SOUTH SD DEARBORN



COLLECTIVE BARGAINING AGREEMENT 2026-2027

AGREEMENT
between
THE BOARD OF SCHOOL TRUSTEES
and the
SOUTH DEARBORN EDUCATION ASSOCIATION

This agreement, entered into this 12th day of November, 2026, by and between the Board of School Trustees of the South Dearborn Community School Corporation and the South Dearborn Education Association, is effective through June 30, 2027.

WITNESSETH:

That in consideration of the mutual covenants and agreements herein contained, the parties hereto agree as follows:

ARTICLE I - RECOGNITION AND DEFINITIONS

A. RECOGNITION

The Board of School Trustees of the South Dearborn Community School Corporation hereby recognizes the South Dearborn Education Association, pursuant to **Ind. Code** 20-29-2-14, as the exclusive bargaining representative for all teachers as hereinafter defined.

B. DEFINITIONS

1. The term "teacher," when used in this Agreement, shall refer to all full-time certified employees as defined in **Ind. Code** 20-29-2-13, except for: Superintendent, Administrative Assistant, Building Principals, Assistant Building Principals, Athletic Director, Director of High School Guidance, and IT Director. This definition of the bargaining unit shall not prevent either party from seeking a unit clarification under applicable law.

2. The term "Board" or "Corporation," when used in this agreement, shall refer to the Board of School Trustees of the South Dearborn Community School Corporation and any person(s) authorized to act on its behalf in dealing with employees.

3. The term "Association," when used in this Agreement, shall refer to the South Dearborn Education Association and any person(s) authorized to act on its behalf.

4. When references are made to a male teacher in this Agreement, such references also include female teachers unless otherwise specified.

ARTICLE II - GENERAL PROVISIONS

A. NEGOTIATION PROCEDURE

Negotiations for a successor Agreement shall be conducted under the provisions of I.C. §20-29.

B. SCOPE OF AGREEMENT

This Agreement supersedes and cancels all previous agreements, whether verbal or written, between the Corporation and the Association as well as any alleged past practices of the Corporation, and this Agreement constitutes the entire Agreement between the parties.

Any individual contract between the Board and an individual teacher shall be consistent with the terms and conditions of this Agreement. If an individual contract made subsequent to this Agreement contains any language inconsistent with this Agreement, this Agreement shall prevail.

C. SEPARABILITY

Should any Article, Section or Clause of this Agreement be declared illegal by a court of competent jurisdiction or by any legislative act, said Article, Section or Clause, as may be the case, shall be automatically deleted from this Agreement to the extent that it violates the law, but the remaining Articles, Sections or Clauses shall remain in full force and effect for the duration of this Agreement, if not affected by the deleted Article, Section or Clause.

D. DUES DEDUCTION

In a manner which shall not be inconsistent with Indiana Law, the Board agrees to deduct SDEA association dues and other contributions authorized by the teacher(s) as designated from the salaries of those Association members who have completed and delivered a proper written authorization for such deductions to the Association.

Upon request to the Association, the Association shall provide the Board with a list of those Association members authorizing dues deductions. Such dues deductions shall be made in Twenty-Six (26) equal installments. Any new teacher hired after the beginning of the school year who joins the Association and completes the proper authorizations shall have dues deductions begin immediately upon notification to the Human Resources Director by the president or their designee. The authorization to take dues deductions shall continue on a continuous basis unless revoked, in writing, by the employees to the Corporation Business Office and/or the South Dearborn Education Association.

In the event of any overcharge or undercharge of dues deductions, the Board shall, after receiving written notice of such, make a correction during the next succeeding pay period. In the event of any overcharge already remitted to the Association, it shall be the responsibility of the Association alone to adjust the matter with the Association member overcharged.

The Corporation shall remit the dues deductions to the Association not less frequently than monthly, to a member so designated by the Association.

ARTICLE III – LEAVES

A. PAID DAYS OFF

Each teacher will be granted thirteen (13) paid days off. Paid days off, up to four (4) at a time, are to be used at the teacher's discretion. Use of more than four (4) consecutive days would require a physician's note. Paid days off must be exhausted before the teacher may use their accumulated sick leave days. In such an instance, appropriate documentation must be provided. A physician's note may be requested by the superintendent to use accumulated sick days for either the teacher or the teacher's immediate family. Paid days off may not be scheduled on designated professional development days or on days before or after an extended break. A teacher may request a paid day off (PDO) before or after an extended break once every two calendar years. In the event of illness or medical emergency, medical documentation will be required (i.e. documentation of first stop health visit, doctor's note, etc.).

Absence/Leave requests, or cancellation thereof, is the sole responsibility of the teacher and the completion of any required online form for that request is considered an electronic signature of such.

At the end of the school year, all unused paid days off will be added to the accumulated sick leave bank of each employee. If a teacher resigns, terminates, or leaves the School Corporation without retiring, they will have their paid days off prorated for time served. If the employee has used more days than the prorated amount allows, this amount will be held from the last payroll.

B. BEREAVEMENT LEAVE

In case of death in the immediate family when school is in session, a teacher shall be entitled to a leave without loss of compensation, for a period extending not more than five (5) school days beyond such death. In computing this leave, the day of, or the day immediately following (at the discretion of the teacher) the death shall be counted as the first day and all five (5) days shall fall within a ten (10) calendar day period. Immediate family shall be defined as: husband, wife, children, step- children, parents, step-parents, step-parents- in-law, brother, sister, father-in-law, mother-in- law, son-in-law, daughter-in law, and any relative (including foster child) residing as a permanent member of the teacher's home. Two (2) school days without loss of compensation shall be allowed a teacher for the death of a brother-in-law, sister-in-law, grandchildren, grandfather, grandmother, step-grandparents, grandmother-in-law, grandfather-in-law, step-grandparents-in-law, aunt, uncle, niece or nephew, and first cousin. Such days shall fall within the period beginning with the day of, or the day after (at the discretion of the teacher) the death through the day after the funeral.

C. PROFESSIONAL STUDY LEAVE AND LEAVE OF ABSENCE

The Corporation, upon written request to the Superintendent of the Corporation, may grant a leave of absence without pay for a period not exceeding one (1) year to any teacher for study or professional improvement that benefits South Dearborn Community School Corporation students.

The teacher requesting the leave, in writing, shall notify the Superintendent of the Corporation of the beginning and duration of the leave as well as when the leave will be concluded. It is to be assumed the teacher will return to teaching duties at the conclusion of the leave, unless during the leave, the teacher notifies the Superintendent, in writing, to the contrary. Unless the Corporation agrees otherwise after written request is made by the teacher to the Superintendent during the leave, the teacher shall not be permitted to

return to his regular teaching duties within the Corporation prior to the time the leave is to end as stated in the written request for the leave.

Upon a teacher's return to work, the Corporation shall assign the teacher the same position held by the teacher when the leave commenced or to a substantially similar position, except in the following instance: Where the position and such substantially similar position have been filled by a teacher pursuant to a temporary or regular teaching contract. In either such event, the teacher shall be assigned to a teaching position in the following order of preference: to any available position for which the teacher is qualified; or, to a position as a full-time substitute on a regular contract at the teacher's salary level. Such alternate assignment shall extend to the end of the current school year. In any case, the teacher, if otherwise entitled to a contract at the commencement of the next school year, shall be assigned in accordance with the policies and applicable law governing reassignments as though the teacher had taken no leave of absence, subject, however, to dismissal for reduction of staff in accordance with the procedure under applicable law.

No leave of absence granted hereunder shall change the rights of a permanent teacher.

This leave shall be limited to two (2) persons at any one time.

This leave shall be granted for a period of one (1) full school year or one-half (1/2) school year only.

Notification of intent to return to work from a sabbatical leave must be in writing to the school corporation by April 1st of the year before the employee returns to work in August. When a semester leave is granted, the employee must submit in writing a notification of intent to return at least forty-five (45) calendar days before the end of the semester that the employee is taking the leave of absence. If the employee does not submit an intent to return from sabbatical leave within these stated guidelines, the school corporation will terminate the employment of the employee at the end of the leave.

D. STAFF DEVELOPMENT LEAVE

Teachers may be granted leave, with pay, by the Superintendent for the purpose of visiting other schools, attending educational conferences and workshops, or any other purpose that will improve the instructional program of the South Dearborn Community Schools.

Teachers will be compensated for corporation approved professional development that occurs beyond the contracted days. The following compensation schedule is for approved professional development.

1. $150.00 = 8 plus hours and overnight
2. $100.00 = 4 to 8 hours
3. $50.00 = Up to 4 hours

In addition, the Board may make allowances for expenses such as travel, registration fees, food and lodging.

Application for Staff Development Leave shall be made on forms available at each principal's office. Such request must be submitted at least three (3) calendar weeks prior to the date(s) requested or as soon as possible.

E. PARENTAL LEAVE

A teacher who is expecting a child shall be granted the opportunity to use up to five (5) accumulated sick days

prior to using paid days off with written request to the superintendent thirty (30) days before the expected date on which the teacher wishes to start the leave. The teacher shall notify the superintendent of the expected length of this leave, including with this notice either:

(A) a physician's statement certifying the pregnancy; or
(B) a copy of the birth certificate of the newborn; or
(C) adoption paperwork,

whichever is applicable. However, in the case of a medical emergency caused by pregnancy, the teacher shall be granted a leave immediately on the teacher's request and the certification of the emergency from an attending physician.

1. **Notice and Length of Leave**

Any teacher who is pregnant is entitled to a leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of the child, if, except, in a medical emergency, she notifies the Superintendent in writing at least thirty (30) days before the date on which she desires to start her leave. She shall also notify the Superintendent of the expected length of this leave, including with this notice either a physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn, whichever is applicable. In case of a medical emergency caused by pregnancy, the teacher shall be granted a leave, as otherwise provided in this section, immediately upon her request and certification of the emergency from an attending physician.

2. **Time of Leave**

Any teacher who is pregnant may continue in active employment as late in pregnancy as she desires, if she is able to fulfill the requirements of her position. A certificate of the teacher's physician to this effect shall be provided the Corporation, if requested by the Superintendent. Temporary disabilities caused by pregnancy shall be governed by the same provisions governing sickness.

3. **Notice of Return to Teaching**

At the time the teacher notifies the Corporation of her intent to take Pregnancy/Childbirth Leave, or as soon as reasonably determinable, the teacher shall notify the Superintendent, in writing, of the date of return to teaching, or of the fact that such teacher does not intend to resume teaching. Unless waived by the Superintendent, a teacher shall not be entitled to return to teaching duties on the date specified above unless at least two (2) calendar weeks written notice is given the Superintendent prior to the date of return as granted in the Leave. Such notice shall be accompanied by a certificate from the teacher's physician stating that the teacher is able to resume teaching.
If a teacher on Pregnancy/Childbirth Leave desires to extend the leave or return sooner than the date of return set forth in the Leave as granted in the preceding paragraph of this Article, she shall notify the Superintendent, in writing, at least seventeen (17) calendar days prior to the original date of return for those who desire an extension date or seventeen (17) calendar days prior to the proposed date of early return. When requesting an early return, such request shall be accompanied by a certificate from the teacher's physician stating that the teacher is able to resume teaching. Such seventeen (17) calendar days shall be counted beginning with the official receipt of the request by the Superintendent or his designee.

In no event shall such early return be allowed in the last ten (10) calendar days of any grading period.

4. **Position to Which Teacher Returns**

A teacher returning from this leave shall be assigned to her former teaching position or to a teaching position for which she is certified or qualified to teach.

5. **Limitations**

No leave for Pregnancy/Childbirth may be granted for a period exceeding the provisions of this Section, unless extended by the Corporation.

6. **Protected Rights**

This leave may be taken without jeopardy to re-employment, retirement and salary benefits, tenure, and seniority rights.

7. **Use of Sick Leave**

All or part 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 days. However, the teacher is not entitled to take accumulated sick leave days when the teacher's physician certifies that the teacher is capable of performing the teacher's regular teaching duties. The teacher is entitled to complete the remaining leave without pay.

F. MAJOR DISABILITY LEAVE

Leave for major disability without pay, except as may be allowable under paragraph six (6) hereof, shall apply to leave in all cases except pregnancy and childbirth, in which case the teacher is unable to perform his/her duties owing to disablement for any period greater than three (3) weeks. Such major disability shall include, among other disabilities, incapacity arising from major surgery, physical illness, mental illness, or emotional disturbance.

1. **Time of Leave**

Where disability can reasonably be anticipated, as in the case of a scheduled operation, the teacher requesting a leave shall notify the Superintendent of the Corporation, in writing, of the expected time of leave as soon as reasonably possible. The leave of absence shall begin at the end of a grading period, except in case of emergency, or in case the teacher's health presents a serious problem in the opinion of the Corporation based on consultation with the teacher and a statement from the teacher's physician as to the teacher's health and ability to continue teaching.

2. **Notice of Return to Teaching**

At the time the teacher notifies the Corporation of his intent to take Disability Leave or as soon as reasonably determinable, the teacher shall notify the Superintendent, in writing, of a requested date of

return to teaching, or of the fact that such teacher does not intend to resume teaching duties. The date of return to teaching, following the leave, shall be the one which was mutually agreed upon, in writing, by the Superintendent and the teacher at the time such leave was requested and consequently granted. The Superintendent may postpone such date of return, but by no more than ten (10) working days beyond the scheduled date of return to teaching by the teacher. This shall not prevent the Superintendent from allowing the teacher to return to teaching prior to the requested date, if the teacher expresses a desire to return early.

If a teacher on this leave desires to return sooner than the date of return set forth in the leave, as granted in the preceding paragraph of this article, he shall notify the Superintendent, in writing, at least seventeen (17) calendar days prior to the desired date of early return. Such request shall be accompanied by a certificate from the teacher's physician stating that the teacher is able to resume teaching. Such seventeen (17) calendar days shall be counted beginning with the receipt of the request by the Superintendent or his designee.

In no event, shall such early return be allowed in the last ten (10) calendar days of any grading period.

3. **Position to which teacher Returns**

A teacher returning from this leave shall be assigned to his former teaching position or to a teaching position for which he is certified or qualified to teach. In any case, the teacher, if otherwise entitled to a contract at the commencement of the next school year, shall be assigned in accordance with the policies and applicable law governing reassignment as though the teacher had taken no leave; subject, however, to dismissal for reduction of staff in accordance with the procedures under applicable law.

4. **Limitations**

No leave for major disability may be granted for a period exceeding one (1) year, unless extended by the Corporation.

5. **Use of Sick Leave**

Any teacher taking leave of absence hereunder, may use any days of sick leave which the teacher has accumulated. Once the teacher has used all of his accumulated sick leave days, he has the right to complete the remainder of the leave without pay. At his discretion, the Superintendent may ask for medical documentation for used sick leave days during this leave time.

G. JURY DUTY LEAVE

Employees will not be penalized to serve on a jury. When employees serve on a jury, the employee will receive the full amount of his/her regular salary minus the received amount for said duties as per diem. At the conclusion of jury duty, the employee shall turn over the warrant for serving on the jury to the Director of Human Resources. Employees will be paid the difference between the regular pay and the stipend they are paid while on jury duty. The employee shall provide a copy of the check received by the governmental body for adjustment to payroll. Please note, this transaction may take place after the jury duty date.

H. COURT LEAVE

Any teacher subpoenaed to appear in court shall be paid the teacher's full salary by the Board. This shall not count against the teacher's leave days.

I. ADOPTIVE LEAVE

Adoptive leave shall be granted for up to a period of one (1) school year. Upon initial application for the adoption, the teacher shall notify the Superintendent of his/her intent. The period of leave shall commence when the child is physically turned over to the teacher-parent, or sooner, if required by the adoptive agency. The provisions of this Article III, Section E (3) Notice of Return to Teaching, (4) Position to Which Teacher Returns, (5) Limitations, (6) Protected Rights, (7) Use of Sick Leave and Sub-Section L, shall apply to adoptive leaves.

J. ASSAULT LEAVE

If a teacher is physically assaulted while on duty with resulting injuries that cause the teacher to be disabled and this is established to the satisfaction of the Corporation by a medical doctor's statement, then the Board will grant the teacher a leave of absence and pay the teacher the difference between the worker's compensation payments the teacher receives and the teacher's base salary for the period the teacher qualifies for the leave, up to a maximum of thirty (30) calendar days. Any days the teacher misses under this provision shall not be deducted from the teacher's accumulated sick leave.

The Corporation's decision in determining the disability is final, binding and exempt from the grievance procedure. If the Corporation and/or teacher choose to prosecute, the affected parties, teacher and corporation shall cooperate in such prosecution.

Time for appearance before a judicial body or legal authority as a result of physical assault by a student or outsider will not result in loss of wages or in reduction of accumulated sick or personal leave of the teacher.

K. ASSOCIATION BUSINESS LEAVE

The Association president, or his/her designees, shall among them be allowed a total of four (4) days of released time with pay during the school year to conduct Association business. These days would be taken as a "professional conference" and shall not be assessed as PDO or any other type of leave affecting compensation or benefits and may be taken in half day increments. The Association shall notify both the Superintendent and the principal (or if no principal, the immediate supervisor) no later than twenty-four (24) hours in advance, informing such individuals of the date(s) chosen for the absence. No more than three (3) Association days may be used on any school day, unless approval is given by the Superintendent, or his/her designee, for a greater number of days to be used on a particular school day and no one person may use more than two (2) of the four (4) days.

L. INSURANCE COVERAGE

If the teacher wishes to continue insurance coverage(s) during the period when there is no compensation - (a) Leave of absence, (b) Professional Study Leave, (c) Pregnancy/Childbirth Leave, (d) Major Disability Leave, or (e) Adoptive Leave, it shall be the responsibility of the teacher to make arrangements in advance with the Business Office to continue such coverage(s) at the individual's expense. A failure to make and follow through with such advance arrangements will result in the individual being dropped from the group plan(s).

M. VOLUNTARY SICK LEAVE BANK

The purpose of the Voluntary Sick Leave Bank (hereinafter referred to as the Bank) is to provide personal illness leave to contributors to the Bank after their accumulated personal illness leave has been exhausted -- and more specifically to provide such leave from the Bank in case of prolonged illnesses. The Bank rules and guidelines are as follows:

N. VOLUNTARY SICK BANK COMMITTEE

1. **Committee Membership**

a. The Bank will be operated on a voluntary basis. A committee shall be formed to administer the Bank and to provide the information whereby the Business Office of the South Dearborn Community School Corporation will keep the records. The committee shall be empowered to adopt rules and regulations and to make decisions required to administer the Sick Leave Bank, so long as these rules, regulations and decisions do not modify the Agreement contained herein. The committee will be titled the "Voluntary Sick Bank Committee" (hereafter referred to as the SBC). The SBC shall be composed of the following five (5) persons:

1) Superintendent of Schools of the South Dearborn Community School Corporation or his designee.

2) President of the South Dearborn Education Association or his designee.

3) Three (3) bargaining unit members. These members are to be appointed by the Association President.

b. Should a vacancy occur on the SBC, a replacement for the vacant position shall be appointed by the authority making the original appointment.

c. The SDEA president, or designee, will act as chairperson of the SBC.

d. The SBC will be responsible for developing the forms needed to operate the Bank.

2. **Effective Date**

The effective date of the Bank will be the first contract day of the current school year. Enrollment in the Bank by bargaining unit members will begin April 1 of the preceding school year and end on September 30 of the current school year, or only during the first four (4) weeks following the first day of employment for any licensed personnel employed after September 30.

The Bank will become operational only after 40% or more of the members of the bargaining unit have shown their willingness to participate in the Bank by contributing the individually required number of days to the Bank. The individually required number of days is set forth in Rule 4-c.

3. **Membership**

The Bank shall be established for all bargaining unit members of the South Dearborn Community School

Community School Corporation who indicate their desire to participate by contributing the individually required number of days as indicated in Rule 4-c.

4. **Guidelines**

The Bank shall be administered by the SBC in accordance with the following provisions:

a. The Bank may be used only by the individual contributor for his or her personal illness.

b. Days from the Bank may be used only for those work days that the individual contributor is employed under a Regular Teacher Contract.

c. Any person desiring to participate in the Bank will initially donate one (1) day of his or her accumulated personal illness leave to the Bank. Additional days will be requested by the SBC as required by Rule 4-d. Days donated to the bank shall not be counted against the attendance bonus.

d. If the number of days in the Bank falls below fifty (50) days prior to May 1 of any year, each participant will be required to donate one (1) additional day of his or her accumulated personal illness leave to the Bank. If a member has used all his or her personal illness leave, the additional day will be donated as soon as new personal illness leave is granted.

e. All days, once donated to the Bank, become the property of the Bank. Unused days will be carried over to the next year.

f. The maximum days allotted during each school year is seventy-five (75) days. If this amount is reached at any time during such year, the Bank will cease to operate for the remainder of the year.

g. All requests to receive grants from the Bank must be submitted, in writing, to the SBC on the prescribed Form SBC- 1. The earliest effective date shall be the date that Form SBC-1 is received by the SBC.

h. Any person submitting a request to use the Bank must have his or her proper contribution and met all eligibility requirements. If a person is physically unable to submit this Form, the Form may be submitted by a proxy.

i. A person will not be able to withdraw days from the Bank until his or her own accumulated personal illness leave is depleted.

j. Days granted from the Bank can only be used for extended illness or disability. (The SBC will generally consider an extended illness one that involves ten (10) or more working days.) Once the teacher returns to work and the school year has ended, all unused days shall be returned to the Sick Leave Bank.

k. Periodic reviews by the SBC of all Bank use will be made. No use may extend more than twenty (20) working days without approval of the SBC.

l. Days granted from the Bank may not be granted for the period of disability when monies are paid to the employees under the Workmen's Compensation Law.

m. Days granted will be reimbursed at a rate equal to the per diem rate of pay on the adopted salary schedule for the individual granted the days. After the thirty (30) day review, the SBC reserves the right to change the percentage rate of payment.

n. The SBC will review and present to the South Dearborn School Corporation Community School Corporation Business Office approval or denial of all requests to draw on the Bank within ten (10) working day after such request is received by the Committee. The information should be received by the Business Office on the same day the service records are received from the building principals. The committee will also make its decision known to the applicant, within a ten (10) day period.

5. **Appeal Board**

a. An Appeal Board will be established composed of the following seven (7) persons:

1) The Superintendent of the South Dearborn Community School Corporation or his designee.

2) The Associate President or his designee.

3) Five (5) members will be appointed - one from each building, by the Association President.

4) No appointed member of the SBC may, at the same time, be a member of the Appeal Board.

b. The Association President or his designee will act as chairperson of the Appeal Board.

c. If a request for use of personal illness leave days is denied by the SBC, then the applicant may appeal the committee's decision to the Appeal Board within ten (10) working days after the denial. Any decision by the Appeal Board must be by a majority vote. A tie vote will automatically support the SBC decision. All decisions of the Appeal Board are final and binding.

d. The Appeal Board will rule on any appeal within ten (10) working days after receiving the appeal in writing.

e. The Voluntary Sick Leave Bank is excluded from the Grievance Procedure.

6. **Member's Agreement**

A member shall be required to furnish a medical report from a licensed physician at any time before or during the time of use of the Leave Bank. The medical report will be at the member's expense. The SBC will review each case as required. The SBC reserves the right, if necessary, to limit the number of days granted.

a. A person who has used days from the Bank will be required to repay these days to the Bank at the minimum rate of three (3) days per year or as a lump sum, in days based on their annual allotment, toward the sick bank debt as the teacher may wish until all the days have been paid back. If an employee:

1) Leaves the employment of the Corporation before the total number of days is paid back, then the remaining days owed will be deducted from the employee's total accumulated personal illness leave at that time. However, if at the time of retirement or separation from the district the teacher has a balance of granted sick leave days, the teacher will be responsible for the equivalent of the remaining days being deducted from the teacher's salary and returned to the sick bank at the teacher's daily rate.
2) Remains an employee of the South Dearborn Community School Corporation and decides to withdraw from the Bank, any days donated remain the property of the Bank and any days owed to the Bank shall be deducted the same as if the person were continuing to be an active member.

Repayment will begin with the school year immediately following withdrawal of days from the Bank.

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

"I voluntarily acknowledge and agree that the granting of days from the Voluntary Sick Leave Bank shall be at the sole discretion of the Sick Bank Committee or, in the case of an appeal, the Appeal Board, and that all decisions of the Sick Bank Committee or the Appeal Board will be final and binding and not subject to grievance. I further agree to abide by such decision and to indemnify, and hold harmless the South Dearborn Community School Corporation, the Corporation Board of Trustees, The South Dearborn Education Association, the Sick Bank Committee, the Appeal Board, and all of their agents for any loss they may sustain as a result of any claim or legal proceeding I may bring against any of them with respect to a decision made by any of them concerning the application."

c. When an employee donates days to the Bank, he agrees to the above stated Rules for administration of the Bank and agrees to abide by the Stated Rules.

d. If an employee wishes to opt out of the sick bank they must notify the superintendent seven (7) days prior to opt out date.

O. ATTENDANCE STIPEND

1. A teacher who uses zero (0) paid days off in a school year shall receive a stipend of one-thousand dollars ($1,000.00).
2. A teacher who uses one-half (1/2) but not more than one (1) paid days off in a school year shall receive a stipend of eight hundred fifty dollars ($850.00).

3. A teacher who uses one and one-half (1 ½) but not more than three (3) paid days off in a school year shall receive a stipend of five hundred dollars ($500).
4. Such additional pay for which a teacher qualifies shall be paid not later than June 30 of the school year. It is also understood and agreed to that no teacher shall lose any attendance stipend due to days donated to the sick leave bank.

ARTICLE IV - FRINGE BENEFITS

A. MEDICAL INSURANCE

1. The Board shall pay toward the cost for the Corporation's HDHP individual medical insurance plan up to a maximum of $7,920 in each year of this Agreement (pro-rated per month). (PPO $8,370)

2. The Board shall pay toward the cost for the Corporation's HDHP employee/dependent or employee/spouse medical insurance plan up to a maximum of $11,760 in each year of this Agreement (pro-rated per month). (PPO $12,540)

3. The Board shall pay toward the cost for the Corporation's HDHP family medical insurance plan up to a maximum of $12,900 in each year of this Agreement (pro-rated per month). (PPO $13,800)

4. Two married teachers employed in the Corporation as of October 3, 2016, may each choose to direct the Board's contribution of $21,000 toward the full cost of one (1) family plan. This benefit shall not be available to teachers employed after October 3, 2016.

5. Two married teachers employed in the Corporation as of November 14, 2017 may choose to direct the Board's contribution of $20,820 (1 family + 1 single) toward the full cost of (1) family plan. If two teachers do not meet the criteria to be on a family plan, they shall each be allowed to be on a single plan and will each receive a single contribution from the corporation.

6. The selection of either the individual or family insurance plan or exercise of the option in paragraph 4 and 5 shall be at the sole discretion of the teacher(s).

7. The board shall contribute the following amount to employees who have chosen a HDHP plan for the 2027 medical insurance renewal. The HSA contribution will be made to an approved corporation vendor. The HSA funds will be deposited on a monthly basis with the annual amount totaling the following:

Single: $450	Family: $900
Employee/Spouse: $780	Teacher/Teacher: $1,200
Employee/Child: $780	New Teacher/Teacher: $1,020

B. LIFE INSURANCE

A group life insurance plan shall be provided by the Board for each teacher choosing to participate as follows:

Sixty thousand dollars ($60,000.00) natural death and one hundred twenty thousand dollars ($120,000.00) accidental death.

Employees, at their option, may purchase additional term life insurance at the corporation's rate. Such additional insurance shall be at the employee's expense.

C. TRAVEL REIMBURSEMENT

Teachers who, after reporting to work for the day, are required in the course of their work to drive their personal automobiles from one school building to another, for field trips, or other business of the Corporation shall be reimbursed at the Internal Revenue Service rate per mile in effect July 1 for travel between June 1 and December 31 and January 1 for travel between January 1 and June 30, provided that mileage claims are filed within ninety (90) days after the mileage occurs.

D. COMPLIMENTARY ACTIVITIES PASS

The Board shall provide all Corporation teachers with one complimentary, nontransferable activity pass good for one (1) family. Such passes will allow each individual teacher in the Corporation to attend, without charge, regularly scheduled school functions sponsored by the school and involving student participation and help in Corporation facilities.

E. DENTAL INSURANCE

1. The Board shall pay toward the cost of the Corporation's Dental Insurance Plan for either single or family coverage up to a maximum of $180.00 in each year of this agreement (pro-rated per month).

2. Those teachers that are employed and currently eligible for this benefit in 2023-2024 shall continue to have this benefit. Two married teachers, employed in the Corporation may choose to direct the Board's contribution in paragraph 1 toward the full cost of one (1) family dental plan.

3. The selection of either the employee only or family dental insurance plan or exercise of the option in paragraph 3 shall be the sole discretion of the teacher(s).

4. Changes in carrier and/or benefits shall be by mutual agreement.

F. LONG-TERM DISABILITY INSURANCE

The Board will pay toward the cost of the Corporation's LTD insurance plan up to a maximum of $165.00 in each year of this Agreement.

G. VISION INSURANCE

The Board will pay toward the cost of the Corporation's Vision Insurance Plan for either single or family coverage up to a maximum of $180.00 in each year-of this Agreement (pro- rated per month).

H. WELLNESS INCENTIVE

A certified employee may qualify for the Wellness Incentive stipend if:

a. The certified employee has a sick and personal leave accumulation on June 30 that is equal to or greater than two hundred twenty (220) days per Article VII – A, and

b. The certified employee has not used all of the current annual allotment of paid days off of thirteen (13) days.

If a certified employee qualifies for the Wellness Incentive, they shall be paid one hundred twenty-five dollars ($125.00) per unused day of the thirteen annual allotments that are in excess of the maximum accumulation of two hundred and twenty (220).

Such additional pay for which a teacher qualifies shall be paid not later than August 1, after the close of the school year. Unused days compensated for by the Wellness Incentive shall not accumulate.

I. IRS SECTION 125

A teacher may participate in this School Corporation's flexible benefits plan with all administration fees paid by the School Corporation. Such plan shall be solely determined and adopted by the Board under the provisions of Section 125 of the Internal Revenue Service Code. The plan will provide for the following benefits, through salary reduction agreements: The employee share of group insurance premiums; medical care reimbursement accounts; dependent care assistance accounts; and other benefits provided through the plan.

J. RETIRED TEACHER - INSURANCE

Subject to the approval, procedures and all requirements of the insurance carrier, a teacher who permanently retires from teaching while in service to this School Corporation's group medical, life and dental insurance plans may continue his single or family coverage as follows:

a. The teacher must be at least age fifty-five (55) but not older than the age the teacher qualifies for Medicare Insurance coverage;
b. The teacher must have at least fifteen (15) years of service in this School Corporation; and
c. The teacher shall be solely responsible for remitting the entire (total) premium(s) due in accordance with procedures and requirements as established by this School Corporation.

K. INSURANCE CARRIERS

Insurance carriers, with the exception of the medical insurance carrier, may be changed upon mutual agreement.

L. BACKGROUND CHECKS

The school corporation shall pay the cost of any and 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 V - RETIREMENT BENEFITS

A. SEVERANCE PROGRAM

Upon retirement, a teacher shall be entitled to be paid for service in the South Dearborn Community School Corporation as follows:

1. Two hundred dollars ($200.00) per year of service; and
2. Seventy-five dollars ($75.00) per unused accumulated sick leave day.

To be eligible the teacher must have taught a total of ten (10) years or more in the schools now constituting the South Dearborn Community School Corporation. The minimum age to qualify will be at least fifty-five (55). Verification of Service Credit shall be based on official records on file in the Superintendent's Office. Military Service Credit, not to exceed three (3) years, shall be credited.

1. The method of payment shall be as follows:

   a. The eligible teacher shall file with the Superintendent a letter stating to the effect the teacher will retire at the end of the school year, which letter shall, unless waived by the Superintendent, be filed on or before January 1 of the year of severance.
   b. When a teacher retires with the Corporation and receives compensation for both years of service and unused sick days, the Corporation shall report to ISTRF a salary that is two thousand dollars ($2,000) more than the teacher's contract amount. If the teacher's severance/retirement pay is less than two thousand dollars ($2,000), the Corporation shall report to ISTRF a salary that is the amount equal to the teacher's severance/retirement pay and the teacher's contract amount. The total severance/retirement compensation shall be deposited in the teacher's 403(b) account within thirty (30) days of the teacher's last day of employment.
   c. In the event an eligible teacher is unable to give the required notice of retirement and is forced to retire as a result of an accident or ill health, or because of the teacher's death, the Superintendent is authorized to waive the required notice of retirement and pay the retirement allowance by appropriate adjustment of the teacher's current contract.
   d. When a teacher in active service dies, the retirement pay benefit shall be paid in a lump sum to his named beneficiary or estate, if the teacher would otherwise have been eligible for the retirement pay benefit as of the date of death and the teacher has further met the provision of Section 1 of the Article. The named beneficiary shall be filed with the Indiana State Teachers' Retirement Fund and the Corporation's business office.

B. RETIREMENT SAVINGS PROGRAM

The Board agrees to establish and maintain a qualified 401(a) Annuity Plan (hereinafter referred to as the "401(a) Plan" for all certified employees covered under this collective bargaining agreement. The 401(a) Plan shall be available for all certified employees. 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 equal Board contributions to the 401(a) Plan. The 401(a) Plan contributions will commence with the 1999-2000 contract year and continue each contract year thereafter. The contribution that will be made to the 401(a) Plan by the Board

will be as follows:

Contract Year	Employer Match
2026-2027	3.25%

The contributions made by the certified employees and matched dollar for dollar by the Board shall be an amount which reflects the appropriate percent of the certified employee's base salary as set forth on the certified employee's Teacher's Contract which corresponds to his or her placement on the Salary Schedule. The employee contributions must occur during the timeframe of the collective bargaining agreement.

The parties further agree that all contributions made to the 401(a) Plan by the Board shall be considered as additional funds and be counted as part of any package increases negotiated for the certified employees. The 401(a) Plan shall:

1. Be subject to all applicable Internal Revenue regulations.
2. Have no contract initiation fees charged to the employee.
3. Have no administrative or Plan Document charge to the Board.
4. Be selected by mutual agreement of the parties.

Payment will be sent to the vendor(s) within 5 business days of the pay date.

ARTICLE VI - PROFESSIONAL COMPENSATION

A. SDCSC COMPENSATION MODEL

The salaries of teachers for the current school year shall be in accordance with the applicable model set forth in Appendix "A1".

In the event any teacher terminates his or her employment at any point of the school year, the Corporation shall deduct and withhold the sum of $5,000.00 from the compensation he or she shall have earned as of his or her termination of employment. This amount can be reduced by providing ample notice per the below:

At least 60 days notice - $4,000
At least 90 days notice - $3,000
At least 120 days notice - $2,000

If the teacher does not have enough earned compensation to cover this amount, they are expected to pay the Corporation the difference. The superintendent has the discretion to either waive or reduce this amount.

B. EXTRA-CURRICULAR SCHEDULE

The extra-curricular salaries for teachers in the designated school year shall be in accordance with the applicable schedule set forth in Appendix "B".

C. PAY PERIODS

1. Each teacher's pay shall be delivered by direct deposit to a financial institution designated by each teacher. Such delivery shall occur on the payday. On each payday, each teacher shall be presented a printed paystub or have online access to his/her paystub.

2. The teachers will be entitled to twenty-six (26) equal pay periods. The only exception to this allows the corporation's business manager to make two (2) payments over five (5) weeks to prevent overpayment due to payroll creep.

3. Teachers are to sign accurate individual teacher contracts and ECA contracts within ten (10) business days of being tendered. If there is a problem with either contract, teachers are to notify the central office within five (5) business days.

D. MILITARY CREDIT

Credit on the salary schedule will be given for each year of military service, up to a maximum of three (3) years.

E. INDIANA STATE TEACHERS RETIREMENT FUND

In addition to the base salary of each teacher, the Board shall also pay the Indiana State Teachers' Retirement Fund (ISTRF) an additional Three Percent (3%) of each Teacher's salary as that Teacher's contribution to the ISTRF.

F. EXTRA-CURRICULAR PAY

Payment for extra-curricular services shall be in two (2) payments as part of the teacher's regular pay.

G. TRANSFERRING DAYS

Teachers who are hired new to the corporation may transfer up to 40 accumulated leave days per year from their previous employer.

H. SUBSTITUTE PAY

When a substitute teacher is not available and teachers are asked to cover classes during their planning periods, they will be compensated as follows: Teachers will receive fifteen dollars ($15) per hour or class period at the middle and high school. This will be payable in four (4) hour increments and must be turned in monthly. Any remaining hours less than four (4) will be paid at the end of the school year.

ARTICLE VII - GRIEVANCE PROCEDURE

SECTION 1. PURPOSE AND DEFINITION

It is the objective of the Board and the Association to have all grievances as hereinafter defined, resolved informally or at the earliest possible stage of the grievance procedure. However, both parties recognize that the procedure must be available without any fear of discrimination because of its use.

A "Grievance" is an alleged violation or claimed misinterpretation or misapplication of a specific Article or Section of this Agreement.

A "Grievant" is any teacher in the bargaining unit covered by this Agreement who submits a grievance, or a group of teachers in the bargaining unit who submit a grievance, or on whose behalf a grievance is submitted.

"Day" during the school year means assigned duty day of the teacher, provided, however, that "day" shall mean week day (excluding Saturday and Sunday) during the summer recess.

SECTION 2. PROCEDURE

I. INFORMAL PROCEDURE

A. *STEP ONE*

Within ten (10) teaching days of the time that the Grievant knew or reasonably should have known of the Grievance, the Grievant shall present the Grievance to the building principal during non-teaching hours, meaning planning periods, duty-free time, lunch periods, and before or after school, at which time the Grievant and the building principal may attempt to resolve the Grievance informally through discussion. In any event, within three (3) teaching days after presentation of the Grievance, the building principal shall answer the Grievant.

II. FORMAL PROCEDURE

B. *STEP TWO*

1. Within five (5) teaching 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 on the form supplied by the administration and approved by both the administration and the Association. (See Appendix "C)

2. The Grievance shall: (1) Name the Grievant involved, (2) state the facts giving rise to the Grievance, (3) identify the specific provisions of this Agreement alleged to have been violated, (4) include a general statement of the Grievance, and (5) indicate the specific relief requested.

3. Within five (5) teaching days after receiving the written Grievance, the principal shall communicate his answer, in writing, to the Grievant.

C. *STEP THREE*

1. If the Grievance is not resolved in step Two, the Grievant may, within five (5) teaching days of receipt of the principal's answer, appeal to the Superintendent by filing the Grievance and the principal's answer along with any written response of the Grievant(s) to the answer of the principal, with the Office of the Superintendent, which shall provide a receipt for the same.

2. In addition to, and not in substitution for, Step Three A above, the Superintendent, or his designated representative, shall meet with the grievant within five (5) teaching days of

receipt of the written Grievance in an effort to resolve the Grievance as long as the Grievant requests of the Superintendent or his designated representative that such a meeting be held.

3. The Superintendent, or his designated representative, shall give the Grievant an answer in writing, no later than ten (10) teaching days after either of the following two events, whichever last occurs:

   a. Receipt of any written Grievance properly filed with the Superintendent's office in which no meeting occurred between the parties, or

   b. A meeting between the Superintendent, or his designated representative, as contemplated in Step Three B above.

D. *STEP FOUR*

1. Within ten (10) teaching days after receiving the decision of the Superintendent, or his designated representative, an appeal from the decision may be made to the Board through its President. Within thirty (30) calendar days after an appeal is made to the Board, the Board shall hold a hearing on the Grievance, and within ten (10) calendar days thereafter, the Board shall render its decision, in writing, to the Grievant which decision shall be final, binding and conclusive.
2. The board may not consider any material, allegation, or remedy that was not presented in Step Three.

SECTION 3. HEARINGS

Hearings shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons, including witnesses, entitled to attend. Hearings shall be conducted during non-school hours, unless there is mutual agreement for other arrangements.

Requests for transcripts or recordings of any such hearing under Step Four may be made by either the Grievant or the Board. The party making such request shall assume the costs of the same and both parties shall share the costs equally where a joint request is made.

At any hearing under Step Four above, either party may have a representative and/or counsel of his own choosing in attendance at such hearing.

SECTION 4. TIME LIMITS

1. Time limits herein may be extended only by mutual agreement, signed by the parties.

2. If there is a failure at any step to communicate the decision on a grievance within the specific time limits, the Grievant shall then have the right to appeal at the next step of the procedure.

3. Any Grievance not presented in Step One within ten (10) teaching days of the time the Grievant knew or reasonably should have known of the Grievance, shall be deemed waived and shall not be processed.

4. Any Grievance not advanced from one step to the next within the time limitation, or within the time limitation as extended, shall be deemed resolved by the answer at the previous step.

5. Any Grievance which arose prior to the effective date of this Agreement or after the termination date of this Agreement shall not be processed.

SECTION 5. STATE AND FEDERAL LAW

1. Nothing contained herein shall deny to any teacher rights under State or Federal Constitutions and Laws.

2. No teacher may use the grievance procedure in any way to appeal discharge or a decision by the Board not to renew such teacher's contract.

3. No teacher shall use the grievance procedure to dispute any action by the Board which is in accordance with the state Tenure Laws.

4. No teacher shall use the grievance procedure to appeal any decision of the Board or Administration if such decision is pursuant to any order of, or written agreement with, any State or Federal Regulation.

SECTION 6. MISCELLANEOUS

1. All documents, written communications and records dealing with the processing of a Grievance shall be filed separately from the personal file of the Grievant and are not a valid basis for evaluation.

2. The Association may submit a Grievance, as heretofore defined. If such Grievance is limited to one (1) school building, the Grievance shall be submitted to the building principal according to Steps One and Two. Otherwise, such grievances shall be submitted beginning at Step Three.

ARTICLE VIII - TERMS OF AGREEMENT

The undersigned attest to the following:

A. A public hearing was held on September 8, 2026 [in compliance with § 20-29-6-1(b)], and electronic participation from the parties and/or public was not permitted; and

B. A public meeting was held on November 5, 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 shall be effective as of August 1, 2026, and shall continue in effect until June 30, 2027.

D. All items in this Agreement have been negotiated for the length of the Agreement as stated above and ratified on November 12, 2026.

South Dearborn Community School Corporation

By _____
President

Attest:
_____
Secretary

_____
Bargaining Chairperson

South Dearborn Education Association

By Michelle Ballart
President

Attest:
_____
Secretary

Michelle Ballart
Bargaining Chairperson

SOUTH SD DEARBORN
Community School Corporation

SDCSC Compensation Model
Appendix A
2026-2027
New Hire Salary Placement Schedule

Row	Bachelor's Degree	Bachelor's Degree +15	Master's Degree	Master's Degree +15
A	$46,000	$47,000	$48,000	$49,000
B	$47,000	$48,000	$49,000	$50,000
C	$48,000	$49,000	$50,000	$51,000
D	$49,000	$50,000	$51,000	$52,000
E	$50,000	$51,000	$52,000	$53,000
F	$51,000	$52,000	$53,000	$54,000
G	$52,000	$53,000	$54,000	$55,000
H	$53,000	$54,000	$55,000	$56,000
I	$54,000	$55,000	$56,000	$57,000
J	$55,000	$56,000	$57,000	$58,000
K	$56,000	$57,000	$58,000	$59,000
L	$57,000	$58,000	$59,000	$60,000
M	$58,000	$59,000	$60,000	$61,000
N	$59,000	$60,000	$61,000	$62,000
O	$60,000	$61,000	$62,000	$63,000
P	$61,000	$62,000	$63,000	$64,000
Q	$62,000	$63,000	$64,000	$65,000
R	$63,000	$64,000	$65,000	$66,000
S	$64,000	$65,000	$66,000	$67,000
T	$65,000	$66,000	$67,000	$68,000
U	$66,000	$67,000	$68,000	$69,000
V	$67,000	$68,000	$69,000	$70,000
W	$68,000	$69,000	$70,000	$71,000
X	$69,000	$70,000	$71,000	$72,000
Y	$70,000	$71,000	$72,000	$73,000
Z	$71,000	$72,000	$73,000	$74,000
AA	$72,000	$73,000	$74,000	$75,000
BB	$73,000	$74,000	$75,000	$76,000
CC	$74,000	$75,000	$76,000	$77,000
DD	$75,000	$76,000	$77,000	$78,000
EE	$76,000	$77,000	$78,000	$79,000
FF	$77,000	$78,000	$79,000	$80,000
GG	$78,000	$79,000	$80,000	$81,000
HH		$80,000	$81,000	$82,000
II		$81,000	$82,000	$83,000
JJ			$83,000	$84,000
KK			$84,000	$85,000
LL				$86,000
MM				$87,000

A. Indiana Public Retirement Fund

In addition to the salary schedule amounts indicated, the Board shall pay the teacher's three percent (3%) contribution to the Indiana Public Retirement System (formerly known as the Indiana State Teachers Retirement Fund (ISTRF).

B. New teachers with no previous experience shall be placed on the salary schedule using the following method:

1. The teacher will be placed in the column that meets the degree and/or additional credits that the teacher has obtained.
2. New teachers, with 0 years of experience, will be placed in row A.

C. New teachers to the corporation with previous experience shall be placed on the salary schedule using the following method:

1. The teacher will be placed in the column and row that meets the degree and/or additional credits that the teacher has obtained.
2. The row will be determined by the following factors.
   a. Professional experience: Comparison of salary data using currently employed SDCSC teachers with similar professional experience.
   b. An exception for a new hire's salary may occur if there is mutual agreement between the association bargaining chairperson or his/her designee and the superintendent.

D. Eligibility Criteria

1. A teacher rated as ineffective or needs improvement will not receive a base salary increase unless the teacher is in their first two full years of teaching.

2. The eligibility criteria are inapplicable to the early literacy endorsement differential.

E. Factors

1. Evaluation: A teacher rated as ineffective or needs improvement will not receive a base salary increase unless the teacher is in their first two full years of teaching.

2. Academic Needs:

   a. Definition #1: The need to retain teachers who have 4 or more years of teaching experience and whose salary is less than the district's salary for new hires with the same education and years of experience. This definition of academic needs is a teacher retention catch up and is therefore exempt from the 50% requirement for education and experience.
   b. Definition #2: There is one teacher who is being identified by employee ID number – 816299 – who is essential for the School Corporation to retain to provide instructional expertise and continuity for students.

3. Experience: The teacher has 12 to 17 years of teaching experience. A year of experience is defined as the teacher having worked at least 120 days in a school year.

F. Distribution Plan

For the 2026-2027 school year, all teachers will be transitioned into a new salary placement schedule that is set forth above. The calculation of each teacher's base salary increase to transition the teacher into the new 2026-2027 salary schedule will be calculated as follows:

Each teacher meeting the evaluation factor will have a 2.0% increase added to their 2025-2026 base salary.

After the increase is applied for the evaluation factor, then each teacher who meets the definition under Academic Needs Definition #1 to qualify for a teacher retention catch-up will receive an additional increase in a differentiated amount, not to exceed $1,000, that places the teacher at the closest salary amount upward in the teacher's applicable degree column to be caught up to the salaries of new hire salaries on the 2026-2027 New Hire Salary Placement Schedule.

To illustrate the transition, assume Teacher A was in the 2025-2026 salary schedule in Row J in the Bachelor's Column earning $55,000. Based upon the transition methodology described above, Teacher A will be placed into the 2026-2027 New Hire Salary Placement Schedule as follows:

Step 1: $55,000 (25/26 base salary) x 2% increase = $1,100 evaluation factor increase

Step 2: $55,000 + $1,100 evaluation factor increase = $56,100 adjusted salary

Teacher A's adjusted salary following the evaluation factor increase being applied would then be rounded up to the nearest $1,000 on the 2026-2027 New Hire Salary Placement Schedule, to $57,000 - Bachelor's Row L - for another $900.00 base salary increase attributable to Teacher A satisfying the experience factor. Teacher A's new base salary for 2026-2027: $57,000 (Bachelor Row L).

Following the increase being applied for teachers who meet the Academic Needs Definition #1, then teachers who meet the Experience Factor will have an additional $1,000 applied to their base salary.

Following the increase being applied for teachers meeting the Experience Factor, the one teacher meeting the Academic Needs Factor Definition #2 will have an additional $1,000 applied to their base salary.

The total maximum possible base salary a teacher may receive during the 2026-2027 contract year is calculated as follows:

$1,740 (calculated: $87,000 (highest 25/26 base salary) x 2% = max for evaluation factor)
+ $1,000 (max for academic needs factor definition #1)
+ $1,000 (experience factor)
+ $1,000 (meeting academic needs factor definition #2)
$4,740.00 – highest possible raise for 26-27

Because the increase for Academic Needs Definition #1 is designated as a teacher retention catch-up, it is exempt from the 50% calculation despite including education and experience components. The maximum

total increase a teacher will be able to receive for the 2026-2027 school year under this compensation plan is $4,740. Of the total possible maximum increase, the academic needs factor exceeds 10%. ($2,000/$4,740 = 42%). The experience factor does not constitute more than 50% of the total possible maximum increase teacher may receive under this compensation plan. ($1,000/$4,740 = 21%)

Certified staff who obtain and provide a copy of their updated license with the Early Literacy Endorsement to the Human Resources Department prior to September 1st of each year will have a one-time $500 added to their base salary.

G. One-time Stipends

To address district academic needs related to the recruitment of qualified teachers, individuals who are newly employed by the South Dearborn Community School Corporation as licensed teachers and who did not teach for SDCSC during the previous school year shall receive a one-time stipend of $500 during their first year of employment with the district.

H. Salary Range

- At the beginning of the 2026-2027 school year, the salaries of returning full-time teachers were between $46,000-$87,000 (or $87,500 with the literacy endorsement).
- Teachers at the top step of a column level who satisfy the factors will receive a stipend equal to the amount of the base salary increase received by the other teachers. Stipends for those who qualify will be paid out in June.

South Dearborn High School

2025-2026 Extracurricular Salary Schedule

Appendix B

Football		
Head Football Coach	1	7279
Head Football Coach - Summer	1	4458
Varsity Offensive Coordinator	1	4174
Varsity Defensive Coordinator	1	4174
Varsity Assistant Coach	1	2106
Varsity Assistant Coach	1	2106
Varsity Assistant Coach	1	2106
Varsity Assistant Coach	1	2106
Reserve Coach	1	2106
Reserve Coach	1	2106
Reserve Coach	1	2106
Reserve Coach	1	2106
Freshman Head Coach	1	2106
Freshman Assistant Coach	1	2106
Freshman Assistant Coach	1	2106
Volleyball		
Head Coach	1	3741
Varsity Assistant Coach	1	2001
Reserve Coach	1	2001
Freshman Coach	1	2001
Boys Soccer		
Head Coach	1	3741
Varsity Assistant Coach	1	2001
Head Reserve Coach	1	2001
Reserve Assistant Coach	1	1285
Girls Soccer		
Head Coach	1	3741
Varsity Assistant Coach	1	2001
Head Reserve Coach	1	2001
Reserve Assistant Coach	1	1285
Cross Country		
Head Coach	1	3872
Assistant Coach – Boys	1	2001
Assistant Coach – Girls	1	2001
Boys Tennis		
Head Coach	1	2366
Golf		
Girls Golf - Head Coach	1	2366
Boys Basketball		
Head Basketball Coach	1	7279
Head Basketball Coach - Summer	1	4458
Varsity Assistant Coach	1	4369
Reserve Coach	1	4369
Freshman Coach	1	2917
Freshman Coach	1	2917
Girls Basketball		
Head Basketball Coach	1	7279
Head Basketball Coach - Summer	1	4458
Varsity Assistant Coach	1	4369
Reserve Coach	1	4369
Freshman Coach	1	2917
Freshman Coach	1	2917
Hourly Wages		
After-School Detention Supervisor	1	21
Friday School Supervisor	1	21
Translator/Interpreter	1	50
Athletic Trainer	1	30

Wrestling		
Head Coach	1	3741
Assistant Coach	1	2001
Reserve Coach	1	2001
Summer Program - Freestyle	1	2366
Swimming		
Head Coach	1	5478
Assistant Coach	1	2001
Assistant Coach	1	2001
Assistant Coach	1	2001
Baseball		
Head Coach	1	3741
Varsity Assistant Coach	1	2001
Reserve Coach	1	2001
Reserve Coach	1	2001
Softball		
Head Coach	1	3741
Varsity Assistant Coach	1	2001
Reserve Coach	1	2001
Reserve Coach	1	2001
Track		
Head Coach	1	4034
Assistant Coach	1	2001
Assistant Coach	1	2001
Assistant Coach	1	2001
Assistant Coach	1	2001
Golf		
Boys Golf - Head Coach	1	2366
Girls Tennis		
Head Coach	1	2366
Cheerleading		
Head Coach	1	2850
Reserve Coach	1	2350
Freshman Coach	1	1800
Music		
Band Director	1	7126
Assistant Band Director 1	1	1562
Assistant Band Director 2	1	730
Assistant Band Director 3	1	727
Assistant Band Director 4	1	727
Drill Corps	1	1204
Choir		
Choral Director	1	2183
Show Choir Director	1	2047
Show Choir Asst. Director	1	643
Show Choir Instrumental Dir.	1	643
Directors		
Auditorium Director	1	4200
Pool Director	1	2425
Strength/Cond. Director	1	5478
Miscellaneous Services		
Dual Credit Stipend	NA	765
Learn to Swim Program	1	791

Clubs		
Archery Club	1	1501
Art Club	1	643
Chess Club	1	643
Computer Club	1	643
FFA	1	2047
Fellowship of Christian Athletes	1	643
Business Professionals of America	1	643
Garden Club	1	643
History Club	1	643
Math Club	1	643
Pep Club	1	643
SADD Club	1	643
Science Club	1	643
Musicals		
Drama Production	1	1501
Drama Production Assistant	1	993
Musical	1	1882
Musical Choreographer	1	893
Musical Producer	1	893
Technical and Scenic Director	1	893
Sponsorships		
Head Concessions	1	2366
Concessions	1	1501
Concessions	1	1501
Concessions	1	1501
Concessions	1	1501
Grade 9 Sponsor	1	643
Grade 10 Sponsor	1	643
Grade 11 Sponsor	1	1183
Grade 12 Sponsor	1	1183
Intramural - Fall	1	893
Intramural - Winter	1	893
Intramural - Spring	1	893
National Honor Society	1	1285
Newspaper	1	1285
Stars Mentor Program	1	643
Stars Mentor Program	1	643
Student Government	1	2001
Student Government Assistant	1	643
Variety Show	1	643
Yearbook	1	2001
Academic Team		
Head Coach	1	2001
Assistant Coach	1	1204
Special Assistant	1	643
Special Assistant	1	643
Special Assistant	1	643
Special Assistant	1	643
Special Assistant	1	643
Spelling Team	1	643
Spelling Team	1	643
Technology/Audio/Video/Other		
eSports Head Coach	1	1501
Robotics	1	1501
Instructional Leader		
Instructional Leader	6	1501
Mentor Teacher	1	510

South Dearborn Middle School

2025-2026 Extracurricular Salary Schedule Appendix B

Football		
8th Grade Head Coach	1	1938
8th Grade Assistant	1	1625
8th Grade Assistant	1	1625
7th Grade Head Coach	1	1938
7th Grade Assistant	1	1625
7th Grade Assistant	1	1625
Boys Basketball		
8th Grade Head Coach	1	2384
8th Grade Assistant Coach	1	1650
7th Grade Head Coach	1	2384
7th Grade Assistant Coach	1	1650
6th Grade Head Coach	1	1800
6th Grade Assistant Coach	1	1000
5th Grade Head Coach	1	1800
5th Grade Assistant Coach	1	1000
Youth Program Coordinator	1	1800
Girls Basketball		
8th Grade Head Coach	1	2384
8th Grade Assistant Coach	1	1650
7th Grade Head Coach	1	2384
7th Grade Assistant Coach	1	1650
6th Grade Head Coach	1	1800
6th Grade Assistant Coach	1	1000
5th Grade Head Coach	1	1800
5th Grade Assistant Coach	1	1000
Youth Program Coordinator	1	1800
Volleyball		
8th Grade Head Coach	1	1501
7th Grade Head Coach	1	1501
Track		
Boys Head Coach	1	1501
Boys Asst. Coach	1	767
Girls Head Coach	1	1501
Girls Asst. Coach	1	767

Wrestling		
Head Coach	1	1501
Assistant Coach	1	767
Cross Country		
Head Coach	1	1501
Assistant Coach	1	767
Swimming		
Head Coach	1	1501
Assistant Coach	1	767
Cheerleaders		
Head Coach	1	1550
Assistant Coach	1	1075
Golf		
Head Coach – Boys and Girls	1	1501
Sponsorships		
Concessions	1	1501
Concessions	1	1501
Drama Production	1	893
Drama Production Assistant	1	643
First Responder	1	1513
Intramural-Fall	1	893
Intramural-Winter	1	893
National Junior Honor Society	1	643
Newspaper	1	893
Pep Club	1	643
S.A.D.D.	1	643
Student Government	1	643
Yearbook	1	643
Grade 6 Sponsor	1	643
Grade 7 Sponsor	1	643
Grade 8 Sponsor	1	643
Robotics	1	1501

Instructional Leader		
Instructional Leader	1	1501
Instructional Leader	1	1501
Instructional Leader	1	1501
Instructional Leader	1	1501
Academic Team		
Head Coach	1	1501
Assistant Coach	1	893
Special Assistant	1	643
Special Assistant	1	643
Special Assistant	1	643
Special Assistant	1	643
Band/Musicals		
Band Director	1	3741
Asst. Band Director	1	878
Asst. Band Director	1	878
Choral Director	1	1130
Drill Corps	1	643
Show Choir Director	1	1024
S. Choir Choreographer	1	643
Musicals	1	1142
Musicals Assistant	1	643
Clubs		
Computer Club	1	643
Archery Club	1	1501
Student Activity Club	1	643
Art Club	1	643
Math Club	1	643
Science Club	1	643
Garden Club	1	643
Mentor Teacher	1	510
Hourly Wages		
Friday School Supervisor	1	21

S.D.C.S.C. Elementary Schools

2025-2026 Extracurricular Salary Schedule Appendix B

Student Empowerment	1	643
Cheerleading	1	700
Concessions	1	643
Instructional Leader	1	1501
Math Club	1	643
Music Director	1	643
Newspaper	1	893
Student Government	1	643
Volleyball	1	643
Robotics	1	1501
Garden Club	1	643
Running Club	1	643
Mentor Teacher	1	510
Hourly Wages		
Friday School Supervisor	1	21
After-School Detention	1	21

4th Grade Archery	1	1501
5th Grade Archery	1	1501
Cheerleading	1	700
Student Empowerment	1	643
Concessions	1	643
Instructional Leader	1	1501
Math Club	1	643
Music Director	1	643
Newspaper	1	893
Student Government	1	643
Volleyball	1	643
Robotics	1	1501
Garden Club	1	643
Running Club	1	643
Mentor Teacher	1	510
Hourly Wages		
Friday School Supervisor	1	21
After-School Detention	1	21

The number provided next to the extracurricular activity on Appendix B for all schools is for informational purposes only.

*The number of mentor teachers is capped at twenty (20)