 51,000		1	$ 55,000
2	$ 52,000		2	$ 56,000
3	$ 52,500		3	$ 56,500
4	$ 53,000		4	$ 57,500
5	$ 53,500		5	$ 58,500
6	$ 55,000		6	$ 59,750
7	$ 56,000		7	$ 60,750
8	$ 57,270		8	$ 61,900
9	$ 58,750		9	$ 63,000
10	$ 60,270		10	$ 64,000
11	$ 61,000		11	$ 65,500
12	$ 62,000		12	$ 66,000
13	$ 62,500		13	$ 66,500
14	$ 63,000		14	$ 67,500
15	$ 63,500		15	$ 68,250
16	$ 65,000		16	$ 69,500
17	$ 65,500		17	$ 71,000
18	$ 66,500		18	$ 72,750
19	$ 67,000		19	$ 74,000
20	$ 67,800		20	$ 74,500
21	$ 68,500		21	$ 75,000
22	$ 69,000		22	$ 75,500
23	$ 69,500		23	$ 76,000
24	$ 70,000		24	$ 76,500
25	$ 70,500		25	$ 77,000
26	$ 71,000		26	$ 77,500
27	$ 72,500		27	$ 79,000
28	$ 73,500		28	$ 79,500

29	$ 74,000		29	$ 81,000
30	$ 74,750		30	$ 82,800
31	$ 77,000		31	$ 84,500
32	$ 78,000		32	$ 85,500
33	$ 79,861		33	$ 86,000
34	$ 79,861		34	$ 86,500
35	$ 79,861		35	$ 86,500
36	$ 79,861		36	$ 86,500
37	$ 79,861		37	$ 87,776
38	$ 80,861		38	$ 87,776
39	$ 80,861		39	$ 87,776
40	$ 80,861		40	$ 88,026
41	$ 81,111		41	$ 88,026
42	$ 81,111		42	$ 88,026
43+	$ 81,361		43+	$ 88,276

***If a teacher qualifies for the Literacy Endorsement as detailed in III.J., they will receive a $200 base salary increase.**

Appendix B

2026-27 Extra-Curricular Pay Schedule
Greenfield-Central Community School Corporation

Any information beyond wages is for information purposes only. Teachers' assigned extra-curricular duties shall be paid an addition to their basic salary amount for designated additional services. Teachers assigned to the extra-curricular duties, as determined by the school employer and provided herein, shall be paid in addition to their basic salary the amount(s) stipulated herein. The stipend includes pay for services rendered before school starts, during vacation periods, and after school closes according to the assignment of the school employer.

A teacher's appointment to an extracurricular duty assignment(s) shall be on a year-to-year basis.

Assignment	**Stipend Amount**
Academic	
Department Chair - Junior High/High School	$515
PLC Leader - Tier I/Tier II	$515
Subject Area Specialist Art - High School	$780
Subject Area Specialist English - High School	$780
Subject Area Specialist Math - High School	$780
Subject Area Specialist Music - High School	$780
Subject Area Specialist Science	$780
Subject Area Specialist Social Studies - High School	$780
Summer School Teacher	$45.00/hr
TV/Radio Specialist	$9,065
Athletic	
Baseball Varsity Assistant	$2,800
Baseball JV	$2,400
Baseball 9th	$1,800
Baseball - Junior High	$2,200
Basketball Varsity Assistant*	$4,500
Basketball JV*	$4,200
Basketball 9th*#	$3,500
Basketball 8th*	$3,200

Basketball 7th*	$3,200
Basketball 8th Assistant*#	$1,200
Basketball 7th Assistant*#	$1,200
Cheerleader Coach - JV	$2,000
Cheerleader Coach - 9th	$1,500
Cheerleader Coach - Junior High	$1,700
Cross Country Varsity Assistant*#	$2,000
Cross Country - Junior High	$2,100
Football Varsity Assistant	$4,600
Football JV	$4,200
Football 9th	$3,200
Football 9th Assistant	$3,000
Football - Junior High	$3,200
Football Assistant - Junior High	$2,400
Golf - Varsity Assistant*#	$2,000
Golf - Junior High	$2,200
Junior High Athletic Assistant Coach (as needed based on participant numbers)	$1,120/$780
Open Gym Supervisor - High School	$1470
Soccer Varsity Assistant*	$2,800
Soccer JV*	$2,400
Soccer 9th*#	$1,800
Soccer - Junior High	$2,100
Softball Varsity Assistant	$2,800
Softball JV	$2,400
Softball 9th	$1,800
Softball - Junior High	$2,200
Summer Gym	$1090
Swimming- Varsity Assistant*	$2,800

Swimming- Diving Coach	$1,500
Tennis -Varsity Assistant*#	$2,000
Tennis - Junior High*	$2,200
Ticket Taking Baseball, Soccer, Softball, Swimming, Tennis, Track & Wrestling - Certified Only	$23.00/event
Ticket Taking Basketball, Football, & Volleyball/SLA Team Leader - Certified Only	$32.00/event
Track- Varsity Assistant*	$2,800
Track -Junior High*	$2,000
Track Assistant - Junior High*#	$1,450
Volleyball Varsity Assistant*	$2,800
Volleyball JV*	$2,400
Volleyball 9th*	$1,800
Volleyball - Junior High	$2,200
Strength Coach	$2,655
Wrestling Varsity Assistant*	$2,965
Wrestling JV*	$2,475
Wrestling 9th*	$2,090
Wrestling - Junior High	$2,105
Intermediate School Athletic Coaches	$1,200
Clubs	
Academic Coordinator	$780
Art Club - Junior High	$780
Assistant Academic Coordinator - High School	$400
Book Club Sponsor	$780
Brain Game Coach - High School	$780
Bring Change to Mind	$780
Builder's Club - Junior High	$780
Business Professionals of America	$780

Family Career and Community Leaders of America	$780
Future Farmers of America - High School	$1,035
Interact Club – High School	$780
Junior Class Sponsor	$780
K-Kids Club Supervisor	$780
Math Bowl	$780
National Art Honor Society - High School	$780
National Elementary Honor Society	$515
National Honor Society - High School	$780
National Junior Honor Society - Junior High	$780
Newspaper - High School	$780
PLTW/VEX - High School	$1,035
Robotics – K-8	$780
Senior Class Sponsor	$780
Student Leadership Director	$780
Spanish Honor Society	$780
Spell Bowl	$780
Student Council	$780
Sunshine Society - High School	$780
Super Bowl - Junior High	$780
Tech Club	$780
Yearbook - High School	$1,795
Yearbook - P-8	$780
Fine Arts	
Assistant Band Director - High School	$3,000
Assistant Drama Director	$4,200
Auditorium Tech Support	$31.50/hr
Band Director - Junior High	$1,090

Band Director – Winter Guard	$3,000
Band Director – Winter Percussion	$3,000
Band Director- Winter Winds	$3,000
Blue Fusion - High School	$2,455
Choir Director – Show Choir Choreography	$2,455
Choral Director - High School	$2,455
Choral Director - Junior High	$1,090
Drama - High School	$4,500
Drama - Junior High	$780
Guard Director - High School	$3,000
Jazz Band – Junior High	$1,090
Jr Blue Fusion - Junior High	$920
Orchestra Director	$1,090
Other Duties	
Building Webmaster (not to exceed total payment of $2,645.20 in a school year and must be approved by administration in advance.)	$31.50/hr
Compensation for Tasks	$35/hr
High Ability - Mentor Protégé Coordinator	$1,020
Homebound Instructor	$45.00/hr
New Teacher Mentor	$600
Planetarium Coordinator	$1,030
STRETCH Teacher	$35.00/hr
Student Management Software Specialist	$31.50/hr
Technology Project Specialist (Master Schedule)	$2,645
Telecommunications Manager	$1,025
Ticket Taking - Tier I/Tier II - Certified Only	$10.25/event
Washington, D.C. 8th Grade Trip Organizer	$515
***separate boys and girls teams, # only as needed**	

Appendix C

Greenfield-Central Community School Corporation
Mortality and Turn-Over Annual Reinvestment Funds

Calculation for each participant's share of forfeited funds of the 401(a)s and/or the 501(c)9:

Whereas:

IPS = Individual Participant's Share of Available Funds
F = Funds Available to all Participants
P = Total Number of Participants
Y = Participant's Years of Service to G-C CSC = Total
A = Average Years of Service to G-C CSC of all Participants

Then:

IPS = (F/P)*(Y/A)

Example:
Funds Available: $2,250.00 (F)
# of Participants: 10 (P)
Unweighted Average Payment per Participant: $225.00 (F/P)

Participant	**Participant's Corporate Years of Service (Y)**	**Participant's Weighted Average Multiple**	**Payment**
1	0	(0/22.5000=) 0.0000	$0.00
2	5	(5/22.5000=) 0.2222	$50.00
3	10	(10/22.5000=) 0.4444	$100.00
4	15	(15/22.5000=) 0.6667	$150.00
5	20	(20/22.5000=) 0.8889	$200.00
6	25	(25/22.5000=) 1.1111	$250.00
7	30	(30/22.5000=) 1.3333	$300.00
8	35	(35/22.5000=) 1.5556	$350.00
9	40	(40/22.5000=) 1.7778	$400.00
10	45	(45/22.5000=) 2.000	$450.00
Total	10(p) 225	**Average** 22.5000 (A)	1.0000 225.0000

Appendix D

2026 MODEL COMPENSATION PLAN

A. Salary Range

$50,000 to $87,276 not including current year increases or TRF contributions. At the beginning of the 2026-27 school year, the salaries of returning full-time teachers were between $50,000 and $87,276. After salary increases have been awarded through the compensation plan, the salary range for full-time teachers is $50,500 to $88,276, in compliance with IC 20-28-9-26.

B. Literacy Endorsement Base Salary Differentiation

Prior to receipt of increases described in Section C, the base salary of teachers who possess a literacy endorsement will be adjusted, as needed, to reflect a $200 differential (in comparison to the base salary of teachers who otherwise have the same credentials but do not possess the literacy endorsement).

C. Base Salary Increases

General Eligibility

To be eligible for a salary increase, a teacher must not have received a rating of ineffective or improvement necessary in the prior school year. A teacher who received a rating of ineffective or improvement necessary remains at their prior year salary.

1. Factors and Definitions
    - Evaluation Rating – The teacher received a highly effective or effective evaluation rating for the prior year.
    - Academic Needs – Academic Needs is satisfied by participating in at least three hours of professional development to improve student outcomes.
2. Distribution – amounts to be added to a teacher's base salary (applied in the following order)
    - Evaluation Rating =$800
    - Academic Needs = $200

D. New Hire Salary

Newly hired teachers will be placed onto the New Hire Salary Schedule (included as Appendix A) in the row that matches the years of documented teaching experience (up to 43) and in the column (Bachelor's or Master's) that matches the level of educational attainment. Newly hired teachers who possess a literacy endorsement on the date of hire will receive a base salary that is $200 higher than a teacher who has similar credentials but does not possess the literacy endorsement. The Superintendent has the discretion to compensate the new teacher up to an additional $5,000 beyond the target, based on the needs of the corporation.

Any information beyond wages is for information purposes only.Teachers who sign a regular contract with a base number of days less than 184 days will receive a prorated amount of the raise outlined in the Compensation Model based upon the number of days contracted. (The words "regular contract with a base number of days less than 184 days" shall be interpreted to mean someone who is choosing to work less than 184 days for reasons other than an approved leave or a year shortened by a delayed hire date who is not working on a substitute basis and whose appointment has been officially approved by the school employer.)

Calculation of Total Possible Base Salary Increase Available to Teachers Under the Compensation Plan = $300,000

• Increase attributable to evaluation = $240,000, which is 80% of the total possible increase.

• Increase attributable to academic needs = $60,000, which is 20% of the total possible increase.