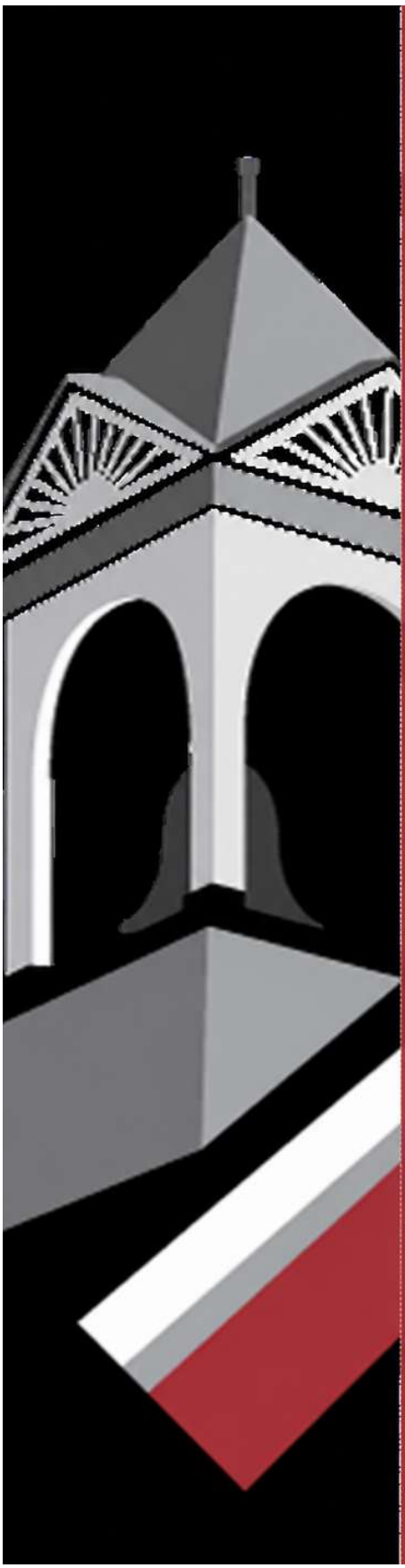

SACS

SOUTHWEST ALLEN COUNTY SCHOOLS

Master Teacher Contract 2026-2027

An agreement between Southwest Allen County Teachers Association and the Board of School Trustees Metropolitan School District of Southwest Allen County

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ARTICLES OF AGREEMENT

PREAMBLE

The Agreement is entered into this 10th day of November 2026, by and between the Board of School Trustees of the Metropolitan School District of Southwest Allen County, hereinafter called the "Board", and the Southwest Allen County Teacher's Association, hereinafter called the "Association." The Board agrees that the district will comply with all federal and state laws that are applicable to Indiana public schools.

COMPOSITION OF BARGAINING UNIT

All Southwest Allen County Schools' employed certified teachers whose primary responsibility is classroom teaching, including Counselors, School Psychologists, Occupational and Physical Therapists, Media Specialists, Speech and Hearing Specialists, Visual Specialists, Behavioral Specialists, Curriculum Coordinators, and Instructional Coaches. Positions excluded from the bargaining unit are: all other supervisors, including (but not limited to) the Superintendent, Assistant Superintendent, Chief Operating Officer, Chief Personnel Officer, Director and Assistant Director of Special Education, Director of Student Services, Principals, Administrative Assistants, Assistant Principals, Dean of Students, Director of Transportation, and Athletic Director.

ARTICLE I

RETAINED RIGHTS

Except to the extent expressly abridged by a specific provision of this Agreement, or by law, the Association recognizes and agrees that the Board reserves and retains, solely and exclusively, its right to manage the affairs of the Corporation to the fullest extent provided by law, such as rights existed prior to the execution of this or any other previous Agreement with the Association. The rights of management which are not abridged by this Agreement shall include, but are not limited to, the right to:

1) direct the work of its employees;

2) establish policy;

3) hire, promote, demote, transfer, assign and retain employees;

4) suspend or discharge its employees in accordance with applicable state and federal laws;

5) maintain the efficiency of school operations;

6) relieve its employees from duties because of lack of work or other legitimate reasons; and

7) take action necessary to carry out the mission of the public schools as provided by law.

In no event shall any rights, functions or prerogatives of the Board and its designated management ever be deemed or construed to have been modified, diminished or impaired by any past practice or course of conduct, or otherwise than by an explicit provision of the Agreement.

ARTICLE II

PROFESSIONAL COMPENSATION

Section 1: The salary ranges of teachers covered by this Agreement shall be on a regular teacher contract year basis and is set forth in Appendix A, attached to and incorporated into this Agreement. The Superintendent, or designee, will evaluate the training and experience of all applicants for certified positions. Experience will be evaluated as to its value to the School Corporation and credit may or may not be allowed for any or all prior teaching experience. Training will be established by an official transcript furnished by the teacher to the School Corporation. The Superintendent, or designee, will evaluate the experience of the teacher and determine where the teacher will be placed on the salary range at the time of the initial hiring of the teacher. An earned Master's degree and/or Literacy Endorsement will be recognized when the applicant's salary is set. This determination will not be subject to review under the grievance procedure or otherwise. The teacher acknowledges that the initial determination as to the placement on the salary range shall continue to remain in place for all future years. The teacher acknowledges that there will be no future retroactive determination of actual experience for the purpose of advancing the teacher on the salary range.

Section 2: The schedule of additional teacher compensation for extra-curricular time and responsibilities is set forth in Appendix B, attached to and incorporated into this Agreement. With respect to Appendix B:

a. If two (2) or more teachers share additional time and responsibilities for the same position, the scheduled compensation shall be pro-rated between them unless otherwise indicated.

b. The cost of a temporary replacement in extra-curricular activities as provided in Appendix B shall be pro-rated and deducted from the scheduled compensation of a teacher assigned an extra-curricular activity whenever a teacher must be replaced by a substitute because of temporary absence or incapacity. The substitute shall be approved, and pro-rated pay authorized through the building principal. The compensation shall then be paid to the substitute on a pro-rated basis.

c. The Board is not obligated to appoint a teacher to any extra-curricular position listed. It is understood that the Board shall determine the number of positions in each designation on the extra-curricular schedule. The Board is not prevented from establishing extra-curricular duties not presently listed, provided compensation is

comparable to other similar duties and is discussed with the SACTA President or his/her designee before the position is filled.

Section 3: Adjustments in teacher pay, including any stipends, shall be made in accordance with the *Compensation Model* (Appendix C) as it may be adjusted from time to time by agreement of the Superintendent and the SACTA Bargaining Team.

Section 4: It shall be the responsibility of the teacher to notify the Superintendent prior to July 1, if, through additional training, a change in salary is anticipated in the following school year.

Adjustments in the teacher's pay shall not be retroactive, for whatever the cause. It shall be the teacher's responsibility to file with the Superintendent a claim and proof of claim prior to the effective date of salary change. Transcripts certifying such a change shall be on file in the Superintendent's office not later than September 30.

Section 5: Teachers are responsible for providing current and renewal licenses to Human Resources, and for providing appropriate records concerning teaching experience, military service, additional training, cumulative sick leave, and such other records as may be required to substantiate professional qualifications and entitlement to compensation. Failure to provide required records or to maintain current and renewal licenses may result in voiding of the teacher's employment by the School District or denial of additional compensation. Teachers failing to provide documentation related to licensing or an updated license before the start of school will receive sub-pay until licensure is appropriately received by the SACS Human Resources Department. Regular teacher pay will begin upon receipt of appropriate licensure.

Section 6: The first pay for the 2026-2027 school year will be on August 20, 2026. Teachers shall be paid in twenty (20) or (24) equal installments commencing at the beginning of each school year. Teachers selecting the twenty (20) pay option must submit a written notice to the Business Office.

Section 7: Teachers required or expressly authorized to use private automobiles in the conduct of school business shall be reimbursed at the rate recommended by the Internal Revenue Service at the time of travel. Reimbursements shall be made to such teachers in accordance with district procedures.

Section 8: The following items shall be deducted from teachers' pay:

a. Federal/State/County Taxes.
b. FICA (Social Security).

The following items shall be deducted from the teacher's pay when authorized by the teacher:

a. Insurance premiums of Board approved carrier.
b. United Way.

c. Deductions for Section 125 benefits and concomitant administrative fees.

d. Tax-sheltered annuities. The Board shall provide each teacher the opportunity to participate in a voluntary tax-sheltered annuity program. Annuity payments shall normally be forwarded to the appropriate company within five (5) calendar days of the pay date. Teachers may sign up for an annuity program or make changes to existing annuities prior to the start of the first semester to commence at the beginning of the school year. Teachers may discontinue their annuity deductions at any time.

Section 9: A teacher who is recommended by the Administration and who is contracted by the Board for approved district level curriculum development or as a district consultant/specialist, including teachers training teachers, participate in the New Teacher Academy, beyond the normal school day or year, shall be paid at the hourly rate calculated from the minimum base salary in Appendix A. Requests for stipends for any work to be completed outside designated curriculum meetings must be pre-approved by the Assistant Superintendent or designee.

Section 10: A teacher's "per diem" salary shall be calculated using the teacher's base salary.

Section 11: Summer School Compensation: Teacher hourly rate for Summer School Contracts will be their regular daily rate ÷ 6.5 hours. This hourly rate will then be multiplied by their instruction time plus one half hour prep time per day.

Section 12: Jump Start Compensation: Teacher hourly rate for Jump Start will be their regular daily rate ÷ 6.5 hours. This hourly rate will then be multiplied by their instruction time. Teachers will receive .5 hour paid prep time for every six (6) hours of work.

Section 13**:** Teachers hired to teach homebound or Extended School Year (ESY) students will receive an hourly rate based on their per diem (contracted rate). Teachers will receive .5 hour paid prep time for every six (6) hours of work.

Section 14: The Corporation shall provide a direct deposit payroll program.

Section 15: Pay Dates: 08/20/2026; 09/04/2026; 09/18/2026; 10/05/2026; 10/20/2026; 11/05/2026; 11/20/2026; 12/04/2026; 12/18/2026; 01/05/2027; 01/20/2027; 02/05/2027; 02/19/2027; 03/05/2027; 03/19/2027; 04/05/2027; 04/20/2027; 05/05/2027; 05/20/2027; 06/04/2027; 06/17/2027; 07/02/2027; 07/20/2027; 08/05/2027.

*****Pay on 6/4/2027 indicates final pay for staff receiving 20 pays.

Section 16: An elementary classroom teacher with a split grade level assignment will receive an additional $250.00 per semester.

Section 17: On days when an elementary special area teacher must travel more than one mile between schools, that elementary special area teacher should not teach more than eight (8) classes in each affected day. If the elementary special area teacher is assigned to teach nine (9) classes, this change would require the written approval of the Superintendent. When this exception is made, the elementary special area teacher will be paid a stipend of $1,000.00 per semester. The number of class sections was discussed and is included for informational purposes

only and was not bargained.

Section 18: Teachers teaching in the eSACS Virtual School will be paid a stipend of $500.00 per semester along with a stipend of $155.00 per-student per-semester for each eSACS student assigned to them on the last day of enrollment each semester. This additional per-student stipend will be paid in a lump sum one time per semester.

Section 19: When a substitute cannot be obtained and a teacher is asked by an administrator to perform substitute teaching duty during their preparation time, compensation will be provided as follows: For every 3.5 hours of time covered teachers will be compensated for a half-day of substitute pay, payable at the end of the school year. The teacher will submit an accounts payable voucher to be compensated at the current SACS substitute half day rate, with all vouchers returned at the building level. Time accumulated will round down to the nearest 3.5-hour increment. Any amount of time accumulated during a school year, less than 3.5 hours will not qualify for reimbursement. Only teachers who remain employed at the end of the school year are eligible.

Section 20: Administrators should make every effort to provide supervision of students outside teachers' contract time. When it is not possible to release teachers at the end of the contract time, teachers will be compensated at their contracted rate in 15 minute increments.

Section 21: For a teacher retiring at the end of a school year, and who declares their intention to retire in writing to their building level administrator or the Chief Personnel Officer before February 1 of the contract year, he or she shall be given a stipend equal to two (2) days of the teacher's current contract pay to clean out his or her room and pass pertinent information and materials to building level administrators.

Section 22: If a retired teacher is rehired, they will be treated as a new teacher which will have an impact on their salary and benefits. Teachers who are considering retirement should contact Human Resources for information.

Section 23: A teacher who attains a Literacy Endorsement will receive a one-time $250.00 base salary adjustment, unless the endorsement was considered in establishing the teacher's salary upon hire.

Section 24: Upon an administrator initiating a teacher to move classrooms due to a program change, decrease in sections, or an involuntary change in grade level or teaching assignment, that teacher shall be paid for 1 day at their daily compensation rate.

Construction-related moves, non-administrator initiated voluntary moves, routine classroom preparation, and changes in assignment that do not require a classroom relocation are excluded.

ARTICLE III

PROFESSIONAL GROWTH

Section 1: Training beyond the Bachelor Degree is not a requirement for employment except in those cases specified by law. Training beyond the Bachelor Degree is encouraged and all teachers are urged to continue their professional growth by participating in professional organizations and by taking additional college work.

Section 2: No training credits will be accepted unless they are obtained in a college or university recognized by the Professional Standards Board or by regional or national accrediting associations.

Section 3: An official transcript or other evidence submitted from the training institution must be presented to the Superintendent to establish entitlement to a change in salary. Documents submitted will remain on file in the Superintendent's office during the teacher's term of service and will be returned to the teacher thereafter, if requested.

ARTICLE IV

401(a) MATCHING ANNUITY PLAN

The Board agrees to establish and maintain a qualified 401(a) Annuity Plan (hereinafter referred to as the "401(a) Plan") for all certified employees covered under this collective bargaining agreement. The 401(a) Plan shall be available for all certified employees. The Board shall also maintain a 403(b) Plan (hereinafter referred to as the "403(b) Plan") for all certified employees covered under this collective bargaining agreement. The 403(b) Plan will include provisions for both a pre-tax and post-tax salary reduction contributions which will be matched by equal Board contributions to the 401(a) Plan.

The contributions made by the certified employees and matched dollar for dollar by the Board shall be an amount, which reflects 2.5 percent of the certified employee's base salary (Appendix A).

All certified employees will become fully vested in the 401(a) Plan. The 401(a) Plan shall:

a. Be subject to all applicable Internal Revenue regulations.
b. Have no contract initiation fees charged to the employee.
c. Have no administrative or Plan Document charge to the Board.
d. Have a vendor selected by a mutual agreement of the parties to this agreement.

ARTICLE V

PAID LEAVE OF ABSENCE

Section 1: **Sick Leave**. A teacher shall be credited with nine (9) days sick leave without loss of pay at the beginning of each school year to a maximum of one hundred forty-five (145) days. If a teacher has one hundred forty-five (145) sick days at the beginning of the school year, he/she will be credited with an additional nine (9) days for that school year. All absences caused by personal illness or disability of a teacher shall be debited against such leave. Teachers shall be credited with accumulated sick days from other school corporations at the rate of five (5) per year for the first five (5) years of employment with Southwest Allen County Schools. Beginning with the sixth (6th) year, ten (10) days will be transferred up to a maximum of one hundred forty-five (145) days until the accumulated days to which the teacher was entitled in his/her last employment are exhausted. The transfer of sick days is retroactive for teachers based upon their hire date.

a. Unused annual sick leave shall accumulate to not more than one hundred and forty-five (145) days.

b. Sick leave accumulated by a teacher prior to a leave of absence of not more than one (1) year shall be credited to that teacher upon return to school duties.

c. Except as provided for in Section 2, Article V or Article VI, Section 6, the District may require a teacher to provide a medical certificate of illness or disability for any medical leave of absence when (1) a teacher wishes to take intermittent medical leave, or (2) the teacher's sick leave extends to more than three (3) continuous days leave

Section 2: **Family Leave**.

a. Immediate family shall be interpreted as spouse, children, sister, brother, mother, father, grandparents, grandchildren, aunt, uncle, niece, nephew or step and in-law relations herein described; or any other person living in the same household, no matter what degree of relationship.

b. Up to a maximum of thirteen (13) days each year of a teacher's accumulated sick leave days can be used for family illness (however, additional accumulated sick days may be used by the teacher to attend to an illness while the family member is in a life-threatening condition), if the following condition is met:

> Documentation may be required from a registered physician/practitioner indicating the need for the teacher's presence and care for that member of the immediate family in this illness.

c. Within the thirteen (13) days permitted in b. above, a teacher may use sick days for the birth of a child to the teacher's spouse or when a teacher becomes a legal parent through adoption or the use of a surrogate. Days used for adoption and/or surrogacy may include court days. The sick days used under this provision must be taken within the first 12 weeks of birth, adoption, or parentage declaration via surrogacy of the teacher's child. This leave will run concurrently with FMLA leave if the teacher meets the eligibility requirements of FMLA.

Section 3: **Anticipated Temporary Disability**. Whenever sick leave is to be taken for hospitalization planned in advance of a teacher's absence, and/or convalescence and recuperation from a physical disability, the teacher's attending physician must certify the cause of disability and the period the teacher is unable to work because of that disability.

a. Pregnancy, miscarriage, termination of pregnancy, childbirth and recovery therefrom, which cause or contribute to disabilities, shall be treated as set forth in Article VI, Section 5 of this Agreement. Accumulated sick leave shall be available to a teacher during periods of such disability.

b. Disability leave beyond any accumulated sick leave shall be available, without pay and consistent with State law, for such reasonable further period of time as an employee is determined by an attending physician to be disabled from performing school duties because of a temporary physical disability.

c. Upon a teacher's return from anticipated disability leave, every effort will be made to restore that teacher to the same or comparable position held before leave. When this is not possible in the Board's judgement, the returning teacher shall be offered a position for which the teacher is qualified.

Section 4: **Personal Leave**.

A teacher shall be granted four (4) days of personal leave. Personal leave days shall be taken in one-half day or full day units, subject to the following conditions:

Notification of personal leave shall be made at least two (2) school days prior to such leave, except in cases of demonstrable emergency, provided that in the case of personal leave taken the day before or the day after a holiday or vacation, notification shall be made before the fifth (5th) school day preceding the personal leave day.

Personal leave days will accumulate to a maximum of six (6). At the beginning of the school year, any unused personal leave days beyond five will be accumulated as unused sick leave to a maximum of one hundred forty-five (145) days. Teachers with the maximum of 145 sick days shall have two (2) unused sick days above 145 accumulate as personal days allotting six (6) personal days in each school year.

Section 5: **Bereavement Leave**. In case of death(s) within the immediate family, the teacher shall be provided with a leave of five (5) school days to be used within 90 days of the death and shall receive full compensation for such leave. Immediate family shall be interpreted as in Section 2a. of this Article. If more than one death in the immediate family shall occur, five (5) full school days shall be granted for each.

If a teacher needs additional time, such teacher may make a request through the Superintendent to the Board, which may grant an extension of leave without pay. During the regular school year, one (1) day of leave without loss of pay shall be granted to attend the funeral of friends or other relatives not included in this section. A maximum of three (3) days may be used for such leaves each school year.

a. Miscarriage Leave: An expectant parent who experiences the miscarriage of their child will be granted up to five (5) days of paid bereavement leave with a doctor's statement.

Section 6: **Professional Leave**. Teachers may be authorized to be absent without loss of compensation for the purpose of attending professional conferences and workshops that are directly related to their regular school assignments. Teachers may be requested by the building principal to summarize and share the professional activity with others. In connection with such leave:

a. Teachers shall submit requests to the building administrator fifteen (15) calendar days prior to the beginning of leave.

b. Teachers will be reimbursed for:

1) Food – Itemized receipts up to:

Breakfast	$10	Breakfast & Lunch	$30
Lunch	$20	Lunch & Dinner	$45
Dinner	$25	Breakfast & Dinner	$35
		Breakfast, Lunch & Dinner	$55

2) Lodging – $175.00 per day maximum.

3) Mileage – IRS recommended rate for conferences held twenty (20) or more miles from the school district. There shall be no reimbursements for travel within a twenty (20) mile radius of the school district.

4) Airfare – Subject to the approval of the building administrator and the Assistant Superintendent prior to taking the leave, and provided that air travel be deemed by those persons to be the most reasonable and appropriate method of transportation. First-class air accommodations are in no circumstances the most reasonable and appropriate method of transportation.

5) Registration – Total fees, except when there is an additional fee for credit given.

c. Itemized receipts must be submitted with all claims for reimbursement, which in no case shall exceed the actual cost of food, transportation, lodging and registration.

d. Reimbursements for meetings are subject to a maximum established by the Board and will be determined at the time of leave application and will be considered upon availability of Board funds and the nature of the meetings requested. The maximum reimbursement available for teachers contracted for less than a full contract shall be prorated at the same percentage as the teacher's contract.

e. A teacher normally shall be limited to one paid professional leave per school year. Professional leave of any kind shall generally not exceed five (5) days. Thereafter, a written rationale justifying the professional leave shall be submitted by the building principal. No request for leave in excess of five (5) allotted days per year shall be approved without a written rationale from the building principal. The Board may grant leave without pay or reimbursement of expenses when, in its judgement, such leave is justifiable. In the case of a teacher serving as an officer or a member of the Board of Directors of the state or national professional organization directly related to his/her subject area assignment, the teacher should submit a list of meeting dates to the building principal and Assistant Superintendent for approval on or before September 15.

f. Teachers may participate in meetings and conferences that are directly related to their extra-curricular assignments, but Board expenses for such teacher leaves will be limited to employment of a substitute.

g. The District may request a teacher's participation in a professional activity (district initiated leave) related to:

    1) Curriculum or program development;
    2) Special corporation or building goals;
    3) A need identified in the teacher's performance evaluation; and
    4) Conferences related to co-curricular activities.

    Preapproved expenses for district initiated leaves shall be paid in full. Teachers participating in district initiated leaves may be required to submit a Conference Request to the building principal and Assistant Superintendent summarizing the professional activity.

h. Procedures for Reimbursement:

    1) For teacher requested leaves the teacher shall be responsible for making all arrangements and payments for registration, travel and lodging. For district initiated leaves it may be more expedient for arrangements to be made by central office; and

    2) In order to receive reimbursement, the teacher shall complete a claim form, including receipts, and turn them in to the central office ten (10) working days prior to the next regularly scheduled Board meeting. Claims must be made within thirty (30) days after the conference. The teacher shall receive approved reimbursement within seven (7) days after the claim is approved by the Board.

Section 7: **Sabbatical Leave**. To provide opportunities for professional development and improvement, sabbatical leave shall be available to teachers for formal full-time study or research, or for educational travel. Sabbatical leave shall be granted in accordance with the following:

a. Eligibility—An applicant must possess an Indiana teaching certificate and must have accrued seven (7) consecutive full years of teaching service in the School Corporation, and shall not have received a prior sabbatical leave during the seven (7) years immediately preceding any application.

b. Application—Application shall be made to the Superintendent for sabbatical leave one (1) year in advance of the requested beginning of such leave. The application shall be accompanied by plans for the use of the sabbatical leave, evidence that the applicant has been accepted into college or university, and an exposition that the plan is potential for increasing the applicant's professional competence, and such other information as may be appropriate or requested by the Board.

c. Selection—Upon recommendation by the Superintendent, the Board may grant leave to as many candidates eligible, but in no case shall the number exceed two percent (2%) of the teachers in the School Corporation at the time such leaves are granted.

d. Compensation—While on sabbatical leave, a teacher shall receive a stipend equal to one-half (1/2) of the scheduled salary in effect at the time such leave was granted. After satisfactory completion of the leave, the stipend shall be paid on a pro-rated basis over the next contract year as an addition to the teacher's regular salary. A teacher shall be entitled to all fringe benefits while on sabbatical leave, as provided for in this Agreement.

e. General Provisions—A teacher on sabbatical leave may not deviate from the approved plan except with the written permission of the Superintendent. Sabbatical leave will be terminated automatically should the teacher be placed on probationary academic status by the college or university. Any falsification of information by the teacher in application or other reports required as part of this Article may subject the leave to termination by the Board. Upon return from sabbatical leave, the teacher shall be restored to the same or comparable position occupied prior to the leave. Sabbatical leave may not exceed one (1) full year, but may, at Board's option, be granted for less than a full year. Sick leave credits shall not be granted for the period of leave.

Section 8: **Jury Duty**. Teachers serving as jurors shall be compensated for the difference in their daily rate of pay from the School District and the amount received for jury service from the Court. A statement from the Clerk stating the amount received shall be submitted by the teacher to the Superintendent. If a teacher is released from jury duty with two or more hours remaining in the school day, the teacher shall return to work.

Section 9: **Called to Testify**. Teachers called to testify in legal action resulting from professional duties, responsibilities, or mandatory reporting, whether or not the case directly involved the District (e.g., child protective services) will be provided paid release time for such duties.

Section10: **Summer School Leave Day**. Teachers on a regular contract with the School Corporation will have one non-accumulative sick or personal leave day for each summer session of fifteen (15) or more days. If the teacher's leave day is taken as a personal day, notification of personal leave shall be made at least two (2) days prior to such leave, except in cases of demonstrable emergency, provided that in the case of personal leave taken the day before or after a holiday, notification shall be made before the fifth (5th) school day preceding the personal leave day. Bereavement days apply to summer school for death in the immediate family, as family is defined in Section 2(a) of Article V. The certified teacher covering the absence will be compensated at the daily substitute rate.

Section 11: **Fellowship Leave**. To provide opportunities for professional development and improvement, fellowship leave shall be available to teachers for study research or educational travel. Fellowship leave shall be granted in accordance with the following:

a. Eligibility—A fellowship leave requires a grant of financial aid from an outside non-profit organization. An applicant must possess and Indiana teaching certificate and must have accrued seven (7) consecutive full years of teaching service in the school corporation.

b. Application—Presentation shall be made to the Superintendent for fellowship leave prior to the application to the granting organization. The presentation shall be accompanied by plans for the use of the leave, evidence that the application is eligible for the fellowship, and an exposition that the plan has potential for increasing the applicant's professional competence, and such other information as may be appropriate or requested by the Board.

c. Selection—Upon recommendation by the Superintendent, the Board will consider granting leave to a candidate that has been awarded a fellowship from a granting organization.

d. Compensation—The teacher shall continue to receive salary and fringe benefits during the approved leave and will be treated as any other teacher under the applicable compensation plan. In the event the fellowship requires the teacher to be away from school, the teacher or granting organization will be responsible to reimburse the school corporation for the cost of the replacement teacher.

e. General Provisions—A teacher on fellowship leave may not deviate from the approved plan except with the written permission of the Superintendent. Fellowship leave will be terminated automatically should the teacher fail to complete the fellowship. Any falsification of information by the teacher in application or other reports required as part of this Article may subject the leave to termination by the Board. A fellowship leave may not exceed one (1) full year.

Section 12: **Record Days**. The requirement for teachers to report to school on the first teacher records day of the second semester will be waived when the teacher has all grades completed and registered with the registrar, or appropriate building level administrator, prior to the beginning of records day or upon completion of all grades on that day.

Section 13: **Association Days**. The Association shall be granted a total of five (5) days annually without loss of compensation or benefits by use of the Association president, or the president's designee(s) to perform the work of the Association.

ARTICLE VI

UNPAID LEAVES OF ABSENCE

Section 1: A teacher may be granted a year's leave of absence without pay for education, travel, child rearing, or personal reasons. A teacher returning from such leave shall have all accrued benefits restored and will have performance in their last year worked applied to the returning year's compensation model. By March 1 of the year of the leave, teachers must inform the principal of their intention to return or resign from their position for the following school year.

Section 2: Any teacher may be granted a leave of absence without pay for periods of less than one (1) school year when justifiable reasons exist. In case of adoption, a teacher shall be granted an adoptive leave commencing when the child is physically turned over to the teacher-parent. In granting such leaves, the Board may attach conditions to include, but not limited to, earliest and latest date of return, and teaching position to which the teacher can expect to be assigned. Leave may be extended one (1) succeeding school year if the teacher submits a written request to the building administrator or immediate supervisor prior to March 1 of the school year and upon approval by the Board.

Section 3: Any leave of absence will be granted with the understanding that it is a leave of absence from the School Corporation and not from a particular position. Upon a teacher's return from leave, every effort will be made to restore that teacher to the same or comparable position held before the leave. When this is not possible in the Board's judgment, the returning teacher shall be offered a position for which the teacher is qualified.

Section 4: A teacher who is granted an unpaid leave of absence during the regular school year shall have sick leave credits for that year reduced by one (1) day for each month, or portion thereof, of absence.

Section 5: The procedure for applying for an unpaid leave of absence under this Article shall be as follows:

a. The request for leave must be submitted in writing to the building administrator or immediate supervisor prior to May 1 of the year requested for a leave under Section 1 and at least thirty (30) days prior to the starting date of the leave, for leave under Section 2. The building administrator or immediate supervisor, within five (5) calendar days, shall approve or deny the request and notify the teacher. Whether approved or denied, the building administrator or immediate supervisor shall promptly forward a copy of the request, with noted approval or denial, to the Chief Personnel Officer. If the building administrator or immediate supervisor has not acted within the five (5) day timeline, the request shall move to the Chief Personnel Officer.

b. If the request has been denied by the building administrator or immediate supervisor, the teacher may submit a letter of reconsideration, no later than five (5) days after receiving notification of the denial, to the Chief Personnel Officer who shall reconsider the request for the reasons stated in the request and the letter and after consultation with the building administrator or immediate supervisor. The Chief Personnel Officer shall approve or deny the request.

c. If the request is approved by the building administrator or immediate supervisor and by the Chief Personnel Officer, the request shall be forwarded to the Board for its approval or denial.

d. If the request is denied by the Chief Personnel Officer, the teacher may request, in writing and received by the Chief Personnel Officer within five (5) days of the denial, that the Chief Personnel Officer forward to the Board all materials relating to the request for its reconsideration. The Board, at the next regularly scheduled meeting, shall consider the request and shall take action on it.

e. The decision of the Board shall be final.

Section 6: Any eligible employee, as defined in the Family Medical Leave Act of 1993, is entitled to unpaid leave in accordance with the Family and Medical Leave Act of 1993 (FMLA) as that law now exits, is amended, or is interpreted in the future.

The Board and SACTA agree that the Board shall grant any eligible employee, as defined in the FMLA, a total of twelve (12) work weeks unpaid leave in accordance with the FMLA as that law now exists, is amended, or is interpreted in the future. In so agreeing, the Board does not waive and expressly reserves any discretion granted to it under the law relative to conditions associated with, or that may be placed upon such leave to the extent permitted by federal and state law.

ARTICLE VII

SICK LEAVE BANK

Section 1: The Board will recognize a Sick Leave Bank to be administered by the Association pursuant to the limitations specified below.

Section 2: Within thirty (30) school days after the beginning of the school year, any teacher may elect to donate one (1) day of his/her annual sick leave credit to the Sick Leave Bank. No teacher can donate more than one sick day to the Sick Leave Bank except as permitted in Section 4 of this Article. A teacher's election shall be irrevocable. New teacher donation of sick leave to the Sick Leave Bank is covered in sick leave bank policy.

Section 3: Any teacher who has used up his/her sick leave and who is absent from work a further three (3) school days because of personal illness or physical disability, and who is not receiving any public funds or benefits derived from public funds as partial or full compensation shall be eligible to apply for sick leave bank credits. The Association's Sick Leave Bank Committee shall have the full responsibility in granting, denying, or suspending grants of sick leave days from the bank, provided, however, the Board shall refuse sick leave payments if it determines that a grantee becomes ineligible as a result~~s~~ of the stated limitations. If approved, the committee may grant the requested days, including the retroactive pay for the initial three (3) days missed prior to application.

Section 4:

A. Administrative provisions to implement this Article shall be mutually agreed to between the Board and the Association. Should the number of days in the Sick Leave Bank fall below one hundred fifty (150) days, the Sick Leave Bank Committee may request one (1) additional day from each teacher.

B. If the Sick Leave Bank drops below on the hundred fifty (150) days, the Sick Leave Bank Committee may request (1) additional day for each teacher. A bi-annual accounting of the Sick Leave Bank must be provided to SACS Administration on December 1 and June 1 of the school year.

Section 5: All requests for payment to individuals from the Sick Leave Bank shall be substantiated by a statement from the medical doctor involved.

Section 6: The Sick Leave Bank chairperson may meet with the administration to verify the number of days used from the Sick Leave Bank at the end of each semester.

ARTICLE VIII

GRIEVANCE

Section 1: **Intent**. The grievance procedure is designed to provide a means by which a teacher may seek redress through meetings with members of the Administration and School Board, so as to maintain harmonious relationships and achieve solutions to individual problems.

Section 2: **Definition**.

a. A grievance is a claim by one or more teachers, or the Association, that a clause, provision, or article of this Agreement has been violated or misapplied in such a way as to personally and adversely affect the teacher or group of teachers.

b. A grievant is any certificated individual(s) in the bargaining unit. A grievant may be the Association in the event the grievance affects an identifiable class or group of certificated individuals.

c. Working days as used in this Article refer to any day on which the Central Administration office of the Metropolitan School District of Southwest Allen County are open for business, as follows:

    1) School days during the school year, except for those days on which no school is held due to the weather;
    2) When the Central Administration office is open for business during the summer.

Section 3: **Procedural Steps**. The time limits provided in this Article shall be strictly observed but may be extended by written agreement of both parties.

Any alleged grievance shall be presented within ten (10) working days of the time in which the teacher had knowledge of or should have had knowledge of the event giving rise to the grievance. The following procedures will be used to process a grievance if such a grievance is not resolved following an informal meeting between the immediate supervisor or his/her designee and the grievant, either alone or at his prerogative, accompanied by a representative of the Association.

STEP ONE:

The grievant shall submit a complete Grievance Form, obtained from the Association or the building principal, within (5) working days after the informal meeting to the building principal and a copy to the Association if the grievant so desires. This form shall be complete and specifically set forth the nature of the grievance and relief being sought.

The building principal will thereafter meet with the grievant, either alone or at his prerogative, accompanied by the Association representative, in an effort to resolve the grievance and will render his/her disposition of the grievance within five (5) working days by completing the Grievance Form and returning it to the grievant.

If the grievant does not proceed to Step Two within five (5) working days after the principal has rendered his opinion, the grievance shall be considered resolved.

STEP TWO:

If the grievant is not satisfied with the disposition of Step One, or if the time limits were not met by the principal, the grievant, either alone or at his prerogative, accompanied by the Association representative shall complete the second step of the Grievance Form and submit a copy to the Superintendent within five (5) working days. Within five (5) working days the Superintendent and/or his/her representative shall meet with the grievant, either alone or at his/her prerogative, with an Association representative and indicate in writing on the prescribed Grievance Form his/her deposition of the grievance. The form is to be forwarded to the grievant within five (5) working days to notify the grievant of the deposition of said grievance.

If the grievant does not proceed with Step Three within five (5) working days after receiving the disposition, the grievance shall be considered resolved.

STEP THREE:

Board Hearing: Within ten (10) working days the Board shall conduct a hearing on the appeal unless extended due to scheduling conflicts not to exceed ten (10) additional working days. The Board's decision shall be given in writing to the grievant and the Superintendent not later than ten (10) working days after the conclusion of the Board's hearing, and shall be binding on all parties.

Section 4: No teacher shall be disciplined or reduced in rank or compensation or deprived of a professional advantage as a form or reprisal for utilizing this procedure as it is intended to be used by parties.

ARTICLE IX

INSURANCE

Section 1: The insurance program specifications for this Article shall be negotiated by the Association and the School Board or the School Board's representatives. Eligible employees will be provided annual plan options. Master copies of the specifications will be kept by the Board and the Association. These specifications will be in effect for the length of this agreement, and any increase in premium during this agreement will be shared by the teacher and the Board, as provided in Section 2.

Section 2: An eligible contracted teacher is eligible to receive in each calendar year, hospital and major medical insurance coverage, dental and vision plan carried through the M.S.D. of Southwest Allen County.

Hospital and Major Medical Insurance: The Board shall offer hospital and major medical insurance coverage through two plan options: Essential Care and Choice Care. The Board's contribution toward the premium for each plan shall be determined as follows:

> Essential Care Plans: *This section applies to any teacher who enrolls in an Essential Care plan*. For teachers contracted at least fifty-one percent (51%) of the time, the Board shall pay eighty-three percent (83%) of the premium for such plan. For teachers contracted less than fifty-one percent (51%) of the time, the Board shall pay forty-two percent (42%) of the premium for such plan.
>
> Choice Care Plans: *This section applies to any teacher who enrolls in a Choice Care plan*. For teachers contracted at least fifty-one percent (51%) of the time, the Board shall pay an amount equal to eighty-three percent (83%) of the premium for the comparable Essential Care plan option. For teachers contracted less than fifty-one percent (51%) of the time, the Board shall pay an amount equal to forty-two percent (42%) of the premium for the comparable Essential Care plan option.

Dental and Vision Coverage: The insurance program set forth under this Article shall also include a dental and vision plan, the specifications of which have been negotiated between the Board and SACTA. A contracted teacher is eligible to receive dental coverage. The Board shall pay eighty-three percent (83%) of the premium per year for a single or family plan for any teacher contracted for fifty-one percent (51%)* or more of the time. The Board shall pay forty-two percent (42%) of the premium per year for a single or family plan for any teacher contracted for less than fifty-one percent (51%)* of the time.

**Grandfather Provision: Any teacher who was enrolled in Board-sponsored insurance coverage on or before June 30, 2026, and who continues to be contracted for fifty percent (50%) or more of the time, shall be grandfathered at the eighty-three percent (83%) Board-paid premium contribution level for the applicable health plan. This grandfathered benefit shall continue so long as the teacher remains continuously eligible for and enrolled in such coverage.*

Section 3: The Board shall pay all but $1.00 toward the premium of a $50,000 term life insurance policy for all contracted teachers.

Section 4: The M.S.D. of Southwest Allen County shall pay the lesser of $7.50 or the actual premium per teacher month toward the premium of a Long-Term Disability insurance policy.

Section 5: Any covered teacher who is on an unpaid leave of absence or who leaves the employment of the Corporation may be eligible for continuation of health insurance coverage at the teacher's expense in accordance with COBRA. The Corporation will provide to the teacher a written statement of his/her rights under the law.

Section 6: A retiring teacher may continue coverage under the School Corporation's group health insurance plan at the teacher's expense in accordance with I.C. 5-10-8-2.6 providing the teacher gives the required notice within ninety (90) days after retirement. The Corporation will provide to the teacher a written statement of his/her rights under the law.

Section 7: The Board will make available Section 125 benefits to all teachers. The Board will pay necessary start-up fees, and each teacher will be responsible for administration fees associated with his/her benefits.

ARTICLE X

TERM OF THIS AGREEMENT

This Agreement shall continue in effect through June 30, 2027. No provision of this Agreement, separately or in the entirety, shall be extended orally or through any means except by mutual consent and through as written instrument signed by both parties. The Board and the Association shall take such actions as may be required to give full effect to this Agreement, in part and in whole.

This Agreement is made and entered into in Allen County, Indiana, on the 10th day of November 2026, by and between the Board of School Trustees of the Metropolitan School District of Southwest Allen County and the Southwest Allen County Teachers Association, both of Allen County, Indiana, and so attested to by the duly authorized signatures below.

A. Public Hearing

The undersigned attest that on the 3rd day of September 2026, at 7:30 a.m., a public hearing as described in IC 20-29-6-1(a) was held at Covington Elementary, located at 2430 W Hamilton Rd, Fort Wayne, IN 46814. During the public hearing, governing body members and members of the public were allowed to participate in the public hearing. Electronic participation from the parties and/or public was not permitted.

B. Public Meeting to Discuss the Tentative Agreement

The undersigned attest that on the 5th day of November 2026, at 5:00 p.m. a public meeting as described in IC 20-29-6-19 was held in the Board Room/Transportation Conference Room, located at 4814 Homestead Road, Fort Wayne, Indiana 46814. During the public meeting, governing body members and members of the public were allowed to participate in the public hearing. Electronic participation from the governing body and/or public was not permitted.

BOARD OF SCHOOL TRUSTEES METROPOLITIAN SCHOOL DISTRICT OF SOUTHWEST ALLEN COUNTY	SOUTHWEST ALLEN COUNTY TEACHERS ASSOCIATION
Doug Copley, President	Association President
Stephanie Veit, Secretary	Association Negotiations Chair

TEACHER BASE SALARY RANGE
2026-2027
APPENDIX A

Teacher Base Salary Range for the 2026-2027 school year: $50,000 to $84,500

EXTRA-CURRICULAR SCHEDULE
2026-2027
APPENDIX B

			Base Pay =	$48,200
Activity	**Position**	**No.**	**Index**	**Stipend**
Baseball	Head	1	0.1045	$5,037
	Asst.	2	0.0727	$3,504
	9th	1	0.0727	$3,504
Basketball	Head	1	0.2075	$10,002
	Asst.	2	0.0895	$4,314
	9th	1	0.0895	$4,314
	8th	2	0.0575	$2,772
	7th	2	0.0575	$2,772
Cross Country	Head	1	0.1045	$5,037
	Asst.	1	0.0727	$3,504
	Mid	2	0.0345	$1,663
Football	Head	1	0.2075	$10,002
	Asst.	5	0.0895	$4,314
	9th Head	1	0.0895	$4,314
	9th Asst.	1	0.0727	$3,504
	8th	4	0.0575	$2,772
	7th	4	0.0575	$2,772
Golf	Head	1	0.1045	$5,037
	Asst.	1	0.0727	$3,504
Soccer	Head	1	0.1045	$5,037
	Asst.	2	0.0727	$3,504
	Mid	2	0.0421	$2,029
Swimming	Head	1	0.1045	$5,037
	*Asst./Dive	1	0.0895	$4,314
	Asst.	1	0.0727	$3,504
	Mid	2	0.0421	$2,029
	Mid/Dive	2	0.0292	$1,407
Tennis	Head	1	0.1045	$5,037
	Asst.	1	0.0727	$3,504
Track	Head	1	0.1045	$5,037
	Asst.	3	0.0727	$3,504
	Mid	6	0.0421	$2,029
Volleyball	Head	1	0.1045	$5,037
	Asst.	1	0.0727	$3,504
Wrestling	Head	1	0.1045	$5,037
	Asst.	2	0.0727	$3,504
	Mid	4	0.0421	$2,029
*Swim Assistant/Dive Assistant is for both Men's and Women's Swim Team at HHS				
Note: Mid includes grades 6, 7 and 8 . If only offered to grades 7 and 8, listed separately.				

EXTRA-CURRICULAR SCHEDULE
2026-2027
APPENDIX B

Activity	Position	No.	Index	Stipend
Basketball	Head	1	0.2075	$10,002
	Asst.	2	0.0895	$4,314
	9th	1	0.0895	$4,314
	8th	2	0.0575	$2,772
	7th	2	0.0575	$2,772
***Cheerleading**	Head	1	0.1045	$5,037
	Asst.	2	0.0727	$3,504
	Mid	2	0.0474	$2,285
Cross Country	Head	1	0.1045	$5,037
	Asst.	1	0.0727	$3,504
	Mid	2	0.0345	$1,663
Golf	Head	1	0.1045	$5,037
	Asst.	1	0.0727	$3,504
Gymnastics	Head	1	0.1045	$5,037
	Asst.	1	0.0727	$3,504
Soccer	Head	1	0.1045	$5,037
	Asst.	3	0.0727	$3,504
	Mid	2	0.0421	$2,029
Softball	Head	1	0.1045	$5,037
	Asst.	2	0.0727	$3,504
Swimming	Head	1	0.1045	$5,037
	Mid.	3	0.0421	$2,029
Tennis	Head	1	0.1045	$5,037
	Asst.	1	0.0727	$3,504
Track	Head	1	0.1045	$5,037
	Asst.	3	0.0727	$3,504
	Mid	6	0.0421	$2,029
Volleyball	Head	1	0.1045	$5,037
	Asst.	2	0.0727	$3,504
	9th	1	0.0727	$3,504
	8th	2	0.0421	$2,029
	7th	2	0.0421	$2,029
Wrestling	Head	1	0.1045	$5,037
	Asst.	2	0.0727	$3,504
*Cheerleading Coach is for both Men and Women Cheerleaders.				

Activity	Position	No.	Index	Stipend
Athletic Super	HHS	3	0.0523	$2,521
Intra. Director				(Per Hour)
Unified Sports	HHS	3	0.0727	$3,504

EXTRA-CURRICULAR SCHEDULE
2026-2027
APPENDIX B

Activity	Position	No.	Index	Stipend
***Auditorium Supervisor**	HHS	1	0.0497	$2,396
Band	Dir.	1	0.1783	$8,594
	Assoc.	1	0.1111	$5,355
	Asst.	1	0.0895	$4,314
	Mid	2	0.044	$2,121
Choir/Class Royale	Dir.	2	0.1364	$6,574
	Mid Show	1	0.0682	$3,287
	Mid	2	0.044	$2,121
	Elem	6	0.044	$2,121
Dance Line	Dir.	1	0.104502	$5,037
	Asst.	1	0.0545	$2,627
	Mid	2	0.0105	$506
Digital Media Production	HHS	1	0.0895	$4,314
Drama	Dir.	1	0.1364	$6,574
	Asst.	1	0.0895	$4,314
	Mid	2	0.0438	$2,111
	Elem	6	0.0438	$2,111
Fall Guard	HHS	1	0.0297	$1,432
Jazz Band Director	Dir.	1	0.052	$2,506
Major/Flag	HHS	1	0.0297	$1,432
Orchestra	Dir.	1	0.052	$2,506
	Mid	2	0.044	$2,121
	Pit	1	0.052	$2,506
Radio Supervisor	HHS	1	0.0895	$4,314
Television Supervisor	HHS	1	0.0895	$4,314
Vocal Director	HHS	1	0.052	$2,506
Winter Guard	HHS	1	0.0297	$1,432

* Auditorium Supervisor stipend paid when position holder has full teaching load.

EXTRA-CURRICULAR SCHEDULE
2026-2027
APPENDIX B

Activity	Position	No.	Index	Stipend
Academic Competition (Spelling, English, Fine Arts, Science, Soc Studies and Math Bowls)	HHS	11	0.0297	$1,432
Academic Competition (English, Math, Science, Spelling and Soc Studies Bowls; Math Counts)	Mid	12	0.0154	$742
Class Sponsor	HHS	8	0.0153	$737
Club Sponsor (Art, French, FCCLA, German, Nat Honor Soc, Internal Club, Model UN Club, S.A.D.D., Spanish, etc.)	HHS	*	0.0105	$506
Club Sponsor (Amer Sign Language, Art, Bakery, Builders, Chess, French, Future Cities, Get Up & Move, Geography Bee, Lego, News Asst, Science, Spanish, Student Services, Writers, etc.)	Mid	*	0.0105	$506
Club Sponsor (Lego, Math Bowl, Jump Rope, Robotics, Chess, PLTW, Future Problem Solver, etc.)	Elem	*	0.0105	$506
DECA Coordinator	HHS	1	0.0273	$1,316
Eco Club	HHS	1	0.0895	$4,314
	Asst.	1	0.044	$2,121
eKart	HHS	1	0.0297	$1,432
E-Sports	HHS	2	0.028	$1,350
Homework Club	Elem	6	0.0154	$742
HOSA Club	HHS	1	0.0297	$1,432
Junior Classical League	HHS	1	0.044	$2,121
Key Club	HHS	1	0.044	$2,121
National Honor Society	HHS	1	0.0297	$1,432
Newspaper	HHS	1	0.0895	$4,314
	Asst.	1	0.0545	$2,627
	Mid	2	0.0364	$1,754
Robotics	HHS	1	0.0895	$4,314
	Asst.	2	0.044	$2,121
Rube Goldberg	HHS	1	0.0297	$1,432
School Fairs (Choice, Learning, Media, Science)	HHS	1	0.0154	$742
	Mid	4	0.0154	$742
	Elem	12	0.0154	$742
Speech	Head	1	0.0895	$4,314
	Asst.	1	0.044	$2,121
Skills/Adolescence	Mid	6	0.0105	$506
Student Council/Government	HHS	1	0.0895	$4,314
	Mid	4	0.0296	$1,427
	Elem	6	0.0105	$506
Student Ambassador	HHS	1	0.0297	$1,432
Yearbook	HHS	1	0.0895	$4,314
	Asst.	1	0.0545	$2,627
	Mid	2	0.0364	$1,754
	Elem	6	0.0105	$506
Young Authors	Elem	6	0.0105	$506

*Teachers and students are not limited on creating club positions. Approval from the building principal and the Superintendent is required to be eligible for the stipend.

EXTRA-CURRICULAR SCHEDULE
2026-2027
APPENDIX B

Activity	Position	No.	Index	Stipend
ALPHA Mentorship	HHS	1	0.0619	$2,984
Community Service Officer	HHS	1		$26/hr - 2 hr/wk
Guidance	HHS	9	0.0105	$506
PBIS Coaches	Elem	6		$2,262
	Mid	2		$2,262
Safety Patrol	Elem	1 - HES	0.0135	$651
Department Chair/PLC Leader (Business, Perf Arts, Visual Arts, Foreign Language, Guidance, English, Math, Impact, FACS, Ind Tech, PE/H, Science, Spec Ed, SS)	HHS	14	0.0489	$2,357
***FTE**	HHS	135	0.0045	$209
Department Chair/PLC Leader (Language Arts, Math, Science, Social Studies)	Mid	8	0.03093	$1,491
Woodside & Summit Team Leader (Two for each grade level - 6th, 7th and 8th)	Mid	12	0.06185	$2,981
Area Coordinator (Special Education and Special Areas)	Mid	4	0.06185	$2,981
District Curriculum Coordinator	Elem	1	0.124481	$6,000
District Curriculum Coordinator	Mid/HHS	1	0.124481	$6,000
District Digital Learning Coordinator	Elem/Mid/HHS	1	0.124481	$6,000

The number of extra-curricular positions indicated above is for information purposes only and is not subject to bargaining.

The stipends for Seasonal Sports and Activities will be paid after completion of season or event or throughout the season or event, based upon the preference of the coach/sponsor.

APPENDIX C
2026-2027
COMPENSATION MODEL DESCRIPTION

A. **Salary Range** Before Increases, not including current year increases or TRF contributions

$49,000 to $84,000

B. Base Salary Increases

1. Eligibility Statement

To be eligible for a salary increase, a teacher must not have received a final rating of ineffective or improvement necessary in the prior year

2. Factors and Definitions

Teachers compensation will be based upon performance with teachers earning units for specific performance during the preceding year in the following defined categories:

a. Evaluation Rating:

i. Teacher who scores in the top two categories (Highly Effective or Effective) on the teacher evaluation instrument.

b. Education:

i. One (1) unit per three (3) hours up to and including nine (9) hours (maximum three (3) units), during the previous year of accredited college coursework toward a Master's Degree or other Advanced Degree in any content area (as defined by the IDOE) beyond the requirements for employment in which the teacher currently teachers or any content area approved by the Superintendent,

-OR-

ii. Three (3) units for attaining a Master's Degree or in any content area (as defined by the IDOE) beyond the requirements for employment in which the teacher currently teaches or any content area approved by the Superintendent.

c. Academic Need:

i. The parties recognize the academic need to retain experienced teachers and provide continuity of instruction for students. A teacher shall earn one (1) Academic Need unit if the teacher was employed by SACS for at least 120 days during the immediately preceding school year and returns as a full-time bargaining unit member for the current school year.

3. Distribution

a. Evaluation Rating: 6 units

b. Education:

i. Three Credit (3) Hours, or 1 unit

ii. Six Credit (6) Hours, or 2 units

iii. Nine or more Credit (9+) Hours, or attainment of Masters or other advanced degree — 3 units

c. Academic Need: — 1 unit

The total units earned across the District shall be divided into the monies for teacher pay increase to obtain a Per Unit Value. Each teacher's pay increase shall be calculated by multiplying the number of units that teacher earned during the preceding school year by the Per Unit Value. (Example 6 units awarded: $100 * 6 units = $600 increase. Earned units shall have no other value than the increase in pay in the subsequent contract. The maximum number of units a teacher can earn = 10 units.) Dollars associated with units earned by teachers toward their base salary exceeding the top end of the range shall be redistributed to teachers whose base salary is less than the top of the range. The value of stipend units earned will be paid to all teachers regardless of their base salary.

Total Funds	609,200
Total Units earned across SACS	3,046
Value of each Unit (rounded)	200

Additionally, 50% of any actual 2026-2027 Total Tuition Support funding, compared to the estimated 2026-2027 Total Tuition Support detailed above, shall be paid to eligible teachers, as defined above, as an equally divided stipend no later than June 4, 2027.

If Total Compensation Model Dollars is a negative number, the teacher share of the necessary salary reduction shall be apportioned by the number of compensation model units earned, applied inversely (i.e., more units earned equals less salary reduction), among the teachers. Teachers at the top of the scale with evaluations of effective or highly effective would lose two (2) units rather than four (4).

C. Redistribution Statement

Based on anticipated evaluation results, the parties believe that all funds will be distributed and that no redistribution will be necessary. However, in the event that there are more funds that were otherwise allocated for teachers rated ineffective or improvement necessary, those funds will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be paid as a stipend.

This concludes the bargaining of available new revenue from fiscal year 2026-2027.