

MASTER CONTRACT
BETWEEN
THE BOARD OF EDUCATION
of the
ROSSVILLE CONSOLIDATED SCHOOL DISTRICT
and
THE ROSSVILLE CLASSROOM TEACHERS ASSOCIATION
an affiliate of
THE INDIANA STATE TEACHERS ASSOCIATION
and
THE NATIONAL EDUCATION ASSOCIATION
2024-2025

This Agreement is entered into between the Board of Education of the Rossville Consolidated School District, Rossville, Indiana, hereafter called the “Board,” and the Rossville Classroom Teachers Association, an affiliate of the Indiana State Teachers Association, and the National Education Association, hereafter called “Association.”

1. EXCLUSIVE REPRESENTATIVE

The bargaining unit of Rossville Classroom Teachers Association exclusive representative and Rossville Consolidated School District school employer is the following: All certificated employees except the Superintendent, the Principals, Assistant Principals, Deans, Directors, Instructional Assistants, Consultants, Psychologists, Blind/Low Vision Teachers, Deaf/Hard of Hearing Teachers, and Diagnostician. {For Informational Purposes Only: The bargaining unit description matches the IEERB Order, Case Number: Case No.: R-23-06-1180, so ordered on June 23, 2023.}

2. PROCEDURES/DEFINITIONS

2.1 Part-time Teacher - The Board may hire teachers on a part-time basis. Any teacher employed by the Board on less than a full-time basis (1 FTE) shall receive salary and leaves on a prorated basis in proportion to the percentage of one full-time equivalent (1 FTE) for which the teacher is employed.

Teachers must be contracted for a minimum of .66 FTE to be eligible for insurance benefits, including life, long-term disability, and health insurance. The Board's contribution toward the cost of the insurance programs for which part-time teachers are eligible shall be prorated to the percentage of one full-time equivalent (1 FTE) for which the part-time teacher is employed.

Example: A part-time teacher hired on a .75 FTE contract receives .75 of the salary compensation amount and a Board contribution toward insurance plans of .75 of the amount the Board provides to a full-time (1 FTE) teacher. A part-time teacher hired on a .50 FTE contract would receive .50 of the salary compensation amount, and the Board would not contribute toward the insurance plan because the part-time teacher would not be eligible.

2.2 Deductions for a teacher's daily absence not covered by leave provisions shall be prorated based on the number of contract days.

2.3 The term "days" means calendar days unless otherwise specified.

3. FRINGE BENEFITS

3.1 INSURANCE

Health, Life, and Group Income Protection coverage will begin on September 1 of each calendar year and remain in effect for each teacher who completes his/her contract through the Collective Bargaining Agreement (CBA) term and the statutory status quo period. New employees will be insured at the beginning of the first day of the month following employment. In cases wherein a teacher resigns during the school year, his/her insurance will be terminated at the end of the month in which employment was severed.

3.1.1 HEALTH INSURANCE

For the 2024-2025 school year only, the Board's contribution to the cost of teacher health insurance premiums shall continue unchanged from the 2023-2024 school year contributions through December 31, 2024; beginning January 1, 2025, the Board's contribution to the cost of teacher health insurance premiums shall be a maximum of \$7,400 for single plans and \$14,200 for family plans, prorated based upon the number of pay periods remaining in the contract. As an example, on January 1, 2025, if 16 pay periods for the 2024-2025 school year for which a deduction is made for insurance remain, the Board's maximum contribution for health insurance for the period of January 2025 through August 2025 shall be 16/24ths (2/3rds) of \$7,400 and \$14,200 contribution levels as provided in this section, or \$4,933 for single plans and \$9,467 for family plans for the period beginning January 1, 2025, through the end of the contract term. All teacher participants shall pay not less than one dollar per year for the health insurance coverage they elect.

3.1.2 LIFE INSURANCE

The Board will provide a \$50,000.00 term life insurance policy with an additional \$50,000.00 accidental death and dismemberment provision for each teacher. The Board's share of the cost of this policy will be 100% less \$1.00.

3.1.3 GROUP INCOME PROTECTION PLAN

The Board will provide a group income protection plan for all teachers in case of a qualifying disability. The group income protection plan requires a (90) ninety-day waiting period and a qualifying condition and shall provide no less than 66% of income. The Board's share of the cost of this plan will be 100% less \$1.00.

3.2. SECTION 125

The benefits provided to teachers by Section 125 of the Revenue Act of 1978, both Generation I and Generation II, shall be available. In addition, any start-up cost and annual fee (if charged) will be paid by the school district, and the monthly administrative fee will be paid by participating teachers.

3.3. 403(B) PLANS

The Board shall provide each teacher with the opportunity to participate in a voluntary tax-sheltered 403(b) program, subject to Internal Revenue Service regulations. Except for changes required by the IRS or other regulatory entity, changes to the plan document or the adoption agreement shall be made only upon the recommendation of a committee comprised of three (3) members appointed by the Board and three (3) teachers appointed by the Association; all members of the committee must be current plan participants.

3.4. EMPLOYMENT LEAVE

3.4.1 PERSONAL LEAVE

3.4.1.1 Teachers shall be granted three (3) days of personal leave with pay per school year. This leave is to be used for matters which cannot be scheduled outside of regular school hours. Notifications of personal leave shall be made two (2) days prior to such leave except in cases of emergency. Teachers taking personal leave, except as described below, shall not be required to state a reason for the use of the leave. However, if the days requested are immediately before or after a vacation, the applicant shall state the reason for the request. Days immediately before or after vacation will not be approved unless there are special circumstances related to the request.

3.4.1.2 Personal leave shall not be considered as sick leave.

3.4.1.3 Personal leave days shall accumulate to six (6) days. Unused personal leave days beyond the accumulated six (6) shall accumulate as unused sick leave days.

3.4.2 SICK LEAVE

3.4.2.1 Each teacher shall be credited with sick leave on a basis of ten (10) days during the first year of employment and seven (7) days for each subsequent year, plus the transfer of three (3) days from the previous place of employment at the beginning of the second year of employment and each year thereafter until those from the previous employer are all transferred.

3.4.2.2 No more than ten (10) sick days per year may be used for "family illness." A family is defined as a spouse, children, sister, brother, mother, father, or individual who assumes the role of the above.

3.4.2.3 Unused sick leave will accumulate to a maximum of 90 days. A teacher hired prior to July 1, 2018, who has accumulated greater than 90 days of sick leave as of July 1, 2018, may accumulate sick leave to a maximum of 210 days. A teacher may not utilize sick leave after 90 consecutive days of absence without applying for long-term disability. When a teacher begins receiving long-term disability payments, the teacher is not eligible to be paid for sick leave days while receiving disability payments.

3.4.3 SICK LEAVE BANK

3.4.3.1 ELIGIBILITY

In order for an individual to be eligible to participate in the Sick Leave Bank, the individual must be a bargaining unit member and contribute one (1) sick leave day to the sick leave bank account by August 20 of the school year for the year of participation. Any bargaining unit member who does not contribute prior to August 20 of the current school year will not be eligible to utilize the Sick Leave Bank.

3.4.3.2 PURPOSE

The purpose of the Sick Leave Bank is to relieve qualified individuals from undue financial burdens due to absence from work on a long-term basis due to personal illness, serious illness in the immediate family within the limits of the contract terms, or incapacitation sufficiently severe that it would make their presence in school inadvisable.

3.4.3.3 RULES AND REGULATIONS

The Association shall have the full right and responsibility to promulgate the rules and regulations governing the use of Sick Leave Bank days and to administer the Sick Leave Bank except as restricted by this Master Contract or by applicable law.

Rules and regulations governing the use of Sick Leave Bank days shall be in writing. The Association shall provide a copy of such rules and regulations to any eligible participant upon request and shall provide a copy to the Superintendent or designee. The Association shall advise the Superintendent of any changes to such rules and regulations in writing.

3.4.3.4 ENROLLMENT

Each qualified individual may voluntarily contribute one (1) sick leave day to the Sick Leave Bank. These contributions must be submitted in writing (either physically or electronically) by August 20 of the current school year to the Association President or designee. Once a qualified individual contributes to the Sick Leave Bank, the individual is eligible to participate. Qualified individuals who do not contribute prior to August 20 of the current school year will be ineligible to withdraw from the Sick Leave Bank.

3.4.3.5 ACCUMULATED DAYS

Contributed days, which accumulate from school year to school year, may not exceed a maximum of 300 days.

3.4.3.6 PROCESS

Any participating member who has only three (3) sick days or less remaining may apply for the use of Sick Leave Bank days. Applications for such withdrawals must be made in writing to the Sick Leave Bank Committee or the Association President and shall be accompanied by medical documentation describing the nature of the disability. The application may be made by a personal representative of the applicant when the member is unable to do so themselves. The Sick Leave Bank Committee may grant the use of up to thirty (30) Sick Leave Bank days. In hardship cases, a member may apply for additional days following the initial thirty (30) days after the teacher has depleted their own personal sick leave days. Sick Leave Bank days may be used consecutively or intermittently for the same qualifying event.

3.4.3.7 PROCEDURES

The Sick Leave Bank Committee shall be comprised of a Sick Leave Bank Chair and a representative from each building. The Sick Leave Bank Committee shall review all requests for the use of Sick Leave Bank days. The Committee shall grant, deny, or suspend requests to withdraw sick days from the Sick Leave Bank. The decision of the Committee is final and is not subject to Grievance Procedure or appeal to the School Board.

3.4.3.8 CERTIFICATION OF DAYS USED

The Sick Leave Bank Committee shall certify in writing (either physically or electronically) prior to using said leave to the Superintendent or designee of any person granted the use of Sick Leave Bank days. Further, the Committee shall notify the Superintendent or designee of the specific dates that these benefits will begin and cease. Benefits to any individual shall cease if the available days in the Sick Leave Bank become exhausted.

3.4.3.9 STATEMENT OF USE

The Sick Leave Bank Committee Chair shall provide to the Superintendent or designee a monthly statement indicating the number of Sick Leave Bank days used, by whom, and the balance of days remaining according to the Association records.

3.4.3.10 HOLD HARMLESS

As to this section, the Association agrees to hold the Corporation harmless against any action of law, in equity, or before administrative or enforcement agencies of competent jurisdiction in which the Corporation, its officers, administrators, or Board is made a party should such actions involve questions concerning the propriety of rules or regulations issued hereunder by the Association, the administration of such Sick Leave Bank, and/or the making of payments by the Corporation at the direction of the Association which payments are found to be improper by state administrative agencies of competent jurisdiction or state officials similarly empowered, and specifically the following: that in the event of such action aforementioned in this section, the Association agrees to provide a defense to the Corporation by providing counsel of the Association's choosing to defend the Corporation in such action, and the Association agrees to pay the entire legal costs of such representation and of any money judgement against the Corporation which might result from such action.

3.4.4 BEREAVEMENT LEAVE

- 3.4.4.1 In case of a death in the immediate family, the teacher shall be entitled to be absent from work without loss of compensation for not more than five (5) contract days within twenty (20) consecutive calendar days, commencing with the day of death. The immediate family shall include a spouse, children, mother, father, sister, brother, corresponding step-relatives, corresponding in-laws, or any other member of the family unit living in the same household.
- 3.4.4.2 In case of death of grandparents, grandchildren, aunt, uncle, niece, nephew, or cousin, the teacher shall be entitled to be absent from work without loss of compensation for not more than two (2) days within twenty (20) consecutive calendar days, commencing with the day of death.
- 3.4.4.3 The Superintendent may address extenuating circumstances not specifically covered in the language to allow a leave to extend beyond the twenty (20) consecutive calendar day limit.
- 3.4.4.4 A teacher may also use personal leave for these reasons, but any other leave beyond the provisions of this section and the section on personal leave must be approved by the Superintendent and would be without pay.

3.4.5 ADOPTIVE LEAVE

The Board may grant the transfer of up to thirty (30) days of a teacher's accumulated sick leave for adoptive leave.

3.4.6 TEMPORARY DISABILITY LEAVE OF ABSENCE

A temporary disability leave of absence shall be granted to teachers of this school corporation on the following basis:

3.4.6.1 This provision shall apply to leave in all cases where a teacher is unable to teach because of a disability substantial in nature or duration, including major surgery, pregnancy, childbirth, illness, or injury.

3.4.6.2 A teacher may elect to utilize his/her accumulated sick leave during his/her period of temporary physical certification of physical disability, which is submitted to the Office of the Superintendent for any said temporary disability absence of more than ten (10) consecutive days. While on leave, sick leave days will be paid only for the number of assigned duty days the teacher is absent which occur during the current contract term, for which a physician certifies said teacher to be physically disabled, limited to the extent of the number of sick days accumulated by the teacher at the time said leave commences. A teacher shall not be required to use accrued paid leave during a leave taken pursuant to the FMLA. If the leave of absence qualifies as a leave under the FMLA, the teacher will be given the option to use accumulated paid sick leave for the leave.

3.4.6.3 In all cases, the school employer reserves the right to require an examination by a physician mutually agreed to by the Board and the teacher to determine the teacher's fitness (1) to continue performing the full schedule of the duties and responsibilities of his/her position and assignments, and/or (2) to return to employment and resume the full performance of the duties and responsibilities to which he/she may be assigned. The school employer shall bear the cost of such an examination.

3.4.6.4 If an injury or illness qualifies for workers' compensation coverage, the seven (7) day waiting period for workers' compensation will not be charged against the teacher's sick leave under section 3.4.2., and the Board shall compensate the teacher for any days not covered by workers' compensation insurance. The teacher shall provide the superintendent with evidence of all workers' compensation payments received. If the Board compensates a teacher who is also paid by workers' compensation insurance for the same days, the teacher shall reimburse the Board for any double payment received due to the workers' compensation payments.

3.4.7 JUDICIAL LEAVE

Time lost by a teacher for appearances before a judicial body or legal authority due to involvement because of a teacher's work or position shall result in no loss of wages or reduction in accumulated leave. This provision shall not apply to any person bringing legal action against the Rossville Consolidated School District.

4. COMPENSATION

- 4.1 The Board of Education shall employ new teachers and their base salary shall be determined as outlined in Appendix A, which is attached to and incorporated in this Agreement. The Board will also pay the teacher's portion of the appropriate ISTRF contribution.
- 4.2 The salary range for returning eligible teachers at the beginning of the 2024-2025 school year is outlined in Appendix B-I {Beginning 2024-2025 School Year - Base Salary Prior to Compensation Award}.
- 4.3 The salary range for eligible teachers after the 2024-2025 increase is awarded is outlined in Appendix B-II {2024-2025 School Year - Base Salary After Increase Awarded}.
- 4.4 The stipend for eligible teachers for the 2024-2025 school year is outlined in Appendix B-III {Beginning 2024-2025 School Year - Stipend Compensation Award}.
- 4.5 The Compensation Plan outlines the funds to be distributed to eligible teachers for the 2024-2025 school year (Appendix C).
- 4.6 Teachers shall be paid for extracurricular appointments as provided in Appendix D. The Board will also pay the teacher's portion of the appropriate ISTRF contribution.
- 4.7 A teacher's participation in the Corporation's sponsored detention or similar types of programs, as determined by the administration, shall be paid at the rate of twenty dollars (\$20.00) per hour for each hour worked and prorated for every quarter hour thereafter.
- 4.8 The Board shall determine the amount of any payment and the extra duties beyond the regular contracted duties to be performed in connection with special teacher assignments for which the funding source is a grant or similar source.
- 4.9 Teachers who retire from the school district and submit their retirement letter to the superintendent by May 1, 2025, shall receive a \$500 stipend payment paid at the final June payroll payment. Retirees who fail to submit their resignation by May 1, 2025, will forfeit any additional compensation.

5. PROFESSIONAL GRIEVANCE PROCEDURE

- 5.1 A claim by a teacher or the Association that there has been a violation of any provision of this Agreement may be processed as a grievance as hereinafter provided. The grievant may terminate the grievance at any time.
- 5.2 "Day" in this section is defined as a school day during the school term and as a weekday (excluding Saturday and Sunday) during the summer.
- 5.3 In the event that a teacher believes there is a basis for a grievance, he/she shall first discuss the alleged grievance with his/her building principal or immediate supervisor, either personally or accompanied by his/her association representative. The teacher must request a conference to discuss the grievance within ten (10) days of the violation or within ten (10) days of the discovery thereof.
- 5.4 If, as a result of the discussion with the building principal or immediate supervisor, a grievance still exists, he/she may, within ten (10) days of such discussion, file a written grievance through the Association on the form set forth in Appendix E signed by the grievant and a representative of the Association. A copy of the grievance form shall be delivered to the principal. If the grievance involves more than one (1) school building, it may be filed with the superintendent or his appointed designee.
- 5.5 Within five (5) days of receipt of the grievance, the principal shall meet with the grievant and/or his/her association representative in an effort to resolve the grievance. The principal shall indicate the disposition of the grievance in writing within five (5) days of such meeting and shall furnish a copy thereof to the Association. Any resolution to the grievance shall be consistent with the terms of this Agreement.
- 5.6 If the Association or grievant is not satisfied with the disposition of the grievance, or if no disposition has been made within five (5) days of such meeting or ten (10) days from the date of filing, whichever shall be later, the grievance shall be transmitted to the superintendent. Within seven (7) days, the superintendent or his/her designee shall meet with the grievant and/or his/her association representative on the grievance and shall indicate his/her disposition of the grievance in writing within five (5) days of such meeting and shall furnish a copy thereof to the Association.
- 5.7 If the Association or grievant is not satisfied with the disposition of the grievance by the superintendent or his/her designee, or if no disposition has been made within five (5) days of such meeting or ten (10) days from the date of filing, whichever shall be later, the grievance shall be transmitted to the Board by filing a written copy thereof with the secretary or other designee of the Board. The Board, no later than its next regular meeting or within two (2) calendar weeks, whichever shall be later, shall meet with the grievant and/or Association representative on the grievance. Disposition of the grievance in writing by the Board shall be made no later than five (5) days thereafter. A copy of such disposition shall be furnished to the Association.

APPENDIX A
NEW TEACHER BASE SALARY

Salary of New Teacher

1. Employees new to the district shall be offered a base salary based on prior years of service in education. The Board shall have the discretion to base new employees' salaries within the following ranges:

- 0 - 4 years of service = \$44,500 - \$48,000
- 5 - 9 years of service = \$46,500 - \$52,000
- 10 - 14 years of service = \$48,500 - \$58,000
- 15 or more years of service = \$50,500 - \$62,000

2. The Board shall have the discretion for the extended contract positions listed to establish additional compensation for additional service to the district within the following listed ranges:

Extended Contract Positions	Additional Compensation Range
Guidance Counselor	\$500 - \$5,000
Vocational Agriculture	\$1,000 – \$15,000

Appendix B-I						
{Beginning 2024-2025 School Year - Base Salary Prior to Compensation Award}						
Arnone	Kristin	66,075		Kanaby *	Natalie	19,945
Back	Stephen	47,405		Knox	Ashley	49,670
Barker	Leila	45,415		Landis	Christopher	52,000
Beard	Anne	47,680		Loveless	Brenda	67,365
Bennett	Valerie	44,000		Mackey	Katherine	44,000
Bogan	Angie	61,040		Maish	Alisha	53,200
Brantley	Grace	44,000		Maish	Robyn	56,015
Britt	Megan	52,530		McClure	Vince	61,800
Brown	Abigail	47,405		Miller	Chris	62,515
Brown	Alexis	44,000		Miller	Donetta	76,355
Buck	Aubree	50,000		Miller	Faith	47,380
Buck	Jordan	51,500		Mills	Kelly	57,680
Conde	Sabrina	45,415		Mink	Taylor	48,250
Crawford	Marshall	47,400		Mohler	Tammy	73,275
Davis #	Jesse	52,655		Morrison	Mason	58,755
Dearinger	Shania	45,415		Mullen	Paul	46,000
Doke#	Hannah	46,000		Newhouser	Jason	63,965
Dunn	Cortney	59,465		North	Evan	44,090
Ellenwood	Lexi	44,000		Oliver	Sheila	59,640
Etherington	Kyle	57,145		Ploughe	Beverly	74,675
Fink	Anna	44,290		Remaly-Hugo	Emma	45,415
Geheb	Carrie	62,875		Roberts	Lindsay	44,000
Geheb	Chad	65,160		Sallade	Bethany	44,000
Goris	Amy	49,670		Schaefer	Christy	52,295
Hall	Kelsey	51,000		Smith	Quentin	44,000
Haynes	Paul	49,815		Stage	Kyle	56,000
Heater	Emily	58,755		Tonsoni	Brent	44,000
Herman	Jessica	59,640		Washburn	Kate	54,500
Herston	Timothy	47,000		Weaver	Chloe	44,000
Houser	Michele	65,090		Williams	Stephanie	48,410
Huffer	Royce	49,670		Wilson	Joel	55,375
Johnson	Haley	44,000		Zink	Kim	49,670
# Denotes Extended Contract				* Denotes Part-time Contract		
# Teachers with Extended Contracts		Base Salary		Extended Contract Wage		Total
Davis, Jessie		52,655		15,000		67,655
Doke, Hannah		46,000		7,000		53,000
*Any information in Appendix B-I beyond the wage was not bargained and is only for informational purposes.						

Appendix B-II						
{Beginning 2024-2025 School Year - Base Salary After Compensation Award}						
Arnone	Kristin	66,575		Kanaby *	Natalie	20,160
Back	Stephen	47,905		Knox	Ashley	50,170
Barker	Leila	45,915		Landis	Christopher	52,500
Beard	Anne	48,180		Loveless	Brenda	67,865
Bennett	Valerie	44,500		Mackey	Katherine	44,500
Bogan	Angie	61,540		Maish	Alisha	53,700
Brantley	Grace	44,500		Maish	Robyn	56,515
Britt	Megan	53,030		McClure	Vince	62,300
Brown	Abigail	47,905		Miller	Chris	63,015
Brown	Alexis	44,500		Miller	Donetta	76,855
Buck	Aubree	50,000		Miller	Faith	47,880
Buck	Jordan	52,000		Mills	Kelly	58,180
Conde	Sabrina	45,915		Mink	Taylor	48,750
Crawford	Marshall	47,400		Mohler	Tammy	73,775
Davis #	Jesse	53,155		Morrison	Mason	59,255
Dearinger	Shania	45,915		Mullen	Paul	46,500
Doke #	Hannah	46,500		Newhouser	Jason	64,465
Dunn	Cortney	59,965		North	Evan	44,590
Ellenwood	Lexi	44,500		Oliver	Sheila	60,140
Etherington	Kyle	57,645		Ploughe	Beverly	75,175
Fink	Anna	44,790		Remaly-Hugo	Emma	45,915
Geheb	Carrie	63,375		Roberts	Lindsay	44,500
Geheb	Chad	65,660		Sallade	Bethany	44,500
Goris	Amy	50,170		Schaefer	Christy	52,795
Hall	Kelsey	51,000		Smith	Quentin	44,500
Haynes	Paul	50,315		Stage	Kyle	56,500
Heater	Emily	59,255		Tonsoni	Brent	44,500
Herman	Jessica	60,140		Washburn	Kate	55,000
Herston	Timothy	47,000		Weaver	Chloe	44,500
Houser	Michele	65,590		Williams	Stephanie	48,910
Huffer	Royce	50,170		Wilson	Joel	55,875
Johnson	Haley	44,500		Zink	Kim	50,170
# Denotes Extended Contract				* Denotes Part-time Contract		
# Teachers with Extended Contracts		Base Salary		Extended Contract Wage		Total
Davis, Jessie		53,155		15,000		68,155
Doke, Hannah		46,500		7,000		53,500
*Any information in Appendix B-II beyond the wage was not bargained and is only for informational purposes.						

Appendix B-III						
{Beginning 2024-2025 School Year - Stipend Compensation Award}						
Arnone	Kristin	250		Kanaby *	Natalie	108
Back	Stephen	250		Knox	Ashley	250
Barker	Leila	250		Landis	Christopher	250
Beard	Anne	250		Loveless	Brenda	250
Bennett	Valerie	250		Mackey	Katherine	250
Bogan	Angie	250		Maish	Alisha	250
Brantley	Grace	250		Maish	Robyn	250
Britt	Megan	250		McClure	Vince	250
Brown	Abigail	250		Miller	Chris	250
Brown	Alexis	0		Miller	Donetta	250
Buck	Aubree	0		Miller	Faith	250
Buck	Jordan	250		Mills	Kelly	250
Conde	Sabrina	250		Mink	Taylor	250
Crawford	Marshall	0		Mohler	Tammy	250
Davis #	Jesse	250		Morrison	Mason	250
Dearinger	Shania	250		Mullen	Paul	250
Doke #	Hannah	250		Newhouser	Jason	250
Dunn	Cortney	250		North	Evan	250
Ellenwood	Lexi	250		Oliver	Sheila	250
Etherington	Kyle	250		Ploughe	Beverly	250
Fink	Anna	250		Remaly-Hugo	Emma	250
Geheb	Carrie	250		Roberts	Lindsay	0
Geheb	Chad	250		Sallade	Bethany	250
Goris	Amy	250		Schaefer	Christy	250
Hall	Kelsey	0		Smith	Quentin	250
Haynes	Paul	250		Stage	Kyle	250
Heater	Emily	250		Tonsoni	Brent	250
Herman	Jessica	250		Washburn	Kate	250
Herston	Timothy	0		Weaver	Chloe	0
Houser	Michele	250		Williams	Stephanie	250
Huffer	Royce	250		Wilson	Joel	250
Johnson	Haley	250		Zink	Kim	250
*Any information in Appendix B-III beyond the wage was not bargained and is only for informational purposes. The stipend will be distributed in equal installments, following the same schedule as regular salary payments. The stipend amount was rounded to the nearest upper whole number for part-time teachers.						

APPENDIX C
Compensation Plan

1. Salary Range

- 1.1. At the beginning of the 2024-2025 school year, the salary range of returning eligible full-time teachers was between \$44,000 and \$76,355. This does not include the current year increases or TRF contributions. (Appendix B-I Beginning 2024-2025 School Year - Base Salary Prior to Compensation Award).

- 1.2. After the increase is awarded through the compensation plan, the salary range for eligible full-time teachers will be between \$44,500 and \$76,855, in compliance with I.C. § 20-28-9-26. This does not include TRF contributions. (Appendix B-II – 2024-2025 School Year - Base Salary After Increase Awarded and Appendix B-III - Beginning 2024-2025 School Year - Stipend Compensation Award}.

2. Minimum Salary

- 2.1. No full-time classroom teacher, one that instructs students at least 50% of the workday, is earning less than forty-four thousand five hundred dollars (\$44,500).

3. Base Salary Increases

3.1. General Eligibility

- 3.1.1. To be eligible for a salary increase, a teacher must not have been rated ineffective or improvement necessary in the prior year. A teacher who receives a rating of ineffective or improvement necessary remains at the prior year's salary.

3.2. Factors and Definitions

3.2.1. Evaluation

Evaluation is defined as a teacher who has received a highly effective or effective evaluation for the prior year.

3.2.2. Year of Experience

Year of Experience is defined as a teacher who has been employed as a part-time contracted teacher for 60 days or a full-time contracted teacher for at least 120 days in the prior school year.

3.3 Distribution - Distribution is defined as the amounts to be added to the teacher's base salary.

3.3.1 Evaluation

For the 2024-2025 school year, the Board and the RCTA negotiated a five hundred dollar (\$500) increase for teachers that satisfied the evaluation factor. Part-time teachers' increases shall be prorated. The compensation distribution for teachers will be added to each teacher's current base salary and does not include any extended contracts or additional compensation.

3.3.2 Year of Experience

The Board and the RCTA agreed upon a one-time stipend of two hundred fifty dollars (\$250) for the 2024-2025 school year for teachers who completed a full year of service during the 2023-2024 school year. This stipend is a one-time payment and will not extend to future contracts unless specifically renegotiated. The stipend amount was prorated and rounded up to the nearest whole number for part-time teachers. For informational purposes, the stipend will be distributed in equal installments, following the same schedule as regular salary payments.

3.3.3 New Hires

For newly hired teachers who joined the district before the formal bargaining period of the current contract, their base salary will be adjusted to align with the base salary outlined in Appendix A. All full-time teachers, including new hires, will receive a minimum base salary of \$44,500. Part-time teachers, including new hires, will have their base salary prorated to reflect the equivalent of a \$44,500 base salary for full-time employment.

3.4 Redistribution – There were no returning teachers rated ineffective or improvement necessary, and therefore, no redistribution is necessary.

APPENDIX D	Base	44,500
EXTRA-CURRICULAR CLUBS & ACTIVITIES SCHEDULE -2024-2025	Multiplier	Stipend
The stipend amount is calculated by taking the base and multiplying it by the multiplier and rounding it up to the nearest five (\$5) dollars.		
ADDITIONAL SUPERVISION	\$12.00 PER HOUR	
ART CLUB	0.02	890
AUDITORIUM - ASSISTANT	0.06	2,670
AUDITORIUM - THREATRE PRODUCTIONS	0.12	5,340
AUDITORIUM - SUPERVISOR	0.12	5,340
CHEERLEADER SPONSOR - VARSITY 9-12	0.04	1,780
CHEERLEADER SPONSOR - VARSITY ASSISTANT 9-12	0.015	670
CHEERLEADER SPONSOR - GRADE 8	0.015	670
CHEERLEADER SPONSOR - GRADE 7	0.015	670
CHEERLEADER SPONSOR - GRADE 6	0.015	670
CHEERLEADER SPONSOR - GRADE 5	0.015	670
CLASS SPONSORS - GRADE 12 (2 Positions at Same Multiplier)	0.04	1,780
CLASS SPONSOR - GRADE 11	0.04	1,780
CLASS SPONSOR - GRADE 10	0.02	890
CLASS SPONSOR - GRADE 9	0.02	890
CLASS SPONSOR - GRADE 8	0.015	670
CLASS SPONSOR - GRADE 7	0.015	670
CLASS SPONSOR - GRADE 6	0.015	670
DANCE TEAM 9-12	0.03	1,335
DEPARTMENT CHAIRPERSON (8 Positions for Middle/Senior High School at Same	0.015	670
ESPORTS	0.045	2,005
FCA SPONSOR 9-12	0.015	670
FFA SPONSORS (3 Positions at Same Multiplier)	0.04	1,780
HORNET LITTLE HOOSIERS	0.015	670
INSTRUMENTAL MUSIC 6-12	0.12	5,340
MATH TEAM K-5	0.015	670
NATIONAL HONOR SOCIETY 9-12	0.03	1,335
ROBOTICS (2 Positions at Same Multiplier)	0.025	1,115
SPANISH CLUB	0.015	670
SPEECH TEAM	0.075	3,340
SPEECH TEAM - ASSISTANT	0.04	1,780
SPELL BOWL K-5	0.015	670
STING SPONSOR	0.02	890
STUDENT COUNCIL 9-12	0.025	1,115
STUDENT COUNCIL 6-8	0.025	1,115
STUDENT COUNCIL K-5	0.025	1,115
VOCAL MUSIC K-5	0.06	2,670
VOCAL MUSIC 6-8	0.03	1,335
VOCAL MUSIC 9-12	0.11	4,895
YEARBOOK 6-12	0.05	2,225
YEARBOOK K-5	0.02	890

*Any information in the ECA schedule beyond the name and wage were not bargained and is only for informational purposes.

APPENDIX D	Base	44,500
EXTRA-CURRICULAR ATHLETICS SCHEDULE - 2024-2025	Multiplier	Stipend
The stipend amount is calculated by taking the base and multiplying it by the multiplier and rounding it up to the nearest five (\$5) dollars.		
BASEBALL - VARSITY	0.09	4,005
BASEBALL - VARSITY ASSISTANT	0.035	1,560
BASEBALL - JUNIOR VARSITY	0.03	1,335
BASKETBALL - BOYS' VARSITY	0.24	10,680
BASKETBALL - BOYS' VARSITY ASSISTANT	0.045	2,005
BASKETBALL - BOYS' JUNIOR VARSITY	0.1	4,450
BASKETBALL - BOYS' GRADE 9	0.06	2,670
BASKETBALL - BOYS' GRADE 8	0.04	1,780
BASKETBALL - BOYS' GRADE 7	0.04	1,780
BASKETBALL - BOYS' GRADE 6	0.025	1,115
BASKETBALL - BOYS' GRADE 5	0.025	1,115
BASKETBALL - GIRLS' VARSITY	0.24	10,680
BASKETBALL - GIRLS' VARSITY ASSISTANT	0.045	2,005
BASKETBALL - GIRLS' JUNIOR VARSITY	0.1	4,450
BASKETBALL - GIRLS' GRADE 8	0.04	1,780
BASKETBALL - GIRLS' GRADE 7	0.04	1,780
BASKETBALL - GIRLS' GRADE 6	0.025	1,115
BASKETBALL - GIRLS' GRADE 5	0.025	1,115
CROSS COUNTRY - GRADE 9-12	0.08	3,560
CROSS COUNTRY - GRADE 5-8	0.02	890
GOLF - BOYS	0.055	2,450
GOLF - GIRLS	0.055	2,450
SOCCER - BOYS' VARSITY	0.06	2,670
SOCCER - BOYS' ASSISTANT	0.03	1,335
SOCCER - GIRLS' VARSITY	0.06	2,670
SOCCER - GIRLS' ASSISTANT	0.03	1,335
SOFTBALL - VARSITY	0.09	4,005
SOFTBALL - ASSISTANT	0.035	1,560
SOFTBALL - JUNIOR VARSITY	0.03	1,335
TENNIS - BOYS' VARSITY	0.06	2,670
TENNIS - GIRLS' VARSITY	0.06	2,670
TRACK - CO-ED HEAD	0.085	3,785
TRACK - CO-ED VARSITY ASSISTANT	0.03	1,335
TRACK - CO-ED VARSITY ASSISTANT	0.03	1,335
TRACK - CO-ED MS COACH 5-8 (3 Positions at Same Multiplier)	0.025	1,115
VOLLEYBALL - VARSITY	0.09	4,005
VOLLEYBALL - ASSISTANT	0.04	1,780
VOLLEYBALL - JUNIOR VARSITY	0.03	1,335
VOLLEYBALL GRADE 8	0.03	1,335
VOLLEYBALL GRADE 7	0.03	1,335
VOLLEYBALL GRADE 6	0.015	670
VOLLEYBALL GRADE 5	0.015	670
WRESTLING - VARSITY	0.09	4,005
WRESTLING - ASSISTANT	0.04	1,780
WRESTLING - HEAD MS COACH 5-8	0.04	1,780
WRESTLING - ASSISTANT MS COACH 5-8	0.025	1,115

*Any information in the ECA schedule beyond the name and wage were not bargained and is only for informational purposes.

APPENDIX E
Grievance Form - Page 1 of 2
Rossville Consolidated School District

Grievant: _____ Grievance Number: _____

Date of _____ Alleged Violation or _____ Discovery Thereof: _____

Party or Parties being Grieved: _____

Building: _____ Assignment: _____

Provision of Contract Alleged to be Violated: _____

Alleged Violation: _____

Grievant Signature: _____ Date Signed: _____

Date of Initial Discussion with Immediate Supervisor: _____

Date Written Grievance Filed with Immediate Supervisor: _____

Immediate Supervisor's Disposition: _____

Supervisor's Signature: _____ Date of Meeting with Grievant: _____

Distribution of Grievance Form: 1. Grievant 2. Association 3. Immediate Supervisor 4. Superintendent

APPENDIX E
Grievance Form - Page 2 of 2
Rossville Consolidated School District

Date Grievance Transmitted to Superintendent: _____

Date of Meeting between Grievant and Superintendent: _____

Superintendent's Disposition: _____

Superintendent's Signature: _____ Date Disposition Transmitted to Grievant: _____

Date Grievance Transmitted to Board: _____

Date and Time of Meeting between Grievant and Board: _____

Board's Disposition: _____

Board Secretary's Signature: _____ Date Disposition Transmitted to Grievant: _____

Distribution of Grievance Form: 1. Grievant 2. Association 3. Immediate Supervisor 4. Superintendent

SUPREMACY CLAUSE

This contract supersedes and cancels all previous agreements, whether verbal or written, between the school corporation and the Association.

SEVERABILITY OR SAVINGS CLAUSE

If any article or section of this contract shall be held invalid by operation of law or by any tribunal of competent jurisdiction, the remainder of this contract shall not be affected.


EFFECTIVE DATE AND DURATION OF AGREEMENT

The term of this Collective Bargaining Agreement shall be from July 1, 2024, through June 30, 2025.

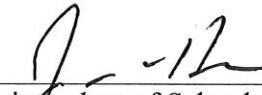
The undersigned attest to the following:

1. A public hearing was held in compliance with I.C. § 20-29-6-1(b) on September 3, 2024, and electronic participation from parties and/or the public was not permitted; and
2. A public meeting in compliance with I.C. § 20-29-6-19 was held on November 7, 2024, to discuss the tentative Agreement and electronic participation from the governing body and/or public was not permitted.
3. A public ratification meeting in compliance with I.C. § 20-29-6-19 was held on November 12, 2024, to ratify the collective bargaining agreement, and electronic participation from the governing body and/or public was not permitted.


Signed:




 President
 Rossville Classroom Teachers Association



 Superintendent of Schools
 Rossville Consolidated School District



 Chairperson of Negotiating Committee
 Rossville Classroom Teachers Association



 Board of Education President
 Rossville Consolidated School District

Tentative Agreement: October 4, 2024

Ratified by,
Rossville Classroom Teachers Association: October 10, 2024

Ratified by,
Rossville Consolidated School District: November 12, 2024