AGREEMENT

between the

METROPOLITAN SCHOOL DISTRICT OF DECATUR TOWNSHIP

and the

DECATUR EDUCATION ASSOCIATION

2026-2027

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Decatur Township
Master Agreement
2026-2027

THIS AGREEMENT entered into this 10th day of November, 2026, by and between the Board of Education of the Metropolitan School District of Decatur Township, Marion County, Indiana, hereinafter referred to as the "Board" and the Decatur Education Association, hereinafter referred to as the "Association".

ARTICLE I - DEFINITIONS

A. The term "teacher", when used in this agreement, shall refer to all certificated employees who have signed regular or temporary teacher contracts except the following employees or groups of employees: Superintendent; Associate Superintendent; Directors (Athletics, Technology, Student Services, Special Education, Operations, and Learning); Principals, Assistant Principals and Social Workers.

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

C. The term "School Corporation", when used in this Agreement, shall refer to the Metropolitan School District of Decatur Township, Marion County, Indiana.

D. The term "teacher", when used in this Agreement, shall include both male and female teachers. The term "he" or any other masculine pronoun shall be understood to include both male and female.

E. The term "immediate family", when used in this Agreement, shall include husband, wife, a partner who is akin to a spouse who has been residing with the teacher for at least three (3) years, mother, father, child, unborn child, stepchild, step-mother, step-father, brother, sister, father-in-law, mother-in-law, son-in-law, daughter-in-law, grandparent, grandchild, or dependent living in the teacher's household

ARTICLE II - RECOGNITION OF ASSOCIATION AND TEACHER RIGHTS

A. Recognition of Association:

The Board hereby recognizes the Decatur Education Association as the exclusive representative, as certified in 1974 by the Indiana Education Employment Relations Board, in accordance with Indiana law, of all teachers employed by the Board.

ARTICLE III – SALARY

A. Salary and Wage Schedule:

1. New Hires

The New Teacher Hiring Salary Schedule (prior to ratification) is listed in Appendix A. The 2026-2027 New Teacher Hiring Salary Schedule (after ratification) is listed in Appendix A. Teachers newly hired prior to the ratification of this contract will have their starting salaries adjusted upward by $500.

2. Base Salary Increases for All Qualifying Returning Teachers

General Eligibility Criteria:

a) Except as provided in (b) below, a teacher who received an evaluation rating of ineffective or improvement necessary in the prior school year is not eligible for any salary increase and remains at the prior year's salary.
b) A teacher who is in the first two full school years of instructing students who receives an evaluation rating of ineffective or improvement necessary is eligible for a salary increase.

Factors, Factor Definitions and Distribution:

Any certified staff subject to this agreement who:

a. **Experience:** A teacher who is credited with a year of service (according to the Teachers Retirement Fund's definition) in the MSD of Decatur Township during the 2025-2026 school year and is employed as a certified staff employee subject to this agreement in 2026-2027 will receive $500.00 added to their base salary.
b. **Meeting Academic Needs of Students 1**: A teacher retention catchup and is defined as adjusting the following teachers' salaries in comparison to the new hire salary schedule:

ID Number	Amount	ID Number	Amount	ID Number	Amount	ID Number	Amount
211	$500	25159	$500	25491	$3,500	25634	$500
296	$500	25224	$300	25543	$1,000	25652	$500
395	$500	25228	$1,300	25554	$1,000	25655	$1,000
12098	$500	25229	$800	25563	$2,000	25663	$500
15597	$500	25243	$50	25564	$1,000	25684	$4,500
19044	$800	25245	$1,800	25573	$1,000	25699	$1,000
23090	$1,300	25252	$1,300	25577	$500	25700	$500
23512	$1,000	25257	$1,300	25589	$1,000	25706	$500
24646	$100	25274	$300	25617	$1,000	25707	$1,000
24656	$2,000	25292	$1,300	25618	$1,000	25711	$500
24772	$2,100	25310	$800	25619	$250	25715	$500
24786	$1,100	25391	$750	25620	$500	25716	$4,500
24794	$350	25407	$750	25623	$500	25719	$500
24822	$2,100	25416	$500	25624	$500	25720	$1,000
24977	$800	25466	$500	25625	$1,000	25732	$500
24989	$4,800	25472	$1,000	25627	$1,000	25733	$500
24999	$300	25484	$500	25628	$1,000	25745	$500
25004	$800	25485	$500	25630	$500	25758	$500
25102	$500	25486	$500	25633	$250	25980	$4,000

c. **Meeting Academic Needs of Students 2**: The need to retain the following teachers to the corporation for the continuity of the students' educational experience:

10462	15647	19255	23099	23572	24735	24794	24815	24866
10579	15738	19331	23167	23577	24740	24795	24817	24872
10950	16111	19332	23255	23589	24771	24797	24819	30002
11557	16210	19334	23508	24078	24772	24798	24822	42105
12123	17177	22445	23533	24148	24782	24800	24824	
13233	19013	22565	23560	24592	24786	24805	24839	
13949	19044	22716	23570	24602	24789	24807	24843	
14443	19252	23090	23571	24653	24790	24809	24858	

These teachers will receive an additional $2.000.00 to their base salary.

Any back pay will be distributed in one retroactive check and the remainder divided among the remaining pays.

The maximum possible base salary increase a teacher will receive under this compensation plan (Employee ID 24989) is $5,300. Of this maximum possible base salary increase, approximately 9% ($500 / $5,300 = 9%) is based on the Experience factor and the remaining 91% ($4,800 / $5,300 = 91%) is based on the Meeting Academic Needs of Students factor.

4. Literacy Endorsement—Attainment

a. Teachers who submit their licensure with the literacy endorsement by December 1, 2026, will receive $250 added to their base salary.

5. **ECA:** The stipend amounts for the current school year are identified in Appendix B

6. **Loyalty Stipend:** A teacher who is credited with a year of service (according to the Teachers Retirement Fund's definition) in the MSD of Decatur Township during the 2025-2026 school year, was rated Effective or Highly Effective, and is employed as a certified staff employee subject to this agreement in 2026-2027 will receive a $1,000 loyalty stipend on the December 30, 2026, pay date.

7. The Board shall pay to the Indiana Teacher's Retirement Fund (ISTRF) an additional three percent (3 %) of each teacher's total compensation as the faculty member's contribution obligation to the ISTRF.

8. Employees on an extended contract will be paid their per diem rate for any extended days. Those on extended contracts include counselors, school psychologists, autism specialist, behavior support specialist, occupational therapist/assistive technology coordinator, media specialist, and agriculture teacher. The positions stated herein are for informational purposes only and were not bargained.

B. Pay Periods:

1. Teachers will be paid in twenty-four (24) equal pays. New teachers to the district shall be paid in twenty-six (26) pays starting on August 15. Teachers will be paid on the 15th and 30th of each month except for February where the teachers will be paid on the last day of the month. When such a day falls on a holiday or a weekend, checks will be issued on the last weekday prior to the scheduled pay date.

2. Any teacher may opt out of the wage payment agreement at the start of the school year by notifying the Central Office by July 15.
3. A teacher separating from employment with the corporation during a school year shall receive all earned and unpaid wages no later than the second regular pay date after separation. A teacher separating from employment after the last teacher workday may elect to receive all earned and unpaid wages either in a lump sum on the second regular pay date or in accordance with the remainder of the wage payment arrangement.

C. Salary Range:

The salary range is from $52,000-$106,891 prior to any increases in this agreement. Following the increases for 2026-2027, the salary range is $52,500-$109,391.

D. Redistribution:

Any teacher who receives a teacher evaluation rating of Ineffective or Needs Improvement shall not receive any increase in salary. The salary increase budgeted for the Ineffective and Needs Improvement teachers will be divided equally amongst the remaining teachers who are not rated needs improvement or ineffective as a one-time stipend.

ARTICLE IV – FRINGE BENEFITS

A. Health and Hospitalization:

The Board will pay a specific dollar amount for each health plan as outlined below toward the payment of the School Corporation's health and hospital insurance. Beginning January 1, 2014, contribution to the HSA will be the difference between the flat dollar amount minus the cost of plan IV.

	Total Premium	Corporation Contribution	Teacher Cost Annual	Teacher Cost Per Pay	
PPO Plan I/Plan II					
Employee	$11,508	$6,739	$4,769	$198.71	
Employee/Spouse	$29,532	$14,128	$15,404	$641.83	
Employee/Child(ren)	$22,092	$13,387	$8,705	$362.71	
Family	$36420	$16,615	$19,805	$825.21	
PPO Plan III					
Employee	$10,224	$6,336	$3,888	$162.00	
Employee/Spouse	$25,812	$13,224	$12,588	$524.50	
Employee/Child(ren)	$19,656	$12,504	$7,152	$298.00	
Family	$32,160	$15,564	$16,596	$691.50	
					Corp HSA Contribution
Plan IV (HDHP)					
Employee	$8,484	$5,880	$2,604	$108.50	$859
Employee/Spouse	$21,036	$12,540	$8,496	$354.00	$1,588
Employee/Child(ren)	$16,164	$11,616	$4,548	$189.50	$1,771
Family	$25,992	$15,072	$10,920	$455.00	$1,543

Any teacher on leave of absence from the Metropolitan School District of Decatur Township may continue membership in any insurance program provided by the Corporation during the leave period; however, the entire cost of the monthly premiums shall be paid by the employee from the time the leave begins until one (1) month after the leave terminates and the employee returns to work unless subject to the 12-week family medical leave act.

The parties have mutually agreed that the health and hospitalization insurance program shall be Plans I/II, III and IV (High Deductible Health Plan) provided by the Hoosier School Benefit Trust with the provisions in effect as of the date of this agreement.

Enrollment in the corporation health and hospitalization plan will be closed except for qualifying events an annually established open enrollment period and as required by the Patient Protection and Affordable Care Act.

If an employee's spouse is eligible for health insurance at his/her place of employment, the spouse will be required to enroll in his/her employer's health insurance plan if the employer pays at least sixty percent (60%) of the single premium. The spouse's plan will then become primary for all his/her health insurance claims. It is understood that the MSDDT PPO will be secondary for payment of claims. If the employee elects to continue secondary coverage for his/her spouse or dependents, the employee will be responsible for paying the additional premium required to provide this coverage.

B. Term Life Insurance:

A fifty-thousand-dollars ($50,000) insurance group term life insurance policy shall be provided for each teacher. The Board will pay the entire premium except one cent ($.01) which will be paid by the teacher. Teachers shall have the option to purchase additional term life insurance for themselves and dependent coverage for their spouse and/or children. The maximum amounts of coverage and the required enrollment underwriting shall be determined by the carrier. Once a teacher has enrolled to purchase the additional insurance, they are to maintain the policy for the remainder of the school year. Any teacher on leave of absence from the Metropolitan School District of Decatur Township may continue membership in any insurance program provided by the school district during the leave period; however, the entire cost of the monthly premium shall be paid by the employee from the time the leave begins until one (1) month after the leave terminates and the employee returns to work. When a teacher terminates employment with the School District the Board's coverage will terminate the month following the month in which the teacher receives his last pay.

C. Dental Insurance:

The Board will contribute all but one cent ($.01) toward the School Corporation's dental plan for single membership or any program mutually agreed to between the two (2) parties. The Board will contribute toward the family policy the same premium as a single policy, plus an additional $6.00 per month.

D. Long Term Disability Insurance:

The Board shall purchase an LTD Insurance Program that provides for a minimum benefit of two-thirds (2/3) salary to age sixty-five (65) with a ninety (90) day elimination period. All teachers shall participate and shall pay the full amount of the premium in after tax dollars as a condition of employment.

E. Liability Insurance:

The Board agrees to maintain the current coverage liability insurance regarding teachers' automobiles being used for school purposes.

F. Wellness and Employee Assistance Programs:

1. Structure:
    a. The parties agree to jointly create wellness and/or employee assistance programs by a joint working group that will function during the contract term.

2. Program:
    a. To the extent feasible, the programs shall be available to all employee groups.
    b. The programs shall be self-supporting or funded by new revenue sources.

G. Section 125:

An IRS Section 125 Flexible Benefit Plan Generation One for the teacher's share of premium paid for any combination of benefits under Article IX shall be available to teachers and retirees. An IRS Section 125 Generation Two for non-reimbursable medical expenses shall be available to teachers.

H. Family Medical Leave Act (FMLA):

Continuation of Corporation Payments for Fringe Benefits:

The school corporation's payments in support of health and hospital, term life, and dental insurance shall continue during the FMLA leave.

I. Group Vision Insurance:

The Board will provide group vision insurance for each full time employee. The Plan provider shall be mutually selected by the Board and the Association. All employees will be required to participate in the program. The Board shall pay the annual employee premium cost.

J. Retirement Program:

Factors hereinafter stated shall constitute the retirement program of the corporation and shall be counted as a part of the cost of any salary agreement between the Board and the Association. The Board shall provide the following benefits for all members of the bargaining unit.

1. IRS Code Section 401(a):

Effective during the term of this Agreement the parties agree that the Board shall contribute an amount equal to 2% for 2026-2027 of each teacher's base salary to the corporation's 401(a) plan on a semi-monthly basis. The provider of the plan shall be selected as provided for in sub-section 4 of this section. Bargaining unit members will become vested in this program according to the following schedule. Until such time of becoming vested all monies contributed by the Board shall not be available to the employee and upon termination of employment for any reason, other than total disability, the non-vested Board contributions shall be used to offset the contributions for that year. In the event of termination due to total disability, the affected employee will be considered as vested.

Vesting Schedule:	5 years of employment	50 %
	10 years of employment	100 %

Years counted for vesting are all Decatur Township years of service since the employee was hired. A year of service will be defined according to INPRS (formerly TRF) guidelines.

2. IRS Code Section 403(b):

Effective during the term of this Agreement the parties agree that the Board shall make the following contributions to the teacher's 403(b) plan:

2026-2027	1 %

These contributions shall be from the teacher's established 2026-2027 base salary if the teacher's contribution to such plan equals or exceeds ½ % of salary.

3. VEBA (Voluntary Employee Benefit Association):

Effective during the term of this Agreement the parties agree that the Board shall contribute an amount equal to one percent (1%) of each teacher's salary from the established salary schedule to the corporation's VEBA plan on a semi-monthly basis. Starting May 31, 2005 for all teachers employed after this date the VEBA contributions shall start during the teacher's third contract with the school corporation. On the date of the second payroll in August of a teacher's second contract year the Board shall make a one-time contribution equal to one and one half (1 ½%) of the teacher's current salary to start their VEBA program. Bargaining unit members will become vested in this program upon attaining the age of 55 and qualifying for retirement benefits under the provisions of the

Indiana State Teachers Retirement Fund. In the event of termination due to total disability, the affected employee will be considered as vested.

Separate Accounts. The amount calculated for each employee will be invested in a separate account. There will be no commingling of accounts and each employee may determine how his or her account shall be invested among the investment options made available by the selected investment vendor for the VEBA.

Vesting. Until such time that an employee has retired and satisfied the eligibility requirements the employee shall have no access to the assets held in his or her separate VEBA account.

Forfeiture. If an employee retires or otherwise terminates employment before satisfaction of the requirements for any reason, the terminated employee's VEBA account shall be forfeited. The parties acknowledge forfeitures prior to the 2020-21 contract will be handled in accordance with the contractual provisions in place at the time the forfeitures occurred. Forfeited amounts shall be reallocated evenly at the end of each plan year only among the then-remaining separate VEBA accounts. Therefore, the VEBA accounts of the following employees will not share in the reallocation of a forfeiture of a VEBA account:

a. Employees who have forfeited their VEBA accounts in the same year;

b. Employees who previously forfeited their VEBA accounts; and

c. Employees who retire in or before the year of the reallocated forfeiture.

Rehired Employees. Amounts forfeited upon termination of employment because of the failure to meet the applicable vesting requirements shall not be reinstated or re-credited if an individual is subsequently rehired or re-employed by the School Corporation. However, if the Board shall have approved a leave of absence of not more than one (1) fiscal year for an employee, such period of leave shall not result in forfeiture provided the employee shall promptly return to employment following the expiration of the period of the leave.

4. Joint Steering Committee:

A joint steering committee shall be maintained by the parties with four (4) Board representatives and four (4) Association representatives. The committee shall be charged with the responsibility of selection and/or replacement of the plan service vendor by mutual agreement.

5. Insurance Participation:

Retirees from the school corporation and their spouses shall be allowed to remain on the group health and dental plans at their own expense until the first (1st) day of the month following their eligibility for Medicare. Retirees from the school corporation and their spouses shall be allowed to remain on the group vision plan, if allowed under the plan, at their own expense until the first day of the month following their eligibility for Medicare. A retiree is defined as a teacher who meets the criteria as established by state law (IC5-10-8-2.6).

6. Total Disability:

To qualify for total disability, a teacher must be adjudged permanently disabled by the Indiana State Teachers Retirement Fund (ISTRF).

ARTICLE V – LEAVES OF ABSENCE

A. Excused Leaves of Absence with Pay:

1. Medical Leave Days:

Each teacher shall be entitled to be absent from work on account of medical/illness reasons, for a total of twelve (12) days each year without loss of compensation. The teacher may also use accumulated illness days in case of illness or accident, or for surgery involving a member of the teacher's immediate family in need of medical care. Any unused leave days shall be accumulated on an unlimited basis. Teachers shall notify their principal and/or designee as early as possible whenever it is necessary to be absent from school. Teachers who are transferring into the School Corporation for the first time who have accumulated leave in another Indiana school corporation will transfer all of the accumulated leave to this School Corporation. Accumulated leave will be added beginning with their second year of employment in the Metropolitan School District of Decatur Township at a rate of five (5) days per year, which is in addition to the twelve (12) days outlined above. Teachers employed on a temporary contract for the full year shall receive twelve (12) days. Teachers employed on a temporary contract for less than a school year shall receive one (1) day leave for each twenty (20) working days employed. Teachers shall make every effort to schedule medical and dental appointments outside school hours or during the summer. The Board recognizes that, particularly in the case of specialists, this is not always possible. In the event a teacher has an on-the-job injury, the Board will compensate such teacher for lost earnings with no leave days to be charged.

Teachers using medical leave days on the days immediately preceding or after a break or holiday (see the list of holidays in Personal Business Leave) will be required to provide medical certification or a note from the physician on the day they return to their building principal within 5 calendar days of returning to work. If certification is not provided within this time period, the teacher will be charged two personal days for each day missed by the teacher.

If no personal days are available, the teacher will have two (2) sick leave days deducted for each day missed. If the teacher has no remaining personal leave days or sick leave days, then the teacher shall receive no pay for the days missed. If the teacher has one personal day available, then the teacher can use one (1) personal day and one (1) sick leave day.

The correction of clerical errors made when recording a medical leave day must be requested within 30 days of the pay period it occurred.

2. Personal Business Leave:

Each teacher will receive three (3) days for the transaction of personal business and/or conduct of personal or civil affairs during each year of employment as permitted by law. Each teacher will be permitted to use all their accumulated personal business days.

Each teacher must file with the principal of the school his/her request for personal business leave. Personal business leave shall not be taken immediately before or after a break, including the last student day before Christmas Break, and the first or last contract day, as indicated on a board approved school calendar. Personal business leave used on the last day immediately prior to, or the first day immediately following holidays or breaks will be counted as two personal days for each day used. For example, if a teacher uses one personal leave day on the day before a break, then the teacher will be charged two personal leave days for the one day used. If the teacher uses one personal leave day on the day before a break, and also uses a personal leave day on the day immediately following the break, then the teacher will be charged a total of four (4) personal leave days. Holidays in which two (2) personal business days may be used to extend by one day include:

Labor Day, Dr. Martin Luther King Day, Presidents Day, and Memorial Day.

If no personal days are available, the teacher will have one day's pay deducted from their next paycheck for each day missed. If one personal day is available, the teacher can use one (1) personal day and one (1) sick leave day. Unused personal business leave days may be accumulated the following year as personal business leave days up to a maximum of five (5). Excess personal business leave days accumulated beyond five (5) shall be added to the medical illness leave days to which such teacher may otherwise be entitled which is described in Section A, 1. If the teacher does not wish to accumulate these days as medical/illness, the teacher may turn each day in excess of five (5) in for $100.00. Personal business days may be taken on a one-half (1/2) day basis. Teachers employed for less than a full year shall be entitled to one (1) day during each semester of employment.

The correction of clerical errors made when recording a personal business leave day must be requested within 30 days of the pay period it occurred.

3. Maternity Leave Benefit:

Upon the birth of the child, the teacher shall be granted ten (10) consecutive contractually paid days of maternity leave benefit. These days will not be charged against the teacher's available sick leave and shall commence on the day following the birth of the child.

4. Paternity Leave Benefit:

Upon the birth of the child, the teacher shall be granted ten (10) consecutive contractually paid days of paternity leave benefit. These days will not be charged against the teacher's available sick leave and shall commence on the day following the birth of the child.

3. Bereavement Leave:

Up to five (5) business days leave of absence will be granted a teacher for death in the immediate family. The five (5) days may commence the day of death or the day after death at the teacher's discretion but must be used within thirty (30) calendar days from the date of death. Documentation must be provided to support the need for the leave. If the funeral, celebration of life, or similar event is more than thirty (30) calendar days from the date of death, the teacher may request written approval from the HR Director to use of up to two (2) of the five (5) bereavement days after the standard deadline.

Up to three (3) days of absence will be granted for death of a brother-in-law, sister-in-law, aunt, uncle, niece, nephew, step-grandparent, or step-grandchild. When a teacher has exhausted his bereavement leave and current personal business days, the teacher at his discretion may use medical illness leave in cases of emergency. The teacher will notify the Superintendent of the need for emergency use as soon as possible after the emergency arises. Emergency means an unforeseen combination of circumstances resulting in an urgent need for relief.

A teacher will be granted one (1) leave (day of funeral) in the case of other family members or when serving as a part of the service for the deceased. Requests for bereavement leave for the day of the funeral for someone outside the family may be covered by personal business day with documentation.

4. Court Leave:

Teachers will be granted leave for jury duty or when subpoenaed to appear as a witness in court, except when the teacher or Association is a party in a suit against the School Corporation or other personal suits which are not job related. The teacher will receive regular salary while on jury duty or witness appearance. The teacher shall secure from the court and deliver to the school corporation business office verification of court duty. All of the payment for jury duty or the entire fee for appearance as a witness shall be retained by the teacher as the payment for all related expenses.

5. Professional Leave:

The Board of Education does encourage teachers to actively participate in meetings of local, state and national educational organizations or school visitations. The payment of reasonable expenses incurred in attendance and the salary of substitutes, when necessary, will be carried in the budget as in-service education items. A minimum of seventy-five (75) days per school year will be available to the teachers for professional leave.

a. Requests for permission to attend professional meetings or visitations must be in writing and filed with the Principal two (2) weeks prior to the date of the professional leave for approval by the Board or their designee. Failure to file a leave request in a timely manner will result in expenses not being reimbursed.

b. A written report shall be filed with the Principal and then transmitted to the Superintendent on the activities of the conference with recommendations, if any, for use in our School District.

c. Expenses paid by the School Board include:

   1) Total tourist airfare, bus or train fare. Teachers using a personal vehicle for travel will be reimbursed at the rate that the IRS allows for business deduction on Federal Income Tax returns December 31 of the preceding year. Payment to an individual using personal automobile shall not exceed tourist airfare.

   2) Registration fees.

   3) Motel or hotel lodging.

   4) Fifty dollars ($50.00) per diem for food if not included in item 2. This item applicable only when the trip extends more than one (1) day (overnight).

   5) Taxi and baggage handling (subject to individual approval).

   6) All expense items must be approved prior to attendance of meetings, conferences, or school visitations and should be submitted to the Superintendent's office in a timely fashion.

a. Criterion for granting of leaves within the building and the departments will be considered but not limited to criteria published by the Board, for any given year.

6. Association Leave:

The Association shall be provided with fourteen (14) days and twelve (12) hours released time for its President(s) or designee each year without loss of pay.

ARTICLE VI – SICK LEAVE BANK

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

A. Voluntary Sick Bank Committee:

1. 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 Metropolitan School District of Decatur Township will keep the records. This committee shall be empowered to adopt rules and regulations and to make decisions required to administer the Sick Leave Bank, so long as those rules, regulations and decisions do not modify the Agreement contained herein. This 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:
    a. Superintendent of Schools of the Metropolitan School District of Decatur Township or his designee and one additional individual appointed by the Superintendent.
    b. The Decatur Education Association President(s) or his designee and two additional members of the bargaining unit appointed by the Association President(s).
2. Should a vacancy occur on the SBC, a replacement for the vacant position shall be appointed by the authority making the original appointment.
3. One of three bargaining unit SBC representatives will be selected to act as a chairperson of the SBC. The Decatur Education Association President(s) will designate the chairperson prior to the first meeting of the SBC.
4. The SBC will be responsible for developing the forms needed to operate the Bank.

B. Effective Date:

1. The effective date of the Bank will be the first (1st) contract date of the current school year. Enrollment in the Bank by licensed personnel will be April 1 (one) of the preceding school year and end four (4) weeks following the first (1st) day of employment for any licensed personnel employed for the current school year.

C. Membership:

The Bank shall be established for all bargaining unit members who indicate their desire to participate by contributing the individually required number of days.

D. Guidelines:

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

1. The Bank may be used only by the individual contributor for medical/illness reasons.
2. Days from the Bank may be used only for those workdays that the individual contributor is employed under a Regular Teacher Contract.
3. Any person desiring to participate in the Bank will initially donate one (1) day of his accumulated medical/illness leave to the Bank. Additional days may be requested by the SBC as the need arises.
4. A Sick Bank member, who terminated employment with the School District, and returns, must contribute one (1) additional day upon re-employment in order to reinstate membership.

5. If the number of days in the Bank falls below thirty (30) days prior to the end of any school year, each participant will be required by the SBC to donate one (1) additional day of his accumulated medical/illness leave to the Bank. If a member has used all his medical/illness leave, the additional day will be donated as soon as new medical/illness leave is accrued.
6. All days once donated to the Bank become the property of the Bank.
7. The maximum dollar expenditure during the school year is equivalent to dollar amount listed for Level A on the New Hire Scale in Appendix A. If this amount is reached at any time during the period, the Bank will explore emergency operating procedures for the remainder of that period. The expenditure counted against the bank will include only the salary paid the teacher while using days from the bank.
8. All requests to receive grants from the Bank must be submitted in writing to the SBC on prescribed Form SBC-1 as presented in the Appendix of the Agreement.
9. Any person submitting a request to use the Bank must have made his proper contribution and met all eligibility requirements. If a person is physically unable to submit the forms, the forms may be submitted by a proxy.
10. A person will not be able to withdraw days from the Bank until his own accumulated medical/illness leave and personal leave is depleted. 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.)
11. Periodic review by the SBC of all Bank use will be made and the SBC may grant additional days at the time of review. Days granted from the Bank may not be granted for the period of disability when monies are paid to the employee under the Workman's Compensation Law or if the employee has qualified for long-term or short-term disability benefits.
12. Days will be granted at a rate equal to the per diem rate of pay for a beginning teacher on the adopted salary schedule, at the Bachelor's 0 rate. The SBC will review and send to the School District business office its decision concerning all requests to draw on the Bank within ten (10) working days after such request is received by the Committee. The Committee will also make its decision known to the applicant within this ten (10) day period.

E. Repayment of Days Granted:

1. After accumulating a minimum of seven (7) medical/illness leave days, the recipient of Sick Bank days who continues in the employment of the School Corporation shall repay the Sick Bank the borrowed days. At the beginning of each school year a teacher who owes days to the bank shall be credited with seven (7) medical/illness days and the balance of days available shall be credited to the bank until the bank is repaid.
2. This repayment shall be at the following rate:

   a. One day for each day taken while the teacher is at 9 years or less experience.

   b. One day repaid for every 1.5 days taken while the teacher is at 10 – 19 years experience.

   c. One day for every two days taken from the bank when the teacher has 20 years or more experience.

   This repayment shall be calculated from the experience the teacher has at the time of repayment, not at the time the days were borrowed from the sick leave bank. INPRS (formerly TRF) will be used to determine the number of years of experience a teacher has accumulated.
3. A recipient who leaves the School Corporation and still owes days to the Sick Bank must transfer accumulated medical/illness leave and personal business leave days, if available, to the Sick Bank as repayment toward the days granted.

F. Appeal Board:

1. An appeal Board will be established composed of the following six (6) persons:

a. The Superintendent of Schools or his designee.
b. The Association President(s) or his designee.
c. Four (4) members will be appointed-- two (2) each by the Superintendent and the Association President(s).
d. No appointed member of the SBC may at the same time be a member of the Appeal Board.

2. The Association President(s) or his designee will act as chairman of the Appeal Board.
3. If a request for use of 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 a majority vote. A tie vote will automatically support the SBC decision. All decisions of the Appeal Board are final and binding.
4. The Appeal Board will rule on any appeal within ten (10) working days after receiving the appeal in writing.
5. The Voluntary Sick Bank is excluded from the Grievance Procedure.

G. Members Agreement:

1. 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 Bank. The medical report will be at the member's expense. The SBC reserves the right, if necessary, to limit the number of days granted.
2. In consideration of the benefits of participating in the Bank, each applicant for membership in the Bank and for benefits from the Bank shall, as a condition to such application, agree in writing substantially as follows:

   "I specifically 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 event 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 Decatur Education Association and the Metropolitan School District of Decatur Township, the Sick Bank Committee and the Appeal Board and all of their agents for any loss they may sustain as a result of any claim or legal proceedings I may bring against any of them with respect to a decision made by any of them concerning this application." 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.

H. Annual Report:

An annual report of the Bank will be published for each year the Bank is in operation. The Association and Human Resources director will work together to publish the report and it will be approved by the Superintendent of Schools or his/her designee prior to publication. The report shall include a statement of the number of days contributed to the Bank, the number of days granted from the Bank, the number of days remaining in the Bank, the total cost of the days granted, and the remaining cash balance available for the Bank.

ARTICLE VII - GRIEVANCE PROCEDURE

A. Purpose:

1. Good morale is maintained, as problems arise, by sincere efforts of all persons concerned to work toward constructive solutions in a manner that will be consistent with principles of good management conducted in an atmosphere of courtesy and cooperation. The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to the problems which may from time to time arise and that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.
2. Nothing herein contained shall be construed as limiting the right of any teacher having a problem or grievance to discuss the matter informally with any appropriate member of the administration.

B. Definition:

A "grievance" shall mean a complaint by a teacher or teachers, that there has been a violation, a misinterpretation, or inequitable application of any provision contained in this Agreement between the Board and the Association and shall be resolved through the procedure set forth herein.

C. Process:

Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each step should be considered as a maximum, and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement in writing.

1. Step One:

In the event that a teacher believes there is a basis for a grievance, and within thirty (30) working days of the time the grievance arises, he shall first discuss the alleged grievance with his immediate supervisor or building principal, whichever is appropriate, during lunch and/or preparation periods or after working hours by appointment. If the grievant is not satisfied with the disposition of the grievance by informal discussion, and within ten (10) working days of the time of the informal discussion, he may then submit a written "Statement of Grievance" to the building principal or his designee signed by the grievant. (See form in Appendix) The "Statement of Grievance" shall name the teacher involved, shall state the facts giving rise to the grievance, and shall identify all the provisions of the Agreement alleged to be violated by appropriate reference, shall state the contention of the grievant with respect to these provisions, and shall indicate the relief requested. Within five (5) working days after presentation of "Statement of Grievance", the Building Principal shall give his written answer to the teacher.

2. Step Two:

If the grievant is not satisfied with the disposition at Step One, the grievant may, within five (5) working days of his receipt of the Principal's answer, submit his grievance to the Superintendent or his designee. The Superintendent or his designated representative shall give the teacher an answer in writing no later than five (5) working days after receipt of the written grievance. If further investigation is needed, additional time may be allowed by mutual agreement of the Superintendent or his designee and the grievant.

3. Step Three:

In the event that the aggrieved teacher is not satisfied with the disposition of his grievance at Step Two, or in the event no decision has been rendered within two (2) weeks after the receipt of the grievance, he may, within five (5) school days, submit his grievance to the School Board by filing a copy thereof with the secretary or other designee of the Board. The Board, not later than its next regular meeting or two (2) weeks, whichever may be later, may hold a hearing on the grievance, in open or executive session and may review such grievance in

executive session. The procedure to be used shall be selected by the teacher. The Board shall render a written decision within one (1) week following the next regular Board Meeting, which is after the hearing.

ARTICLE VIII
CONCLUSION AND DURATION

A. This Agreement shall constitute the full and complete commitment between both parties and shall not be altered, changed, added to, deleted from or modified except through the voluntary, mutual consent of the parties in a written and signed amendment to this Agreement.

This Agreement shall be in full force and effect as of July 1, 2026, and upon execution hereof by the proper officers of both the Board and the Association shall remain in effect until June 30, 2027.

This Agreement, with the consent of both parties, may be modified to correct any clerical errors.

In Witness Whereof the parties hereto have caused this Agreement to be executed on the date and year first written above.

B. The undersign also attest to the following:

1. On the 17th day of September 2026 at 3:45 pm, a public hearing as described in IC 20-29-6-1 (b) was held at Administration Building, 5275 Kentucky Avenue, Indianapolis, Indiana. During the public hearing governing body members and the public were allowed to participate in the public hearing by means of electronic communication.
2. On the 4th day of November 2026 at 9:00, a public meeting as described in IC 20-29-6-19 was held at Administration Building, 5275 Kentucky Avenue, Indianapolis, Indiana. During the public meeting governing body members and the public were allowed to participate in the public hearing by means of electronic communication.

Therefore, this agreement is made and entered into this 10th day of November 2026 by and between the Board and the Association, as defined herein, and is attested to by the representatives whose signatures appear below. The Board ratified the CBA on November 10, 2026, and the Association ratified the CBA on October 29, 2026, and is attested to by the respective representatives whose signatures appear below.

Attested on this the 10th day of November 2026.

For the
Decatur Education Association

BY: _____
President

_____
President

_____
Bargaining Chairperson

For the
Board of Education MSD Decatur Township

BY: _____
President

_____
Secretary

Attest: _____
Superintendent of Schools

APPENDIX A
New Certified Hiring Information

The superintendent may hire at no less than 50% of the candidate's current years of experience in public, private, and/or charter schools.

2026-2027 New Hire Salary Schedule (prior to ratification)	
Level A	$52,000
B	$52,500
C	$53,000
D	$53,500
E	$54,500
F	$55,500
G	$56,500
H	$57,500
I	$58,500
J	$59,500

2026-2027 New Hire Salary Schedule (after ratification)	
Level A	$52,500
B	$53,000
C	$53,500
D	$54,000
E	$55,000
F	$56,000
G	$57,000
H	$58,000
I	$59,000
J	$60,000
K	$61,500
L	$63,000
M	$64,500
N	$64,500
O	$64,500
P	$64,500

Levels: A (0 years of experience (YOE)), B (1 YOE), C (2 YOE), D (3 YOE), etc. represent candidate's current years of experience in public, private, and/or charter schools.

HARD TO FILL POSITIONS

a) A "hard to fill position" occurs whenever a vacancy for a teaching position is posted and either no applications are received or the applicants who respond are deemed unacceptable to the fill the position.
b) If a new hire is hired to fill a vacancy and the new hire does not hold an Indiana teaching license in the area in which they are filling, then the hard to fill flexibility provision set forth above will not apply and the new hire will be placed on the new hire salary placement schedule at the mirrored placement amount. At the superintendent's discretion, the new hire may receive additional compensation for a "hard to fill" position if the new hire is working toward acquiring the degree or certification and meets any additional requirements or stipulations determined by the corporation. The assignment and licensing aspect of this language is for informational purposes only and has not been bargained.
c) Whenever the Superintendent determines that a vacant teaching position meets the criteria of being "hard to fill", the Superintendent shall notify the President of the Association. Upon notification the Superintendent shall then be given the exclusive authority and discretion to seek a qualified person for the hard to fill position and the Superintendent shall be allowed to offer such a person a salary so that the Superintendent may secure a person for this hard to fill position. The amount of this salary shall not exceed 30% above where the teacher would have been placed using the new teacher placement. The maximum amount of incentive dollars to be expended for all hard to fill positions shall not exceed $90,000 for the corporation.
d) The salary offered shall be considered this teacher's base salary.

APPENDIX B
Metropolitan School District of Decatur Township
Extra-Curricular Salary Schedule

Group 1		
HS Choir Director	1	$5,830
HS Drama Sponsor	1	$5,830
HS Marching Band Sponsor	1	$5,830
Lead Counselor	1	$5,830
HS Asst Summer Band Director	1	$5,830
Group 2		
HS Content Leads	8	$4,000
DTSE Lead Teacher	1	$4,000
Elementary MLL Department Head	1	$4,000
Secondary MLL Department Head	1	$4,000
Group 3		
HS Asst Band Director	1	$3,630
HS Speech Sponsor	1	$3,630
MS Band Director	2	$3,630
MS Choir Director	1	$3,630
District STEAM Lead Teacher	1	$3,630
District PE Lead Teacher	1	$3,630
District Fine Arts Lead Teacher	1	$3,630
Group 4		
Psych Department Head	1	$3,080
Speech Department Head	1	$3,080
OT/PT Department Head	1	$3,080
MS Content Leads	7	$3,080
ECAT Coordinator	1	$3,080
Special Education Coordinator	2	$3,080
HS Choir Asst Director	1	$3,080
Group 5		
HS 11th Grade Sponsor	1	$2,970
HS 12th Grade Sponsor	1	$2,970
HS Asst Drama Sponsor	1	$2,970
HS Jazz Band Sponsor	2	$2,970
Winter/Color Guard	1	$2,970
HS Indoor Winds Director	2	$2,970
HS Broadcasting	1	$2,970
Group 6		
HS Academic Team Sponsor	1	$2,310
HS Pep Band Sponsor	1	$2,310
HS Show Choir Choreographer	1	$2,310
Goldenaires	1	$2,310
HS Brain Game Sponsor	1	$2,310
MS Lead Counselor	1	$2,310
HS Winter Guard Sponsor	1	$2,310
HS Winter Percussion Sponsor	1	$2,310
Group 7		
HS Natl Honor Society Sponsor	2	$1,760
HS Student Council Sponsor	1	$1,760
HS Yearbook Sponsor	1	$1,760
DTSE Academic Sponsor	1	$1,760

DTSE Club Sponsor	1	$1,760
MS Yearbook Sponsor	1	$1,760
HS Musical Sponsor	1	$1,760
HS Robotics Coach	1	$1,760
HS Academic Team Asst Sponsor	1	$1,760
HS Brain Game Asst Sponsor	1	$1,760
HS Broadcasting Asst	1	$1,760
HS Computer Club	1	$1,760
HS Band Flex	1	$1,760
Group 8		
HS 9th Grade Sponsor	1	$1,320
HS 10th Grade Sponsor	1	$1,320
Stagecraft	1	$1,320
HS Club Sponsor	20	$1,320
DTSE Student Council	1	$1,320
DTSE Yearbook Sponsor	1	$1,320
DTSE Club Sponsor	2	$1,320
MS Student Council Sponsor	1	$1,320
MS Club Sponsor	3	$1,320
Expression Show Choir Sponsor	1	$1,320
HS Indoor Percussion Director	1	$1,320
HS Winter Asst Guard	1	$1,320
HS Choral Accompanist	1	$1,320
MS Choral Accompanist	1	$1,320
Music Rehearsal/Performance Accompanist	1	$1,320
Musical Asst Director	1	$1,320
Play Assistant Director	1	$1,320
Musical Costumer	1	$1,320
Play Costumer	1	$1,320
Theater Lighting Asst	1	$1,320
Theater Sound Asst	1	$1,320
DTSE Data Coordinator	1	$1,320
MS Drama	3	$1,320
Elementary Club Sponsors (tied to math or reading)	14	$1,320

Athletic ECA—High School

Football		
Head Coach	1	$12,500
Asst Coach	2	$5,775
Asst Coach	1	$3,850
Asst Coach	5	$4,043
Asst Coach	2	$2,657
Asst Coach	2	$1,848
Volleyball		
Girls Head Coach	1	$7,150
Asst Coach	3	$3,300
Boys Head Coach	1	$7,150
Asst Coach	1	$3,300
Cheerleading		
Coach—Fall	2	$4,500

Asst Coach—Fall	1	$2,430
Asst Coach—Fall	1	$1,750
Coach—Winter	2	$4,500
Asst Coach—Winter	1	$2,430
Asst Coach—Winter	1	$1,750
Cross Country		
Boys Head Coach	1	$4,043
Girls Head Coach	1	$4,043
Boys Asst	1	$2,310
Girls Asst	1	$2,310
Boys Soccer		
Head Coach	1	$7,150
Asst Coach	2	$3,300
Girls Soccer		
Head Coach	1	$7,150
Asst Coach	2	$3,300
Boys Golf		
Head Coach	1	$4,620
Asst Coach	1	$2,200
Girls Golf		
Head Coach	1	$4,620
Asst Coach	1	$2,200
Boys Tennis		
Head Coach	1	$4,620
Asst Coach	1	$2,200
Girls Tennis		
Head Coach	1	$4,620
Asst Coach	1	$2,200
Strength And Conditioning		
Coach	4	$3,465
Athletic Supervisor (Non-Seasonal)		
Supervisor	2	$6,930
Boys Basketball		
Head Coach	1	$12,500
Asst Coach	4	$4,400
Freshman Coach	1	$2,200
Girls Basketball		
Head Coach	1	$12,500
Asst Coach	4	$4,400
Freshman Coach	1	$2,200
Boys and Girls Swimming		
Head Coach	1	$8,085
Asst Coach	1	$4,043
Asst Coach	2	$3,696
Wrestling		
Boys Head Coach	1	$7,150
Girls Head Coach	1	$7,150
Asst Coach	4	$3,300
Baseball		
Head Coach	1	$7,508
Asst Coach	1	$4,043
Asst Coach	2	$2,310

Asst Coach	1	$2,079
Softball		
Head Coach	1	$7,508
Asst Coach	1	$4,043
Asst Coach	2	$2,310
Asst Coach	1	$2,079
Boys Track		
Head Coach	1	$4,620
Asst Coach	3	$2,750
Girls Track		
Head Coach	1	$4,620
Asst Coach	3	$2,750
Co-ed Track and Field		
Asst Coach	1	$2,750
Unified Track		
Head Coach	1	$2,888
Asst Coach	1	$1,733

Athletic ECA—Middle School

Football		
7th Head Coach	1	$3,800
7th Asst Coach	3	$2,200
8th Head Coach	1	$3,800
8th Asst Coach	3	$2,200
Volleyball		
7th Head Coach	1	$3,300
7th Asst Coach	1	$2,200
8th Head Coach	1	$3,300
8th Asst Coach	1	$2,200
Golf		
Boys	1	$2,310
Girls	1	$2,310
Tennis		
Boys	1	$2,888
Girls	1	$2,888
Cross Country		
Girls Coach	1	$2,475
Boys Coach	1	$2,475
Co-ed Asst Coach	1	$1,650
Soccer		
Boys Head Coach	1	$2,888
Asst Coach	1	$1,650
Girls Head Coach	1	$2,888
Asst Coach	1	$1,650
Cheerleading		
Coach—Fall	1	$2,310
Asst Coach—Fall	1	$1,271
Coach—Winter	1	$2,310
Asst Coach—Winter	1	$1,271
Boys Basketball		
7th Head Coach	1	$4,500
7th Asst Coach	2	$2,200
8th Head Coach	1	$4,500

8th Asst Coach	2	$2,200
Girls Basketball		
7th Head Coach	1	$4,500
7th Asst Coach	1	$2,200
8th Head Coach	1	$4,500
8th Asst Coach	1	$2,200
Wrestling		
Boys Head Coach	1	$3,300
Asst Coach	3	$1,650
Girls Head Coach	1	$3,300
Swimming		
Head B and G	1	$3,300
Asst Coach	3	$2,200
Baseball		
7th Head Coach	1	$2,541
7th Asst Coach	1	$1,650
8th Head Coach	1	$2,541
8th Asst Coach	1	$1,650
Softball		
7th Head Coach	1	$2,541
7th Asst Coach	1	$1,650
8th Head Coach	1	$2,541
8th Asst Coach	1	$1,650
Track and Field		
Boys Head Coach	1	$2,888
Boys Asst Coach	2	$2,310
Girls Head Coach	1	$2,888
Girls Asst Coach	2	$2,310
Co-ed Asst Coach	1	$2,310

By mutual agreement of the parties, positions may be split between coaches with no increase in pay.
The number of positions in Appendix B were not bargained and only listed for informational purposes.

APPENDIX C

METROPOLITAN SCHOOL DISTRICT OF DECATUR TOWNSHIP
STATEMENT OF GRIEVANCE FORM

Name of Grievant _____

Date Filed_____ Building_____

Assignment _____

This "Statement of Grievance" is to be filed only after an attempt has been made to resolve the grievance informally with the immediate supervisor or appropriate administrator.

STEP I

Date Cause of Grievance Occurred _____

Statement giving rise to Grievance _____

_____

Agreement Provisions allegedly violated_____

Grievant's contention _____

_____

Relief Sought _____

_____

_____

Signature _____ Date _____

Disposition by Principal _____

_____

Signature _____ Date _____

Position of Grievant _____

_____

Signature _____ Date _____

STEP II

Date received by Superintendent _____

Disposition by Superintendent _____

_____

Signature _____ Date _____

Position of Grievant _____

_____

_____

STEP III

Date Received by Board of Education_____

Decision of Board _____

_____

Signature _____ Date _____

APPENDIX D

METROPOLITAN SCHOOL DISTRICT DECATUR TOWNSHIP

APPLICATION FOR USE OF SICK LEAVE BANK

The applicant (or proxy) should complete this form completely in quadruplicate. One (1) copy should be retained by the applicant and three (3) copies should be submitted to the Sick Bank Committee (S.B.C). Submit the three (3) copies to the Sick Bank Committee by the building representative, building principal, or a member of the Sick Bank Committee.

After the S.B.C. has made a decision on the application, their decision will be relayed to the applicant on one (1) copy, to the Metropolitan School District of Decatur Township Personnel Department on a second (2nd) copy, and the third (3rd) copy will be for the S.B.C. file.

NAME_____

PROXY _____

DATE _____ BUILDING _____

APPROXIMATE NUMBER OF PERSONAL ILLNESS DAYS TO BE USED _____

FIRST DAY OF EXTENDED ILLNESS _____

APPROXIMATE NUMBER OF DAYS NEEDED FROM THE SICK BANK _____

REASON FOR APPLYING FOR USAGE _____

_____

_____

THIS APPLICATION IS SUBMITTED ACCORDING TO THE GUIDELINES OF THE SICK BANK.

_____

Signature

DATE RECEIVED BY COMMITTEE _____

ACTION OF COMMITTEE _____

DATE _____ APPLICATION NUMBER _____

SIGNATURE _____

Appendix E

METROPOLITAN SCHOOL DISTRICT OF DECATUR TOWNSHIP
PAYROLL PROCESSING CALENDAR

2026-2027 Payroll Dates

09-15-2026
09-30-2026
10-15-2026
10-30-2026
11-13-2026
11-30-2026
12-15-2026
12-30-2026
01-15-2027
01-29-2027
02-12-2027
02-26-2027
03-15-2027
03-30-2027
04-15-2027
04-30-2027
05-14-2027
05-28-2027
06-15-2027
06-30-2027
07-15-2027
07-30-2027
08-13-2027
08-30-2027

Appendix F

One-Time Stipends

A. Annual Medical Leave Buy Back

For each teacher who has at least ninety (90) accumulated paid medical leave days as of the end of the school year, the Employer shall pay one hundred dollars ($100) per day as a one-time stipend for each of the unused days in excess of ninety (90) days to a maximum of ten (10) unused days per year. The corporation will buy-back back ten (10) days at a time when a teacher's accumulated medical leave days are in excess of one hundred (100) days. (For example, a teacher with one hundred and five (105) medical leave days who wants to sell back days can either sell back ten (10) unused days or no unused days. The teacher could not opt to sell back a number fewer than ten (10) days.) When the teacher has more than ninety (90) days but less than one hundred (100) days, the teacher must either sell back all days beyond ninety (90) days or sell back none at all. (For example, if a teacher has ninety-five (95) unused medical leave days, then the teacher can either sell back five (5) days or no days at all. The teacher could not opt to sell back a number less than five (5) days.)

Medical leave days paid according to this provision will then be removed from the teacher's accumulated medical leave days and returned to the corporation.

Should the teacher choose **not** to sell back days beyond the ninety (90) accumulated medical leave days, those days will remain in the teacher's accumulated account.

Should a teacher choose to sell back accumulated paid medical leave days beyond ninety (90) days, the stipend amount shall be paid by June 15, 2027.

B. Continuing Education Reimbursement Stipend

1. Dual Credit and Advanced Placement Reimbursement:

   A teacher who is doing course work toward a dual credit teaching certification may receive reimbursement from the district. The district will have a total amount of up to $50,000 in reimbursement dollars between July 1, 2026 and June 30, 2027 to distribute. Prior approval of the building principal and central office director is required. Reimbursement shall be for 50% of tuition costs per semester.

2. ELL, Special Education, or Gifted and Talented Licensure:

   A teacher who is doing course work toward an English Language Learner, Special Education, or Gifted and Talented license may receive reimbursement from the district. The district will have a total amount of up to $10,000 in reimbursement dollars between July 1, 2026 and June 30, 2027 to distribute. Prior approval of the building principal and central office director is required. Reimbursement will not exceed 50% of tuition costs per semester.

Appendix G
Ancillary Duties

1. **Summer In-Service or Curriculum Development**

The Board will continue to pay for voluntary summer in-service, school-sponsored academic support, or curriculum development activities at $40 per hour. The voluntary nature of the activities noted herein is included for informational purposes only and was not bargained.

2. **Compensation for In-services:**

Required in-services for teachers beyond the contractual day shall be compensated at their hourly rate.

3. Teachers as Substitutes:

In the event a teacher is asked by the administration to substitute for another teacher, such teacher shall be provided the appropriate form and present it to the Principal's office or designee within three (3) days of the end of each semester.

Secondary Teachers

a. The teacher may choose to be credited with medical/illness leave time, equivalent to the nearest half-hour (1/2) for the amount of time such teacher acted as a substitute during a paid prep period. A teacher that does not have an assigned class will not be compensated for acting as a substitute. Six (6) hours of medical/illness leave time is equivalent to one (1) day's medical/illness leave. Credit will be given to half and whole medical/illness days as they occur. At the end of the year, uneven medical/illness leave hours will automatically be compensated by pay. Therefore, all service records will be cleared for that school year.

OR

b. The teacher may choose to be credited with pay at $50 per hour (credited at the end of each semester), equivalent to the nearest half-hour (1/2) for the amount of time such teacher acted as a substitute during a paid prep period. A teacher that does not have an assigned class will not be compensated for acting as a substitute.

Elementary Teachers

a. The teacher may choose to be credited with medical/illness leave time, equivalent to the nearest half-hour (1/2) for the amount of time such teacher acted as a substitute during a paid prep period. A teacher that does not have an assigned class will not be compensated for acting as a substitute. Six (6) hours of medical/illness leave time is equivalent to one (1) day's medical/illness leave. Credit will be given to half and whole medical/illness days as they occur. At the end of the year, uneven medical/illness leave hours will automatically be compensated by pay. Therefore, all service records will be cleared for that school year.

   OR

b. When a teacher has one (1) to ten (10) students added to their classroom for a full day due to another teacher being absent, that teacher will receive $50 for being a teacher as a substitute. When a teacher has eleven (11) or more students added to their classroom for a full day due to another teacher being absent, that teacher will receive $75 for being a teacher as a substitute.

c. If a teacher takes all the students from another class for a full day that teacher will receive $150 for being a teacher as a substitute. See form in Appendix E.

APPENDIX H

TEACHERS AS SUBSTITUTES--ELEMENTARY

TEACHER _____ SCHOOL: _____

SUBSTITUTED FOR:	DATE:	HOURS:		No. of Students
		FULL DAY	HALF DAY	
		FULL DAY	HALF DAY	
		FULL DAY	HALF DAY	
		FULL DAY	HALF DAY	
		FULL DAY	HALF DAY	
		FULL DAY	HALF DAY	
		FULL DAY	HALF DAY	
		FULL DAY	HALF DAY	
		FULL DAY	HALF DAY	
		FULL DAY	HALF DAY	

(This section to be filled out by Teacher)

I WISH TO BE CREDITED FOR MY HOURS OF SUBSTITUTION BY:

MEDICAL/ILLNESS **PAY**

Pay is an hourly rate, equivalent to the nearest half-hour, at the current stipend rate. Pay is credited at the end of each semester. Medical/illness is credited to the nearest half-hour, half and whole days are credited as earned. Uneven hours are paid out at the stipend rate at the end of the year.

TEACHER'S SIGNATURE _____ DATE _____

PRINCIPAL'S SIGNATURE _____ DATE _____

APPENDIX H

TEACHERS AS SUBSTITUTES—MIDDLE SCHOOL AND DTSE

TEACHER _____ SCHOOL: _____

SUBSTITUTED FOR:	DATE:	PLEASE INDICATE IF YOU SUBBED DURING YOUR PREP OR A REGULAR CLASS, AND HOW MANY HOURS:		No. of Students
		PREP	CLASS	
		PREP	CLASS	
		PREP	CLASS	
		PREP	CLASS	
		PREP	CLASS	
		PREP	CLASS	
		PREP	CLASS	
		PREP	CLASS	
		PREP	CLASS	
		PREP	CLASS	

(This section to be filled out by Teacher)

I WISH TO BE CREDITED FOR MY HOURS OF SUBSTITUTION BY:

MEDICAL/ILLNESS **PAY**

Pay is an hourly rate, equivalent to the nearest half-hour, at the current stipend rate. Pay is credited at the end of each semester. Medical/illness is credited to the nearest half-hour, half and whole days are credited as earned. Uneven hours are paid out at the stipend rate at the end of the year.

TEACHER'S SIGNATURE _____ DATE _____

PRINCIPAL'S SIGNATURE _____ DATE _____

APPENDIX H

TEACHERS AS SUBSTITUTES—HIGH SCHOOL

TEACHER _____ SCHOOL: _____

SUBSTITUTED FOR:	DATE:	# of Hours (Not Periods)

(This section to be filled out by Teacher)

I WISH TO BE CREDITED FOR MY HOURS OF SUBSTITUTION BY:

MEDICAL/ILLNESS **PAY**

Pay is an hourly rate, equivalent to the nearest half-hour, at the current stipend rate. Pay is credited at the end of each semester. Medical/illness is credited to the nearest half-hour, half and whole days are credited as earned. Uneven hours are paid out at the stipend rate at the end of the year.

TEACHER'S SIGNATURE _____ DATE _____

PRINCIPAL'S SIGNATURE _____ DATE _____