MASTER CONTRACT

BETWEEN

THE BOARD OF SCHOOL TRUSTEES

OF THE

PERU COMMUNITY SCHOOLS

AND

THE PERU COMMUNITY EDUCATION ASSOCIATION

Effective July 1, 2026 - June 30, 2027

TABLE OF CONTENTS

ARTICLE I
Section 1 - Preamble 4

ARTICLE II
Section 1 - Recognition 4

ARTICLE III
Section 1 - Association President Release Time 4

ARTICLE IV - Intentionally left blank 5

ARTICLE V
Section 1 - Grievance Procedure 5

ARTICLE VI
Section 1 - Personal Business Leave 7
Section 2 - Sick Leave/Family Illness 7
Section 3 - Maternity, Adoptive, Parental Leave 8
Section 3a - Maternity Leave 8
Section 3b - Adoptive Leave 8
Section 3c - Parental Leave 9
Section 4 - Sabbatical Leave 9
Section 5 - Professional Leave Days 9
Section 6 - Military Leave 9
Section 7 - Bereavement Leave 9
Section 8 - Other Leaves 10
Section 9 - Teachers' Charging of Leaves 10
Section 10 - Family Medical Leave Act 10
Section 11 - Vacation Days 10
Section 12 - Class Coverage 10

ARTICLE VII
Section 1 - Jury Duty 11

ARTICLE VIII
Section 1 - Severance Pay 11

ARTICLE IX
Section 1 - Worker's Compensation 11

ARTICLE X
Section 1 - Effect of Agreement 11

ARTICLE XI
Section 1 - Separation Pay Plan 401 A 12
Section 1a - Severance Plan 12
Section 2 - Retirement Plan 12
Section 2a - 401 (a) Retirement Plan 12
Section 3 - Retirement Medical/Dental Plan 2003-04 Teachers 14
Section 4 - Retirement Medical/Dental Plan 2004-05 and Thereafter Teachers 14
Section 5 - Unused Sick Days 15

ARTICLE XII
Section 1 - Pay Periods 15

ARTICLE XIII
Section 1 - Health Insurance 15
Section 2 - Life Insurance 16
Section 3 - Long-Term Disability 16
Section 4 - Section 125 17

ARTICLE XIV
Section 1 - PCS Compensation System Description 17
Section 2 - Salary 18
Section 3 - Additional Compensation 19
Section 4 - Grant Funds 20
Section 5 - Background Checks 20

ARTICLE XV

Section 1 - Extra-Curricular 20

ARTICLE XVI
Section 1 - Term of Agreement 32

APPENDIX A-1 SICK LEAVE BANK 34

APPENDIX A-2 SICK LEAVE BANK PARTICIPATION APPLICATION 38

APPENDIX A-3 SICK LEAVE BANK APPLICATION FOR LOAN 40

ARTICLE I

Section 1 - PREAMBLE

This master contract entered into by and between the Board of School Trustees of the Peru Community School Corporation hereinafter called the "Board" and the Peru Community Education Association hereinafter called the "Association."

ARTICLE II

Section 1 - RECOGNITION

A. The Board of Education hereby recognizes the Peru Community Education Association as the sole and exclusive representative of certificated employees filling presently certificated positions with the following exclusions:

Superintendent, Assistant Superintendent and/or Assistant to the Superintendent, Executive Director of Finance and Operations, principals, associate principals, assistant principals, athletic director, guidance director, and director/principal of KEYS Academy.

B. The Board of Education hereby recognizes the Peru Community Education Association as the sole and exclusive representative of certificated employees filling presently stipend positions.

C. Definitions

1. Association - The Peru Community Education Association and/or its authorized representatives.
2. Board - The Peru Community School Board and/or its authorized representatives.
3. Teacher - All school employees within the bargaining unit.
4. I.E.E.R.B. - The Indiana Education Employment Relations Board.

D. The Board shall not negotiate with any individual within the Unit nor negotiate with or recognize any other teachers' organization throughout the terms of this agreement.

E. In any case of election voting between the Association and a challenging organization the Board shall remain neutral.

ARTICLE III

Section 1 - ASSOCIATION PRESIDENT RELEASE TIME

Release time of up to one full school day per month shall be granted to the Association President by the Superintendent under extraordinary circumstances or in an emergency situation. The Association President and/or his/her designee shall be granted additional paid release time of six (6) total teacher days per year for legislative purposes by the Superintendent.

ARTICLE IV - INTENTIONALLY LEFT BLANK

ARTICLE V

Section 1 - GRIEVANCE PROCEDURE

A. Definitions
A grievance is a claim by a teacher or the Association in class action on behalf of a group of teachers of a violation, a misapplication or a misinterpretation of this contract. The term "day" as used in this article shall be construed to mean working days except that during the summer recess the term shall mean weekdays.

B. Confidentiality and Mutual Trust
1. It is agreed that the development and maintenance of mutual trust and confidence among participants is of paramount importance in this procedure.
2. It is further agreed that nothing contained within this article shall preclude a teacher from discussing a problem with the administration or Board in open session.
3. Both parties agree that these proceedings shall be kept confidential.
4. No reprisal of any kind shall be taken against any teacher for utilization of the grievance procedure.
5. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel file.

C. Nothing contained herein shall be construed to prevent any individual teacher from presenting a grievance and having it adjusted if the adjustment is not inconsistent with the terms of the contract, and the member of the bargaining unit has had the opportunity to have Association representation if desired, and a copy of the final resolution is sent to the Association by

certified mail within ten (10) days of said resolution.

D. The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to problems. Therefore, the parties agree that the rapid processing of grievances is desirable; consequently, the number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement. If a grievance is filed against the Superintendent or Administrative Assistant, Level One and Level Two may be by-passed if simultaneous notice is given the building principal.

E. Procedure

Level One - Informal

A member of the bargaining unit with a grievance may initiate this procedure within thirty (30) days of the alleged occurrence of the violation if known or if the employee should have known, in one of the following ways:

1. he may orally discuss the matter on his own behalf with the principal.
2. he may request that a representative of the Association accompany him when he discusses the matter with the principal.

Level Two - Formal Written Grievance

1. Within five (5) days of the oral discussion, if the grievance is not resolved, a signed grievance shall be submitted in writing, through the Grievance Committee to the principal, said written grievance to include all pertinent information necessary to process the grievance.
2. Within five (5) days after receiving the written grievance, the principal shall give his answer in writing to the grievant.

Level Three - Superintendent

1. If the grievance is not resolved at level two, the grievant may within five (5) days of receipt of the principal's answer, appeal in writing to the superintendent.
2. The superintendent or his designee shall within five (5) days of the appeal, meet with the grievant in an attempt to resolve the grievance.
3. Within five (5) days after the meeting, the superintendent or his designee shall give his answer in writing to the grievant.

Level Four - Board

If the grievance is not resolved at level three, the grievant may, within ten (10) days of receipt of the superintendent's answer, appeal in writing to the Board.

The Board, upon receipt of an appeal from the grievant, shall select two dates and times for the purpose of hearing the grievance. The dates and times selected shall be within a fifteen (15) day period and the grievant shall be notified of said date and time selection in sufficient time to facilitate the hearing. The grievant shall select one of the dates and times given and notify the Board of his selection by the next working day after notification by the Board.

The Board's written decision shall be transmitted to the grievant within twenty (20) working days.

Level Five - Advisory Arbitration

1. Within ten (10) days of receipt of the decision of the Board, the grievance may be submitted to advisory arbitration. The Association shall notify the Board in writing of its intention to submit the matter to advisory arbitration within this ten (10) day period.
2. The Association and the Board shall attempt to select an arbitrator by mutual agreement. If they cannot agree on an arbitrator within five (5) days of notification, the arbitrator shall be selected according to the procedure of the American Arbitration Association. The award of the arbitrator shall be advisory only.
3. The costs of arbitration under this article shall be divided equally between the parties to the contract.
4. The arbitrator shall be limited to the provisions of the contract only.
5. Only grievances arising during the term of this contract shall be processed under this article.
6. At level five a teacher called as a witness for the Board of Education or Association during school hours will be released from regular duty without loss of compensation. The Association shall provide the name of a teacher witness to the Board at least 24 hours prior to the hearing.

ARTICLE VI

Section 1 - PERSONAL BUSINESS LEAVE

The parties agree thirteen (13) paid days shall be provided for teachers to conduct personal business that cannot be conducted at other times.

Unused personal business days will be carried over into the next contract year as sick leave / family illness days as described in Section 2 of this article.

Section 2 - SICK LEAVE/FAMILY ILLNESS

Each teacher shall be entitled to use their accumulated sick days to be absent from work on account of illness or quarantine, or medical, dental, optometric appointments, or family illness for members of their immediate family, by utilizing an accumulated sick leave day. Sick leave is cumulative to a total of one hundred thirty (130) days. Up to ten (10) existing sick days per school year may be used as family illness leave.

Immediate family is interpreted to mean: husband, wife, child, mother, father, father-in-law, mother-in-law, brother, sister, grandparent, grandchildren, legal foster child, or step-child residing in the teacher's household.

In the event of a prolonged illness or disability of a family member, the Board may grant additional days of leave. Such days shall be charged against sick leave. The use of personal business days is not a prerequisite for the granting of additional family illness leave.

If a teacher with accumulated sick leave days earned in another school corporation in Indiana signs a contract with this school system, he/she is entitled to days accumulated in the former school, up to one hundred thirty (130) days. NOTE--This applies to the last place of employment only.

Any school days lost due to an intentional tort committed by parents, students, or other citizens on school property as a result of a job-related function shall not be deducted from accumulated sick leave.

Section 3 - MATERNITY, ADOPTIVE AND PARENTAL LEAVE

Section 3(a)- Maternity Leave

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 of her position. Temporary disability caused by pregnancy shall be governed by the same provisions governing sickness and by the following:
a) Any teacher who is pregnant is entitled to a leave of absence no longer than one year. Extensions of the original leave will only be considered for medical reasons. Requests shall be submitted to the superintendent and approved by the school board.

b) All or any portion of a leave taken by a teacher because of a temporary disability caused by pregnancy may be charged, at her discretion, to her available sick leave. After her available sick leave has been used, the teacher may be absent without pay, subject to subsection (a) of this section. This leave may be taken without jeopardy to re-employment, retirement and salary benefits, tenure and seniority rights, as provided by state law.

Upon returning to work from a maternity leave within the same school year the maternity leave started, the teacher shall be granted a maximum additional ten (10) days of sick leave as needed to return to the minimum level of ten (10) days.

Section 3 (b)- Adoptive Leave

An uncompensated adoptive leave shall be granted for a period of up to one (1) year following the placement of the child with the teacher. Upon initial application for the adoption the teacher shall notify the Superintendent in writing of the intent to take adoptive leave. Except in special circumstances, final notice shall be given in writing at least thirty (30) days before the date on which the leave is to start. The period of the leave shall commence when the child is physically turned over to the teacher.

Five (5) days of an adoptive leave may be with pay and shall be charged against sick leave. If the teacher has no unused sick leave days or fewer than five (5) unused sick leave days available, then the teacher may use the number of paid sick leave days available to him/her up to the maximum of five (5) sick leave days, and any remaining days taken within the first five (5) days will be without pay.

A teacher returning from adoptive leave shall be returned to the school and grade level or subject area(s) as close as possible to that at which the teacher previously had been employed.

Section 3(c) - Other Parental Leave

Parental Leave is available for unpaid childcare leave for up to 10 days following the birth of the child. Except in a medical emergency, the parent must notify the superintendent at least 30 days before the anticipated start date of the unpaid parental leave. Sick leave may be used to cover these 10 parental leave days. If additional time is needed, FMLA provisions are available. If returning to work within the same school year that the parental leave started, the teacher shall be granted a maximum additional 10 days of sick leave as needed to return to the minimum level of 10 days.

Section 4 - SABBATICAL LEAVE

The Board of Education shall afford up to two percent of the eligible teaching staff an opportunity to take a non-compensated sabbatical leave of absence for one year for the purpose of study in the employee's field of teaching with the Peru Community School system.

Eligibility for participation shall be based on three (3) continuous years of satisfactory service in the Peru Community School system and the applicant's anticipated contribution to the school system as may be determined by applicant's presentation relative to the following criteria:

1. The courses of study to be taken and their applicability to the system.
2. The method of implementation of the results of such study to be utilized to impart said acquired knowledge to the staff, student body, etc.
3. The method by which evaluation, analysis, etc. can be completed to ascertain the value to the system and the student body.

Section 5 - PROFESSIONAL LEAVE DAYS

The parties agree that up to two (2) paid days may be provided for professional staff training for teachers within the Peru Community School system. Additional professional leave days may be granted at the discretion of the Superintendent and/or School Board.

Section 6 - MILITARY LEAVE

A call to active duty for any teacher will result in a leave, and a return to employment shall be governed by applicable federal laws.

Section 7 - BEREAVEMENT LEAVE

Five days shall be granted to a teacher for each death of immediate family. The immediate family is interpreted to mean: father, mother, stepparents, brother, sister, husband, wife, child (to include stillbirth and miscarriage), stepchild, foster child, father-in-law, mother-in-law, brother-in-law, sister-in-law, grandparent, grandchild, son-in-law, daughter-in-law, and any other person who at the time of death was living as a member of the household of the teacher. Said five (5) days granted shall be separate from sick leave and additional days may be granted by the Board of Education if requested by the teacher for cases of extreme emergency. A teacher shall be granted two (2) additional days if the teacher must travel more than 200 miles.

One additional day's absence per year shall be granted to a teacher

for the purpose of attending funeral services not defined above.

Section 8 - OTHER LEAVES

Leaves not specifically included in this agreement shall be considered by the School Board on a case-by-case basis.

Section 9 - TEACHERS' CHARGING OF LEAVES

Teachers on leave pursuant to this article shall not be charged for said leave on any days that school is officially closed.

Section 10 - FAMILY MEDICAL LEAVE ACT

A teacher on FMLA leave who fails to return to work after exhaustion of FMLA days may be terminated.

Intermittent or reduced schedule leave may be taken under this section when medically necessary. Teachers seeking intermittent or reduced schedule FMLA leave must provide medical certification from the teacher's health care provider. Reduced schedule leave shall be available in half (.5) day increments.

Section 11 - VACATION DAYS

The parties agree two (2) paid vacation days shall be provided each contract year as determined by the corporation calendar, which will be the day before and the day after Thanksgiving.

Section 12 - CLASS COVERAGE

Teachers who are requested by the principal to cover class for another teacher will receive one day of personal leave for every seven (7) periods (Junior High or Senior High) or five (5) preps (Elementary) they cover in a given school year. Once a teacher accumulates seven (7) periods/five (5) preps covered, the teacher will turn in documentation to the principal for verification and submission to central office.

ARTICLE VII

Section 1 - JURY DUTY

The parties agree that a teacher who is selected for and serves on a jury or is subpoenaed to appear as a witness in court within the State of Indiana shall be compensated for such service by receiving

the difference between their daily rate of pay and the monies received daily for jury duty or witness fees. Monies received for travel, lodging, and meals will not be deducted from the teacher's daily rate of pay.

ARTICLE VIII

Section 1 - SEVERANCE PAY

The parties agree that any semi-permanent or permanent teacher who shall be laid off by virtue of staff reduction shall receive severance pay in the amount of four (4) weeks' salary at the rate of pay held at the time of involuntary layoff, if not recalled by the start of the ensuing school year. A teacher accepting a teaching position in another school corporation for the ensuing year shall not be eligible for severance pay.

ARTICLE IX

Section 1 - WORKER'S COMPENSATION

In case of disability compensable by worker's compensation from assault or assault and battery while on duty, the teacher's wages shall continue at 2/3 the normal gross wage without reduction in accumulated leave until worker's compensation payment begins. Thereafter, the Board shall pay the teacher the difference between the compensation payment plus disability insurance payments and the contractual salary of the employee without reduction of accumulated leave. If a retroactive payment is received at the initiation of worker's compensation and said payment, when added to the two-third normal gross wage being paid by the Board, is a sum greater than one hundred percent (100%) of the employee's normal wage, the employee shall rebate to the corporation the difference between the sum and the employee's normal wage. The Board payment shall cease after benefits for long term disability become payable.

ARTICLE X

Section 1 - EFFECT OF AGREEMENT

If any provision of this contract or any application of this contract to any employee or group of employees is held to be contrary to State and Federal law then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law but all other provisions and applications shall continue in full force and effect.

ARTICLE XI

Section 1 - SEPARATION PAY PLAN 401A

Section 1a- SEVERANCE PLAN

The Board agrees to establish and maintain a qualified Annuity Plan for all certified employees on a regular teaching contract covered under this collective bargaining agreement.

The Severance Plan shall be available for all certified employees. The Severance Plan contributions shall continue each contract year. The contribution made to the Severance Plan by the Board will be one percent (1%) of the employee's salary.

Section 2 - RETIREMENT PLAN

A teacher in the Peru Community School Corporation being at least 55 years of age at the time of retirement and having not less than fourteen (14) of the most recent sixteen (16) years of service in this corporation who has not attained the age for non-reduced Social Security and was employed prior to January 1, 2000, shall receive the following:

Four thousand four hundred sixty-seven dollars ($4,467) multiplied by the number of years until the employee is eligible for non-reduced Social Security to a maximum of seven (7) years.

Year of Birth Full Retirement Age 1943-1954 66, 1955 66 and 2 months, 1956 66 and 4 months, 1957 66 and 6 months, 1958 66 and 8 months, 1959 66 and 10 months 1960, or later 67.

For certified employees beginning employment with Peru Community Schools after January 1, 2000, the 401(a) Plan will replace the Early Retirement Plan in effect for the 1999-2000 school year. Payments for this retirement plan will be paid into the employee's non-elective 403(b) account. These employees shall become 100% vested upon completion of their fifth year at the school corporation.

Should an employee, who has given written notice of intention to retire, die prior to receiving his/her retirement benefits, the remaining benefits shall be paid to the employee's non-elective 403 (b) account.

Section 2(a) - 401(a) RETIREMENT PLAN

The Board agrees to establish and maintain a qualified 401(a) Annuity Plan (hereinafter referred to as the "401(a) Retirement

Plan") for all certified employees covered under this collective bargaining agreement. The 401(a) Plan shall be available for all certified employees on a regular teaching contract who elect to contribute to the 403(b) Plan. The Board shall also maintain a 403(b) Plan (hereinafter referred to as the "403(b) Plan") for all certified employees covered under this collective bargaining agreement. The 403(b) Plan will include provisions for pre-tax salary reduction contributions which will be matched by Board contributions to the 401(a) Plan with the following limits on the Board contribution.

The 401(a) Plan contributions continue each contract year.

The contribution by the Board shall be 0.75 percent of the certified employee's salary.

The Parties agree that the 401(a) Retirement Plan and the 403(b) Plan shall replace the Early Retirement Plan in effect for the 1999-2000 school year. For those certified employees who participate in the 401(a) Retirement Plan, the Section 2 Retirement Plan will remain in effect until such time as a certified employee receives a greater benefit from the Board's contribution to the 401(a) Retirement plan, than he or she would receive under the Article XI Section 2 calculation.

The contributions to the 401(a) Retirement Plan by the Board will be counted as an offset to the amount that the certified employee would have received had he or she retired under the Section 2 Retirement Plan (Article XI Section 2).

Full retirement age is calculated based on the year the employee reaches the government stated full retirement age. The time is then calculated on a percentage based on the month of the employees' birth. (A June birthday would be .5, a March birthday would be .33).

Hartford ERMAT Total Contributions plus VALIC #2 total contributions will be offset as the .75% Board contribution.

The 401(a) Retirement Plan shall be valued in the amount of the employer contributions effective the last contracted day of employment for each eligible employee.

Eligible employees shall receive any benefits due under the Section 2 Retirement Plan and not offset in this 401(a) Retirement Plan in the form of payments into the non-elective 403(b) account in accordance with the provisions of Section 2, Article XI. These payments shall be deposited into no more than five (5) equal annual installments or

until the retiree reaches full retirement age. This amount shall be paid by the end of January of each calendar year following retirement. The 401(a) Plan shall:

a. Be subject to all applicable Internal Revenue Service regulations.
b. Have no contract initiation fees charged to the employee.
c. Have no administrative or Plan Document charge to the Board.
d. Have a vendor selected by mutual agreement of the parties to this agreement.

Section 3 - RETIREMENT MEDICAL/DENTAL BENEFIT - 2003/04 TEACHERS

a. This section shall only apply to teachers employed for the 2003/04 school year.
b. Effective for each teacher who retires after having met the requirements of the "Rule of 85'' under Indiana Code 5-10.2-4-1, the Board will contribute $4,000 per year, until the teacher is eligible for Medicare coverage.
c. The Board contribution shall be funded through a VEBA (501 (c)(9)) trust (HRA).
d. The School Corporation shall also contribute .5% of the eligible teacher's salary to an individual VEBA account each school year for each eligible teacher.

Section 4 - RETIREMENT MEDICAL/DENTAL BENEFIT - 2004/05 AND THEREAFTER TEACHERS

a. This section shall only apply to teachers who were employed after June 2004.
b. The School Corporation shall contribute .5% of the eligible teacher's salary to an individual VEBA account each school year for each eligible teacher.

Years of service with Peru Community Schools	Vested
0	0%
1	20%
2	40%
3	60%
4	80%
5	100%

Section 5 - UNUSED SICK DAYS

a. Unused sick leave days and unused personal days remaining at the end of each school year above the 130-day maximum shall be paid on the second pay date after the last student attendance day in the amount of eighty dollars ($80) for each day.
b. Any Teacher that retires from Peru Community Schools can be compensated for unused sick days up to 130. These payments will be paid at a rate of $60 per day. After 10 year and upon retirement from Peru Community School Corporation, a teacher shall be entitled to sick day compensation. The maximum number of accumulated sick leave days is one hundred thirty (130).

ARTICLE XII

Section 1 - PAY PERIODS

Teachers shall be paid bi-weekly in twenty-six (26) equal-installments per contract year. Teachers who participated in the balloon payment program during the 2016-2017 contract year may elect to receive a "balloon" payment of all remaining pay due the first pay period following the students' last day of attendance provided that a request for "balloon" payment by an individual teacher is submitted in writing by January 5.

ARTICLE XIII

Section 1 - HEALTH INSURANCE

Effective October 1, 2026, the Board's contribution to each employee health insurance plan will be as follows:

PPO Plan 1	**Employer Contribution**
Single	$10,538.17
Employee/Child	$15,986.46
Employee/Spouse	$20,654.22
Family	$27,399.22
PPO Plan 2	
Single	$10,234.52
Employee/Child	$14,953.41
Employee/Spouse	$19,308.04
Family	$25,638.66

HDHP Plan 3	
Single	$9,561.88
Employee/Child	$13,425.21
Employee/Spouse	$17,177.00
Family	$22,744.65
HDHP Plan 4	
Single	$8,493.89
Employee/Child	$12,093.30
Employee/Spouse	$15,456.47
Family	$20,485.85

The Board will contribute a five hundred dollar ($500) one-time contribution to an employee's Health Savings Account in conjunction with the employee's selection of our High Deductible Health Plan (Plan 3 and Plan 4).

This sum will be utilized for a combined dental and medical plan. Up to one hundred fifty dollars ($150) of the Board contribution may be utilized for a group vision care program to be made available by the Board with any excess cost to be paid by the employee. Effective October 1, 2026, the Board's contribution towards a single dental plan will be twenty-three dollars and ninety-eight cents ($23.98), the Board's contribution for an employee/child(ren) dental plan will be fifty-three dollars and ninety-four cents ($53.94), the Board's contribution for an employee/spouse dental plan will be forty-four dollars and forty-six cents ($44.46), and the Board's contribution for a family dental plan will be eighty-four dollars and sixty-four cents ($84.64). Notwithstanding the above, the insured shall be required to contribute at least one cent (1¢) per month to the premium cost.

Patient Protection and Affordable Care Act
Effective October 1, 2013, the Board's contribution for an employee/spouse plan wherein the spouse is eligible for medical insurance from his or her employer, shall be the same as the Board's contribution for a single plan.

Effective October 1, 2013, the Board's contribution for a family plan wherein the spouse is eligible for medical insurance from his or her employer, shall be the same as the Board's contribution for an employee/child plan.

Section 2 - LIFE INSURANCE

The Board will provide for one dollar ($1) per year a one hundred-thousand-dollar ($100,000) term life insurance policy.

Section 3 - LONG TERM DISABILITY

The Board shall provide a long-term disability plan for bargaining unit employees. The Board will pay the total cost of the long-term disability plan. This plan is to contain the following:

1) Qualifying period: six (6) months
2) Schedule amount: sixty-six and two thirds' percent (66 2/3%) of monthly pay, subject to maximum schedule amount of four thousand dollars ($4,000) per month
3) Full Social Security integration to determine applicable benefits
4) Indiana State teacher retirement fund disability is integrated to determine applicable benefits
5) Other provisions as per industry standards.

Section 4 - SECTION 125

The benefits provided to employees by Section 125 of the Revenue Act of 1978 shall be made available to any bargaining unit member so requesting. An amount not to exceed fifty percent (50%) of the salary may be set aside by the employee for the selection of benefits, under Section 125 of the Internal Revenue Code, which are non-taxable benefits of major medical, long-term disability, Section 79 life, non-reimbursed medical, and dependent care. All service fees for Generation 2 shall be borne by the participants. This plan shall be effective September 1, 1993. Eligible employees shall include retired personnel who receive any early retirement stipend.

ARTICLE XIV

Section 1 - PCS COMPENSATION SYSTEM DESCRIPTION

The parties have bargained a base salary increase for the 2026-2027 school year.

Factors and Definitions:

Evaluation: The teacher's most recent evaluation is sufficient to continue employment with PCS.

Academic Needs: The need to retain all teachers to provide educational continuity to students.

Distribution Plan:

Evaluation = $675

Academic Needs = $675

The maximum possible base salary increase a teacher may receive under this compensation plan is $1,350. The portion of the increase attributable to the academic needs factor exceeds 10% of the total possible raise. ($675 / $1,350 = 50%)

Literacy Endorsement Base Salary Differentiation for Returning Teachers

Each returning teacher who newly possesses an Early Literacy Endorsement on their license shall receive a one-time $100 added to their base salary. To receive the $100 literacy endorsement base salary differential for the 2026-2027 school year, teachers must provide proof of attainment of the endorsement by no later than the date of ratification of the contract.

New hire placement: Letters on the New Hire Placement Schedule in Section 2 below will equate to a range of years of experience. (A=0-2 yr., B=3 yr., C=4-5 yrs., 0=6-7 yrs., E=8 yrs., F=9 yrs, etc... With the exception of A, C, and D, placement= 1 year of experience). New hires will be placed at a starting salary on the New Hire Placement Schedule that mirrors a currently employed teacher with the same years of experience and education. In the case of a hard to fill position/high need, the superintendent can place a new hire on the scale up to two spots above where s/he would be placed normally with agreement by the PCEA president.

Compensation earned by a teacher on a partial contract will be awarded on a pro-rata basis.

Literacy Endorsement Base Salary Differentiation for New Hires

Any new hire who possesses an Early Literacy Endorsement on their license shall receive a one-time $100 differentiation added to their base salary. To receive the $100 literacy endorsement base salary differential, the new hire must submit evidence of the literacy endorsement on their license upon being hired by the School Corporation.

Section 2 - SALARY

The Board will contribute the member's contribution of pay to teacher retirement throughout the term of this contract.

26/27 Salary Range prior to base salary increases: $45,000 - $73,200
26/27 Salary Range after base salary increases: $45,000 - $74,550

NEW HIRE SALARY PLACEMENT SCHEDULE

	2026-27 New Hire Placement	26-27 Salary Scale
A	0-2	$45,000
B	3	$46,150
C	4-5	$47,300
D	6-7	$48,450
E	8	$49,600
F	9	$50,750
G	10	$51,950
H	11	$53,200
I	12	$54,450
J	13	$55,700
K	14	$56,950
L	15	$58,200
M	16	$59,450
N	17	$60,700
O	18	$61,950
P	19	$63,200
Q	20	$64,450
R	21	$65,700
S	22	$66,950
T	23	$68,200
U	24	$69,450
V	25	$70,700
W	26	$71,950
X	27+	$73,200

Section 3 - ADDITIONAL COMPENSATION

A teacher may apply to teach an additional section. Said section would be taught during a teacher's prep time or outside the teacher's regular working day. A teacher teaching an additional section shall be compensated at a minimum of 1/12 of the lowest base salary up to a maximum of 1/12 of the highest base salary depending on the academic needs and financial resources of the corporation. The amount to be paid for said position will be indicated when position is communicated.

Grant money can be used to pay stipends to staff for professional development activities supported by the grants and requiring staff

participation on non-contract days. To facilitate a consistent approach to stipends offered to staff involved on non-contract days in these professional development activities supported by a specific grant, the following stipend amounts will be paid:

A. Participation in out-of-school, in-house corporation required training or voluntary external training approved by the School Board or the Superintendent - $50 for a half day training (under 4 hours) and $100 for a full day training (4 to 8 hours)
B. Participation in a collegial study group for the purpose of preparing a product for use (curriculum writing or development) paid at the teacher's individual hourly rate per contract based on a 7.75-hour day, but no less than $25/hour.
C. Corporation-required external training will be reimbursed at $150/day, and the corporation will pay all fees for said training.

Open House Preparation and Attendance: A teacher who attends open house will receive $100.00. To receive this payment, the teacher's attendance at open house must be documented and such documentation provided to the Superintendent's Office. For the 2026-2027 school year, this payment will be part of the retro-payment that is made for base salary. Effective June 30, 2027, this payment will be paid by the first paycheck in September.

Section 4 - GRANT FUNDS

Grant funds may be used to recruit or retain teachers as permitted by law.

Tuition payment will be paid directly to the college or university of up to $500 per credit hour for coursework toward licensing for advanced placement or dual credit subject matter or for coursework toward licensing requested by the superintendent in subject areas of need.
This is subject to a maximum of $1500 per teacher per school year.

If a teacher leaves their teaching position after receiving recruitment/retention or tuition dollars, they will be required to reimburse the Corporation according to the following schedule: 0-3 years, 50% payback; 4 years, 25% payback. Once a teacher signs their 5th contract, there will be no more reimbursement requirement.

Section 5-BACKGROUND CHECKS

The school corporation shall pay the cost of all expanded criminal history checks and expanded child protection index checks that are

required by the school corporation or per IC 20-26-5-10.

ARTICLE XV

Section 1 - EXTRA-CURRICULAR

The extra-curricular salary schedule is based on $45,000 for 2026-2027. The number of positions was not bargained and is for informational purposes only.

2026-2027 Master Contract (this is the $ value of the index rates)
Effective from July 1, 2026 – June 29, 2027

ECA COMPENSATION SCHEDULE

Any provision herein the ECA Compensation Schedule that is not permitted to be bargained is the school's policy, is for informational purposes and was not bargained.

POSITION	COMPENSATION		#
ACADEMICS		**2026-2027**	
All academic ECA's will be paid of 2 payments (fall and spring).			
Academic Competition Coordinator	$	1,125.00	1
Data Coaches	$	750.00	13
Driver Education, high school Summer (non-credit)	$	7,200.00	1
Elementary Academic Competition	$	1,125.00	2
FBLA (Future Business Leader of America)	$	1,575.00	1
FCCLA (Family, Career, & Comm. Leaders of America)	$	450.00	1
Future Problem Solvers, junior high	$	1,125.00	1
Head Guidance Counselor 7-12	$	4,500.00	1
National Honor Society Sponsor, high school	$	1,125.00	1
National Honor Society Sponsor, junior high	$	900.00	4
Newspaper Sponsor, high school	$	1,890.00	1
Radio TV Broadcast Director	$	1,890.00	1
Science Olympiad, high school	$	1,125.00	2
Speech Coach, high school	$	5,040.00	1
Speech Coach, high school assistant	$	2,520.00	1
Spell Bowl Coach, high school	$	1,125.00	2
Spell Bowl Coach, junior high	$	1,125.00	2
Super Bowl Coach, high school	$	1,575.00	5
Super Bowl Coach, junior high	$	1,125.00	4
Tigerettes Coach	$	2,160.00	1
Variety Show Director, junior high	$	630.00	1
ATHLETICS		**2026-2027**	
All athletic ECA's will be paid during the season the sport takes place in the form of 2 payments.			
BASEBALL			
Varsity Head Coach	$	6,300.00	1
Varsity Assistant Coach	$	3,375.00	1

Junior Varsity Head Coach	$	3,375.00	1
Junior Varsity Assistant Coach	$	2,790.00	1
Junior High Head Coach	$	2,205.00	1
Junior High Assistant Coach	$	1,395.00	1
BASKETBALL			
Varsity Coach	$	11,610.00	1
Boys' Varsity Assistant Coach	$	4,995.00	1
Boys' Junior Varsity Coach	$	4,995.00	1
Boys' Freshman Coach	$	4,365.00	1
Boys' Eighth Grade Coach	$	3,150.00	1
Boys' Eighth Grade Assistant Coach	$	2,160.00	1
Boys' Seventh Grade Coach	$	3,150.00	1
Boys' Seventh Grade Assistant Coach	$	2,160.00	1
Elementary Coach	$	1,890.00	4
Girls' Varsity Coach	$	11,610.00	1
Girls' Varsity Assistant Coach	$	4,995.00	1
Girls' Junior Varsity Coach	$	4,995.00	1
Girls' Freshman Coach	$	4,365.00	1
Girls' Eighth Grade Coach	$	3,150.00	1
Girls' Eighth Grade Assistant Coach	$	2,160.00	1
Girls' Seventh Grade Coach	$	3,150.00	1
Girls' Seventh Grade Assistant Coach	$	2,160.00	1
CHEERLEADERS			
High school Cheerleader Coach	$	4,185.00	1
High school Cheerleader Assistant Coach	$	1,395.00	1
Junior High Fall Cheerleader Coach	$	1,395.00	1
Junior High Winter Cheerleader Coach	$	1,395.00	1
CROSS COUNTRY			
Boys' Varsity Head Coach	$	3,735.00	1
Boys' Assistant Coach	$	1,890.00	1
Girls' Varsity Head Coach	$	3,735.00	1
Girls' Assistant Coach	$	1,890.00	1
Junior High Coach	$	1,890.00	1
Junior High Assistant Coach	$	1,395.00	1
Elementary Coach	$	675.00	1
FOOTBALL			
Varsity Coach	$	11,610.00	1
Varsity Assistant Coach	$	4,995.00	2
Junior Varsity Coach	$	4,995.00	1
Junior Varsity Assistant Coach	$	4,995.00	1
Freshman Coach	$	4,365.00	1
Freshman Assistant Coach	$	2,520.00	1
Eighth Grade Coach	$	2,520.00	1
Eighth Grade Assistant Coach	$	1,890.00	1
Seventh Grade Coach	$	2,520.00	1
Seventh Grade Assistant Coach	$	1,890.00	1
Elementary Coordinator	$	1,485.00	1
Elementary Coach	$	1,395.00	2
GOLF			

Boys' Varsity Coach	$	4,365.00	1
Girls' Varsity Coach	$	4,365.00	1
Boys' Assistant Coach	$	2,520.00	1
Girls' Assistant Coach	$	2,520.00	1
Junior High Coach	$	2,205.00	1
GYMNASTICS			
Varsity Coach	$	4,365.00	1
Assistant Coach	$	1,890.00	1
INTRAMURAL			
Elementary Volleyball Coordinator	$	1,485.00	1
Elementary Basketball Coordinator	$	3,645.00	1
SOCCER			
Boys' Varsity Coach	$	4,365.00	1
Boys' Assistant Coach	$	2,520.00	1
Girls' Varsity Coach	$	4,365.00	1
Girls' Assistant Coach	$	2,520.00	1
Junior High Coach	$	2,205.00	1
Junior High Assistant Coach	$	1,395.00	1
SOFTBALL			
Varsity Coach	$	6,300.00	1
Varsity Assistant Coach	$	3,375.00	1
Junior Varsity Coach	$	3,375.00	1
Junior Varsity Assistant Coach	$	3,060.00	1
Junior High Coach	$	2,205.00	1
Junior High Assistant Coach	$	1,395.00	1
TENNIS			
Boys' Varsity Coach	$	4,365.00	1
Boys' Varsity Assistant Coach	$	2,520.00	1
Girls' Varsity Coach	$	4,365.00	1
Girls' Varsity Assistant Coach	$	2,520.00	1
Junior High Coach	$	2,205.00	1
Junior High Assistant Coach	$	1,395.00	1
TRACK AND FIELD			
Boys' Varsity Coach	$	4,365.00	1
Boys' Varsity Assistant Coach	$	2,520.00	1
Girls' Varsity Coach	$	4,365.00	1
Girls' Varsity Assistant Coach	$	2,520.00	1
Junior High Head Coach	$	2,205.00	1
Junior High Assistant Coach	$	1,395.00	3
UNIFIED SPORTS			
Unified Flag Football	$	1,395.00	1
Unified Track & Field	$	1,395.00	1
VOLLEYBALL			
Boys' Varsity Coach	$	6,300.00	1
Girls' Varsity Coach	$	6,300.00	1
Boys' Varsity Assistant Coach	$	2,925.00	1
Girls' Varsity Assistant Coach	$	2,925.00	1
Boys' Freshman Coach	$	2,520.00	1
Girls' Freshman Coach	$	2,520.00	1

Eighth Grade Coach	$	2,205.00	1
Eighth Grade Assistant Coach	$	1,260.00	1
Seventh Grade Coach	$	2,205.00	1
Seventh Grade Assistant Coach	$	1,260.00	1
Elementary Coach	$	1,395.00	2
WRESTLING			
Boys' Varsity Coach	$	6,300.00	1
Girls' Varsity Coach	$	6,300.00	1
Boys' Varsity Assistant Coach	$	3,375.00	1
Girls' Varsity Assistant Coach	$	3,375.00	1
Boys' Junior Varsity Coach	$	1,890.00	2
Girls' Junior Varsity Coach	$	1,890.00	2
Junior High Coach	$	1,575.00	1
Junior High Assistant Coach	$	1,125.00	1
SUPPORT			
Adm. Assistant for Athletics	$	4,050.00	1
Athletic Trainer	$	11,250.00	1
Concessions (7-12)	$	4,050.00	1
Golden Guard Sponsor	$	2,475.00	1
Ticket Manager	$	2,205.00	1

SUPPLEMENTAL CONTRACTS COMPENSATION SCHEDULE **2026-2027**

Any provision herein the Supplemental Contracts that is not permitted to be bargained is the school's policy, is for informational purposes and was not bargained. This is a combination of positions formerly under Appendix B, C, and D and the Article XV - ECA

For certified staff all supplement contracts will be paid over 26 pays.

POSITION		**COMPENSATION**	**#**
ACADEMIC STIPENDS			
Auditorium Manager	$	4,950.00	1
Band Director, high school (includes talent show)	$	6,300.00	1
Band Director, high school Summer	$	900.00	2
Band Director, junior high	$	4,050.00	1
Band Director, junior high Summer	$	450.00	1
Band/Music assistant	$	3,735.00	1
Blair Pointe Choir	$	2,160.00	1
Choral Director, high school (includes talent show and spring musical)	$	5,625.00	1
Choral Director, junior high	$	4,050.00	1
Class Sponsor (high school): Freshman	$	450.00	2
Class Sponsor (high school): Junior	$	1,125.00	2
Class Sponsor (high school): Senior	$	1,125.00	2
Class Sponsor (high school): Sophomore	$	675.00	2
Drama Coach, high school (2 productions)	$	4,995.00	1
Drama Coach, high school assistant	$	2,160.00	1
HS Construction Lab (26-27 index rate based on teachers salary)	$	1,111.20	1
HS Manufacturing Lab (26-27 index rate based on teachers salary)	$	1,111.20	1
Intern Coordinator (15 days) (index rate based on teachers salary)		0.054	1
Librarian 10 DAYS (index rate based on teachers salary)		0.054	2
Senior Trip Sponsor	$	1,125.00	1
Student Council Sponsor, high school	$	1,575.00	2

Student Council Sponsor, junior high	$ 450.00	1
Yearbook Sponsor, high school Change to	$ 1,890.00	1
Yearbook Sponsor, junior high	$ 1,575.00	1
ATHLETIC STIPENDS		
Boys' Sports Fitness Center Coordinator, Stipend	$ 2,000.00	1
Girls' Sports Fitness Center Coordinator, Stipend	$ 2,000.00	1
OTHER STIPENDS		
Assistant to the Principal (index rate based on teachers salary) (6556.60)	0.108	1
Four Star Stipend	$600 / $1200	
Handle with Care Coordinator	$ 500.00	
Possession of an Early Reading Endorsement from Indiana (Early Literacy) ($100 moved to base contract)	900.00	
Possession of an Educational Doctorate Degree	$ 400.00	
Possession of an Educational Master's Degree	$ 1,000.00	
School Printing (index rate based on teacher salary) (5640.30)	0.108	1
Teacher Trainer (index rate based on teachers salary) (17556.75)	0.081	4
Testing Coordinator	$ 4,860.00	
Traveling Teacher	$ 945.00	7
DEPARTMENT CHAIRS/TEAM LEADS - STIPENDS		
Team Leader K-8	$ 1,000.00	9
Art	$ 1,000.00	1
Business	$ 1,000.00	1
English	$ 1,000.00	1
Family/Consumer Science	$ 1,000.00	1
Foreign Language	$ 1,000.00	1
Industrial Arts	$ 1,000.00	1
Math	$ 1,000.00	1
Music	$ 1,000.00	1
Physical Education	$ 1,000.00	1
Science	$ 1,000.00	1
Social Studies	$ 1,000.00	1
Special Education	$ 1,000.00	1

EXTENDED CONTRACTS		
Extended contracts are based on the individual teacher's base salary daily rate, not the minimum salary.		
Guidance Counselor (15 days)	0.081	5
Literacy Coordinator (10 DAYS)	0.054	2
HS Communication Lab	0.016	1
HS Transportation Lab	0.016	1
KEYS Coordinator	0.054	1

ANCILLARY DUTY COMPENSATION **2026-2027**

Any provision herein Ancillary Duty Compensation that is not permitted to be bargained is the school's policy, is for informational purposes and was not bargained.

Ancillary duty compensation will be paid out at when documentation is submitted for payroll, unless a specific pay schedule is listed.

AFTERSCHOOL REMEDIATION

Thursday School, FAST, CARDS, EAGLES, and After School Workshop, High School Remediation, Homebound Instruction, and SAIP conferences outside of contract time (in person or approved by building level principal) will be paid at the teacher's individual hourly rate per contract based on a 7.75 hour day.

SPECIAL EDUCATION TEACHERS

Release time for preparation of IEP's and/or case conferences as scheduled by the administrator will be provided as needed. Additional time prior to the beginning of the school year may be granted at the recommendation of the building principal and approved by the Superintendent or designee for the purpose of preparation to meet the academic needs of the students for the first day of school at the teachers per diem rate.

MENTOR TEACHER

A stipend of $600 paid as follows: $200 end of first semester (first year); $200 end of second semester (first year); and $200 upon intern's completion of second year requirements.

Dual Credit or Advanced Placement

Dual Credit or Advanced Placement, per period (maximum of $2,000 per semester, paid at the end of semester)	$	500.00

NON-TEACHING DUTIES

After the conclusion of the normal working day, teachers may be employed as necessary to staff the activity and be paid a minimum of $20.00 per activity.

HIGH SCHOOL DUAL-CREDIT/COMMUNITY OUTREACH COORDINATOR

A teacher assigned by the Administration to the High School Dual-Credit/Community Outreach Coordinator position shall be paid an annual stipend of $1,500.

The following ECA schedule will be effective on June 30, 2027.

ECA COMPENSATION SCHEDULE

Any provision herein the ECA Compensation Schedule that is not permitted to be bargained is the school's policy, is for informational purposes and was not bargained.

POSITION	COMPENSATION STARTING 6-30-27	#
ACADEMICS		
All academic ECA's will be paid of 2 payments (fall and spring).		
Academic Competition Coordinator	$ 1,125.00	1
Data Coaches (KG-12)	$ 750.00	13
DROPPING POSITION (Driver's Education)		
Elementary Academic Competition	$ 1,125.00	2
FBLA (Future Business Leader of America)	$ 1,575.00	1
DROPPING POSITION (FCCLA)		
DROPPING POSITION (Future Problem Solvers, JH)		
Head Guidance Counselor 7-12	$ 4,500.00	1
National Honor Society Sponsor, high school	$ 1,125.00	1
National Honor Society Sponsor, junior high	$ 900.00	2
DROPPING POSITION (Newspaper Sponsor, HS)		
DROPPING POSITION (Radio TV Broadcast Director)		
Science Olympiad, high school	$ 1,125.00	1
DROPPING POSITION (Speech Coach, HS)		
DROPPING POSITION (Speech Coach, HS assistant)		
Spell Bowl Coach, high school	$ 1,125.00	1
Spell Bowl Coach, junior high	$ 1,125.00	1
Super Bowl Coach, high school	$ 1,575.00	5

Super Bowl Coach, junior high	$ 1,575.00	2
Tigerettes Coach (Threshold of 5 participants)	$ 2,160.00	1
DROPPING POSITION (Variety Show Director)		
ATHLETICS	**STARTING 6-30-27**	
All athletic ECA's will be paid during the season the sport takes place in the form of 2 payments.		
BASEBALL		
Varsity Head Coach	$ 6,300.00	1
Varsity Assistant Coach	$ 3,375.00	1
Junior Varsity Head Coach	$ 3,375.00	1
Junior Varsity Assistant Coach	$ 2,790.00	1
Junior High Head Coach	$ 2,205.00	1
Junior High Assistant Coach	$ 1,395.00	1
BASKETBALL		
Varsity Coach	$ 11,610.00	1
Boys' Varsity Assistant Coach	$ 4,995.00	1
Boys' Junior Varsity Coach	$ 4,995.00	1
Boys' Freshman Coach (Threshold of 8 Freshman)	$ 4,365.00	1
Boys' Junior High Coach	$ 3,150.00	1
Boys' Junior High Assistant Coach	$ 2,160.00	1
DROPPING AND COMBINE WITH 8TH GRADE (Boys' 7th Grade Coach)		
DROPPING AND COMBINE WITH 8TH GRADE (Boys' 7th Grade Assistant Coach)		
Elementary Coach (Boys & Girls; 5th & 6th Grade)	$ 1,800.00	4
Girls' Varsity Coach	$ 11,610.00	1
Girls' Varsity Assistant Coach	$ 4,995.00	1
Girls' Junior Varsity Coach	$ 4,995.00	1
Girls' Freshman Coach (Threshold of 8 Freshman)	$ 4,365.00	1
Girls' Junior High Coach	$ 3,150.00	1
Girls' Junior High Assistant Coach	$ 2,160.00	1
DROPPING AND COMBINE WITH 8TH GRADE (Girls' 7th Grade Coach)		
DROPPING AND COMBINE WITH 8TH GRADE (Girls' 7th Grade Assistant Coach)		
CHEERLEADERS		
High school Cheerleader Coach	$ 4,185.00	1
High school Cheerleader Assistant Coach	$ 1,395.00	1
Junior High Fall Cheerleader Coach	$ 1,395.00	1
Junior High Winter Cheerleader Coach	$ 1,395.00	1
CROSS COUNTRY		
Varsity Head Coach	$ 3,735.00	1
Assistant Coach	$ 1,890.00	1
DROPPING AND COMBINE GIRLS WITH BOYS		
DROPPING AND COMBINE GIRLS WITH BOYS		
Junior High Coach	$ 1,890.00	1
Junior High Assistant Coach	$ 1,395.00	1
Elementary Coach	$ 675.00	1
FOOTBALL		
Varsity Coach	$ 11,610.00	1
Varsity Assistant Coach	$ 4,995.00	2
Junior Varsity Coach	$ 4,995.00	1
Assistant Coach	$ 4,995.00	2
COMBINE JR VARSITY ASST COACH & FRESHMAN COACH INTO ASSISTANT COACH		

DROPPING POSITION (Freshman Assistant Coach)		
Eighth Grade Coach	$ 2,520.00	1
Eighth Grade Assistant Coach	$ 1,890.00	1
Seventh Grade Coach	$ 2,520.00	1
Seventh Grade Assistant Coach	$ 1,890.00	1
Elementary Coordinator	$ 1,485.00	1
Elementary Coach	$ 1,395.00	1
GOLF		
Boys' Varsity Coach	$ 4,365.00	1
Girls' Varsity Coach	$ 4,365.00	1
Boys' Assistant Coach	$ 2,520.00	1
Girls' Assistant Coach	$ 2,520.00	1
Junior High Coach	$ 2,205.00	1
GYMNASTICS		
Varsity Coach	$ 4,365.00	1
Assistant Coach	$ 1,890.00	1
INTRAMURAL		
DROPPING POSITION (Elementary Volleyball Coordinator)		
DROPPING POSITION (Elementary Basketball Coordinator)		
SOCCER		
Boys' Varsity Coach	$ 4,365.00	1
Boys' Assistant Coach	$ 2,520.00	1
Girls' Varsity Coach	$ 4,365.00	1
Girls' Assistant Coach	$ 2,520.00	1
Junior High Coach	$ 2,205.00	1
Junior High Assistant Coach	$ 1,395.00	1
SOFTBALL		
Varsity Coach	$ 6,300.00	1
Varsity Assistant Coach	$ 3,375.00	1
Junior Varsity Coach (Threshold of 18 participants)	$ 3,375.00	1
Junior Varsity Assistant Coach (Threshold of 18 participants)	$ 3,060.00	1
Junior High Coach	$ 2,205.00	1
Junior High Assistant Coach	$ 1,395.00	1
TENNIS		
Boys' Varsity Coach	$ 4,365.00	1
Boys' Varsity Assistant Coach	$ 2,520.00	1
Girls' Varsity Coach	$ 4,365.00	1
Girls' Varsity Assistant Coach	$ 2,520.00	1
Junior High Coach	$ 2,205.00	1
Junior High Assistant Coach	$ 1,395.00	1
TRACK AND FIELD		
Boys' Varsity Coach	$ 4,365.00	1
Boys' Varsity Assistant Coach	$ 2,520.00	1
Girls' Varsity Coach	$ 4,365.00	1
Girls' Varsity Assistant Coach	$ 2,520.00	1
Junior High Head Coach	$ 2,205.00	1
Junior High Assistant Coach	$ 1,395.00	2
UNIFIED SPORTS		
Unified Flag Football (Threshold of 5 participants)	$ 1,395.00	1

Unified Track & Field (Threshold of 5 participants)	$ 1,395.00	1
VOLLEYBALL		
Boys' Varsity Coach	$ 6,300.00	1
Girls' Varsity Coach	$ 6,300.00	1
Boys' Varsity Assistant Coach	2,925	1
Girls' Varsity Assistant Coach	2,925	1
Assistant Coach	$ 2,520.00	2
COMBINE BOYS AND GIRLS FRESHMAN COACH INTO ASSISTANT COACH		
Junior High Coach	$ 2,205.00	1
Junior High Assistant Coach	$ 1,260.00	1
DROPPING AND COMBINE 7th WITH 8TH GRADE		
DROPPING AND COMBINE 7th WITH 8TH GRADE		
Elementary Coach	$ 1,395.00	2
WRESTLING		
Boys' Varsity Coach	$ 6,300.00	1
Girls' Varsity Coach	$ 6,300.00	1
Boys' Varsity Assistant Coach	$ 3,375.00	1
Girls' Varsity Assistant Coach	$ 3,375.00	1
Boys' Junior Varsity Coach (Threshold of 25)	$ 1,890.00	2
Girls' Junior Varsity Coach (Threshold of 25)	$ 1,890.00	2
Junior High Coach	$ 1,575.00	1
Junior High Assistant Coach	$ 1,125.00	1
SUPPORT		
Adm. Assistant for Athletics	$ 4,050.00	1
DROPPING POSITION (Athletic Trainer)		
Concessions (7-12)	$ 4,050.00	1
Golden Guard Sponsor	$ 2,475.00	1
Ticket Manager (7-12)	$ 2,205.00	1

SUPPLEMENTAL CONTRACTS COMPENSATION SCHEDULE **STARTING 6-30-27**

Any provision herein the Supplemental Contracts that is not permitted to be bargained is the school's policy, is for informational purposes and was not bargained. This is a combination of positions formerly under Appendix B, C, and D and the Article XV - ECA

For certified staff all supplement contracts will be paid over 26 pays.

POSITION	**COMPENSATION**	**#**
ACADEMIC STIPENDS		
Auditorium Manager	$ 4,950.00	1
Band Director, (6-12)	$ 6,300.00	1
Band Director, (7-12) Summer	$ 900.00	1
DROPPING AND COMBINE INTO BAND DIRECTOR (6-12) (Band Director, JH)		
Band Director assistant, (7-12) Summer	$ 450.00	1
Band/Music assistant	$ 3,735.00	1
Blair Pointe Choir	$ 2,160.00	1
Choral Director, (7-12) (includes spring musical)	$ 5,625	1
DROPPING AND COMBINE INTO CHORAL DIRECTOR (7-12) (Choral Director, JH)		
Class Sponsor (high school): Freshman	$ 450.00	2
Class Sponsor (high school): Junior	$ 1,125.00	2
Class Sponsor (high school): Senior	$ 1,125.00	2
Class Sponsor (high school): Sophomore	$ 675.00	2

Drama Coach, high school (2 productions)	$ 4,995.00		1
Drama Coach, high school assistant	$ 2,160.00		1
HS Construction Lab	$ 1,111.20		1
HS Manufacturing Lab	$ 1,111.20		1
Intern Coordinator (15 days)	$ 6,806.10		1
Librarian 10 DAYS	$ 3,277.80		2
Senior Trip Sponsor	$ 1,125.00		1
Student Council Sponsor, high school	$ 1,575.00		2
Student Council Sponsor, junior high	$ 450.00		1
Yearbook Sponsor (7-12)	$ 1,890.00		1
Yearbook Sponsor Assistant (7-12)	$ 1,575.00		1
ATHLETIC STIPENDS			
Sports Fitness Center Coordinator	$ 2,000.00		1
DROPPING POSITION AND COMBINE GIRLS AND BOYS COORDINATOR			
OTHER STIPENDS			
Assistant to the Principal	$ 2,650.00		3
DROPPING POSITION			
Handle with Care Coordinator	$ 500.00		1
Possession of an Early Reading Endorsement from Indiana (Early Literacy)	$ 900.00		
Possession of an Educational Doctorate Degree	$ 400.00		
Possession of an Educational Master's Degree	$ 1,000.00		
School Printing	$ 3,250.00		2
Teacher Trainer	$ 5,200.00		4
Testing Coordinator	$ 4,860.00		1
Traveling Teacher	$ 945.00		7
DEPARTMENT CHAIRS/TEAM LEADS - STIPENDS			
Team Leader KG - 6	$ 1,000.00		7
COMBINE MUSIC, ART, AND PE INTO PERFORMANCE BASED			
CTE	$ 1,000.00		1
English	$ 1,000.00		1
COMBINE INDUSTRIAL ARTS, FACS, AND BUSINESS INTO CTE			
World Perspectives	$ 1,000.00		1
COMBINE INDUSTRIAL ARTS, FACS, AND BUSINESS INTO CTE			
Math	$ 1,000.00		1
COMBINE MUSIC, ART, AND PE INTO PERFORMANCE BASED			
Performance Based	$ 1,000.00		1
Science	$ 1,000.00		1
COMBINE FOREIGN LANGUAGE AND SOCIAL STUDIES INTO WORLD PERSPECTIVES			
Special Education	$ 1,000.00		1
SEVENTH GRADE	$ 1,000.00		1
EIGHTH GRADE	$ 1,000.00		1
ELL Coordinator K-12	$ 1,000.00		1
EXTENDED CONTRACTS			
Extended contracts are based on the individual teacher's base salary daily rate, not the minimum salary.			
Guidance Counselor (15 days)		0.081	5
Literacy Coordinator (10 DAYS)		0.054	2
DROPPING POSITION (HS Communications Lab)			
DROPPING POSITION (HS Transportation Lab)			

DROPPING POSITION (KEYS Coodinator)

ANCILLARY DUTY COMPENSATION **STARTING 6-30-27**

Any provision herein Ancillary Duty Compensation that is not permitted to be bargained is the school's policy, is for informational purposes and was not bargained.

Ancillary duty compensation will be paid out at when documentation is submitted for payroll, unless a specific pay schedule is listed.

AFTERSCHOOL REMEDIATION

Thursday School, FAST, CARDS, EAGLES, and After School Workshop, High School Remediation, Homebound Instruction, and SAIP conferences outside of contract time (in person or approved by building level principal) will be paid at the teacher's individual hourly rate per contract based on a 7.75 hour day.

SPECIAL EDUCATION TEACHERS

Release time for preparation of IEP's and/or case conferences as scheduled by the administrator will be provided as needed. Additional time prior to the beginning of the school year may be granted at the recommendation of the building principal and approved by the Superintendent or designee for the purpose of preparation to meet the academic needs of the students for the first day of school at a rate of $25 per hour.

MENTOR TEACHER

A stipend of $600 paid as follows: $200 end of first semester (first year); $200 end of second semester (first year); and $200 upon intern's completion of second year requirements.

Dual Credit or Advanced Placement

Dual Credit or Advanced Placement, per period $500.00

(maximum of $2,000 per semester, paid at the end of semester)

NON-TEACHING DUTIES

After the conclusion of the normal working day, teachers may be employed as necessary to staff the activity and be paid a minimum of $20.00 per activity.

HIGH SCHOOL DUAL-CREDIT/COMMUNITY OUTREACH COORDINATOR

DROPPING POSITION (HS Dual-Credit/Community Outreach Coordinator)

ARTICLE XVI

Section 1 - TERM OF AGREEMENT

This agreement shall be in effect from July 1, 2026 through June 30,2027.

If a successor agreement has not been reached by the termination date of this contract, this agreement shall remain in effect until a successor agreement has been negotiated.

Whenever any notice is required to be given either of the parties to this contract to the other party, either shall do so by certified mail at the following address:

If by the Board to the Association - Trevor Hyde
1098 Cherry Lane
Peru, IN 46970

If by the Association to the Board - Tommie Beattie
35 W. 3rd St.
Peru, IN 46970

The undersigned attest to the following:

1. A public hearing was held in compliance with Indiana law on September 2, 2026 and electronic participation from the parties and/or public was not permitted; and
2. A public Board meeting in compliance with Indiana law was held on October 29, 2026 to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.
3. A public Board meeting in compliance with Indiana law was held by the Board on the date set forth below for ratification of the tentative agreement. Electronic participation was not available.

[SIGNATURES ON FOLLOWING PAGE]

This contract is so attested to by the parties whose signatures appear below:

Board of School Trustees of

Peru Community Schools

Tommie Beattie, President

Brittany Justice, Secretary

Ratification Date: 11/9/26

Peru Community Education Association

Trevor Hyde, President

Association Secretary

Ratification Date: 10/21/26

APPENDIX A-1

PERU COMMUNITY SCHOOLS
SICK LEAVE BANK

It is agreed and is the specific intent of the parties that on a limited basis excluded from the contract, a sick leave bank has been established. The period commenced September 15, 1981, at which time the plan commenced operation.

The sick leave bank provisions as written herein shall not be subject to any grievance procedure normally associated with, or part of collective bargaining and shall not be incorporated into the contract. However, they may be placed at the back of the contract booklet for easy reference and access during this period thereby promoting staff familiarization and cognizance so as to give the sick bank a fair opportunity for acceptance.

The sick leave bank will be established if 70% of all teachers employed in the Peru Community Schools on September 15, 1981, make voluntary written application through the Association who shall bear the responsibility and liability for all phases and administration of the sick leave bank. The Association shall provide certified copies of the application with actual signatures thereby certifying to the Board that the plan is ready to commence. Failure to submit such a list by October 1, 1981, shall close the enrollment period until October 1, 1982, at which time a like enrollment period shall apply as called for in the provisions herein. All applications made during the period of prior sick leave banks shall be honored for the purpose of this application period.

Once the criteria for sick leave bank commencement is met, one day shall be transferred from available sick leave of each teacher who has made application and shall be transferred to the sick leave bank. Days once transferred are not returnable to the teacher and may only be used in conjunction with the terms and conditions of the sick leave bank. Said transferred days shall also not apply toward retirement or any other credit as previously, continuously, or subsequently offered by the Peru Community Schools to its employees, but shall remain a part of the bank until subsequent agreement, if any, between the parties or the dissolution of the bank at which time the school board shall decide as to the disposition of any remaining days retained by the sick bank.

Benefits from the bank shall only be granted under the following conditions:

1. Each teacher who makes an application to participate in the sick leave bank shall be bound to contribute one day and only teachers who have contributed days shall be permitted to receive any benefit from the bank.
2. Benefits granted are loans to be repaid and not grants.
3. The teacher requesting such a loan is a voluntary participant and duly noted as such in the records of the Association and the administration.
4. All individual sick leave and personal business leave have been exhausted.
5. No leave shall be granted retroactively, and all leave shall be approved by the Association sick leave bank administrator and PCEA President.
6. Leave may only be granted for the specific serious personal illnesses or injury resulting in complete physical inability to perform any normal work function.
   a. Each teacher requesting a loan of bank days shall present written documentation to the sick leave bank administrator and PCEA President by the teacher's licensed physician or surgeon verifying the inability to perform normal work functions.
   b. Pregnancy or post pregnancy itself is not a reason to be granted use of the sick leave bank. The person requesting the leave for pregnancy/post pregnancy must present written documentation to the sick leave bank administrator and PCEA President by the teacher's licensed physician or surgeon verifying the inability to perform normal work functions.
7. Benefits granted shall not exceed twenty (20) days at any given time.
8. Benefit repayment by teachers receiving benefits from the sick leave bank shall be required as follows:
   a. Repayment shall be on a day reimbursed for a day received basis until all days received have been repaid.
   b. Effective July 1, 2004, all outstanding borrowed days and all future borrowed days shall be repaid according to the following guidelines: Repayment shall begin the school year following the date that the days were borrowed. The borrower shall return the borrowed days at a minimum rate of two (2) days per school year. All days that are borrowed must be repaid within eleven (11) years of the time of borrowing. By May 15 of each school year the sick bank administrator will send notice to the borrowers noting that on July 1 of that year, two (2) days of accumulated sick leave shall be taken from their accumulated total and repaid to the sick leave bank. If the borrower would like to pay back more than two (2) days on any given year, he/she may do so by sending written notice to the sick bank administrator. A person that

borrows from the sick leave bank may not borrow for an unrelated illness or injury until at least half of the days borrowed have been repaid to the sick leave bank. Days borrowed for a specified illness and not used for that specific illness must be returned to the sick leave bank at the end of the current school year. If a person leaves the corporation for any reason and has not paid back their sick leave days, then all accumulated personal illness days shall be returned to the sick leave bank as payment for borrowed days.

9. The sick leave bank shall have a maximum total of 260 days and no new enrollment period shall commence until said number of days on account in the bank decreases to below 100 at which time a new enrollment period may create a new maximum of 260 days total. New enrollment will commence only after depletion below 100 days has been certified by an officer of the Association to the Superintendent's Office. Twice a year there will be a meeting of the PCEA sick bank administrator and the superintendent or his/her designee. The first meeting shall occur by September 15 to verify current list of participants and current list of those who have loans, re-payment schedule, and sick leave bank total. The second meeting shall occur on or before May 15 for the purpose of verifying the list of participants, the current list of those who have loans, re-payment schedule, and sick leave bank total. All administration, responsibility and liability shall rest with the Association at all times incident to this agreement. Said enrollment period shall extend for a period of 15 days from the date of certification to the Superintendent's Office. New teachers may enroll in the bank at any time within 15 days of commencement of employment.
10. The Association agrees that it shall hold the Board, its officers, members, the Superintendent, Business Manager, and all other administrative and other management and clerical employees harmless from all tort liability, contractual liability, or other legal responsibility for actions taken or not taken in reliance upon information furnished by the Association or due to the Association's administration of said sick bank. Further, the Association shall indemnify the Board for all suits, judgments, awards, damages, and legal costs, fees, etc. as may be incurred as a result of the establishment and/or implementation of the sick bank.
11. Each member of the sick bank agrees that it, too, shall hold the Board, its officers, members, the Superintendent, Business Manager, and..all other administrators and other management and clerical employees harmless from all tort liability, contractual liability, or other legal

responsibility for actions taken or not taken in reliance upon information furnished by the Association or due to the Association's administration or participant's action relative to said sick bank. Further it is agreed and understood that the employee's sole course of action for any matter relative to the sick bank shall be against the Association only.

Approved this _____day of_____ 20

By P.C.E.A. _____

By PERU COMMUNITY SCHOOLS _____

APPENDIX A-2 - SICK LEAVE BANK PARTICIPATION APPLICATION

This, the _____ day of _____, 20__

I, _____ do certify that I was gainfully employed by the Peru Community Schools on 9-15-81 and do wish to voluntarily contribute one (1) day of my accumulated sick leave to the sick leave bank.

I understand that once transferred, this day shall be non- returnable to me and shall be used in accordance with the terms and conditions as outlined in the agreement on sick leave bank and such other terms not inconsistent therewith as may be established by the Association.

Further, I understand that this agreement on sick leave bank is not part of the negotiated agreement and therefore not grieveable. I also understand that my signing of this application gives my consent that the Peru Community Education Association did have authority on my behalf and by my authorization to enter into such trial agreement with the Peru Community Schools and I, by my signature, do agree to be bound by the terms of the agreement was reached between the PCEA and the Peru Community Schools.

Further, I understand that the PCEA shall have the responsibility for administering the sick leave bank and shall be solely responsible for all liability as may accrue from said administration.

I understand that any disputed claim shall finally be determined by majority vote of the total membership of the sick leave bank and the decision as results from such vote shall be final and binding upon all participants and the Association.

Signed _____

Date _____
Peru, Indiana

The undersigned borrower, _____

promises to pay to the Peru Community Education Association Sick Leave Bank _____) day(s) as stated in condition 8(b) of the Sick Leave Bank Agreement. I agree to repay _____) day(s) per year. First payment
(minimum two) (minimum 2)

is due at the beginning of the _____school year.

By signing below, the borrower agrees to the above terms and conditions.

Signature of Borrower _____

Address of Borrower _____

_____

APPENDIX A-3 - SICK LEAVE BANK APPLICATION FOR LOAN

Name: _____

Home Address: _____ Home Phone: _____

School and grade level: _____

Number of years teaching Peru Community Schools: _____

Total years teaching experience: _____

Number of sick days used during the last school year:

Personal days used last school year: _____

Sick days used this current school year: _____

Personal days used this current school year: _____

How many years do you plan to remain teaching in the Peru Community Schools? _____

Number of sick days remaining: _____

Number of personal days remaining: _____

If you leave the Peru Community Schools or retire, do you agree to repay the Sick Leave Bank the unpaid balance of days you owe with the sick days and/or personal days you have accumulated?

_____

Number of sick days requesting from the bank: _____

_____
Signed Date

_____
Printed Name

Physician's Name: _____

Address: _____

Phone: _____

Attach physician's written documentation

DO NOT WRITE BELOW THIS LINE

Loan Approved _____Yes
_____No *

*No is indicated on the form above, the following reason(s) provided:

_____

_____

_____

_____

_____

_____

_____

_____
Signed Date

_____
Sick Bank Leave Administrator

_____
PCEA President

2026 CBA COMPLIANCE CHECKLIST

Item	✓	Page No.[1]
School employer and exclusive representative identified		4
Bargaining unit description matches the IEERB Order in effect at time of ratification		4
Beginning and ending date of CBA (must end on or before June 30, 2027)		32
Ratification date (must be on or after September 15 and at least 72 hours after TA meeting)		33
Signed by School Board President, Secretary, or Vice President and Exclusive Representative		33
General definitions (definitions that apply to the whole CBA)		4
Grievance procedure (if arbitration used, must indicate if advisory or binding)		5 (advisory)
Contract interpretation provisions (e.g., severability, supremacy, savings clauses)		11
Salary for new teachers (amount, schedule, or method of calculation)		18
Wages/compensation for ancillary duties		25; 30
Wages/compensation for extracurricular duties		20
Compensation for extended contracts		25; 30
Public hearing and public meeting attestations (include electronic participation information)		32
Compensation Plan		
If there are no salary increases, CBA includes a statement to that effect		N/A
Statement of annual salary range for returning full-time teachers (don't include current year increases, ISTRF contributions, or salaries of newly hired teachers)		18
Full-time classroom teacher (instructs students at least 50% of the workday) salaries are at least $45,000		18
Base salary differentiation for possession of literacy endorsement		17; 18
Salary increases		
If using optional eligibility criteria, the criteria are described and separate from factors		N/A
Based on at least two of the five statutory factors (must use academic needs factor)		17
Definitions of factors (e.g., experience, academic needs, instructional leadership)		17
How much each factor contributes to increase (by points, percentage, amount, etc.)		17
Maximum possible salary increase or method for calculating clearly identified		17
Academic needs is at least 10% of the maximum possible salary increase calculation		17
Education plus experience (excluding reduce the gap and teacher retention catch-up increases) does not exceed 50% of the maximum possible salary increase calculation		N/A
If using a salary increase to reduce the gap, it must: (1) be clearly identified and (2) actually reduce the gap		N/A
If using a teacher retention catch-up salary increase it must: (1) be clearly identified, (2) attributed to a factor, (3) describe the teachers to whom the catch-up increase applies, (4) describe the increase amount or method of calculating, and (5) describe how the increase amount represents a comparison to the starting salary of new teachers		N/A

Reminders:

1. Make sure <u>all</u> salary increases are included and described in the compensation plan.
2. If you include non-bargainable items for informational purposes only (e.g., number of ECA positions, number of extended contract days, etc.), be sure to include a statement to that effect.
3. Ensure all date references in the CBA reflect the current contract period.
4. Ensure that the CBA is uploaded to <u>Indiana Gateway</u> by November 15th to avoid a declaration of impasse.
5. Ensure that the electronic participation information in CBA matches information in Indiana Gateway.

[1] IEERB encourages parties to number the pages of their CBA. If there are no page numbers, parties should identify the Article or Section number of the particular item (e.g., Art. I Sec B; Sec IV #2, etc.).