CONTRACT
BETWEEN

THE BOARD OF SCHOOL TRUSTEES
of the
BROWNSTOWN CENTRAL COMMUNITY SCHOOL CORPORATION

and

BROWNSTOWN CENTRAL CLASSROOM TEACHERS ASSOCIATION

THE MASTER CONTRACT ENTERED INTO THIS 10TH DAY OF NOVEMBER, 2026 BY THE BOARD OF SCHOOL TRUSTEES OF THE BROWNSTOWN CENTRAL COMMUNITY SCHOOL CORPORATION, HEREINAFTER CALLED THE "BOARD," AND THE BROWNSTOWN CENTRAL CLASSROOM TEACHERS ASSOCIATION, AN AFFILIATE OF THE INDIANA STATE TEACHERS ASSOCIATION AND THE NATIONAL EDUCATION ASSOCIATION, HEREINAFTER CALLED THE "ASSOCIATION."

DEFINITIONS

Teacher – Any certified personnel employed by the School Board, except superintendent, assistant superintendent, business manager, principals, assistant principals, special education director, and athletic directors.

School Board – Brownstown Central Community School Corporation Board.

Association – The Brownstown Central Classroom Teachers Association, affiliate of the Indiana State Teachers Association and the National Education Association.

ARTICLE I – RECOGNITION

A. The Board of Education of the Brownstown Central Community Schools recognizes the Brownstown Central Classroom Teachers Association as the exclusive representative of all certified personnel except superintendent, assistant superintendent, business manager, principals, assistant principals, special education director, and athletic directors in the Brownstown Central School Corporation.

ARTICLE II – PROFESSIONAL AND PERSONAL LEAVE

A. Sick leave, death in the family, and personal, emergency, or business leave shall be the same as provided in the Acts of the General Assembly of the State of Indiana except that twelve (12) sick leave days are granted per year, accumulative to 200 days for those employed on or before June 30, 2001, or 90 days for those employed on or after July 1, 2001, and five (5) personal leave days will be given per year. Personal days may be used to extend holidays or vacation periods if approved by the Superintendent. Following the death of an immediate family member and/or step-family member, including stillborn child or miscarriage, during the school year from the day of death/medical event, (5) working days without the loss of pay will be granted. The five days will be taken within the next 120 calendar days. The immediate family shall be defined as wife, husband, child, mother, father, sister, brother, father-in-law, mother-in-law, grandchild, son-in-law and daughter-in-law. Two days death leave will be granted for grandfather, grandmother, sister-in-law, brother-in-law, aunt, uncle, niece, nephew, grandfather-in-law, and grandmother-in-law or any person from whom the teacher has legal guardianship or custodianship, including step-family relationships.

A teacher who leaves the corporation for another district shall be guaranteed the number of sick days they had when they left minus any sick days used while employed at another corporation.

Three (3) personal bereavement days shall be allowed each (school) year for anyone not listed as immediate family. These absences will be deducted from the employee's accumulated sick days.

B. Sick Leave Bank

1. The purpose of the sick leave bank is to relieve its members from undue financial burdens due to absence from work on a long-term basis because of illness, injury, or incapacitation that would make their presence in school inadvisable

2. The Board will not contribute any days to the sick leave bank. Only members' actual days may be contributed to create the bank.
    a. Membership in the bank program will be open to all certificated school employees. A member shall be defined as a certificated school employee who has made a contribution of one day sick leave to the bank at the appropriate time of enrollment.
    b. Membership shall be on an annual basis, and the employee must be actively serving his/her position at the time of enrollment to be eligible for membership.
    c. A certified school employee's enrollment in the sick leave bank shall continue from year to year.

3. The sick leave bank may only be used for illness of its members; no family privileges will be extended.
    a. An individual member may not use more of the bank's days during his/her contract year than the total of his/her own accumulated sick leave for that contract year.
    b. An individual member wishing to use the bank must wait at least three (3) working sick leave days without pay before use of the bank will be authorized; these days are not reclaimable from the bank.

4. Unused sick leave bank days will be carried over to the next school year. No contribution from continuing members will be needed if the number of days carried over is two (2) times the number of members. If the total number of sick leave days falls below (2) times the number of members, each member will be required to contribute one day to remain in the sick leave bank.

5. The sick leave bank shall be administered by a committee of three (3) members appointed by the president of the Association and three (3) members appointed by the superintendent. Each committee member shall be appointed for one (1) year and may be reappointed each succeeding year.
    a. Subject to the conditions contained herein, any participating member who has exhausted his accumulated sick leave is eligible to apply to the sick leave bank committee for compensation for further absences from work during his/her current contract year.

b. The sick leave bank committee may grant, deny, or suspend grants of sick leave days from the bank. Its judgment or decision will be final.
c. Persons withdrawing sick leave days from the bank will not be required to replace these days.

6. Participation in the sick leave bank shall be voluntary.
   a. Certificated school employees who wish to participate must notify the superintendent's office no later than October 1.
   b. New certificated school employees hired after the beginning of school have the opportunity to enter the program within thirty (30) calendar days after the date of hire.
   c. At the point of retirement, a teacher may elect to donate up to fifteen (15) of their unused sick days to the corporation's sick leave bank.

7. The Association shall receive a copy of the sick leave bank membership list as soon as is practicable after it is prepared.

C. Transfer Sick Days

1. In accordance with (I.C. 20-28-9-20), a certified employee who has accumulated at least one (1) sick day with a prior Indiana public school employer shall be eligible to transfer up to three (3) sick days to their current employer at the beginning of their second year of employment. Annual crediting shall occur until the total number of credited days equals the number of accumulated sick days from the prior employer. Credited days will be added to the employee's Brownstown Community School Corporation balance and used under the same terms and conditions as locally accrued sick leave days.

2. To provide limited flexibility, the corporation may approve the transfer of up to twenty (20) total sick days from a prior Indiana public school employer on as-needed basis for unforeseen medical situations. A request for transfer days must be submitted to the Superintendent in writing and must be approved by the Superintendent or designee.

3. All sick leave days and personal leave days accumulated at Brownstown Community School Corporation must be exhausted before consideration of transfer sick leave days is considered.

4. Requests that are eligible for the BCCSC Sick Leave Bank must first be submitted to the Sick Leave Bank Committee for approval. Should the committee approve the use of days in the Sick Leave Bank, those days must also be exhausted before the consideration of Transfer Sick Leave days.

5. The transfer of sick leave days is limited to serious health conditions of the employee or qualifying relative and must meet the eligibility criteria consistent with the Family Medical Leave Act (FMLA). The completion of FMLA application and medical certification is required.

6. Prior practices allowing extended or unlimited use of sick leave days from prior employment with Indiana public school employers are rescinded.

7. This policy took effect on June 9th, 2026.

D. Sickness in the family: Days needed for sickness in the family may be deducted from the teacher's accumulated sick days. Family and/or step-family members will be designated as spouse, parent, father-in-law, mother-in-law, child, brother, sister, brother-in-law, sister-in-law, grandchild, or any person for whom the teacher has legal guardianship or custodianship.

E. Teachers have five (5) personal leave days each contract year. Any unused personal leave days may be carried over as sick leave days to be used in addition to any sick leave days accumulated or the teacher may choose to be paid the prevailing licensed substitute pay for each unused personal leave day. The amount will be paid by the second pay day after the end of school. A request for personal leave should be made as far in advance as possible.

F. Jury Duty Leave - When a teacher serves on jury duty, the school employer shall pay the teacher his/her full salary less all the pay received by the teacher for serving on jury duty other than mileage. These same provisions also apply to any teacher who is subpoenaed as a witness in any civil or criminal court proceeding.

G. The Board may grant a teacher one day leave with pay for the purpose of school visitation outside of the Brownstown Central Community School Corporation district. Prior approval must be obtained from the school principal one week in advance of the visitation. Compensation for such leave will include regular daily compensation and mileage.

H. The president or his or her designee may be released from his or her normally assigned duties without loss of pay, sick leave, or personal leave for five (5) days during the school year. Such time shall be used only in increments of one full school day and the Board shall be notified of intent to take an Association day not less than twenty - four (24) hours prior to the time of the absence and use is not to exceed two (2) teachers in one (1) day. The Association shall reimburse the Board for the cost of the substitute to cover any such absence.

ARTICLE III – SUPPLEMENTAL RETIREMENT

A. This Section (items 1-5) applies to teachers employed on or before June 30, 2001.

1. The teacher shall receive an amount equal to $150.00 for each year of service in the Brownstown Central Community School Corporation. To be eligible for such an amount, a teacher must be 55 years or older or have 20 years of teaching service before the date set for retirement. This amount shall be paid from a 457(b) Plan. As a professional courtesy, the teacher must submit to the superintendent of schools a letter of resignation on or before March 1 of the teacher's last contracted year of service. The retirement will be announced at the next scheduled Board of School Trustees meeting.

2. This Section applies to teachers employed on or before June 30, 2001. If the teacher meets all the requirements in 1 above, the retiring teacher shall receive an additional amount equal to $50.00 for each unused sick day he or she has accumulated. This amount shall be paid from a 457 Plan.

3. The maximum amount that may be paid under 1 and 2 above is $16,000.

4. This Section applies to teachers employed on or before June 30, 2001. If the teacher retires between the ages of 55 and the age of eligibility for Medicare, with 20 or more years of teaching service at Brownstown Central Community School Corporation, the teacher shall receive $3,250 per year to apply to the purchase of the health insurance plan. The retired teacher shall receive life insurance in the amount of $75,000, up to the age of 65.These amounts shall be paid from a 501(c) (9) trust.

5. Teachers employed on or before June 30, 2001, shall receive a contribution to a 401(a) plan account that matches what the teacher deposited to a 403(b) arrangement at the end of the school year. However, the matching contribution shall not exceed .5% of the teacher's schedule amount for that school year.

B. This Section (items 1-5) applies to teachers employed on or after July 1, 2001:

1. The teacher shall receive a deposit to a 401(a) plan account at the end of each school year equal to the following:

If at the end of the school year the teacher has accumulated 90 or more sick days and <u>has not used for that school year:</u>	<u>Deposited Amount</u>
10 or more days	$400
7 to 9 days	$250
4 to 6 days	$150
less than 4	$ -0-

2. A teacher shall receive a deposit of $50 to a 401(a) plan account at the end of each school year.

3. The teacher shall receive a contribution to a 401(a) plan account that matches what the teacher deposited to a 403(b) arrangement at the end of each school year. However, the matching contribution shall not exceed 1.0% of the teacher's schedule amount for that school year.

4. This 401(a) account shall be vested after five (5) years of service with the school corporation.

5. As a professional courtesy, the teacher must submit to the superintendent of schools a letter of resignation on or before March 1 of the teacher's last contracted year of service. The retirement will be announced at the next scheduled Board of School Trustees meeting.

C. The Board will pay to the Indiana Public Retirement System (INPRS) the teacher's three percent (3%) contribution obligation to INPRS. A teacher's gross wages will include all or any of the following:

1. The teacher compensation amounts schedule (Appendix B)

2. The ECA Schedule (Appendix C)

3. Any additional pay for extended contract days or assignments to the extent allowed by law.

ARTICLE IV – PROFESSIONAL COMPENSATION

A. The base salaries of teachers covered by this contract are reflected in Appendix A, the Teacher Pay Step Schedule. The salary range is $48,000-$80,500.

B. New Hires

A newly hired teacher's beginning salary is determined by his or her degree and experience on the Teacher Pay Step Schedule, Appendix A. After consultation with the Association President, the Superintendent will place the teacher to a step comparable with the degree, license, and experience of the new hire in relation to the Teacher Pay Step Schedule as shown in Appendix A.

1. Hard To Fill Position
    a. A "hard to fill position" occurs whenever a vacancy for a teaching position is posted and no more than one applicant is deemed to be qualified or acceptable.
    b. Whenever the Superintendent determines that a vacant teaching position meets the criteria of being "hard to fill", the Superintendent shall notify

the President of the Association. Upon notification, the Superintendent has the exclusive authority and discretion to seek a qualified person for the hard-to-fill position. The newly hired teacher's beginning salary will be determined by his or her degree and experience on the Teacher Pay Step Schedule, Appendix A. After consultation with the Association President, the Superintendent will place the teacher to a step comparable with the degree, license, and experience of the new hire in relation to the Teacher Pay Step Schedule as shown in Appendix A. The Superintendent shall have discretion to place a teacher hired for a hard-to-fill position up to $2,000 above the salary step reflective of such teacher's degree and experience, or meet the applicant's salary at their previous school corporation. In addition, the Superintendent shall have discretion to grant a one-time stipend payment of up to $3,000 to a teacher hired for a hard-to-fill position, and the stipend will be payable in one separate pay item on the first pay date of the contract year for which the teacher was hired.

2. Any employee in the bargaining unit receiving an Indiana license through workplace experience shall receive one year credit for every two (2) years of verifiable, relevant, and relatable work experience, up to a maximum of ten (10) years. The Superintendent will discuss the candidate's verifiable, relevant, and relatable work experience with the association president.

C. Compensation

1. 2026 Model Compensation
    a. Salary Range $48,000-$80,500
    b. For the 2026-2027 year, the parties have bargained that there will be no increase.
    c. For the 2026-2027 year, there is a one-time stipend of $1,000.
    d. The base salary of teachers who possess a literacy endorsement will be adjusted, as needed, to reflect a $250 differential (in comparison to the base salary of teachers who otherwise have the same credentials, but do not possess the literacy endorsement).

2. Teachers are paid in 24 equal payments. A pay schedule is provided indicating the dates of payment for all 24 pays of the 2026-2027 contract period. Newly hired teachers may elect to be paid in 25 equal payments for their first year of employment with the corporation. All teachers are paid via Direct Deposit only.

D. Teachers involved in ECA are compensated without deviation in accordance with the provisions of this contract. (Appendix C)

E. The Board provides direct deposit of payroll checks to financial institutions of his or her choice duly authorized by the teacher.

1. A teacher who has a separation from service within the meaning of Section 409A of the Internal Revenue Code for any reason (including resignation, retirement, termination or death) is paid all salary earned but unpaid on the next scheduled pay date, or continue as scheduled through the current contract.

F. TUITION REIMBURSEMENT

After a teacher has taught in the Brownstown Central Community School Corporation for one year, he or she will be eligible for tuition reimbursement of an amount up to $3,000.00 annually for the completion of coursework toward the achievement of a state-approved licensing program, Content Area Credentialing, Advanced Placement requirements, Administration degree, or Master's Degree. Any tuition beyond $3,000 annually can accumulate to be reimbursed in subsequent years and not exceed a maximum of $9,000 over a 3-year period. This work must be pre-approved by the superintendent or his designee. This reimbursement, upon providing supporting documentation (proof of paid tuition bill and proof of course completion) will be a one-time lump sum reimbursement provided in September of the following year. If the teacher leaves before the end of the contract year, the teacher will repay the tuition reimbursement paid to them for that contractual year. The minimum number of approved hours of credit to receive this benefit for any year is three hours. No teacher rated Ineffective or Needs Improvement is eligible to receive this benefit the following year.

G. Teachers mandated to attend conference/training session(s) to maintain corporation's curriculum certification outside school day hours AND who have performed 15 hours of work during the most recent fall break (either by being physically present for 15 hours or completing tasks from a list provided by the building principal) will receive $30/hr. compensation for scheduled conference time that is approved by the superintendent.

H. A teacher who completes a Project Lead The Way certification or completes 18 graduate hours in a specific area of study for dual credit certification will be paid a one time stipend of $2,000 after supplying the corporation with all supporting documentation. This one time lump sum stipend will be paid on the last scheduled pay of the current contract.

I. The Board retains the right from time to time to create such additional positions on the extracurricular activities (ECA) table as it deems appropriate, provided that the extra pay for each position be negotiated with the Association during the formal bargaining period. Positions on the extracurricular activities table may also be proposed by the Association.

J. DUAL CREDIT/ADVANCED PLACEMENT STIPEND - Credentialed instructors teaching dual credit and advanced placement courses will receive a yearly stipend of $500.00. This stipend will be a one-time lump sum payment awarded on the last scheduled pay of the current contract.

K. PRESENTATION STIPEND - A teacher shall be paid from the schedule below for presentation preparation based upon length of presentation held during contract and non-contract days plus time spent preparing. The presentation and preparation time must be pre approved by the building level administrator. Documented hours must be provided and verified by the building level administrator to receive pay.

0-2 hours	$50.00
2-4 hours	$100.00
4-6 hours	$150.00
6-8 hours	$200.00

L. CRIMINAL HISTORY CHECK - Each employee of the Brownstown Central Community School Corporation is required to undergo a criminal history check every five (5) years. The Board agrees to reimburse employees the cost of any and all criminal history checks and expanded child protection index costs that are required by the school corporation or per IC 20-26-5-10.

M. COMPENSATION FOR AN ADDITIONAL DAILY TEACHING PERIOD

A teacher whose regular teaching assignment contains one (1) preparation period and is assigned to teach during that preparation period, shall be compensated proportionately to their daily rate with relation to the number of periods in the school day. An additional contract will be provided for the additional instructional period.

Compensation shall be paid through the Corporation's regular payroll process, in addition to the teacher's regular contractual salary, subject to applicable deductions and consistent with the applicable collective bargaining agreement.

Portions of Section M include school policy. The inclusion of any nonbargainable information in this section is for information purposes only and was not bargained.

ARTICLE V – INSURANCE PROTECTION

A. The Board's health insurance contributions are:

	2026-2027
For a single plan	$9,550 annually
For a family plan	$15,575 annually

A one-time stipend of $1,200 will be issued toward each family plan on March 22, 2027.

A one-time stipend of $450 will be issued toward each single plan on March 22, 2027.

The Corporation is a member of the Southern Wellness Trust (the "Trust"). If the Trustees of the Trust approve a premium holiday, the premium holiday shall be shared fairly between the Corporation and its employees who participate in medical coverage through the Trust, in proportion to their respective normal contributions toward the cost of that coverage. Specifically, (a) the Corporation shall receive a credit against the premium payable under this Agreement equal to the portion of the Corporation's normal contribution that is not paid as a result of the premium holiday, and (b) each participating employee shall receive the benefit of the portion of the employee's normal contribution that is not paid as a result of the premium holiday. The Corporation shall not be required to pay any amount to or on behalf of an employee in place of a contribution that is not paid as a result of the premium holiday.

The Board and the Association will mutually agree on plan designs but not on the insurance provider.

B. The Board provides all teachers with a long-term disability insurance policy. The policy must include a level of coverage of two-thirds of contracted salary with a waiting period of no more than 90 calendar days.

C. The Board provides each teacher who does not elect to have health insurance an additional $1,500.00 per year that may be applied to the purchase of one or a combination of the following qualified benefits from American Fidelity Assurance Co.:

1. Short-term disability
2. Cancer Protection
3. Life insurance
4. Accident
5. Hospitalization
6. Critical Care
7. Dental
8. Taxable cash option

D. The Board provides each teacher with a $75,000.00 Group Term Life Insurance policy. This policy will include double indemnity for accidental death.

E. The benefits provided to employees by Section 125 of the Revenue Act of 1978 are made available to any bargaining unit member so requesting. An amount not to exceed $25,000 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, short-term disability, Section 79 life, non-reimbursed medical, Health Savings Account and dependent care. All administration fees are paid by the Board.

ARTICLE VI- GRIEVANCE PROCEDURE

This Grievance Procedure, hereinafter referred to as "Procedure", stipulates the conditions under the procedures by which grievances alleged by certain certificated school employees as defined in this Contract shall be processed. If any such grievances arise, there shall be no stoppage or suspension of work because of such grievances, but such grievances shall be submitted to the following grievance procedure.

A. Grievance Procedure

(Advisory)

1. Definitions

a. A grievance is a claim by one or more teachers of a violation, a misapplication or misinterpretation of this Contract.

b. The term "teacher" includes any individual or group of individuals within the Bargaining Unit.

c. The term "day", when used in this Article, shall be school working day. During the summer recess the term shall mean weekday.

d. "Grievance" means, and shall be limited to, an alleged violation of an expressed article or section of this written Contract, except where such article or section is exempt from this Procedure.

e. "Superintendent" means the chief administrative officer of the School Corporation, or designee.

f. "Grievant" means the certified school employee(s) directly affected by the alleged violation making the claim.

2. Purpose

The purpose of this grievance procedure is to settle equitably, at the lowest possible administrative level, issues which may arise from time to time with respect to specific claims of a violation, misapplication, or misinterpretation of the provisions of this Contract. Both parties agree that these proceedings shall be kept as confidential as may be appropriate at each level of the procedure.

3. Limits

Nothing contained herein shall be construed to prevent any individual teacher from presenting a grievance and having the grievance adjusted if the adjustment is consistent with the terms of this Contract and the Association has been given opportunity to be present at such hearing if requested by the grievant.

4. Procedure

a. The number of days indicated at each level shall be considered as maximum, and efforts shall be made to expedite the process. The time limits may be extended by mutual consent, in writing, by authorized representatives of each party.

b. Level One

A teacher with a grievance may initiate this procedure in one of the following ways:

1. He/She may approach the building principal or his/her designee with his/her concern and discuss the matter in his/her own behalf.

2. He/She may request that a representative of the Association accompany him/her in approaching the building principal or designee. In such a case, the principal shall not initiate any consultation with the grievant prior to the scheduled meeting at which the representative is to be present.

3. In the event that steps "a" and "b" above are unsuccessful in solving the grievance, the teacher may file a formal grievance in writing. A written grievance shall be filed as soon as possible, but in no event longer than fifteen (15) days after disclosure of the facts giving rise to the grievance.

4. Within five (5) days of the filing of the formal grievance, a meeting shall take place between the building principal or his/her designee, the grievant, and the Association representative. The building principal shall promptly notify the grievant and the Association of the date, the time, and the place where such hearing shall be held. A written answer to the grievance shall be given to the grievant and to the Association within ten (10) days after the hearing.

c. Level Two

If the grievance is not settled at Level One, it may be appealed to the Superintendent by filing a written notice with the School Superintendent, stating the grounds for the appeal. Such an appeal must be filed within ten (10) days

after receipt of the written answer to the grievance in Level One. A meeting with the Superintendent shall be held within ten (10) days following the receipt of such notice, and the Superintendent shall promptly notify the grievant and the Association of the date, the time, and the place where such appeal shall be heard. The Superintendent's written decision shall be transmitted to the grievant and the Association within five (5) days after the hearing.

d. Level Three

If the grievance is not settled at Level Two, it may be appealed to the Board by filing a written notice with the School Superintendent, stating the grounds for the appeal. Such an appeal must be filed within ten (10) days after receipt of the written answer to the grievance in Level Two. A meeting with the Board or its designated representative (s) shall be held within ten (10) days following the receipt of such notice, and the Superintendent shall promptly notify the grievant and the Association of the date, the time, and the place where such appeal shall be heard. The Board's written decision shall be transmitted to the grievant and the Association within five (5) days after the hearing.

e. Level Four

Within ten (10) days of receipt of the decision at Level Three, the grievance may be submitted to Advisory Arbitration. The Association shall notify the Board of its intention to submit the matter to Advisory Arbitration within this ten (10) day period. After notification that the matter shall be submitted to Advisory Arbitration, the following procedures shall be followed:

1. The two parties shall attempt to select an arbitrator by mutual agreement. If they cannot agree on an arbitrator within five (5) days after notification is given, the arbitrator shall be selected by the American Arbitration Association in accordance with its rules which shall likewise govern the arbitration hearing. The findings and recommendations of the arbitrator will be only advisory to the Board and to the Association.

2. The Board and the Association agree that neither party shall be permitted to assert in such arbitration proceeding any ground or to rely on any evidence not previously disclosed to the other party.

3. The cost of the arbitrator under this article shall be divided equally between the Board and the Association. Any other expense involved in conducting the arbitration hearing shall be borne by the side incurring such expense.

f. Provisions Governing the Grievance Procedure

1. No reprisal of any kind shall be taken by or against any participant in the grievance procedure by reason of such participation.

2. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel file of the participant and are not a valid basis for evaluations or consideration of awarding any professional advantages to such a teacher.

3. If the building principal or his/her designee in Level One, or the Superintendent or his designee in Level Two, fails to participate in, or to render a decision in the time allotted, the grievance shall advance to the next level.

4. If no appeal at any step is taken before the stated deadline, it will be assumed the grievance has been satisfactorily resolve

ARTICLE VII– EFFECT OF THE AGREEMENT

A. A public meeting was held on September 8, 2026 [in compliance with I.C. 20-29-6-1(b)] and electronic participation from parties and/or public was not permitted.
B. A public meeting was held on October 20, 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.

C. This agreement supersedes and cancels all previously bargained agreements between the Board and the Association and is subject to change only by agreement of both parties. The agreement shall be effective with contracts beginning July 1, 2026, and shall continue in full force and effective until June 30, 2027.

APPENDIX A: Teacher Pay Step Schedule

APPENDIX B: Teacher Compensation Table

APPENDIX C: ECA Salary Table 2026-2027

This agreement is certified as indicated by signatures of Board Members and Negotiating members of the Brownstown Central Classroom Teachers Association.

The CBA was ratified by the CTA on 10/20/2026 and the Board Members ratified on 11/10/2026.

TEACHER ASSOCIATION

By _____

John Lawson, BCCTA President and Chairperson

By _____

Randy Greene, Committee Member

By _____

Josie Hackman, Committee Member

By _____

Anna Hochstedler, Committee Member

By _____

Debbie Kowalik, Committee Member

By _____

Melanie Preston, Committee Member

By _____

Allison Wheeler, Committee Member

BCCSC SCHOOL BOARD

By _____

Clayton Beard, President

By _____

Brian Wheeler, Vice President

By _____

Kristen Stahl, Secretary

By _____

Greg Hutcheson, Board Member

By _____

Levi Nehrt, Board Member

By _____

Steve Ritter, Board Member

By _____

Tory Rudolph, Board Member

Appendix A

Compensation Model				
Row	BD	BD W/LIT	MD	MD W/LIT
A	$48,000	$48,250	$48,500	$48,750
B	$49,000	$49,250	$49,500	$49,750
C	$50,000	$50,250	$50,500	$50,750
D	$51,000	$51,250	$51,500	$51,750
E	$52,000	$52,250	$52,500	$52,750
F	$53,000	$53,250	$53,500	$53,750
G	$54,000	$54,250	$54,500	$54,750
H	$55,000	$55,250	$55,500	$55,750
I	$56,000	$56,250	$56,500	$56,750
J	$57,000	$57,250	$57,500	$57,750
K	$58,000	$58,250	$58,500	$58,750
L	$59,000	$59,250	$59,500	$59,750
M	$59,750	$60,000	$60,250	$60,500
N	$60,500	$60,750	$61,000	$61,250
O	$61,250	$61,500	$61,750	$62,000
P	$62,000	$62,250	$62,500	$62,750
Q	$62,750	$63,000	$63,250	$63,500
R	$63,500	$63,750	$64,000	$64,250
S	$64,250	$64,500	$64,750	$65,000
T	$65,000	$65,250	$65,500	$65,750
U	$65,750	$66,000	$66,250	$66,500

V	$66,500	$66,750	$67,000	$67,250
W	$67,000	$67,250	$67,500	$67,750
X	$67,500	$67,750	$68,000	$68,250
Y	$68,000	$68,250	$68,500	$68,750
Z	$68,500	$68,750	$69,000	$69,250
AA	$69,000	$69,250	$69,500	$69,750
BB	$69,500	$69,750	$70,000	$70,250
CC	$70,000	$70,250	$70,500	$70,750
DD	$70,500	$70,750	$71,000	$71,250
EE	$71,000	$71,250	$71,500	$71,750
FF	$71,500	$71,750	$72,000	$72,250
GG	$72,000	$72,250	$72,500	$72,750
HH	$72,500	$72,750	$73,000	$73,250
II	$73,000	$73,250	$73,500	$73,750
JJ	$73,500	$73,750	$74,000	$74,250
KK	$74,000	$74,250	$74,500	$74,750
LL	$74,500	$74,750	$75,000	$75,250
MM	$75,000	$75,250	$75,500	$75,750
NN	$75,500	$75,750	$76,000	$76,250
OO	$76,000	$76,250	$76,500	$76,750
PP	$76,500	$76,750	$77,000	$77,250
QQ	$77,000	$77,250	$77,500	$77,750
RR	$77,500	$77,750	$78,000	$78,250
SS	$78,000	$78,250	$78,500	$78,750

TT	**$78,500**	**$78,750**	**$79,000**	**$79,250**
UU	**$79,000**	**$79,250**	**$79,500**	**$79,750**
VV	**$79,500**	**$79,750**	**$80,000**	**$80,250**
WW	**$80,000**	**$80,250**	**$80,500**	**$80,750**

Appendix B
Current Employees

Emp. #	Step	2026-2027	Ext. Days
8212	A	$48,000	
8453	A	$48,000	
6447	E	$52,000	
8450	A	$48,000	
8571	A	$48,000	$3,892
8335	A	$48,000	
8586	A	$48,000	
8570	A	$48,000	
8347	A	$48,000	
8629	A	$48,000	
8449	A	$48,000	$3,892
8175	A	$48,000	
8396	A	$48,000	
8369	A	$48,000	
8268	A	$48,000	
8379	A	$48,000	
8354	A	$48,000	
8317	E	$52,000	$2,810
8172	A	$48,000	
8323	A	$48,500	$2,622
8454	A	$48,000	

8524	A	$48,000	
8525	A	$48,000	
8411	A	$48,000	
8141	A	$48,000	
8239	E	$52,000	
8352	I	$56,500	$3,054
6676	E	$52,000	
6652	E	$52,000	
8329	E	$52,000	
6612	F	$53,500	
8471	F	$53,500	
1581	E	$52,000	
2150	F	$53,000	
6604	F	$53,000	
6696	F	$53,000	$2,865
8275	I	$56,500	
3273	I	$56,500	
1320	F	$53,000	
8355	F	$53,000	
1578	F	$53,000	
8246	G	$54,000	
1382	J	$57,500	$3,108
2099	H	$55,000	
1569	G	$54,500	

2134	I	$56,000	
8271	P	$62,500	
8474	S	$64,750	
1370	S	$64,750	
8472	J	$57,000	
8625	S	$64,750	
1380	S	$64,750	
8435	L	$59,000	$11,800
8237	S	$64,750	
8273	Q	$62,750	
6369	X	$68,000	
8523	X	$68,000	$3,675
1351	Q	$62,750	
1268	Y	$68,500	
2112	Y	$68,500	
3185	Q	$62,750	
3150	R	$63,500	
5410	Z	$69,000	
8179	Z	$69,000	
2135	Z	$69,000	
8521	Z	$69,000	
8165	W	$67,000	
1191	W	$67,000	
1281	Z	$69,000	$3,730
3160	Z	$69,000	

3175	Z	$69,000	
3209	W	$67,000	
1178	BB	$70,000	
1116	EE	$71,500	
8245	EE	$71,500	
3134	HH	$73,000	
1110	HH	$73,000	
2051	HH	$73,000	
1146	HH	$73,000	
2046	JJ	$74,000	
1374	W	$67,000	
1120	KK	$74,500	
8327	PP	$77,000	
3149	QQ	$77,500	
3193	SS	$78,500	
1098	SS	$78,500	
1048	SS	$78,500	
3035	VV	$80,000	
3074	VV	$80,000	
8272	VV	$80,000	

Appendix C
ECA Salary Table 2026-2027

Portions of this provision unrelated to wages are the school's policy, were not bargained, and are included for informational purposes only.

ECA Schedule	Base	$48,000
	Index	Salary
Academic Coaches - High School		
Academic Team Coordinator - HS	0.01	$480
English	0.02	$960
Social Studies	0.02	$960
Math	0.02	$960
Science	0.02	$960
Fine Arts	0.02	$960
Science Olympiad	0.02	$960
Spell Bowl	0.02	$960
Maverick Challenge Coordinator---High School	0.02	$960
Robotics Coordinator----High School	0.03	$1,440
E-Gaming Coach Coordinator----High School	0.03	$1,440
Academic Coaches - Middle School		
Odyssey of the Mind	0.03	$1,440
Spell Bowl	0.02	$960
Super Bowl	0.03	$1,440
Robotics Coordinator----Middle School	0.03	$1,440
Academic Coaches - Elem. School		
Odyssey of the Mind	0.03	$1,440
Elementary Spell Bowl	0.015	$720
Elementary Math Bowl	0.015	$720
Dyslexia Coordinator	0.02	$960
Robotics Coordinator----Elem. School	0.03	$1,440
Archery Head	0.03	$1,440
Archery Asst	0.02	$960
Archery Asst	0.02	$960
GIRLS' COACHING		
Basketball (Head)	0.21	$10,080
Asst. Varsity Basketball	0.075	$3,600
Jr. Varsity Basketball	0.11	$5,280
Ninth Grade Basketball	0.08	$3,840
Middle School Basketball	0.07	$3,360
Middle School Basketball	0.07	$3,360

Sixth Grade Basketball	0.06	$2,880
Fifth Grade Basketball	0.04	$1,920
Fourth Grade Basketball	0.025	$1,200
Summer Basketball	0.08	$3,840
Summer Asst. Basketball	0.08	$3,840
Track (Head)	0.1	$4,800
Asst. Track	0.05	$2,400
Asst. Track	0.05	$2,400
Asst. Track	0.05	$2,400
Asst. Track	0.05	$2,400
Volleyball (Head)	0.15	$7,200
Asst. Varsity Volleyball	0.075	$3,600
Jr. Varsity Volleyball	0.1	$4,800
Freshman Volleyball	0.07	$3,360
Middle School Volleyball	0.04	$1,920
Middle School Volleyball	0.04	$1,920
Middle School Volleyball	0.04	$1,920
Fifth Grade Volleyball	0.04	$1,920
Summer Volleyball	0.05	$2,400
Summer Asst. Volleyball	0.04	$1,920
Tennis	0.1	$4,800
Middle School Tennis	0.02	$960
Golf	0.1	$4,800
Cross Country	0.1	$4,800
Softball	0.1	$4,800
Assistant Softball	0.05	$2,400
JV Softball	0.05	$2,400
Spring Elementary Basketball	0.03	$1,440
Spring Elementary Basketball Assistant	0.03	$1,440
Summer Half Assistant Basketball	0.04	$1,920
BOYS' COACHING		
Basketball (Head)	0.21	$10,080
Asst. Varsity Basketball	0.075	$3,600
Jr. Varsity Basketball	0.11	$5,280
Ninth Grade Basketball	0.08	$3,840
Eighth Grade Basketball	0.07	$3,360
Seventh Grade Basketball	0.07	$3,360
Sixth Grade Basketball	0.06	$2,880

Fifth Grade Basketball	0.04	$1,920
Fourth Grade Basketball	0.03	$1,440
Summer Basketball	0.08	$3,840
Summer Asst. Basketball	0.08	$3,840
Summer Half Asst. Basketball	0.04	$1,920
Track (Head)	0.1	$4,800
Asst. Track	0.05	$2,400
Asst. Track	0.05	$2,400
Asst. Track	0.05	$2,400
Asst. Track	0.05	$2,400
Baseball (Head)	0.1	$4,800
Asst. Baseball	0.05	$2,400
Summer Baseball	0.02	$960
Summer Asst. Baseball	0.01	$480
Freshman Baseball	0.05	$2,400
Football (Head)	0.15	$7,200
Football Camp	0.06471	$3,106
Asst. Football	0.05	$2,400
Asst. Football	0.05	$2,400
Asst. Football	0.05	$2,400
Asst. Football	0.05	$2,400
Asst. Football	0.05	$2,400
Asst. Football	0.05	$2,400
Spring Elementary Football	0.03	$1,440
Spring Elem. Asst. Football	0.03	$1,440
Summer Football (Head)	0.07	$3,360
Summer Asst. Football	0.05	$2,400
Summer Asst. Football	0.05	$2,400
Summer Asst. Football	0.05	$2,400
Summer Asst. Football	0.05	$2,400
Summer Asst. Football	0.05	$2,400
Summer Asst. Football	0.05	$2,400
Lines - Statistics	0.02	$960
Golf	0.1	$4,800
Middle School Golf	0.02	$960
Cross Country	0.1	$4,800
Middle School Cross Country	0.02	$960
Tennis	0.1	$4,800

Middle School Tennis	0.02	$960
Varsity Wrestling	0.1	$4,800
Assistant Wrestling	0.06	$2,880
Middle School Wrestling	0.05	$2,400
Spring Elementary Basketball	0.03	$1,440
Spring Elementary Basketball Assistant	0.03	$1,440
OTHER		
Drill Team	0.03	$1,440
Cheerleader Sponsor	0.05	$2,400
Asst. Cheerleader Sponsor	0.03	$1,440
Asst. Cheerleader Sponsor	0.03	$1,440
M.S. Cheerleader Sponsor	0.03	$1,440
Plays - Middle School	0.02	$960
Plays - High School	0.03	$1,440
Musical Director	0.1	$4,800
Asst. Musical Director	0.06	$2,880
Middle School Sports Coordinator	0.08	$3,840
Junior Prom Coordinator - high school	0.011	$528
Jr. Class Concession Stand Coordinator - HS	0.03	$1,440
Yearbook - Middle School	0.03	$1,440
Yearbook - High School	0.06	$2,880
Newspaper - High School	0.05	$2,400
Intramurals	0.06	$2,880
Winter Weight Training	0.05	$2,400
Summer Weight Training	0.05	$2,400
Girls' Summer Weight Training	0.05	$2,400
Ticket Manager	0.05	$2,400
Football Ticket Manager	0.0125	$600
Newspaper - Middle School	0.02	$960
Summer Yearbook - High School	0.02	$960
Yearbook - Elementary	0.02	$960
Corporation Test Coordinator	0.03	$1,440