CONTRACT
BETWEEN

BLUFFTON-HARRISON
TEACHERS' ASSOCIATION

AND

THE BOARD OF SCHOOL TRUSTEES
OF
BLUFFTON-HARRISON
METROPOLITAN SCHOOL DISTRICT

2026-2027

DATED: OCTOBER 26, 2026

Article 1
RECOGNITION

The Board recognizes that teaching is a profession. The Board recognizes the Association as the sole and exclusive bargaining representative of all personnel that are in the bargaining unit described as follows:

"All certified employees under written contract in the Bluffton-Harrison Metropolitan School District except for the Superintendent, Assistant Superintendent (Administrative Assistant), Principals, Assistant Principals (Administrative Assistants), Special Education Director, High School Athletic Director, Middle School Athletic Director, Assistant Athletic Director, Social Worker(s), Area 18 Vocational Director, Director of Guidance, Director of Alternative Education, Boys' Varsity Basketball Coach, Girls' Varsity Basketball Coach, Varsity Football Coach, Varsity Baseball Coach, and Varsity Softball Coach."

With respect to the obligations contained in this Contract to negotiate with the Association matters with respect to school employees' salary, wages, and salary and wage fringe benefits, including accident, sickness, health, vision, life, disability, retirement benefits, and paid time off for teachers in the Bluffton-Harrison School District, it is understood that nothing contained herein shall be construed to deny or restrict to any teacher or to the Board rights they may have under Indiana Code or other applicable laws and regulations. The rights granted to teachers hereunder shall be deemed to be in addition to those provided by law.

1.1 Exclusive Representative

The Board hereby recognizes the Bluffton-Harrison Teachers Association as the exclusive representative of teachers in the school corporation.

1.2 Definitions

1.2.1 The term, "teacher," when used in this Contract, shall refer to "all certified employees under written contract in the Bluffton-Harrison Metropolitan School District except for the Superintendent, Assistant Superintendent (Administrative Assistant), Principals, Assistant Principals (Administrative Assistants), Special Education Director, High School Athletic Director, Middle School Athletic Director, Assistant Athletic Director, Social Worker(s), Area 18 Vocational Director, Director of Guidance, Director of Alternative Education, Boys' Varsity Basketball Coach, Girls' Varsity Basketball Coach, Varsity Football Coach, Varsity Baseball Coach, and Varsity Softball Coach."

1.2.2 The terms "Board" and "Association" shall include authorized officers, representatives, and agents.

1.2.3 The term "school corporation," when used in this Contract, shall refer to the Bluffton-Harrison Metropolitan School District of the County of Wells of the

State of Indiana.

1.2.4 The term, "Regular Teacher's Contract," shall refer to the official form used for the employment of teachers as prescribed by the Indiana Department of Education.

1.2.5 A teacher who executes a teacher contract and who performs a teaching assignment during a portion, but not all, of each teaching day or less than 185 days shall be defined as a part-time teacher. The term does not include substitute teachers.

1.2.5.1 Part-time teachers shall be entitled to only a prorated amount of benefits based upon the percentage of day(s) taught which include, but may not be limited to, wages, paid leave, and premiums paid by the board for hospitalization, medical, major medical, dental, long term disability, and life insurance.

1.2.6 The term, “base salary,” when used in this Contract, shall refer to wages for salary and supplemental pay. Non-supplemental pay stipends shall not be used in the calculation of base salary.

ARTICLE 2 – PAID LEAVES

2.1 Definition

Any leave days described in this Article shall be granted in proportion to the full time equivalency of the teacher. Part-time teachers shall be entitled to only a prorated amount of benefits based upon the percentage of day(s) taught.

2.2 Leave Days For the 2026-2027 school year

A returning teacher shall be granted a total of twelve (12) days each year. A new teacher with no previous teaching experience shall be granted a total of fourteen (14) days in the first year of employment.

2.2.1 Sick Leave Days

2.2.1.1 Ten (10) paid sick leave days shall be granted for teachers in their first year of service and eight (8) paid sick leave days shall be granted for teachers with one or more years of service to be used for the following purposes:

A. Personal illness of the teacher.

B. Illness, or quarantine of a member of the teacher’s immediate family. Immediate family shall mean current spouse, child, parent or any person with whom the teacher lived for a substantial period as a child as if such person were the teacher’s parent, parent of current spouse, sibling, son-in-law or daughter-in-law of the teacher, grandparent, grandchild, any person domiciled and residing in the teacher’s home as a member of the teacher’s family.

C. Medical or dental appointments for the teacher or a member of the

immediate family. It shall further be defined that this provision may be used for the purpose of taking members of the immediate family to or from a health care facility for activities relating to illness, or the birth of a child. Additionally, a maximum of one (1) family medical leave day shall be granted for the birth of a grandchild (grandfather or grandmother).

2.2.2 Personal Leave Days

2.2.2.1 Four (4) paid leave days shall be granted for the following purpose:

A. Transaction of personal business.

2.3 Use of Leave Days shall be subject to the following restrictions:

2.3.1 When the leave is taken and can be anticipated, the teacher shall submit to the building principal a written statement stating the date(s) requested using the district approved absence reporting system/process.

2.3.2 A teacher who is absent for more than four (4) consecutive school days in any school year may be required to produce a medical statement after the fourth (4^{th}) day of absence at the discretion of the Superintendent.

2.3.3 In the event that all Sick Leave days are exhausted in a school year, the teacher will be allowed to use days from his/ her accumulated sick days for reason number 2.2.1.1 A, B, and C. Family Medical Leave Act will be honored as directed by statute.

2.3.4 Leave days shall be charged in full or half-day units.

2.3.5 For the certified employees hired before July 1, 2001, at the end of a school year, up to two (2) unused days will be converted to two (2) personal days for retirement purposes and will accumulate up to the greater of (1) twice the current amount OR (2) 15 additional days and the remaining unused days will accumulate as sick leave up to a total of one hundred eighty (180) days.

2.3.6 For the certified employees hired after July 1, 2001, unused days will accumulate as sick leave up to a total of one hundred eighty (180) days. Unused personal days convert to accumulated sick leave days.

2.4 Unused sick leave days beyond the accumulated one hundred eighty (180) days shall be converted to 401a contributions at the conclusion of the contract period at a rate of $50.00 per unused sick leave day beyond the accumulated one hundred eighty (180) days.

Situations may arise that may require special consideration. In such cases, the teacher may submit a written request to the Superintendent explaining the special circumstance. The Superintendent may approve of modifications in the Paid Leave days. The determination by the Superintendent is final and is not subject to any grievance procedure.

2.5 Transfer of Sick Leave

If a teacher accumulated one (1) or more sick days in another school corporation prior to employment by the Bluffton-Harrison Metropolitan School District, they shall be added to his/her sick days up to three (3) days each year until the accumulation from the previous employment is exhausted. This provision applies only to that corporation which employed the teacher immediately prior to employment by the Bluffton-Harrison Metropolitan School District.

If a teacher's contract is non-renewed or terminated with the Bluffton-Harrison Metropolitan School District for the express purpose of reducing staff, all remaining accumulated sick leave from the previous school corporation will be credited to the teacher's accumulated sick leave on the last working day of the final contract.

2.6 Reporting Requirement

A reasonable effort shall be made to provide written accounting of accumulated sick leave days with each paycheck.

2.7 Sick Leave Bank

The purpose of the Sick Leave Bank is to relieve its members from undue financial burden due to absence from work on a long-term basis due to illness, injury or incapacitation of sufficient severity to make their presence at school medically inadvisable.

2.8 Sick Leave Bank Administration

The Sick Leave Bank shall be administered by a committee of five (5), two of which shall be appointed by the president of the Association, two by the Superintendent, and one by mutual agreement of the Association and the Superintendent.

2.8.1 Each committee person shall be appointed for a two (2) year period and may be reappointed to succeed himself/herself; however, in the first year, one Association appointment and one Superintendent's appointment shall be for only one year.

2.8.2 The Superintendent shall promptly schedule a meeting of the committee when a request for use of the bank is received. Special meetings may be called at the request of any committee member.

2.8.3 At the first meeting each year, the entire membership of the committee shall select one member to act as chairperson for the duration of the year. Any official action of the committee shall require a majority vote for approval. The presence of four (4) members shall constitute a quorum.

2.8.4 Vacancies on the committee shall be filled as soon as possible by the appropriate appointing official.

2.8.5 The Superintendent shall prepare an annual report summarizing activities of the

Sick Leave Bank.

2.8.6 Requests for use of the Bank and requests to donate days shall be made on official forms developed mutually by the Association, the Board, and members of the committee.

2.9 Criteria for Use of the Bank

The committee shall use only the following criteria when considering requests for use of the Bank:

2.9.1 All current and previously accumulated sick leave days and accumulated personal leave days must have been exhausted by the individual.

2.9.2 Days granted shall begin the second school day after exhaustion of all individual sick leave and personal leave

2.9.3 The applicant must be a current participant in the Bank.

2.9.4 If requested by the committee, the applicant must submit a certified review of his/her medical history and a prognosis by the attending physician indicating the anticipated date of return to work.

2.9.5 Illness must be of a serious nature, to be determined by the committee from the statement by the attending physician.

2.9.6 The maximum number of days which may be recommended by the committee is forty-five (45) and must be used before the last scheduled teacher's work day in the school year. A teacher may apply for an additional fifteen (15) days subject to the aforementioned conditions in this section.

2.10 Eligibility for Use of the Bank

2.10.1 Any teacher is eligible to participate in the Bank.

2.10.2 Any teacher who is receiving any public funds or benefits derived from public funds as partial or full compensation for the illness or disability causing the absence shall not be eligible for Sick Leave Bank credit.

2.11 Composition of the Bank

2.11.1 The number of days contributed shall continue to accumulate until a total of three hundred (300) days are credited to the Sick Leave Bank. The total accumulation may exceed three hundred (300) when the excess is the result of contributions by newly hired personnel.

2.11.2 On or about October 1 each year, the Association shall distribute a form on which donations to the Bank up to a maximum of three (3) days can be made by

each teacher.

2.11.3 The minimum donation of one (1) day is required for participation in the Bank.

2.11.4 Sick leave days donated to the Bank by a teacher are considered permanent contributions to the Bank and the teacher's decision to donate is irrevocable.

2.11.5 Any participating teacher who is granted sick leave days from the Bank and who does not return to active employment when health permits shall repay the school corporation in cash for the Sick Leave Bank days borrowed in an amount equal to that paid his/her substitute for the days borrowed from the Bank. The committee may make exceptions to this provision.

2.11.6 Teachers borrowing from the Sick Leave Bank must repay the Bank at least one (1) day each year until the borrowed days are fully repaid. This is in addition to the day(s) contributed for membership in the Bank.

2.11.7 If the number of days in the Bank falls below fifty (50) and if approved by the Board, the committee may request additional days from the teachers.

2.12 Miscellaneous Provisions

2.12.1 The use of days accumulated in the Sick Leave Bank is subject to availability but days granted to teachers who qualify shall never be less than the number of days which they have contributed.

2.12.2 The committee shall take action on all requests for use of the Sick Leave Bank and submit a recommendation to the Superintendent.

2.12.3 If the Superintendent does not feel that the provisions of the Contract have been satisfied, he/she shall schedule a meeting to discuss the matter with the committee.

2.12.4 Ultimately, if the Superintendent determines that the committee recommendation does not meet the requirements of the contract, he/she may reject the recommendation.

2.12.5 If the teacher believes that the Superintendent's final decision does not meet the provisions of the contract, he/she may elect to use the Grievance Procedure.

2.12.6 Applications for use of the Sick Leave Bank may be made by the teacher's representative in cases where the teacher is unable.

2.12.7 The total number of days contributed by any individual shall not be a determining factor in granting use of the Bank.

2.12.8 If on October 1 of any school year, three hundred (300) days have accumulated in the Sick Leave Bank, the provision requiring a contribution of one (1) day by

participating members may be waived for members who had participated in the immediate preceding year; however, a teacher who is not a member of the Sick Leave Bank will be permitted to contribute to become eligible for participation.

2.13 Paid Leave during Maternity/Paternity/Adoption Leave

A teacher who has been employed with Bluffton-Harrison MSD for a minimum of one (1) year prior to taking maternity/paternity/adoption leave can take up to three (3) days of paid leave (in addition to sick days, when applicable). These days must be taken within the first twelve (12) weeks following the birth or adoption of the child as applicable under FMLA. These days will be paid at the teacher's base salary daily rate.

2.14 Family Medical Leave

Where indicated in Article 2, a number of leaves allowed under this contract also qualify as leaves entitled to protection under the Family and Medical Leave Act (FMLA). All eligible teachers will be entitled to the maximum leave allowed, when necessary, under the provisions of either the specific leave section listed above and/or this family leave section.

An unpaid leave of absence for up to twelve (12) weeks in duration may be granted to eligible teachers for certain family or medical reasons. A teacher who has been employed for at least twelve (12) months (need not be consecutive) before the leave request and who has worked at least 1,250 hours during the previous year is eligible for a leave of absence pursuant to this section.

2.14.1 Qualifying Events

2.14.1.1 A family or medical leave will be granted should the need arise for any of the following qualifying reasons:

A. Birth of the teacher's child, or the placement of a child for adoption or foster care, and first-year care of the child.

B. To care for the teacher's spouse, child, or parent who has a serious health condition.

C. For a serious health condition that causes the teacher to be unable to perform his/her job.

2.14.1.2 Leaves may begin before the birth of a child if a medical condition exists that makes the teacher unable to perform the job, or prior to the placement of a child for adoption or foster care if circumstances require absence from work for the placement to proceed. A teacher's entitlement to leave for the birth or placement of a child expires at the end of the twelve (12) month period beginning on the date of the birth or placement.

2.14.2 Notice Requirement - If the leave is foreseeable, thirty (30) days written notice

is required. Failure to provide thirty (30) days notice for a foreseeable leave may cause the leave to be denied until thirty (30) days after the teacher first gave the required notice of the foreseeable leave. If the need for the leave is not foreseeable, the teacher must give notice to the office of the Superintendent as soon as possible.

2.14.3 Certification Requirement - Any teacher's request for leave due to a serious health condition or due to the serious health condition of a qualifying family member must be supported by a timely certification issued by a health care provider. The teacher must provide the requested medical certification within fifteen (15) calendar days after the request was made. If the Superintendent has reason to doubt the validity of medical certification, the employee may be required to obtain a second opinion at school corporation expense. Should any variance between the two medical certifications exist, a third opinion, at school corporation expense, may be requested. This opinion shall be final and binding. Failure to submit the required medical certification may result in the denial of the leave or denial of basis. Medical certification shall be submitted on forms provided by the school corporation.

2.14.4 Request Procedure - Requests for leaves of absence and extensions must be submitted in writing and on the prescribed form supplied by the office of the Superintendent unless impossible due to an emergency.

2.14.5 Leave Substitution - Teachers will substitute accrued vacation, personal leave, sick leave, or other qualifying leave for all or part of any otherwise unpaid FMLA. This qualifying paid leave will be counted as part of the teachers twelve (12) weeks of FMLA leave entitlement. However, the use of paid leave by the teacher under circumstances which do not qualify as family medical leave cannot be counted against the twelve (12) weeks of FMLA leave to which the teacher is entitled.

2.14.6 Maintenance of Group Insurance - During the FMLA, eligible teachers will maintain coverage under the teacher's group health plan (including life insurance) at the same level and under the same conditions for which coverage would have been provided if the teacher had continued in active employment continuously for the duration of such leave. Teachers who contribute to such a group health plan must continue to make such contributions during the period of their leave in order to maintain coverage. The employer may recover the premium paid for maintaining a teacher's health plan coverage during any period of unpaid leave if the teacher fails to return to work for a reason other the continuation, recurrence, or onset of a serious health condition that would entitle the teacher to leave, or other circumstances beyond the teacher's control.

2.14.7 Restoration to Position and Benefits - Eligible teachers returning from family or medical leave with twelve (12) weeks will be returned to the position that they held when they went on leave, or they may be placed in equivalent positions with equivalent benefits, pay and other terms and conditions of employment.

2.14.8 Return to Work - Teachers returning from any form of leave of absence must be able to assume all of the essential functions of their jobs upon return. As a condition to restoring a teacher whose leave was based on the teacher's own serious health condition, such teacher must provide certification from the teacher's health care provider stating that the teacher is able to resume work.

2.14.9 Failure to Return from Leave - A teacher granted a leave of absence pursuant to this provision who fails to return to work upon expiration of the leave granted shall be classified as "voluntarily terminated."

2.14.10 Intermittent or Reduced Schedule Leave

2.14.10.1 During the first twelve (12) weeks of leave for a serious health condition (either a teacher's own or that of a qualifying member), intermittent or reduced schedule leave may be taken when medically necessary. Teachers seeking intermittent or reduced schedule leave must provide medical certification issued by a health care provider. Teachers who have requested foreseeable intermittent or reduced schedule leave due to planned medical treatment may be transferred temporarily to an available alternative position at the discretion of the Superintendent if the alternative position better accommodates recurring periods of leave than the teacher's regular position, provided the teacher is qualified for the alternative position and the position has equivalent pay and benefits. Certified staff are required to take leave in half (.5) day increments.

2.14.10.2 Teachers requesting FMLA leave near the end of an academic term will be subject to special rules of the FMLA.

2.14.11 Leave Entitlement Period - The twelve (12) month period in which the twelve (12) weeks of family leave entitlement occurs will consist of the twelve (12) month period measured forward from the date the particular teacher's FMLA leave begins.

2.14.12 Status Reports - During the leave, a teacher may be required to provide periodic reports on his/her status and intent to return to work following leave. Requested information must be provided within fifteen (15) days of the request.

2.14.13 Jointly Employed Spouses - A total of twelve (12) weeks of FMLA leave will be granted to each jointly employed spouse regarding birth or adoption of a child or to care for a sick parent. If the FMLA leave request is for personal illness, each spouse will be entitled to twelve (12) weeks of FMLA leave.

2.15 Bereavement Leave

In case of death in the immediate family, a teacher shall be permitted to be absent without loss of compensation for a period of up to seven (7) working days for the purpose of attending last burial rites and attending to other personal matters of the immediate family member.

Immediate family shall mean current spouse, child, parent or any person with whom the teacher lived for a substantial period as a child as if such person were the teacher's parent, parent of current spouse, sibling, son-in-law or daughter-in-law of the teacher, grandparent, grandchild, any person domiciled and residing in the teacher's home as a member of the teacher's family.

The teacher shall be permitted up to two (2) consecutive days for a brother-in-law or sister-in-law, or grandparent-in-law.

The teacher shall determine if those days begin the day of death or the day immediately following the death, as may fit the individual teacher's circumstances. Multiple deaths resulting from the same cause within the immediate family shall be treated as a single bereavement leave.

Situations may arise that may require special consideration. In such cases the teacher may submit a written request to the Superintendent explaining the special circumstance. The Superintendent may approve of modifications in the bereavement leave and/or grant additional days. The determination by the Superintendent is final and is not subject to any grievance procedure.

A teacher shall be permitted to be absent from work without loss of compensation for one (1) school day to attend the funeral of any other member of the family. The teacher may use three (3) personal leave days if needed in addition to the bereavement leave.

2.16 Professional Leave

When it is evident that convention or conference attendance will contribute to the effectiveness of the instructional program, the Board may grant convention or conference leaves. Fair consideration will be given to any reasonable request for convention or conference attendance.

In the event school is canceled on a scheduled conference day due to inclement weather, any teacher or teachers scheduled to attend such conference shall individually or collectively choose whether or not to attend such scheduled conference. The Board shall pay the teacher his/her full salary provided that such teacher agrees to return to the Board any stipend received from an outside organization or vendor for participation in professional leave.

A teacher may use one-half (½) professional leave day for the purposes of the online assessment required to obtain the literacy endorsement licensure. The online assessment must be taken at the central office.

If choosing to complete the assessment at a verified testing center, a teacher may use one (1) professional leave day for the purposes of the assessment required to obtain the literacy endorsement. Teachers are encouraged to report to school prior to or after the assessment, if time permits as coordinated with building administration.

2.17 Court Leave

Court leave without loss of compensation shall be granted to teachers for the time required for appearance(s) in any legal proceeding resulting from activities relating to the teacher's employment with the Bluffton-Harrison Metropolitan School District except in cases involving

Senate Enrolled Act 575 and any amendments which may be added thereto, and also except in cases where the teacher is the plaintiff in the lawsuit.

2.18 Jury Duty Leave

When requested, a teacher may serve on jury duty. The Board shall pay the teacher his/her full salary provided that such teacher agrees to return to the Board any stipend received for participation on the jury.

2.19 Association Business Leave

A maximum of twelve (12) days each school year may be used to conduct Association business. Any one teacher may be granted a maximum of three (3) days for Association business leave. Said days may be taken in half-day increments. To initiate the use of Association business leave day(s), the President of the Association shall give the superintendent and the building principal, so affected, written notification listing the teacher(s) participating and the date(s) of participation. Any expenses incurred shall be the responsibility of the Association. A statement itemizing the cost to the corporation (including the compensation of substitute teachers) shall be submitted to the Association prior to the beginning of the following school year. The Association shall remit the amount to the Board treasurer in a timely fashion.

If an administrator requests a teacher to be absent for purposes defined in this section, said absence shall not be charged against Association business leave nor reimbursement required.

ARTICLE 3 – GRIEVANCE PROCEDURE

3.1 Definitions

A grievance is a claim by a member(s) of the bargaining unit of an alleged violation, misinterpretation, or misapplication of the terms of this Contract and may be resolved through the procedure set forth herein.

3.2 Purpose

Good morale is maintained, as problems arise, by sincere efforts of all persons concerned, to work toward constructive solutions in an atmosphere of courtesy and cooperation.

Teachers should be aware that proper channels are open for them to find equitable solutions to just grievances at the lowest possible administrative level. The Association pledges its members not to abuse this privilege.

3.3 Procedure

3.3.1 Level One Within twelve (12) calendar days from the time that the grievant(s) knew, or reasonably should have known, of the grievance, the teacher with an alleged claim shall first discuss it with the individual building principal with the objective of resolving the matter informally. The aggrieved person(s) may elect

to take one (1) additional representative, a person of his/her choice, with him/her. The principal may also invite one (1) additional representative, who is an employee of the Bluffton-Harrison Metropolitan School District, to participate at the conference. Within five (5) calendar days after hearing the grievance, the building principal shall orally answer the grievant.

3.3.2 Level Two In the event that the grievant(s)is not satisfied with the disposition of his/her claim at the previous level or in the event no decision has been made within five (5) calendar days after presentation of the informal claim, he/she may file a formal grievance in writing on the form jointly developed by the Board and Association. The formal written grievance must contain the name of the grievant(s), state the facts giving rise to the grievance, identify the specific provisions of this Contract alleged to be violated, state the contention of the grievant(s) with respect to the grievance, indicate the specific relief sought, and be signed by the grievant(s) or the grievant's designee if the grievant is unable to sign the grievance and orally confirms to the principal that the designee is authorized to sign the grievance in the time allotted. One copy of the formal grievance will be sent to the building principal within five (5) calendar days after receipt of the oral answer or if no oral answer was received, within ten (10) calendar days after the meeting for presentation of the informal claim.

The building principal shall represent the Board at this level of the grievance procedure. Within seven (7) calendar days from the receipt of the written grievance by the building principal, he/she shall meet with the grievant(s) in an effort to resolve the grievance. The building principal and the grievant(s) may each elect to have one (1) representative at the meeting. Within seven (7) calendar days after the formal hearing, the building principal shall respond in writing to the grievant(s) with his/her answer.

3.3.3 Level Three In the event that the grievant(s) is not satisfied with the disposition of his/her claim at Level Two or in the event no written decision has been received within seven (7) calendar days after the formal hearing, he/she/they may appeal within seven (7) days to the Superintendent by filing a copy of the original grievance form and the building principal's answer, along with a written response of the grievant(s) to the answer of the principal, with the Superintendent's office. The Superintendent shall give the grievant(s) an answer in writing no later than ten (10) calendar days after receipt of the aforementioned materials.

3.3.4 Level Four Within ten (10) calendar days after receiving the written decision of the Superintendent, an appeal from the decision may be made to the Board. The Board shall hold a hearing on the grievance at a regular or special meeting and render its decision in writing to the grievant(s). The Board's decision shall be given in writing to the grievant(s) and the Superintendent not later than ten (10) calendar days after the conclusion of the Board's hearing, and shall be binding on all parties.

ARTICLE 4 – COMPENSATION & BENEFITS

4.1 Compensation Model 2026-2027

4.1.1 Salary Range

4.1.1.1 At the beginning of the 2026-2027 school year, the salaries of returning full-time teachers were between $46,359 and $75,961, excluding current year increases, TRF contributions, compensation for extra-curricular activities, NonCredit Teaching for Ancillary Duties, and other payments to teachers not outlined in Article 4.1.

4.1.1.2 After the increase in teacher base salary is awarded, the salaries of full-time teachers will be between $46,750 and $77,161, excluding current year increases, TRF contributions, compensation for extra-curricular activities, NonCredit Teaching for Ancillary Duties, and other payments to teachers not outlined in Article 4.1.

4.1.2 Literacy Endorsement Base Salary Differentiation

4.1.2.1 Prior to receipt of increases described in Section C, the base salary of teachers who possess a literacy endorsement will be adjusted, as needed, to reflect a $200 differential (in comparison to the base salary of teachers who otherwise have the same credentials but do not possess the literacy endorsement).

4.1.3 Base Salary Increases

4.1.3.1 Factors and Definitions

A. Evaluation: teachers received an effective evaluation in the prior school year.

B. Academic needs: the need to retain teachers currently assigned to teach in all content areas excluding the following:

1. Dual credit courses
2. English as a new language courses
3. Middle school Tiger Club enrichment/remediation courses
4. Career & technical education welding courses
5. Career & technical education computer science courses
6. Career & technical education electrical courses
7. Special education programs.

4.1.3.2 Distribution

A. Evaluation = Effective $900

B. Academic needs = $100

4.1.3.3 Itemized Compensation Requirements

A. Calculation of Total Possible Base Salary Increases Available to Teachers Under the Compensation Plan = $1,000

1. Increase attributable to education and experience:
    a. Increase attributable to education = $0
    b. Increase attributable to experience = $0
    c. The combined increase for education and experience is $0, which is 0% of total possible increase
2. Increase attributable to academic needs = $100, which is 10% of total possible increase

4.1.4 Stipends

4.1.4.1 One Time Stipend

A. Amount of Stipend = $500

B. General Eligibility

Any member of the collective bargaining unit completing 120 or more paid service work days during the current school year.

C. Basis for stipend

The exclusive representative and the Bluffton-Harrison Metropolitan School District mutually agree on the importance of providing a stipend to all eligible members of the collective bargaining unit.

D. Distribution

Payment of the stipend will be distributed no later than March 31 of the contract year for all eligible members of the collective bargaining unit. In the event a member of the collective bargaining unit completes 120 or more paid service work days after March 31, payment of the stipend will be distributed no later than June 30 of the contract year.

4.1.4.2 Recruitment One-Time Stipend

This stipend may be used to recruit new teachers to the school corporation. Stipends may be determined as part of the new teacher hiring process as outlined below.

A. Amount of Stipend = Up to $5,000

New teacher one-time bonus stipends will be set by the Superintendent.

B. General Eligibility

New teacher to the school corporation. The Superintendent, or designee, will evaluate the training and experience of all applicants for certified positions to determine if a one-time bonus, not to exceed $5,000.00, is appropriate to attract highly qualified applicants to the school corporation. This determination will not be subject to review under the grievance procedure or otherwise. The teacher acknowledges that the one-time bonus shall not continue in successive contract years.

C. Basis for stipend

Circumstances may arise to incentivize potential applicants to be employed by the school corporation. The availability of the New Teacher One-Time Stipend provides the district the ability to issue a one-time bonus to recruit highly qualified applicants.

D. Distribution

Newly hired teachers determined to be recipients of the New Teacher One-Time Stipend will receive 50% of the stipend on the first payroll in December and 50% of the stipend on the first payroll in May.

4.1.4.3 Retirement One-Time Stipend

A. Amount of Stipend = Teacher's base salary divided by 185 times two (2)

B. General Eligibility

Any teacher whose retirement is approved by the Board of School Trustees prior to March 1.

C. Basis for stipend

Shortage of highly qualified teachers places a strain on the school corporation to recruit highly qualified teachers to replace retiring teachers. Early notification of upcoming retirements provides the school district additional time to post, recruit, interview, and select highly qualified teachers for the following school year.

D. Distribution

Payment of the stipend will be distributed in the final payroll to the teacher.

4.1.4.4 Conditional Retention Stipend End of Contract Stipend

A. Amount of Stipend

Amount of Stipend = $750.00
Stipend amount will be prorated based upon the number of completed paid contract days for eligible collective bargaining unit members.

B. General Eligibility

Any member of the collective bargaining unit satisfying the evaluation rating factor is eligible for the stipend if, and only if, the Bluffton-Harrison Metropolitan School District's fiscal year revenue in the Education Fund (excluding curricular material revenue) exceeds the fiscal year expenses in the Education Fund by $250,000.00 or greater. Fiscal year being defined as the contract payment period for the collective bargaining unit ending June 30, 2027. The Superintendent reserves the right, at his/her discretion with approval from the Board of School Trustees, to enact this retention stipend if fiscal year revenue in the Education Fund (excluding curricular material revenue) exceeds the fiscal year expenses in the Education Fund by less than $250,000.00.

C. Basis for stipend

The exclusive representative and the Bluffton-Harrison Metropolitan School District mutually agree on the importance of providing a retention stipend if financial circumstances result in a surplus of revenue compared to expenses for the identified fiscal period.

D. Distribution

A stipend amount will be distributed in one lump sum no later than the final pay of the 26 pay contract payment period.

4.2 Compensation for Extended Contracts

4.2.1 The positions with extended contracts will be compensated at the individual's daily rate (base salary divided by 185 contract days times number of additional days of service) for the purposes of an extended contract.

4.3 New Teacher Salary Levels

4.3.1 New employee compensation will be set by the Superintendent within the current contract year's teacher base salary range/salary schedule. The Superintendent, or designee, will evaluate the training and experience of all applicants for certified positions. Experience will be evaluated as to its value to the School Corporation and credit may or may not be allowed for any or all prior teaching experience. Training will be established by the official transcript furnished by the teacher to the School Corporation. The Superintendent, or designee, will evaluate the experience of the teacher and determine where the teacher will be placed on the salary range/salary schedule at the time of the

initial hiring of the teacher. This determination will not be subject to review under the grievance procedure or otherwise. The teacher acknowledges that the initial determination as to the placement of the salary range/salary schedule shall continue to remain in place for all future years. The teacher acknowledges that there will be no future retroactive determination of actual experience for the purpose of advancing the teacher on the salary range/salary schedule.

4.4 State Retirement Contributions

The Board shall pay the required retirement contribution to the Indiana State Teachers Retirement Fund for each certified staff member.

4.5 Ancillary Duties

4.5.1 Compensation

4.5.1.1 Teaching During Preparation Time - Teachers shall be paid additional compensation for instructional time completed during preparation time. The additional compensation shall be calculated by:
Base Salary ÷ Number of Contract Days x 0.1667 FTE x Number of Days of Preparation Time as Instructional Time (FTE - Full Time Equivalency)

4.5.1.2 Homebound Instruction - Teachers shall be paid for homebound instruction at the individual's hourly rate calculated by:
Base Salary ÷ Number of Contract Days ÷ six (6)

4.5.1.3 Summer Curriculum Development - As authorized by the administration, teachers shall be paid for summer curriculum development at a rate of $30.00 per hour.

4.5.1.4 Summer Meetings and Trainings - As authorized by the administration, required meetings or trainings that are deemed necessary and held outside the academic calendar shall be compensated at the rate of $30.00 per hour.

4.5.1.5 After School Supervision - As authorized by the administration, teachers shall be paid for after school supervision of students at an hourly rate calculated by:
Minimum Salary of the Salary Range ÷ 185 ÷ six (6)

4.6 Schedule of Payment for Extracurricular Activities.

ATHLETIC ECA ASSIGNMENTS

I. Boys' Athletic ECA	Per Position Rate
High School Baseball/Assistant	$2,516
High School Basketball/Assistant	$3,876
High School Cross Country/Head	$3,570

High School Cross Country/Assistant	$1,734
High School Football/Assistant	$4,080
High School Golf/Head Coach	$2,856
High School Golf/Assistant	$1,258
High School Swimming/Head Coach	$4,590
High School Swimming/Assistant	$2,550
High School Tennis/Head Coach	$2,856
High School Tennis/Assistant	$1,258
High School Track/Head Coach	$4,080
High School Track/Assistant	$2,157
High School Wrestling/Head Coach	$4,896
High School Wrestling/Assistant	$2,516
Middle School Basketball Coach	$2,040
Middle School Football Coach	$2,040
Middle School Swimming Coach	$1,530
Middle School Swimming / Assistant	$1,020
Middle School Track Coach	$2,040
Middle School Track/Assistant	$1,020
Middle School Wrestling	$2,040
Middle School Wrestling/Assistant	$1,020
II. Girls' Athletic ECA	Per Position Rate
High School Basketball/Assistant	$3,876
High School Cross Country/Head	$3,570
High School Cross Country/Assistant	$1,734
High School Golf/Head Coach	$2,856
High School Golf/Assistant	$1,258
High School Softball/Assistant	$2,516
High School Swimming/Head Coach	$4,590
High School Swimming/Assistant	$2,550
High School Tennis/Head Coach	$2,856
High School Tennis/Assistant	$1,258
High School Track/Head Coach	$4,080
High School Track/Assistant	$2,157

High School Volleyball/Head Coach	$4,590
High School Volleyball/Assistant	$2,550
Middle School Basketball Coach	$2,040
Middle School Swimming Coach	$1,530
Middle School Swimming / Assistant	$1,020
Middle School Track Coach	$2,040
Middle School Track / Assistant	$1,020
Middle School Volleyball Coach	$2,040
III. CO-ED and MISCELLANEOUS ACTIVITIES	Per Position Rate
High School Diving Coach	$2,516
High School Swimming/Head Coach	$5,391
High School Weight Training	$2,157
High School Cross Country/Head Coach	$5,391
High School Cross Country/Assistant	$2,619
Middle School Cross Country Coach	$1,530
Middle School Cross Country / Assistant	$1,020
Middle School Tennis Coach	$1,530
Middle School Tennis / Assistant	$1,020
Middle School Golf Coach	$1,530
Middle School Golf / Assistant	$1,020
Middle School Diving Coach	$1,020
Aquatics Director	$6,630
National Honor Society Sponsor	$1,079
High School Student Council Sponsor	$1,079
Middle School Student Council Sponsor	$1,079
High School Academic Bowl Coach	$720
Middle School Academic Bowl Head Coach	$900
Middle School Academic Bowl Assistant Coach	$720
Teacher Technology Specialist	$2,144
High School Marching Band Director	$3,019
High School Pep Band Director	$2,012
High School Band Assistant	$2,624
High School Cheerleader Sponsor	$5,031

High School Cheerleader/Assistant	$2,516
High School Competition Cheer Sponsor	$1,258
High School Competition Cheer Assistant Sponsor	$629
High School Major Drama Production	$1,079
High School Drama/Assistance	$720
High School Vocal Music Director	$3,270
High School Yearbook Advisor	$1,438
Middle School Yearbook Advisor	$480
Elementary School Yearbook Advisor	$480
Middle School Cheerleader Sponsor	$2,516
Business Professionals of America	$720
Head Senior Class Sponsor	$361
Head Junior Class Sponsor	$720
Junior Class Sponsor	$180
Chess Advisor	$1,079
Elementary School Team Leader	$1,079
Middle School Team Leader	$1,079
High School Team Leader	$1,079
Crisis Intervention Trainer	$1,079
New Teacher Mentor	$536
Dual Credit (per college course taught per term)	$269
Advanced Placement (per course taught per term)	$269
Corporation Testing Coordinator	$5,359
Building Testing Coordinator	$1,787
Student Information System Specialist	$2,144
Building Data Certification Specialist	$715
Building-Level High Ability Sponsor	$1,079
District Dyslexia Specialist	$2,144
TBRI Coordinator	$1,079
Unified Sports Coordinator	$1,618
Unified Sports Coach	$1,079
High School Broadcasting Club Sponsor	$1,079
High School Fall Team eSport Head Coach	$2,516

High School Fall Team eSport Assistant Coach	$1,258
High School Spring Team eSport Head Coach	$2,516
High School Spring Team eSport Assistant Coach	$1,258
Middle School Fall Team eSports Head Coach	$1,258
Middle School Fall Team eSports Assistant Coach	$629
Middle School Spring Team eSports Head Coach	$1,258
Middle School Spring Team eSports Assistant Coach	$629
Summer Athletic Supervision	$500
Elementary School Youth Athletic Coach	$360
Middle School Youth Athletic Coach	$360
Youth Athletic Coach Director	$720
Event Manager - One (1) Season	$2,500
Elementary School Vocal/Music Production	$1,079
Elementary School STEM/Robotics Club Sponsor	$1,800
Elementary School STEM/Robotics Club Assistant Sponsor	$1,079
Middle School STEM/Robotics Club Head Sponsor	$1,800
Middle School STEM/Robotics Club Assistant Sponsor	$1,079
High School STEM/Robotics Club Sponsor	$1,800
Multi-Building Role	$250

(High School, Middle School, and Elementary Team Leaders will be chosen at the discretion of the building principal.)

All ECA stipends in the amount of $1,000 or greater shall be distributed on a per pay basis for the regular teacher contract period. All ECA stipends less than $1,000 will be paid in one lump sum after the completion of the responsibility.

Any addition of coaches or assistant coaches because of student interest or number of participants shall result in compensation consistent with the provisions for equity and need.

4.7 Supplemental Retirement Pay Benefits

To be eligible for Retirement Pay Benefits, a teacher must meet the following qualifications:

4.7.1 A teacher must have reached the age of 55 at the time of retirement.

4.7.2 A teacher must have completed a minimum of ten (10) years of service in the Bluffton-Harrison Metropolitan School District. Years of service will be the same as defined by the State. Service in schools embraced through reorganization will count toward the minimum requirement. A maximum of thirty-five years of service may be counted toward Retirement Pay Benefits.

Only ten (10) years of that total may have been accumulated in school corporations other than the Bluffton-Harrison Metropolitan School District.

4.7.3 A teacher must have initiated a request for retirement from the Indiana State Teachers' Retirement Fund.

4.8 Total Retirement and/or Severance Benefits for Teachers Hired Prior to July 1, 2001

Total retirement benefits will be the sum of the following three components:

4.8.1 Length of Service - Component 1

4.8.1.1 The teacher will receive one day's pay based on the current salary schedule for each year of creditable service as defined above.

4.8.1.2 To determine a day's pay, the teacher's base annual contract amount for the year just completed will be divided by the number of days in his/her regular teaching contract.

4.8.2 Unused Accumulative Sick Leave - Component 2

4.8.2.1 The teacher will receive an additional amount of $45.00 for each day of unused accumulative sick leave.

4.8.2.2 A maximum of one hundred eighty (180) days of unused accumulative sick leave will be used in computing this benefit.

4.8.3 Unused Personal Business Days - Component 3

4.8.3.1 Effective with the personal days credited for the 1991-92 contract year, a separate accounting will be maintained for unused personal business days. At the time of retirement, additional severance will be paid at twice the amount allowed for unused accumulated sick leave ($90).

4.8.4 Retirement Insurance Benefit - Component 4

4.8.4.1 In addition to the retirement benefits above, a certified employee who has ten years of uninterrupted service as an employee with the Bluffton-Harrison Metropolitan School District and retires between the ages of fifty-five (55) and Medicare eligible, the Board shall contribute $15,000 to the eligible retiree's post employment health reimbursement arrangement account.

4.8.5 401 (a) Annuity Plan - The Board will establish and maintain a qualified 401(a) Annuity Plan (hereinafter referred to as the "401(a) Plan") for all certified employees covered under this collective bargaining agreement. The 401(a) Plan contributions will commence with the 2002-2003 contract year and continue each year thereafter. The maximum contribution that will be made to the 401(a) Plan by the Board will be 2.00% of the Teacher's Base Salary (which includes any supplemental pay in excess of salary outlined in section 4.3 for

informational purposes). All eligible employees will be 100% vested in the 401(a) Plan at the completion of ten (10) years of service with the Bluffton-Harrison Metropolitan School District. All contributions made by the Board to the 401(a) Plan on behalf of certified employees will be counted against the new money available to fund teacher salary and benefit increases each year as part of contract negotiations for certified employees.

For all certified employees hired before July 1, 2001, the 401(a) Plan replaces the current Total Retirement Pay Benefits (Components 1-3 above). However, the Total Retirement Pay Benefits section will remain in effect until such time as a certified employee receives a greater return from the value of the 401(a) Plan than he or she would receive under the Total Retirement Pay Benefits section of the contract, except for employees described in the following paragraph. The value of the Board contributions and the appreciation, if any, of the 401(a) Plan will be counted as an offset to the amount that the certified employee would have received had he or she retired under the current Total Retirement Pay Benefits section. In the event, due to market fluctuations, a certified employee's 401(a) Plan account experiences a loss, the Board's responsibility during the period prior to the expiration of the Total Retirement Pay Benefits Plan (Components 1-3 above) will be the amount which the employee would have received under the Total Retirement Pay Benefits Plan less the amount previously contributed by the Board under the 401(a) Plan.

4.9 Total Retirement and/or Severance Benefits for Teachers Hired After to July 1, 2001

For the certified employees hired after July 1, 2001, the 401(a) Plan will replace the current Total Retirement Pay Benefits section. No provision of Components 1-4 above will be available to employees hired after July 1, 2001. The severance and retirement for such certified employees will be limited to the balance in the account at the time of retirement, i.e., amounts contributed to the 401(a) Plan by the Board and interest or appreciation, if any. Employees hired after July 1, 2001, will be vested in the 401(a) Plan at the completion of ten (10) years of service with the Bluffton-Harrison Metropolitan School District. The Retirement Insurance Benefit (Component 4) shall remain in effect for all certified employees hired before July 1, 2001.

The 401(a) Plan will:
Be subject to all applicable Internal Revenue Regulations.
Have no contract initiation fees charged to the employee.
Have no administrative Plan Document charge to the Board.

The 401(a) Plan will be valued effective the last contracted day of employment for the retiring employee.

In addition, for those certified employees for whom payments are yet scheduled to be made under Components 1-3 above, such payments will be made into health reimbursement arrangement account (excluding the applicable amount

currently allowed by the Indiana State Board of Accounts which will be paid as salary and used in the respective teacher's final year ISTRF calculation) created at retirement in the name of the retiring employee. Such payment by the Board will be made in one (1) payment on or before January 15th following the year of retirement. If notification of retirement is provided to the superintendent on or before March 1st, such payment by the Board will be made in one (1) payment on or before July 15th of the year of retirement.

To avoid problems with the Indiana State Teacher's retirement fund, teachers are encouraged to notify the Superintendent's office of their retirement plans well before the end of the school year. This will also provide ample time to calculate Retirement Pay Benefits and to include those eligible benefits in a final paycheck. Plans to retire will be held in strict confidence if requested by any teacher. Any previous contract or agreement between the Bluffton-Harrison Metropolitan School District and the Bluffton-Harrison Teachers Association with respect to Retirement Pay Benefits will be considered null and void following the ratification of this agreement.

4.10 Retirement Benefits for Identified Adams-Wells Special Services Personnel

4.10.1 On June 30, 2012, the Adams-Wells Special Services Cooperative was dissolved and reorganized into the Adams-Wells Joint Services and Supply. Per the reorganization agreement, teachers who were hired by AWSSC prior to June 30, 2006, and employed by Bluffton-Harrison in the 2012-2013 school year are eligible for the retirement benefits as described in the 2011-2012 Adams-Wells Master Contract and therefore not eligible for the provisions associated with retirement benefits outlined in Section 4.9 or 4.10. The retirement benefits to these employees will be paid by Adams-Wells Joint Services and Supply through proportionate contributions from the schools corporations in Adams and Wells Counties. The eligible employees are listed below:

VESTED CERTIFIED STAFF				
NAME	EXP	AWSSC EXP	HIRE DATE	LOCATION
Eicher, Kristi	M-8	8	8/17/04	BHHS-Life Skills

4.11 Tax Sheltered Annuities

The Board gives its consent for any teacher who qualifies to participate in a "Tax Sheltered Annuity Plan" of the insurance or investment company of his/her choice subject to the conditions of this section. The annuity premium deduction may not exceed the amount stipulated in the rules governing 403(b) tax sheltered annuities. The Board will withhold the premium from the teacher's paycheck and make payment to the designated company provided that a signed authorization is received 30 days prior to the effective date on which deductions are to begin in

accordance with the corporation's 20-pay payroll schedule. No deductions will be made during the summer. If incorrect information is supplied on the salary reduction agreement, delays in processing the annuity can be expected. The signed authorization will continue in effect until the Board is notified in writing that the deductions are to be discontinued. The Board reserves the right to limit the number of annuity plan providers after discussion with the Association; however, the Board and Association will jointly participate in the selection of annuity providers, and will review the list annually. If the existing list is changed, current participant's providers may be grandfathered into the revised list.

4.12 Health Insurance

The Bluffton-Harrison Metropolitan School District is a member of the School Employees' Benefit Trust, which each year negotiates with various insurance companies for a comprehensive health insurance plan. The health plan options selected each year by the School Employees' Benefit Trust shall be made available to the teachers of the Bluffton-Harrison Metropolitan School District.

Full-time teachers may elect to participate in a single plan or a family plan. The Board contributions will only be paid for school-sponsored group health insurance and will never exceed the total individual premium, less $1.

Board contributions for group health insurance plans will be as follows:

Plan	Effective Jan 1, 2026	Effective Jan 1, 2027
PPO Single	$8,313	$8,646
PPO Family	$16,834	$17,508
CDHP 1 Single	$6,316	$6,569
CDHP 1 Family	$12,750	$13,260
CDHP 2 Single	$5,537	$5,759
CDHP 2 Family	$11,176	$11,624

Teachers whose initial employment began during the 1985-86 school year or thereafter and who are employed for a fractional part of a contract (less than full time) will receive the same fractional payment toward the insurance plan they select. Board premium payments, whether for full-time or fractional time employees, apply only to the school-sponsored health insurance program. No portion of a premium payment will be made for teachers who have another individual insurance plan. The period of coverage begins on January 1 each year and extends through December 31 of the same year. The portion of the premium paid by the corporation ceases when a teacher terminates his/her contract prior to the normal termination date.

If a teacher who is eligible and participates in the group health insurance program retires before the age of Medicare eligibility, but after the age of 55, he/she may pay the full premium and continue on the program until he/she reaches the age of Medicare eligibility.

Changes in the prime carrier and the coverages included may be made by official action of the School Employees Insurance Trust.

4.13 Long Term Disability Insurance

A long term disability insurance plan will be provided to teachers with an elimination period of 90 days. The Board will pay an annual amount equal to 0.245% times each teacher's base salary as illustrated in Article 4. This amount will be paid only for group long term disability insurance carried by the school corporation and will not exceed the total individual premium, minus $1.

4.14 Life Insurance

A term group life insurance with accidental death and dismemberment benefits shall be offered to each teacher in the amount of $40,000. The Board shall pay the premium excluding a required teacher contribution of $1. This amount will be paid only for the school-sponsored program, not other individual life policies.

4.15 Separation of Service

Any teacher who completes his/her contractual obligations and is an employee in good standing at the end of the school year and is not returning to employment with Bluffton-Harrison MSD for the following school year shall retain full insurance coverage as provided in this Master Contract, with the school corporation paying for said insurance coverage through the completion of the 26 pay cycles of the current contract period or until the time the Teacher becomes eligible for coverage, whichever occurs first. Teachers retiring from Bluffton-Harrison MSD retain benefits as outlined in this Master Contract. The Teacher separating service with Bluffton-Harrison MSD is responsible for notifying Bluffton-Harrison MSD central office personnel of coverage eligibility.

4.16 Expanded Criminal History Check

The Bluffton-Harrison Metropolitan School District will conduct an expanded criminal history check on each employee once every five years (5) years. The Superintendent will be responsible for determining the schedule for conducting the expanded criminal history checks on school employees. The cost of an expanded criminal history check will be the responsibility of the Board. The school district may also conduct an expanded child protection index check on each employee every five (5) years. The Board will be responsible for the costs of obtaining the expanded child protection index check on all employees.

4.17 CPR/AED Training

The Bluffton-Harrison Metropolitan School District will offer CPR/AED training to all employees annually. The Superintendent will be responsible for determining the schedule for offering training to school employees. The cost of CPR/AED training held at Bluffton-Harrison Metropolitan School District will be the responsibility of the Board. The school district may prioritize attendees based upon legislative requirements and expiration dates of BHMSD teacher licenses and CPR/AED certification.

ARTICLE 5 – TERMS OF CONTRACT

5.1.1 Duration

This Contract shall be effective as of October 26, 2026, through June 30, 2027.

5.1.2 Prior Contract(s) and Agreements

Upon ratification of this Contract by the Association and the Board, any previous Contract(s) or Agreements between the Board of School Trustees of the Bluffton-Harrison Metropolitan School District and the Bluffton-Harrison Teachers Association shall be declared null and void.

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

ARTICLE 6 – TESTAMENT

6.1 Attest

The undersigned attest to the following:

A. A public hearing was held in compliance with I.C. § 20-29-6-1(b) on August 17, 2026, and electronic participation from the parties and/or public was not permitted; and

B. A public meeting in compliance with I.C. § 20-29-6-19 was held on October 12, 2026, to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

This Contract is so attested to this October 26, 2026. The undersigned certify that the membership of the Board of School Trustees and the Bluffton-Harrison Teachers Association have met and ratified the provisions contained herein:

Bluffton-Harrison Teachers Association Negotiations Team	Bluffton-Harrison Metropolitan School District Negotiations Team
Spokesperson	Superintendent
Negotiations Team Member	Negotiations Team Member
Negotiations Team Member	Negotiations Team Member
Negotiations Team Member	Negotiations Team Member

Bluffton-Harrison
Metropolitan School District
Board of School Trustees

President	Board Member
Vice President	Board Member
Secretary	

Ratification

This Contract was ratified by the Bluffton-Harrison Teachers Association on October XX, 2026.

Tentative Agreement

This contract is so tentatively agreed to this 1st day of October 2026. The undersigned certify that the membership of the Board of School Trustees and the Bluffton-Harrison Teachers Association have tentatively agreed to the provisions contained herein:

Bluffton-Harrison
Teachers Association
Negotiations Team

Bluffton-Harrison M.S.D.
Administration