MASTER CONTRACT

BETWEEN

THE BOARD OF SCHOOL TRUSTEES

OF THE

METROPOLITAN SCHOOL DISTRICT

OF SHAKAMAK

AND

SHAKAMAK CLASSROOM TEACHERS ASSOCIATION

TABLE OF CONTENTS

PAGE

ARTICLE I 3
Introduction 3
ARTICLE II 5
Salary and Wages 5
ARTICLE III 7
Wage and Salary-Related Fringe Benefits 7
ARTICLE IV 17
Grievance Procedure 17
ARTICLE V 20
CBA Ratification 20
APPENDIX A 22
APPENDIX B 26
APPENDIX C 28
APPENDIX D 29
APPENDIX E 30
APPENDIX F 31

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SHAKAMAK CLASSROOM TEACHERS ASSOCIATION

THIS MASTER CONTRACT is entered into this 13th day of November, 2026, by and between the Board of School Trustees of the Metropolitan School District of Shakamak, hereinafter called the "Board," and the Shakamak Classroom Teachers Association, hereinafter sometimes called the "Local Association," an affiliate of the Indiana State Teachers Association and the National Education Association, hereinafter called the "Association."

ARTICLE I

Introduction

A. Parties

This Agreement is between the Board of School Trustees of the Metropolitan School District of Shakamak (the "Board") and the Shakamak Classroom Teachers Association (the "Association").

B. Recognition Clause and Composition of Bargaining Unit

The Board recognizes the Association as the exclusive representative of the bargaining unit described in the Indiana Education Employment Relations Board's most recent bargaining-unit order in effect on the date this Agreement is ratified: The Board recognizes the Shakamak Classroom Teachers Association as the exclusive representative of the bargaining unit consisting of all certified personnel employed by the Board except the Superintendent, Assistant Superintendents, Athletic Director, Principals, and Assistant Principals.

C. Definitions

a. "Teacher" or "bargaining-unit member" means an employee included in the IEERB-certified bargaining unit stated above.

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

c. The term "School Corporation," when used in this Contract, shall refer to the Metropolitan School District of Shakamak, in the counties of Greene and Clay in the State of Indiana.

d. The term "emergency," when used in this Contract, shall refer to a condition or situation which could not have been anticipated under normal circumstances.

e. When references are made to male teachers in this Contract, it also includes female teachers.

D. Contract Interpretation Provisions

Section 1. This Contract supersedes and cancels all previous agreements between the School Corporation and the Association as well as any alleged past practices of the School Corporation and this Contract constitutes the entire agreement between the parties.

Section 2. The parties agree that this Contract shall supersede any rules, regulations, policies, or practices of the Board which would be contradictory or inconsistent with the terms of this Contract. Any individual contracts between the Board and an individual member of the bargaining unit shall be made subject to this Contract.

Section 3. If any such individual contract made during the term of this Contract contains any language inconsistent with this Contract, this Contract shall prevail.

Section 4. Any amendment or agreement adding to, subtracting from, or supplemental to, this Contract shall not be binding upon either party unless it is executed in writing by each of the parties hereto.

Section 5. If any provision of this Contract or any application of this Contract to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

E. Permissible Provisions

Section 1. Subject to the provisions of Section 2 below, the Board, on its own behalf and on behalf of the school patrons in the School Corporation, hereby retains and reserves unto itself, without limitation, all power, right, authority, duties, and responsibilities conferred upon and vested in it by the laws and Constitution of the State of Indiana, and of the United States, including, but without limiting the generality of the foregoing, the right:

a. To the executive management and administrative control of the school system and its properties and facilities of its employees;

b. To hire all employees and, subject to the provisions of law, to determine their qualifications and the conditions for their continued employment or their dismissal or demotion, and to promote and transfer all such employees;

c. To establish grades and courses of instruction, including special programs, and to provide for athletic, recreational and social events for students, all as deemed necessary or advisable by the Board;

Section 2. The exercise of the foregoing powers, rights, authority, duties, and responsibilities by the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only to the specific and express terms of

this Agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and laws of the State of Indiana and the Constitution and laws of the United States.

ARTICLE II

Salary and Wages

A. Salary Range

At the beginning of the 2026–2027 school year, before applying the increases provided under this compensation plan or including the Corporation's contribution to ISTRF, the salaries of returning full-time bargaining-unit members range from $48,200 to $74,000.

B. Literacy-Endorsement Base-Salary Differentiation

Before applying any base salary increases provided elsewhere in this compensation plan, the base salary of each teacher who possesses a literacy endorsement shall be adjusted, as needed, to reflect a one hundred dollar ($100) differential compared with the base salary of a teacher who otherwise has the same credentials but does not possess the endorsement.

Any literacy-endorsement differential previously incorporated into a teacher's base salary shall remain part of the teacher's base salary. No additional annual adjustment shall be made when the teacher's base salary already reflects the full $100 differential.

This provision applies to returning teachers, newly hired teachers who possess the endorsement as of their date of hire, and teachers who obtain the endorsement during the contract term. A teacher who newly obtains the endorsement must provide official verification that it has been added to the teacher's license. Upon receipt of verification, the teacher's base salary shall be adjusted, as needed, to reflect the $100 differential.

The literacy endorsement differential is separate from, and shall not be included in, the calculation of increases attributed to the compensation-plan factors.

C. Base-Salary Increases

1. **Factors and Definitions**

   Evaluation: A teacher satisfies the evaluation factor by receiving a rating of Effective or Highly Effective on the teacher's most recent evaluation.

   Academic Needs: A teacher satisfies the academic-needs factor by being employed in a bargaining-unit position assigned by the Corporation to provide instruction or licensed student services during the 2026–2027 contract year.

2. **Distribution**
   A teacher who satisfies the evaluation factor shall receive a two thousand eight hundred eighty dollars ($2,880) increase to the teacher's base salary.

   A teacher who satisfies the academic-needs factor shall receive a three hundred twenty dollar ($320) increase to the teacher's base salary.

   A teacher who satisfies both factors shall receive a total base salary increase of three thousand two hundred dollars ($3,200).

3. Itemized Compensation Requirements

The total possible base salary increase available to a teacher under the compensation plan is $3,200.The increase attributable to education is $0.The increase attributable to experience is $0.The combined increase attributable to education and experience is $0, which is 0% of the total possible base salary increase.The increase attributable to academic needs is $320, which is 10% of the total possible base salary increase. The increase attributable to evaluation is $2,880, which is 90% of the total possible base salary increase.

D. Stipends

Stipends expressly identified in this Agreement are not part of base salary unless otherwise stated.

One-Time Stipend

Each bargaining-unit teacher employed by the Corporation on both the date this Agreement is ratified and the payment date shall receive a one-time, nonrecurring stipend of four hundred dollars ($400) for the 2026–2027 contract year. The stipend shall be paid no later than December 11, 2026. It shall not become part of the teacher's base salary, shall not be included in calculating compensation-plan increases, and shall not create a continuing obligation beyond the term of this Agreement.

E. New-Hire Salaries

A newly hired teacher shall be placed under Appendix F according to completed years of verified, relevant teaching experience and the teacher's highest qualifying degree. Following application of negotiated annual base-salary increases, a newly hired teacher shall not be placed above a returning teacher with the same degree level and equal or greater credited experience. A separately identified hiring incentive does not become base salary.

The starting salary of a newly hired teacher with no verified teaching experience, additional educational attainment, or literacy endorsement shall be the minimum teacher base salary established in this Agreement.

The starting salary of a newly hired teacher with verified teaching experience or additional educational attainment shall be determined by the Superintendent within the salary range established in this Agreement. In determining initial salary placement, the Superintendent may consider verified teaching experience, educational attainment, academic needs, difficulty in filling the position, and internal salary equity.

After initial salary placement has been determined, the base salary of a newly hired teacher who possesses a literacy endorsement shall be adjusted, as needed, to maintain a one hundred dollar ($100) differential compared with a newly hired teacher who otherwise has the same credentials.
The Superintendent shall provide the Association President with the initial salary placement of newly hired bargaining-unit members and, upon request, discuss those placements within the first thirty (30) teacher contract days of the academic year. Such discussion shall not require Association approval or limit the Superintendent's authority under this section.

The Superintendent may offer a newly hired bargaining-unit member a one-time hiring stipend of up to one thousand five hundred dollars ($1,500). The stipend shall not become part of the teacher's base salary. Before receiving the stipend, the teacher shall sign a written agreement stating its payment and repayment terms. A teacher who voluntarily resigns before completing the second semester of employment shall repay fifty percent (50%) of the stipend, subject to applicable law. The Superintendent may waive repayment when the resignation results from circumstances beyond the teacher's reasonable control.

F. Wages

Section 1. Salary differentials are in Appendix A.

Section 2. A teacher authorized to travel in the performance of assigned school duties shall use a Corporation vehicle when one is available. When a Corporation vehicle is unavailable and the teacher is authorized to use a personal vehicle, the teacher shall be reimbursed for authorized mileage at the IRS standard mileage rate in effect on August 1 immediately preceding the applicable school year.

Section 3. Teachers will be paid twenty-six (26) pays. The amount of the paycheck will be calculated by dividing the teacher salary by the appropriate number of pay dates.

A teacher who resigns and leaves employment before the end of the school year or who dies during the school year will receive any remaining pay on the pay date for the pay period immediately following the pay period in which the resignation or death occurs. A teacher whose employment ends at the end of the school year will receive any remaining pay by at least the pay date for the pay period in which the last teacher day occurs.

Section 4. All teacher pay will be through direct deposit.

Section 5. Updated individual teacher contracts shall be distributed for signatures within 30 days after ratification.

Section 6. A teacher shall be responsible for the cost of the criminal history check required for initial employment. The School Corporation shall pay the cost of any subsequent criminal history check it requires during the teacher's continued employment.

ARTICLE III

Wage and Salary-Related Fringe Benefits

A. Leaves

Section 1. Sick Leave.

a. Each teacher shall be entitled to be absent from work on account of illness or quarantine for a total of thirteen (13) days without loss of compensation.

b. (i) If in any one (1) school year the teacher shall be absent for such illness or quarantine less than the prescribed number of days, the remaining days shall be accumulative to one hundred twenty (120) days. At the end of any school year in which a teacher's sick leave accumulation has exceeded the maximum accumulation as defined above, that excess accumulation shall be designated as annual buy-back days and the teacher will be compensated One Hundred Dollars ($100.00) for each day in excess of the maximum accumulation. Such compensation for annual buy-back days shall be paid to the teacher's 401(a) account on or before June 30th. These 401(a) contributions will be vested upon deposit by the School District.

c. Sick leave accumulation will be increased each year, the equivalent of unused and unaccumulated personal leave days until the maximum accumulation is reached. A teacher may recommend to the School Corporation for its consideration the substitute of his/her choice.

d. In the event any teacher shall have accumulated one (1) or more days of sick leave and shall thereupon become employed in this School Corporation, there shall be added according to the following schedule:

Years of Shakamak Experience	Days Transferred Annually (until depleted)
1-3 years	3 days
4-5 years	4 days
6+ years	5 days

e. Teachers shall be given a written accounting of accumulated sick leave and accumulated absences by September 15 of each school year.

f. If a returning teacher decides to resign within thirty (30) days of the first day of the school year, the returning teacher may only use accumulated personal leave days from the previous school year.

g. Sick Leave on Restricted Days. If an absence occurs on a restricted day and is reported as sick leave, the Superintendent or designee reserves the right to require appropriate medical or other documentation to substantiate the use of sick leave. Misrepresentation of the reason for leave, or misuse of leave provisions, may result in denial of paid leave and/or disciplinary action in accordance with Board policy. For purposes of this Agreement, a restricted day is defined as: The first instructional day of the school year; the last instructional day of the school year; and any instructional day immediately preceding or following a scheduled school recess or holiday (e.g., fall break, winter break, spring break, Thanksgiving recess, Labor Day weekend). Exceptions may be granted with prior written approval of the building principal.

Section 2. Personal Leave.

Each teacher shall be entitled to three (3) days for the transaction of personal business and/or the conduct of personal or civic affairs during each year of such employment. Any unused personal business days shall accumulate as personal business days up to five (5) days. Any unused personal business days for the year above five (5) will be transferred to the teachers' accumulated sick leave days. Personal business days may not be taken on a restricted day except with the prior written approval of the building principal. Examples of circumstances that may warrant approval include, but are not limited to: The wedding or graduation of an immediate family member, religious observances not otherwise covered by school holidays, court appearances, legal proceedings, or jury duty obligations, a scheduled medical procedure for the employee or an immediate family member, situations involving serious illness, emergency, or hardship. This list is not exhaustive. Approval of requests for exceptions shall remain within the discretion of the building principal. The immediate family for this section is interpreted to mean: husband, wife, child, foster child, father, mother, brother or sister, grandparent, grandchild, or other relative for whom the teacher is providing care in his household. Relatives listed above shall include those established by blood, marriage, and step relations.

Restricted-Day Purpose. Leave may not be used on a restricted day for the primary purpose of extending a scheduled recess, holiday, or school break. This restriction does not prohibit legitimate sick leave or an approved personal-leave exception. Each request shall be evaluated individually under this Article, and an absence shall not be denied solely because it occurs on a restricted day.

If a returning teacher decides to resign within thirty (30) days of the first day of the school year, the returning teacher may only use accumulated personal leave days from the previous school year.

Section 3. Family Illness.

The teacher shall be allowed to use accumulated sick leave in case of severe illness, illness to infant child, the day of birth of child, the hospitalization of a spouse following delivery of a child, or accident to a member of the immediate family of the teacher. The immediate family for this section is interpreted to mean: husband, wife, child, foster child, father, mother, brother or sister, grandparent, grandchild, or other relative for whom the teacher is providing care in his household. Relatives listed above shall include those established by blood, marriage, and step relations.

Section 4. Family Medical Leave Act.

Bargaining unit members shall have the right to the appropriate family and medical leave and to the appropriate designated benefits provided by the Family Medical Leave Act ("FMLA"). Any provision of this Contract which restricts any leave or benefits of the FMLA will not have any effect for any bargaining unit member who has a right to a leave and/or benefit under the FMLA. The School Corporation may require a teacher to verify any information which an employer may require under the FMLA. All fringe benefits shall remain in effect during a family or medical leave, and the School Corporation shall continue its premium contributions for the duration of the leave.

Section 5. Bereavement Leave/Family Leave.

Up to seven (7) teacher work days of absence shall be granted to a teacher for a death in the immediate family. This leave period will commence on the day of the death or the day after death at that teacher's option and those days may be used in a thirty (30) calendar day period following the day of death. The immediate family for this section is interpreted to mean: father, mother, brother, brother-in-law, sister, sister-in-law, husband, wife, child, foster child, grandparent, grandchild, pregnancy loss (including miscarriage or stillbirth) experienced by the teacher or the teacher's spouse/partner and any other relative who at the time of death is living as a member of the household of the teacher. Relatives listed above shall include those established by blood, marriage, and step relations. These seven (7) days shall NOT be deducted from accumulated sick leave.

Up to two (2) of the unused days from the entitlement in the above paragraph may be used for personal business and/or estate or business matters on behalf of the deceased within twenty-four (24) months following the date of the death. These two (2) days may be reserved by written notice to the Superintendent's office to be used in the twenty-four (24) month period following the date of the death.

The teacher is entitled to two (2) teacher work days leave (with compensation) in case of the death of an uncle, aunt, niece, nephew, or first cousin (not to be charged against sick leave) for the purpose of attending the funeral service, memorial service, or wake. Relatives listed above shall include those established by blood, marriage, and step relations.

A teacher is entitled to one (1) teacher work day of leave (with compensation) to attend the funeral service, memorial service, or wake of a close friend.

The School Corporation has the right to ask for written verification for use of bereavement days.

Section 6. Maternity and Adoption Leave.

A teacher shall be entitled to request a maternity or adoption leave of absence for up to a period of one (1) year. This leave shall begin at such time as is determined by the teacher and the attending physician. Said teacher shall notify the superintendent in writing of the intention to take such leave and, except in case of emergency, shall give such notice, at least sixty (60) days prior to the date on which the

leave is to begin. The teacher shall notify the administration office so that necessary arrangements may be made for any special problem. Accumulated Sick Leave days may be used during this leave.

Section 7. Court and Jury Duty Leave.

Teachers who are called for jury duty or who are subpoenaed for witnesses in a trial will be paid their regular salary less the amount they are paid for the service they are called on to render except in the following situations:

1. in an action to enforce this collective bargaining contract or the rights under Public Law 217; or

2. where the teacher has sued the school corporation or any board member.

Section 8. Professional Leave.

Leave of absence of up to one (1) year (without reimbursement) may be granted to any permanent teacher who serves as an exchange teacher or joins the Peace Corps and who is a full time participant in either of such programs. Leaves of absence may be granted to serve in public office. The Board will grant a temporary leave of absence to a teacher (without reimbursement) who has been elected to the General Assembly of the State of Indiana. Such leave shall be for the length of time the General Assembly is in session. A permanent teacher may apply for a leave of absence not to exceed one (1) year for the purposes of professional growth.

Professional growth may be for the purposes of travel, advanced study, teaching in a college or university, teaching abroad, or special work programs related to his professional responsibilities.

Section 9. Sabbatical Leave.

The School Corporation may grant a leave of absence for a period not exceeding one (1) year to a teacher for a non-paid sabbatical leave. This time shall be credited towards the teacher's tenure and retirement if allowed under the State's retirement rules. A contract is required for a leave granted under this section. The School Corporation may grant a sabbatical to a teacher, upon written request, for improvement of professional skills through advanced study, work experience, teacher exchange programs, or approved educational travel. A teacher after taking a sabbatical shall return for a period of time equal to the length of time of the sabbatical leave granted.

Section 10. Unpaid Leave.

a. Upon written request, the School Corporation may place a teacher on leave of absence for a period not exceeding one (1) year.

b. In the absence of a written request, the School Corporation may only place a teacher on an unpaid leave pursuant to the guidelines and procedures set forth in state law, I.C. 20-6.4.

Section 11. Staff Development Leave.

Teachers may be granted up to three (3) days with pay for the purpose of visiting other schools or attending meetings or conferences of an educational nature. The School Corporation may grant additional days to teachers serving on committees established by the School Corporation.

Section 12. Provisions Applying to Leaves.

a. A teacher absent for reasons not covered in the above stated leave policies or after all available sick leave has been exhausted, will have his pay deducted for each day absent.

b. The Board reserves the right to ask for and be given evidence satisfactory to it of the authenticity of the reasons given for any absence for which sick or emergency leave is requested.

c. A teacher unable to be present at school shall notify a designated person in each building by 6:30 A.M. If a teacher is unable to return the second day, he/she will attempt to notify the school by 3:00 P.M., if the teacher's status for the next day is known, in order to retain the same substitute. In any event, such notice must be provided by 6:30 A.M.

d. Upon return from any approved extended leave, a teacher will be assigned to the same position if vacant, or, if not, to the position which, in the opinion of the Board, is the most nearly equivalent position then available.

Section 13. Association Leave

The Association President or designee shall be entitled to six (6) days each year for Association business. During the long session years of the Indiana General Assembly, the Association President or designee shall be entitled to nine (9) days each year for the Association business. No more than three (3) persons may take Association leave on the same day.

B. Sick Leave Bank

Section 1. The purpose of the Bank is to assist teachers in financial difficulties caused by prolonged absence from work due to serious illness, major surgery, or serious accident.

Section 2. Board Contribution to Bank

The Board shall contribute to the Sick Leave Bank forty (40) sick leave days at the time the Bank opens.

Section 3. Eligibility for Bank Use

a. Must be an active participant in the Bank. For purposes of this agreement, active participant shall mean a teacher who: 1) formally elected to join the Sick Leave Bank during the enrollment period established by the parties; 2) contributed the required number of personal sick leave days to the Bank, as specified in this policy; and 3) has not withdrawn participation during the school year.

b. Must have depleted all accumulated sick leave days.

c. Sick Leave Bank Days shall not be used during summer school employment.

d. A teacher is only eligible for Sick Leave Bank Days if the teacher would be otherwise entitled to use personal illness days.

e. The maximum number of days to be granted to a participating member shall be limited to ninety (90) teaching days per school year, in 30 day increments.

f. Sick Leave Bank days shall not be granted to a disabled teacher once the Long Term Disability insurance elimination period has passed.

Section 4. Structure

a. The Bank is formed initially through the contributions of the Board referred to herein, and the contribution of one (1) sick leave day by each member, which day shall be deducted from the sick leave days to which members are otherwise entitled pursuant to Article V, Section 1. Initial enrollment in the Bank shall be permitted at any time on or before November 1st each year. New teachers becoming employed by the School Corporation shall have one (1) month from the date such teacher begins work to enroll in the Bank.

b. The Bank will be operated on a school-year to school-year basis. Unused days in the Bank will be carried forward.

c. If in subsequent years at the start of the school year, there are less than eighty (80) but at least twenty (20) days in the Sick Leave Bank, each teacher shall contribute one (1) sick leave day to the Bank; if there are less than twenty (20) days in the Sick Leave Bank, each teacher shall contribute two (2) sick leave days to the Bank. If the balance of days available in the Sick Leave Bank falls below twenty (20) days during any school year, each teacher shall contribute two (2) additional sick leave days to the Bank.

d. The School Corporation shall not have any liability or obligation to pay sick leave days from the Sick Leave Bank at any time when such Sick Leave Bank has been exhausted.

e. Governing Board of the Sick Leave Bank – The governing board of the Sick Leave Bank consists of one teacher representative from the elementary school, one teacher representative from the junior high/high school, and the Association President, who shall also serve as chairperson. The 2 teacher representatives shall be appointed by the Association President.

Section 5. Procedure

a. If a member has a serious illness or injury and will need more sick leave days than they have accumulated, the member or a person acting on the member's behalf may request days from the Sick Leave Bank by sending a letter to the chairperson. A physician's statement with an anticipated date of return to work shall accompany the letter.

b. Upon receipt of the request, the governing board shall meet to review the application. The Association President will notify the member as soon as possible of the decision of the governing board. The Association President shall also provide written authorization for the use of Sick Leave Bank days to the Superintendent.

c. An applicant must have evidence of being a donating member of the Bank prior to the time of need. The use of the Bank shall not be retroactive.

d. Each teacher requesting Sick Leave Bank days shall consent (if requested to do so), to submit a medical examination and/or review of his/her medical history at the Board's expense by a physician or physicians approved by the Superintendent of Schools or the Superintendent's designee.

e. The Association President, or their designee, shall be responsible for providing all bargaining unit members with an annual Sick Leave Bank membership list and an accounting of the remaining Sick Leave Bank days on or before September 1 of each year. The school treasurer, or their designee, working with the Association President, will assist in maintaining the Sick Leave Bank records, deducting sick days from members as needed and authorized, and informing new teachers of the availability of the Sick Leave Bank.

C. Insurance and Other Fringe Benefits

Section 1. Health Insurance

The Corporation shall contribute monthly toward an eligible bargaining-unit member's elected State of Indiana health-insurance option. The contribution is the lesser of the applicable cap below, the actual premium, or the maximum employer contribution permitted by the plan.

CDHP 1: employee-only $718.90; family $2,131.87.

CDHP 2: employee-only $746.98; family $2,188.03.

Traditional Plan: employee-only $812.63; family $2,319.33.

The employee shall pay any premium, surcharge, or other cost above the Corporation contribution. The caps do not increase automatically. A cap may be changed only through a written agreement ratified by both parties. If a listed plan is discontinued or renamed, the cap for the most comparable replacement plan applies unless the parties agree otherwise in writing.

The Corporation may prorate its contribution for an employee working less than full time but at least eighty percent (80%) of a full-time assignment. An otherwise eligible retiree may remain in the group plan by paying the entire premium and associated costs.

Section 2. Life Insurance

Effective October 1, 2002, the Board will provide $70,000 of group term life insurance for each teacher in the bargaining unit. This will include double indemnity for accidental death or dismemberment. The carrier will be selected by the Board. Teachers may purchase supplemental term life insurance in increments of $10,000 to a maximum of $70,000, subject to the carrier's enrollment restrictions and rules.

Section 3. Long Term Disability Insurance.

The School Corporation will provide, at its own expense, a Long Term Disability Plan (Income Protection Insurance Plan) in which each teacher may elect to participate. That insurance plan shall provide for an income protection benefit payment of sixty-six and two thirds percent (66-2/3%) of the teacher's salary, a ninety (90) day qualification period, social security freeze, no coordination with the teacher retirement disability and a reoccurring disability benefit clause (reoccurring and successive).

Section 4. Section 125 - Salary Diversion, Flexible Fringe Benefit Plan.

The School Corporation will provide a Section 125, Flexible Fringe Benefit Plan. That flexible benefit plan will include the following options:

a. Health insurance premium;
b. Supplemental life insurance premium;
c. Long term disability or income protection insurance premiums;
d. Non-reimbursed medical expenses;
e. Dependent care expenses;
f. Cash; or
g. A combination of any of the above.

Section 5. Dental Insurance.

The Board shall provide a dental insurance plan and shall pay one hundred percent (100%) of the premium cost for a single plan, and eighty-eight percent (88%) of the premium cost for a family plan.

Section 6. Vision Insurance.

The Board shall provide a vision care rider and shall pay 100% of the premium cost for a single or a family plan.

Section 7. Insurance Carrier.

The School Corporation agrees to form a committee to discuss alternative insurance carriers with the Association. The School Corporation reserves the right to select the insurance carrier for its group insurance benefit programs. This committee may also investigate and review alternative benefit provisions. Any change in benefits may be implemented during the term of the agreement but must be ratified by the Association and the School Board.

Section 8. Tax Sheltered Annuities.

The Board shall provide each teacher the opportunity to payroll withholdings for a voluntary tax sheltered annuity program approved by the School Board.

Section 9. Matching Annuities.

The School Corporation will contribute toward a matching annuity plan. The School Corporation's total annual contribution to the 401(a) Account will match the teacher's contribution to his/her 403(b) Tax Shelter Annuity up to a maximum of the greater of Five Hundred Dollars ($500.00) or two percent (2%) of a Teacher's salary in any one school year. Effective with the 2008-2009 school year, the School Corporation will match up to a maximum of the greater of Five Hundred Dollars ($500.00) or one and one-half percent (1 ½%) of the teacher's regular salary with a contribution to the teacher's account in the 401(a) plan. These amounts will be stated in dollar amounts or dollar amounts and twenty cent ($.20) increments. Should the amount not be in such increments, the matching amounts will be rounded up to the nearest twenty cents ($.20). The provisions for this program will be set forth in the plan document. To the extent there are any and to the extent permitted by the law, the plan will pay the set-up and/or administration costs of the matching annuity plan.

D. Severance Benefits

Section 1. Service Years Pay

Commencing with the end of the 2006-2007 school year and each school year thereafter, all teachers shall sell any years of service earned and shall receive Seventy-five Dollars ($75.00) for that year of service which will be paid into the teacher's 401(a) account.

Section 2. Unused Leave Day Pay at Retirement

The last year of employment prior to retirement, a teacher may choose to have up to Two Thousand Dollars ($2,000.00) paid as salary rather than deposited into the 401(a) account. If that option is chosen, up to Two Thousand Dollars shall be paid as salary and then also report to INPRS on behalf of the retired teacher during his/her last year of teaching.

Section 3. Contributions Exceeding the 401(a) Maximum

Should a retired teacher reach a maximum contribution level to his 401(a) account, any entitlement of contribution for accumulated sick days or service years pay in excess of the 401(a) maximum shall be paid in cash to the retiring teacher.

Section 4. Retirement Notice Requirements

Any teacher retiring shall give a letter of resignation effective at the end of the final teaching contract. Beginning with the 2006-07 school year, said resignation shall be presented to the Superintendent of Schools on or before March 1 of the teacher's final school year.

Section 5. Waiver of Retirement Notice for Unforeseen Circumstances

In the event an eligible teacher is unable to give the required notice of retirement and is forced to retire as a result of an accident or ill health, or other unforeseen event, the School Board may waive the required notice of retirement and pay the severance allowance by appropriate adjustment of the teacher's current contract.

Section 6. Payment of Severance Benefits Upon Death After Retirement Notice

If a teacher provides notice to the School Corporation and dies before receiving the retirement severance, the retirement severance pay benefit shall be paid in a lump sum to the teacher's named beneficiary if the teacher would have been eligible for retirement severance benefits as of the date of death. If the beneficiary(ies) is not filed with the Indiana State Teacher's Retirement Fund, benefits shall be paid to the teacher's estate.

Section 7. Payment of Severance Benefits Upon Death Without Retirement Notice

If a teacher, who is eligible for retirement severance benefits, dies and did NOT provide notice to the School Corporation, then, the retirement severance pay benefit shall be paid in a lump sum to the teacher's named beneficiary if the teacher would have been eligible for retirement severance benefits as of the date of death. If the beneficiary(ies) is not filed with the Indiana State Teacher's Retirement Fund, benefits shall be paid to the teacher's estate.

E. Retirement Benefits

Section 1. Retirement Restructuring Buyout Program.

a. Eligibility for Benefits

All teachers hired on or before January 1, 2003, except those eligible to receive benefits under Article IX, Section 4 (see Appendix D).

b. Retirement Restructuring Lump Sum Contribution

In response to both the mandates and opportunity provided by Public Law 253 (Acts of 2001) commonly known as Senate Enrolled Act 199 the Association and the School District engaged in a retirement restructuring review during 2006.

As a result of this restructuring, eligible teachers pursuant to Section A above, will receive a one-time lump sum buy-out contribution for their right to receive Service Years at Retirement (Article VIII, Section 2) and Retirement Benefits (Article IX, Section 1).

The amount of the buy-out contribution was actuarially determined and the amount of the buy-out contribution is set forth in a "Retirement Restructuring Buyout Memorandum of Agreement" by and between the School Corporation and the Association. The amount of the buy-out specified in the Memorandum of Agreement is enforceable through the grievance procedure of the Agreement.

Twenty percent (20%) of the lump sum buyout will be deposited in a separate account for each eligible teacher in the 401(a) plan and eighty percent (80%) will be deposited in a

separate account for each eligible teacher in the Retirement 501(c)(9) Trust Retirement VEBA. Said 401(a) and VEBA accounts shall be administered by the ISTA Financial Services Program.

Any Retirement Restructuring Buyout contribution will not vest until the teacher completes his/her tenth (10^{th}) year of service.

A teacher meeting the above vesting requirements will become fully vested. A teacher whose employment is terminated prior to vesting will have the then current value of the Retirement Restructuring Buy-Out Payment reallocated at the end of each school year among the then remaining separate Retirement Restructuring Buy-Out Payment accounts of those teachers who have not yet reached the assumed retirement age of fifty-eight (58). Such reallocation shall bein a similar ratio for the reallocation as was the ratio for the initial deposit of the remaining accounts at the time of reallocation. Teachers whose positions are eliminated by a reduction in force shall not forfeit their individual account assets (401(a) and VEBA) until their rights to recall have expired. Teachers who are reduced and who are eligible for and fully vested in the retirement benefits buyout shall be entitled to all monies in his/her buyout at the time he/she is removed from the recall list.

This section will remain in the Collective Bargaining Agreement for historical information and will remain in this Collective Bargaining Agreement until all of the teachers listed in Appendix D have been deleted.

Section 2. M.S.D. of Shakamak's Retirement Savings Plan

a. The School Corporation will maintain the M.S.D. of Shakamak's Retirement Savings Plan ("Retirement Savings Plan"). The provisions for such a program are set forth in the plan document. This Plan will be a 401(a) qualified plan. Teachers hired after January 1, 2003, and teachers designated as "grandfathered teachers" (as listed in Appendix D attached hereto and incorporated herein by reference) for this Retirement Savings Plan will be in this Retirement Savings Plan and eligible for benefits. These retirement benefits are in lieu of and teachers eligible for the Retirement Savings Plan shall not receive any benefits under Article IX, Section 1.

b. Effective with the 2008-2009 school year, the School Corporation will contribute to every teacher eligible for the Retirement Savings Plan and employed under regular contract an amount equal to one and one-half percent (1 ½%) of the teacher's regular salary to the teacher's account in the Retirement Savings Plan. The School Corporation's contribution will be submitted to the Retirement Savings Plan vendor on a ten (10) pay basis, like the payroll deductions for teachers' elective employee contributions to their 403(b) qualified tax deferred plan.

c. Teachers will have the option of continuing to invest their dollars in a 403(B) plan. Vendors eligible for payroll deduction will be selected through the 403(b) compliance process. Teachers who qualify for this plan will also be eligible for the benefits of Article VII, Section 9 (Matching Annuity). Teachers may change their payroll deductions twice a year by providing written notice to the Superintendent's office during the months of August and January.

d. Since this Retirement Savings Plan is a replacement for the benefits provided for in Article IX, Section 1, all contributions to eligible teachers will not vest until that time the teacher would have qualified for benefits under the Social Security and Medicare Bridge, that being obtaining the age of fifty-five (55), and having ten (10) years of service with the M.S.D of Shakamak, at which time the teacher will become fully vested. A teacher whose employment is terminated prior to vesting will have the value of their Retirement

Savings Plan forfeited to the plan and that amount will be utilized as part of the School Corporation's next required contribution. The School Corporation will disclose and provide a written notice to the Association of the amount, if any, that has been forfeited and used to reduce the School Corporation's contribution that year.

Section 3. M.S.D. Shakamak VEBA Plan.

a. During the 2005-2006 school year, the School Corporation will establish and maintain the M.S.D. Shakamak Retirement VEBA Plan. The provisions for such a program are set forth in the plan document. This plan will be a retirement 501(c)(9) Trust.

b. Effective with the 2006-2007 school year, the School Corporation will contribute to every teacher under regular contract an amount equal to one-fourth of one percent (1/4%) of the teacher's regular salary to the teacher's account in the M.S.D. Shakamak Retirement VEBA Plan. The School Corporation's contribution will be submitted to the Retirement VEBA Plan vendor before February 1 of each school year. Teachers shall be vested upon their first day of work in their sixth year under a regular teacher contract.

Effective with the 2008-2009 school year, the School Corporation will contribute to every teacher under regular contract the following amounts:

(i) An amount equal to one and one-four of one percent (1 ¼%) of the teacher's regular salary; and

(ii) Thirty Dollars ($30.00) if the value of the teacher's account is less than Three Thousand Dollars ($3,000.00) on the December 31st of each school year.

The School Corporation's contribution will be submitted to the Retirement VEBA Plan vendor before the following March 1st of each school year. Teachers shall be vested upon the first (1st) day of work in their sixth (6th) year under a regular teacher contract.

Section 4. Continuation of Insurance(s) in Retirement.

a. Certified staff members may elect to continue their current health, dental or vision insurance(s) with the School Corporation group plans, by notifying the office of the Superintendent, in writing, along with the application for retirement.

b. Except for prior retirees and teachers (transition teachers) eligible for the Social Security Bridge Benefit, teachers who elect continuation of the School District's Group Health Insurance Program will be responsible for the entire health insurance premium.

Section 5. Teachers retiring in the past, even though currently receiving payments, will be governed by the Collective Bargaining Agreement in effect at the time of their retirement.

ARTICLE IV

Grievance Procedure

Section 1. Definitions.

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

b. The term "teacher" includes any individual or group of individuals in the bargaining unit.

c. The term "day" when used in this Article shall mean teacher days (as that term is used in the teacher work year). During the summer between teacher work years, the term shall mean weekdays (Monday through Friday not including legal holidays).

Section 2. Grievant and Representation.

An individual employee, or group of employees, may present a grievance and may do so through the exclusive representative, and the exclusive representative may thus be given an opportunity to be present at all stages of the grievance machinery. The adjustment of all grievances shall not be inconsistent with the terms of this Contract.

Section 3. Procedure.

a. Step One

A grievance may be initiated in one (1) of the following ways:

(1) Within ten (10) working days of the time a teacher has actual knowledge or should have knowledge of a grievance, the teacher may approach the building principal concerned and discuss the matter in his own behalf.

(2) The teacher may request that a representative of the Association accompany the teacher and in such case the building supervisor shall not initiate any consultation with the grievant prior to any scheduled meeting at which the representative is to be present. Within four (4) working days after presentation of the grievance, the principal shall give his answer orally to the teacher.

b. Step Two

In the event the grievance is not resolved in Step One, the grievant within five (5) working days of receipt of this answer or the last date on which the answer is to be provided, may file a formal grievance in writing with the building principal. Any grievance not so presented in writing in Step Two shall be deemed waived and shall not be processed.

(1) The grievance form shall be filed in quadruplicate with one (1) copy for the Association, the grievant, the building principal, and the school central office.

(2) 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 Agreement alleged to have been violated or misinterpreted, (4) state the contention of the grievant with respect to the grievance, (5) indicate the specific relief requested, and (6) be signed by the employee(s).

(3) The teacher may request a meeting with the building principal and the Association representative may accompany the grievant. In any event, within five (5) days after receiving the written grievance, the building principal shall communicate his answer in writing to the grievant and the Association representative, and said answer shall be attached to the grievance.

c. Step Three

(1) If the grievance is not resolved in Step Two, the teacher may within five (5) days of receipt of the building principal's answer or the last date on which the answer is to be provided, appeal to the superintendent, or his designee, by filing the grievance and the principal's answer, along with a written response of the

teacher, 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 teacher may request a meeting with the superintendent, or his designated representative, and the Association representative may accompany the grievant.

The superintendent, or his designated representative, shall give the teacher an answer in writing no later than ten (10) days after receipt of the written grievance properly filed with the Office of the Superintendent. Such answer shall be attached to the grievance.

d. Step Four

(1) If the grievance is not resolved in Step Three, the teacher may within five (5) days of receipt of the Superintendent's or the Superintendent designee's answer or the last date on which the answer is to be provided, appeal to the Board by filing the grievance and the Superintendent's answer with the office of the Superintendent.

(2) The Board shall hold a conference concerning the grievance with the grievant and the Association and the Board shall render its decision within ten (10) days after the conference.

e. Step Five

Within twenty (20) days after receipt of the decision in Step Four or the last date on which the answer is to be provided, the Association, upon written notice to the Board, may submit the grievance to the Third Party Grievance Resolution process pursuant to the following procedure:

(1) The two (2) parties, the Board and the Association, shall attempt to select an Independent Third Party Grievance Resolution person by mutual agreement, or a method of selecting an arbitrator by mutual agreement. If the two (2) parties cannot agree on such a person, or a method of selecting that person, within ten (10) days after notification is given, the Independent Third Party Grievance Resolution person shall be selected in accordance with the rules of the American Arbitration Association.

(2) The cost of the services of the Independent Third Party Grievance Resolution person, including per diem expenses, if any, and actual and necessary travel and subsistence expenses shall be borne equally by the Board and the Association.

Section 4. Other Provisions Relating to the Grievance Procedure.

a. At his option, a teacher may bypass Step One of this procedure.

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

c. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel file of the participant and are not valid bases for evaluations.

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

e. Time limits herein apply to teachers on leave of absence, other than sick leave, as if such teacher was present and working.

f. No steps of the grievance procedure shall be conducted during the time the teacher has any assigned duties.

g. If there is a failure at any step to communicate the decision on a grievance within the specified time limit, the grievant shall then have the right to appeal at the next step of the procedure.

h. 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.

i. Any grievance which arose prior to the effective date of this agreement to the extent permitted, shall be processed pursuant to the proceeding agreement.

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

k. Where a grievance filed under this Article is of the nature that the resolution of the grievance is not within the authority of a building principal, the teacher or teachers may elect to file the grievance directly with the Superintendent in Step Three. If a grievance is filed directly at Step Three and is a grievance which may be resolved by the principal, the grievance will be deemed to be filed at Step Two by the Superintendent forwarding the grievance to the appropriate principal.

ARTICLE V

CBA Ratification

The Board and its designated representatives have met with representatives of the Association and entered into extended deliberate negotiations, and the Board and the Association recognize and declare that providing quality education for the children of the Metropolitan School District is their mutual aim.

This Agreement is effective July 1, 2026, and continues through June 30, 2027, except for provisions that expressly take effect or expire on another date. It may be extended or modified only by a written agreement ratified by both parties.

This Agreement is made and entered into at Jasonville, Indiana, on November 13, 2026.

The undersigned attest to the following:

1. A public hearing was held in compliance with IC 20-29-6-1(b) on September 17, 2026, and electronic participation by the governing body and public was permitted.

2. A public meeting to discuss the tentative agreement was held in compliance with IC 20-29-6-19 on November 9, 2026, and electronic participation by the governing body and public was permitted.

The contents of this Term of Agreement, including the dates and actions taken, and this Contract is so attested to by the parties whose signatures appear below:

BOARD OF SCHOOL TRUSTEES
METROPOLITAN SCHOOL DISTRICT
OF SHAKAMAK

President

Superintendent

SHAKAMAK CLASSROOM
TEACHERS ASSOCIATION

President

Bargaining Team Chairperson

The Association ratified this Agreement on November 9, 2026.

The Board ratified this Agreement on November 13, 2026.

EXTRA-DUTY PAY SCHEDULE
APPENDIX A

Extra Duty Pay	
Schedule	
Appendix A	
Certified Base =	$48,200.00
	Rate
Fall Sports	
Cross Country, HS Boys	0.0662
Cross Country, HS Girls	0.0662
Cross Country, JH CoEd	0.0296
Golf, HS Girls	0.0443
Golf, JH CoEd	0.0221
Volleyball, HS Girls	0.1034
Volleyball Asst, HS Girls	0.0500
Volleyball, 8th Girls	0.0500
Volleyball, 7th Girls	0.0450
Winter Sports	
Basketball Varsity, HS Boys	0.1724
Basketball JV, HS Boys	0.0936
Basketball Freshman, HS Boys	0.0640
Basketball Varsity, HS Girls	0.1724
Basketball Asst, HS Girls	0.0938
Basketball Freshman, HS Girls	0.0640
Basketball, 8th Boys	0.0443
Basketball, 7th Boys	0.0419
Basketball, 8th Girls	0.0443
Basketball, 7th Girls	0.0419
Basketball, 6th Boys	0.0320
Basketball, 5th Boys	0.0320
Basketball, 6th Girls	0.0320

Basketball, 5th Girls	0.0320
Cheerleaders, HS	0.0419
Cheerleaders, JH	0.0246
Cheerleaders, Elem	0.0200
Spring Sports	
Baseball, HS Boys	0.1034
Baseball Asst, HS Boys	0.0468
Softball, HS Girls	0.1034
Softball Asst, HS Girls	0.0468
Track, HS Boys	0.0739
Track, HS Girls	0.0739
Track Asst, HS CoEd	0.0369
Track, JH CoEd	0.0345
Track Asst, JH CoEd	0.0148
Golf, HS Boys	0.0443
Performances / Publications	
Band Director	0.0887
Dance Team	0.0197
Dance Team Asst	0.0123
Chorus Director	0.0887
Yearbook, HS	0.0384
Class Sponsors	
Class Sponsor, Senior Lead	0.0213
Class Sponsor, Senior Asst	0.0150
Class Sponsor, Junior Lead	0.0283
Class Sponsor, Junior Asst	0.0213
Class Sponsor, Sophomore (2)	0.0150
Class Sponsor, Freshman (2)	0.0150
Class Sponsor, 8th Grade	0.0110
Class Sponsor, 7th Grade	0.0110
Clubs	
Academic Spell Bowl (Fall), HS	0.0150

Academic Spell Bowl (Fall), JH	0.0150
Academic Spell Bowl (Fall), Elem	0.0150
Academic Quiz Bowl (Winter), HS	0.0150
Academic Super Bowl (Spring), HS (2)	0.0250
Art Club	0.0110
BPA	0.0300
Chess Club	0.0110
Creative Writing Club	0.0110
Drama Club - Fall Production	0.0150
Drama Club - Spring Production	0.0150
FCA	0.0110
FCCLA, HS	0.0150
FCCLA, JH	0.0110
FFA, HS	0.0300
FFA, JH	0.0200
Foreign Language Club	0.0110
Media Club	0.0110
National Honor Society	0.0150
Pep Club	0.0200
Robotics, HS	0.0150
Robotics, JH	0.0150
International Robotics Honor Society	0.0150
SADD	0.0110
Science Club	0.0110
Student Council, HS	0.0300
Student Council, JH	0.0150
YCA	0.0110

A bargaining-unit member assigned to an extracurricular position shall be paid by multiplying the applicable rate in Appendix A by the minimum teacher base salary established in the current compensation plan. For informational purposes only, the Corporation intends to continue using a $40,450 calculation base for lay coaches. Lay-coach compensation was not bargained and is not a term of this Agreement. Any quantity, staffing level, or number of positions listed in Appendix A is included solely for informational purposes and was not bargained.

Additional Stipend - Regional Competition (Athletic Coaches)

Varsity Coach - Team Qualification $150

- Individual/s Qualify	75
Asst. Coaches to Varsity Team Sports	75

Additional Stipend - Semi-State Competition (Athletic Coaches)

Varsity Coach - Team Qualification	$150
- Individual/s Qualify	75
Asst. Coaches to Varsity Team Sports	75

Additional Stipend - State Competition (Athletic Coaches)

Varsity Coach - Team Qualification	$150
- Individual/s Qualify	75
Asst. Coaches to Varsity Team Sports	75

Additional Stipend - Postseason Competition (Non-Athletic Competitive Teams)

A sponsor of a non-athletic competitive team listed in Appendix A earns the same additional stipend as an athletic coach when the team advances through performance to an officially sanctioned regional, semi-state, or state competition. At each qualifying level: lead sponsor - team qualification, $150; lead sponsor - individual qualification, $75; and an existing paid assistant sponsor, $75.

The stipend is payable for each level at which the qualifying team or individual actually competes. Advancement by invitation alone does not qualify unless the team or individual first satisfies an established performance standard. No assistant-sponsor stipend is created unless an assistant position already appears in Appendix A.

* The index base for bargaining-unit members is the 2026-2027 minimum teacher base salary.

EXTENDED CONTRACTS

[NOTE: These Extended Contracts are for informational purposes only and have not been bargained.]

An hourly rate of $35.00 an hour shall be paid for any corporation sponsored professional development offered during the summer only.

MISCELLANEOUS

1. The parties understand that the Board retains its sole authority to hire, promote, assign, transfer, retain or remove any person from any or to any position for which additional compensation is paid.

2. Extra assignments as set forth in the Extra-Duty Schedule will be offered to teachers on a voluntary basis. No teacher will be given a negative evaluation for not accepting an extra-duty assignment as set forth in the Extra-Duty Schedule nor for applying for release under this provision.

3. Any reference in Appendix A that refers to a non-bargaining subject is set forth herein for informational purposes only.

APPENDIX B

GRIEVANCE FORM

NAME OF TEACHER(S) SEEKING RELIEF:_____

NAME OF OTHER EMPLOYEE(S) INVOLVED, IF ANY:_____

_____

IDENTIFICATION OF SPECIFIC PROVISIONS OF AGREEMENT VIOLATED OR

MISINTERPRETED:_____

_____

_____

STATEMENT OF FACTS GIVING RISE TO THE GRIEVANCE AND CONTENTION OF THE GRIEVANT WITH RESPECT TO THE GRIEVANCE:

_____

_____

_____

_____

_____

_____

_____

SPECIFIC RELIEF REQUESTED:_____

_____

_____

_____

_____

SIGNATURE OF TEACHER(S) SEEKING RELIEF

_____

DATE:

_____

APPENDIX C

2026-2027

PAY DATE SCHEDULE

August 7, 2026	January 8, 2027
August 21, 2026	January 22, 2027
September 4, 2026 (Annuities begin)	February 5, 2027
September 18, 2026	February 19, 2027
October 2, 2026	March 5, 2027
October 16, 2026	March 19, 2027
October 30, 2026 (No Section 125 deductions)	April 2, 2027
November 13, 2026	April 16, 2027
November 27, 2026	April 30, 2027 (No Section 125 deductions)
December 11, 2026	May 14, 2027
December 25, 2026	May 28, 2027
	June 11, 2027
	June 25, 2027 (Annuities end)
	July 9, 2027
	July 23, 2027

Association dues may be paid by bargaining-unit members directly to the Association through electronic funds transfer or another payment method established and administered solely by the Association. The School Corporation shall have no responsibility for collecting, deducting, transmitting, or administering Association dues.

APPENDIX D

M.S.D. OF SHAKAMAK
"GRANDFATHERED TEACHERS"

The following teachers were hired before January 1, 2003, and have elected to participate in the new M.S.D. of Shakamak Retirement Savings Plan.

1. Ronal Barber
2. Debbie Eccles

APPENDIX E

MSD SHAKAMAK
SEVERANCE BENEFIT ELECTION FORM
FOR THE LAST YEAR OF TEACHING

Up to Two Thousand Dollars ($2,000.00) may be reported to INPRS on behalf of the retiring teacher during his/her last year of teaching as severance payments and then those payments would be eligible to be included in calculating those payments along with other eligible compensation as one of the teacher's five (5) highest years of reportable salary compensation.

401(a) contributions are not eligible pursuant to the INPRS statutes and regulations and therefore do not count towards this calculation. Such payments must be paid in taxable cash payments reportable on the teacher's W-2 form to be eligible to be included in that calculation.

This form shall be utilized for a teacher to make an election. Once this form is submitted, it is irrevocable.

Section 2 Amount $_____

Section 3 Amount $_____

Total Amount $_____

The amount of the above which is to be placed in a 401(a) $_____

The amount of the above which is to be placed in wages and reported to INPRS, not to exceed $2,000 $_____

_____ _____
Signature Date

_____
Printed Name

APPENDIX F

2026-2027 Initial Salary Placement Schedule

2026-2027 Salary Schedule			
Years of Experience	Bachelor's	Masters	Masters +18/ Teaching Dual Credit
0	$ 48,200	$ 50,200	$ 51,100
1	$ 48,700	$ 50,700	$ 51,600
2	$ 48,800	$ 50,800	$ 51,700
3	$ 48,900	$ 50,900	$ 51,800
4	$ 49,000	$ 51,000	$ 51,900
5	$ 49,100	$ 51,100	$ 52,000
6	$ 49,200	$ 51,200	$ 52,100
7	$ 49,300	$ 51,300	$ 52,200
8	$ 49,400	$ 51,400	$ 52,300
9	$ 49,700	$ 51,700	$ 52,600
10	$ 50,000	$ 52,000	$ 52,900
11	$ 50,600	$ 52,600	$ 53,500
12	$ 51,200	$ 53,200	$ 54,100
13	$ 51,900	$ 53,900	$ 54,800
14	$ 52,600	$ 54,600	$ 55,500
15	$ 54,000	$ 56,000	$ 56,900
16	$ 54,300	$ 56,300	$ 57,200
17	$ 54,700	$ 56,700	$ 57,600
18	$ 55,400	$ 57,400	$ 58,300
19	$ 56,100	$ 58,100	$ 59,000
20	$ 56,800	$ 58,800	$ 59,700
21	$ 57,900	$ 59,900	$ 60,800
22	$ 58,600	$ 60,600	$ 61,500
23	$ 59,300	$ 61,300	$ 62,200
24	$ 60,000	$ 62,000	$ 62,900
25	$ 60,700	$ 62,700	$ 63,600
26	$ 61,400	$ 63,400	$ 64,300

27	$ 62,100	$ 64,100	$ 65,000
28	$ 62,400	$ 64,400	$ 65,300
29	$ 63,100	$ 65,100	$ 66,000
30	$ 63,800	$ 65,800	$ 66,700
31	$ 64,500	$ 66,500	$ 67,400
32	$ 65,700	$ 67,700	$ 68,600
33	$ 66,900	$ 68,900	$ 69,800
34	$ 68,600	$ 70,600	$ 71,500
35	$ 70,300	$ 72,300	$ 73,200
36	$ 71,100	$ 73,100	$ 74,000
37	$ 71,100	$ 73,100	$ 74,000
38	$ 71,100	$ 73,100	$ 74,000
39	$ 71,100	$ 73,100	$ 74,000
40	$ 71,100	$ 73,100	$ 74,000
41	$ 71,100	$ 73,100	$ 74,000
42	$ 71,100	$ 73,100	$ 74,000
43	$ 71,100	$ 73,100	$ 74,000
44	$ 71,100	$ 73,100	$ 74,000
45	$ 71,100	$ 73,100	$ 74,000
46	$ 71,100	$ 73,100	$ 74,000
47	$ 71,100	$ 73,100	$ 74,000
48	$ 71,100	$ 73,100	$ 74,000
49	$ 71,100	$ 73,100	$ 74,000
50	$ 71,100	$ 73,100	$ 74,000
51	$ 71,100	$ 73,100	$ 74,000
52	$ 71,100	$ 73,100	$ 74,000