AGREEMENT BETWEEN
THE BOARD OF SCHOOL TRUSTEES OF THE
CRAWFORDSVILLE COMMUNITY SCHOOL CORPORATION
AND THE CRAWFORDSVILLE EDUCATION ASSOCIATION

This contract is entered into this 14th day of October 2026, by and between the CRAWFORDSVILLE COMMUNITY SCHOOL CORPORATION (hereinafter called "School Corporation") and CRAWFORDSVILLE EDUCATION ASSOCIATION (hereinafter called "Association") WITNESSETH:

I. RECOGNITION

The bargaining unit of Crawfordsville Education Association exclusive representative and Crawfordsville Community School Corporation school employer is the following: Full-time certificated school employees currently employed by school employer except supervisors, confidential employees, employees performing security work, and non-certificated school employees.

II. DEFINITIONS

As used in Article I of this agreement.

A. "School Corporation" shall mean the Crawfordsville Community School Corporation of Crawfordsville, Indiana.

B. "School employer" shall mean the governing body of the School Corporation and any person or persons authorized to act for the governing body of the school employer in dealing with its employees.

C. "Certificated employees" shall mean a school employee whose contract with the school corporation requires that he/she hold a current license or permit from the Indiana State Board of Education to teach in the public schools of Indiana.

D. "Full-time" shall mean employment by a certificated employee on a regular, daily basis by reason of a Teacher's Contract with the school corporation, which contract expressly requires the performance of teaching services of a certificated employee for not less than one hundred twenty (120) school days and regularly seven (7) hours a day during the

school year as fixed by the school calendar. Notwithstanding the foregoing, a teacher who is employed by school employer after the beginning of the school year as fixed by the school calendar for a consecutive period in excess of 60 days by a written regular teacher's contract to replace and fulfill the duties of a school employee who, but for leaving school employer's employment, would have been a full-time teacher shall be deemed a full-time teacher for purposes of this contract; provided, however, salary and leave benefits shall be pro-rated on the basis of that portion of the school year such replacement teacher serves by such written regular teacher's contract and, provided further, such replacement teacher's advancement to the next year's experience upon the salary schedule shall not occur unless such replacement teacher performs teaching services for at least 120 school days during the school year preceding such advancement. Part-time teachers, adjunct teachers, substitute teachers, and teachers who work less than seven (7) hours per day regularly shall not be construed as "full-time."

E. "Currently employed by the school employer" shall mean a certificated employee who has entered a Teacher's Contract for the 1973-74 school year as fixed by the school calendar, or any subsequent school year, to perform teaching services exclusively for the school corporation.

F. "Supervisor" shall mean any individual who has (i) authority, acting for the school corporation, to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline school employees, or (ii) responsibility to direct school employees and adjust their grievances, or (iii) effectively to recommend the action set out in (i) or (ii) of this definition.

G. "Non-certificated employees" or "classified employees" shall mean any school employee of the school corporation whose employment is not dependent upon the holding of a license or permit from the Indiana State Board of Education.

H. "Employment by reason of a teacher's contract" shall mean a certificated school employee employed by reason of a written regular teacher's contract. A person employed under a Temporary Teacher's Contract or Supplemental Service Teacher's Contract with the school corporation, the effective date of which is subsequent to the beginning of the school year as fixed by the school calendar, shall be deemed to be a "part-time teacher." A certificated school employee employed without a written contract shall be deemed a

"substitute teacher."

I. "Teacher" shall mean a full-time certificated school employee currently employed by the school employer except for a supervisor, confidential employee, employee performing security work, and a non-certificated school employee.

III. TERM OF AGREEMENT

The term of this agreement shall begin on July 1, 2026, and shall continue in full force and effect until June 30, 2027.

IV. SCOPE OF BARGAINING AND EFFECT

A. The specific issues subject to bargaining shall include salary, wages, and salary and wage-related fringe benefits for school employees.

B. All bargainable issues have been discussed during the negotiations leading to this Agreement, and no additional bargaining on said issues will be conducted on any item, whether contained herein or not, during the life of this Agreement.

V. SEVERANCE PAY

Severance pay shall be granted to any school employee eligible for retirement who retires from employment from school employer at the rate of $115.00 for each day of accumulated sick leave, subject to the following conditions: A school employee must: (1) have been employed, on a full-time basis, for a minimum of ten (10) consecutive years by the Crawfordsville School Corporation; (2) must be qualified to receive retirement benefits under the provisions of the Indiana State Teachers' Retirement Fund; and (3) must have submitted written notice of retirement to the superintendent on or before May 1 of the final, full teaching school year. If an employee provides written notice of retirement to the superintendent on or before February 1, the employee shall receive an additional $10.00 for each day of accumulated sick leave. If an employee provides written notice of retirement to the superintendent on or before December 1, the employee shall receive an additional $10.00 for each day of accumulated sick leave. Severance pay may be paid in one lump sum at the time of retirement, or, at school employee's written option included with the notice of retirement specifying an amount of deferral, all but two thousand dollars ($2,000.00) may be deferred

until the date of first normal payroll in January of the year following retirement.

Date of Notice	Rate for Accumulated Sick Leave
May 1	$115.00
February 1	$125.00
December 1	$135.00

VI. LONGEVITY CONTRIBUTION

As of 2026-2027 there are employees still receiving benefits under this provision. An amount equal to two hundred dollars ($200.00) for each year of full-time employment with the school employer will be contributed as a non-elective contribution by the school employer for each school employee who (1) has been employed on a full-time basis for a minimum of ten (10) years by the Crawfordsville School Corporation; (2) and is age 55 on or before June 30, such contribution to be paid into an eligible school employee's 401(a) and VEBA account upon attainment of eligibility for Early Retirement benefits under Article XII of the 2004-2005 agreement as follows: Fifty percent (50%) of such calculated amount shall be deposited into a 401(a) plan account for the applicable school employee and fifty percent (50%) of such calculated amount shall be deposited into a voluntary employee benefit account (VEBA), each of which accounts shall vest simultaneously with the vesting of early retirement benefits under Article XII of the 2004-2005 agreement.

For school employees having already attained eligibility for the foregoing longevity contribution, the amount accrued on June 30, 2005, for such eligible school employee will be contributed by school employer to such 401(a) and VEBA accounts on or before December 31, 2005, and school employer will contribute $100.00 to such eligible school employee's 401(a) account and $100.00 to such eligible school employee's VEBA account on or before June 30 of each additional year of credible service performed by such eligible school employee for school employer after July 1, 2005.

VII. CHILDCARE CONTRIBUTION

A. Day Care Stipend

1. Effective June 1, 2027, the district will pay a monthly stipend of $250 per child toward the cost of daycare with the CCSC childcare program from August–May for dependents of certificated employees between birth and age 3, or until the child is eligible to enroll in pre-kindergarten in CCSC.
2. The following will need to be provided by the employee in order to receive payment:
    a) Tax record or divorce settlement showing the child's care is the certificated employee's responsibility.
    b) Staff must enroll in payroll deduction for childcare tuition to qualify for the stipend.
3. If there are no openings with the CCSC childcare program, an employee may receive a monthly stipend by providing a copy of the monthly billing statement from a non-school, state-licensed daycare provider.

B. Preschool Tuition Waiver

1. Effective June 1, 2027, the Board will waive 50% of the tuition costs associated with the CCSC preschool program for certificated staff members.
    a) Students must meet district-established eligibility requirements to enroll in the program.
    b) Staff must enroll in payroll deduction to qualify for the tuition reduction.

VIII. LEAVE

A. Sick Leave

1. Each full-time teacher is allowed not more than ten (10) sick days each year for absence without loss of compensation due to personal illness rendering the teacher physically or emotionally unfit to perform teaching duties. The ten (10) sick days awarded each school year may be used for the purpose of caring for an ill family member as defined by Article VII (C) [Funeral Leave]. If the ten (10) sick days awarded for the current school year have been exhausted, then not more than an aggregate of fifteen (15) sick leave days accumulated from a prior school year may be used for the purpose of caring for an ill family member.
    a) Effective January 1, 2027, if a teacher uses Sick Leave to extend vacation periods or abbreviate the school year, the Principal or Superintendent may

request that the teacher provide medical documentation if any information conflicts with the teacher's absence. If requested and the teacher does not provide medical documentation, the teacher will be charged two days for each day missed. If a teacher has one remaining sick leave day, the teacher shall be charged that day and shall be charged for one day of pay. If the teacher has no remaining sick leave days, then the teacher shall be charged for two days of pay.

	Has 2 or more days	Has 1 Day	Has 0 Days
Deduction	2 Days of Paid Leave	1 Day Paid Leave, 1 Day Unpaid Leave	2 Days Unpaid Leave

2. Unused sick leave days credited to a teacher may be accumulated yearly, not to exceed 185 days. School employees accumulating more than 185 accumulated sick days at the end of the school year will be compensated for accumulated sick days in excess of 185 accumulated sick days at the rate of $115.00 per day for each unused sick leave day in excess of 185 either in cash or by a contribution to such school employee's 401(a) account. Such payment or contribution shall be made at the first normal pay in July immediately following such school year.
3. If any teacher shall have accumulated one (1) or more days of sick leave while employed in another school corporation and shall thereupon become employed by the Crawfordsville Community School Corporation, then there shall be added for the second year and each succeeding year of such employment up to three (3) days of sick leave until the number of accumulated days to which said teacher was entitled in the last place of employment shall be exhausted.
4. A teacher shall notify the teacher's building principal or his designee as soon as possible of personal illness or quarantine. Such notification should be no later than one hour preceding the beginning of the normal teacher's work day of the day of such absence.

B. Personal Business Leave

1. Each full-time teacher shall earn four (4) personal business days per year without loss of compensation. At the end of each school year, a teacher's unused personal

leave days shall be added to that teacher's accumulated unused sick days.

2. A teacher shall request personal business leave at least forty-eight (48) hours preceding the day of absence of personal leave. However, the building principal or designee may waive such 48 hours prior request when the teacher presents reasons for and facts establishing good cause or an emergency precluding such notification. Emergency shall be interpreted as a sudden, generally unexpected occurrence or set of circumstances that have occurred suddenly, for which advance planning was not possible, and which demands immediate attention.
3. Personal business leave may not be used for the purpose of extending vacation periods or abbreviating the school year. Teachers who feel a situation of great enough importance to seek an exception will state those reasons in writing and directly to the Superintendent of Schools at least thirty (30) days preceding the day of absence of personal leave, who may consider situations such as weddings, retirements, college visitations, graduations, and religious ceremonies. However, the Superintendent may waive such a 30-day prior request when the teacher presents reasons for and facts establishing good cause or an emergency precluding such notifications.
    a) Effective January 1, 2027, if the Superintendent approves the use of personal business leave, the teacher's personal business leave will be deducted by two (2) days for each day used to extend a vacation period. If a teacher has one remaining personal business leave day, the teacher shall be charged that day and shall be charged for one day of pay. If the teacher has no remaining personal business leave days, then the teacher shall be charged for two days of pay.
    b) If the Superintendent determines the use of Personal Business Leave is for an unforeseeable emergency, the teacher's personal business leave will be deducted for only one (1) day of Personal Business Leave.

	Has 2 or more days	Has 1 Day	Has 0 Days
Deduction	2 Days of Paid Leave	1 Day Paid Leave, 1 Day Unpaid Leave	2 Days Unpaid Leave

C. Bereavement and Funeral Leave

1. Bereavement Leave: Each teacher shall be entitled to be absent from work on account of a death in the immediate family for a period extending no more than three (3) working days without loss of compensation. This leave begins the first working day following the day of death. Immediate family, in this case, shall be interpreted as a spouse, child (including a foster child living in the home), father, mother, brother, sister, father-in-law, mother-in law, grandparent, grandchild, or any other relative who at the time of death is living as a member of the household of the teacher or for whom the teacher is legal guardian.

   Upon the teacher's request prior to such absence, the Superintendent of Schools may authorize up to two (2) additional days of leave for bereavement, any business connected with the death, or estate matters as the need for such is demonstrated. The Superintendent's determination is final and not subject to any grievance.

2. Funeral Leave: Each teacher shall be entitled to be absent from work to attend a funeral or celebration of life without loss of compensation for a period extending no more than two (2) working days due to a death of the teacher's extended family or immediate family. Extended family, in this case, shall be interpreted as an uncle, aunt, first cousin, niece, nephew, grandparent-in-law, brother-in-law, or sister-in-law.
3. If more than one such death occurs during the school year, the above leave provisions shall apply in each instance.

D. Parental Leave

1. The school employer will grant a leave of absence with pay for up to ten (10) school days during the first forty (40) school days following the date a child is born to or adopted by a school employee.

E. Maternity Leave

1. Any school employee who is pregnant shall be granted a leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of the child if she notifies the superintendent of school employer at least thirty (30) days before the date on which she wishes to start her leave. She shall notify such

superintendent of the expected length of this leave, including with this notice either a physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn, whichever is applicable.

2. In the case of a medical emergency caused by pregnancy, the school employee shall be granted a leave, as otherwise provided by this paragraph, immediately on her request and the certification of the emergency from an attending physician. All or part of a leave taken by a school employee because of a temporary disability caused by pregnancy may be charged, at her discretion, to her available sick days.

F. Jury Duty Leave

1. School employees subpoenaed for jury duty shall continue to draw full pay, provided the teacher agrees to return all jury duty pay to the employer, excluding reimbursement for expenses and mileage.

G. Defense Service Leave

1. School employees called up for short-term military duty of thirty (30) days or less shall be entitled to a paid leave while serving such short-term military duty, i.e., duty of less than thirty (30) calendar days during each school year.

IX. INSURANCE

A. Life Insurance: The school employer agrees to make available and pay, except twenty cents ($.20) of the annual premium cost of a Seventy-five Thousand Dollars ($75,000) group term life insurance for each school employee (hereinafter called "teacher" for purposes of Article VIII). The school employer will select the insurance carrier. The school employer will provide, upon written authorization of the teacher desiring the same, payroll deductions for the twenty cents ($.20) balance of the annual premium to be paid by such teacher. If permitted by the carrier, retirees shall be allowed to continue coverage at their own expense to age 65. Coverage beyond age 65 shall be at the option of the carrier and paid by the retiree.

B. Medical and Hospitalization: The school employer agrees to obtain and make available a medical and hospitalization plan ("Plan") in which each full-time teacher and each qualified retired teacher may participate. A qualified retired teacher is one who is eligible for retirement benefits under the Indiana Public Retirement System (INPRS), but who is ineligible for Medicare benefits. The School Employer will notify eligible teachers by

emailing each teacher through the school's corporate email system at least ten (10) days before the annual open-enrollment period begins.

1. The School Employer will contribute 90% of the premium for the Employee Only (EE) for the High Deductible Health Plan 2 (HDHP2) health insurance plan for each enrolled teacher ($8,899.20), except as provided in paragraph 3 below. The following provision was not bargained, but included for informational purposes: if the total premium increase (which is not known at the time of bargaining) is 5% or more, the employer contribution will not increase automatically, and both parties will meet at the earliest convenience to discuss how to address the premium increase.
2. The School Employer will contribute an additional $2,000 toward premiums for Employees who have selected either family high deductible plans (non-PPO plans). When both spouses are employed by the School Employer, this additional premium support will not apply since both parties receive the teacher premium support.
3. Each qualified retired school employee who retires shall be responsible for paying all premiums attributable to the coverage of such retired school employee under the plan.
4. For those teachers electing to participate, deductions for hospitalization insurance will be made according to the provisions of Section 125 of the Internal Revenue Code; all administrative costs attributable to providing the administration of such Section 125 benefits will be the responsibility of the school employer. Such Section 125 plan shall include, if elected by qualified participants, non-reimbursable medical and dependent care deductions.
5. CCSC is a member of the Hoosier Heartland School Trust (HHST) and makes health insurance benefits available through that trust. Rates, benefits, and enrollment are governed by HHST.
6. Upon the commencement of a leave of absence, the School Employer's contribution to the premium cost of health insurance coverage will continue through the end of the leave, provided that the employee's share of the premium has been withheld for the following month or the employee has paid the employee's share of the premiums for the following month. This provision is subject to the following conditions:
    a. The School Employer's contribution shall end with the end of the school year

contract year, and

b. In no case shall the School Employer's contribution extend beyond a twelve-month period.

c. Long Term Disability: The Board shall provide a group long-term disability insurance plan with each teacher paying one dollar ($1.00) per year. All school employees shall participate and be insured for group long-term disability insurance benefits provided by the Board. The Board will select the insurance carrier.

X. CCSC 401(a) MATCHING ANNUITY PLAN

The school employer will continue to maintain a qualified 401(a) Annuity Plan (hereinafter referred to as the "CCSC 401(a) Plan" for all certified employees covered under this collective bargaining agreement. The CCSC 401(a) Plan shall be available to all certified employees. The school employer shall also maintain a 403(b) Plan (hereinafter referred to as the "403(b) Plan) for all certified employees covered under this collective bargaining agreement. The 403(b) Plan will include provisions for pre-tax salary reduction contributions.

To participate in the 401(a) Plan with an employer's match, a certified employee must contribute at least $528 at the rate of $22 each of the 24 pay periods per school year. For certified employees participating in a 401(a) Plan with an employer's match, the employer will match the certified employee's school year contribution as follows:

Certificated Employee's Contribution	Employer's Match on $1.00 of Employee Contribution	Maximum Employer's Match Per School Year
$528	$2.00	$1,056
$552	$2.00	$1,104
$576	$2.00	$1,152
$600	$2.00	$1,200

In the event that a certified employee elects to not contribute $528 the CCSC will also not contribute. The parties further agree that all contributions made to the CCSC 401(a) Plan by

the school employer shall be considered as additional funds and counted as part of any salary increase negotiated for the certified employees.

All certified employees will be vested 100% upon the completion of the fifth consecutive year of teaching in Crawfordsville Community Schools.

The CCSC 40l(a) Plan and the 403(b) Plan shall:

a. Be subject to all applicable Internal Revenue regulations.
b. Have no contract initiation fees charged to the employee.
c. Have no administrative or Plan Document charge to the Board.

XI. SICK LEAVE BANK

A sick leave bank will be established for Crawfordsville Community School Corporation employees, including full-time employees and current sick bank members. The purpose of this bank is to relieve participating employees from undue financial burdens due to absence from work during short-term disability arising from illness, injury, or incapacitation sufficiently severe that it would make their presence in school inadvisable.

The bank will be established in the following way: On or before September 15 of each school year, employees who wish to participate will be given the opportunity to contribute, on a voluntary basis, not more than one (1) sick day from their accumulation. To be eligible to use the sick leave bank one must:

A. Be on the list of contributors who shall have consented to the reduction of accumulated sick leave to the business office prior to October 1 of the applicable school year.
B. Have not declined to contribute any requested sick day when requested after October 1.
C. Have used all sick and personal leave available to him/her personally.
D. Submit to the chairman of the sick leave bank an application and physician's statement describing the nature of the disability and the prognosis for a return to work.

E. Designate a personal representative to complete an application when one is unable to do so oneself.

Sick leave bank days beyond doctor-certified post-delivery disability for the purpose of child rearing or child care are not covered by the sick leave bank.

Members will make the determination of the award of the sick leave bank committee in accordance with the Sick Leave Bank Guidelines. Days awarded will begin immediately upon the exhaustion of all individual sick and personal leave days. The bank will be administered completely by a committee with five (5) teacher members appointed by the CEA President, the Superintendent or Assistant Superintendent, and three members appointed by the Superintendent or Assistant Superintendent. The committee will be fully responsible for the operation of the sick leave bank. The committee will elect its own chairman. Participation in the Sick Leave Bank will be open equally to all full-time school employees and current members of the sick bank of the Crawfordsville Community School Corporation.

XII. SALARY AND WAGE PROVISIONS

A. The parties agree that salaries and wages to be affected by this agreement for the school year 2026-2027 are accurately reflected in Appendix B for distribution in accordance with the Compensation Model. Salaries for extra-curricular duties are found in Appendix C.

B. Teachers who use their personal vehicle for school business will file the proper claim, and when approved, they will be reimbursed at the rate allowed by the IRS.

C. Where grant parameters permit, school employees who participate in a grant implementation outside the regular school day shall be compensated at a rate of thirty dollars ($30.00) per hour.

D. Teachers employed to teach during non-grant programs of homebound teaching shall be compensated by an hourly rate determined by dividing the teacher's annual salary by 1,387.5.

E. Teachers employed to teach during non-grant summer school programs shall be

compensated at a rate of thirty-five dollars ($35.00) per hour.

F. If a substitute teacher cannot be provided and it becomes necessary for an administrator to request a regularly employed teacher to be used in lieu of a substitute during the regularly employed teacher's preparation time, which is not considered part of the regular duties, a teacher receives compensation for performing, and the Board shall pay that teacher $30. Portions of this provision unrelated to wages are the school's policy, were not bargained, and are included for informational purposes only.

G. Teachers who have retired under the INPRS regulations and are hired on either a full-time or part-time basis shall be placed on the New Hire Scale (Appendix B) at a level up to one-half of the teacher's experience.

XIII. LEGAL DEFENSE

In the event an accusation is made against a school employee to law enforcement officials by a student, parent of a student, law enforcement official, or social services caseworker alleging that such school employee committed a criminal act during the course of the performance of duties as a school employee and such alleged act, if true could result in prosecution of such school employee but school employee denies the accusation, school employer will reimburse the affected school employee up to $500.00 for legal expenses reasonably incurred by school employee during the six (6) month period following such accusation for attorney services rendered in defending school employee against such allegations.

Reimbursement shall be made upon approval of the claim after the school employee's delivery of Standard Claim Form 505 to the school employer with a supporting affidavit by the attorney involved that the amount claimed was incurred for reimbursable legal services. A school employee shall be eligible for this benefit only once during any one-year period of employment with the school employer.

XIV. GRIEVANCE PROCEDURE

The parties agree that grievances which arise out of the application or interpretation of this Agreement shall be resolved in accordance with the grievance procedure described in Appendix A.

XV. ENTIRE AGREEMENT

This Agreement supersedes and cancels all previous agreements, verbal or written, or based upon alleged past practices, between the school employer and Association and constitutes the entire agreement between the parties.

XVI. SEVERABILITY

Should any Article, Section, or Clause of this Agreement be declared illegal by a court of competent jurisdiction, said Article, Section, or Clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violates the law; but the remaining Articles, Sections, and Clauses shall remain in full force and effect for the duration of the Agreement if not affected by the deleted Article, Section, or Clause.

The undersigned attest to the following:

1. A public hearing was held on September 10, 2026 in compliance with I.C. § 20-29-6-1(b). Electronic participation from the parties and the public was not permitted.

2. A public meeting was held on October 8, 2026 in compliance with I.C. § 20–29–6–19 to discuss the tentative agreement. Electronic participation from the governing body and the public was not permitted.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement the day and year first above written.

BOARD OF TRUSTEES CRAWFORDSVILLE COMMUNITY SCHOOL CORPORATION

By: _____

Steven D. McLaughlin
President

_____

Rex M. Ryker
Superintendent

CRAWFORDSVILLE EDUCATION ASSOCIATION

By: _____

Alexis J. Carson
President

_____

Emily Race
Negotiations Team Lead

APPENDIX A
GRIEVANCE PROCEDURE

This Grievance Procedure hereinafter referred to as "Procedure" stipulates the conditions under and the procedures by which grievances alleged by a full-time certificated employee currently employed by school employer shall be processed. If any such grievances arise, there shall be no stoppage nor suspension of work because of such grievance; but such grievance shall be submitted to the following grievance procedures.

ARTICLE I - DEFINITIONS as used in this procedure:

A. "Grievance" means, and shall be limited to, an alleged violation of a specific article or section of this written agreement, except where such article or section is exempted from this procedure.

B. "Superintendent" means the chief administrative officer of the school employer, or any person(s) designated by him to act in his behalf with school employees.

C. "Grievant" means the full-time certificated employee currently employed by school employer making a grievance.

D. "Days" means calendar days unless designated "working days." "Working days" means days excluding Saturdays, Sundays and legal holidays.

ARTICLE II - PROCEDURE

Step One:

Within ten (10) days of the occurrence of facts giving rise to a grievance, the grievant shall present the grievance to the grievant's building principal during non-teaching hours. Within three (3) working days after presentation of grievance, the building principal shall orally answer the grievant.

Step Two:

(a) Within three (3) working days of the oral answer, if the grievance is not resolved, the grievance shall be stated in writing, signed by the grievant and submitted to the grievant's building principal on the form provided by school employer.

(b) The grievance shall (1) state the name of the employee grievant; (2) state the facts giving rise

to the grievance; (3) identify the specific provisions of this agreement alleged to be violated; (4) state the contention of the grievant with respect to the grievance; and (5) indicate the specific relief requested.

(c) Within five (5) working days after receiving the written grievance, the principal shall communicate his answer in writing to the grievant.

Step Three:

(a) If the grievance is not resolved in *Step Two,* the grievant may, within five (5) working days of receipt of the principal's answer, appeal to the Superintendent by filing the grievance and the principal's answer, along with any written response of the grievant to the answer of the principal, with the office of the Superintendent, which shall receipt therefor.

(b) The Superintendent, or his designated representative during absence of the Superintendent, shall give the grievant an answer in writing no later than ten (10) working days after receipt of any written grievance properly filed with the Superintendent's office.

Step Four:

(a) Within thirty (30) working days after receiving the decision of the Superintendent, an appeal from the decision may be made by the grievant to the Board by filing the grievance, the principal's answer, any written response of the grievant to the answer of the principal, the Superintendent's answer, along with any written response of the grievant to the answer of the Superintendent. The Board shall review the materials presented upon appeal at the next regular board meeting or 30 days from the appeal being filed, whichever occurs later, and render its decision in writing to the grievant and the Superintendent. The Board may not consider any material allegation or remedy not presented in *Step Three.*

(b) No evidence or testimony will be taken by the Board during *Step Four,* unless, upon written request by the grievant or Superintendent, proof is made of newly discovered material evidence that could not, with reasonable diligence, have been discovered and produced at *Step Three.* For purposes of determining, upon written request to submit additional evidence or testimony during *Step Four,* the board may, at its option, designate a hearing officer to hear proof supporting the request for additional evidence or testimony, who will rule upon such question and submit his reasons in writing to the Board, the grievant, and the Superintendent. In the event the Board or its hearing officer permits additional testimony or evidence to be presented and included for review, such additional testimony or evidence

shall be reduced to writing by the party requesting such additional evidence or testimony and attached to those documents heretofore identified as constituting the record for review by the Board.

STATE AND FEDERAL LAWS

A. Nothing contained in this procedure shall deny to any full-time employee currently employed by school employer rights under State or Federal laws.

B. No school employee shall use this procedure to appeal any decision by the school employer or administration if such decision is applicable to a State or Federal Regulatory Commission or Agency.

School employees shall follow all written and verbal directives, even if such directives allegedly conflict with this Agreement. Compliance with such directives will not prejudice the school employee's right to file a grievance within the time limits herein, nor shall compliance effect the ultimate resolution.

APPENDIX B
COMPENSATION PLAN

I. SALARY RANGE

At the beginning of the **2026-27** school year, the salary range was **$50,000** to **$83,417** excluding current-year increases and TRF contributions.

After increases are awarded, the salary range is **$50,445 to $85,085.**

II. LITERACY ENDORSEMENT BASE SALARY DIFFERENTIATION

Before receiving the increases described in Section III, the base salary of teachers with a literacy endorsement on their teaching license will be adjusted, as needed, to reflect a $300 differential (compared to the base salary of teachers with the same credentials who do not have the literacy endorsement).

III. BASE SALARY INCREASES

A. Factors and Definitions

1. Evaluation rating – The teacher received a highly effective or effective evaluation rating the prior year, or the teacher was in their first two full years of instructing students and received a rating of improvement necessary, effective, or highly effective.
2. Academic Needs - The teacher was employed last school year and is employed on September 15th of this school year.
3. Education - The teacher attained an additional content area degree beyond the requirements for employment, as defined by the Indiana Department of Education.

B. Distribution

Amounts to be added to a teacher's base salary in the following order.

1. A teacher who satisfies the evaluation rating factor will receive 1%
2. A teacher who satisfies the academic needs factor will receive 1%
3. A teacher who satisfies the education factor will receive $1,500 upon attainment of the first content area master's degree or $1,000 upon attainment of a content area degree beyond a master's

C. Itemized Compensation Requirements

1. Total Possible Base Salary Increase Available to Teachers Under Compensation Plan = $1,000 - $3,168.36
2. Increase for Evaluation = 1% ($500 to $834.18).
3. Increase for Academic Needs = 1% ($500 to $834.18).

4. Increase for attainment of a first content area master's degree = $1,500 or a content area degree beyond a master's = $1,000.

IV. NEW HIRE SALARY

A newly hired teacher shall be placed on the New Hire Salary schedule in the column and row corresponding to the teacher's documented education and experience. The superintendent may place the new teacher one or more rows higher based on the corporation's academic needs. If the superintendent places any new hire more than three years higher based on experience and education, the superintendent must report this to the president of the exclusive representation.

A newly hired teacher with experience beyond the New Hire Salary schedule (i.e., after row 20) shall be paid a maximum starting salary comparable to that of a current employee with similar years of experience and education level. If the superintendent provides a salary higher than the highest-paid current employee with similar experience and education level, the superintendent must report this to the president of the exclusive representation.

The Superintendent may grant up to 15 years of experience for industry work experience directly related to the course content and curriculum for individuals hired to teach Career and Technical Education (CTE) courses.

The New Hire Salary schedule is as follows:

2026-27 NEW HIRE SCHEDULE						
ROW	BACHELORS	BA + LIT*	MASTERS	MA + LIT*	DEGREE BEYOND MASTERS	DBM + LIT*
0	$50,445	$50,745	$51,945	$52,245	$52,945	$53,245
1	$51,000	$51,300	$52,500	$52,800	$53,500	$53,800
2	$51,561	$51,861	$53,061	$53,361	$54,061	$54,361
3	$52,128	$52,428	$53,628	$53,928	$54,628	$54,928
4	$52,701	$53,001	$54,201	$54,501	$55,201	$55,501
5	$53,281	$53,581	$54,781	$55,081	$55,781	$56,081
6	$53,867	$54,167	$55,367	$55,667	$56,367	$56,667
7	$54,460	$54,760	$55,960	$56,260	$56,960	$57,260
8	$55,059	$55,359	$56,559	$56,859	$57,559	$57,859
9	$55,665	$55,965	$57,165	$57,465	$58,165	$58,465
10	$56,277	$56,577	$57,777	$58,077	$58,777	$59,077
11	$56,896	$57,196	$58,396	$58,696	$59,396	$59,696
12	$57,522	$57,822	$59,022	$59,322	$60,022	$60,322
13	$58,154	$58,454	$59,654	$59,954	$60,654	$60,954
14	$58,794	$59,094	$60,294	$60,594	$61,294	$61,594
15	$59,441	$59,741	$60,941	$61,241	$61,941	$62,241
16	$60,095	$60,395	$61,595	$61,895	$62,595	$62,895
17	$60,756	$61,056	$62,256	$62,556	$63,256	$63,556
18	$61,424	$61,724	$62,924	$63,224	$63,924	$64,224
19	$62,100	$62,400	$63,600	$63,900	$64,600	$64,900
20	$62,783	$63,083	$64,283	$64,583	$65,283	$65,583
*Each Teacher with a Literacy Endorsement (LIT) will be $300 higher than Row and Degree. Degree beyond master's (DBM).						

V. The following stipends are for informational purposes only:

A. Licensed guidance counselors who serve administrative duties shall receive a $1,500 stipend.

B. Licensed special education teachers who serve as teacher of record for a caseload of students shall receive an additional $500 stipend.

C. Licensed teachers serving as teachers of high ability, accelerated, and honors courses who have attained a gifted and talented endorsement on their license will receive a one-time $750 stipend.

D. All full-time certificated teachers employed during the 2025-26 school year and employed on September 15th of this school year shall receive a $500 stipend.

APPENDIX C
EXTRA-CURRICULAR SCHEDULE

Effective January 1, 2027, all ECAs must have an approved job description to be paid.

Position Titles	Annual Rate
CORPORATION	
Elementary Curriculum Leads	$500
Secondary Curriculum Leads	$500
After-School Detention	$30/hr
Building-Level Leadership Team	$1,300
Grade Level MTSS Lead	$500
New Teacher Mentors	$500
HIGH SCHOOL	
Position Titles	Annual Rate
All-Season High School Athletics	
Athletic Coordinator 1	$1,300
Athletic Coordinator 2	$1,300
Athletic Supervisor (per event)	$75
Strength and Conditioning	
Strength and Conditioning Supervisors	$5,100
Fall High School Athletics	
Cheerleading	
Varsity Head Coach	$4,250
Reserve Head Coach	$2,000
Cross Country	
Varsity Head Coach	$4,350
Assistant Coach	$1,450
Football	
Varsity Head Coach	$9,000
Varsity Assistant Line Coach	$3,696
Varsity Assistant Offense	$3,696
Varsity Assistant Defense	$3,696

Varsity Assistant Special Teams	$3,696
Assistant Reserve Offense	$3,696
Assistant Reserve Defense	$3,696
Golf	
Varsity Girls Head Coach	$3,000
Tennis	
Varsity Boys Head Coach	$3,000
Varsity Boys Reserve Coach	$1,500
Soccer	
Varsity Boys Head Coach	$5,100
Junior Varsity Boys Coach	$2,100
Boys Assistant Coach	$1,983
Varsity Girls Head Coach	$5,100
Junior Varsity Girls Coach	$2,100
Girls Assistant Coach	$1,983
Volleyball	
Varsity Girls Head Coach	$5,100
Varsity Girls Assistant Coach	$2,100
Reserve Girls Head Coach	$1,965
Freshman Girls Head Coach	$1,900
Winter High School Athletics	
Basketball - Boys	
Varsity Head Coach	$9,000
Varsity Assistant Coach	$4,602
Reserve Head Coach	$3,696
Freshman Head Coach	$2,753
Basketball - Girls	
Varsity Head Coach	$9,000
Varsity Assistant Coach	$4,602
Reserve Head Coach	$3,696
Freshman Head Coach	$2,753
Dance	

Dance Coach	$5,100
Assistant Dance Coach	$2,300
Gymnastics	
Varsity Head Coach	$3,000
Varsity Assistant Coach	$1,500
Swimming	
Varsity Head Coach	$8,100
Varsity Boys Assistant Coach	$2,301
Varsity Girls Assistant Coach	$2,301
Varsity Diving Coach	$2,301
Wrestling	
Varsity Boys Head Coach	$5,100
Varsity Boys Assistant Coach	$2,100
Reserve Boys Head Coach	$1,965
Varsity Girls Head Coach	$5,100
Varsity Girls Assistant Coach	$2,100
Spring High School Athletics	
Baseball	
Varsity Head Coach	$8,100
Varsity Assistant Coach	$4,602
Reserve Head Coach	$3,696
Freshman Head Coach	$2,753
Golf	
Varsity Boys Head Coach	$3,000
Tennis	
Varsity Girls Head Coach	$3,000
Varsity Girls Reserve Coach	$1,500
Track	
Varsity Head Coach	$5,775
Assistant Coach - Sprints	$2,100
Assistant Coach - Distance	$2,100
Assistant Coach	$1,820

Assistant Coach	$1,820
Assistant Coach	$1,820
Assistant Coach	$1,820
Softball	
Varsity Head Coach	$8,100
Varsity Assistant Coach	$4,602
Reserve Head Coach	$3,696
Freshman Head Coach	$2,753
Volleyball	
Varsity Boys Head Coach	$5,100
Varsity Boys Assistant Coach	$2,100
Academics and Student Activities	
Academics	
Model UN	$600
Super Bowl Coordinator	$471
Super Bowl Social Studies	$406
Super Bowl Math	$406
Super Bowl Science	$406
Super Bowl English	$406
Super Bowl Fine Arts	$406
Spell Bowl Coordinator	$590
Spell Bowl Coach	$406
AP Leadership - Teacher Mentor	$500
AP Leadership - Student Outreach	$500
AP Leadership - Enrollment	$500
Dual-Credit Courses (per period)	$500
AP Courses (per period) with APSI Certificate	$500
Department Coordinators	
Art & Music	$395
Business, FACS, & PE	$395
English	$395
World Language	$395

Math	$395
Science	$395
Social Studies	$395
Special Education	$395
Speech Varsity Coach	$1,623
Speech Assistant Coach	$1,180
Speech Assistant Coach	$590
Co-Curriculars	
Band Director	$5,000
Marching Band Director	$5,000
Marching Band Assistant	$2,000
Color Guard	$5,000
Choir Director	$5,000
Choir Assistant	$2,500
Newspaper Sponsor	$1,005
Yearbook Sponsor	$1,213
Student Activities	
Link Crew Co-Sponsor	$307
Link Crew Co-Sponsor	$307
Link Crew Co-Sponsor	$307
Prom Co-Sponsor	$886
Prom Co-Sponsor	$886
Play Director	$3,000
Play Tech Assistant	$840
Student Council Co-Sponsor	$886
Student Council Co-Sponsor	$886
National Honor Society Co-Sponsor	$750
National Honor Society Co-Sponsor	$750
Musical Director	$5,000
Musical Assistant Director	$1,680
Musical Tech Assistant	$840
Robotics Head Coach	$2,608

Robotics Assistant Coach	$1,425
Robotics Reserve Coach	$891
Sunshine Society Co-Sponsor	$886
Sunshine Society Co-Sponsor	$886
Class Sponsor - Coordinator	$200
Class Sponsor - Grade 9	$400
Class Sponsor - Grade 10	$400
Class Sponsor - Grade 11	$400
Class Sponsor - Grade 12	$400
Spirit Club Co -Sponsor	$500
Spirit Club Co-Sponsor	$500
Spirit Club Co-Sponsor	$500
MIDDLE SCHOOL	
All-Season Middle School Athletics	
Athletic Supervisor (per event)	$75
Fall Middle School Athletics	
Cheerleading	
CMS - Head Coach	$2,096
Cross Country	
CMS - Head Coach	$1,300
CMS - Assistant Coach	$1,300
Golf	
CMS - Girls Head Coach	$1,300
Football	
8th Grade Head Coach	$2,300
8th Grade Assistant Coach	$2,100
7th Grade Head Coach	$2,300
7th Grade Assistant Coach	$2,100
6th Grade Head Coach	$1,000
6th Grade Assistant Coach	$750
Youth Program Coordinator	$750
Volleyball	

8th Grade Head Coach	$1,850
8th Grade Assistant Coach	$1,650
7th Grade Head Coach	$1,850
7th Grade Assistant Coach	$1,650
6th Grade Head Coach	$1,300
6th Grade Assistant Coach	$1,100
Soccer - Boys	
CMS - Head Coach	$1,450
CMS - Assistant Coach	$1,250
Soccer - Girls	
CMS - Head Coach	$1,450
CMS -Assistant Coach	$1,250
Tennis - Boys	
CMS - Head Coach	$1,300
Winter Middle School Athletics	
Basketball - Boys	
8th Grade Head Coach	$1,950
8th Grade Assistant Coach	$1,750
7th Grade Head Coach	$1,950
7th Grade Assistant Coach	$1,750
6th Grade Head Coach	$1,500
6th Grade Assistant Coach	$1,300
Basketball - Girls	
8th Grade Head Coach	$1,950
8th Grade Assistant Coach	$1,750
7th Grade Head Coach	$1,950
7th Grade Assistant Coach	$1,750
6th Grade Head Coach	$1,500
6th Grade Assistant Coach	$1,300
Dance	
Dance Coach	$1,875
Assistant Dance Coach	$500

Swimming - Co-Ed	
Head Coach	$1,650
Assistant Coach	$1,650
Diving Coach	$1,650
Wrestling	
Head Coach	$1,900
Assistant Coach	$1,500
Assistant Coach	$1,500
Spring Middle School Athletics	
Baseball	
Head Coach	$1,200
Assistant Coach	$1,000
Softball	
Head Coach	$1,200
Assistant Coach	$1,000
Golf	
Boys Head Coach	$1,300
Tennis - Girls	
Head Coach	$1,300
Track - Boys	
Head Coach	$1,650
Assistant Coach	$1,450
Track - Girls	
Head Coach	$1,650
Assistant Coach	$1,450
Academics and Student Activities	
Academic Teams	
Coordinator	$500
Social Studies Coach	$410
Math Coach	$410
English Coach	$410
Science Coach	$410

Spell Bowl Coach	$410
Robotics Coach	$820
Robotics Assistant Coach	$442
Grade-Level Team Leaders	
6th Grade	$650
6th Grade	$650
7th Grade	$650
7th Grade	$650
8th Grade	$650
8th Grade	$650
Co-Curriculars	
Band Director	$3,000
Choir Director	$3,000
Choir Assistant	$2,500
CMS Yearbook	$575
Yearbook Assistant	$575
Student Activities	
A-Team Co-Sponsor	$700
A-Team Co-Sponsor	$700
Musical Director	$1,725
Musical Assistant	$950
Talent Show Sponsor	$415
ELEMENTARY SCHOOL	
All-Season Elementary School Athletics	
Athletic & Youth Sports Coordinator	$6,037
Athletic Supervisor	$750
Fall Season Elementary Athletics	
Cross Country	
Head Coach	$575
Volleyball	
Team 1	$966
Team 2	$966

Team 3	$966
Team 4	$966
Team 5	$966
Team 6	$966
Winter Season Elementary Athletics	
Basketball - Boys	
Team 1	$1,123
Team 2	$1,123
Team 3	$1,123
Team 4	$1,123
Team 5	$1,123
Team 6	$1,123
Basketball - Girls	
Team 1	$1,123
Team 2	$1,123
Team 3	$1,123
Team 4	$1,123
Team 5	$1,123
Team 6	$1,123
Swimming Co-Ed	
Head Coach	$1,123
Assistant Coach	$1,123
Spring Season Elementary Athletics	
Soccer	
Team 1	$1,000
Team 2	$1,000
Team 3	$1,000
Team 4	$1,000
Track	
Coach	$575
Coach	$575
Academics and Student Activities	

Co-Curriculars	
Elementary Choir	$893
Overnight Camping Supervisor (per night)	$330
Student Activities	
Student Council Nicholson Co-Sponsor	$744
Student Council Nicholson Co-Sponsor	$744
Student Council Hoover Co-Sponsor	$886
Student Council Hoover Co-Sponsor	$886
Hoover Math Bowl	$300
Hoover Spell Bowl	$300
Hoover Yearbook	$500