AGREEMENT

BETWEEN

THE GRIFFITH FEDERATION OF TEACHERS

and

THE GRIFFITH BOARD OF SCHOOL TRUSTEES

JULY 1, 2025 TO JUNE 30, 2027

First Public Hearing held on September 11, 2025, prior to formal negotiations.

Public Board Hearing held on October 27, 2025.

Teacher Ratification held on October 13, 2025.

Board Approval November 13, 2025.

Public was not allowed to comment electronically

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ARTICLE I
DEFINITIONS

A. GOVERNING BODY shall mean the Griffith Board of School Trustees charged by law with the responsibility of administering the affairs of the school corporation.

B. SCHOOL EMPLOYER shall mean the Griffith Board of School Trustees and any person or persons authorized to act for it in dealing with its employees (teachers.)

C. TEACHER shall mean a member of the bargaining unit.

D. The bargaining unit of the Griffith Federation of Teachers exclusive representative and Griffith Public School Corporation school employer is the following: Teachers of the Griffith Public Schools excluding: superintendent; assistant superintendent; administrative assistant: principals: assistant principals' athletic director; director of guidance; director of public personnel; technology director; deans; substitute teachers; custodial, office and clerical personnel as well as other classified personnel.

ARTICLE II
RECOGNITION

The Griffith Board of School Trustees hereby recognizes the Griffith Federation of Teachers, Local #761, IFT, AFT, AFL-CIO as the exclusive negotiating representative for all members of the bargaining unit.

Certification of the Griffith Federation of Teachers as the exclusive negotiating representative shall be continuous unless changed as per the procedure outlined in Public Law 217, Acts of 1973 and in the rules established by the Indiana Education Employment Relations Board.

ARTICLE III
GFT DUES

The Board agrees to deduct GFT dues from the pay of teachers who authorize, in writing, such assignments in wages. The authorization shall contain a statement that is revocable at any time by the teacher upon written notice to the Griffith Public Schools. The authorization shall remain in effect until such written revocation has been received by the Griffith Public Schools.

ARTICLE IV
LEAVES

A. Sick Leave

1. Teachers shall accrue sick leave at the rate of eight (8) days per school year. Unused sick leave days remaining at the end of the school year in excess of 100 days will be compensated at the rate of one hundred thirty dollars ($130.00) per day via deposit in the teacher's Griffith Public Schools 403(b) account. The purchase of days under this provision shall occur at the conclusion of the current school year.

2. In the event that any teacher shall have accumulated one (1) or more days of sick leave in another school corporation of the state, then there shall be added for the second year and each succeeding year of employment up to three (3) days of sick leave until the number of accumulated days to which the teacher was entitled in the last place of employment shall be exhausted.

3. Full pay may be received for no more than nine (9) days per school year of accumulated sick leave when absent because of the illness of a parent, brother, sister, spouse, child, stepchild, grandchild, mother-in-law, father-in-law, grandparent, or birth of a grandchild. In the event of an illness of family member as defined by the Family Medical Leave Act, a teacher may petition the Superintendent in writing to allow use of additional accumulated sick leave. Determination to grant such use of sick leave shall be at the discretion of the Superintendent.

4. When a teacher has been absent for more than ten (10) consecutive school days due to personal illness, a doctor's certificate of illness and release to return to work must be submitted to the building principal.

B. Sick Leave Bank

1. A Sick Leave Bank shall be established for the bargaining unit members of the Griffith Public Schools. To facilitate the GFT in administering the teachers' sick leave bank, a list of newly hired teachers will be given to the GFT president and vice-president at the beginning of each semester.

2. All bargaining unit members who wish to join the Sick Leave Bank may do so by applying in writing to the Superintendent on or before September 30 of any school year. The Superintendent shall provide the Sick Leave Bank Committee with a list of bargaining unit members who have joined the bank by October 15.

3. If a bargaining unit member joins the Sick Leave Bank in his/her first year of eligibility, he/she shall deposit one (1) sick leave day in the bank. If he/she joins the sick leave bank in his/her second year of eligibility, he/she shall deposit two (2) sick leave days in the bank. If he/she does not join the Sick Leave Bank until his/her

third year of eligibility, he/she shall deposit four (4) sick leave days in the bank. A bargaining unit member who has not joined the sick leave bank within three (3) years of the date he/she became eligible to do so shall have forfeited his/her right to do so.

4. A bargaining unit member who has joined the Sick Leave Bank shall continue to be a member year after year, until such time as he/she is no longer employed by the Griffith Public Schools, or he/she submits a written statement to the Sick Leave Bank Committee requesting that he/she be removed from the rolls of participants in the bank or he/she is no longer a bargaining unit member. Sick leave days on deposit with the bank shall not be returned in any of these instances.

5. A Sick Leave Bank Committee, consisting of three (3) bargaining unit members, to be selected by the executive board of the GFT, and three (3) school employer representatives, shall be established.

6. Application for withdrawal of sick days from the Sick Leave Bank shall not be considered until:

   a. A member has exhausted his/her accumulated sick leave.

   b. A member has experienced a five-day 'deductible period' without pay covering a two-year period of time.

   c. A member has made written application to the Sick Leave Bank Committee.

   d. An affidavit is provided by a physician stating the individual's inability to fulfill his/her contractual duties beyond the automatic ten-day period (see 7a.)

7. The Sick Leave Bank will grant loans from the bank under the following rules:

   a. An automatic ten-day loan upon fulfillment of requirements 6a, 6b, and 6c. Said loan is granted once in a two-year period.

   b. Additional loans not to exceed fifty (50) days in a two-year period, upon fulfillment of 6 above and approval of the Sick Leave Bank Committee.

   c. Sick day compensation shall be defined as the member's daily rate, excluding any and all extra-curricular compensation schedule responsibilities which have not been performed.

8. If the Sick Leave Bank member is incapacitated and cannot make an application for withdrawal, the Sick Leave Bank Committee may grant the withdrawal on his/her behalf.

9. The Sick Leave Bank is not designed to be used by persons experiencing normal pregnancies.

10. Members of the Sick Leave Bank who make a withdrawal shall repay the bank at the rate of four (4) sick days per year.

11. In the event that the total number of days on deposit in the bank drops below seventy-five (75), each Sick Leave Bank member shall deposit an additional day in the bank.

12. Any retiree may donate up to one (1) day from his/her accumulated sick leave to the Sick Leave Bank.

C. Bereavement Leave

1. Each teacher shall be entitled to be absent without loss of compensation not to exceed five (5) calendar days, excluding Saturday, Sunday, and holidays in the event of a death in the immediate family (i.e. parent, sister, brother, child, stepchild, spouse.) In computing the time, exclude the day of death and include the fifth day thereafter as being within the period of time.

2. Each teacher shall be entitled to be absent without loss of compensation not to exceed three (3) calendar days, excluding Saturday, Sunday, and holidays in the event of the death of a father-in-law, mother-in-law, brother-in-law, sister-in-law, daughter-in-law, son-in-law, grandchild, grandparents, stepfather, stepmother, or step-grandchildren of employee or employee's spouse. In computing the time, exclude the day of death and include the third day thereafter as being within the period of time.

3. Written request for exception to the bereavement leave shall be made in advance to the superintendent of his/her designee. In cases where the death and/or funeral are such that personal business to the death cannot be conducted within a consecutive day time frame, the administration has the discretion to grant cumulative usage of bereavement leave to be taken and the specified time period after the death in order to accommodate special circumstances.

4. Additional bereavement leave will be granted at a cost of one (1) sick day per day of absence up to a maximum of five (5) days per year.

D. Public Service Leave

1. Any teacher who is called for jury duty shall be excused from work for the days on which he/she serves. Service, as used herein, includes required reporting for jury duty when summoned, whether or not he/she is selected to be a juror. Such teacher shall receive for each day of service on which he/she otherwise would have worked, the difference between the payment he/she received for his/her jury services and the amount he/she would have earned for said periods of service as calculated by

the school system according to the terms of his/her contract. The teacher will present proof that he/she did serve as a juror and the amount of pay received.

2. Any teacher who is deposed or subpoenaed as a witness in a court of law, in any case concerning the Griffith Public Schools, shall be allowed a leave of absence without loss of compensation or any leave deduction.

E. Personal Leave

1. Teachers are entitled to five (5) days per school year for the transaction of personal or civic affairs. Unused personal leave shall be applied on the teacher's accumulated sick leave. If five (5) consecutive days are requested, administration shall be notified a minimum of two weeks prior to the time off. Teachers are discouraged from using personal business days to extend a school vacation or holiday.

F. Professional Leave

1. A teacher who requests compensation and/or days off with pay to attend workshops, seminars, conferences or other educational meetings shall make written application to the Superintendent on a form provided for that purpose. The application shall be submitted to the Superintendent at least ten (10) calendar days before the date of the requested absence. The Superintendent shall notify the applicant in writing of his/her determination. The applicant shall indicate on the request form the name and place of the activity, the dates of absence, estimated costs and a statement of the benefits to the school corporation and the teacher's professional growth that are expected to be derived from the activity.

G. GFT President Professional Leave

1. The GFT President or designee shall receive six (6) professional days without loss of compensation for Union business. Prior approval of these days must be received from the Superintendent. The GFT shall pay the cost of the substitute within thirty (30) days from the date of absence.

H. Pregnancy Leave

1. Pregnancy leave shall be governed by state and federal statute.

I. Birth or Adoptive Leave

1. Birth or adoptive leave shall be governed by state and federal statute.

J. Military Leave

1. Military leave shall be governed by state and federal statute.

K. Sabbatical Leave

1. Any teacher who has completed ten (10) consecutive years of teaching in the Griffith Public Schools may apply for sabbatical leave.

2. A sabbatical leave shall be granted to permit a teacher to engage in full-time professional student, research, or educational travel, or for any combination of these three purposes in an academic program conducted by an institution of higher learning.

3. A plan for such full-time study, research or educational travel shall be submitted with a leave application. All such plans must detail how the sabbatical leave shall benefit the teacher and the corporation. The application for sabbatical leave must be filed with the Superintendent on or before February 15 of the school year preceding the school year for which the leave is required. Notification to those teachers receiving sabbatical leave will be sent prior to March 15 preceding the school year for which the leave was requested. All such sabbatical leave applications must be approved by the Superintendent, and the Superintendent shall make his/her recommendation to the Board. Only applications approved by the Superintendent shall be submitted to the Board.

4. Sabbatical leave shall be granted for not less than one (1) semester nor more than one (1) year. No more than two (2) years of sabbatical leave will be permitted during the course of a teacher's career in the Griffith Public Schools; two (2) years or one (1) year; two (2) semesters or four (4) semesters.

5. The number of sabbatical leaves available each year shall equal one percent (1%) of the number of members in the bargaining unit.

6. Teachers on sabbatical leave shall not engage in full-time remunerative employment.

7. A teacher on sabbatical leave shall be entitled to maintain benefits which he/she was receiving at the time of the sabbatical leave subject to the payment of any premiums or other cost which would be the responsibility of the teacher if she/she was not on sabbatical leave.

8. The teacher shall within thirty days (30) days after returning from sabbatical leave, submit a report to the Superintendent concerning the manner in which the leave was used, the specific ways in which the sabbatical leave and its benefit shall be implemented in the teacher's classroom.

9. A teacher shall retain his or her place on the salary schedule which he/she held at the time of leaving for the sabbatical leave. The teacher will be assured of a teaching position at the beginning of the fall term following his/her leave.

SEVERANCE PAY

A. Qualification

1. To qualify for severance pay, a teacher must have completed a minimum ten (10) years of service in the Griffith Public Schools. The completion of the 120th day within the 10th year will be considered a completed year, qualifying the teacher for all ten (10) years of service. At the time of severance any accrued unused personal business days will be added to the accrued sick leave. To be eligible, a person must notify the Superintendent of Schools in writing not later than March 1 of his/her last contracted school year that they retire, or June 15 of the his/her last contracted school year when leaving service for reasons other than retirement. Teachers notifying the Superintendent of their retirement after March 1 of their year of retirement, or after June 15 of the year for other separations, shall receive severance payment at the conclusion of the subsequent school year.

B. Calculation and Payment

1. Severance pay shall be based upon accrued days of sick leave, and shall be paid at the rate of one hundred dollars ($100.00) per day. Up to $2,000.00 of this amount shall be paid as a stipend and reported as such on their last year of service record for Indiana State Teachers Retirement. The balance shall be paid to the teacher's Griffith Public Schools 403(b) account.

2. Upon the death of an eligible bargaining unit member, his/her beneficiary shall receive the severance pay due the deceased. Such beneficiary shall be the same person or entity as designated the Griffith Public School life insurance policy. When no designation has been made, payment will be made to the estate of the deceased.

3. In the event an eligible bargaining unit member passes away or leaves the system owing days to the sick leave bank, his/her entitlement will revert to the bank in sufficient day equivalents to repay the loan.

ARTICLE V
RETIREMENT BENEFIT PLANS

A. Annuity Plan

1. At the time of hire, all teachers will be enrolled in an annuity plan selected by a joint SE-GFT committee established for said purpose. The Griffith Public Schools will match a teacher's contribution to the annuity up to a maximum of one percent (1%) of the teacher's base salary throughout the teacher's tenure in the school system. Funds deposited into this account are immediately vested with the teacher.

B. VEBA

1. At the time of hire, all teachers will be enrolled in a VEBA program. The Griffith Public Schools shall contribute to the VEBA one percent (1%) of the teacher's base salary throughout the teacher's tenure in the school system. Vesting requirement shall be ten (10) years of continuous Griffith Public School service and qualification for non-reduced Indiana State Teachers Retirement Fund retirement. Forfeited funds revert back to the school corporation and are re-allocated at the end of the school year among the accounts of active employees.

C. Indiana State Teachers Retirement Fund

1. The school employer shall pay the employee's three percent (3%) contribution to the Indiana State Teachers Retirement Fund.

D. Early Retirement Incentive

Effective July 1, 2025, teachers who meet the following eligibility requirements:

a. are teaching as of the 2025-2026 school year

b. as of November 13, 2025, qualifying for full retirement from INPRS and:

- Making a minimum of sixty-five thousand dollars ($65,000) base salary and,
- qualifies for the "Rule of 85" or,
- qualifies because it is the teacher's second career

may be eligible to receive a retirement incentive buy-out for up to ten teachers who timely provide the required notice, for a maximum of ten.

This irrevocable retirement notice must be received by the Human Resources Office prior to November 13, 2025. This irrevocable notice must include the teacher's last workday and school year (the end of the 2025-2026 school year). These notices must be time- stamped by Human Resources Office in order for them to have priority consideration if the number is limited.

This retirement must be for teachers retiring on or before the start of the 2026-2027 school year. The retirement incentive buy-out will be a one-time payment of Ten Thousand Dollars and Zero Cents ($10,000.00).

This retirement incentive will be paid to the teacher's VEBA account within 30 days following the teacher's last workday.

The goal is to reach a maximum of ten (10) teachers who retire under this provision. If there are more than ten (10) by mutual agreement of the AFT and GPS, additional retirements can be approved and incentive paid into VEBA.

ARTICLE VI
INSURANCE

A. Medical, Hospitalization and Dental Insurance

1. The school employer shall provide group major medical, hospitalization, and dental insurance for eligible teaching personnel.

2. Teachers are eligible to participate in plans with the school employer paying 80% of the premium, the teacher paying 20% of the premium, or as otherwise determined by the Porter County Schools Insurance Trust Board.

3. Participating teachers who fulfill his/her teaching responsibilities for a given school year shall continue as employee participants in the Griffith Public Schools health plan until August 31.

B. Vision Insurance

1. The school employer shall provide group vision insurance for eligible teaching personnel.

2. Teachers are eligible to participate in plans with the school employer paying 50% of the premium, the teacher paying 50% of the premium.

3. Participating teachers who fulfill his/her teaching responsibilities for a given school year shall continue as employee participants in the Griffith Public Schools vision plan until August 31.

C. Life Insurance

1. The school employer shall provide group life insurance benefits at a cost of $.50 per year to the teacher. The amount of life insurance provided to each teacher shall equal his or her base contracted salary rounded to the nearest $1,000.00. The remaining cost of these benefits shall be underwritten by the school employer.

2. Teachers may participate in a supplemental group life insurance program at their own expense.

D. Leave Insurance Benefits

1. Teachers on approved leave may elect to continue their basic medical, hospitalization, dental, and vision insurance coverage by submitting advance payment on a monthly, quarterly, or semi-annual basis to the Griffith Public Schools.

E. Post-Retirement Insurance Benefits

1. Except as otherwise provided in the applicable group health insurance policy, a teacher who is employed by the Griffith Public School at the time of retirement and his/her spouse, if any shall have the option of remaining in the Griffith Public Schools group health and dental plan, as subsequently revised, provide all of the following conditions are met as of the date of retirement and thereafter:

   a. The teacher has attained fifty-five (55) years of age and is not eligible for Medicare;

   b. The teacher was enrolled in the Griffith Public Schools group health insurance plan immediately before retirement;

   c. While the retired teacher and spouse, if any, remain enrolled in the group health and dental insurance plan, the retired teacher and spouse pay the entire premium applicable to the insurance coverage, with monthly payments to be made on or before the first day of each month for which the group insurance coverage is to be continued; and

   d. Within sixty (60) days of the retirement date, the teacher provides a written notice to the Griffith Public School requesting continuing group health and dental coverage for the teacher and spouse, if any.

2. When a retired teacher first becomes eligible for Medicare, the teacher's eligibility to continue to participate in the Griffith Public Schools group health and dental insurance plan shall terminate, if not earlier terminated according to applicable law. A similar termination of eligibility shall apply when a retired teacher's spouse first becomes eligible for Medicare. It is acknowledged that the parties intend these provisions to comply with applicable federal and state laws, including if otherwise applicable, I.C. 5-10-8-2.6. Therefore, this right to extend coverage shall not override any rights to continuing health coverage as required by COBRA.

ARTICLE VII
PAY PERIODS

Teachers shall be paid on a twenty-six (26) pay basis. Pay will be issued every other Friday during the number of pay periods.

ARTICLE VIII
SAVING CLAUSE

If any provision of this Agreement is or shall at any time be contrary to federal or state law, then such provision shall not be applicable or performed or enforced, and substitute action, if any, shall be subject to appropriate negotiations and agreement between parties.

In the event that any provisions of the Agreement is or shall at any time be contrary to federal or state law, all other provisions of the Agreement shall continue in effect.

ARTICLE IX
DURATION OF AGREEMENT

The agreement of the parties contained in the Agreement shall become effective July 1, 2025, and continue in effect until June 30, 2027.

ARTICLE X
COMPENSATION

A. Curriculum Work

1. Teachers will be paid at the current supervisory rate for writing/revising curriculum, up to a maximum of ten (10) hours, with the prior approval of the Superintendent.

B. Workers Compensation Pay

1. A teacher who receives benefits under the Worker's Compensation Act while absent from employment is entitled to receive from the school corporation only the difference between the amount received under the Act and that amount due under the terms of his/her contract for the period of sick leave taken. Combined earned sick leave days and workers compensation payments cannot exceed the teacher's normal salary for the same period.

2. The school employer will not deduct sick leave for up to ten (10) days of absence due to work related injury. Medical expenses for said injury will be paid in accordance with current worker's compensation insurance provisions. During any period of absence where the teacher receives combined compensation as outlined above, the number of sick days charged will be determined by the amount paid by the school corporation divided by the teacher's daily rate. For example, if a teacher, whose daily rate of pay is $75.00, misses ten (10) days of work because of an on-the-job injury and received $150.00 in worker's compensation benefits, he/she will receive $600.00 from the school corporation. The $600.00 is divided by the daily

rate of $75.00, resulting in the deduction of eight (8) sick leave days from his/her accrued sick leave.

3. When the school corporation has deducted sick days and fully paid an injured teacher prior to the teacher's having received worker's compensation benefits, an amount equal to the worker's compensation benefits shall be deducted from pay to become due the teacher, and the number of sick leave days which represent the amount of benefits received under worker's compensation shall be reinstated.

C. Substitute Teaching

1. Teachers will be paid their current hourly rate (a minimum of one (1) instruction period) for substitute teaching for an absent teacher's class when such substituting will result in the loss of their plan period. Substitute teaching during a teachers plan period is considered an ancillary duty. Such a substitution may be made only in the event that a regular substitute teacher cannot be located after a reasonable effort. A teacher may decline a request from the administration to forfeit his/her plan time for such a substitution. (These last two sentences are for informational purposes only and was not bargained.)

D. Mileage and Expense Reimbursement

1. Teachers whose schedule requires use of their personal vehicle to travel on school business will be reimbursed at the federal mileage reimbursement rate. Mileage claim vouchers shall be submitted quarterly or at the conclusion of the activity.

2. Teachers who participate in approved professional development activities held outside the district will be reimbursed for mileage expense at the current federal mileage reimbursement rate. In addition, teachers shall be reimbursed for expenses incurred, including but not limited to, hotel, meals and tax. Itemized receipts are required.

E. Split Class Stipend

1. Elementary teachers required to teach a split class shall receive a stipend of $1,500.00 per year in addition to their regular teacher salary.

~~F.~~ Department Heads

1. Compensation will be a $1,800 stipend plus 2 additional days at the daily rate.

2. For Informational Purposes Only:

a. Consists of the following departments: Math, Business, Chemistry/Biology, Social Science, Foreign Language, Consumer Science, Guidance, English, PE/Health, Art, Choral, Special Education

b. The two additional days are to be worked during a weekday the day before and day after teacher's regular contracted days and they are to be included in the teacher's bargaining unit.

G. Grade Level Leaders

1. Compensation will be a $1,800 stipend plus 2 additional days at the daily rate.

2. For Informational Purposes Only:

a. Consists of the following grades: K – 5 and Special Education

b. The two additional days are to be worked during a weekday the day before and day after teacher's regular contracted days and they are to be included in the teacher's bargaining unit.

H. Dual Credit Stipend

1. High School Teachers teaching at least one dual credit class shall receive a stipend of $2,000 per year in addition to their regular teacher salary.

ARTICLE XI
GRIEVANCE PROCEDURE

A. Definition

1. "Grievance" as used in this Agreement is limited to a complaint or request of a bargaining unit member or the G.F.T. which involves the interpretation or application of, or compliance with, the provisions of this Agreement. The G.F.T. may file a grievance when the subject matter of such grievance is:

a. An alleged violation of rights of the G.F.T. (not members) as conferred by the Agreement, or:

b. An alleged violation of procedures or methods and no individual's right is involved, or:

c. An alleged violation of the rights of several members arising out of a single incident (where a class action type of settlement is sought.)

d. All other grievances may be filed by a bargaining unit member only. Grievances filed by either a bargaining unit member or by the G.F.T. shall be processed through the steps contained in Section B of this Article.

B. Resolution Objective

1. It is the desired objective of the bargaining unit and the school employer to encourage prompt resolution of grievances. The above mentioned parties recognize the importance of resolving differences concerning the rights of the parties at the lowest organizational level possible. Any bargaining unit member who believes he/she has a justifiable grievance against a school employer may request an informal meeting with him/her with or without a G.F.T. Grievance Committee representative being present, as said bargaining unit member may elect, with a view to arriving at a satisfactory resolution of the complaint. When a G.F.T. grievance committee representative is present, the bargaining unit member may elect not to attend.

C. Steps

1. Step One. Any bargaining unit member who believes his/her complaint has not been satisfied may submit in writing a statement of the nature of the grievance, the provision of the contract allegedly violated, the date of occurrence, relief sought to the school employer against whom the grievance is alleged. The grievance may be continued through the following designated school employer hierarchy from the level at which it was filed:

    a. Department chairperson

    b. Building Principal

    c. Superintendent or his designee

    d. Governing body

If the school employer with whom the grievance is filed is on duty, he/she will meet with the grievant and G.F.T. Grievance Committee representative within three (3) school days in an effort to resolve the grievance quickly. The school employer shall indicate his/her disposition of the grievance within three (3) school days after the meeting by reducing his decision to writing and returning it to the bargaining unit member with a copy to the G.F.T.

In the event of the incapacitation of the school employer with whom the grievance is filed, the Superintendent shall appoint a designee to meet with the bargaining unit member and the G.F.T. Grievance Committee representative within ten (10) school days following the date of the filing of the grievant' s written complaint.

2. Step 2. If the bargaining unit member, or the G.F.T. when it is a G.F.T. initiated grievance, is not satisfied with the proposed resolution of the grievance at Step I, he/she may within three (3) school days submit the grievance in writing to the person occupying the next step in the school employer hierarchy.

    a. If the next school employer is a principal, he/she shall meet with the

bargaining unit member and the G.F.T. Grievant Committee representative(s) within three (3) school days. Within three (3) school days after the meeting, the principal shall reduce his/her decision to writing and return it to the bargaining unit member with a copy to the G.F.T.

b. If the next school employer is the Superintendent, he/she or the designee shall meet with the bargaining unit member and the G.F.T. Grievance Committee representative(s) within three (3) school days. Within five (5) school days after the meeting, he/she or his designee shall reduce the decision to writing and return it to the bargaining unit member with copy to the G.F.T.

c. If the bargaining unit member, or the G.F.T. when it is a G.F.T. initiated grievance, is not satisfied with the decision by the Superintendent or the designee, then he/she may submit the grievance in writing to the governing body by sending it to the Superintendent within five (5) school days. The governing body, within two (2) weeks of the appeal, shall meet with the bargaining unit member and/or the G.F.T. Grievance Committee representative (s), and the Superintendent or the designee, to review such grievance, unless either party shall request in writing that the meeting take place at a later day, but in no case later than thirty (30) days from the date of appeal in Step 2, Section c. the governing body's decision will be given to the bargaining unit member with a copy to the G.F.T. within four (4) school days after the meeting.

d. The decision of the governing body is final.

D. Section 2, PL217

1. Any form of work stoppage affected by the bargaining unit or any member(s) thereof in support of a grievance shall be construed to be a strike as defined in Section 2 (p), Public Law 217, Acts of 1973 and the penalties prescribed in Public Law 217 may be adjudged by the School Employer.

ARTICLE XII
AFTER SCHOOL TUTORING/REMEDIATION

Any teacher who agrees, at the request of his/her building principal to provide after school tutoring and/or remediation, shall receive Fifty and 00/100 Dollars per hour. Additionally, if a teacher proposes after school tutoring/remediation to his or her building principal and such proposal is approved by the principal, he or she shall receive Fifty and 00/100 Dollars per hour. These payments do not apply to after school tutoring/remediation for which a grant from the Educational Foundation is awarded. Teachers may volunteer to provide after school remediation, tutoring, etc., if they so choose. Only approved after school tutoring/remediation shall receive the payment of Fifty and 00/100 Dollars per hour. Portions of this provision unrelated to wages are

the school's policy, were not bargained, and are included for informational purposes only.

RATIFICATION

Submitted for ratification by the Griffith Public Schools Board of School Trustees and the Griffith Federation of Teachers, Local #761, IFT, AFL-CIO.

Jenna Berzy
Jenna Berzy
President, G.F.T.

11/5/25
Date

Tina Adams
Tina Adams
President, Board of School Trustees

11/13/25
Date

K. Ruesken
Kathy Ruesken
First Vice President, Board of School Trustees

11/13/25
Date

Emily Conner
Emily Conner
Second Vice President, Board of School Trustees

11/13/25
Date

Jesse Adduci
Secretary, Board of School Trustees

Date

Jason Jaques
Assistant Secretary, Board of School Trustees

Date

The undersigned attest to the following: 1. A public hearing was held in compliance with I.C. § 20-29-6-1(b) on September 11, 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 October 27, 2025, to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

Jenna Berzy
President, G.F.T.

11/5/25
Date

Tina Adams
President, Board of School Trustees

11/13/25
Date

K. Ruesken
Kathy Ruesken
First Vice President, Board of School Trustees

11/13/25
Date

Emily Conner
Second Vice President, Board of School Trustees

11/13/25
Date

Jesse Adduci
Secretary, Board of School Trustees

Date

Jason Jacques
Assistant Secretary, Board of School Trustees

Date

APPENDIX I

GRIFFITH PUBLIC SCHOOLS

Teacher Compensation Model
Payable 2025-2026

I. Salary Range

a. $48,000 to $ 91,322.93, not including current year increases or TRF contributions.

II. Base Salary Increases

a. Amount available for base salary increases: 2% of the base shall be payable upon ratification of the CBA in the 2025 year, and retroactive to the first pay period for the 2025– 2026 school year.
b. General Eligibility
    i. A teacher who received an evaluation rating of ineffective or improvement necessary in the prior school year is not eligible for any salary increase and remains at their prior year's salary.
c. Factors and definitions
    i. Evaluation rating – The teacher received a highly effective or effective evaluation rating for the prior year.
    ii. Years of Experience – The teacher was employed in the corporation for at least 120 days in the prior year.
    iii. Academic – a teacher who has obtained the Early Literacy Endorsement
d. Distribution
   Amounts to be added to a teacher's base salary.
    i. Evaluation factor = 1%

    ii. Years of Experience = 1%

    iii. Experience and education do not count for more than fifty percent of the salary increase (1% / 2 = .5%)

    iv. Academic Attainment of the Early Literacy Endorsement equals a one-time base salary increase of $182. This amount represents 10% of the maximum 2% salary increase ($1,826) available under this agreement.

APPENDIX II

GRIFFITH PUBLIC SCHOOLS

Salary Ranges For 2025– 2027 Newly Hired Teachers

For teachers with zero years of experience, the Administration may provide up to an additional seven thousand, five hundred dollars ($7,500) to the base salary. With agreement from the Union, the Administration may provide an additional seven thousand, five hundred dollars ($7,500) to the base salary of a new employee for a total of fifteen thousand ($15,000) to the base salary.

For teachers with previous years of teaching experience, the Administration may hire a teacher for up to five thousand dollars ($5,000) more than their most recent teaching position, not to exceed the top of the salary range.

The salary range for newly hired teachers for 2025-2027 is $48,000 - $80,500.

Payable 2026-2027

I. Salary Range

a. $48,000 to $ 93,149, not including current year increases or TRF contributions.

II. Base Salary Increases

a. Amount available for base salary increases: 1% of the base shall be payable in the first pay period for the 2026– 2027 school year.
b. General Eligibility
    i. A teacher who received an evaluation rating of ineffective or improvement necessary in the prior school year is not eligible for any salary increase and remains at their prior year's salary.
c. Factors and definitions
    i. Evaluation rating – The teacher received a highly effective or effective evaluation rating for the prior year.
    ii. Years of Experience – The teacher was employed in the corporation for at least 120 days in the prior year.
    iii. Academic – a teacher who has obtained the Early Literacy Endorsement
d. Distribution
    Amounts to be added to a teacher's base salary.
    i. Evaluation factor = .50%

    ii. Years of Experience = .50%

    iii. Experience and education do not count for more than fifty percent of the salary increase (.50% / 2 = .25%)

    iv. Academic Attainment of the Early Literacy Endorsement equals a one-time base salary increase of $186. This amount represents 10% of the maximum 2% salary increase ($1,863) available under this agreement.

APPENDIX III

GRIFFITH PUBLIC SCHOOLS

Athletics / Extra-Curricular, Co-Curricular, and Extra Compensation Schedule

Athletics / Extra-Curricular

Boy's Athletics

	Max No. of Positions	Position	
Football	(1)	Varsity	$10,310
	(2)	Asst. Varsity	$6,490
	(2)	Junior Varsity	$6,110
	(1)	Freshman	$5,725
	(1)	Asst. Freshman	$3,820
	(1)	MS Head	$5,345
	(2)	MS Asst	$3,435
Basketball	(1)	Varsity	$10,310
	(1)	Asst. Varsity	$6,490
	(1)	Junior Varsity	$6,490
	(1)	Freshman	$5,725
	(1)	MS Head A Team	$3,820
	(1)	MS Head B Team	$2,670
Track	(1)	Varsity	$6,870
	(1)	Asst. Varsity	$4,580
	(1)	Junior Varsity	$4,580
	(1)	MS Head	$3,820
	(1)	MS Asst	$2,290
Baseball	(1)	Varsity	$6,870
	(1)	Asst. Varsity	$4,200
	(1)	Junior Varsity	$3,820
	(1)	Grade 9	$3,055
	(1)	MS Head	$3,000
Wrestling	(1)	Varsity	$6,490
	(2)	Asst. Varsity	$2,865
	(1)	MS Head	$3,435
	(1)	MS Asst	$2,670
Golf	(1)	Varsity	$4,580

**Must have Minimum of 6*

Tennis	(1)	Varsity	$4,965
	*Must have Minimum of 6		
	(1)	Junior Varsity*	$2,290
	*Can use this position if more than 10 participants		
Soccer	(1)	Varsity	$6,490
	(1)	Asst. Varsity	$4,200
	(1)	JV	$3,820
	(1)	MS Head	$3,000

Girls Athletics

Volleyball	(1)	Varsity	$6,490
	(1)	Junior Varsity	$4,200
	(1)	Freshman	$3,820
	(1)	MS A Team	$3,435
	(1)	MS B Team	$3,435
Basketball	(1)	Varsity	$10,310
	(1)	Asst. Varsity	$6,490
	(1)	Junior Varsity	$6,490
	(1)	Freshman	$5,725
	(1)	MS A Team	$3,820
	(1)	MS B Team	$2,670
Track	(1)	Varsity	$6,870
	(1)	Asst. Varsity	$4,580
	(1)	Junior Varsity	$4,580
	(1)	Grade 6-8	$3,820
	(1)	Asst. Grade 6-8	$2,290
Wrestling	(1)	Varsity	$6,490
	(2)	Asst. Varsity	$2,865
Golf	(1)	Varsity	$4,580
	*Must have Minimum of 6		
Tennis	(1)	Varsity	$4,965
	*Must have Minimum of 6		
	(1)	Junior Varsity*	$2,290
	*Can use this position if more than 10 participants		
Softball	(1)	Varsity	$6,870
	(1)	Asst. Varsity	$4,580
	(1)	Junior Varsity	$3,820
	(1)	Freshman	$3,055

	(1)	MS Head	$3,000
Soccer	(1)	Varsity	$6,490
	(1)	Asst. Varsity	$4,200
	(1)	JV	$3,820
	(1)	MS Head	$3,000

Co-Ed Team Athletics

Swimming	(1)	Varsity	$8,780
	(2)	Asst. Varsity	$6,490
	(1)	Grade 6 – 8	$3,430
	(1)	6 – 8 Asst.	$1,910
	(1)	Diving	$4,580
Cross Country	(1)	Varsity	$6,870
	(1)	HS Assistant	$4,200
	(1)	MS	$2,670
	(1)	MS Assistant	$1,910
Unified Sports	(1)	Head Coach	$1,910
	(1)	Asst. Coach	$1,145

Elementary Intramurals

Elementary Fitness	(2)	Coach	$955

minimum of 15 participants per program, per building required

Extra-Curricular Programs and Positions

Cheerleading	(1)	Senior High	$4,200
	(1)	Freshman	$2,290
	(1)	Grade 6-8	$3,055
Drama	(1)	HS Drama Director	$4,580
	(1)	Audit/Tech. Director	$4,580
	(1)	Music Director	$2,670
	(1)	Instrumental Coord.	$1,910
	(1)	Make-up	$1,525
	(1)	Costumer	$1,910
	(1)	Choreographer	$1,525
	(1)	Sets/Props	$3,435

	(1)	MS Drama Director	$1,525
	(1)	MS Set Director	$ 500
	(1)	MS Costume Director	$ 400
	(1)	MS Hair & Makeup Director	$ 300
Best Buddies	(1)	High School	$1,525
	(1)	Elementary	$1,525
Thespian Sponsor	(1)	Senior High	$1,335
Class Sponsors	(2)	Senior	$4,010
	(2)	Junior	$4,010
	(2)	Sophomore	$4,010
	(2)	Freshman	$1,720
DECA	(1)	Senior High	$3,055
Pantherettes	(1)	Senior High	$6,300
	(1)	Assistant	$4,100
	(1)	MS Head	$3,055
Student Council	(1)	Senior High	$3,820
	(1)	Grade 6-8	$2,670
	(3)	Elementary	$1,335
National Honor Society	(1)	Senior High	$3,435
	(1)	Grade 7 & 8	$3,055
Art Club	(1)	Senior High	$1,910
International Club	(2)	Senior High	$1,145
Booster Club	(1)	Senior High	$2,865
Bowling Club	(1)	Senior High*	$1,910
	(1)	Asst. Coach	$1,150

*position only to be used if more than 20 participate

Academic Competition, Senior High			
	(1)	Coordinator	$3,820
	(1)	English/Literature	$3,625
	(1)	Math/Computers	$3,625
	(1)	Science	$3,625
	(1)	Social Sciences	$3,625
	(1)	Fine Arts	$3,625
	(1)	Spell Bowl	$955
	(1)	Science Olympiad	$1,910
Academic Competition, Grade 7 & 8			
	(1)	Coordinator	$2,670

	(1)	English/Literature	$1,720
	(1)	Math/Computers	$1,720
	(1)	Science	$1,720
	(1)	Social Sciences	$1,720
	(1)	Science Olympiad	$1,720
	(1)	Spell Bowl	$955
Academic Competition, Elementary			
	(3)	Math Bowl	$955
	(3)	Spell Bowl	$955
	(3)	Science Bowl	$955
Family, Career and Community Leaders of America			
	(1)	Senior High	$955
S.A.D.D.	(1)	Senior High	$1,260
Flag Corps Coordinator	(1)	Senior High	$955
Weight Room Coordinator	(1)	Senior High*	$2,670

*(For Informational Purposes Only Position is to work 2 hrs/day, 3 times a week (6 hours during full weeks) for at least 32 out of the 36 weeks of school to fulfil this role).

Robotics	(1)	High School	$3,435
	(1)	Middle School	$3,435
	(1)	Elementary School	$1,525
Historical Investigations (Paranormal Club)	(1)	High School	$1,145
Book Worms	(1)	Elementary	$1,525
Girls on the Run	(1)	Elementary	$ 955

Appendix IV.B. Co-Curricular

Co-curricular experience is based upon the years of experience in the program for which the individual is presently engaged. Such years of experience must have been confined to work accomplished in the Griffith Public Schools.

Band	(1)	Senior High (including summer)	$8,080
	(1)	Grade 6-8	$4,445
	(1)	Elementary	$2,220
Publications	(1)	Senior High	$6,665
	(1)	Newsletter/Comm	$2,830
	(1)	Middle School	$1,210
Vocal Music	(1)	Senior High	$7,275

(1)	Grade 6-8	$4,445
(3)	Elementary	$2,020

Appendix I.C. Extra-Compensation

Café Supv., Hall Monitors, Bus Loading Supv., Curriculum:	$25.00/hr
Elementary Patrol Sponsor (18 hours per year limited)	$25.00/hr
Homebound Instruction	$28.00/hr
Auditorium Technical Advisor (non-drama)	$27.00/hr
After School Detention	$25.00/hr
Pool Coordinator	$25.00/hr
At-Risk Instruction	$25.00/hr
Elementary Art Show Teachers (3)	$195.00
High School Fashion Show Coordinator	$165.00

Pay for all of the above extra-compensation positions shall be every two weeks.

*The number of extracurricular positions is included for information only and was not negotiated.

**As has been done in previous years, Extra Curricular positions listed in the collectively bargained agreement are not guaranteed to be filled on a yearly basis and may be filled based upon need.