

CONTRACT
BETWEEN
THE BOARD OF SCHOOL TRUSTEES
OF THE
GREENSBURG COMMUNITY SCHOOL CORPORATION
AND
GREENSBURG TEACHERS ASSOCIATION
2025-2026

THIS CONTRACT ENTERED INTO THIS OCTOBER 7, 2025 BY AND BETWEEN THE BOARD OF SCHOOL TRUSTEES OF THE GREENSBURG COMMUNITY SCHOOL CORPORATION AND THE GREENSBURG TEACHERS ASSOCIATION.

39 **ARTICLE I**

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41 This agreement ("Agreement") entered into on **October 7, 2025** of by and between the Board of School
42 Trustees of Greensburg Community School Corporation County of Decatur, State of Indiana (the "School Employer",
43 "GCSC" or "Greensburg") and the Greensburg Teachers Association (the "Association", "exclusive representative"
44 or "GTA").
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46 **ARTICLE II**
47 **Recognition**
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49 The School Employer recognizes the Greensburg Teachers Association as the exclusive representative of all
50 full time certificated school employees who teach in the Greensburg Community School Corporation, excluding the
51 following positions: Superintendent, Assistant Superintendent, Director of Curriculum/Instruction, Principals,
52 Assistant Principals, Athletic Director at GHS, Football Head Coach, Basketball Head Coach (Boys/Girls), Special
53 Education Director, High School, Junior High School, and Elementary Deans of Students.
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55 **ARTICLE III**
56 **Salary and Wage**
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58 **Salary** The basic salary range of Teachers covered by this Agreement shall be on a regular teacher contract
59 year basis and is set forth in Appendix C, attached to this Agreement. Adjustments in teacher pay, including any
60 stipends, shall be made in accordance with the *Compensation Model Program (Appendix A)* as it may be adjusted
61 from time to time by agreement of the Superintendent and the GTA Bargaining Team. Adjustments in a Teacher's
62 pay shall not be retroactive, for whatever cause. The teacher's contract salary shall be paid in twenty-seven (27)
63 installments. For the 2025-2026 school year, the first pay of the school year will be August 1, 2025.
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65 **Compensation for Class Coverage** Teachers will receive compensation when they give up coproration-
66 designated preparation periods for class coverage due to the absence of another teacher. Teachers will receive \$20.00
67 per class coverage. Maximum of one (1) stipend of \$20.00 per day.
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69 **Extra-Curricular Activities (ECA)** The schedule of additional teacher compensation for extra-curricular
70 time and responsibilities is set forth in Appendix B, attached to this Agreement. The number of ECA positions is not
71 negotiated in this contract.
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73 **Professional Development** The following ancillary duties were not bargained and are provided for
74 informational purposes only. A Teacher shall be paid one hundred dollars (\$100.00) for work performed outside the
75 contractual day when attending mandatory administratively approved professional development (PD)activities. A
76 Teacher shall be paid one payment of one hundred fifty dollars (\$150.00) for time spent preparing a presentation made
77 to the staff if approved by the building principal. In addition, for preparation for all subsequent workshops on the
78 same topic, the Teacher presenter will be paid a stipend of fifty dollars (\$50.00) per presentation. If the same Teacher
79 presents on a new topic, then the payment will again apply for the initial preparation of the new topic.
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 - Adjustments for special off-campus professional development may be approved by the Superintendent and
84 may result in an additional stipend being paid.
 - Teachers are only paid for attending mandatory PD assigned outside of the workday by the School
85 Corporation. PD that is voluntary will have mileage and registration paid by the School Corporation if
86 approved by the Superintendent before enrolling.
 - New Teachers who attend the orientation shall be paid according to this provision.

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ARTICLE III
Qualified Plans and TRF

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 6th consecutive regular teacher contract with the School Corporation. In the event of the Teacher's death, if the Teacher has signed his/her 6th consecutive contract with the School Corporation, all assets of the accounts become the property of the Teacher's beneficiary or estate.

403(b) Plan

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

Indiana State Teachers Retirement Fund - TRF

The School Employer will comply with mandatory deductions and other legal requirements associated with the Indiana State Teacher's Retirement Fund (TRF). As of the execution date of this agreement, this includes a three percent (3.00%) deduction of gross salary from the Teacher's pay to be paid directly to the TRF. In addition, the School Corporation agrees to pay such additional amount to TRF as is legally required as that amount changes from time to time.

ARTICLE IV
Wage Related Fringe Benefits

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

Maximum School Employer Payment Per Policy:

- Plan A**
 - Single—Up to \$8,600.00
 - EE/child- Up to \$14,250.00
 - EE/Spouse-Up to \$16,235.00
 - Family— Up to \$26,350.00
 - Doubles- Up to \$29,400.00

- Plan B**
 - Single–Up to \$8,800.00
 - EE/child- Up to \$14,700.00
 - EE/Spouse-Up to \$16,575.00
 - Family– Up to \$26,050.00
 - Doubles- Up to \$28,300.00
- Maximum School Employee Payment Per Policy:
 - Plan C (HSA)
 - Single–As per Federal Rate for minimum essential coverage
 - A one time deposit of \$500 for a single plan and \$1,000 for Family Plan will be made to the HSA. The HSA deposit will be made by February 28.
- Maximum School Employer Payment Per Policy:
 - Plan C** (HSA)
 - EE/child- Up to \$12,500.00
 - EE/Spouse-Up to \$14,150.00
 - Family– Up to \$22,350.00
 - Doubles- Up to \$25,100.00

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

Term Life Insurance The School Employer will pay up to \$165.00 per school year for \$100,000 term life insurance through the school corporation’s group plan per full-time Teacher employed under a regular teacher contract, with each Teacher paying not less than one dollar (\$1.00) per year.

Long Term Disability Insurance Each full-time Teacher employed under a regular teacher contract and enrolled in the school corporation’s group Long Term Disability (LTD) program shall be covered by a long-term disability insurance program. The school employer shall pay all but One Dollar (\$1.00) of the LTD premium.

PTO Incentive Recognition During the school year, a Teacher who uses two (2) Paid Time Off (PTO) days or less in the school year shall receive a \$250.00 stipend.

Sick Days (Maximum total for new hires to 90 days).

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

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

- a. 91-205 (no new days)
- b. Less than 90 (up to 10 days to make whole at 90). *This applies to a teachers last year before retirement.
- c. Less than 80 days (10 days added)
- d. 10 PTO days will be given. Unused convert to saved sick days.
- e. PTO days are used for personal business, personal sickness, family illness, or other absence from duties.
- f. Sick bank will be used to bridge the difference between accumulated sick days and the start of LTD.

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193 g. Up to 90 sick days will be paid at one hundred dollars (\$100) per day upon retirement from GCS with 15
194 years of experience in GCS as a certified employee. (\$9,000 maximum)
195 h. LTD is engaged after 90 days of absence due to illness.
196 i. PTO time may not be used before or after breaks or holidays to extend time off. Requests must be
197 approved by the Superintendent. Any days approved will be unpaid days.
198 j. PTO days must be used before an employee can use their accumulated sick days. An employee must use
199 up to the first seven (7) PTO days for each year for illness. Three (3) days from PTO may be saved for
200 personal use once seven (7) have been used. If these three (3) saved PTO days have not been used by the
201 end of the school year they will be converted to accumulated sick days.
202

203 **Sick Leave Bank** A voluntary sick leave bank shall be established whereby a certificated school
204 employee, as defined herein in Article I, who is absent from assigned duties due to personal illness and who has
205 utilized all sick leave, personal leave, and all other paid leave benefits of whatever nature may petition a committee,
206 as established herein, for sick leave days from the bank under the following conditions:
207

208 The number of accumulated days in the bank shall not exceed two hundred (200) cumulative days
209 provided, however, that (a) a veteran Teacher who is not a current member of the bank may become a member
210 by contributing one (1) sick leave day to the bank not earlier than August 1st nor later than September 15th of
211 any school year, and (b) a Teacher who is newly hired in the school corporation shall have fifteen (15) days
212 from the date of initial duty assignment, or until September 15th of any school year, whichever is later, during
213 which time such Teacher may choose to participate in the bank by contributing one (1) sick leave day, even
214 though such contribution by such veteran or newly hired Teacher would cause an accumulation of days in
215 excess of the maximum specified herein.
216

217 An employee participating in the Sick Leave Bank may be granted days from the bank under the following
218 conditions:
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- 220 a. The Teacher must have chosen to become a current member of and participate in such bank by
221 contributing one (1) sick leave day to the bank not earlier than August 1st nor later than
222 September 15th each year, and such day contributed shall be non-returnable to the employee.
223 However, in the event that the number of accumulated days in the bank at the beginning of a
224 school year is of sufficient number that a contribution of one (1) sick leave day by all Teachers
225 who are current members of the bank would cause the maximum number of days specified
226 hereinabove in Paragraph 1 to be exceeded, the current year's contribution by all such current
227 members shall be suspended, except that in case the bank is depleted during the school year,
228 the current year's contribution shall be assessed at the time of such depletion;
229
230 b. The Teacher must have utilized and exhausted all paid leave benefits of whatever nature,
231 including said Teacher's own accumulated sick leave and personal leave;
232
233 c. Written certification will be provided from said Teacher's physician substantiating the illness
234 and certifying that the absence will continue during a period of at least ten (10) consecutive
235 days following the utilization and exhaustion of all said paid leave benefits as provided herein;
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237 d. Written application must be made no later than twelve (12) days after exhaustion of said paid
238 leave benefits;
239
240 e. The Teacher must have been absent for at least four (4) consecutive duty days after exhaustion of
241 said paid leave benefits; which may be reimbursed by the sick leave bank;
242
243

e. Upon resumption of employment after using days from the bank, said Teacher shall repay the number of days owed to the bank (number of days borrowed minus number of days contributed) at the rate of three (3) sick leave days per year, plus said Teacher shall continue to contribute one (1) day per year as provided hereinabove in Paragraph 2(a). Teachers will be required to pay back seventy five percent (75%) of the days used to the sick leave bank;

f. If a Teacher leaves employment of the school corporation, any days owed to the bank shall be waived.

A three (3) member sick leave bank committee shall be established to receive written requests and allot days from the bank according to the provisions herein, under guidelines established by the committee. The committee shall be composed of two (2) persons appointed by the Superintendent and one (1) person appointed by the Association. Days allotted by the committee to an individual employee shall be available for use beginning with the fifth (5th) consecutive day of absence after exhaustion of the employee's paid leave benefits, and such allotment to a Teacher by the committee shall not exceed a fixed maximum as is established by the committee. The committee shall be limited to a total allotment of two hundred (200) days per year.

The Association (GTA) shall be provided with a list of all eligible staff who have elected to participate in the Sick Bank by September 1 of each school year.

To apply for use of the Sick Bank requires a written letter to the Superintendent from the requesting teacher. The teacher will be notified of the decision of the Sick Bank Committee within five (5) working days.

Any days granted by the committee to an individual Teacher shall terminate effective the earliest date as hereinafter provided:

- a. The day after the last day of the term of employment for the school year, or
- b. The day after the last day of allotted number of days granted by the committee, or
- c. The first day of return to employment after the granting of days by the committee.

Leave of Absence Including a Disability Caused by Pregnancy. Any compensation received in advance for unworked contract days must be returned to the Corporation in whole if the days of the contract are not fulfilled.

Leave of absence will only be granted for time allowed under the FMLA. No longer leaves will be granted by the School Board except as required by law. If a longer leave than required by law is taken there are no guarantees of being rehired to said teacher's current position in the Corporation. An Exception is to this is one - year leave due to Pregnancy as required by IC 20-28-10-5.

Bereavement Leave In the case of death in the immediate family of a regularly employed Teacher, the Teacher is entitled to be absent without loss of compensation for a period extending beyond such death for not more than the number of consecutive school days provided below, for the purpose of attending the last burial/memorial rites and attending to other personal matters of the immediate family member provided, however, that said burial/memorial rites occur while said Teacher is performing duties as assigned by the school employer under a valid Teacher's contract; and that said burial/memorial rites do not occur during the time when said Teacher is absent from assigned duties due to vacation, or leaves of absence, or sick leaves which may have been previously granted or approved by the school employer. (School holidays except for Christmas and Spring Break shall not be counted as school days.)

- In the case of death of a:
 - a. Spouse, child, stepchild, father, mother, not more than five (5) days;
 - b. Son-in-law, daughter-in-law, grandchild, grandparent, father-in-law, mother-in-law, brother, sister, or any other relative residing in the Teacher's household, not more than three (3) days;
 - c. Any other relative of the Teacher or the Teacher's spouse no further removed than first (1st) cousin, not more than one (1) day.
- In the case of death of an employee of the school employer, time off for attendance at the last burial/memorial rites may be allowed to a limited number of other employees, such number to be consistent with the necessary operation of the school corporation as determined by the school employer.

Jury Duty Leave A Teacher called for grand or petit jury duty shall, during the required period of absence from assigned duty by the school employer, be paid full regular salary, provided the total amount of per diem allowance earned by such Teacher for jury duty is remitted to the school employer.

Temporary Disability Leave Upon application, and approval by the school employer, a temporary disability leave of absence shall be granted to Teachers of this school corporation on the following basis:

1. Application of Provisions:

- a. 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, physical or mental illness, or injury.
- b. In case of a temporary disability caused by pregnancy, said Teacher is entitled to a leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of the child, provided said Teacher submits with the timely notice as provided herein, a physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn, whichever is applicable. If said Teacher elects to utilize her sick leave under the provisions of Paragraph 3(b) herein, and said sick leave is exhausted during her temporary disability caused by pregnancy, said Teacher may be absent without pay subject to all other provisions contained herein.

2. Notification:

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

353 3. General Provisions Covering Said Leaves Are As Follows:
354

- 355 a. If a Teacher who has requested disability leave desires to continue the Teacher's duty
356 assignment prior to the commencement of said leave, such notice must include a written
357 statement from the Teacher's physician attesting to the Teacher's ability to continue performing
358 the full schedule of the duties and responsibilities of the Teacher's position and assignments.
359 The Teacher will be permitted to continue on full active duty until such date, provided the
360 Teacher does perform the full duties and responsibilities of the Teacher's position and
361 assignments.
362
- 363 b. A Teacher on temporary disability leave may elect to utilize the Teacher's accumulated sick
364 leave during the Teacher's period of temporary physical disability provided the Teacher
365 submits, at the option of the school employer, a physician's statement and certification of
366 physical disability. While on temporary disability leave, sick leave days will be paid only for
367 the number of assigned duty days the Teacher is absent which occur during the Teacher's
368 current contract term, for which said Teacher is physically disabled, limited to the extent of the
369 number of sick leave days accumulated by the Teacher at the time said leave commences.
370
- 371 c. In all cases the school employer reserves the right to require certification by a physician of the
372 Teacher's fitness (1) to continue performing the full schedule of the duties and responsibilities
373 of the Teacher's position and assignments, and/or (2) to return to employment and resume the
374 full performance of the duties and responsibilities to which the Teacher may be assigned.
375
- 376 d. If temporary disability leave extends beyond the first day of May of any year, the granting of
377 the leave by the school employer shall not prevent the school employer from serving notice to
378 said Teacher on or before May 1st that said Teacher's contract will not be renewed, nor will the
379 granting of temporary disability leave prevent the school employer from invoking, initiating,
380 and utilizing the procedures established by law for the cancellation of any indefinite contract
381 with a permanent Teacher.
382
- 383 e. Except for a temporary disability caused by pregnancy as is provided in Paragraph 1(b) herein,
384 no leave under this provision shall be granted for a period exceeding one (1) year
385

386 **Injury Sustained During Student Altercation**

387 Teachers' compensation will be made whole by the Corporation after Workman's Comp and
388 FMLA regulations have been met. To qualify the teacher must have documentation from a
389 physician verifying a need to be off work duties.
390

391 **Association Leave**

392 The GTA has six (6) days that the association can use for union purposes each school year. A
393 written request for absence must go to the building principal at least five (5) days before the
394 absence. **No more than two (2) teachers** can be absent from a building on the same day for
395 union responsibilities.
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397 **Mileage:** Reimbursement for authorized travel shall be at the IRS rate per approved mile.
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Section 125 A Teacher may participate in this school corporation's flexible benefits plan, with all monthly administration fees paid by the participating Teacher(s). Such plan shall be solely determined and adopted by the school employer under the provisions of Section 125 of the Internal Revenue Service Code. The plan will provide for the following benefits, through salary reduction agreements: The employees share of group insurance premiums; medical care reimbursement accounts; dependent care assistance accounts; and other benefits provided through the plan.

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

ARTICLE V

Deductions

Upon appropriate written authorization from the employee, and consistent with the requirements of state law and/or any contracts the Board has with vendors, the Board shall deduct from the salary of Teacher and make timely remittances for insurance coverage, credit union, checking, savings, tax sheltered annuities, and to firms mutually agreed to by the Board and the Association.

ARTICLE VI

Grievance Procedure

This grievance procedure, (the "Procedure"), describes the process to be followed when an employee or the Association (the "grievant") believes an alleged violation of an express article or section of this Contract during its term has occurred (a "grievance"). The grievant may be represented by any person(s) of the grievant's own choosing at all levels of the Procedure, limited, however, to a total of two (2) representatives. **All necessary forms for filing the grievance are found in Appendix D.**

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

Procedure

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

1. Informal Grievance:

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

2. Formal Grievance:

a. Level One - Superintendent

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

b. Level Two - Board

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

Miscellaneous

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

1. All necessary forms for grievance procedures set forth in this Procedure shall be provided by the Superintendent.
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.

- 515 4. No certificated school employee shall use this Procedure to appeal any decision by the school employer
516 or administration for which there is another remedial procedure or forum established by law or by
517 regulation having the force of law.
518
519 5. This Procedure supersedes and cancels all previous grievance policies or procedures, oral or written or
520 based on alleged past practices or procedures, and constitutes the entire Procedure for the processing of
521 grievances.
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526 **ARTICLE VII**
527 **Term and General Provisions**
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529 **Term** This Contract shall be effective as of **October 7, 2025**, and shall continue in effect through **June**
530 **30, 2026**.
531

532 **Entire Agreement** This Contract supersedes and cancels all previous contracts or agreements, oral or
533 written or based on alleged past practices, between the school employer and the exclusive representative and
534 constitutes the entire agreement between the parties. Any amendment or agreement supplemental hereto shall not be
535 binding upon either party unless executed in writing by the parties hereto.
536

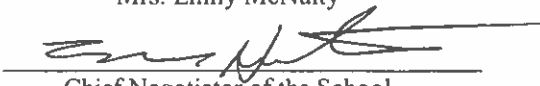
537 **Severability** Should any Article, Section, or Clause of this Contract, or any rider thereto, be declared
538 illegal by any court or tribunal of competent jurisdiction, said Article, Section, or Clause, as the case may be, shall
539 be automatically deleted from this Contract to the extent that it violates the law, but the remaining Articles, Sections,
540 and Clauses shall remain in full force and effect for the duration of this Contract, except as affected by the deleted
541 Article, Section, or Clause.
542
543
544

545 **Waiver** All bargainable issues have been discussed during the bargaining leading to this Contract.
546


547 This Contract is so attested to by the parties whose signatures appear below:
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549
550
551

552 Board of School Trustees of the Greensburg
553 Community School Corporation
554

555 
556 GCSC Board President
557 Mrs. Emily McNulty
558

559 
560 Chief Negotiator of the School
561 Employer's Negotiating Team
562 Mr. Tom Hunter
563

Greensburg Teachers Association

554 
555 GTA President
556 Ms. Allison Andrews
557

564 **Date: October 7, 2025**
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566
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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 12, 2025, 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 30, 2025, to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

Both of these meetings will be held at 1312 W. Westridge Parkway, Greensburg, Indiana 47240 at 6:00 p.m.


GCSC Board President
Mrs. Emily McNulty


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


GTA President
Ms. Allison Andrews

Date: October 7, 2025

**APPENDIX A
COMPENSATION PLAN
2025-2026**

I. Salary Range

\$46,000.00 to \$80,200.00 not including current year increases or TRF contributions.

II. Base Salary Increases

- A. General Eligibility:** Teachers rated Effective or Highly Effective in the prior school year are eligible for salary increases in the current year. A teacher who does not satisfy the eligibility criteria remains at his/her current base salary.

B. Factors and Definitions / Distribution

Evaluation Rating: A teacher rated highly effective or effective in the prior school year and employed in 2025-2026 will receive a five hundred dollar (\$500) increase to their base salary from 2024-2025.

Years of Experience: A teacher employed with the school corporation for the 2025-2026 school year will receive an additional five hundred dollars (\$500) salary increase for teaching experience to bring them whole with the new 2025-2026 base salary schedule.

Academic Needs: A teacher employed with the school district for the 2025-2026 school year will receive an additional two hundred dollars (\$200) salary increase for obtaining a Reading Endorsement on their license. This would be in addition to the one thousand dollars (\$1,000) received for meeting the evaluation standards and the years of service and therefore would count for an additional 20% increase for meeting an Academic Need (Reading Endorsement).

- C. New Hires:** Newly hired teachers shall be hired at a salary comparable to current employees with equal years of effective service and degree within the salary range. The Superintendent may place a bargaining unit member who occupies a hard-to-fill position at a level above his/her years of effective experience within the salary range.

APPENDIX B
ECA SCHEDULE
2025-2026

	Base	ECA Amount +3% for TRF			Base	ECA Amount +3% for TRF
ASSIGNMENT	2025-2026	2025-2026		ASSIGNMENT	2025-2026	2025-2026
	Stipends	Stipends+3%			Stipends	Stipends+3%
Athletic Coaches:						
Football				Swimming		
Offensive Coordinator	\$4,056	\$4,177		High School Boys Head	\$3,178	\$3,274
Defensive Coordinator	\$4,056	\$4,177		High School Girls Head	\$3,178	\$3,274
Assistant Varsity (3)	\$3,854	\$3,969		High School Boys Assistant	\$1,918	\$1,975
Assistant Varsity & Head 9th	\$3,634	\$3,743		High School Girls Assistant	\$1,918	\$1,975
Assistant Varsity & Asst 9th	\$3,634	\$3,743		Junior High Swim Coach	\$1,486	\$1,531
Head 8th	\$2,937	\$3,025		Junior High Assistant Coach	\$1,320	\$1,359
Head 7th	\$2,937	\$3,025		Basketball		
Assistant 8th	\$2,117	\$2,180		Girls Varsity Assistant	\$4,259	\$4,386
Assistant 7th	\$2,117	\$2,180		Girls Reserve	\$3,634	\$3,743
Summer Program	\$2,040	\$2,101		Girls Freshmen	\$3,405	\$3,507
Volleyball				Boys Varsity Assistant	\$4,259	\$4,386
Head	\$7,140	\$7,354		Boys Reserve	\$3,634	\$3,743
Reserve	\$2,262	\$2,330		Boys Freshman	\$3,405	\$3,507
Assistant Varsity	\$1,663	\$1,712		Girls Head 8th	\$3,054	\$3,145
Freshman	\$1,500	\$1,545		Boys Head 8th	\$3,054	\$3,145
8th	\$1,663	\$1,712		Boys Head 7th	\$3,054	\$3,145
7th	\$1,663	\$1,712		Girls Head 7th	\$3,054	\$3,145
6th (4)	\$533	\$549		Boys Assistant 7th	\$1,530	\$1,576
Soccer				Boys Assistant 8th	\$1,530	\$1,576
Boys Head	\$2,892	\$2,978		Girls Assistant 7th	\$1,530	\$1,576
Girls Head	\$2,892	\$2,978		Girls Assistant 8th	\$1,530	\$1,576
Boys Assistant	\$1,347	\$1,388		Girls & Boys Summer Program (2)	\$2,040	\$2,101
Girls Assistant	\$1,347	\$1,388		Baseball		
Jr. High Head Boys	\$1,500	\$1,545		Head	\$3,967	\$4,086
Jr. High Assistant Boys	\$1,000	\$1,030		Varsity Assistant	\$2,856	\$2,942
Jr. High Head Girls	\$1,500	\$1,545		Reserve	\$2,646	\$2,725
Jr. High Assistant Girls	\$1,000	\$1,030		Freshman	\$2,097	\$2,160
Cross Country				Junior High (3)	\$1,051	\$1,082
Boys Head	\$3,000	\$3,090		Softball		
Girls Head	\$3,000	\$3,090		Head	\$3,967	\$4,086
High School Assistant	\$1,530	\$1,576		Varsity Assistant	\$2,856	\$2,942
Jr. High Head	\$1,407	\$1,449		Reserve	\$2,646	\$2,725
Jr. High Assistant	\$1,065	\$1,097		Freshman	\$2,097	\$2,160
Golf				Junior High (3)	\$1,051	\$1,082
Boys Head	\$2,741	\$2,823		Track		
Girls Head	\$2,741	\$2,823		Boys Head	\$3,137	\$3,231
Jr. High Boys	\$1,620	\$1,668		Girls Head	\$3,137	\$3,231
Jr. High Girls	\$1,620	\$1,668		Boys Assistant	\$1,985	\$2,044
Tennis				Girls Assistant	\$1,985	\$2,044
Boys Head	\$2,655	\$2,735		Jr High Head	\$2,365	\$2,436
Girls Head	\$2,655	\$2,735		Jr High Assistant (3)	\$1,522	\$1,567
Boys Assistant	\$1,477	\$1,521		Archery		
Girls Assistant	\$1,477	\$1,521		High School Head	\$788	\$812
Wrestling				High School Assistant	\$408	\$420
Head	\$4,167	\$4,292		Junior High	\$788	\$812
Varsity Assistant	\$3,040	\$3,131		Elementary	\$788	\$812
Reserve Coach	\$3,040	\$3,131				
Reserve Assistant	\$2,666	\$2,746				
Jr. High Head	\$2,394	\$2,466				
Jr High Assistants (2)	\$1,663	\$1,712				
Head Elementary	\$1,165	\$1,200				

APPENDIX B ECA SCHEDULE 2025-2026

ASSIGNMENT	2025-2026	2025-2026		ASSIGNMENT	2025-2026	2025-2026
	Stipends	Stipends+3%			Stipends	Stipends+3%
Extra Responsibilities:						
High School				Jr. High		
Head Band Director	\$8,255	\$8,503		Jr. High eSports Coach (6)	\$500	\$515
H.S. Head Cheer Coach	\$2,583	\$2,660		Jr. High Vocal Music	\$1,357	\$1,397
H.S. Assistant Cheer Coach	\$1,530	\$1,576		Music Assistant GHS/GJHS	\$3,060	\$3,152
Booster Club Sponsor/Spirit Shop	\$1,530	\$1,576		Jr. High Lighting	\$834	\$859
Concessions Manager	\$2,584	\$2,661		Jr. High Drama Director (2)	\$503	\$518
Drama Director	\$1,354	\$1,394		Jr. High Boys Cheerleader-Football	\$437	\$450
Publications Head	\$4,286	\$4,415		Jr. High Boys Cheerleader-Basketball	\$874	\$900
Auditorium Technician	\$4,286	\$4,415		Jr. High Girls Cheerleader-Basketball	\$449	\$462
Student Council (2)	\$969	\$998		Jr. High Pom Pom	\$1,233	\$1,270
BPA Coordinator	\$1,066	\$1,098		Jr. High Assistant Pom Pom	\$771	\$794
H.S. Science Fair	\$1,865	\$1,920		Jr. High Student Council	\$720	\$742
Academic Coach/Coordinator	\$1,720	\$1,771		Jr. High Academic Team (2)	\$545	\$561
Academic Coach/Assistant	\$860	\$886		Jr. High Spell Bowl Sponsor	\$274	\$283
Subject Area Coaches (5)	\$489	\$503		Jr. High Concessions	\$816	\$840
H.S. Speech & Debate	\$2,584	\$2,661		Jr. High Robotics	\$510	\$525
Assistant HS Speech	\$1,292	\$1,331		Jr. High Speech	\$1,131	\$1,165
Jr/Sr Prom Sponsor (2)	\$198	\$204		Jr. High Department Heads (6)	\$683	\$704
Senior Class Sponsor (2)	\$325	\$335		Jr. High Grade Level Team Leaders (4)	\$683	\$704
Junior Class Sponsor (2)	\$325	\$335		Mentors	\$510	\$525
Sophomore Class Sponsor	\$408	\$420		National Honor Society Sponsor	\$408	\$420
Freshman Class Sponsor	\$408	\$420				
Department Heads (8)	\$683	\$704		Elementary		
Robotics Advisor	\$2,040	\$2,101		Science Fair Coordinator	\$517	\$533
H.S. Spirit Crew Advisor	\$510	\$525		Spell Bowl Sponsor (2)	\$258	\$266
SADD Club Sponsorship	\$1,020	\$1,051		Student Council Sponsor	\$502	\$517
Graduation Sponsor (2)	\$255	\$263		Team Leaders (8)	\$683	\$704
Assistant Band Director	\$5,336	\$5,496		Robotics Sponsor	\$510	\$525
Mentors	\$510	\$525		Math Bowl	\$473	\$487
GHS eSports Coach	\$1,576	\$1,623		Drama/ Musical Director	\$1,576	\$1,623
Head Pirateer Coach	\$1,632	\$1,681		Mentors	\$510	\$525
Assistant Pirateer Coach	\$952	\$980		National Honor Society Sponsor	\$408	\$420
H.S. Vocal Music	\$3,199	\$3,295				
Assistant Musical Director	\$1,250	\$1,287				
National Honor Society Sponsor	\$408	\$420				

****Only Salary was negotiated, not the number of positions.****

APPENDIX C
SALARY PLACEMENT
2025-2026

<u>Experience</u>	<u>Bachelors</u>	<u>Experience</u>	<u>Masters</u>	<u>B + Reading</u>	<u>Experience</u>	<u>M + Reading</u>
0	\$ 46,000.00	0	\$ 48,000.00	\$46,200.00	0	\$48,200.00
1	\$ 47,000.00	1	\$ 49,000.00	\$47,200.00	1	\$49,200.00
2	\$ 48,000.00	2	\$ 50,000.00	\$48,200.00	2	\$50,200.00
3	\$ 49,000.00	3	\$ 51,000.00	\$49,200.00	3	\$51,200.00
4	\$ 50,000.00	4	\$ 52,000.00	\$50,200.00	4	\$52,200.00
5	\$ 51,000.00	5	\$ 53,000.00	\$51,200.00	5	\$53,200.00
6	\$ 52,000.00	6	\$ 54,000.00	\$52,200.00	6	\$54,200.00
7	\$ 53,000.00	7	\$ 55,000.00	\$53,200.00	7	\$55,200.00
8	\$ 54,000.00	8	\$ 56,000.00	\$54,200.00	8	\$56,200.00
9	\$ 55,000.00	9	\$ 57,000.00	\$55,200.00	9	\$57,200.00
10	\$ 56,000.00	10	\$ 58,000.00	\$56,200.00	10	\$58,200.00
11	\$ 57,000.00	11	\$ 59,000.00	\$57,200.00	11	\$59,200.00
12	\$ 58,000.00	12	\$ 60,000.00	\$58,200.00	12	\$60,200.00
13	\$ 59,000.00	13	\$ 61,000.00	\$59,200.00	13	\$61,200.00
14	\$ 60,000.00	14	\$ 62,000.00	\$60,200.00	14	\$62,200.00
15	\$ 61,000.00	15	\$ 63,000.00	\$61,200.00	15	\$63,200.00
16	\$ 62,000.00	16	\$ 64,000.00	\$62,200.00	16	\$64,200.00
17	\$ 63,000.00	17	\$ 65,000.00	\$63,200.00	17	\$65,200.00
18	\$ 64,000.00	18	\$ 66,000.00	\$64,200.00	18	\$66,200.00
19	\$ 65,000.00	19	\$ 67,000.00	\$65,200.00	19	\$67,200.00
20	\$ 66,000.00	20	\$ 68,000.00	\$66,200.00	20	\$68,200.00
21	\$ 67,000.00	21	\$ 69,000.00	\$67,200.00	21	\$69,200.00
22	\$ 68,000.00	22	\$ 70,000.00	\$68,200.00	22	\$70,200.00
23	\$ 69,000.00	23	\$ 71,000.00	\$69,200.00	23	\$71,200.00
24	\$ 70,000.00	24	\$ 72,000.00	\$70,000.00	24	\$72,200.00
25	\$ 71,000.00	25	\$ 73,000.00	\$71,200.00	25	\$73,200.00
26	\$ 72,000.00	26	\$ 74,000.00	\$72,200.00	26	\$74,200.00
27	\$ 73,000.00	27	\$ 75,000.00	\$73,200.00	27	\$75,200.00
28	\$ 74,000.00	28	\$ 76,000.00	\$74,200.00	28	\$76,200.00
29	\$ 75,000.00	29	\$ 77,000.00	\$75,200.00	29	\$77,200.00
30	\$ 76,000.00	30	\$ 78,000.00	\$76,200.00	30	\$78,200.00
31	\$ 77,000.00	31	\$ 79,000.00	\$77,200.00	31	\$79,200.00
32	\$ 78,000.00	32	\$ 80,000.00	\$78,200.00	32	\$80,200.00

Appendix D



Greensburg
Community School Corporation

Think Opportunity

Greensburg Community School Corporation

Teacher Grievance Form

Section 1: Employee Information

- Full Name: _____
- Position/Title: _____
- School/Department: _____
- Work Phone: _____ Email: _____
- Date Submitted: ____ / ____ / ____

Section 2: Grievance Details

1. Date(s) of Incident(s): _____
2. Location of Incident(s): _____
3. Individuals Involved: _____
4. Description of Grievance:
(Please provide a clear, detailed explanation of the concern. Attach additional pages if needed.)

Section 3: Policy or Contract Reference (if applicable)

- Policy/Contract Section(s) Involved: _____
 - How you believe the policy/contract was violated: _____
-

Section 4: Prior Steps Taken

(List any steps you have already taken to resolve this issue, such as meetings with supervisors, emails, or informal discussions.)

Section 5: Resolution Sought

(Describe the specific action or outcome you are requesting.)

Section 6: Attachments

- ☐ Documentation (emails, memos, notes)
 - ☐ Witness statements
 - ☐ Other supporting evidence
-

Section 7: Signatures

Employee Signature: _____ Date: _____

Received By (Administrator): _____ Date: _____

Confidentiality Statement:

This grievance will be handled in accordance with district policy and applicable laws.

Information provided will be shared only with individuals involved in investigating or resolving the grievance. Retaliation for filing a grievance is strictly prohibited.