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2 **CONTRACT**

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4 **BETWEEN**

5  
6 **THE BOARD OF SCHOOL TRUSTEES**

7  
8 **OF THE**

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10 **GREENSBURG COMMUNITY SCHOOL CORPORATION**

11  
12 **AND**

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14 **GREENSBURG TEACHERS ASSOCIATION**

15  
16 **2024-2025**

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25 **THIS CONTRACT ENTERED INTO THIS OCTOBER 8, 2024 BY AND BETWEEN THE BOARD OF**  
26 **SCHOOL TRUSTEES OF THE GREENSBURG COMMUNITY SCHOOL CORPORATION AND THE**  
27 **GREENSBURG TEACHERS ASSOCIATION.**

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**ARTICLE I**

This agreement (“Agreement”) entered into this day of by and between the Board of School Trustees of Greensburg Community School Corporation County of Decatur, State of Indiana (the “School Employer”, “GCSC” or “Greensburg”) and the Greensburg Teachers Association (the “Association”, “exclusive representative” or “GTA”).

**ARTICLE II**  
**Recognition**

The School Employer recognizes the Greensburg Teachers Association as the exclusive representative of all full time certificated school employees who teach in the Greensburg Community School Corporation, excluding the following positions: Superintendent, Assistant Superintendent, Director of Curriculum/Instruction, Principals, Assistant Principals, Athletic Directors, Football Head Coach, Basketball Head Coach (Boys/Girls), Special Education Director, High School, Junior High School, and Elementary Deans of Students.

**ARTICLE III**  
**Salary and Wage**

**Salary** The basic salary range of Teachers covered by this Agreement shall be on a regular teacher contract year basis and is set forth in Appendix C, attached to this Agreement. Adjustments in teacher pay, including any stipends, shall be made in accordance with the *Compensation Model Program (Appendix A)* as it may be adjusted from time to time by agreement of the Superintendent and the GTA Bargaining Team. Adjustments in a Teacher's pay shall not be retroactive, for whatever cause. The teacher’s contract salary shall be paid in twenty-six (26) installments. For the 2024-2025 school year, the first pay of the school year will be August 2, 2024.

**Compensation for Class Coverage** Teachers will receive compensation when they give up coproration-designated preparation periods for class coverage due to the absence of another teacher. Teachers will receive \$20.00 per class coverage. Maximum of one (1) stipend of \$20.00 per day.

**ECA** The schedule of additional teacher compensation for extra-curricular time and responsibilities is set forth in Appendix B, attached to this Agreement. The number of ECA positions is not negotiated in this contract.

**Professional Development** **The following ancillary duties were not bargained and are provided for informational purposes only.** A Teacher shall be paid one hundred dollars (\$100.00) for work performed outside the contractual day when attending mandatory administratively approved professional development activities. A Teacher shall be paid one payment of one hundred fifty dollars (\$150.00) for time spent preparing a presentation made to the staff if approved by the building principal. In addition, for preparation for all subsequent workshops on the same topic, the Teacher presenter will be paid a stipend of fifty dollars (\$50.00) per presentation. If the same Teacher presents on a new topic, then the payment will again apply for the initial preparation of the new topic.

- Adjustments for special off-campus professional development may be approved by the Superintendent and may result in an additional stipend being paid.
- Teachers are only paid for attending mandatory PD assigned outside of the workday by the School Corporation. PD that is voluntary will have mileage and registration paid by the School Corporation if approved by the Superintendent before enrolling.
- New Teachers who attend the orientation shall be paid according to this provision.

**ARTICLE III**  
**Qualified Plans and TRF**

**Plan funded by PL199 bonds**

Each eligible Teacher has a separate account and may direct how his or her account is invested among the available investment options provided by the Plan Administrator. With respect to such individual account the following conditions apply:

- a. Vesting. Until such time that a Teacher has satisfied the eligibility requirements set forth below, the Teacher shall not have access to the assets held for his or her benefit in this 401(a) Plan.
  - i. In the fiscal year (July 1 through June 30) of the Teacher's retirement, the retiring Teacher must be at least fifty-five (55) years of age.
  - ii. Immediately prior to retirement, the Teacher must have completed not less than twenty (20) years of teaching experience for which credit has been granted by the School Employer, the last fifteen (15) of which have been with the Greensburg Community School Corporation.
  - iii. The retiring Teacher must provide evidence of permanent retirement from teaching.
- b. Forfeiture. If a plan participant's employment is severed before satisfaction of the requirements set forth in a. (i), (ii) and (iii), for any reason, the plan participant's 401(a) Plan account shall be forfeited. The forfeited amounts shall not be returned to the School Corporation, but shall be allocated among the participants under this 401(a) plan.
- c. Distributions. Following retirement and the satisfaction of the requirements set forth above, a retired Teacher may elect to take distributions from his 401(a) Plan account. If a Teacher dies after having satisfied the conditions set forth above, the deceased Teacher's 401(a) Plan account shall be distributed to the decedent's designated beneficiary or, if none, to his/her estate. At no time may a participant borrow from his 401(a) Plan account.
- d. Costs. The School Corporation shall not be paid any compensation for its services performed on behalf of the 401(a) Plan. All costs incurred in the administration of the 401(a) Plan and investment fees shall be paid from the 401(a) Plan assets held either in the separate accounts of the Teachers or otherwise under the 401 (a) plan in a reasonable manner as determined by the School Corporation.

**401(a) Plan**

The School Corporation shall continue to contribute one percent (1 %) of each Teacher's base salary per school year, to each Teacher's 401(a) retirement account. Such contributions shall be made in two equal payments in August and January of each school year. The Vendor for the 401(a) Plan or its agent shall be the sole administrator of employer contributions to the 401(a) Plan. Teachers shall have the option of investing their dollars in tax-deferred annuities for which money is payroll deducted from the Teacher's salary, if any, or the tax-deferred annuity offered by the Vendor. The contributions made by the Board on behalf of the Teacher become the property of the Teacher upon his/her signing of his 6<sup>th</sup> consecutive regular teacher contract with the School Corporation. In the event of the Teacher's death, if said Teacher has signed his 6<sup>th</sup> consecutive contract with the School Corporation, all assets of the accounts become the property of the Teacher's beneficiary or estate.

137 **403(b) Plan**

138 The School Board has established a 403(b) Plan providing for voluntary Teacher contributions. The School  
139 Board does not contribute to this Plan. Such Plan shall continue during the term of this Agreement upon the same  
140 terms as in the past..

141 **Indiana State Teachers Retirement Fund - TRF**

142 The amounts contained in (1) the salary schedule and (2) the extra duty pay schedule include three percent  
143 (3.00%) of said amounts to be paid directly to the Indiana State Teachers Retirement Fund by the school employer on  
144 behalf of each affected Teacher for payment of the Teacher's share of such retirement contribution. Thus, the  
145 individual Teacher's contract for each affected Teacher shall be written for the amount of compensation payable which  
146 is less the said three percent (3.00%). In addition, the School Corporation agrees to pay such additional amount to  
147 TRF as is legally required as that amount changes from time to time.

148 **ARTICLE IV**  
149 **Wage Related Fringe Benefits**

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151 **Medical Insurance** Up to the amount specified below, not to exceed the cost of the premium for the  
152 applicable policy less one dollar (\$1.00), will be paid by the School Employer toward the cost of hospital, surgical,  
153 and medical care type insurance, either the single policy or the family policy, for each full-time Teacher employed  
154 under a regular teacher contract and enrolled in the school corporation's group medical insurance plan, with the  
155 Teacher paying not less than one dollar (\$1.00) per year.

156  
157 **Maximum School Employer Payment Per Policy:**

- 158 ○ Plan A\*\*
  - 159 ■ Single-Up to \$8,600.00
  - 160 ■ EE/child- Up to \$14,250.00
  - 161 ■ EE/Spouse-Up to \$16,235.00
  - 162 ■ Family- Up to \$26,350.00
  - 163 ■ Doubles- Up to \$29,400.00
- 164 ○ Plan B\*\*
  - 165 ■ Single-Up to \$8,800.00
  - 166 ■ EE/child- Up to \$14,700.00
  - 167 ■ EE/Spouse-Up to \$16,575.00
  - 168 ■ Family- Up to \$26,050.00
  - 169 ■ Doubles- Up to \$28,300.00
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- 171 ● **Maximum School Employee Payment Per Policy:**
  - 172 ○ Plan C (HSA)
    - 173 ■ Single-As per Federal Rate for minimum essential coverage.
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- 175 ● **Maximum School Employer Payment Per Policy:**
  - 176 ○ Plan C\*\* (HSA)
    - 177 ■ EE/child- Up to \$12,500.00
    - 178 ■ EE/Spouse-Up to \$14,150.00
    - 179 ■ Family- Up to \$22,350.00
    - 180 ■ Doubles- Up to \$25,100.00

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186 **\*\* For employees or spouses hired on or after January 1, 2022 that are both considered full time employees**  
187 **under GCS are not eligible to elect “doubles” coverage. Participant can elect either single, employee + spouse,**  
188 **or family coverage and pay applicable per pay rate. If a current employee leaves employment with GCS and**  
189 **returns to employment after January 1, 2022, the new hire date will apply and therefore said employee cannot**  
190 **elect “doubles” coverage.**  
191

192 **Term Life Insurance** The School Employer will pay up to \$165.00 per school year for \$100,000 term  
193 life insurance through the school corporation’s group plan per full-time Teacher employed under a regular teacher  
194 contract, with each Teacher paying not less than one dollar (\$1.00) per year.  
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196 **Long Term Disability Insurance** Each full-time Teacher employed under a regular teacher  
197 contract and enrolled in the school corporation’s group LTD program shall be covered by a long term disability  
198 insurance program. The school employer shall pay all but One Dollar (\$1.00) of the LTD premium.  
199

200 **PTO Incentive Recognition** During the school year, a Teacher who uses two (2) PTO days or less  
201 in the prior school year shall receive a silver, family GCSC ALL EVENTS CARD for the upcoming school year.  
202

203 **Sick Days (PTO)** ( maximum total for new hires to 90 days).

204 Those above 90 will keep what they have at the present time.

205 \*No new days will be given to anyone until they fall below the 90 level.

- 206 a. 91-205 (no new days)
  - 207 b. Less than 90 (up to 10 days to make whole at 90). \*This applies to a teachers last year before  
208 retirement.
  - 209 c. Less than 80 days (10 days added)
  - 210 d. 10 PTO (Paid Time Off) days will be given. Unused convert to saved sick days.
  - 211 e. PTO days are used for personal business, personal sickness, family illness, or other absence from  
212 duties.
  - 213 f. Sick bank will be used to bridge the difference between accumulated sick days and the start of  
214 LTD.
  - 215 g. Up to 90 sick days will be paid at one hundred dollars (\$100) per day upon retirement from GCS  
216 with 15 years experience in GCS as a certified employee. (\$9,000 maximum)
- 217 2. LTD is engaged after 90 days of absence due to illness.
  - 218 3. PTO time may not be used before or after breaks or holidays to extend time off. Requests must be approved  
219 by the Superintendent. Any days approved will be unpaid days.
  - 220 4. PTO days must be used before an employee can use their accumulated sick days. An employee must use  
221 up to the first seven (7) each year for illness. Three (3) days from PTO may be saved for personal use once  
222 seven (7) have been used. If these three (3) saved PTO days have not been used by the end of the school  
223 year they will be converted to accumulated sick days.

224 **Sick Leave Bank** A voluntary sick leave bank shall be established whereby a certificated school  
225 employee, as defined herein in Article I, who is absent from assigned duties due to personal illness and who has  
226 utilized all sick leave, personal leave, and all other paid leave benefits of whatever nature may petition a committee,  
227 as established herein, for sick leave days from the bank under the following conditions:  
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229 The number of accumulated days in the bank shall not exceed two hundred (200) days provided,  
230 however, that (a) a veteran Teacher who is not a current member of the bank may become a member by  
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235 contributing one (1) sick leave day to the bank not earlier than August 1<sup>st</sup> nor later than September 15<sup>th</sup> of  
236 any school year, and (b) a Teacher who is newly hired in the school corporation shall have fifteen (15) days  
237 from the date of initial duty assignment, or until September 15<sup>th</sup> of any school year, whichever is later, during  
238 which time such Teacher may choose to participate in the bank by contributing one (1) sick leave day, even  
239 though such contribution by such veteran or newly hired Teacher would cause an accumulation of days in  
240 excess of the maximum specified herein.

241 Said employee may be granted days from the bank under the following conditions:

- 244 a. The Teacher must have chosen to become a current member of and participate in such bank by  
245 contributing one (1) sick leave day to the bank not earlier than August 1<sup>st</sup> nor later than  
246 September 15<sup>th</sup> each year, and such day contributed shall be non-returnable to the employee.  
247 However, in the event that the number of accumulated days in the bank at the beginning of a  
248 school year is of sufficient number that a contribution of one (1) sick leave day by all Teachers  
249 who are current members of the bank would cause the maximum number of days specified  
250 hereinabove in Paragraph 1 to be exceeded, the current year's contribution by all such current  
251 members shall be suspended, except that in case the bank is depleted during the school year,  
252 the current year's contribution shall be assessed at the time of such depletion;
- 253 b. The Teacher must have utilized and exhausted all paid leave benefits of whatever nature,  
254 including said Teacher's own accumulated sick leave and personal leave;
- 255 c. Written certification will be provided from said Teacher's physician substantiating the illness  
256 and certifying that the absence will continue during a period of at least ten (10) consecutive  
257 days following the utilization and exhaustion of all said paid leave benefits as provided herein;
- 258 d. Written application must be made no later than twelve (12) days after exhaustion of said paid  
259 leave benefits;
- 260 e. The Teacher must have been absent for at least four (4) consecutive duty days after exhaustion  
261 of said paid leave benefits; which may be reimbursed by the sick leave bank;
- 262 f. Upon resumption of employment after using days from the bank, said Teacher shall repay the  
263 number of days owed to the bank (number of days borrowed minus number of days contributed)  
264 at the rate of three (3) sick leave days per year, plus said Teacher shall continue to contribute  
265 one (1) day per year as provided hereinabove in Paragraph 2(a). Teachers will be required to  
266 pay back seventy five percent (75%) of the days used to the sick leave bank;
- 267 g. If a Teacher leaves employment of the school corporation, any days owed to the bank shall be  
268 waived.

275 A three (3) member sick leave bank committee shall be established to receive written requests and allot  
276 days from the bank according to the provisions herein, under guidelines established by the committee. The  
277 committee shall be composed of two (2) persons appointed by the association and one (1) person appointed by  
278 the Superintendent. Days allotted by the committee to an individual employee shall be available for use beginning  
279 with the fifth (5<sup>th</sup>) consecutive day of absence after exhaustion of the employee's said paid leave benefits, and  
280 such allotment to a Teacher by the committee shall not exceed a fixed maximum as is established by the  
281 committee. The committee shall be limited to a total allotment of two hundred (200) days per year.  
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289 Any days granted by the committee to an individual Teacher shall terminate effective the earliest date as  
290 hereinafter provided:

- 291 a. The day after the last day of the term of employment for the school year, or
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- 293 b. The day after the last day of allotted number of days granted by the committee, or
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- 295
- 296 c. The first day of return to employment subsequent to the granting of days by the
- 297 committee.
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299 **Leave of Absence Including Maternity Leave** Any compensation received in advance for  
300 unworked contract days must be returned to the Corporation in whole if the days of the contract are not  
301 fulfilled.

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303 **Leave of absence will only be granted for time allowed under the FMLA. No longer leaves will be**  
304 **granted by the School Board except as required by law. If a longer leave than required by law is taken there**  
305 **are no guarantees of being rehired to said teacher's current position in the Corporation. An Exception is to**  
306 **this is one year leave due to Pregnancy. The year of pregnancy leave is required by IC 20-28-10-5.**  
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309 **Bereavement Leave** In the case of death in the immediate family of a regularly employed Teacher,  
310 the Teacher is entitled to be absent without loss of compensation for a period extending beyond such death for not  
311 more than the number of consecutive school days provided below, for the purpose of attending the last  
312 burial/memorial rites and attending to other personal matters of the immediate family member provided, however,  
313 that said burial/memorial rites occur while said Teacher is performing duties as assigned by the school employer  
314 under a valid Teacher's contract; and that said burial/memorial rites do not occur during the time when said Teacher  
315 is absent from assigned duties due to vacation, or leaves of absence, or sick leaves which may have been previously  
316 granted or approved by the school employer. (School holidays except for Christmas and Spring Break shall not be  
317 counted as school days.)  
318

- 319 • In the case of death of a:
  - 320 a. Spouse, child, step child, father, mother, not more than
  - 321 five (5) days;
  - 322
  - 323 b. Son-in-law, daughter-in-law, grandchild, grandparent, father-in-law, mother-in-law, brother,
  - 324 sister, or any other relative residing in the Teacher's household, not more than three (3) days;
  - 325
  - 326 c. Any other relative of the Teacher or the Teacher's spouse no further removed than
  - 327 first (1<sup>st</sup>) cousin, not more than one (1) day.
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- 330 • In the case of death of an employee of the school employer, time off for attendance at the last burial/memorial
- 331 rites may be allowed to a limited number of other employees, such number to be consistent with the necessary
- 332 operation of the school corporation as determined by the school employer.
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334 **Jury Duty Leave** A Teacher called for grand or petit jury duty shall, during the required period of  
335 absence from assigned duty by the school employer, be paid full regular salary, provided the total amount of per  
336 diem allowance earned by such Teacher for jury duty is remitted to the school employer.  
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343 **Temporary Disability Leave** Upon application, and approval by the school employer, a temporary  
344 disability leave of absence shall be granted to Teachers of this school corporation on the following basis:

345 1. Application of Provisions:

- 346 a. This provision shall apply to leave in all cases where a Teacher is unable to teach because of a  
347 disability substantial in nature or duration, including major surgery, pregnancy, childbirth,  
348 physical or mental illness, or injury.  
349  
350 b. In case of a temporary disability caused by pregnancy, said Teacher is entitled to a leave of  
351 absence any time between the commencement of her pregnancy and one (1) year following the  
352 birth of the child, provided said Teacher submits with the timely notice as provided herein, a  
353 physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn,  
354 whichever is applicable. If said Teacher elects to utilize her sick leave under the provisions of  
355 Paragraph 3(b) herein, and said sick leave is exhausted during her temporary disability caused  
356 by pregnancy, said Teacher may be absent without pay subject to all other provisions contained  
357 herein.  
358

359 2. Notification:

360 After determination that such leave is imminent, the Teacher shall give timely notice to the Office  
361 of the Superintendent, in writing, of the anticipated date the Teacher wishes to commence said leave  
362 of absence and anticipated date of return.  
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365 3. General Provisions Covering Said Leaves Are As Follows:

- 366  
367 a. If said Teacher desires to continue the Teacher's duty assignment prior to the commencement  
368 of said leave, such notice must include a written statement from the Teacher's physician  
369 attesting to the Teacher's ability to continue performing the full schedule of the duties and  
370 responsibilities of the Teacher's position and assignments. The Teacher will be permitted to  
371 continue on full active duty until such date, provided the Teacher does perform the full duties  
372 and responsibilities of the Teacher's position and assignments.  
373  
374 b. Said Teacher may elect to utilize the Teacher's accumulated sick leave during the Teacher's  
375 period of temporary physical disability provided the Teacher submits, at the option of the school  
376 employer, a physician's statement and certification of physical disability. While on said leave,  
377 sick leave days will be paid only for the number of assigned duty days the Teacher is absent  
378 which occur during the Teacher's current contract term, for which said Teacher is physically  
379 disabled, limited to the extent of the number of sick leave days accumulated by the Teacher at  
380 the time said leave commences.  
381  
382 c. In all cases the school employer reserves the right to require certification by a physician of the  
383 Teacher's fitness (1) to continue performing the full schedule of the duties and responsibilities  
384 of the Teacher's position and assignments, and/or (2) to return to employment and resume the  
385 full performance of the duties and responsibilities to which the Teacher may be assigned.  
386  
387 d. If said leave extends beyond the first day of May of any year, the granting of said leave by the  
388 school employer shall not prevent the school employer from serving notice to said Teacher on  
389 or before May 1<sup>st</sup> that said Teacher's contract will not be renewed, nor will the granting of said  
390 leave prevent the school employer from invoking, initiating, and utilizing the procedures  
391 established by law for the cancellation of any indefinite contract with a permanent Teacher.  
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- 396  
397 e. Except for a temporary disability caused by pregnancy as is provided in Paragraph 1(b) herein,  
398 no leave under this provision shall be granted for a period exceeding one (1) year  
399

400 **Mileage** Reimbursement for authorized travel shall be at the IRS rate per approved mile.  
401

402 **Section 125** A Teacher may participate in this school corporation's flexible benefits plan, with all  
403 monthly administration fees paid by the participating Teacher(s). Such plan shall be solely determined and adopted  
404 by the school employer under the provisions of Section 125 of the Internal Revenue Service Code. The plan will  
405 provide for the following benefits, through salary reduction agreements: The employees share of group insurance  
406 premiums; medical care reimbursement accounts; dependent care assistance accounts; and other benefits provided  
407 through the plan.  
408

409 If allowed by the school corporation's plan and approved by statute and the I.R.S., retirees shall be allowed  
410 to participate in the plan.  
411

## 412 **ARTICLE V** 413 **Deductions** 414

415 Upon appropriate written authorization from the employee, and consistent with the requirements of state  
416 law and/or any contracts the Board has with vendors, the Board shall deduct from the salary of Teacher and make  
417 timely remittances for insurance coverage, credit union, checking, savings, tax sheltered annuities, ISTA dues and to  
418 firms mutually agreed to by the Board and the Association.  
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## 420 **ARTICLE VI** 421 **Grievance Procedure** 422

423 This grievance procedure, (the "Procedure"), describes the process to be followed when an employee or the  
424 Association (the "grievant") believes an alleged violation of an express article or section of this Contract during its  
425 term has occurred (a "grievance"). The grievant may be represented by any person(s) of the grievant's own choosing  
426 at all levels of the Procedure, limited, however, to a total of two (2) representatives.  
427

428 There shall be no additional evidence, material, allegation, or remedy submitted by or on behalf of the  
429 grievant once a formal grievance has been filed at Formal Level One, provided, however, that the superintendent shall  
430 accept additional evidence or material upon request of the grievant if the grievant substantiates such evidence or  
431 material was either not known or not available to the grievant at the time said grievance was filed at Formal Level  
432 One.  
433

### 434 **Procedure** 435

436 A "Day" is defined as (1) Teacher work day during the school year, and (2) Monday through Friday during  
437 the summer break. The number of days indicated at each level should be considered as a maximum. The time limits  
438 may, however, be extended by prior mutual agreement of the grievant and school employer.  
439

#### 440 1. Informal Grievance: 441

442 Within fifteen (15) days of the time the grievant first knew or should have known of the  
443 act or condition upon which it is based, the grievant must present the grievance to the grievant's  
444 principal by meeting with the principal individually in an informal manner during non-teaching  
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450 hours. The grievant may be accompanied by a representative as provided herein, provided the  
451 principal is informed in advance of the grievant's desire to have a representative present. Failure to  
452 so meet and discuss said alleged grievance as provided herein shall prevent the grievant from filing  
453 said alleged grievance at the formal grievance level. Within seven (7) days after presentation of the  
454 grievance, the principal shall give the principal's answer orally to the grievant.  
455

456 2. Formal Grievance:

457  
458 a. Level One - Superintendent

- 459  
460 1. In the event that the grievance is not resolved at the informal Grievance Level, or if no  
461 oral answer has been rendered within the time limit provided, the grievant may appeal the  
462 informal decision to Level One by filing it with the Superintendent within ten (10) days  
463 of the receipt of the oral answer at the Informal Grievance Level. The appeal shall include  
464 a copy of all materials and evidence previously submitted.  
465  
466 2. The grievant shall submit the written claim, signed by him to the Superintendent of Schools  
467 with a copy to the principal involved. Within ten (10) days from the receipt of the grievance  
468 the Superintendent shall provide his written decision to the grievant. The Superintendent  
469 shall hold a formal hearing(s) prior to the rendering of the written decision, and an  
470 additional fourteen (14) days beyond the ten (10) days shall be allowed if the  
471 superintendent determines further investigation is necessary.

472  
473 c. Level Two - Board

- 474  
475 1. In the event the grievance is not resolved at Level One, or if no written decision has been  
476 rendered within the time limit provided, the grievant may submit the grievance to the Board  
477 provided the grievant files said written appeal with the school employer within seven (7)  
478 days of the receipt of the Superintendent's written answer, or, if no written answer has been  
479 rendered by the Superintendent within thirty-one (31) days after presentation of the  
480 grievance at Level One. The Board shall, if requested by the grievant, hold a hearing on  
481 the grievance within thirty (30) days of the receipt of said appeal to consider and finally  
482 rule on the disposition of the grievance. A written decision shall be rendered to the grievant  
483 either within thirty (30) days of the receipt of said appeal or within thirty (30) days after  
484 such hearing, whichever is applicable.  
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486  
487 **Miscellaneous**

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489 Decisions rendered at Formal Level One and Level Two of this Procedure shall be in writing. All  
490 documents, communications and records dealing with the processing of a grievance shall be filed separate from the  
491 personnel files of the grievant.

- 492 1. All necessary forms for grievance procedures set forth in this Procedure shall be provided by the  
493 Superintendent.  
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2. Failure at any level of this Procedure to render the decision on a grievance within the specified time limits shall permit the grievant to proceed to the next level, unless said time limits be extended by mutual consent of both parties. However, the grievance must be appealed by the grievant to the next level within the specified time limit for that level or said grievance shall be deemed resolved by the school employer's answer at the previous level and abandoned.
3. Any hearing at the Informal Level and at Formal Level One and Level Two shall be held during non-teaching hours unless otherwise directed by the school employer.
4. No certificated school employee shall use this Procedure to appeal any decision by the school employer or administration for which there is another remedial procedure or forum established by law or by regulation having the force of law.
5. This Procedure supersedes and cancels all previous grievance policies or procedures, oral or written or based on alleged past practices or procedures, and constitutes the entire Procedure for the processing of grievances.

**ARTICLE VII**  
**Term and General Provisions**

**Term** This Contract shall be effective as of **October 8, 2024**, and shall continue in effect through **June 30, 2025**.

**Entire Agreement** This Contract supersedes and cancels all previous contracts or agreements, oral or written or based on alleged past practices, between the school employer and the exclusive representative and constitutes the entire agreement between the parties. Any amendment or agreement supplemental hereto shall not be binding upon either party unless executed in writing by the parties hereto.

**Severability** Should any Article, Section, or Clause of this Contract, or any rider thereto, be declared illegal by any court or tribunal of competent jurisdiction, said Article, Section, or Clause, as the case may be, shall be automatically deleted from this Contract to the extent that it violates the law, but the remaining Articles, Sections, and Clauses shall remain in full force and effect for the duration of this Contract, except as affected by the deleted Article, Section, or Clause.

**Waiver** All bargainable issues have been discussed during the bargaining leading to this Contract.

This Contract is so attested to by the parties whose signatures appear below:

Board of School Trustees of the Greensburg  
Community School Corporation

Greensburg Teachers Association

\_\_\_\_\_  
GCSC Board President  
Mr. Mark Bower

\_\_\_\_\_  
GTA President  
Mr. Jeremiah Harris

\_\_\_\_\_  
Chief Negotiator of the School  
Employer's Negotiating Team  
Mr. Tom Hunter

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**ATTESTATION:** The undersigned attest to the following:

1. A public hearing was held in compliance with I.C. § 20-29-6-1(b) on August 13, 2024, and electronic participation from the parties and/or public was not permitted; and
2. A public meeting in compliance with I.C. § 20–29–6–19 was held on September 26, 2024, to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

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GCSC Board President  
Mr. Mark Bower

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GTA President  
Mr. Jeremiah Harris

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Chief Negotiator of the School  
Employer’s Negotiating Team  
Mr. Tom Hunter