2026-2027

CONTRACT BETWEEN THE BOARD OF SCHOOL TRUSTEES OF THE
BLACKFORD COUNTY SCHOOLS
AND
BLACKFORD FEDERATION OF TEACHERS

THIS CONTRACT ENTERED INTO THIS 27th DAY OF OCTOBER, 2026 BY AND BETWEEN THE BOARD OF SCHOOL TRUSTEES OF THE BLACKFORD COUNTY SCHOOLS OF BLACKFORD COUNTY, INDIANA, HEREINAFTER CALLED THE "BOARD," AND THE BLACKFORD FEDERATION OF TEACHERS, HEREINAFTER CALLED THE FEDERATION.

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I. ARTICLE I | Definitions

As used in this contract:

A. "Unit" or "Bargaining Unit" means all certificated school employees, as defined in IC-20-29-2-4 in Blackford County Schools, excluding: Superintendents, assistant superintendents, business managers, supervisors, directors with school corporation-wide responsibilities, principals, and vice principals.

B. "Board" means the Board of School Trustees of the Blackford County Schools and any person(s) authorized to act for said body in dealing with its employees.

C. "School Corporation" means the Blackford County Schools of the County for Blackford of the State of Indiana.

D. "Certificated School Employees" and "Teacher(s)"mean the members of the bargaining unit.

E. "Federation" means the Blackford Federation of Teachers or any person or person's duty authorized to act on behalf of said organization.

F. The masculine gender shall include the feminine wherever required by the context in which a specific provision of this Contract is applied.

II. ARTICLE II | Recognition

The Board recognizes the Blackford Federation of Teachers as the exclusive representative of certificated school employees in the bargaining unit.

III. ARTICLE III | Federation Rights

A. **Dues Deduction.** The Board agrees to deduct from the salaries of teachers who have so authorized in writing, dues of the Federation. Said payroll deduction authorizations shall comply with and be executed in compliance with state law.

1. Such deductions shall be accomplished in fifteen (15) substantially equal consecutive installments beginning with the second pay date in September.

2. Prior to the end of August of each school year, the Treasurer of the Federation shall notify the business office of the Corporation of the total amount of the

annual dues and the amount to be deducted from each check.

3. The proceeds of the deductions shall be forwarded to the Treasurer of the Federation on the same date as the pay date of checks from which the dues were withheld.

4. Written authorizations shall remain in effect unless and until revoked by the teacher in writing. The business office shall notify the Federation of any such written revocations.

B. **Federation Business Leave.** The Federation President or a teacher designated by the Federation President may have up to ten (10) days leave with full compensation within a school year for the purpose of conducting Federation business. No more than two (2) individuals may use Federation leave on any one (1) school day. Federation leave days may be used in one-half (1/2) day units.

IV. ARTICLE IV | Salary and Other Compensation

A. **ISTRF Payment by Employer**. In addition to the compensation provided to teachers pursuant to this Contract, the Board agrees to pay directly to the Indiana State Teachers Retirement Fund the 3% Indiana State Teacher Retirement contribution required of teachers, but not to exceed 3% of said compensation.

B. **Compensation Plan**.

1. Beginning Salary for Teachers New to the School Corporation
   a) The salary for newly hired teachers with a Bachelor's Degree will be based on experience as outlined in Appendix A on Page 31. Teachers new to Blackford County Schools who possess a literacy endorsement will receive an additional $225 to the base salary.
   b) The salary for new hires with a Master's Degree will be determined by the Superintendent within the salary range identified in Section 2,b.
   c) The starting salary for teachers new to Blackford County Schools in a hard to fill position may be increased up to $5000 as agreed upon by the Superintendent and the Federation President, based on the teacher being appropriately licensed in the area.
   d) Years of experience of new hires may be reduced by the corporation by up to fifty (50) percent, rounded to the nearest full year
   - This reduction shall be by mutual consent of the Superintendent, the new hire, and the Federation President or his/her designee
   - Once the reduction has been made, no change can be made to restore the years of experience in the future

- It is understood by the parties that the intent of this language is to hire experienced and qualified teachers in an effort to have a good distribution of teaching experience within the teaching staff

2. Base Salary Increases
   a) Factors and Definitions
      - Evaluation: Must not have been rated ineffective or improvement necessary in the prior year
      - Academic Needs: All teachers employed in Blackford County Schools last year for at least 120 days and employed on September 15th of this year.
      - Instructional Leadership: awarded for the initial attainment of the literacy endorsement

   b) Distribution
      - Evaluation = $700.00
      - Academic Needs = $700.00
      - Instructional Leadership = $225

   c) Itemized Compensation Requirements
      - Calculation of Total Possible Base Salary Increase Available to Teachers Under the Compensation Plan = $1625

   Increase attributable to education and experience:
   • Increase attributable to experience = $0
   • Increase attributable to evaluation = 43.07%
   • Increase attributable to academic needs = 43.07%
   • Increase attributable to instructional leadership = 13.86%
   • The combined increase for education and experience is $700, which is 43.07% of total possible increase
      - Increase attributable to academic needs = $700 which is 43.07% of total possible increase
      - A base salary increase for the attainment of the literacy endorsement is included in the total possible increase.

   a) Stipends:
      (1) Dual Credit Stipend: The corporation will provide an $800 stipend to teachers for each dual credit course title taught, whether the course is one semester or two semesters in length. The stipend will be awarded one time per dual credit course title regardless of the number of sections of the course. (Teachers are required to submit an AP voucher at the end of the school year for payment)

   b) Miscellaneous provisions

      A teacher rated ineffective or improvement necessary under IC 20-28-9-1.5(e). in a prior year may not receive any raise or performance

bonus for the following year if the teacher's employment contract is continued.

The salary range for 2026-2027 before any salary raises is $47,250 - $78,470. The salary range for 2026-2027 after the raises is $48,150 - $79.370.

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 funds that were otherwise allocated for teachers rated in ineffective or improvement necessary, those funds will be distributed to eligible teachers in the form of a stipend.

C. **Extra Duty Pay Schedule**. Teachers assigned extra duties shall be paid in addition to their basic salary amount, the amounts stipulated in Appendix B.

1. While extra duty assignments after the basic school day hours may be offered to teachers on a year to year basis at the sole discretion of the board, teachers are not required to accept extra duty assignments unless the Board is unable to fill vacant positions with acceptable volunteers. This provision is the school's policy, was not bargained, and is included for informational purposes only.

2. All head coaching jobs may be subject to an eighteen percent (18%) fluctuation downward if change in personnel occurs. If the salary is adjusted downward, it shall be restored to the scheduled amount within three (3) years of the adjustment.

D. **Severance Pay**. Severance pay shall be provided according to the following requirements and provisions to any teacher who voluntarily leaves employment of the School Corporation:

1. For any teacher under regular contract with the Blackford County Schools or on Board approved leave, unused accumulated sick leave days and years of teaching service in this school corporation will be paid as stipulated below, provided the teacher has.

    a) The last ten (10) years teaching experience in this school corporation accompanied by evidence that the teacher is planning permanent retirement from teaching, or
    b) At least eighteen (18) years teaching experience in this school corporation.

2. The teacher must notify the Office of the Superintendent of intent to leave not later than May 15 in the school year prior to the first school year of the separation; provided, however, that the requirement for notification may be waived in case of

retirement due to disability. In the event that notice is not given prior to May 15, then the Board is not required to make payment in the last check as provided in Subsection 4 below; instead, the Board will be required to make payment no later than the end of the first full week of the subsequent January.

3. For teachers hired after 2011, the maximum number of accumulated sick and unrestricted days will be capped at 120. At the completion of the school year, any days in excess of the 120 total will be paid out at $100 per day.

4. Payment will be a part of said teacher's last check based upon the accumulated sick leave total and unused personal leave as of the last day of the last school year of employment and upon the years of teaching service in this school corporation as follows:

   Unused accumulated sick leave and unused personal leave paid at the rate of one hundred dollars ($100.00) per day.

5. The severance pay shall not exceed the sum of thirteen thousand five hundred dollars ($13,500).

E. **Preparation Period Compensation.** Teachers who are assigned to teach a period that would normally be used as their preparation time will be compensated an additional one-seventh (1/7) of their contract amount. Because of the uncertainty of the master schedule, these additional assignments will be made on a per-semester basis.

F. **Mileage**. Reimbursement for approved travel during the period of July 1 through June 30 shall be at the IRS rate in effect on July 1st commencing such time period.

G. **Pay Dates.** Basic salaries of teachers shall be paid in either twenty-one (21) or twenty-six (26) pays, with the first and last pays being adjusted and the other pays being equal. New employees or employees that elect to receive 21 pays the previous year shall have the option of receiving twenty-seven (27) pays with the first pay prorated for the number of days the employee has worked.

1. The first pay shall reflect pay equal to the number of days worked in the first pay period, but shall not exceed the amount of an equal pay.

2. The last pay may be adjusted to reflect changes in deductions, tax status, and other similar circumstances.

3. It is also understood that the amounts and number of pays may be adjusted to reflect absence with loss of pay, working less than a full school year, final payment due an employee, severance pay, pay for additional training, and other

similar circumstances.

4. Each teacher shall elect the pay option for the following school year by notifying the Office of the Superintendent in writing on or before July 1st.
    a) Any teacher who does not serve notice each year as herein provided shall be paid in accordance with the pay option last selected.
    b) Once selected by the teacher, the method of payment shall not be changed during any school year.

5. Payment for extra duties will be made pursuant to the Schedule set forth in Appendix B.

H. **Involuntary Transfer Stipend.** Any teacher who is notified of an involuntary transfer of position or classroom on or after two weeks from the first teacher work day of the school year shall receive a Two Hundred Dollar ($200.00) stipend.

I. **Extra-Curricular Pass**. Teachers will be issued a non-transferrable pass which will allow each teacher and his spouse (or guest if teacher is single) to attend home extra-curricular events with the exception of tournaments, where the teacher's presence is required or where the teacher voluntarily agrees to perform supervisory or assigned responsibilities.

J. **Curriculum Rate.** Upon approval of the business/superintendent's office, teachers shall receive $25.00 per hour for curriculum or professional development that occurs outside of the regular teaching contract and is at the request of the administration.

K. **Dual Credit Reimbursement.**

1. For the 2026-2027 school year Blackford County Schools will reserve $20,000 for graduate credit reimbursement for the purpose of earning dual credit credentialing.

2. Graduate credit must be pre-approved by the Superintendent prior to registering for the class.

3. The graduate credit must meet the requirements to earn dual credit credentialing to qualify for the stipend.

4. For the 2026-2027 school year, the stipend shall not exceed $350 per credit hour.

5. The benefit for a teacher shall not exceed $3,150 for the 2026-2027 school year. This includes summer courses taken prior to the start of the 2026-2027 school year. If a teacher receives grant funding or any other type of outside assistance for

classes taken, the amount received from these sources shall be deducted from the $3,150 maximum benefit.

6. Official transcripts must be provided to the Superintendent for reimbursement.

7. The grade in the class must be a B- or better or a Pass grade on a Pass/Fail scale to qualify for reimbursement.

8. The reimbursement will be paid in equal two parts. The first reimbursement payment will be upon completion of the course and submission of a transcript verifying the completion of the course and the grade earned. The second reimbursement payment will be made in the first payroll of the school year following completion of the class provided the teacher is still employed at Blackford County Schools. If the teacher is no longer employed at Blackford County Schools the school year following the completion of the class the teacher will not receive the second reimbursement payment.

L. **Hourly Rate.** When teachers are paid based upon an hourly rate (i.e. summer school) the corporation shall utilize a 7.5 hour day to calculate the rate.

M. **Background Checks** Blackford County Schools will pay for the background checks for current employees as required by I.C. 20-26-5-10(f), (h), (i).

N. Social Security/Medicare Bridge,Retirement Savings Plan, and Service Years Pay The Board shall honor the retirement buyout agreement as set forth in Article VI, Sections E, F and G, in the July 1, 2003 to June 30, 2004 Collective Bargaining Agreement and in subsequent collective bargaining agreements.

V. ARTICLE V| Leaves

A. **Unrestricted Paid Leave and Sick Leave Days.**

1. Unrestricted paid leave to be used as provided by this Section shall be credited annually to each teacher as follows
   a) Twelve (12) days during the first year of employment
   b) Eleven (11) days in each succeeding year

   The contractual allotment of annual short-term leave days shall constitute compliance with the School Corporation's statutory obligation to provide a certain number of days for sick leave and personal leave.

   Use of unrestricted leave days, except for the reasons authorized in Section 3.a and Section 3.b below, shall neither immediately precede nor immediately follow

a school recess or vacation period which results in an extension of such period, provided, however, that this provision shall not prohibit regular business use of such days. The Superintendent, or his designee, may ask the employee requesting one of these days whether the granting of this day as personal business is for the purpose of extending the vacation or holiday period. If the teacher answers "No", the Superintendent or his designee shall not require further verification from the teacher unless there is some circumstance which gives rise to reasonable basis to conclude that the recess or vacation period is being extended.

Written notification of intent to use short-term leave for reasons other than those identified in Section 3.a and Section 3.b below should be made at least two (2) days prior to use of such leave.

2. Unrestricted leave shall be credited annually to each teacher on the first day of his employment year.

3. Terms of use of unrestricted leave when a teacher terminates employment:

    a) A teacher who gives proper notice per Article IV.D.2 of retirement or resignation to become effective at the end of the school year or a mutually agreed to date shall continue to use unrestricted leave per Article V.A.1.
    b) In the event a teacher cancels his/her contract in a manner other than described in section "a" above may use unrestricted days only for substantiated FMLA qualifying events.
    c) If use of unrestricted leave is denied, the teacher may appeal if the teacher believes the use of unrestricted leave was necessary and legitimate. The appeal shall be heard and a determination shall be made by the Federation President and the Superintendent.
    d) In the event the teacher disagrees with the decision made by the Federation President and the Superintendent, the teacher may file a grievance.

4. Unrestricted leave days shall be accumulated as sick leave from year to year up to the maximum provided for in Section A(5) below. Accumulated days may be used only after the annual allotment has been depleted then only for the purpose of:

    a) personal illness and/or medical appointments of the teacher, or
    b) illness of the teacher's spouse, child, step-child, grandchild, parent, step-parent, parent-in-law, brother, or sister.

5. Unused unrestricted leave days shall accumulate as sick leave days up to the maximum provided for in Section A(6) below. The maximum limitation will be

applied at the end of each school year. At the start of each school year, a teacher will have their accumulation up to the maximum and any additional leave entitlement for that school year.

6. Unused unrestricted leave days shall accumulate as sick leave days up to the maximum of 120 Days. The maximum limitation will be applied at the end of each school year. At the start of each school year, a teacher will have their accumulation up to the maximum and any additional leave entitlement for that school year.

   Contingent upon the State Tax Board or its successor approving a Senate Enrolled Act 199 Pension Bond for the Blackford County Schools, that sick leave accumulation maximum will be reduced effective at the end of the school year following the sale of the pension bonds to a maximum of one hundred twenty (120) days. At the time of the implementation of the new one hundred twenty (120) day maximum any teacher who has more than that maximum will receive a buy down of those days in excess of the maximum. The School District will pay to the teachers 401(a) account an amount equal to $100 per accumulated day in excess of the new maximum.

7. Each teacher who is employed by the Board under a supplemental service contract for summer school shall be credited with one additional non-accumulative short-term leave day at the first day of his employment under said contract. The leave day may only be used during the summer school session for which the teacher is contracted.

8. Sick leave days accumulated by a teacher prior to a leave of absence and not used during the leave shall remain to the credit of the teacher upon return.

9. Accumulated sick leave shall be applicable to both regular and summer school. The short-term leave summer school entitlement shall only be applicable for the summer school for which it was credited. Days used for sick leave during summer school shall be deducted at the rate of one half (½) day for scheduled teaching assignments of one half (½) day or less.

10. Prior to October 1 of each school year, the Board will notify each teacher in writing of the number of the teacher's accumulated sick leave days.

11. In addition to the sick leave provided for above, when a teacher with prior experience in the Indiana Public Schools System is newly employed in the Blackford County Schools, sick leave earned in the previous situation will be credited to the teacher at the beginning with his second year of employment at the

rate of three (3) days per year until all previous accumulated sick leave days have been credited.

B. **Bereavement Leave.** In the case of death in the immediate family of a regularly employed teacher, the teacher is entitled to be absent without loss of compensation on any of five (5) school days within a ten (10) calendar day period commencing on the day of the death.

1. "Immediate family" is interpreted as including only father, mother, brother, sister, husband, wife, son, daughter, daughter-in-law, son-in-law, father-in-law, mother-in-law, stepchildren, stepparents and grandchildren by marriage, blood, or law. Any other person who at the time of death was living as a member of the teacher's household will be considered as a member of the immediate family.

2. In case of death of a grandparent, grandparent-in-law, niece, nephew, uncle, aunt, brother-in-law, sister-in-law, step-brother, or step-sister by marriage, blood, or law not living in the household of the teacher, the teacher is entitled to be absent without loss of compensation for a period extending not more than two (2) consecutive calendar days, provided, however, that

    a) the teacher does attend in person the last burial rites of the stated family member not living in the household of the teacher;
    b) the burial rites occur while said teacher is performing duties as assigned by the Board under a valid teacher's contract; and
    c) the burial rites do not occur during the time when said teacher is absent from assigned duties due to vacation, or leave of absence, sick leave, or leave for personal business.

C. **Court Leave.** The Board will compensate a teacher who is subpoenaed:

1. to serve jury duty or to testify in court as a witness in a case in which he is not personally involved or

2. to testify in court in any suit arising out of the performance of the duties for, or employment with, the school corporation, or to testify before a judicial or legislative body legally empowered to issue said subpoena in a matter arising out of the performance of the duties for, or employment with, the school corporation for the number of days mandated to perform such obligation, provided, however, that said compensation shall not be paid to said teacher

    a) in the event said teacher is the plaintiff, or is subpoenaed by or on behalf of the plaintiff, in a suit, or judicial, legislative, or administrative procedure against said school corporation or Board, or

b) in the event said teacher is the defendant, or is subpoenaed by or on behalf of the defendant, in a suit or judicial, legislative, or administrative procedure brought by said school corporation or Board.

3. During the period of required absence for such mandated duty as provided herein, the teacher shall be paid full regular salary, provided the total amount of per diem allowance earned by such teacher, if any, is remitted by the teacher to the school corporation.

D. **Temporary Disability Leave.** In compliance with FMLA benefits and upon application, the Board shall grant a temporary disability leave of absence to teachers of this school corporation on the following basis:

1. Application of Provision

a) This provision shall apply to leave in all cases where a teacher is unable to teach because of a temporary disability caused by major surgery, pregnancy, childbirth, physical or mental illness, or injury.
b) In case of temporary disability caused by pregnancy, the teacher is entitled to a leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of the child, provided the teacher submits with the written notice required herein, a physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn, whichever is applicable.
c) In cases other than the provisions of 1.b above (pregnancy), a teacher shall provide a written statement from his physician attesting to the teacher's temporary disability.
d) If the teacher elects to utilize her sick leave under the provisions of Subsection 3.b herein, and said sick leave is exhausted during her temporary disability caused by pregnancy, the remainder of the leave will be without pay and subject to all other provisions contained herein.

2. Notification

After determining that such leave is imminent, the teacher shall give notice to the Office of the Superintendent, in writing, of the anticipated date he wishes to commence said leave of absence and anticipated date of return.

3. General Provisions Covering Temporary Disability Leaves Are as follows:

a) If a teacher desires to continue his duty assignment prior to the commencement of a leave, the teacher will be permitted to continue on full active duty until such date, provided he does perform the full duties

and responsibilities of his position and assignments, and provides, if requested by the Board, a written statement from his physician attesting to the teacher's ability to continue performing the full schedule of duties and responsibilities of his position and assignments.

b) A teacher may elect to utilize his accumulated sick leave during his period of temporary disability. While on leave, sick leave days will be paid only for the number of assigned duty days the teacher is absent for which the teacher is temporarily disabled, limited to the extent of the number of sick leave days accumulated by the teacher at the time said leave commences. If sick leave is exhausted during the temporary disability leave period, the remainder of the leave will be without pay and subject to all other provisions contained herein.

c) In all such cases the Board reserves the right to require certification by a physician of the teacher's fitness to return to employment and resume the full performance of the duties and responsibilities to which he may be assigned.

d) Except for a temporary disability caused by pregnancy as is provided herein, no leave under this provision shall be granted for a period exceeding one (1) year.

E. **Health Clinic Leave .** In an effort to help promote the overall health of our instructional staff and their families, teachers will be credited one (1) Health Clinic Leave annually each year to schedule and visit an East Central Indiana School Trust Health Care Clinic. This leave may be used in ½ day increments.

Unused Health Clinic Leave days shall not accumulate.

F. **Unpaid Leave.** Upon application by the teacher and approval by the Board a leave of absence, without pay or benefits, may be granted to a teacher for a period of up to one (1) year.

1. If the teacher is granted an unpaid leave, he is required to:

   a) Notify the Office of the Superintendent at least sixty (60) days prior to the expiration of the leave that he intends to return to employment the first assigned duty day of the next ensuing school semester from the date of termination of the leave and,
   b) Accept an offered position for which he is qualified.

2. The teacher may be permitted to return to full employment prior to the termination date of said leave provided

   a) The teacher notifies the Office of the Superintendent, in writing, at least

sixty (60) days prior to the date he wishes to return,

b) Said teacher furnishes, upon request, a written statement from his physician attesting to his ability to resume the full performance of the duties and responsibilities to which he may be assigned, if the leave was granted for medical reasons, and

c) There is a classroom teaching position open on the staff for which he is qualified.

3. In the event the teacher gives notice of his intention to return and furnishes the physician's statement as provided herein and no position is open, the teacher will be offered a position for which he is qualified no later than the beginning of the next school year.

G. **Study Leave.** The Board may grant a leave of absence for up to one (1) year without pay upon application of a teacher for the purpose of full-time advanced study for a master's or higher degree.

1. The purpose of such advanced study shall be one which had direct benefit to the school corporation and shall meet the approval of the Superintendent and Board.

2. Application for such leave must be made to the Office of the Superintendent not later than July 1 preceding the requested year of absence.

H. **Educational Leave.** A leave of absence with pay may be granted for attendance at educational meetings or visits to other schools, either of which must be approved in advance by the Superintendent. If leave is by Superintendent's request, expenses will be paid. If school is canceled by the Board on the day(s) of such prearranged absence, the teacher will not be required to attend the meeting or make the visit.

I. **Adoption Leave.** Upon application, the Board will grant a teacher an adoption leave of absence without pay or benefits for a period not to exceed one (1) year.

J. **Military Leave.** Military Leave will be granted to any teacher who is inducted into any branch of the Armed Forces of the United States or who enlists.

1. Upon return from such leave, a teacher will be placed on the salary schedule at the level which he would have achieved had he remained actively employed in the system during the period of his absence, up to a maximum of four (4) years.

2. Persons serving with the Armed Forces or cooperating auxiliary branches shall, upon honorable discharge or separation, be readmitted to teaching in a position comparable to the one surrendered by the individual when he left the school corporation.

a) The teacher shall have up to sixty (60) days after release from active duty to notify the Board of his intention to return to the system.
b) In the event that the veteran's former position is filled and an identical position is not available, then the veteran will be placed in a temporary position until a satisfactory adjustment can be made.

K. **Reserve/National Guard Leave.** If National Guard or reserve encampment or a period of active training due to an emergency situation should occur during the school year, the teacher required to participate shall be granted a temporary leave of absence.

L. **Military Service Credit.** Full credit for military service will be allowed to all veterans who took the oath of allegiance, served in either combat or non-combat units, and were honorably discharged.

1. A year shall be defined as at least eight (8) months of military service or a combination of military service and school teaching experience occurring between the dates of July 1 and June 30.

2. In no case shall a teacher receive more than the number of years he would have received as a teacher had his career not been delayed or interrupted.

3. The same rules will be followed in case of service in the Red Cross or U.S.O. during a period of hostility.

M. **Participation in Group Insurance.** A full-time teacher employed under regular contract on a Board approved leave may continue to participate in Board approved group insurance programs by paying the entire premium to the Board no later than fifteen (15) days prior to the premium due dates. Neither the Federation, the Board nor the School Corporation shall be held liable due to any lapse in insurance coverage as a result of a teacher's failure to remit said premiums as required herein.

N. **Injury on the Job.** A teacher injured on the job shall be entitled to pay for the remainder of the day on which the injury occurs, and any time lost from work on such day shall not be charged against the teacher's sick leave or personal leave.

O. **Family and Medical Leave Act.** Provisions Implementing the Family Medical Leave Act. Teachers shall have the right to both the appropriate family and medical leave and the appropriate designated benefits provided by the Family and Medical Leave Act ("FMLA"). Any provision of this contract which restricts any mandatory leave and/or mandatory benefit(s) of the FMLA will not have any effect for any teacher who has a right to a leave and/or benefit under the Act. For any leave or benefit for which a teacher qualifies for under the FMLA but not this contract, the School Corporation may:

1. Require a teacher to verify and/or certify any information which an employer may require under the FMLA; or

2. It may elect any option available to it under the FMLA;

   Provided, however, the School Corporation agrees not to seek reimbursement from teachers who fail to return to work after a FMLA leave even though that is an employer option under the FMLA.

P. **Sick Leave Bank.** A voluntary sick leave bank shall be established whereby a teacher who is absent from assigned duties due to personal illness of the teacher and who has utilized all sick leave and personal leave may petition a committee, as established herein, for sick leave days from the bank under the following conditions:

   1. Except as provided herein below, the number of accumulated days in the bank shall not exceed one hundred ninety (190) days, provided, however, that even though such contribution by such veteran or newly hired teacher would cause an accumulation of days in excess of the maximum specified herein;

   2. To become a current member of and participate in the bank a teacher must contribute one (1) sick leave day to the bank not earlier than August 1st nor later than September 15th of each year, and such day contributed shall be non-returnable to the employee.

      a) In the event that the number of accumulated days in the bank at the beginning of a school year is of sufficient number that a contribution of one (1) sick leave day by all teachers who are current members of the bank would cause the maximum number of days specified hereinabove to be exceeded, the current year's contribution by all such current members shall be suspended.
      b) If the normal annual contribution is suspended as provided in Subsection 2(a) above and the bank is then depleted during the school year, the current year's contribution shall be assessed at the time of such depletion.
      c) A veteran teacher who is not a current member of the bank may become a member by contributing one (1) sick leave day to the bank not earlier than August 1 nor later than September 15 of any school year.
      d) A teacher who is newly hired in the school corporation shall have fifteen (15) days from the date of initial duty assignment, or until September 15 of any school year, whichever is later, during which time such teacher may choose to become an active member of the bank by contributing one (1) sick leave day.

3. Teachers may be granted days from the bank under the following conditions:

   a) The teacher must have utilized and exhausted said teacher's own accumulated sick leave and personal leave;
   b) Written certification will be provided from the teacher's physician substantiating the illness and certifying that the absence will continue during a period of at least ten (10) consecutive days following the utilization and exhaustion of all said paid leave benefits as provided herein;
   c) Written application must be made by or on behalf of the teacher no later than twelve (12) days after exhaustion of said paid leave benefits;
   d) The teacher must have been absent for at least four (4) consecutive duty days after exhaustion of said paid leave benefits;
   e) Upon resumption of employment after using days from the bank, said teacher shall repay the number of days owed to the bank (number of days borrowed minus number of days contributed) at the rate of two (2) sick leave days per year, even though such contribution would cause an accumulation of days in excess of the maximum specified hereinabove, plus said teacher shall continue to contribute one (1) day per year as provided hereinabove in Section 2.
   f) If a teacher leaves employment of the school corporation, any days owed to the bank shall be waived.
   g) At the time the teacher becomes eligible to draw benefits from his/her long term disability insurance, eligibility for use of days from the bank shall cease.
   h) A three (3) member sick leave bank committee shall be established to receive written requests and allot days from the bank according to the provisions herein, under guidelines established by the committee.
      (1) The committee shall be composed of two (2) persons appointed by the Federation and one (1) person appointed by the superintendent.
      (2) Days allotted by the committee to an individual employee shall be available for use beginning with the fifth (5th) consecutive day of absence after exhaustion of the employee's said paid leave benefits, and such allotment to a teacher by the committee shall not exceed a fixed maximum as is established by the committee.
      (3) The committee shall be limited to a total allotment of one hundred ninety (190) days per year.
      (4) The committee shall not grant days for childrearing in a situation where the teacher is not actually temporarily disabled.
      (5) In case of a chronic or continuing illness of a teacher, the committee may request the Board to waive certain qualifying provisions of this sick leave bank. Only the Board has authority to waive such provisions.

(6) Any days granted by the committee to an individual teacher shall terminate effective the earliest date as hereinafter provided:
   (a) The day after the last day of the term of employment for the school year, or
   (b) The day after the last day of allotted number of days granted by the committee, or
   (c) The first day of return to employment subsequent to the granting of days by the committee.

VI. ARTICLE VI | Insurance

A. Medical Insurance.

The amount specified below, but not to exceed the actual cost of the premium, will be paid by the Board toward the cost of hospital, surgical, and medical care type insurance including major medical for each teacher employed under regular contract and enrolled in the School Corporation's group, single or family medical insurance plan, with the teaching paying not less than one dollar ($1) per year.

The maximum Board payment per teacher will be:

The following provision will be in effect commencing on January 1, 2027

PPO Plan
Single coverage per year - $7,035
Family coverage per year $16,324

HDHP 1 Plan ($3500/$6000 Deductible
Single coverage per year - $7,035
Family coverage per year - $16,324

HDHP 2 Plan ($5000/$10,000 Deductible)
Single coverage per year - $7,035
Family coverage per year - 16,324

The above contribution level is the total amount that will be paid in the 2027 calendar year.

The Corporation is a member of the East Central Indiana School Trust. In the event that the Trustees of the East Central Indiana School Trust approve a premium holiday, the holiday shall be shared equitably between the Corporation and its employees that participate in medical coverage provided through the East Central Indiana School Trust.

Specifically, the Corporation shall receive a credit towards the amount of premium payable under the terms of this Agreement equal to the portion of the Corporation's normal contribution that is not paid as a result of the premium holiday.

B. **Dental Insurance**. The Board will provide payment per teacher for dental insurance as follows:

Single coverage per year - The school corporation shall pay 100% of the premium costs.
Family coverage per year - The school corporation shall pay 100% of the premium costs.

C. **Vision Insurance**. The Board will provide payment per teacher for vision insurance as follows:

Single coverage per year - The school corporation shall pay 100% of the premium costs.
Family coverage per year - The school corporation shall pay 100% of the premium costs.

D. **Term Life Insurance.** The Board will provide a term life insurance policy in the amount of $50,000 coverage per teacher employed under regular contract and enrolled in the school corporation's group term insurance plan, with the teacher paying not more than one dollar ($1) per year. The Board also will provide and pay for a dependent term life insurance policy in the amount of $2,000 coverage for the teacher's spouse and $1,000 coverage for each child.

E. **Long-Term Disability Insurance.** The amount specified below, but not to exceed the actual cost of the premium, will be paid by the Board toward the cost of long term disability insurance for each teacher employed under regular contract and enrolled in the School Corporation's group long term disability insurance plan, with the teacher paying one dollar ($1) per year.

1. All teachers in the bargaining unit shall participate in this plan.
2. The plan shall include a 120 day elimination period as well as 66 2/3% of salary pay benefit and a $2,050 maximum cap per month.

F. **Section 125.** Each teacher may participate in the Section 125 plan approved and adopted by the Board.

VII.ARTICLE VII | Grievance Procedure

Section 1. Definitions

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

B. The term "grievant" includes any individual or group of individuals in the bargaining unit or the Federation.

C. The term "day," when used in this article, shall mean assigned teacher days. During the summer recess, the term shall mean weekdays (Monday through Friday).

Section 2. Grievant and Representation

A grievant may present a grievance and must do so through the exclusive representative, and the exclusive representative will be present at all stages of the grievance machinery except as is provided in Step One. The adjustment of all grievances shall not be inconsistent with the terms of this Contract.

Section 3. Procedure

Step One:

1. Within twenty (20) days of the time the grievant knew or should have known of the act or condition giving rise to the grievance the grievant shall approach the Building Principal concerned and discuss the matter, or such grievance shall be deemed waived and shall not be processed.

   If requested by the grievant a representative of the Federation may accompany the grievant and in such case the Building Principal shall not initiate any consultation with the grievant prior to any scheduled meeting at which the representative is to be present.

2. Within seven (7) days of the presentation of the grievance at Step One the Principal shall render his oral answer to the grievant.

3. It is understood that no grievance shall be advanced to Step Two without first proceeding through Step One unless the grievance involves a proper claim which affects teachers in two (2) or more buildings. In such case the grievance may be initiated at Step Three. If after review, and within seven (7) days, the Superintendent determines such grievance is restricted to one (1) building, he shall route such grievance to the proper building for processing within the time limits provided. If the Superintendent determines the grievance is properly before him, the grievant or the Federation shall file the written grievance with the Superintendent within seven (7) days of the Superintendent's response.

Step Two:

1. If the grievance is not resolved in Step One the grievant may file a formal grievance in writing with the Building Principal within either seven (7) days of the oral answer or within fourteen (14) days of the date of the informal meeting at Step One if no oral answer is rendered, whichever is application.

2. The grievance form shall be filed in quadruplicate with one (1) copy for the Federation, the grievant, the Building Principal, and the school central office.

3. The grievance shall: (1) name the employee(s) involved, (2) state the facts giving rise to the grievance, (3) identify the specific provisions of this Contract allegedly violated, misinterpreted, or misapplied, (4) state the contention of the grievant with respect to the grievance, (5) indicate the specific relief requested, and (6) be signed by the grievant and the Federation.

4. The grievant may request a meeting with the Building Principal and the Federation representative may accompany the grievant. In any event, within seven (7) days after receiving the written grievance, the Building Principal shall communicate his answer, in writing, to the grievant and the Federation representative, and said answer shall be attached to the grievance.

Step Three:

1. If the grievance is not resolved in Step Two, the grievant or the Federation, within seven (7) days of receipt of the Building Principal's answer, or within fourteen (14) days of receipt of the written grievance by the Principal if no written decision is rendered by the Principal, may appeal to the Superintendent, or his designee, by filing the grievance and the Principal's answer, along with a written response of the grievant and/or the Federation, if desired, with the Office of the Superintendent, which shall receipt therefore. Any such response by the grievant shall be attached to the grievance.

2. The grievant may request a meeting with the Superintendent or his designated representative. The Superintendent, or his designated representative, shall give the grievant an answer, in writing, no later than five (5) days after receipt of the written grievance properly filed with the Office of the Superintendent. Such answer shall be attached to the grievance.

Step Four:

1. If the grievance is not resolved in Step Three, the grievant or the Federation, within five (5) days of receipt of the Superintendent's answer, may appeal to the Board by filing the grievance along with accompanying written responses with the President of the Board.

2. The Board or a designated subcommittee thereof shall hold a meeting with the grievant and the Federation within twenty-one (21) days of the President's receipt of the grievance. The Board shall render its written response to the grievant and the Federation no later than seven (7) days following its next subsequently scheduled regular board meeting.

Section 4. Other Provisions Relating to the Grievance Procedure

A. No reprisal of any kind shall be taken by or against any participant in the grievance procedure by reason of such participation.

B. All documents, communication, and records dealing with the processing of a grievance shall be filed separately from the personnel file of the participant.

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

D. Time limits herein apply to grievants on leave of absence, other than sick leave and emergency leave, as if such grievant were present and working.

E. Any grievance not advanced from one step to the next, within the time limits, shall be deemed resolved by the answer at the previous step but shall not serve as precedent. Any grievance not responded to by the employer representative in a timely manner may be advanced to the next step.

F. Any grievance which arose prior to the effective date of this Contract may be processed only under the contract provisions which were in effect at the time the grievance arose.

VIII. ARTICLE VIII | Term and General Provisions

A. **Term and Effect.** This Contract with the exception of those provisions which specifically go into effect or expire by their terms on such other dates shall be effective as of October 27, 2026 and shall continue in effect through June 30, 2027.

B. **Entire Agreement.** This Contract supersedes and cancels all previous contracts or agreements, oral or written between the Board and the Federation and constitutes the entire agreement between the parties. No subject contained in I.C. 2029-64 which is not included in this agreement can be unilaterally changed. Any amendment or agreement supplemental hereto shall not be binding upon either party unless agreed to and executed in writing by the parties.

C. **Savings Clause.** If any Article or Section of the Contract or of any rider thereto shall be

held invalid by operation of law or by any tribunal of competent jurisdiction (not to include the Board of School Trustees), or if compliance with or enforcement of any Article or Section should be restrained by such tribunal pending a final determination as to its validity, the reminder of this Contract and of any rider thereto, or the application of such Article or Section to persons or circumstances other than those as to which it has been held invalid or as to which compliance with or enforcement of has been restrained, shall not be affected thereby.

D. **Supremacy.** The parties agree that this Agreement shall supersede any rules, regulations, policies or practices of the Board which would be contradictory or inconsistent with the terms of this Agreement. Any individual contracts between the Board and an individual member of the bargaining unit shall be made subject to this Agreement.

This Contract is made and entered into at Hartford City, Indiana, on this, October 27th, 2026 by and between the Board of School Trustees of the Blackford County Schools, County of Blackford, State of Indiana, party of the first part, heretofore referred to as the "Board," and the Blackford Federation of Teachers, Local #977, American Federation of Teachers, and an affiliate American Federation of Teachers-Indiana, heretofore referred to as the "Federation".

The Blackford School Board and Blackford Federation held a Public Hearing prior to the start of Formal Negotiations on August 18th, 2026 at 5:30 p.m. Electronic attendance was not allowed

The Blackford School Board and Blackford Federation of Teachers held a Public Meeting to discuss the Tentative Agreement on October 13th, 2026 at 5:30 p.m. Electronic attendance was not allowed

Neither the Governing Body or Public were allowed to participate by electronic means of communication at the above Hearing or Public Meetings.

This Contract, the Statement regarding the Public Hearing, and the Statement Regarding the Public Meeting are so attested to by the parties whose signatures appear below:

Board of School Trustees of the Blackford County Schools	Blackford Federation of Teachers
President	President
Chief Negotiator of the Board's Negotiating Team	Chief Negotiator of the Federation
Team Member	Team Member
Team Member	Team Member
Team Member	Team Member
Team Member	Team Member
THIS CONTRACT RATIFIED BY THE BOARD OF SCHOOL TRUSTEES OF THE BLACKFORD COUNTY SCHOOLS ON OCTOBER 27th, 2026	THIS CONTRACT RATIFIED BY THE BLACKFORD FEDERATION OF TEACHERS ON OCTOBER 27th, 2026

APPENDIX A

BLACKFORD COUNTY SCHOOLS

Starting Salary Grid

Effective October 28th, 2025 all teachers new to Blackford County Schools will be paid based upon their experience and education as outlined on the starting salary grid below.

Years exp.	Bachelors @ 185 days *number of days included for informational purposes only, this is not bargained
0	$48,150
1	$48,650
2	$49,150
3	$49,650
4	$50,150
5	$50,650
6	$51,150
7	$51,650
8	$52,150
9	$52,650
10	$53,150
11	$53,650
12	$54,150
13	$54,650
14	$55,150
15	$55,650
16	$56,150
17	$56,650

APPENDIX B

CLUBS, ACTIVITIES, AND EXTRA-CURRICULAR POSITIONS

EVENT	SALARY	1st Pay Date	2nd Pay Date
Booster Club	$323.00	2nd pay of May	
Industrial Arts Club	$323.00	2nd pay of May	
Jr. High Art Show	$323.00	2nd pay of May	
Elementary Art Show	$323.00	2nd pay of May	
Elementary Student Council	$323.00	2nd pay of May	
Science Fair	$323.00	2nd pay of May	
Jr. High Honor Society	$323.00	2nd pay of May	
Speech Language Pathologist with Certificate of Clinical Competence (CCC) Or previously had CCC	$323.00	2nd pay of May	
MTSS Coordinator	$646.00	2nd pay of May	
New Teacher Mentor (0 Years Experience)	$500.00	2nd pay of May	
New Teacher to BCS Mentor (Previous Experience)	$300.00	2nd pay of May	
Tutoring Instructor (30 Documented Hours)	$750.00	2nd pay of May	
Sophomore Class Sponsors	$486.00	2nd pay of May	
Freshman Class Sponsors	$486.00	2nd pay of May	
Health Careers Club	$486.00	2nd pay of May	
ICE	$486.00	2nd pay of May	
Library Club	$486.00	2nd pay of May	
Fine Arts Show- High School	$486.00	2nd pay of May	
Writing Club	$486.00	2nd pay of May	
Jr. High Student Council	$486.00	2nd pay of May	
Dance Team	$450.00	2nd pay of May	
Senior Class Sponsors	$650.00	2nd pay of May	
Art Club	$650.00	2nd pay of May	
JH Art Club	$486.00	2nd pay of May	
FCCLA	$650.00	2nd pay of May	
Spanish Club	$650.00	2nd pay of May	
Best Buddies	$650.00	2nd pay of May	
Greenhouse Summer	$200.00	2nd pay of August	

Greenhouse Manager	$650.00	2nd pay of May	
Elementary Yearbook	$650.00	2nd pay of May	
Junior Class Sponsors	$810.00	2nd pay of May	
BADD	$810.00	2nd pay of May	
BPA (*Intensive Lab)	$810.00	2nd pay of May	
Science Club	$810.00	2nd pay of May	
Thespians Club	$810.00	2nd pay of May	
Concession Manager H.S	$810.00	2nd pay of May	
Intramurals H.S. and JR. H.S.	$810.00	2nd pay of May	
Head Teacher	$810.00	2nd pay of May	
Winter Guard	$1,000	2nd pay of May	
Key Club	$1,460.00	2nd pay of May	
Dramatic Productions per production	$1,460.00	2nd pay of May	
High School Newspaper	$1,460.00	2nd pay of May	
High SchoolYearbook	$1,460.00	2nd pay of May	
Student Council	$1,460.00	2nd pay of May	
National Honor Society H.S.	$1,460.00	2nd pay of May	
Pep Band	$1,894.00	2nd pay of May	
High School Coding Sponsor	$2,365.00	2nd pay of May	
Department and District Directors	$1,050.00	2nd pay of May	
Woodwind Coach	$1,000.00	Complete an AP Voucher	
Percussion Coach	$1,000.00	Complete an AP Voucher	
Guard Coach	$1,000.00	Complete an AP Voucher	
Show Choir Choreographer	$1,500.00	Complete an AP Voucher	
Choral Accompanist	$3220.00	2nd Pay-Sept	Last Pay-Oct
Elementary Band and Choir	$1,000.00	2nd pay of May	
Esports Fall Season	$750.00	2nd pay of November	
Archery Coach	$1500.00	2nd pay of March	
Archery Assistant Coach (Must have 20+ on Roster)	$1000.00	2nd pay of March	
Esports Spring Season	$750.00	2nd pay of March	
Football Marching Band	$2,365.00	2nd Pay-Sept	Last Pay-Oct
Robotics Head Coach	$3,000.00	2nd Pay-Sept	Last Pay-Oct

Robotics 1st Assistant Coach	$1,500.00	2nd Pay-Sept	Last Pay-Oct
Robotics 2nd Assistant Coach	$1,500.00	2nd Pay-Sept	Last Pay-Oct
Summer Choir	$2,544.00	1st Pay-July	1st Pay-Aug
FFA Sponsor	$5,250.00	2nd Pay-Sept	2nd Pay-May
Assistant FFA Sponsor	$1312.00	2nd Pay-Sept	2nd Pay-May
Summer Music	$5,056.00	1st Pay-July	
Cadet Teacher Supervisor	$486.00	2nd pay of March	
Elementary Athletics/Activities Coordinator	$2000.00	2nd pay of May	
High School Parking Lot Supervisor	$650.00	2nd pay of May	
BUILDING LEVEL ACADEMIC TEAMS COMPETITIONS COACHING			
Building	Stipends	Teams	
BPS	$2,000	Complete an AP Voucher	
BIS	$3,000		
BHS	$5,000		
JH Athletic Director	$3,000		
Aquatics Director	$6,493	2nd Pay-Dec	1st Pay-Mar
BASEBALL			
Head Coach	$4,600.00	2nd Pay-April	2nd Pay-May
1st Assistant	$2,300.00	2nd Pay-April	2nd Pay-May
2nd Assistant	$2,064.00	2nd Pay-April	2nd Pay-May
3rd Assistant (Must have 36+ on roster)	$1,150.00	2nd Pay-April	2nd Pay-May
JH Head Coach	$1,200.00	2nd Pay-April	2nd Pay-May
BOYS BASKETBALL			
Head Coach	$7,400.00	2nd Pay-Dec	1st Pay-Mar
1st Assistant	$3,700.00	2nd Pay-Dec	1st Pay-Mar
2nd Assistant	$3,309.00	2nd Pay-Dec	1st Pay-Mar
C or Freshman Team Coach	$2,205.00	2nd Pay-Dec	1st Pay-Mar
8th Head Coach	$2,205.00	2nd Pay-Dec	1st Pay-Mar
7th Head Coach	$2,205.00	2nd Pay-Dec	1st Pay-Mar
Elementary Head Coach	$1,000.00	2nd Pay-Dec	1st Pay-Mar
GIRLS BASKETBALL			
Head Coach	$7,400.00	2nd Pay-Dec	1st Pay-Mar
1st Assistant	$3,700.00	2nd Pay-Dec	1st Pay-Mar

2nd Assistant	$3,309.00	2nd Pay-Dec	1st Pay-Mar
C or Freshman Team Coach	$2,205.00	2nd Pay-Dec	1st Pay-Mar
8th Head Coach	$2,205.00	2nd Pay-Dec	1st Pay-Mar
7th Head Coach	$2,205.00	2nd Pay-Dec	1st Pay-Mar
Elementary Head Coach	$1,000.00	2nd Pay-Dec	1st Pay-Mar
PEP CLUB/CHEERLEADERS			
Head Coach (Fall & Winter)	$3,500.00	2nd Pay-Sep	2nd Pay-Dec
1st Assistant (Fall & Winter)	$1,750.00	2nd Pay-Sep	2nd Pay-Dec
JH Head Coach (Fall & Winter)	$1,500.00	2nd Pay-Sep	2nd Pay-Dec
CROSS COUNTRY BOYS/GIRLS			
Head Coach	$4,000.00	2nd Pay-Sep	Last Pay-Oct
1st Assistant	$2,000.00	2nd Pay-Sep	Last Pay-Oct
JH Head Coach	$1,200.00	2nd Pay-Sep	Last Pay-Oct
FOOTBALL			
Head Coach	$7,400.00	2nd Pay-Sep	Last Pay-Oct
1st Assistant	$3,700.00	2nd Pay-Sep	Last Pay-Oct
2nd Assistant	$3,309.00	2nd Pay-Sep	Last Pay-Oct
3rd Assistant	$3,309.00	2nd Pay-Sep	Last Pay-Oct
4th Assistant	$3,309.00	2nd Pay-Sep	Last Pay-Oct
5th Assistant (Must have 65+ roster)	$3,309.00	2nd Pay-Sep	Last Pay-Oct
JH Head Coach	$2,205.00	2nd Pay-Sep	Last Pay-Oct
JH Assistant (3)	$1,000.00	2nd Pay-Sep	Last Pay-Oct
UNIFIED FOOTBALL			
Head Coach	$1,200.00	2nd Pay-Sep	Last Pay-Oct
1st Assistant	$600.00	2nd Pay-Sep	Last Pay-Oct
GOLF			
Head Coach- Boys	$3,000.00	2nd Pay-April	2nd Pay-May
Head Coach- Girls	$3,000.00	2nd Pay-Sep	Last Pay-Oct
SOCCER			
Head Coach- Boys	$3,500.00	2nd Pay-Sep	Last Pay-Oct
1st Assistant	$1,750.00	2nd Pay-Sep	Last Pay-Oct
2nd Assistant (Must have 36+ on roster)	$1,500.00	2nd Pay-Sep	Last Pay-Oct
Head Coach- Girls	$3,500.00	2nd Pay-Sep	Last Pay-Oct

1st Assistant	$1,750.00	2nd Pay-Sep	Last Pay-Oct
2nd Assistant (Must have 36+ on roster)	$1,500.00	2nd Pay-Sep	Last Pay-Oct
SOFTBALL			
Head Coach	$4,600.00	2nd Pay-April	2nd Pay-May
1st Assistant	$2,300.00	2nd Pay-April	2nd Pay-May
2nd Assistant	$2,064.00	2nd Pay-April	2nd Pay-May
3rd Assistant (Must have 36+ on roster)	$1,150.00	2nd Pay-April	2nd Pay-May
JH Head Coach	$1,200.00	2nd Pay-April	2nd Pay-May
SWIMMING			
Head Coach	$4,600.00	2nd Pay-Dec	1st Pay-Mar
1st Assistant	$2,300.00	2nd Pay-Dec	1st Pay-Mar
2nd Assistant/Dive Coach (must have 28+athletes)	$1,564.00	2nd Pay-Dec	1st Pay-Mar
JH Head Coach	$1,200.00	1st Pay-Mar	2nd Pay-April
JH Assistant (Must have 15+ on roster)	$810.00	1st Pay-Mar	2nd Pay-April
Junior High Dive Coach	$500	2nd Pay Dec	1st Pay Mar
TENNIS			
Head Coach- Boys	$3,000.00	2nd Pay-Sep	Last Pay-Oct
1st Assistant (Must have 12+ on roster)	$1,500.00	2nd Pay-Sep	Last Pay-Oct
Head Coach- Girls	$3,000.00	2nd Pay-April	2nd Pay-May
1st Assistant (Must have 12+ on roster)	$1,500.00	2nd Pay-April	2nd Pay-May
TRACK			
Boys Coach	$3,500	2nd Pay-April	2nd Pay-May
Girls Coach	$3,500	2nd Pay-April	2nd Pay-May
Assistant	$1,600.00	2nd Pay-April	2nd Pay-May
2ndAssistant (Must have 40+ combined on roster)	$1,000.00	2nd Pay-April	2nd Pay-May
JH Head Coach	$1,200.00	2nd Pay-April	2nd Pay-May
JH Assistant (Must have 20+ combined on roster)	$810.00	2nd Pay-April	2nd Pay-May
UNIFIED TRACK			
Head Coach	$1,200.00	2nd Pay-April	2nd Pay-May
1st Assistant	$600.00	2nd Pay-April	2nd Pay-May
VOLLEYBALL			
Head Coach	$3,500.00	2nd Pay-Sep	Last Pay-Oct
1st Assistant	$1,750.00	2nd Pay-Sep	Last Pay-Oct

2nd Assistant	$1,400.00	2nd Pay-Sep	Last Pay-Oct
3rd Assistant (Must have 28+ on roster)	$1,400.00	2nd Pay-Sep	Last Pay-Oct
6th Head Coach	$1,000.00	2nd Pay-Sep	Last Pay-Oct
7th Head Coach	$1,200.00	2nd Pay-Sep	Last Pay-Oct
8th Head Coach	$1,200.00	2nd Pay-Sep	Last Pay-Oct
WEIGHTLIFTING			
WEIGHTLIFTING	$3,000.00	2nd Pay-April	2nd Pay-June
BOYS WRESTLING			
Head Coach	$3,500.00	2nd Pay-Dec	1st Pay-Mar
1st Assistant	$1,750.00	2nd Pay-Dec	1st Pay-Mar
JH Head Coach	$1,200.00	1st Pay-Mar	2nd Pay-April
JH Assistant	$810.00	1st Pay-Mar	2nd Pay-April
GIRLS WRESTLING			
Head Coach	$3,500.00	2nd Pay-Dec	1st Pay-Mar
1st Assistant (10 minimum)	$1,750.00	2nd Pay-Dec	1st Pay-Mar
BOWLING			
Unified Head Coach	$650	1st Pay-Mar	2nd Pay-April
Unified Assistant Coach	$325	1st Pay-Mar	2nd Pay-April

Salaries above schedule will appear on individual contracts - do not include the 3% Teacher Retirement amount paid by the Board