Agreement

Between

The Board of School Trustees

Eastern GreeneSchools

And

The Eastern Greene Teachers

Organization

For

2026-2027

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ARTICLE I

DEFINITIONS

As used in this contract, the following terms shall mean the following:

A. "Teacher" means all full-time and part-time certificated personnel performing instructional functions for which State Instructional licensing is required, except supervisors and those specifically excluded in the bargaining unit recognition clause. This shall mean that should a full-time or part-time licensed school employee perform instructional functions, the employee shall be defined as a teacher.

B. "He/His" includes "she/her" respectively and "she/her" includes "he/his" respectively.

C. "Corporation" means the Eastern Greene Schools.

D. "Administration" means the Superintendent, Assistant to the Superintendent, or the principal, or the assistant principal.

E. "Board" means the Board of School Trustees of the Eastern Greene Schools.

F. "Association" means the Eastern Greene Teachers' Organization.

ARTICLE II

RECOGNITION

Section 1 - Exclusive Representation

The Board recognizes the Association as the exclusive representative of all teachers in the bargaining unit.

Section 2 - Bargaining Unit

The bargaining unit means all full-time and part-time certified personnel performing instructional functions within the Eastern Greene Schools, for which State instructional licensing is required, excluding supervisors, Director of Special Education, School Psychologist, Speech-Language Pathologist, and Student Services Coordinator. Supervisors shall include, but not be limited to, the Superintendent, Principals, Assistant Principals, and Deans.

ARTICLE III

GRIEVANCE PROCEDURE

Section 1 - Definitions

For the purpose of this article:

A. "Grievance" is a dispute concerning the interpretation, application, or alleged violation of a specific article or section of this contract, as it relates specifically to the individual grievant.

B. "Grievant" is an individual teacher filing on his own behalf or the Association, having been certified in writing by a named teacher as his personal representative.

C. "Day" is a regularly scheduled school day at which time teachers are required to be in attendance.

D. "Non-building level grievance" is a claim for which the building principals lack the authority to remedy.

Section 2 – Procedures

A. It is the objective of the Board and the Association to have all grievances resolved informally or at the earliest possible stage of this grievance procedure.

B. Nothing in this procedure shall be interpreted as a denial to the rights of an individual teacher to contact any administrative office within the school system in an attempt to resolve a problem or grievance. If a teacher has a complaint which he/she desires to discuss with a principal, supervisor, or the superintendent, he/she is free to do so without recourse to grievance procedure.

C. In the event the grievant fails to exhaust his/her remedies under the grievance procedures provided above, or fails to strictly abide by the time limits with respect to each step, the grievance shall be presumed to be abandoned and the matter shall be settled in accordance with the Administration's last answer thereto. All meetings and discussion necessary to implement these procedures shall be conducted after school hours or on non-school days. The grievant(s) must exhaust all steps in the grievance procedures before seeking any other type of relief.

D. If an administrator fails to abide by the time limits with respect to each step, the grievance shall be advanced to the next step of the grievance procedure by the grievant's filing the appropriate forms with the proper official.

E. In the processing of any grievance, the parties may, upon mutual written consent, waive any of the time limits of this grievance procedure.

F. Grievance Report Forms shall be standardized and may be obtained from the office of each principal and the Superintendent's Office.

G. All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel file of the participants.

H If, after formal filing of a grievance, the grievant chooses not to be represented by the Association, the Association shall have the right to be present, and with the approval of the grievant, to state its views, at all formal stages of the grievance procedure.

I. Non-building level grievances may be initiated at step three after the grievant has made a reasonable effort to resolve the grievance informally with the Superintendent's Office.

J. Nothing in this procedure shall prevent the grievant from exercising his/her right to pursue the matter through the courts if the grievant is not satisfied with the disposition at the Board level.

Section 3 - Levels

All grievances shall be disposed of in the following manner:

A. Step One - Immediate Supervisor - Informal Stage

1. Within seven (7) days of the time that the grievant knew, or reasonably should have known, of the grievance, the grievant shall present the grievance orally to the principal at a time when the grievant does not have students under direct supervision. Within five (5) days after presentation of informal grievance in a principal's conference, the principal shall orally answer the grievance.

B. Step Two - The Principal - Formal Stage

1. Within seven (7) 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 provided by the principal.

2. The grievance shall (1) name the teacher involved: (2) identify the specific provisions of this agreement alleged to be violated; (3) state the facts giving rise to the grievance; and (4) indicate the specific relief requested.

3. Within five (5) days after receiving the written grievance, the principal shall give his/her written answer to the grievance.

C. Step Three - The Superintendent - Formal Stage

1. If the grievance is not resolved in Step Two, the grievant may, within seven (7) days of receipt of the principal's answer, appeal to the Superintendent, along with any written response of the grievant to the answer of the principal. The Superintendent shall notify the grievant of the time and date the grievant's appeal will be heard in conference.

D. The Superintendent, or his/her designated representative, shall hear the grievance in conference within ten (10) days after receipt of any written grievance properly filed with the Superintendent's Office and shall render his/her written decision within ten (10) days after such a conference.

E. Step Four - The Board - Formal Stage

1. If the grievance is not resolved in Step Three, the grievant may, within ten (10) days of the receipt of the Superintendent's answer, appeal to the Board in writing on a form provided by the Corporation along with any written response of the grievant to the answer of the Superintendent.

2. The Board shall, within ten (10) days after the next regularly scheduled Board meeting, schedule a hearing with the grievant. The Board's written decision shall be rendered within ten (10) days of such a hearing.

The grievance form shall be attached as Appendix C.

ARTICLE IV

RETIREMENT BENEFITS

Beginning with the 2001-2002 contract, there shall be two retirement Plan Options. For current (teachers under contract for the 2000-2001 school year or earlier) Eastern Greene teachers, election of Plan A or Plan B must be made in writing to the Superintendent no later than two (2) weeks following the group meeting with the vendor. The choice of Plan A or Plan B is a one-time election and said choice shall be binding on the individual as long as he/she remains a teacher in the corporation. During the negotiations of Appendix G (see 2003-06 Contract), both parties agreed that this one-time election would be opened to those employees that did not choose Plan B originally. Plan A shall not be available to teachers first employed on a regular teacher's contract subsequent to the 2000-2001 school year or teachers who return to teach for the Eastern Greene Schools after 2000-2001 school year, unless returning from an approved leave of absence. New teachers hired and serving under regular contract after May 1,2001 shall be eligible to participate only in Section 1(B) and (C) without the offsetting provisions described in paragraph 8 of Section 1(C).

Plan A shall consist of Sections 1(A) and 1(B) listed below.

Plan B shall consist of Section 1(A) with offsetting provisions, 1(B), and 1(C) listed below.

Section 1 - Retirement Benefits

A. Retirement Payments

Upon retirement from service in the public schools of Indiana, teachers who are at least fifty (50) and have at least ten (10) years of corporation services are eligible for the sum of the following payments if they were hired and served under regular contract prior to May 1, 2001.

1. Payments for Sick Leave Accumulation

10 to 15 years of Corporation service	$75 per day
15+ years of Corporation service	$80 per day

Sick leave shall accumulate without limit.

2. Payments for Service to the Corporation

10 to 15 years of corporation service	$160.00 per year
15+ years of corporation service	$165.00 per year

3. Payments made under Article V, Section 1 (A) shall be subject to an annual Bargaining Unit aggregate cap of $45,000 in any fiscal year. These payments will be paid on a "first-come, first-served" basis, being determined by the order received of letters of retirement to the Eastern Greene Schools. However, $2,000 shall be paid each teacher who has provided a timely notice of intent to leave the Eastern Greene Schools and will be included in the teacher's last contract as salary for retirement purposes. The $2,000 will be deposited into the teacher's 401(a) account already established with the corporation. The remaining payment will be paid into the teacher's 401 (a) account already established with the corporation if paid prior to the final paycheck. Payments beyond the aggregate cap shall be paid to the retiree no later than June 30 of the year following retirement. Those payments will be paid into a post-retirement 403(b) account.

B. Retiree Health and Hospitalization Benefits Replacement Language

An individual who is employed as a bargaining unit member at the time of retirement or severance from employment will be eligible for the following severance benefits provided the teacher has otherwise satisfied the requirements and conditions described below.

1. Group Health Insurance

Immediately following severance, the teacher and his/her spouse and/or dependent(s), if any, shall have the option of remaining in the Corporation's current group health insurance plan if all of the following conditions are met as of the date of severance and thereafter:

a. While the retired teacher and spouse and/or dependent(s), if any, remain enrolled in the health insurance plan, the retired teacher shall pay the entire insurance premium applicable to the insurance coverage except as provided by the retired substitute teacher health insurance provision in number 2 below, with the monthly payments to be made on or before the first day of each month. and

b. Within ninety (90) days of the severance date, the teacher has provided a written request to the School Corporation for continuing insurance coverage for the teacher and spouse and/or dependent(s), if any.

When a retired teacher first becomes eligible for Medicare, the teacher's eligibility to continue to participate in the Corporation's group health insurance plan shall terminate, if not earlier terminated according to applicable law. {The same termination of eligibility shall also apply when a retired teacher's spouse first becomes eligible for Medicare.) It is acknowledged that the parties intend these provisions to comply with applicable federal and state laws that establish an eligible teacher's right to continue health insurance for the teacher and spouse and dependent(s), including if otherwise applicable, Indiana Code 5-10-8-2.6. Therefore, this right to extended coverage shall not override any rights to continuing health care coverage as required by COBRA.

2. Retired Substitute Teacher Health Insurance

Teachers choosing early retirement may remain on the group health plan with the corporation continuing their same level of contribution as that for an active employee in exchange for the teacher serving as a substitute teacher in the corporation under the following conditions:

(1) For a single health plan contribution, the teacher agrees to be a volunteer substitute teacher for thirty-five (35) school days.

(2) For a family health plan contribution, the teachers agree to be a volunteer substitute teacher for sixty-five (65) school days.

(3) The teacher may remain on a family plan, agree to volunteer sub for 35 days and pay the remainder of the family plan premium above the amount paid by the corporation toward a single plan.

(4) A penalty fee of 3% of the cost of the corporation insurance will be charged for each day not completed for those choosing the single plan and 35 days.

(5) A penalty fee of 1.5% of the cost of the corporation insurance will be charged for each day not completed for those choosing the family plan and 65 days.

(6) The teacher must opt-in to this program by July 15" of the summer preceding this retiree health insurance coverage by notification to the office of the superintendent.

(7) The teacher may opt-out of this program by notifying the office of the superintendent by July 15th.

(8) A teacher who chooses not to serve as a substitute after signing an agreement to participate in this program shall repay in full the total amount of premiums paid by the Board on the teacher's behalf within thirty (30) calendar days or such other date mutually agreed to by the Board and the teacher.

(9) The retiree may continue in the program until the time they are eligible to receive Medicare coverage.

(10) This insurance coverage will begin with the start of the contract year (first teacher pay) and continue until the beginning of the next year's contract.

(11) Upon conclusion of service as a substitute, if a retiree is not yet eligible for Medicare, they may return to receiving the retiree health insurance provisions outlined in Section A by providing full payment of their own premium.

3. Buy-out of Retirement Benefits - Health and Hospitalization Insurance

a. Elimination of Prior Agreement's Retirement Severance Benefit (included for historical purposes).

(1) The Board and the Association specifically reserved the authority to revise or terminate the retirement benefits contained in earlier agreements. Exercising this authority, the Board and the Association now confirm that Appendix E, entitled "Paid Health and Hospitalization Insurance" in the Agreement immediately before the amendment's effective date (June 30, 2004) are terminated and shall not apply to any teacher retiring or severing employment with the school corporation on or after this date, except as otherwise stated here: A teacher who is eligible to retire in June 2005 and has declared such binding intent by December 1, 2004 to retire the following June may opt not to participate in this buyout. Similarly, a teacher who is eligible to retire in June 2006 and provides a binding declaration of retirement by December 1, 2004 may also opt not to participate in this buyout. Those teachers who retired or severed employment before the effective date (June 30, 2004) shall only be entitled to the retirement benefits contained in the prior agreement as of the time of their retirement, but as may be otherwise revised from time to time.

b. Entitlement of Retirement Benefits for Health and Hospitalization Insurance and Vesting Requirements

c. Upon retirement from the Eastern Greene Schools, a teacher shall be fully vested in the retirement benefits described in this Article if the retiring teacher has satisfied the following requirements:

(1) In the year (September 1 through August 31) of the teacher's retirement, the retiring teacher must be at least fifty-five (55) years old.

(2) Immediately prior to retirement, the teacher must have completed not less than ten (10) full years of service as professional educator with the Eastern Greene School Corporation.

(3) The retiring teacher must show verification of retiring from the teaching profession. Meeting the "rule of 85" is one example of meeting the Indiana State Teacher Retirement requirements.

4. Exclusion of Employees

Employees hired for the 2004-05 school year and for subsequent years shall not be entitled to any payment for the eliminated retiree health benefits. In other words, no contribution shall be made for individuals hired or rehired on or after August 10, 2004.

5. 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 approves a leave of absence for an employee, such period of leave shall not result in forfeiture, provided the employee shall promptly return to employment following the expiration ofthe period of leave.

6. Buy Out Contributions

a. VEBA. The school corporation shall contribute to a voluntary employees' beneficiary association ("VEBA") as described in section 501(c)(9) of the Code, that amount representing the present value of the group health insurance benefits as calculated for all employees under Appendix G of the Master Contract 2003-2006. VALIC shall be the organization administering the VEBA and shall be the single investment vendor for the VEBA. The terms and conditions for the administration and operations of the VEBA shall be as follows:

(1) **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 vendor for the VEBA.

(2) **Vesting.** Until such time that an employee has retired and satisfied the eligibility requirements set forth in subsection C.(1), the employee shall have no access to the assets held in his or her separate VEBA account.

(3) **Forfeiture.** If an employee retires or otherwise terminates employment before satisfaction of the requirements set forth in subsection C.(1), the terminated employee's VEBA account shall be forfeited. Forfeited amounts shall be reallocated equally within sixty (60) days among the remaining separate VEBA accounts.

(4) **Distribution.** Following retirement and the satisfaction of the requirements set forth in subsection C.(1) of this Article, a retired employee may use the amounts held in his/her separate VEBA account to pay health insurance premiums, and to be reimbursed for medical expenses not otherwise covered by insurance for the employee, spouse, and dependents.

(5) **Death Benefit.** Furthermore, following the death of an employee who had otherwise satisfied the requirements of subsection C. (1), any amounts remaining in the deceased employee's VEBA account may continue to be used to pay these premiums and expenses of the employee's spouse and/or dependents. At no time may the VEBA make loans to an employee, his/her spouse, or his/her dependents.

(6) **Costs.** The school corporation shall not be paid any compensation for its services performed on behalf of the VEBA. All costs incurred in the administration of the VEBA and investment fees shall be paid from the VEBA assets.

C. VEBA Benefits for Employees Hired or Rehired after August 10, 2004

1. For all teachers beginning employment with the 1st contract day of the 2004-05 school year, and thereafter, and following the issuance of the SB199 pension bonds, the Board will contribute

on an annual basis an amount equal to one-half percent (.5%) of a teacher's salary schedule salary into an individual VEBA account for the teacher.

2. To be fully vested in this ongoing contribution, the teacher must meet the following qualifications:

   a. The teacher must be at least fifty-five (55) years old.

   b. The teacher must have completed not less than ten (10) full years of service as a professional educator with the Eastern Greene School Corporation.

   c. The teacher must show verification of retiring from the teaching profession. Meeting the "rule of 85" is one example of meeting the Indiana State Teacher Retirement requirements.

3. A teacher who is not fully vested in this program and who voluntarily resigns shall not retain any prior partial vesting rights if ever rehired by the Board. Any teacher whose contract is terminated during the vesting period by the Board (except due to a reduction- in-force) shall forfeit all rights to all non-vested amounts contributed by the Board on the teacher's behalf to the VEBA.

D. 401(a) / 403(b) Plan

The Board agrees to establish qualified 401(a) and 403(b) annuity plans for all eligible employees covered under this agreement. Board contributions to the 401(a) Plan will commence with the 2001-2002 school year and continue each year thereafter.

1. Employees hired subsequent to the 2000-2001 school year shall only be eligible for the 401(a) / 403(b) Plan. Employees hired prior to the 2001- 2002 school year shall the option of participating in the 401(a) / 403(b) Plan (Plan B) or the Retirement Plan in existence prior to the 2001-2002 school year (Plan A).

2. All certified employees who have completed one (1) full academic year of contractual service to the corporation shall be immediately vested in the 401(a) account. Other bargaining unit employees shall be vested when they complete the first full year of contractual service. Once vested, Plan contributions shall be portable.

3. The plans shall include the availability of hardship withdrawals and include a designation for survivor's benefits. A teacher may execute hardship withdrawals only against funds that he/she contributed.

4. Employer contributions shall be paid into the 401 (a) plan and the teacher's contributions shall be paid into the 403(b) plan.

5. A joint committee of teachers and administrators shall recommend a vendor to the Board. Such vendor shall establish individual accounts for each teacher.

6. Employer and teacher contributions shall be forwarded to the vendor within two weeks of each payday. 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 investment vendor for the 401(a) plan.

7. Any current 403(b) plan shall continue in effect. Employees shall continue to be permitted to contribute greater than the required 1% amount to any applicable 403(b) plans currently in use.

8. Payments for sick leave accumulation and total years of service to the corporation, as established in Section 1.A, shall be subject to a plan reduction provision. Employees participating in Plan B shall have their payment(s) under Section 1.A above reduced by the employer's contributions made into their 401 (a) account.

9. The Corporation will contribute an amount equal to 3% of a teacher's base salary into their Section 401(a)/403(b) (VALIC) plan.

10. Once a teacher's 401(a) Plan account exceeds the calculated benefits that would be accrued under Item 1(A) above or once all teacher who were hired prior to May 2001 have retired or resigned their positions, the retirement benefits shall be confined to the 401(a) I403{b}Plan.

11. The 401(a) and non-elective 403{b} plans shall:

    a. Be subject to all applicable Internal Revenue Service regulations.
    b. Have no contract initiation fees charged to the employees.
    c. Have no administrative fees of Plan Document charges to the Board.

Section 2 - Implementing Provisions

A. Minimum Cash Payment

If the cash retirement payment provided by Section 1 does not equal two thousand dollars ($2,000) at the time of retirement, yet the teacher has at least that amount in earned retirement cash benefits within the last three (3) school years of active service before retirement and was required to use accumulated sick leave for unforeseen reasons, the minimum payment shall be two thousand dollars ($2,000) regardless of actual sick leave accumulation at retirement. The minimum payments shall be added to the teacher's last contract.

B. Other Employers' Health Insurance

Retirees or their respective spouses who have employment during retirement that provides access to health and hospital insurance agree to utilize those programs in lieu of the school corporation's plan, if the non-school corporation program is equal to or better than the school's plan.

C. Survivor Benefits

If a teacher dies in active service, Section **1** Retirement Benefits shall be paid in a lump sum to his/her beneficiary as filed with the Indiana State Teachers Retirement Fund.

D. Notice

1. Teachers shall notify the Board of their non-binding intent to retire by July 1 prior to the year of retirement and shall provide a binding letter of retirement by April 15 during their final teaching year.

2. Teachers who fail to provide the advance notice will have up to two thousand dollars ($2,000) added to their last contract with remainder of their retirement benefits paid in January of the next calendar year.

3. In the event a teacher is unable to give timely notice of retirement and is forced to retire as a result of ill health, accident or other unforeseen events, the required notice of retirement may be waived by the Superintendent.

E. Payments

Up to two thousand dollars ($2,000) of retirement benefits provided herein will be included in the teacher's last contract as salary for retirement purposes and shall be deposited into the teacher's Section 401(a) account.

ARTICLE V

LEAVES

Section 1 - Parental Leave

A teacher, upon request, shall be entitled to up to one (1) year of parental leave for the primary purpose of childcare following the birth or adoption of a child.

A. This leave may be taken without jeopardy to employment status, retirement and salary benefits, and teacher status and seniority rights.

B. A written request for a parental leave must be submitted in advance of the effective date of said request for leave. The request shall include the expected length of the leave, and except in a situation beyond the control of the teacher, shall be submitted at least thirty (30) days in advance.

C. In the event both parents of a child are employed by the corporation, only one of the two may be granted maternity or parental leave for the same period of time. This leave shall be used for the primary purpose of care of a child of which the teacher has legal custody, or in cases of adoption when there is temporary custody with intent to secure legal custody.

D. A parent may take accumulated sick or general leave during parental leave, but this leave will otherwise be uncompensated, except as required by the Family and Medical Leave Act.

Section 2 – Parental Leave

Teachers who add a child to their family via birth or adoption shall be entitled to two (2) paid days of parental leave immediately following the date of the birth or adoption. Use of paid parental leave is limited to one use per school year, and the two (2) days must be used consecutively beginning with the date of birth or placement of the child. Paid parental leave does not accumulate and cannot be used intermittently.

Section 3 - Maternity Leave

Maternity leave will be granted in accordance with current statutes. Teachers may utilize the two (2) parental leave days prior to using any accumulated sick leave and in accordance with all current federal and state statutes.

Section 4 - General Leave Days

Each teacher shall be entitled to be absent from work with pay for seventeen (17) days annually. Unused general leave days shall automatically convert to accumulated sick leave at the end of the school year. These days shall be accumulative without limit. The parties agree that taking general leave for extending a vacation is not an acceptable professional practice, except under extenuating circumstances.

Section 5 - Attendance Incentive

A teacher who uses only 1 to 3 general leave days in a school year shall receive a stipend of two hundred dollars ($200) no later than June 30 following that school year. A teacher who uses zero general leave days in a school year shall receive a stipend of $400 payable no later than June 30 following that school year.

Section 6 - Accumulated Sick Leave

Accumulated sick leave may be used for personal or family illness.

Accumulated Sick Leave (which shall include all previously accumulated sick leave and personal leave days) and current unused paid leave days shall be tabulated and reported to each teacher at the beginning of each school year. At other times, a verbal accounting will be accommodated upon request.

Teachers may transfer unused accumulated sick leave days from another Indiana school corporation in accordance with state law.

Section 7 - Annual Buy-Back Days

Effective August 1, 2024, a teacher who has accumulated at least ninety (90) sick leave days may sell up to seven (7) days of the teacher's accumulated sick leave allotment back to the Corporation at the rate of ninety dollars ($90.00) per day. Such compensation for annual buy-back days shall be paid to the teacher's 401(a) account on or before June 30th of that year. These 401(a) contributions will be vested upon deposit by the school corporation.

Section 8 - Bereavement Leave (Per Death)

Teachers shall be entitled to five (5) days leave in the event of a death of their spouse; natural, adopted, foster or stepchild; parent, parent-in-law, step-parent; son-in-law, daughter-in-law; sibling; grandchild; or person living in the immediate household at the time of death; three (3) days leave in the event of death of their brother-in-law, sister-in-law, or grandparent; and one (1) day for their aunt or uncle, niece or nephew. In the event that more than one such death occurs in the period of a school employee year, the above provision shall apply in each instance.

Section 9 - Eastern Sick Leave Bank (SLB) Policies and Procedures

A. Any teacher employed by Eastern Greene Schools may participate in the Sick Leave Bank on a voluntary basis by donating one (1) general leave day to the bank by November first. Teachers who have already contributed at least one (1) general leave day shall not be required to contribute an additional general leave day under this provision. Teachers new to the Corporation each school year shall be given an opportunity to join the Sick Leave Bank in succeeding years. Any teacher may volunteer to donate more than one (1) general leave day to the SLB, if he or she chooses. Only those teachers who donate to the Eastern SLB may draw from the SLB. Such donated days lose their individual identity and may not be reclaimed by the donating teacher for any reason.

B. If a teacher uses all of his or her general leave days and accumulated sick days during the school year and has donated to the SLB, he or she may request in writing to the Eastern SLB Committee to withdraw sick days from the Eastern SLB. Upon confirmation of the teacher's condition by the teacher's physician or licensed psychologist, the teacher will be granted up to five days from the SLB.

C. The Eastern SLB Committee will review the need for additional emergency sick days and will grant or reject the request for additional sick leave days as they judge appropriate. The Eastern SLB Committee may grant emergency sick days to a teacher who has an emergency within his/her family if the committee deems it appropriate.

D. After the sick leave bank accumulates a total of 100 emergency sick days, only new teachers to Eastern Greene Schools will be required to contribute one (1) day to the SLB if they wish to participate in the SLB.

Once the total drops below 100 days, the system of contributions will return to that described in section A above in the next school year.

E. Any teacher who is leaving the teaching profession or leaving the state may contribute any number of his/her accumulated sick days to the Eastern SLB.

Request Procedures

A. The teacher shall send a written request for emergency sick days to the chairman of the Committee. A physician's or licensed psychologist's statement as to the condition of the teacher shall accompany the written request to facilitate the granting of the initial sick leave bank days. This initial request will be acted on by the full Eastern SLB Committee.

B. The chairman shall present further requests for additional days to the Eastern SLB Committee and the committee shall decide whether or not to grant such requests. The chairman shall inform the teacher of all decisions made in connection with all requests. The Committee may require periodic physician's or licensed psychologist's statements for long-term illnesses.

C. The chairman of the committee shall notify the principal of sick leave days granted to a teacher for the purposes of transferring sick leave days from the SLB to the teacher's sick leave account and for continued payment of the teacher's salary.

D. The Eastern SLB committee is responsible for all record keeping in connection with the sick leave bank.

Eastern SLB Committee

A. Association representatives on the Committee shall be elected by the second week of November of each year to facilitate the changing of records after the contribution deadline of November first has passed.

B. The committee shall consist of the five members elected from members contributing to the sick leave bank plus the Superintendent or his/her one designee and an additional management member appointed by the chairman. Superintendent will be selected by the seven (7) committee members.

Section 10 - Personal Injury, Workers' Compensation

The program of benefits for teachers injured or who incur occupational disease in the performance of their duties shall be in conformance with the provisions of the Workers' Compensation Act of the State of Indiana.

In addition to those benefits required by law, the school corporation will provide the following supplemental benefits for full-time staff members as follows:

A. During the first seven (7) calendar days of disability, the employee will receive compensation at his/her regular rate. The absence will not be charged against general leave or accumulated sick leave.

B. Beginning with the eighth day of disability, the employee will receive compensation from the insurance company as provided by law. If he/she has accumulated sick leave, he/she will receive supplemental compensation from the corporation in an amount equal to the difference between the insurance compensation and the employee's regular compensation rate.

C. The duration of the supplement will depend upon the number of accumulated leave days when disability began. For each scheduled working day for which supplement is received, one half day of accumulated sick leave will be deducted.

D. If such injury should arise out of an act of violence or battery on the part of a student or parent or guardian, the school corporation will pay the difference between the compensation paid by the insurance company and the teacher's salary with no deduction from the teacher's accumulated sick leave. To qualify for this, a police report should be filed and the principal should certify that such injury was the result of student, parent, or guardian violence or battery.

Section 11 - Extended Leave

Teachers who have completed at least six (6) years of service in the School District may request uncompensated leave for advanced study or work experience. Request for the leave shall be made no later than forty-five (45) calendar days prior to the start of the school year for which leave is requested. The leave shall be for one (1) school year and may be taken no more often

than once in a six (6) year period. A teacher returning from such leave shall provide written notice of their intent to return to a teaching position by May 1 of the year the leave is taken. Teachers taking the leave shall be restored to their former position or substantially similar position upon return from leave.

Section 12 - Emergency Medical Care Leave

Teachers shall be entitled up to five (5) days leave in the event of serious illness before, during, and after emergency medical leave (inpatient and outpatient) of a spouse or natural, adopted, foster or step-child; a parent, parent-in-law, or step• parent; or a member of their immediate household. If more than five (5) days of emergency medical leave is necessary in one school year, a teacher would be permitted to use his/her general leave days for emergency medical leave.

Section 13 - Association Professional Relations Leave

The Association President or designee will be provided with eight (8) school days of release time per school year for the transaction of professional relations business.

Unused days will accumulate for future use. All release time shall be in increments of at least one-half (%) days. A reasonable effort shall be made to file a request for the days with the Superintendent of Schools at least one (1) teaching day in advance of use. Upon the request of the Association President, the Superintendent shall have discretion to provide additional release time for professional relations purposes. An accounting of unused leave days shall be given to the EGTO President at the start of each contracted year.

Section 14 - Family and Medical Leave Act

In accord with Federal law, the provisions of the Federal Family and Medical Act (ACT), 29 U.S.C. 2601 et seq., shall be incorporated by reference into this contract and shall be supplemental to its provisions. The operative language implementing the act shall be included in Board policy that shall conform to the Act and shall not be in conflict with this contract.

Section 15 - Leave of Absence - Health

Section A. Term

Teachers may be granted a leave of absence without compensation for a period not to exceed one year because of physical or mental disability or illness. The teacher shall provide documentation from a qualified professional supporting a request for leave. A consecutive leave of one year may be granted at the discretion of the Board. The leave shall be for absence without pay, authorized for a period of thirty (30) days or more. Upon return from the leave of absence, a position for which the employee is qualified will be made available.

Section B. Use of Accumulated Leave

A teacher may utilize general leave and accumulated sick leave days to remain in pay status during any portion of this leave.

Section C. Benefits

While on leave of absence, the teacher may continue membership in the various insurance plans. If the teacher is using accumulated sick or general leave, the school corporation shall continue to pay its contributions without interruption. If the staff member is not utilizing general leave or accumulated sick leave for any portion of the leave, the teacher must pay the entire premium to remain in the various plans and must not be employed elsewhere and covered by group insurance.

Section 16 – Professional Leave

Professional Leave paid days may be granted with the appropriate administrative approval and in accordance with any applicable corporation policies and/or procedures.

ARTICLE VI

SALARY

Section 1 - Salary

Teachers are being paid from the salary schedule set forth in Appendix A.1.

Teachers new to the Eastern Greene Schools shall be placed at a level related to a current teacher at Eastern Greene Schools in which they "mirror" under the following two principles:

1. that particular teacher's year of service as a certified teacher (including verified years earned in another state), and
2. that particular teacher's degree.

Prior to November 15th the Board and the Association must mutually agree to any other variation in the salary placement of a new hire. The Board and the Association will use the criteria set forth above for any teacher hired after November 15. Teachers newly hired at Eastern Greene who possess years of service (as defined by INPRS) and whose last evaluation prior to coming to Eastern Greene Schools was effective or highly effective, will be placed on the 2026-2027 salary schedule on the step that mirrors where teachers with comparable years of service and education are placed for the 2026-2027 school year.

Section 2 -ISTRF/MS+

A. In addition to the salary provided by Section 1, the Board shall pay from
the employer's funds to the Indiana Public Retirement System (INPRS) an amount equal to three percent (3%) of each teacher's salary as their contribution to the INPRS. Teachers shall not be entitled to the option of choosing to receive the contributed amount directly instead of having employer funds paid to the INPRS in their behalf.

Section 3 - Extra-Curricular Activities (ECA)

Teachers involved in extra-curricular assignments, as set forth in Appendix B.1, which is attached to and incorporated herein, will be compensated in

accordance with the provisions of this contract.

Section 4 - Insurance: Health, Dental, Vision, LTD, and Life

A. The Board shall provide long-term disability insurance for all teachers.

B. The Board shall provide fifty thousand dollars ($50,000) term life insurance with accidental death benefits for all teachers.

1. Teachers may purchase term life insurance to cover their spouse and/or dependents at the employee's own expense according to the underwriting and eligibility requirements of the school corporation's insurance carrier.

C. The Board shall provide the following additional sums to those teachers who qualify for and participate in the corporation's health insurance plans pro-rata by full-time equivalency (FTE):

1. The Board shall pay sixty-five percent (65%) of the premium for teachers who select the PPO 1 plan of health insurance, seventy-five percent (75%) of the health insurance premium for teachers who select the PPO 2 plan of insurance, and eighty percent (80%) of the premium for teachers who select High Deductible Health Plan 1 (HDHP 1) health insurance under corporation plans provided by private carriers. The Board shall contribute $1,000 into the HSA of teachers who select the single HDHP 1 health insurance plan and $2,000 into the HSA of teachers who select the employee/child, employee/spouse or family HDHP 1 health insurance under corporation plans provided by private carriers. The Board shall pay eighty-six percent (86%) of the cost of the single plan and eighty- two percent (82%) of the cost of the family plan, employee/child plan, or employee/spouse plan of dental insurance, and vision insurance for each teacher selecting coverage under corporation plans provided by private carriers.

2. The Board agrees that the HSA contribution for the single HDHP plan will be at least $500 and the HSA contribution for the family HDHP plan will be at least $1000.

D. Corporation funds shall be applied only to Corporation programs. Teachers shall pay at least one dollar ($1.00) per year aggregate for the programs.

Section 5 - IRS Section 125

An IRS Section 125 Flexible Benefit Plan Generation One for the teacher's share of premiums paid for any combination of benefits under Article VI, Section 4 shall be available to teachers effective January 31, 1996 at no cost to the teachers. An IRS Section 125 Flexible Benefit Plan, Generation Two, will be available for all teachers, beginning with the 2006-07 school year. The corporation will pay administrative costs of up to $3000/year. All costs above this will be shared equally by the participants.

Section 6 - Summer School / Homebound Instruction

Compensation for summer school programs and homebound instruction shall be paid at the teacher's daily rate based upon a 6.0 hour day. This calculation has been negotiated with the superintendent.

Section 7 - Expanded Criminal Background Checks

The Board agrees to pay the cost (up to a maximum of $50 per teacher) for current employees of any and all expanded criminal history checks that are required by I.C.20- 26-5-10. The Board agrees to pay the full cost of any expanded child protection index checks that are required by the School Corporation or per IC 20-26-5-10.

Section 8 - Early Retirement Incentive

Should the Board decide to offer an early retirement incentive to teachers during the 2026-2027 school year, the Superintendent will notify eligible teachers of the terms of the early retirement incentive no later than February 15, 2027. If an early retirement incentive would be offered by the Board during the 2026-2027 school year and an eligible teacher would like to accept the incentive, such eligible teacher must notify the Superintendent of his/her intention to accept the early retirement incentive no later than May 1, 2027. Prior to the notification to eligible teachers, the Board and the Association will discuss any potential incentive being offered and any dollar amounts reached by mutual agreement of both parties.

Section 9 - Ancillary Duty Pay

A. Teachers assigned by an administrator to cover a class during their preparation period(s) shall receive one additional paid general leave day or a $100 stipend for each seven (7) periods covered. The teacher must maintain a record of all periods covered and submit

the record to the building administrator at the end of each semester. Class coverage resulting from office staff contacts or sub system requests shall be deemed to be assigned by an administrator. General leave days accumulated or to be compensated pursuant to this section will be added to the teacher's paid leave accumulation at the end of each school year.

B. Teachers who complete professional development outside of the normal instructional day shall be compensated at a rate of $30 per hour. Teachers assigned as a mentor shall be paid $500 per mentee.

Section 10 - Wage Payment Arrangement

Teachers shall be paid in twenty-six equal installments on the dates specified in Appendix D.

Section 11 – Dual Credit or AP Courses

Teachers assigned to teach an approved AP or Dual Credit course will receive $125 per semester.

Section 12 – Child Care for Employees

A. All certified staff with children enrolled in the district Early Learning Center may utilize the option to receive free extended day care on days where meetings and professional development attendance is required by a building or district administrator beyond regular contract hours.
B. All certified staff enrolling children in an ELC care program will receive a $25 per week discount year-round.

ARTICLE VII

HIRING RETIRED TEACHERS

A. "Retired teacher," as used in this section, means any teacher who retired from the Eastern Greene Schools or any other public school corporation.

B. All retired teachers hired by the school district shall be include in the bargaining unit.

C. A teacher who has retired from teaching may be hired to teach part-time or full• time, depending upon the school district's need. Part-time teachers will receive salary on a pro-rated basis.

D. Retired teachers hired with a Bachelor's Degree shall be paid $50,000 and retired teachers hired with a Master's Degree will be paid $60,000.

E. Retired teachers will be provided a one-year contract. (This language was not bargained and isincluded for informational purposes only.)

F. Retired teacher shall have all of the benefits of this contract with the following exceptions:

1. Severance and retirement benefits provided by this agreement.
2. Retired teachers eligible for Medicare benefits will not be eligible for health insurance benefits.

G. Neither the Eastern Greene Schools nor the Eastern Greene Teachers Organization will be liable for any problems the retired teacher may have with INPRS, the Social Security Administration, of the Internal Revenue Service (IRS) regarding his/her original retirement, his/her return to teaching, or subsequent second retirement.

ARTICLE VIII

EFFECT OF AGREEMENT

Section 1 - Severability

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

Section 2 - Priority

This contract shall supersede any rules, regulations, or practices of the parties which shall be contrary to or inconsistent with terms contained in this contract.

Section 3 - Term

This agreement shall remain in force from July 1, 2026, through June 30, 2027, at 12:01 a.m. The agreement may be amended by mutual agreement of the parties. Agreed to this 12th day of October 2026 subject to ratification by the parties.

Section 4–Attestation

The undersigned attest to the following:

A. A public hearing was held in compliance with Indiana Code 20-29-6-1(b) on September 3, 2026, and electronic participation from the parties and/or public was not permitted, and

B. A public meeting in compliance with Indiana Code 20-29-6-19 was held on September 28 , 2026, to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

THEREFORE, this agreement is made and entered into this 12th day of October 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 October 12, 2026, and the Association ratified the CBA on September 22, 2026, and is attested to by the respective representatives whose signatures appear below.

Paragraph A is attested to by the Board and Association representatives whose signatures appear below. Paragraph B is attested to by the Board representatives whose signatures appear below.

Attested on this 12th day of October 2026.

For the Eastern Greene Teachers' Organization:

President

Secretary

This 12th day of October 2026.

For the Eastern Greene Schools:

President

Secretary

Ratified this 12th day of October 2026, by a majority vote of the entire Board membership in public session.

APPENDIX A

1. 2026-2027 Salary Schedule

Level	BS	MS	Level
A	$45,000	$46,000	A
B	$45,500	$47,000	B
C	$46,000	$48,000	C
D	$46,500	$49,000	D
E	$47,500	$50,000	E
F	$48,500	$51,000	F
G	$49,500	$52,000	G
H	$50,500	$53,000	H
I	$51,500	$54,000	I
J	$52,500	$55,000	J
K	$53,500	$56,000	K
L	$54,500	$57,000	L
M	$55,500	$58,000	M
N	$56,500	$59,000	N
O	$57,500	$60,000	O
P	$58,500	$61,000	P
Q	$59,500	$62,000	Q
R	$60,500	$63,000	R
S	$61,500	$64,000	S
T		$65,000	T
U		$66,000	U
V		$67,000	V
W		$68,000	W
X		$69,000	X
Y		$70,000	Y
Z		$71,000	Z
AA		$72,000	AA
BB		$73,000	BB
CC		$74,000	CC
DD		$75,000	DD
EE		$76,000	EE
FF		$77,000	FF
GG		$78,000	GG
HH		$79,000	HH

2. General Eligibility

A. All teachers employed by the school corporation at the time of ratification are eligible for a base salary increase in the current school year.

3. Factors and Definitions

A. Academic Needs – Teacher retention Catch-Up to allow teachers currently employed by the school corporation to receive a salary adjusted in comparison to starting base salaries of new teachers.

2026-2027 Base Salary	$45,000
2025-2026 Base Salary	$43,000
Difference	**$2000**

1. Beginning teachers at Step A in the Bachelor's column will receive a $2000 base salary increase to bring the beginning salary into compliance with state law.

2. Teachers at Step B in the Bachelor's column will receive a $1500 base salary increase as a teacher retention catch-up increase.

B. Evaluation - A teacher, in Step C through S, in the Bachelor's column who received an evaluation rating in the most recent prior evaluation cycle of the school corporation.

C. Education – A teacher who possesses a master's degree.

4. Distribution

A. Academic Needs - $1500 to $2000, depending on salary schedule placement
B. Evaluation - $500
C. Education - $1,000

5. Itemized Compensation Requirements

Calculation of Total Possible Base Salary Increases to Teachers Under the Compensation Plan = $3,000

- Increase attributable to education and experience:
  - Increase attributable to education: $1,000
  - Increase attributable to experience: $0

- Highest increase attributable to academic needs: $2,000, which is over the 10% statutory requirement.

6. Stipend

All teachers in Step C through Step S, in the Bachelor's column, will receive a one-time stipend during the 2026-2027 school year of $500.

7. Literacy Endorsement

The base salary of a teacher with a teaching credential from the Indiana Department of Education that includes the literacy endorsement required by Indiana statute is adjusted by $250 in the year the teacher attains the endorsement. This adjustment is in addition to any base salary increases described above. Teachers must provide an updated license demonstrating attainment of the required literacy endorsement to the Superintendent's office by August 15th of each respective school year to receive this base salary adjustment.

8. Time of Payment

Base salary increases will be applied retroactively to the start of the 2026-2027 school year.

9. Salary Range

The salary range for returning teachers for 2026-2027 school year prior to any base increase, is $43,000 to $78,250. The salary range for returning teachers for the 2027-2028 school after bargaining is $45,000 to $79,250.

10. Lack of Funding

If sufficient funding is not available in any future year to fund complete movement on the salary schedule of all teachers who would otherwise meet the requirements to move on the schedule, then the parties will negotiate an alternative ·compensation arrangement that is compliant with Indiana law and comports with the funding available (if any) at that time.

APPENDIX B
2026-2027
EXTRA-CURRICULAR ACTIVITY (ECA) PAY

Where the number of positions is indicated, this is for informational purposes only.

Base - 42,000

POSITION
INDEX

(Index Base)

Schedule I -- (.0010) - $420

Kindergarten Team Leader
1st Grade Team Leader
2nd Grade Team Leader
3rd Grade Team Leader
4th Grade Team Leader
Elementary Special Education Team Leader
Elementary Related Arts Team Leader
5th Grade Team Leader
6th Grade Team Leader
7th Grade Team Leader
8th Grade Team Leader
MS Special Education Leader
HS Fine Arts Department Chair
HS Language Arts Department Chair
HS Mathematics Department Chair
HS Science Department Chair
HS Social Studies Department Chair
HS Special Education Department Chair
HS Vocational Department Chair
HS Foreign Language Department Chair
Elementary Math Bowl
Elementary Assistant Music Director

Elementary Yearbook Advisor
MS E-Sports
MS Math Bowl MS Robotics
MS Spell Bowl
MS Yearbook Advisor
HS Assistant Music Director
HS Academic Quiz Bowl
HS E-Sports
HS FCCLA
HS Freshman Class Sponsor
HS Sophomore Class Sponsor

Schedule II -- (.0020) - $840

Kindergarten Round-up
Elementary Student Council
MS Nature/Science Club
MS Student Council
HS Art Club
HS National Honor Society
5th & 6th Grade Cheerleading Coach
HS Varsity Assistant Boys Track Coach
HS Varsity Assistant Girls Track Coach
HS Varsity Assistant Soccer Coach

Schedule III – (.0030) - $1260

HS Senior Class Sponsor (Graduation)
HS Junior Class Sponsor (PROM)
MS 8th Grade Class Sponsor (DC Trip)
MS/HS Pep Band
MS/HS Concert Band

MS/HS Musical Director (2)
MS/HS Choir Director
MS/HS Orchestra Director
Elementary STEM/Science
5th Grade Boys Basketball Coach (if separate from 6th Grade)
6th Grade Boys Basketball Coach (if separate from 5th Grade)
5th Grade Girls Basketball Coach (if separate from 6th Grade)
6th Grade Girls Basketball Coach (if separate from 5th Grade)
HS Varsity Dance Coach
7th & 8th Grade Cheerleading Coach
MS Boys Cross Country Coach (if separate from Girls)
MS Girls Cross Country Coach (if separate from Boys)
HS Varsity Assistant Football Coach (3)
MS Football Assistant Coach (2)
MS Boys Track & Field Coach (if separate from Girls)
MS Girls Track & Field Coach (if separate from Boys)
7th Grade Girls Volleyball Coach (if separate from 8th Grade)
8th Grade Girls Volleyball Coach (if separate from 7th Grade)

Schedule IV – (.0040) - $1680

HS Student Council
HS Yearbook Advisor
HS Assistant Baseball Coach HS
Assistant Softball Coach

Schedule V – (.0045) - $1890

5th & 6th Grade Boys Basketball (if coaching 5th & 6th Grade)
5th & 6th Grade Girls Basketball (if coaching 5th & 6th Grade)
MS Cross Country Coach (if coaching Boys and Girls)
MS Track & Field Coach (if coaching Boys and Girls)
7th & 8th Grade Girls Volleyball Coach (if coaching 7th & 8'" Grade

Schedule VI – (.0050) - $2100

HS C-Team/Freshmen Coach
7th Grade Boys Basketball Coach (if separate from 8th Grade)
8th Grade Boys Basketball Coach (if separate from 7th Grade)
7th Grade Girls Basketball Coach (if separate from 8th Grade)
8th Grade Girls Basketball Coach (if separate from 7th Grade)
MS Football Head Coach
HS Varsity Boys Golf Coach
HS Varsity Girls Golf Coach

Schedule VII – (.0060) - $2520

MS/HS Marching Band
Elementary Music Director
HS Varsity Assistant Boys Basketball Coach
HS Varsity Assistant Girls Basketball Coach
HS Varsity Boys Track & Field Coach {if separate from Girls)
HS Varsity Girls Track & Field Coach {if separate from Boys)
HS Junior Varsity (Assistant Varsity) Football Coach
HS Varsity Boys Cross Country Coach (if separate from Girls)
HS Varsity Girls Cross Country Coach (if separate from Boys)
HS Varsity Soccer Coach

Schedule VIII – (.0070) - $2940

HS Varsity Cheerleading Coach
HS Junior Varsity Volleyball Head Coach

Schedule IX – (.0075) - $3150

7th & 8th Grade Boys Basketball Coach (if coaching 7th & 8th grade)
7th & 8th Grade Girls Basketball Coach {if coaching 7th & 8th grade)

Schedule X – (.0090) - $3780

HS Junior Varsity Boys Basketball Coach

HS Junior Varsity Girls Basketball Coach

HS Cross Country Coach (if coaching Boys and Girls)

HS Track & Field Coach (if coaching Boys and Girls)

Schedule XI – (.0100) - $4200

HS Boys Baseball Head Coach

HS Girls Softball Head Coach

Schedule XII – (.0120) - $5040

FFA Sponsor

HS Varsity Girls Volleyball Head Coach

Schedule XIII – (.0200) - $8400

HS Boys Football Head Coach HS

Girls Basketball Head Coach HS

Boys Basketball Head Coach

If one individual is paid to coach the same boys and girls sport, and is paid 1.5 times the stipend of one position, an assistant coach will be hired at a rate of .5 times the stipend of one position.

APPENDIX C

GRIEVANCE REPORTS FORM

STEP_____

Building Assignment Name

A. Grievant(s) involved:

B. Specific facts giving rise to grievance:

C. Section or Provision of Agreement Violated:

D. Specific relief requested:

Distribution of Form in Triplicate:

Step II - Principal

Step III - Superintendent

Step IV - Board

Date Filed

APPENDIX D
2026-2027 SCHOOL YEAR
PAY DATES

2026 Pay Dates	2027 Pay Dates
August 21, 2026	January 8, 2027
September 4, 2026	January 22, 2027
September 18, 2026	February 5, 2027
October 2, 2026	February 19, 2027
October 16, 2026	March 5, 2027
October 30, 2026	March 19, 2027
November 13, 2026	April 2, 2027
November 25, 2026	April 16, 2027
December 11, 2026	April 30, 2027
December 23, 2026	May 14, 2027
	May 28, 2027
	June 11, 2027
	June 25, 2027

APPENDIX E

Paid Health and Hospitalization Insurance prior to June 30, 2004

The information contained below is for historical reference purposes only. The following information does not apply to any teacher hired after August 10, 2004 as referenced in Article IV, Section 1(B)(3)(a).

Paid Health and Hospitalization Insurance

- Health Insurance

  The school corporation shall pay toward the single or family health and hospitalization insurance premium for retirees at the same rate as is paid for the actively employed teachers for each year of retirement until the teacher is eligible for Medicare. To be eligible for this option, the retiree must be at least fifty-five (55) and have at least ten (10) years of corporation service. The retiree must have been enrolled in the respective single or family health plan for at least three (3) years immediately prior to retirement, except for change in status due to marriage, divorce, death of spouse, or involuntary retirement of spouse. Teachers participating in the family plan shall prepay the difference between the single and family rates on at least a monthly basis. This paragraph no longer applies to active employees (See Article IV, Section 1, Paragraph 2 (a)(1)).

- Last School Year Contract

  Teachers shall be paid on their last contract up to two thousand dollars ($2,000) of earned cash retirement payment as calculated by Article IV, Section 1(A) of this contract. This $2,000 will be paid into the teacher's 401(a) account already established.