Alexandria Community School Corporation Master Contract

2026-2027 Contract Term:
School Year 2026-2027:
The contract term is July 1, 2026, through June 30, 2027.

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ARTICLE I
DEFINITIONS

A. The term "teacher", when used in this Contract shall refer to all certificated personnel employed by the Corporation except the Superintendent, Principals, Assistant Principals, Supervisors, Substitute teachers, part-time teachers (those signing a contract for less than half a teaching day or less than five (5) days per week; and those signing a temporary contract for less than ninety (90) days.

B. The terms "Corporation" and "Association" shall include authorized officers, representatives, and agents.

C. The term "Corporation", when used in this Contract, shall refer to the Alexandria Community School Corporation of the County of Madison of the State of Indiana.

D. The term "Association", when used in this Contract, shall refer to the Alexandria Education Association of the County of Madison of the State of Indiana.

E. In this document, any reference to masculine or feminine gender includes all teachers unless otherwise specified.

F. The term, "additional year of experience", when used in this Contract shall refer to a teacher who has fulfilled a minimum of 120 student days.

ARTICLE II
COMPENSATION

A. All teachers newly hired to the corporation shall be placed at a salary within the overall salary range established in Appendix B. Teachers hired from outside the school district with public or private-school teaching experience shall be placed within the salary schedule no higher than the highest salary of any teacher currently in the system with the same degree and years of experience. For positions that are difficult to fill, the Superintendent shall have the discretion to offer up to two steps higher than where the teacher would otherwise have been placed in the salary range. All salary offers shall be made in writing, and the Association President or their designee(s) shall be provided a copy of all written salary offers made to bargaining unit members. Any offers above the two-step threshold must be approved by the Association President.

B. Teachers who were marked Needs Improvement or Ineffective in their final evaluation will not be eligible for a raise the following school year.

C. New teachers to the district are not eligible for a salary increase or a stipend until they complete their first year of service to the district.

D. Compensation Plan

Teachers eligible for a salary increase will receive the following amounts based on the following factors (Total available salary increase is $1,250):

1. Academic Needs of Students, defined as the need to retain all eligible returning teachers: This is a differentiated increase under IC 20-28-9-1.5 (c) and each teacher will receive between $125 and $1,245 (meeting the statutory 10% academic needs minimum).
2. Evaluation, defined as not receiving a Needs Improvement or Ineffective rating in their final evaluation for the previous school year, will result in an increase of $5.

E. Compensation will be provided for required travel between buildings if the distance exceeds one mile at Board approved rate.

F. The corporation will set aside $10,000 each year to pay for coursework related to dual credit or high need certifications. The AEA and Superintendent will work together to determine eligibility and application process. Requests for reimbursement will not exceed $2500 per request. If the teacher leaves within three years of the course work or certification completion, they will be asked to repay the money to the corporation. The corporation shall pay a stipend of $700 per Dual Credit or AP course taught per semester, with a maximum stipend of $2,800 per teacher per school year.

G. 2026-2027 Base Salaries for Teachers may not be lower than $50,000 and not to exceed $88,000.

H. Teachers who are assigned or approved by the Superintendent or designee to provide instructional services outside of their regular contractual workday shall be compensated at a rate of thirty dollars ($30.00) per hour. Such instructional activities may include, but are not limited to, tutoring, credit recovery, summer school instruction, remediation programs, enrichment programs, or other district-approved educational services provided beyond the teacher's standard contractual duties. Payment shall be made in accordance with the Corporation's regular payroll schedule and subject to all required withholdings.

I. Teachers who are required or approved by the Superintendent or designee to attend district-sponsored professional development activities outside of the contractual school year, including new teacher orientation, shall receive a daily stipend of one hundred ten dollars ($110.00) per day. Participation shall be verified by attendance documentation, and stipends shall be issued following completion of the professional development activity in accordance with established payroll procedures.

Longevity Stipend - Beginning with the school board ratification date for this Contract, all teachers remaining employed as a teacher in Alexandria Community School Corporation will receive a longevity stipend when they have completed the following milestones: consecutive employment years in the district.

3 Yrs -	$500
5 Yrs	$1000
10 Yrs	$1500
15 Yrs	$2000
20 Yrs	$2500

J. For the 2026–2027 school year, the Corporation shall allocate $125,000 to the substitute fund. This allocation represents the Corporation's average annual substitute costs for the four preceding school years. Any remaining balance from this allocation, after payment of all

substitute costs attributable to the 2026–2027 school year, shall be distributed equally among bargaining unit members as a stipend. **The stipend shall be paid on the final payroll of the 2026–2027 school year.** Any payment made pursuant to this provision shall constitute a one-time stipend and shall not be added to a bargaining unit member's base salary. For the 2027–2028 school year, the annual allocation shall be recalculated using the average annual substitute costs for the five preceding school years, including actual substitute costs incurred during the 2026–2027 school year.

K. Sick Leave Buy Back

For the 2026–2027 school year, the Corporation shall allocate $10,000 to purchase accumulated sick leave days from eligible bargaining unit members.

To qualify, a bargaining unit member must:

1. Have at least ninety (90) accumulated sick leave days prior to the start of the 2026–2027 school year.
2. Notify Human Resources in writing of their intent to sell accumulated sick leave days, including the number of days requested, no later than December 31, 2026.
3. Maintain a sick leave balance of at least ninety (90) days after deducting any days sold through this provision.

Eligible bargaining unit members may sell up to ten (10) accumulated sick leave days at eighty dollars ($80) per day. Payment shall be made as a Corporation contribution deposited directly into the bargaining unit member's VEBA account. Days purchased shall be deducted from the member's accumulated sick leave balance.

Total Corporation contributions under this provision shall not exceed $10,000 for the 2026–2027 school year.

L. Any teacher with a literacy endorsement will have a salary differentiated by $200 as compared with other similarly credentialed teachers who do not have a literacy endorsement.

ARTICLE III FRINGE BENEFITS

P. Life Insurance: The School Corporation will pay all but $1.00 for a $50,000 Life Insurance Policy starting September 1st and will cover the teacher only as long as the teacher is employed by the Corporation and signs to elect participation. Retired employees may, at their own expense, continue with their life insurance policy up to the age limitations and benefit changes of the policy. This option is only available at the time of retirement and will be terminated any time the premium becomes delinquent.

Q. Long Term Disability: The School Corporation will pay all but $1.00 toward Long Term Disability Insurance only as long as a teacher is employed by the Corporation.

R. Medical Insurance: If a teacher elects to participate in the Board's group medical insurance plan, the Board will pay 80% of the high deductible plan 3 or 87% of the high deductible plan 4, and the employee will be responsible for the remaining premium.

   a. This covers an employee until the end of the month when they cease being an employee. When a teacher resigns from employment effective after fulfilling his/her contract year, his/her corporation paid insurance shall continue through July 31st unless that teacher notifies the corporation in writing that he/she desires an earlier insurance termination date.
   b. Teachers hired at the beginning of the school year will be eligible for health insurance coverage beginning August 1. Teachers hired during the school year, will be eligible for hea]th insurance coverage on the first of the month, following the date of hire.
   c. A teacher may sign up for health insurance coverage during an open enrollment period or during a HIPAA qualifying event.
   d. Dental/Vision Insurance: The School Corporation shall offer dental and vision insurance to teachers. 100% of the premium shall be paid by the teacher.
   e. Section 125 Benefits: Teachers may participate in the Corporation's Section 125 flexible benefits plan by salary reduction. 100% of the premium of Section 125 flexible benefits plans shall be paid by the teacher.

S. Payment of Required Background Checks: Beginning July 1, 2017, school corporations, charter schools and nonpublic schools are required to updated Expanded Criminal History checks for current employees every five (5) years. New teachers applying for their initial position in the district will pay for the initial background check. The school corporation will pay for the Expanded Criminal History check for all current teachers that must take place every five years.

T. Indiana State Teachers' Retirement Fund: The Board shall pay the teacher's share (3 percent) of the Indiana State Teachers' Retirement Fund contribution.

ARTICLE IV
RETIREMENT

1. Retirement - (Applicable only to a teacher who was employed and working in this Corporation prior to July 1, 1995)
    a. A teacher must be 58 years of age at the time of retirement and must have been in the Alexandria Community School Corporation for at least twelve years.
    b. The Superintendent must be notified in writing of the teacher's intention to retire by May 15th preceding the year of retirement. In unusual circumstances, such as poor health, the corporation will consider notification presented after the May 15th date but in no case after April 1 of that current school year.
    c. Upon retirement, teachers shall receive a percentage of the accumulated sick leave based on the following scale and regulations:

12 years service, 11% accumulated sick leave, not to exceed 20 days
13 years service, 14% accumulated sick leave, not to exceed 26 days
14 years service, 18% accumulated sick leave, not to exceed 32 days
15 years service, 22% accumulated sick leave, not to exceed 38 days
16 years service, 27% accumulated sick leave, not to exceed 44 days
17 years service, 32% accumulated sick leave, not to exceed 50 days
18 years service, 37% accumulated sick leave, not to exceed 56 days
19 years service, 43% accumulated sick leave, not to exceed 62 days
20 years service, 47% accumulated sick leave, not to exceed 68 days
21 years of service or more, 50% accumulated sick leave, not to exceed 75 days

    d. Of the amount computed in c above:
        i. The first $2,000 of this amount shall be paid to the teacher as income at the time that his/her last paycheck is issued; and
        ii. The balance of this amount shall be made in the form of one (1) annual contribution to a Post- Retirement IRS Section 403(b) plan with the post-retirement contribution due on or within thirty (30) calendar days of January 1 following the teacher's last pre-retirement contract year with this Corporation.
    e. The normal restriction on a teacher's right to make periodic changes in his/her tax sheltered annuities 403(b) contributions shall be waived, therefore, not earlier than ninety (90) days and no later than thirty (30) days prior to the retiring teacher's last paycheck being issued, the retiring teacher may make changes in his/her tax sheltered annuities contributions to place any part or all of this retirement pay he/she will be receiving into the tax sheltered annuity 403(b) program of his/her choice, subject to any rules or restrictions imposed by the vendors of the annuity programs and

all other laws, rules and regulations governing such programs and employee contributions to same.

f. With salary increases going into effect in January, the retirement pay will be calculated based on the daily rate of the contractual salary. This is applicable in all cases whether the notification is given by May 15 of the preceding year or by April 1 of that current school year.

g. Retirement pay will be paid to the estate or desi$_{gn}$ated beneficiary of a teacher who dies during the year in which the retirement is to take place if said teacher has given notification of the intent to retire in accordance with Section A, b of this Article. The teacher will indicate the choice of estate or beneficiary at the time said teacher gives notice of the intent to retire.

h. Retired teachers of the Corporation shall be allowed to remain members for the health care insurance on a single plan until the end of the month the teacher becomes 65 . Teachers electing this provision shall pay the premium cost of the insurance. The spouse of a retired/deceased retired teacher who was not using the early retirement incentive will be entitled to coverage in accordance with applicable law at his/her expense to age 65 .

2. Early Retirement Incentive (Applicable only to a teacher who was employed and working in this Corporation prior to July 1, 1 995)

   a. A teacher must be at least fifty-five (55) years of age and have completed at least twelve (12) years of teaching experience in the Corporation at the time of retirement and before the starting date of school in the year the teacher chooses to retire.

   b. The Superintendent must be notified in writing of the teacher's intention to retire by May 15 proceeding the school year of retirement. Request for early retirement submitted after May 15 of the year prior to retirement may be denied at the sole discretion of the Board.

   c. The dollar amount to be received is equal to 1 /2 the beginning bachelor's salary from the 20 11 -12 Schedule ($34,339) divided by 26 multiplied times the number of bi-weekly pay periods calculated to the end of the month that the retiree turns age 62 beginning the month immediately following retirement plus $20.00 per sick leave day accumulated above 150 days. Of the amount computed:

      i. The first $2,000 of this amount shall be paid to the teacher as income at the time of his/her last paycheck is issued; and

      11. The balance of this amount shall be made in the form of equal annual contributions to a Post-Retirement IRS Section 403(b) plan for the number of years until the teacher turns 62 or five years, whichever is less, beginning with the first post-retirement contribution due on or within thirty (30) calendar days of January following the teacher's last pre-retirement contract year with this Corporation.

   d. The normal restriction on a teacher's right to make periodic changes in his/her tax sheltered annuities 403(b) contributions shall be waived, therefore, not earlier than ninety (90) days and no later than thirty (30) days prior to the retiring teacher's last paycheck being issued, the retiring teacher may make

changes in his/her tax sheltered annuities contributions to place any part or all of this early retirement incentive pay he/she will be receiving into the tax sheltered annuity 403(b) program of his/her choice, subject to any rules or restrictions imposed by the vendors of the annuity programs and all other laws, rules and regulations governing such programs and employee contributions to same.

e. Insurance Premium Entitlement - The Corporation shall pay for a single health insurance plan less $1 .00 per year for the employee choosing the early retirement option (B) from the date of retirement until the end of the month that the teacher reaches age sixty-five (65). The employee may purchase additional health insurance for their family by paying the difference in the costs of the single health plan and the elected plan. (employee/child, employee/spouse, employee/family) The date for payment must be received on or before that date for the policy to remain in effect. The parties agree that to the extent allowed by law, the Corporation may utilize an aggregate VEBA as a resource for meeting its obligations toward premium payments for retired teachers who presently and/or subsequently participate in the early retirement option. Insurance coverage will cease when the employee reaches age sixty-five (65). Any teacher choosing not to participate in the early retirement option will be provided for as the current contract stipulates.
    1. Employees approved for early retirement prior to April 1, 2013 with the 2012- 13 school year concluding their employment; shall continue to only pay $1.00 per year for the single health insurance plan as described above.
    2. Employees approved for early retirement after January 1, 2013; shall pay the current negotiated teacher rate.
f. In the event an early retiree dies before receiving the amount he/she would have received under the Retirement (A) calculation above, the Corporation will only be responsible for the difference between what the retired teacher would have received in Retirement pay and the amount he/she has received in Early Retirement pay and post-retirement 403 (B) contributions. This amount will be paid to the retired teacher's heir or estate.

3. I.R.S. Qualified Retirement Plan (Applicable only to a teacher hired on or after July 1, 1995 who did not sever employment prior to September 1, 2003)
    a. 401 (a) payments -Teachers will receive an annual contribution that equals 1 % of base salary paid to a 40 1(a) individual retirement plan. Teachers will be 1 00% vested in this plan with 6 years of service in this corporation. Contributions for these payments will be made quarterly pending vendor selection.
    b. Beginning for the 2025-26 school year, Alexandria Community School Corporation will contribute an additional 1 % of base salary paid to a 40 l (a) individual retirement plan for employees who contribute at least 1 % of base salary to a Voluntary 403 (b).
    c. 501 c 9 (VEBA) payments -Teachers will receive an annual contribution that equals .75% of base salary paid to a 501 c 9 (VEBA). Teachers will be 100% vested in this plan with 6 years of service in this corporation. Contributions for

these payments will be made quarterly pending vendor selection.

4. Plan Eligibility
    a. Retirement - A teacher meeting the qualifications listed in Title VII, A, a and b, and hired prior to 7/1 /95 may choose this option. By choosing this option, they waive their right to the Early Retirement Incentive option.
    b. Early Retirement Incentive - A teacher meeting the qualifications listed in Title VII, B, a and b, and hired prior to 7/1 /95 may choose this option. By choosing this option, they waive their right to the Retirement option.
    c. I.R. S. Qualified Retirement Plan - Teachers hired on or after 7/ 1 /95 that did not sever employment prior to September 1, 2003 are eligible for this option. Teachers hired on or after 7/1 /95 are not eligible for the Retirement or Early Retirement Incentive options.

ARTICLE V

Fees for the 403(b), 401(a), and individual 501 c 9 (VEBA) plans will be paid by the participant of the plans. Fees for the Aggregate VEBA will be paid by the Corporation.

LEAVES OF ABSENCE

1. Other Leaves: Short Duration
    a. Bereavement Leave: A teacher may be allowed leave from work with pay for the death of family members. Such leave shall be for the purpose of attending the funeral and/or memorial or graveside services or attending to legal matters.
    b. Bereavement Leave: A teacher may be allowed leave from work with pay for the death of family members. Such leave shall be for the purpose of attending funeral, memorial, or graveside services and/or attending to legal matters arising from the death.

2. Immediate Family Death:
    a. In the event of the death of a teacher's spouse (including fiancé/e), son, daughter, or child (including a miscarried child), the teacher shall be granted seven (7) consecutive school days of leave beginning with the days following the death. If the funeral or other services are out-of-state, an additional two (2) contracted days shall be granted, if needed, for the employee to travel to and from the services.
    b. In the event of the death of any other member of the teacher's immediate family, the teacher shall be granted five (5) consecutive school days of leave beginning with the days following the death.
    c. Should the teacher return to teaching duties before the applicable leave period has elapsed, the teacher may, upon approval of the Superintendent, be allowed one (1) additional day for the transaction of business related to the death. Such day shall be taken within three (3) months of the death.
    d. For purposes of this provision, immediate family shall include spouse

(including fiancé/e), son, daughter, child (including a miscarried child), father, mother, brother, sister, stepchild, mother-in-law, father-in-law, stepfather, or stepmother.

3. Family Death:
    a. A teacher may be granted up to four (4) calendar days of leave for the death of a grandparent, brother-in-law, or sister-in-law.

4. Other Family Death:
    a. A teacher may be granted up to three (3) calendar days of leave for the death of a niece, nephew, aunt, or uncle.

A. Paid Time Off (PTO): Teachers shall be granted eleven (11) days PTO with pay per school year.
    a. This leave is to be used for matters which cannot be scheduled outside of regular school hours.
    b. PTO days may not be used to extend a scheduled holiday, school break, or vacation period without the prior written approval of the Superintendent. For each approved day of absence, two (2) days shall be deducted from the teacher's applicable PTO balance. Such approved absences shall be paid, provided the teacher has sufficient available leave to cover the required deduction.
    c. Unused PTO shall be credited from year to year as unused sick leave.
    d. Teachers who are hired or separate from the corporation mid-year shall have their personal leave time pro-rated equal to the rate of the number of days the teacher worked out of 185. For example:
        i. A teacher who works 91 out of 185 school days, or a rate of 0.5, shall have 11*0.5=5.5 PTO days.
    e. After the first year, PTO accumulated in an immediately previous corporation will be transferred to this corporation at a rate of 3 days/year.
    f. Accumulated PTO days may be requested for that part of a pregnancy leave for which a physician certifies that the teacher is incapable of performing regular teaching duties.
    g. All eligible teachers have rights guaranteed to them by the Family and Medical Leave Act (FMLA). The leave provisions of this Master Contract are intended to be consistent with FMLA. Sick leave taken during FMLA will run concurrent with FMLA leave.
    h. No more than three (3) days of PTO may be used consecutively without permission from the Superintendent or their designee.
    i. Teachers who have exhausted their available applicable paid leave must obtain written approval from the Superintendent for additional unpaid leave. When advance approval is not possible due to an emergency, the teacher shall notify the Superintendent as soon as practicable. Unapproved

absences beyond the teacher's leave balance shall be unpaid and shall be reflected in the teacher's evaluation in accordance with the Corporation's adopted evaluation plan. Such absences may also result in disciplinary action, up to and including termination. A deduction in pay does not, by itself, constitute approval of an absence. Leave protected by applicable law or expressly authorized under this Agreement shall not be considered an attendance violation or grounds for an adverse evaluation or disciplinary action.

B. Parental Leave - When a child is born to an employee, the employee shall be granted up to ten (10) days of parental leave. This also includes the adoption of a minor child.

D. *Jury Duty:* Teachers called to serve on jury duty during regular contract days may be requested to surrender any jury duty pay (excluding meals and parking fees) and will receive their full contracted salary. A teacher may elect to use personal days to serve on a jury.

E. Court Leave: A teacher who is subpoenaed to appear in court for a school-related issue shall have no leave time charged for such absence.

F. *Day of Assault Leave:* If a teacher is credibly threatened, verbally assaulted, and/or physically assaulted by a student and/or a parent/legal guardian of a student, the teacher shall be offered paid day of assault leave for the remainder of the day the assault occurred. This leave may be extended beyond the initial day of assault at the discretion of the Superintendent. Teacher will have a meeting with an administrator do discuss a plan prior to the teacher going back to the classroom.

G. Time lost from school by a teacher directly connected with a school-related incident of assault and battery when a teacher was properly discharging the teacher's duties and following corporation guidelines in a professional manner shall be handled in the following manner:
   a. Time for a summoned and official appearance in court shall result in no loss of compensation or benefits and no reduction in accumulative leave.
   b. In case of disability from such an incident, the teacher will not lose compensation or benefits not covered by Workmen's Compensation regulations to a maximum of thirty (30) days without reduction in accumulative leave. Additional days may be granted at the discretion of the Superintendent.
   c. Time off from work will be determined in writing by the teacher's physician with review and final determination by a physician appointed by the Superintendent at the Superintendent's discretion. The second opinion would be paid for by the corporation.
   d. The corporation's current health insurance policy will dictate coverage for medical costs. The corporation's attorney may be consulted and/or act as legal counsel at the discretion of the Superintendent, if requested by the teacher.

H. **Association Leave:** The Association President and/or their designee(s) shall be entitled to a combined total of up to fifteen (15) paid Association Leave Days per school year. The fifteen (15) days shall be a shared allotment among the Association President and their designee(s),

not an individual allotment for each person. These days may be taken in full-day or half-day increments, with at least one (1) school day's advance notice provided to the Superintendent. The advance notice requirement may be waived at the discretion of the Superintendent.

I. Substitute Teacher Coverage Incentive: Certified staff members may volunteer or be assigned to provide classroom coverage during their scheduled preparation period when a substitute teacher or internal coverage is needed. Teachers who cover a class during their preparation period will be compensated $25.00 per class period.

ARTICLE VI
LEAVE FOR MAJOR DISABILITY

This policy shall apply to leave in all cases where a teacher is unable to teach because of a disability, substantial in nature or duration. Such physical disability shall include, among other items, disability arising from major surgery, physical illness, mental illness or severe emotional disturbance, causing a disability for more than three (3) weeks.

A. Anticipated Disability. Where disability can reasonably be anticipated as in the case of a scheduled operation, the following rules shall apply:
    a. The teacher requesting leave shall notify the building principal of the expected time of leave as soon as is reasonably possible.
    b. It is recommended that the leave shall begin at the end of a grading period. If this is impossible, it is the duty of the teacher taking the leave to figure grades for that portion of the grading period that the teacher was teaching. However, in emergency cases where the teacher is physically, mentally, or emotionally unable to perform this function, this requirement may be waived by the Superintendent.
    c. Where the teacher's condition raises any serious problem to the teacher's health in the period prior to the beginning of the leave, the Corporation may request and condition the time leave begins, on a statement by the teacher's physician as to the teacher's ability to continue teaching.
B. Unanticipated Disability. When the disability cannot be reasonably anticipated the commencement of the disability leave shall begin no later than the teacher's attending physician determines. The Corporation may require a statement by the physician on these medical questions.
C. Time ofReturn to Teaching Duties. Subject to notice and other requirements set out in paragraph D, the teacher may resume teaching duties at such time as in the opinion of the teacher and the teacher's physician that the teacher is able to resume teaching. The Corporation may, at its option, require the certificate of the physician to this effect.
D. Notice of Return to Teaching. As soon as reasonably determinable after the commencement of the disability leave, the teacher shall notify the Office of the Superintendent of the estimated time of return to teaching, or of the fact that the teacher does not intend to resume teaching duties and shall, if intending to return to teaching keep the Corporation advised of any change in such estimated time. Teachers intending to resume teaching duties shall so notify the Office of the Superintendent as soon as they have recovered from their disability, and shall furnish the Corporation proof of their continued disability at any time during such disability, if requested by the Superintendent of Schools. Unless waived by the Corporation, the teacher shall not be entitled to return to teaching duties unless at least two (2) calendar weeks' notice is given by the teacher of the intention to return to work
E. Limitations. No leave under this provision may be granted for a period exceeding one (1) year.
F. Sick Leave Usage. Any teacher taking leave of absence under this provision may use any days of sick leave, which the teacher has accumulated under the provision of this contract, but shall be required at the option of the Corporation, to present a doctor's

certificate of disability to justify such use of accumulated sick leave days.

ARTICLE VII
SICK LEAVE TRANSFER

Certified employees may donate one sick leave day per semester to another certified employee in need of such donation. The governing of all leave donations will be handled by the Teachers' Association, and the assignment of those donated days will be handled by Central Office.
The maximum number of days a certified employee may receive is 30 days per school year. The receiving employee may keep unused donated days until the end of the school year at which time unused days will revert back to original donors governed by The Association.
A person requesting sick bank days:

1. Have used all their own sick days before sick bank days can be used.
2. Made a formal request to the Teachers' Association
3. Could receive a maximum of 30 donated days per semester depending on the number donated.
4. May only use sick bank days for sickness or medical issues.
5. May not use sick bank days to extend non-medical leave or maternity leave.

ARTICLE VIII GRIEVANCE PROCEDURE

Definition

A grievance is an alleged violation or claimed misinterpretation of a specific article or section of this Agreement.

Procedure

Step One.

1. Within ten (10) calendar days excluding Fall, Winter and Spring vacation of the time that the grievant knew, or reasonably should have known, of the grievance, the grievant shall present the grievance to Principal. The principal will respond orally or in writing within five (5) school calendar days.

Step Two.

2. Within five (5) working days of the oral answer, if the grievance is not resolved, it shall be stated in writing, signed by the grievant and submitted to the building principal.
3. The grievance shall (1) name the employee involved, (2) state the facts giving rise to grievance, (3) identify the specific provision of this Agreement alleged to be violated, (4) state the intention of the grievant with respect to the grievance and, (5) indicate the specific relief requested.
4. Within five (5) working days after receiving the written grievance, the principal shall communicate the principal's answer in writing to the grievant.

Step Three.

5. If the grievance is not resolved in Step Two the grievant may, within ten (10) working days of receipt of principal's answer, appeal to the Superintendent by filing the grievance and the principal's answer, along with any written response of the grievant to the answer of the principal, within the Office of the Superintendent, which shall receipt therefore.
6. The Superintendent, or the Superintendent's designated representative, shall give the grievant an answer in writing no later than ten (10) working days after receipt of any written grievance properly filed with the Superintendent's Office.

Step Four.

7. Within ten (10) working days after receiving the decision of the Superintendent, the teacher may request a meeting with the Board. The Board will meet with the teacher and respond in writing to the grievant no later than twenty (20) working days after receipt of any written grievance.
8. The Board may not consider any material, allegation or remedy that was not presented in Step Three .

ARTICLE IX
EXTRA-CURRICULAR ACTIVITIES SCHEDULE

* Position and compensation may be divided between 2 or more individuals upon agreement between the Corporation and the Association.

**The number of positions was not bargained and is included solely for informational purposes only.

ECA SCHEDULE	2026-2027
TIER I POSITIONS:	
Basketball - Boys - Head	$8,000
Basketball - Girls - Head	$8,000
Football - Head	$8,000
TIER II POSITIONS:	
Director Of Summer Bands	$5,900
TIER III POSITIONS:	
Baseball - Head	$4,800
Basketball - Boys - JV Coach	$4,800
Basketball - Girls - JV Coach	$4,800
Boys Wrestling - Head	$4,800
Girls Wrestling - Head	$4,800
Softball - Girls - Head	$4,800
Track Co-Ed Head	$4,800
Volleyball - Head	$4,800

TIER IV POSITIONS:	
Basketball - Boys -Assistant Coach (ACSC Certified Teacher only)	$4,000
Basketball - Girls - Assistant Coach (ACSC Certified Teacher only)	$4,000
Football - Assistant Coach (ACSC Certified Teacher only)	$4,000
TIER V POSITIONS:	
Basketball - Boys - 9th	$3,800
Basketball - Girls - 9th	$3,800
Cross Country	$3,800
Director Of Bands	$3,800
Director Of Choirs	$3,800
Football - 9th	$3,800
Football - Assistant (3)	$3,800
Golf - Boys - Head	$3,800
Golf - Girls - Head	$3,800
Soccer-Boys-Head	$3,800
Soccer-Girls-Head	$3,800
Tennis - Boys - Head	$3,800
Tennis - Girls - Head	$3,800
TIER VI POSITIONS:	
7th/8th Grade Football	$3,000
8th Grade Boys Basketball	$3,000
8th Grade Girls Basketball	$3,000
Basketball - Boys 7th	$3,000

Basketball - Girls 7th	$3,000
TIER VII POSITIONS:	
8th Grade Volleyball	$2,500
Academic Competition Coach	$2,500
Assistant Director-Color Guard	$2,500
Event Manager (3)	$2,500
Track - Boys 6-8th Grades	$2,500
Track - Girls 6-8th Grades	$2,500
Volleyball 7th Grade	$2,500
Wrestling 6-8th Grades	$2,500
TIER VIII POSITIONS:	
Baseball - Assistant Coach (ACSC Certified Teacher only)	$2,400
Boys Wrestling - Assistant Coach (ACSC Certified Teacher only)	$2,400
Girls Wrestling - Assistant Coach (ACSC Certified Teacher only)	$2,400
Softball - Girls - Assistant Coach (ACSC Certified Teacher only)	$2,400
Track Co-Ed- Assistant Coach (ACSC Certified Teacher only)	$2,400
Volleyball - Assistant Coach (ACSC Certified Teacher only)	$2,400
TIER IX POSITIONS:	
Cross Country-Assistant Coach (ACSC Certified Teacher only)	$1,900
Golf-Boys-Assistant Coach (ACSC Certified Teacher only)	$1,900

Golf-Girls-Assistant Coach (ACSC Certified Teacher only)	$1,900
TIER X POSITIONS:	
7th/8th Grade Football Assistant (2)	$1,850
Baseball Assistant (2)	$1,850
Cross Country 6-8th	$1,850
Softball - Girls - Assistant (2)	$1,850
Track Co-Ed Assistant (3)	$1,850
Volleyball - Assistant	$1,850
TIER XI POSITIONS:	
Basketball - Boys 6th	$1,600
Basketball - Girls 6th	$1,600
Head Cheer Coach-Football	$1,600
Head Cheer Coach-Basketball	$1,600
TIER XII POSITIONS:	
Baseball Assistant J.V.	$1,500
Basketball - Boys - Varsity Asst.	$1,500
Basketball - Girls - Varsity Asst.	$1,500
Football - 9th - Assistant	$1,500
Softball - Girls Softball JV Asst	$1,500
TIER XIII POSITIONS:	
Student Council (2)	$1,400
TIER XIV POSITIONS:	
Assistant Director-Percussion	$1,200
Academic Competition Asst. Coach	$1,200

Cross Country-Assistant	$1,200
Golf-Boys-Assistant	$1,200
Golf-Girls-Assistant	$1,200
Jr. High Baseball	$1,200
Jr. High Boys Tennis	$1,200
Jr. High Co-Ed Golf	$1,200
Jr. High Girls Tennis	$1,200
Jr. High Softball	$1,200
Soccer-Boys-Assistant	$1,200
Soccer-Girls-Assistant	$1,200
Tennis - Boys - Assistant	$1,200
Tennis - Girls - Assistant	$1,200
Volleyball - 2nd Assistant	$1,200
Wrestling-Boys Assistant (2)	$1,200
Wrestling-Girls Assistant (2)	$1,200
TIER XV POSITIONS:	
Asst. Jr High Baseball Coach	$950
Asst. Jr High Softball Coach	$950
Bowling Coach	$950
Food Pantry Director	$950
Music 4-6th Grades	$950
Volleyball - 6th Grade	$950
Yearbook Sponsor AMHS	$950
TIER XVI POSITIONS:	
Academic Sponsor 7-8th Grade	$850

AMES Yearbook Sponsor	$850
Archery Coach	$850
Class Sponsor - Junior (2) @	$850
Class Sponsor - Senior (2) @	$850
Department Heads (8) @	$850
Drama Sponsor	$850
Guidance Counselor	$850
Assistant Cheer Coach-Football or Basketball (ACSC Certified Teacher only)	$850
TIER XVII POSITIONS:	
Academic Sponsor 4-6th Grade	$580
AMES Student Council	$580
AMJHS Student Council	$580
Assistant Cheer Coach-Football	$580
Assistant Cheer Coach-Basketball	$580
Assistant Director-Brass	$580
Jr. High Assistant Cheer Coach	$580
Drama 4-6th Grades	$580
Elementary Leadership Team (8)	$580
Elementary Special Education Department Lead	$580
Esports Coach (2)	$580
Music Enrichment	$580
Optional ECA (AMHS)	$580
Optional ECA (AMHS)	$580
Optional ECA (AMJHS)	$580

Optional ECA (AMJHS)	$580
Optional ECA (AMES)	$580
Optional ECA (AMES)	$580
Optional ECA (AMES)	$580
Robotics Club-AMES	$580
Secondary Robotics Club	$580
Unified Sports Coach	$580
TIER XVIII POSITIONS:	
Class Sponsor - Eighth	$400
Class Sponsor - Freshman (2)	$400
Class Sponsor - Sophomore (2)	$400
Unified Robotics-AMES	$400
*** Position may be divided between 2 teachers**	

ARTICLE X
ATTESTATION AND TERMS OF AGREEMENT

The undersigned attest to the following:
A public hearing was held in compliance with I.C. § 20-29-6-l (b) on Monday, September 21, 2026, and electronic participation from the parties and/or public WAS NOT permitted; and
A public meeting in compliance with I.C. § 20-29-6- 19 was held on Tuesday, November 4, 2026, to discuss the tentative agreement and electronic participation from the governing body and/or public WAS NOT permitted.
Contract Term: School Years 2026-27
This Contract is made and entered into at Alexandria, Indiana, on this day by and between the Board of School Trustees of the Alexandria Community School Corporation, County of Madison, State of Indiana, party of the first part, heretofore referred to as the "Corporation", and the Alexandria Education Association, County of Madison, State of Indiana, party of the second part, heretofore referred to as the "Association."
Association Date of Ratification: November 9, 2026
Board of School Trustees Date of Board Approval: November 9, 2026. This
Contract is attested to by the parties whose signatures appear below:

BOARD OF SCHOOL TRUSTEES
OF THE ALEXANDRIA COMMUNITY
SCHOOL CORPORATION

Tom Johns, School Board President

Brent Baker, Superintendent

ALEXANDRIA EDUCATION ASSOCIATION

Matt DeVault, President of Association

Leigh Bivens, Negotiator for the Association

APPENDIX A — Wage-Payment Arrangement

Teachers shall be paid for 185 days of work in 26 equal installments on the dates below. The number of work days were not bargained and are included for informational purposes.

1.August 14, 2026
2.August 28, 2026
3.September 11, 2026
4.September 25, 2026
5.October 9, 2026
6.October 23, 2026
7. November 6, 2026
8.November 20, 2026
9. December 4, 2026
10.December 18, 2026
11.December 31, 2026
12.January 15, 2027
13.January 29, 2027
14. February 12, 2027
15. February 26, 2027
16.March 12, 2027
17.March 26, 2027
18.April 9, 2027
19.April 23, 2027
20. May 7, 2027
21.May 21, 2027
22. June 4, 2027
23. June 18, 2027
24. July 2, 2027
25.July 16, 2027
26.July 30, 2027

Any teacher may opt out of the wage-payment arrangement at the start of the school year by notifying the corporation central office in writing before the first paycheck of the school year.
A teacher separating from the school corporation during the school year shall receive all earned and unpaid wages no later than the next regular pay date. A teacher separating from employment after the last teacher work day of the school year may elect to receive all earned and unpaid wages in a lump sum on the next regular pay date or in accordance with the remainder of the wage-payment arrangement.

APPENDIX B - 2026/2027 Salary Scale

	B	M
A	$50,000.00	$51,750.00
B	$51,250.00	$53,000.00
C	$52,500.00	$54,250.00
D	$53,750.00	$55,500.00
E	$55,000.00	$56,750.00
F	$56,250.00	$58,000.00
G	$57,500.00	$59,250.00
H	$58,750.00	$60,500.00
I	$60,000.00	$61,750.00
J	$61,250.00	$63,000.00
K	$62,500.00	$64,250.00
L	$63,750.00	$65,500.00
M	$65,000.00	$66,750.00
N	$66,250.00	$68,000.00
O	$67,500.00	$69,250.00
P	$68,750.00	$70,500.00
Q	$70,000.00	$71,750.00
R	$71,250.00	$73,000.00
S	$72,500.00	$74,250.00
T	$73,750.00	$75,500.00
U	$75,000.00	$76,750.00
V	$76,250.00	$78,000.00
W	$77,500.00	$79,250.00
X	$78,750.00	$80,500.00
Y	$80,000.00	$81,750.00
Z	$81,250.00	$83,000.00
AA	$82,500.00	$84,250.00
AB	$83,750.00	$85,500.00
AC	$85,000.00	$86,750.00
AD	$86,250.00	$88,000.00

APPENDIX C - Extra-Curricular Activity Adjustment for Large Interest

- **Purpose** This appendix outlines a process for discussing additional coaching needs within
- Alexandria Community School Corporation ("ACSC") athletic programs to support student supervision, safety, and program oversight. The provisions of this appendix were not bargained and are included for informational purposes only.
- **Background** ACSC and the Alexandria Athletic Department encourage student participation in extracurricular athletics and recognize that participation levels and program needs may warrant consideration of additional coaches.

1. Consideration of Additional Coaches

- **Additional Coaching Positions:** Head coaches may submit requests for additional coaching positions to the Alexandria-Monroe High School Athletic Council for review and consideration. The Council shall consider factors including, but not limited to, roster size, student safety, supervision needs, practice and competition schedules, and other circumstances relevant to the program. The Athletic Director may also request that the Athletic Council review and consider reducing the number of coaching positions assigned to a program when student participation falls below normal roster sizes or no longer justifies the current number of coaches. All requests for additional coaching positions or reductions in coaching positions shall be reviewed and voted upon by the Athletic Council. All decisions shall be made on a season-by-season basis and shall not establish a permanent increase or reduction in coaching positions for future seasons. The Athletic Council shall include at least one (1) representative designated by the Alexandria Education Association (AEA), who shall participate in discussions and voting regarding coaching position requests.

2. Student Supervision and Safety

- Consideration of additional coaches shall focus on providing adequate supervision and support for student-athletes during practices, competitions, and related activities, including supervision in and around locker room areas.

3. Compensation

- Any approved additional coaching position shall be compensated in accordance with the current ACSC Master Contract and applicable extracurricular salary schedules.