



KNIGHTSTOWN ELEMENTARY
KNIGHTSTOWN INTERMEDIATE
KNIGHTSTOWN HIGH SCHOOL

2025-2026

MASTER CONTRACT

Between the Board of Trustees of the Charles A. Beard Memorial
School Corporation and the Charles A. Beard Classroom Teachers
Association



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Preamble

The Board of School Trustees of the Charles A. Beard Memorial School Corporation, of Henry and Rush Counties, Indiana, hereinafter called the "Board", and the Charles A. Beard Classroom Teachers Association, an affiliate of the Indiana State Teachers Association and the National Education Association, hereinafter called the "Association", agree as follows:

Article I – Recognition and Definitions

Section 1.1 Recognition

The Board recognizes the Association as the exclusive representative for all certificated school employees under teaching contracts with the Charles A. Beard Memorial School Corporation for the school year, except the Superintendent, Principals, Assistant Principals, and Athletic Director.

Section 1.2 Definitions

1. Teacher – A certificated school employee under teaching contract with the Corporation who is a member of the Association’s bargaining unit.
 2. Board and Association – Includes authorized officers, representatives and agents of the Charles A. Beard Memorial School Corporation and the Classroom Teachers Association.
 3. School Corporation – The Charles A. Beard Memorial School Corporation of Henry and Rush Counties, Indiana.
 4. Superintendent – The chief administrative officer of the School Corporation or designee.
 5. Principal – The administrative head of a school building or designee.
 6. School Year – July 1 through June 30.
 7. Agreement – This collective bargaining agreement between the Board and the Association.
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Article II – Compensation

Any new bargaining unit member hired after joint ratification of this contract will be hired in accordance with Appendix A. based on the level comparable to the placement of a current teacher with the same experience / education.

Section 2.1 Salary and Compensation Model

- The overall teacher salary range before any increases under this agreement is \$ 41,500 - \$68,535.
- All eligible teachers will receive a \$2,000 base salary increase for an effective or highly effective evaluation result. The second factor on which a salary increase will be determined is academic needs of students, which is differentiated and results in the following increases: \$2285 for the high school resource teacher and \$5,750 for the French teacher.
- All retroactive compensation due teachers shall be paid within 75 days of ratification. The new compensation amount will begin on the following payroll date after the retroactive pay has been processed. A teacher rated ineffective or improvement necessary for the previous year will not receive any compensation increase, except for a teacher in

the first two (2) full school years that the teacher provides instruction to students in elementary school or high school. If a teacher provides instruction to students in elementary school or high school in another state, any full school year, or its equivalent in the other state, that the teacher provides instruction counts toward the two (2) full school years.

- Newly hired teachers are placed on the hiring chart (Appendix A) at the level comparable to a current teacher with the same experience and education. New hires are eligible for compensation adjustments if they have an effective or highly effective evaluation from an accredited K–12 institution within the last year.
- In addition to base salary increases under the compensation model, a teacher who provides documentation of a literacy endorsement on their license by December 1st, 2025 will be granted an additional base salary increase of \$100.

Section 2.2 Extra-Curricular Activity (ECA) Pay

The Extra-Curricular Activity Pay Schedule for the designated year is set forth in Appendix B.

Section 2.3 Indiana State Teachers' Retirement Fund (ISTRF)

The Board shall pay the teacher's share (3 percent) of the Indiana State Teachers' Retirement Fund contribution.

Section 2.4 Part-Time Teacher Payments

Teachers employed less than full time who are required by the administration to attend a full school day shall be paid their full daily rate.

Section 2.5 Background Checks

The Board shall pay the cost of all expanded criminal history checks for current employees that are required by the Board or by Indiana Code 20-26-5-10.

Section 2.6 One-Time Stipend

The Board may, at its discretion, award a one-time stipend to all effective and highly effective teachers. If awarded, the stipend will be paid within a December payroll.

Section 2.7 Dual Credit Stipend

Teachers who, with prior approval of the principal and Superintendent, complete a dual credit certification shall receive a \$2,500 stipend. Teachers who obtain dual credit certification and remain employed with the Corporation while teaching at least one dual credit course for three years will receive an additional \$1,000 stipend. These stipends are contingent on funding and are not subject to bargaining.

Article III – Absence and Leave Policies

Section 3.1 Sick Leave

1. Each teacher shall be entitled to be absent from work on account of personal illness or quarantine, for a total of ten (10) days the first year of employment and for a total of eight (8) days for each year thereafter without loss of compensation. If any one year the teacher is absent on account of personal illness for fewer than the number of days allowed, the remaining days will be accumulated to a total of one hundred and eighty-four (184) days. The Board may require a medical doctor's certificate for any such absence. Sick leave may be taken in units of not less than one-half (1/2) day.
2. Teachers may transfer up to 40 days of sick leave from another district: 10 days in year 1, 10 days in year 2, and 20 days in year 3. Requests must be made within the first 90 days of employment.
3. The Board may require a physician's certificate for any absence charged to sick leave. Sick leave may be taken in increments of at least one-half day.
4. If at the end of any contract year, a teacher has in excess of 184 sick leave days, he/she shall be compensated at the rate of substitute pay for those excess days.

Section 3.2 Sick Leave Bank

1. The purpose of the Sick Leave Bank is to relieve teachers from the financial burden of extended absence related to illness or injury that results in temporary disability and the inability of the teacher to perform the duties of employment.
2. Any teacher, as defined in Article I of this agreement as eligible for the bargaining unit, is eligible to participate ("Participants") in the Sick Bank.

3. The Sick Leave Bank is voluntary and Participants may withdraw at any time.
4. A Sick Leave Bank ("SLB") shall be established as follows:
 - a. All teachers eligible under (2.) who are employed for the 2015-2016 school year, prior to the ratification of this agreement are automatically enrolled as Participants without additional contribution of days. All SLB days from the 2014-2015 bank will be rolled into this Sick Bank.
 - b. Teachers hired after the ratification of this contract may voluntarily become Participants of the SLB. To enroll, the teacher shall contribute one (1) day of sick leave to the SLB Account ("Account") within the first 30 work days of their employment.
 - c. Participants may withdraw, at any time, by notifying the Superintendent in writing.
 - d. Teachers who are not enrolled according to (a) or (b) and those who withdraw according to (c) may not participate in the SLB.
 - e. All teachers who enroll and who do not withdraw are automatically continued as Participants from year to year.
 - f. All days contributed to the Account are permanent. Once a day is placed in the bank it remains in the bank and can only be used under the terms of the SLB.
 - g. At such time that the number of days in the Account falls below thirty (30) an obligatory assessment of one (1) additional leave day shall be made upon all Participants.
 - h. Participants may donate up to two additional days at the time of the assessment. Participants who have no remaining leave to contribute may continue to participate without penalty.
5. Eligibility to request leave from the SLB shall be determined as follows:
6. Participants must exhaust all current and accrued leave.
7. Participants must make a request in writing to the Superintendent. This requirement may be met by a member of the Participant's immediate family or by the Association on behalf of the Participant.
8. Participant must include a signed physician's statement verifying the inability of the Participant to perform the duties of employment. Where possible, this statement should also include the anticipated length of absence.
9. When the length of anticipated absence is unknown or longer than 15 days, the Participant shall present a physician's statement reconfirming continued disability.
10. Participants are not eligible if the absence is due to elective surgery.

11. Participants may not use the SLB to extend the period of leave beyond the Regular Teacher Contract year in which the leave commenced.
12. Participants may use the SLB during the elimination period of the LongTerm Disability ("LTD") coverage provided by the Corporation; however, once a Participant is eligible for LTD, Participants must elect LTD and are no longer permitted to use the SLB while on LTD.
13. The maximum number of days that a Participant may draw from the Bank in any one school year shall be thirty (30) days.

Section 3.3 Personal Business Leave

Teachers are entitled to three (3) days of personal business leave per year, which may be used for personal or civic affairs upon submission of a written request to the Superintendent. Leave may be taken in increments of at least one-half day. Unused personal business days roll over up to a maximum of five (5); days beyond five convert to accumulated sick leave.

Section 3.4 Emergency Leave (Paid)

Teachers may request up to three (3) days per year of emergency leave for illness in the immediate family, death of a relative outside the immediate family or close friend, or other home emergencies. Leave must be requested in writing, may be taken in half-day increments, and the teacher must submit a written statement explaining the emergency. After exhausting emergency leave, teachers may use accumulated sick leave for these purposes.

Section 3.5 Bereavement Leave

Each teacher shall be entitled to be absent from work without loss of compensation for a period not to exceed seven (7) consecutive work days from the time of death of a family member, any person domiciled in the teacher's home, or for service as the executor of an estate. These days shall not reduce any accumulated sick leave.

Should the teacher not use all of the allotted days at the time of the bereavement, up to two (2) days remaining of the bereavement leave unused shall be available for the teacher to assist the family with the settlement of estate matters.

The teacher shall also be granted up to three (3) consecutive work days from the time of death of anyone not described in paragraph one of this section. These days shall not reduce any accumulated sick leave.

Bereavement leave shall begin on either the day of the death or the day following the day of death or funeral. When the funeral or memorial service is scheduled to be outside this time

period, the teacher may request of the Superintendent or his/her designee to begin the bereavement leave at a time other than the day of death or the day after the death.

Section 3.6 Witness Duty

Teachers subpoenaed as witnesses shall receive the difference between their daily salary and the compensation (other than mileage) received for such service. Teachers subpoenaed by the Board in a suit brought against the Board will only be compensated if subpoenaed by the Board. Teachers must certify to the payroll department the compensation received.

Section 3.7 Jury Duty

Teachers called for jury duty shall receive the difference between their daily salary and the compensation (other than mileage) received for jury service. Teachers must certify to the payroll department the compensation received.

Section 3.8 Pregnancy-Related Leave

1. Leave taken because of a temporary disability caused by pregnancy may be charged to available sick leave at the teacher's discretion.
2. A birthing parent may charge leave taken due to childbirth to available sick leave.
3. A birthing or non-birthing parent, including adoptive parents, may use up to 10 days of accumulated sick leave within 12 months of the child's birth or placement for bonding. Such leave runs concurrently with unpaid leave under the Family and Medical Leave Act (FMLA).

Section 3.9 Professional Leave (Paid)

Requests for professional leave that fall outside parameters established through "Discussion" shall be considered individually through normal channels. If denied, the teacher shall be informed of the reasons.

Section 3.10 Lobbying Leave Days

The Association is granted three (3) days annually for the Association president or designee(s) to attend the Indiana General Assembly to lobby on educational matters without loss of compensation or benefits.

Article IV – Insurance and Retirement Benefits

Section 4.1 Workers' Compensation

The Corporation shall carry workers' compensation insurance. Any work-related accident must be reported to the principal, who shall file the official accident report with the central office.

Section 4.2 Group Health and Life Insurance

1. Insurance Options. Full-time teachers may elect to participate in the Board-approved group health insurance plan, a term life insurance plan (\$46,000 death benefit with double indemnity), or both.
2. Enrollment and Coverage. Teachers must enroll by executing the appropriate forms. Health insurance coverage runs from September 1 through August 31. Married teachers with dependents may enroll in one family plan. Married teachers without dependents shall enroll in two single plans.
3. Changes in Carrier or Plan. No change in carrier or coverage shall occur without the mutual agreement of the Association and the Board.

Section 4.3 Retirement Pay and Health Insurance

1. Retirement Severance. A retiring teacher shall receive severance pay based on a formula of \$115 per year of service in the Corporation, plus payment at the current substitute rate for the remaining balance of sick leave (up to 184 days). To qualify, the teacher must submit written notice to the Superintendent by April 15 of the final teaching year (waived for health-related retirements). Teachers hired after August 1, 1981 must be at least 55 years old, have 20 years of teaching experience, and have 10 years with the Corporation.
2. Survivor Payment. If a teacher dies in active service, the retirement severance shall be paid in a lump sum to the beneficiary designated with the Indiana State Teachers' Retirement Fund.
3. Retirement Health Insurance. Teachers with at least 10 years of service who are enrolled in the Corporation's health plan may continue coverage at their own prepaid expense until they become eligible for Medicare, and their spouses may continue until they become eligible for Medicare.
4. 403(b) Matching Plan. The Board shall maintain a qualified IRS Section 403(b) matching annuity plan for all teachers. The Board will match employee contributions up to 3.5% of salary. The plan is fully and immediately vested, portable, and allows loans and hardship withdrawals.

5. Payment of such retirement pay shall be made in the retiring teacher's final paycheck received at the end of the retirement year.

Section 4.4 Voluntary Employee Benefit Association (VEBA) Plan

The Board shall establish a VEBA plan and contribute 1% of salary into each bargaining unit employee's VEBA account. Participants are 100% vested. A joint steering committee composed of bargaining team members from both parties shall administer the plan, select the vendor, and provide training and information.

Section 4.5 Additional Insurance Benefits

1. Teachers may participate in a group life insurance policy providing a \$50,000 death benefit with double indemnity for accidental death. The Board pays the premium less twenty-five cents (\$0.25).
2. The Board shall pay up to \$125 per year, prorated monthly, toward the cost of the Corporation's long-term disability plan for teachers contracted at least 18¾ hours per week and at least 92½ days per year. Teachers pay at least \$1.00 per year. The plan includes benefits equal to 66⅔% of base salary, a 90-day elimination period, benefits payable to age 65, a 60-month own-occupation clause, cost-of-living adjustments, premium rates expressed as a percentage of covered payroll, a minimum 12-month rate guarantee, coverage for mental and nervous conditions for at least 24 months, and a minimum \$50 monthly benefit. All such teachers shall participate in this group plan and the premium shall be averaged for all participants
3. in this plan so that the average cost shall be the individual teacher's cost.
4. If allowed by the carrier, a teacher on leave of absence may continue health or life insurance coverage by paying the full premium to the Corporation business office before each due date. The Corporation shall continue its fringe benefit payments in support of insurance programs during FMLA-qualifying leave.
5. Teachers may participate in the Corporation's Section 125 flexible benefits plan by salary reduction. The plan covers employee shares of insurance premiums, medical care reimbursement accounts, dependent care assistance accounts, and other benefits allowed under Section 125. Retired teachers may also participate.

Article V – General Provisions

Section 5.1 Term of Agreement

This contract is effective July 1, 2025 and shall continue in full force until 12:00 midnight, June 30, 2026.

Section 5.2 Attest

This contract is made and entered into at Knightstown, Indiana, on November 18, 2025. A public hearing was held in compliance with IC 20-29-6-1 on October 20, 2025 without electronic participation, and a public meeting in compliance with IC 20-29-6-19 was held on November 11, 2025 to discuss the tentative agreement without electronic participation.

Association President

Association Member

Signature:

Signature:

Name: Honey Hunt

Name: _____

Date: _____

Date: _____

Board President

Board Secretary

Signature:

Signature:

Name: Wade Beatty

Name: Melissa Toth

Date: _____

Date: _____

Superintendent

Signature:

Name: Jediah Behny

Date: _____

Appendix A — Salary and Hiring Placement Chart (2025-2026)

This appendix provides the hiring placement chart for teachers employed by Charles A. Beard Memorial School Corporation for the 2025-2026 school year. The chart is organized by licensure level or degree (Area 1 through Area 6) and includes lettered steps that correspond to years of experience or advanced coursework. New hires are placed on the chart at a level comparable to current teachers with the same education and experience.

Area 1 — Bachelor's Degree + 0 Credits (B+0)

Step	Salary (\$)	Step	Salary (\$)
1-A	43500.00	1-I	49035.00
1-B	44035.00	1-J	49535.00
1-C	44835.00	1-K	50535.00
1-D	45785.00	1-L	51535.00
1-E	46535.00	1-M	52035.00
1-F	47285.00	1-N	53035.00
1-G	47535.00	1-O	54035.00
1-H	48285.00		

Area 2 — Bachelor's Degree + 6 Credits (B+6)

Step	Salary (\$)	Step	Salary (\$)
2-A	43750.00	2-I	49735.00
2-B	44285.00	2-J	50035.00
2-C	45035.00	2-K	50685.00
2-D	46035.00	2-L	52035.00
2-E	46685.00	2-M	52535.00
2-F	47035.00	2-N	54035.00
2-G	47535.00	2-O	54535.00
2-H	49035.00		

Area 3 — Bachelor's Degree + 12 Credits (B+12)

Step	Salary (\$)	Step	Salary (\$)
3-A	44535.00	3-I	50035.00
3-B	45035.00	3-J	50535.00
3-C	45535.00	3-K	51035.00
3-D	46285.00	3-L	52035.00
3-E	47035.00	3-M	53035.00
3-F	47685.00	3-N	54035.00
3-G	48035.00	3-O	55035.00
3-H	49535.00		

Area 4 — Bachelor's Degree + 14 Credits (B+14)

Step	Salary (\$)	Step	Salary (\$)
4-A	45000.00	4-I	50285.00
4-B	45235.00	4-J	51035.00
4-C	46035.00	4-K	52035.00
4-D	46535.00	4-L	53035.00
4-E	47285.00	4-M	53535.00
4-F	47785.00	4-N	54785.00
4-G	48535.00	4-O	55285.00
4-H	49635.00		

Area 5 — Master's Degree + 0 Credits (M+0)

Step	Salary (\$)	Step	Salary (\$)
5-A	45535.00	5-H	51535.00
5-B	45785.00	5-I	52235.00
5-C	46135.00	5-J	53285.00
5-D	47535.00	5-K	54535.00
5-E	48335.00	5-L	55535.00
5-F	49285.00	5-M	56335.00
5-G	50285.00	5-N	57535.00

Step	Salary (\$)
5-O	59035.00
5-P	59285.00
5-Q	61035.00
5-R	62285.00

Step	Salary (\$)
5-S	63035.00
5-T	65035.00
5-U	66535.00
5-V	67535.00

Area 6 — Master's Degree + 15 Credits (M+15)

Step	Salary (\$)
6-A	45785.00
6-B	46535.00
6-C	47535.00
6-D	48335.00
6-E	49285.00
6-F	50285.00
6-G	51535.00
6-H	52235.00
6-I	53285.00
6-J	54535.00
6-K	55535.00
6-L	56335.00
6-M	57535.00
6-N	59035.00
6-O	60035.00
6-P	61035.00
6-Q	62285.00
6-R	64035.00
6-S	66035.00
6-T	66535.00
6-U	67035.00
6-V	68035.00

Appendix B — Extra-Curricular Activity (ECA) Salary Schedule

This appendix summarizes the 2025-2026 extra-curricular compensation schedule for the Charles A. Beard Memorial School Corporation. Stipends are paid for departmental leadership, team leaders and class sponsors, athletic coaches, and other activities. When multiple positions are listed, the stated stipend applies per position; if the administration cannot fill a second or third position, the single filled position is paid 1.5× the listed amount.

Department Heads

Department	Stipend
English	800
Mathematics	800
Science	800
Social Studies	800
Special Education	800
Combined (2)	800
Agriculture	
Art	
Music	
Business	
Health & PE	
Foreign Language	

Team Leaders and Class Sponsors

Activity/Grade	Stipend	Activity/Grade	Stipend
Pre-K Team Leader	750	8th Grade Team Leader	750
Kindergarten Team Leader	750	5th and 6th Grade Play	400
1st Grade Team Leader	750	7th and 8th Grade Play	400
2nd Grade Team Leader	750	Ninth Grade Sponsor (1)	300
3rd Grade Team Leader	750	Tenth Grade Sponsor (1)	300
4th Grade Team Leader	750	Eleventh Grade Sponsors (2)	700
5th Grade Team Leader	750	Twelfth Grade Sponsors (2)	600
6th Grade Team Leader	750		
7th Grade Team Leader	750		

Academics

Activity / Description	Stipend
ACP (per content area taught, per semester)	500
Dual Credit / AP (per content area taught, per semester)	400

Clubs and Sponsors

Activity / Position	Stipend	Activity / Position	Stipend
4-5 Student Council	450	FCA	550
6-8 Student Council	450	French Club	550
Academic Bowl Coach (5)	400	Historical Society	550
Art Club	550	Honor Society (2)	700
Choreographer	500	HS Academic Bowl Coordinator HS	700
Director of Bands	4600	HS Student Council (2)	700
Director of Vocal Music	1000	K.I.S. Academic Bowl Coach (4)	150
Director of Musical	2100	K.I.S. VOICE	350
Dramatics	1250	National Jr. High Honor Society (2)	1000
E-Sports Club	1000	Robotics	2000
Elementary Clubs (10)	250	Intermediate School Clubs (10)	250
Elementary Music	800		

Activity / Position	Stipend	Activity / Position	Stipend
FFA	1500	VOICE	350
Spell Bowl	150	Yearbook	2000
Band Assistant to the Director	3200	Youth Outreach Coordinator	5000
Spanish Club	550		

Athletic Stipends

Baseball

Position	Stipend
Varsity	4500
Assistant Varsity	2800
Summer Varsity	1000
Junior High	1150

Basketball (Boys' Program)

Position	Stipend
Varsity	7700
Assistant Varsity	4300
Freshman	2700
8th Grade	2400

Position	Stipend
7th Grade	2400
6th Grade	1000
Summer	500

Basketball (Girls' Program)

Position	Stipend
Varsity	7700
Assistant Varsity	4300
Freshman	2700
8th Grade	2400
7th Grade	2400
Summer	500

Cheerleading

Position	Stipend
Junior High	600
Varsity	1650
Junior Varsity	430

Cross Country (Boy's Program)

Position	Stipend
Varsity	3350
Assistant/Junior High	1150

Cross Country (Girl's Program)

Position	Stipend
Varsity	3350
Assistant/Junior High	1150

Football

Position	Stipend
Varsity	6700
Assistant Varsity (2)	3050
Junior Varsity Assistant	2400
8th Grade	1600
7th Grade	1600
Summer	500

Golf (Boy's Program)

Position	Stipend
Varsity	2900
Assistant	1150

Golf (Girls' Program)

Position	Stipend
Varsity	2900
Assistant Varsity	1150

Soccer (Boys' Program)

Position	Stipend
Varsity	2600
Assistant Varsity	1300
Summer	500

Soccer (Girls' Program)

Position	Stipend
Varsity	2600
Assistant Varsity	1300
Summer	500

Softball

Position	Stipend
Varsity	4500
Assistant Varsity	2800
Summer	500
Junior High	1150

Tennis (Boy's Program)

Position	Stipend
Varsity	2600
Junior High (Coed)	1150

Tennis (Girls' Program)

Position	Stipend
Varsity	2600

Track (Boy's Program)

Position	Stipend
Varsity	4050
Assistant Varsity	2600
Junior High	1750

Track (Girls' Program)

Position	Stipend
Varsity	4050
Assistant Varsity	2600
Junior High	1750

Volleyball

Position	Stipend
Varsity	3200
Assistant Varsity	2000
Reserve	2400
8th Grade	1300
7th Grade	1300

Weight Lifting

Activity	Stipend
Weight Lifting	1500

Wrestling

Position	Stipend
Varsity	5000
Assistant Varsity	3050
Junior High	1150
Junior High Asst.	850