

**2024-2025 TENTATIVE AGREEMENT
BETWEEN
SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION
AND THE
SOUTHEAST DUBOIS CLASSROOM TEACHERS ASSOCIATION**

ARTICLE IV LEAVES

B. Bereavement

In case of death a spouse, child, step-child, or a household member of a teacher employed under Contract, the Teacher is entitled to be absent without loss of compensation for a period extending up to seven (7) consecutive calendar days, two (2) of which may be used within the school year to attend to legal matters associated with said death, beyond such death, for the purpose of attending the funeral or memorial service and attending to other personal matters of the immediate family. These days shall not detract from accumulated sick leave or days of personal business.

In the case of a death of a father, mother, step-parent, brother, sister, father in law, mother in law not living in the Teacher's household at the time of death, the Teacher is entitled to be absent without loss of compensation for a period extending up to five (5) consecutive days, two of which may be used within the school year to attend to legal matters associated with said death, beyond such death for the purpose of attending the funeral or memorial service and attending to other personal matters of the family. These days shall not detract from other bereavement leave, sick leave, or personal business leave.

In the case of a death of a grandchild not living in the Teacher's household at the time of death, the Teacher is entitled to be absent without loss of compensation for a period extending up to four (4) (not necessarily consecutive) days.

In the case of a miscarriage, the Teacher is entitled to three (3) consecutive days without loss of compensation.

In the case of death of a grandparent, grandparent of the Teacher's spouse, sister in law, brother in law, if these relatives are not living in the household of the Teacher, the Teacher is entitled to be absent without loss of compensation for a period extending up to two (2) consecutive calendar days beyond such death for the purpose of attending the funeral or memorial service and attending to other personal matters of the family. These days shall not detract from other bereavement leave, sick leave, or personal business leave.

C. PERSONAL BUSINESS LEAVE.

Each Teacher shall be entitled to three (3) days of absence per school year without loss of pay for the transaction of personal business and/or the conduct of personal or civic affairs. If in any one (1) school year the Teacher shall be absent for reasons covered in this provision for fewer than three (3) days said Teacher may accumulate up to five (5) days as personal business leave,

with any additional unused days beyond the five (5) days being transferred to the Teacher's accumulated sick leave. Only five (5) personal days can be used consecutively.

K. SICK LEAVE BANK.

4. A maximum allowance of sixty (60) days per certificated employee can be requested annually from the sick bank. The sixty (60) days have to be requested in thirty-day (30) increments. If the certificated employee is unable to return after thirty (30) days, a new request with physician documentation must be submitted to be granted another thirty (30) days. If an employee is unable to work for 60 days, the employee is required to apply for Long Term Disability

ARTICLE V FRINGE BENEFITS

I. 401a Buyout

b. Upon the demise of any Teacher who at the time of death is working at the School Corporation, the teacher's 401a account will be vested at 100% upon death and allocated to the designated beneficiary.

ARTICLE VI SUPPLEMENTAL RETIREMENT PROGRAM

A. VEBA ACCOUNT.

1. The School Corporation agrees to contribute One Percent (1%) of the Teacher's step base salary for that school year to an individual account in a VEBA for each eligible Teacher.
2. The VEBA account will be vested at Twenty Percent (20%) per year of service with the School Corporation. The vested account may be used upon retirement or termination of employment for premiums on medical, dental or vision coverage, as well as other qualified medical expenses under Section 213 of the Internal Revenue Code. If a Teacher retires, or otherwise terminates employment before satisfaction of the vesting requirements, the Teacher's VEBA plan account shall be forfeited. The forfeited amounts shall be used to reduce future School Corporation contributions. A teacher becomes fully vested upon death.

B. 401(a) SUPPLEMENTAL RETIREMENT PLAN.

1. The School Corporation agrees to contribute (1%) percent of the Teacher's step base salary for that school year to an individual account in a 401(a) Plan:

2. The 401(a) Plan account will be vested at Twenty Percent (20%) per year of service with the School Corporation. If a Teacher retires, or otherwise terminates employment before satisfaction of the vesting requirements, the Teacher's 401(a) Plan account under shall be forfeited. The forfeited amounts shall be used to reduce future School Corporation contributions. A teacher becomes fully vested upon death.

F. ANNUAL BUY-OUT OF FUTURE LEAVE

d. Upon the demise of any Teacher who at the time of death is working at the School Corporation, the teacher's 401a account will be vested at 100% upon death and allocated to the designated beneficiary.

ARTICLE VIII COMPENSATION AND EXPENSES

Salary \$46,700

Increase base by \$2,150 for those teachers with experience hired during the 2024-2025 school year.

Increase base pay by \$2,400 for all returning teachers.

Evaluation: \$2,150

Year of Experience: \$250

APPENDIX B EXTRA PAY FOR EXTRA RESPONSIBILITIES

Add 4 Leadership Positions FES, 4 positions at PR - \$935

Remove Department heads from page 24

Remove BETA for the 2025-2026 school year.

Change SADD to Dubois County CARES for the 2025-26 school year.

Add a second FFA position with an asterisk that will signify FFA is for 9-12 only. Each position will receive \$600. FFA funds will be used to cover the second \$600 stipend.

Article VIII- E – the bus driver 401A is vested at 20% per year.

SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION

Date: _____

SUPERINTENDENT

SOUTHEAST DUBOIS CLASSROOM TEACHERS ASSOCIATION

Date: _____

PRESIDENT

Date: _____

PRESIDENT