

**2026-2027 TENTATIVE AGREEMENT
BETWEEN
SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION
AND THE
SOUTHEAST DUBOIS CLASSROOM TEACHERS ASSOCIATION**

A. LEGAL LEAVE.

A teacher summoned for jury duty shall receive the teacher's full salary, provided that the teacher returns to the Superintendent all pay received for jury duty service. The teacher may opt to take a personal leave day and keep the compensation they receive for jury duty. The Superintendent will provide the teacher with a receipt for such money received. The teacher will not lose any sick or personal leave for jury duty service.

A teacher subpoenaed as a witness in court for matters directly related to their employment as a teacher shall receive full salary provided that the teacher returns to the Superintendent all pay received for appearing as a witness in court. The teacher will not lose any sick or personal leave to be a witness in court related to their employment.

If a Teacher is subpoenaed to appear as a witness in a matter unrelated to the Teacher's employment with the School Corporation, the Teacher may use either a personal leave day or a sick leave day for the time absent from work.

A. ANNUAL BUY-OUT OF FUTURE LEAVE.

1. Each school year, the School Corporation shall contribute Forty Dollars (\$40.00) to a 401(a) account for an eligible Teacher for each day of sick leave accumulated by the Teacher during that school year in excess of one hundred fifty (150) days.

B. BUY-OUT OF REMAINING LEAVE AT RETIREMENT

1. If a teacher who has completed at least ten (10) years of service with the School Corporation, has attained at least fifty (50) years of age, and retires or otherwise terminates employment with the School Corporation, the School Corporation shall contribute Forty Dollars (\$40.00) to a 401(a) account for each day of sick leave remaining to the Teacher's credit at the time of retirement or termination.
2. The 401(a) account shall be One Hundred Percent (100%) vested. The contribution shall be deposited into the Teacher's 401(a) account no later than June 30 of the year of retirement or termination.

F. PART-TIME CERTIFICATED EMPLOYEES.

G. A \$200 annual addition to the employee's base salary shall be provided to any certified employee who obtains and adds a Literacy Endorsement to their teaching license by September 1 of each school year. A copy of the updated teaching license reflecting the Literacy Endorsement

must be submitted to the Business Manager by September 1 to qualify for the additional compensation.

H. COMPENSATION MODEL.

SALARY RANGE

The salary range for the 2026-2027 school year is \$48,500 to \$80,587. This range does not include the 3% ISTRF contribution or salary increases for the 2026-2027 school year. In addition to the base salary, the Board shall also pay the Indiana State Teacher's Retirement Fund (TRF) an additional Three Percent (3%) of each Teacher's salary as that Teacher's contribution to the (TRF).

FACTORS AND DEFINITIONS

2026-2027

Academic Needs: \$850 (The need to increase salaries to retain teachers)

Year of Experience: \$550 (Must have been employed by the school corporation for one semester in the prior school year)

Instructional Leadership: \$800 (Teacher retention catch-up for compressed teachers making between \$52,600 and \$72,850)

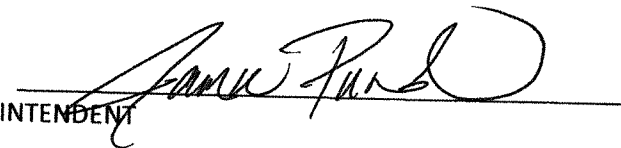
Teachers who are at the cap of \$80,134 will receive their factor-attributed increases in a stipend to be paid in a lump sum in November.

ECA

Mentorship Year 2: \$475

SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION

Date: 10-7-26


SUPERINTENDENT

SOUTHEAST DUBOIS CLASSROOM TEACHERS ASSOCIATION

Date: 10/7/26


PRESIDENT