CONTRACT

BETWEEN

THE BOARD OF SCHOOL TRUSTEES

OF THE

GREENSBURG COMMUNITY SCHOOL CORPORATION

AND

GREENSBURG TEACHERS ASSOCIATION

2026-2027

THIS CONTRACT ENTERED INTO THIS OCTOBER 6, 2026 BY AND BETWEEN THE BOARD OF SCHOOL TRUSTEES OF THE GREENSBURG COMMUNITY SCHOOL CORPORATION AND THE GREENSBURG TEACHERS ASSOCIATION.

ARTICLE I

This agreement ("Agreement") entered into on **October 6, 2026** of by and between the Board of School Trustees of Greensburg Community School Corporation County of Decatur, State of Indiana (the "School Employer", "GCSC" or "Greensburg") and the Greensburg Teachers Association (the "Association", "exclusive representative" or "GTA").

ARTICLE II
Recognition

The School Employer recognizes the Greensburg Teachers Association as the exclusive representative of all full time certificated school employees who teach in the Greensburg Community School Corporation, excluding the following positions: Superintendent, Assistant Superintendent, Director of Curriculum/Instruction, Principals, Assistant Principals, Athletic Director at GHS, Football Head Coach, Basketball Head Coach (Boys/Girls), Special Education Director, High School, Junior High School, and Elementary Deans of Students.

ARTICLE III
Salary and Wage

Salary The basic salary range of Teachers covered by this Agreement shall be on a regular teacher contract year basis and is set forth in Appendix C, attached to this Agreement. Adjustments in teacher pay, including any stipends, shall be made in accordance with the *Compensation Model Program (Appendix A)* as it may be adjusted from time to time by agreement of the Superintendent and the GTA Bargaining Team. Adjustments in a Teacher's pay shall not be retroactive, for whatever cause. The teacher's contract salary shall be paid in twenty-six (26) installments. For the 2026-2027 school year, the first pay of the school year will be August 14, 2026.

Compensation for Class Coverage Teachers will receive compensation when they give up corporation-designated preparation periods for class coverage due to the absence of another teacher. Teachers will receive $20.00 per class coverage. Maximum of one (1) stipend of $20.00 per day.

Extra-Curricular Activities (ECA) The schedule of additional teacher compensation for extra-curricular time and responsibilities is set forth in Appendix B, attached to this Agreement. The number of ECA positions is not negotiated in this contract.

Professional Development The following ancillary duties were not bargained and are provided for informational purposes only. A Teacher shall be paid one hundred dollars ($100.00) for work performed outside the contractual day when attending mandatory, administratively- approved professional development (PD) activities. A Teacher shall be paid one payment of one hundred fifty dollars ($150.00) for time spent preparing a presentation made to the staff if approved by the building principal. In addition, for preparation for all subsequent workshops on the same topic, the Teacher presenter will be paid a stipend of fifty dollars ($50.00) per presentation. If the same Teacher presents on a new topic, then the payment will again apply for the initial preparation of the new topic.

- Adjustments for special off-campus professional development may be approved by the Superintendent and may result in an additional stipend being paid.
- Teachers are only paid for attending mandatory PD assigned outside of the workday by the School Corporation. PD that is voluntary will have mileage and registration paid by the School Corporation if approved by the Superintendent before enrolling.
- New Teachers who attend the orientation shall be paid according to this provision.

ARTICLE III
Qualified Plans and TRF

401(a) Plan

The School Corporation shall continue to contribute one percent (1 %) of each Teacher's base salary per school year, to each Teacher's 401(a) retirement account. Such contributions shall be made in two equal payments in August and January of each school year. The Vendor for the 401(a) Plan or its agent shall be the sole administrator of employer contributions to the 401(a) Plan. Teachers shall have the option of investing their dollars in tax-deferred annuities for which money is payroll deducted from the Teacher's salary, if any, or the tax-deferred annuity offered by the Vendor. The contributions made by the Board on behalf of the Teacher become the property of the Teacher upon his/her signing of his 6th consecutive regular teacher contract with the School Corporation. In the event of the Teacher's death, if the Teacher has signed his/her 6th consecutive contract with the School Corporation, all assets of the accounts become the property of the Teacher's beneficiary or estate.

403(b) Plan

The School Board has established a 403(b) Plan providing for voluntary Teacher contributions. The School Board does not contribute to this Plan. Such Plan shall continue during the term of this Agreement upon the same terms as in the past..

Indiana State Teachers Retirement Fund - TRF

The School Employer will comply with mandatory deductions and other legal requirements associated wirth the Indiana State Teacher's Retirement Fund (TRF). As of the execution date of this agreement, this includes a three percent (3.00%) deduction of gross salary from the Teacher's pay to be paid directly to the TRF. In addition, the School Corporation agrees to pay such additional amount to TRF as is legally required as that amount changes from time to time.

ARTICLE IV
Wage Related Fringe Benefits

Medical Insurance Up to the amount specified below, not to exceed the cost of the premium for the applicable policy less one dollar ($1.00), will be paid by the School Employer toward the cost of hospital, surgical, and medical care type insurance, either the single policy or the family policy, for each full-time Teacher employed under a regular teacher contract and enrolled in the school corporation's group medical insurance plan, with the Teacher paying not less than one dollar ($1.00) per year.

Maximum School Employer Payment Per Policy:

- Plan A**
  - Single–Up to $8,600.00
  - EE/child- Up to $14,250.00
  - EE/Spouse-Up to $16,235.00
  - Family– Up to $26,350.00
  - Doubles- Up to $29,400.00

- Plan B**
  - Single–Up to $8,800.00
  - EE/child- Up to $14,700.00
  - EE/Spouse-Up to $16,575.00
  - Family– Up to $26,050.00
  - Doubles- Up to $28,300.00

- Maximum School Employee Payment Per Policy:
  - Plan C (HSA)
    - Single–As per Federal Rate for minimum essential coverage
    - A one time deposit of $500 for a single plan and $1,000 for Family Plan will be made to the HSA. The HSA deposit will be made by February 28.

- Maximum School Employer Payment Per Policy:
  - Plan C** (HSA)
    - EE/child- Up to $12,500.00
    - EE/Spouse-Up to $14,150.00
    - Family– Up to $22,350.00
    - Doubles- Up to $25,100.00

**** For employees or spouses hired on or after January 1, 2022, that are both considered full time employees under GCS are not eligible to elect "doubles" coverage. Participant can elect either single, employee + spouse, or family coverage and pay applicable per pay rate. If a current employee leaves employment with GCS and returns to employment after January 1, 2022, the new hire date will apply and therefore said employee cannot elect "doubles" coverage.**

Term Life Insurance The School Employer will pay up to $167.00 per school year for $100,000 term life insurance through the school corporation's group plan per full-time Teacher employed under a regular teacher contract, with each Teacher paying not less than one dollar ($1.00) per year.

Long Term Disability Insurance Each full-time Teacher employed under a regular teacher contract and enrolled in the school corporation's group Long Term Disability (LTD) program shall be covered by a long-term disability insurance program. The school employer shall pay all but One Dollar ($1.00) of the LTD premium.

PTO Incentive Recognition During the school year, a Teacher who uses two (2) Paid Time Off (PTO) days or less in the school year shall receive a $250.00 stipend. Teachers who do not use any PTO days (0) will receive a $500.00 stipend.

Sick Days (Maximum total for new hires is 90 days).

Those above 90 will keep what they have at the present time.

*No new days will be given to anyone until they fall below the 90 level.

a. 91-205 (no new days)
b. Less than 90 (up to 10 days to make whole at 90). *This applies to a teachers last year before retirement.
c. Less than 80 days (10 days added)
d. 10 PTO days will be given. Unused convert to saved sick days.
e. PTO days are used for personal business, personal sickness, family illness, or other absence from duties.
f. Sick bank will be used to bridge the difference between accumulated sick days and the start of LTD.

g. Up to 90 sick days will be paid at one hundred dollars ($100) per day upon retirement from GCS with 15 years of experience in GCS as a certified employee. ($9,000 maximum)

h. LTD is engaged after 90 days of absence due to illness.

i. PTO time **may not** be used before or after breaks or holidays to extend time off. Requests must be approved by the Superintendent. **Any days approved will be unpaid days.**

j. PTO days must be used before an employee can use their accumulated sick days. An employee must use up to the first seven (7) PTO days for each year for illness. Three (3) days from PTO may be saved for personal use once seven (7) have been used. If these three (3) saved PTO days have not been used by the end of the school year they will be converted to accumulated sick days.

Sick Leave Bank A voluntary sick leave bank shall be established whereby a certificated school employee, as defined herein in Article I, who is absent from assigned duties due to personal illness and who has utilized all sick leave, personal leave, and all other paid leave benefits of whatever nature may petition a committee, as established herein, for sick leave days from the bank under the following conditions:

The number of accumulated days in the bank shall not exceed two hundred (200) cumulative days provided, however, that (a) a veteran Teacher who is not a current member of the bank may become a member by contributing one (1) sick leave day to the bank not earlier than August 1st nor later than September 15th of any school year, and (b) a Teacher who is newly hired in the school corporation shall have fifteen (15) days from the date of initial duty assignment, or until September 15th of any school year, whichever is later, during which time such Teacher may choose to participate in the bank by contributing one (1) sick leave day, even though such contribution by such veteran or newly hired Teacher would cause an accumulation of days in excess of the maximum specified herein.

An employee participating in the Sick Leave Bank may be granted days from the bank under the following conditions:

a. The Teacher must have chosen to become a current member of and participate in such bank by contributing one (1) sick leave day to the bank not earlier than August 1st nor later than September 15th each year, and such day contributed shall be non-returnable to the employee. However, in the event that the number of accumulated days in the bank at the beginning of a school year is of sufficient number that a contribution of one (1) sick leave day by all Teachers who are current members of the bank would cause the maximum number of days specified hereinabove in Paragraph 1 to be exceeded, the current year's contribution by all such current members shall be suspended, except that in case the bank is depleted during the school year, the current year's contribution shall be assessed at the time of such depletion;

b. The Teacher must have utilized and exhausted all paid leave benefits of whatever nature, including said Teacher's own accumulated sick leave and personal leave;

c. Written certification will be provided from said Teacher's physician substantiating the illness and certifying that the absence will continue during a period of at least ten (10) consecutive days following the utilization and exhaustion of all said paid leave benefits as provided herein;

d. Written application must be made no later than twelve (12) days after exhaustion of said paid leave benefits;

e.The Teacher must have been absent for at least four (4) consecutive duty days after exhaustion of said paid leave benefits; which may be reimbursed by the sick leave bank;

e. Upon resumption of employment after using days from the bank, said Teacher shall repay the number of days owed to the bank (number of days borrowed minus number of days contributed) at the rate of three (3) sick leave days per year, plus said Teacher shall continue to contribute one (1) day per year as provided hereinabove in Paragraph 2(a). Teachers will be required to pay back seventy five percent (75%) of the days used to the sick leave bank;

f. If a Teacher leaves employment of the school corporation, any days owed to the bank shall be waived.

A three (3) member sick leave bank committee shall be established to receive written requests and allot days from the bank according to the provisions herein, under guidelines established by the committee. The committee shall be composed of two (2) persons appointed by the Superintendent and one (1) person appointed by the Association. Days allotted by the committee to an individual employee shall be available for use beginning with the fifth (5th) consecutive day of absence after exhaustion of the employee's paid leave benefits, and such allotment to a Teacher by the committee shall not exceed a fixed maximum as is established by the committee. The committee shall be limited to a total allotment of two hundred (200) days per year.

The Association (GTA) shall be provided with a list of all eligible staff who have elected to participate in the Sick Bank by September 1 of each school year.

To apply for use of the Sick Bank requires a written letter to the Superintendent from the requesting teacher. The teacher will be notified of the decision of the Sick Bank Committee within five (5) working days.

Any days granted by the committee to an individual Teacher shall terminate effective the earliest date as hereinafter provided:

a. The day after the last day of the term of employment for the school year, or

b. The day after the last day of allotted number of days granted by the committee, or

c. The first day of return to employment after the granting of days by the committee.

Leave of Absence Including a Disability Caused by Pregnancy. Any compensation received in advance for unworked contract days must be returned to the Corporation in whole if the days of the contract are not fulfilled.

Leave of absence will only be granted for time allowed under the FMLA. No longer leaves will be granted by the School Board except as required by law. If a longer leave than required by law is taken there are no guarantees of being rehired to said teacher's current position in the Corporation. An Exception to this is the one - year leave due to Pregnancy as required by IC 20-28-10-5.

Bereavement Leave In the case of death in the immediate family of a regularly employed Teacher, the Teacher is entitled to be absent without loss of compensation for a period extending beyond such death for not more than the number of consecutive school days provided below, for the purpose of attending the last burial/memorial rites and attending to other personal matters of the immediate family member provided, however, that said burial/memorial rites occur while said Teacher is performing duties as assigned by the school employer under a valid Teacher's contract; and that said burial/memorial rites do not occur during the time when said Teacher is absent from assigned duties due to vacation, or leaves of absence, or sick leaves which may have been previously granted or approved by the school employer. (School holidays except for Christmas and Spring Break shall not be counted as school days.)

- In the case of death of a:

  a. Spouse, child, stepchild, father, mother, not more than five (5) days;

  b. Son-in-law, daughter-in-law, grandchild, grandparent, father-in-law, mother-in-law, brother, sister, or any other relative residing in the Teacher's household, not more than three (3) days;

  c. Any other relative of the Teacher or the Teacher's spouse no further removed than first (1st) cousin, not more than one (1) day.

- In the case of death of an employee of the school employer, time off for attendance at the last burial/memorial rites may be allowed to a limited number of other employees, such number to be consistent with the necessary operation of the school corporation as determined by the school employer.

Jury Duty Leave A Teacher called for grand or petit jury duty shall, during the required period of absence from assigned duty by the school employer, be paid full regular salary, provided the total amount of per diem allowance earned by such Teacher for jury duty is remitted to the school employer.

Temporary Disability Leave Upon application, and approval by the school employer, a temporary disability leave of absence shall be granted to Teachers of this school corporation on the following basis:

1. Application of Provisions:
   a. This provision shall apply to leave in all cases where a Teacher is unable to teach because of a disability substantial in nature or duration, including major surgery, pregnancy, childbirth, physical or mental illness, or injury.

   b. In case of a temporary disability caused by pregnancy, said Teacher is entitled to a leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of the child, provided said Teacher submits with the timely notice as provided herein, a physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn, whichever is applicable. If said Teacher elects to utilize her sick leave under the provisions of Paragraph 3(b) herein, and said sick leave is exhausted during her temporary disability caused by pregnancy, said Teacher may be absent without pay subject to all other provisions contained herein.

2. Notification:

After determination that such leave is imminent, the Teacher shall give timely notice to the Office of the Superintendent, in writing, of the anticipated date the Teacher wishes to commence said leave of absence and anticipated date of return.

3. General Provisions Covering Said Leaves Are As Follows:

a. If a Teacher who has requested disability leave desires to continue the Teacher's duty assignment prior to the commencement of said leave, such notice must include a written statement from the Teacher's physician attesting to the Teacher's ability to continue performing the full schedule of the duties and responsibilities of the Teacher's position and assignments. The Teacher will be permitted to continue on full active duty until such date, provided the Teacher does perform the full duties and responsibilities of the Teacher's position and assignments.

b. A Teacher on temporary disability leave may elect to utilize the Teacher's accumulated sick leave during the Teacher's period of temporary physical disability provided the Teacher submits, at the option of the school employer, a physician's statement and certification of physical disability. While on temporary disability leave, sick leave days will be paid only for the number of assigned duty days the Teacher is absent which occur during the Teacher's current contract term, for which said Teacher is physically disabled, limited to the extent of the number of sick leave days accumulated by the Teacher at the time said leave commences.

c. In all cases the school employer reserves the right to require certification by a physician of the Teacher's fitness (1) to continue performing the full schedule of the duties and responsibilities of the Teacher's position and assignments, and/or (2) to return to employment and resume the full performance of the duties and responsibilities to which the Teacher may be assigned.

d. If temporary disability leave extends beyond the first day of May of any year, the granting of the leave by the school employer shall not prevent the school employer from serving notice to said Teacher on or before May 1st that said Teacher's contract will not be renewed, nor will the granting of temporary disability leave prevent the school employer from invoking, initiating, and utilizing the procedures established by law for the cancellation of any indefinite contract with a permanent Teacher.

e. Except for a temporary disability caused by pregnancy as is provided in Paragraph 1(b) herein, no leave under this provision shall be granted for a period exceeding one (1) year

Injury Sustained During Student Altercation

Teachers' compensation will be made whole by the Corporation after Workman's Comp and FMLA regulations have been met. To qualify the teacher must have documentation from a physician verifying a need to be off work duties.

Association Leave

The GTA has six (6) days that the association can use for union purposes each school year. A written request for absence must go to the building principal at least five (5) days before the absence. **No more than two (2) teachers** can be absent from a building on the same day for union responsibilities.

Mileage: Reimbursement for authorized travel shall be at the IRS rate per approved mile.

Section 125 A Teacher may participate in this school corporation's flexible benefits plan, with all monthly administration fees paid by the participating Teacher(s). Such plan shall be solely determined and adopted by the school employer under the provisions of Section 125 of the Internal Revenue Service Code. The plan will provide for the following benefits, through salary reduction agreements: The employees share of group insurance premiums; medical care reimbursement accounts; dependent care assistance accounts; and other benefits provided through the plan.

If allowed by the school corporation's plan and approved by statute and the I.R.S., retirees shall be allowed to participate in the plan.

ARTICLE V
Deductions

Upon appropriate written authorization from the employee, and consistent with the requirements of state law and/or any contracts the Board has with vendors, the Board shall deduct from the salary of Teacher and make timely remittances for insurance coverage, credit union, checking, savings, tax sheltered annuities, and to firms mutually agreed to by the Board and the Association.

ARTICLE VI
Grievance Procedure

This grievance procedure, (the "Procedure"), describes the process to be followed when an employee or the Association (the "grievant") believes an alleged violation of an express article or section of this Contract during its term has occurred (a "grievance"). The grievant may be represented by any person(s) of the grievant's own choosing at all levels of the Procedure, limited, however, to a total of two (2) representatives. **All necessary forms for filing the grievance are found in Appendix D.**

There shall be no additional evidence, material, allegation, or remedy submitted by or on behalf of the grievant once a formal grievance has been filed at Formal Level One, provided, however, that the superintendent shall accept additional evidence or material upon request of the grievant if the grievant substantiates such evidence or material was either not known or not available to the grievant at the time said grievance was filed at Formal Level One.

Procedure

A "Day" is defined as (1) Teacher work day during the school year, and (2) Monday through Friday during the summer break. The number of days indicated at each level should be considered as a maximum. The time limits may, however, be extended by prior mutual agreement of the grievant and school employer.

1. Informal Grievance:

Within fifteen (15) days of the time the grievant first knew or should have known of the act or condition upon which it is based, the grievant must present the grievance to the grievant's principal by meeting with the principal individually in an informal manner during non-teaching hours. The grievant may be accompanied by a representative as provided herein, provided the principal is informed in advance of the grievant's desire to have a representative present. Failure to meet and discuss said alleged grievance as provided herein shall prevent the grievant from filing said alleged grievance at the formal grievance level. Within seven (7) days after presentation of the grievance, the principal shall give the principal's answer orally to the grievant.

2. Formal Grievance:

a. Level One - Superintendent

1. If the grievance is not resolved at the informal Grievance Level, or if no oral answer has been rendered within the time limit provided, the grievant may appeal the informal decision to Level One by filing it with the Superintendent within ten (10) days of the receipt of the oral answer at the Informal Grievance Level. The appeal shall include a copy of all materials and evidence previously submitted.

2. The grievant shall submit the written claim, signed by him to the Superintendent of Schools with a copy to the principal involved. Within ten (10) days from the receipt of the grievance the Superintendent shall provide his written decision to the grievant. The Superintendent shall hold a formal hearing(s) prior to the rendering of the written decision, and an additional fourteen (14) days beyond the ten (10) days shall be allowed if the superintendent determines further investigation is necessary.

b. Level Two - Board

1. In the event the grievance is not resolved at Level One, or if no written decision has been rendered within the time limit provided, the grievant may submit the grievance to the Board provided the grievant files said written appeal with the school employer within seven (7) days of the receipt of the Superintendent's written answer, or, if no written answer has been rendered by the Superintendent within thirty-one (31) days after presentation of the grievance at Level One. The Board shall, if requested by the grievant, hold a hearing on the grievance within thirty (30) days of the receipt of said appeal to consider and finally rule on the disposition of the grievance. A written decision shall be rendered to the grievant either within thirty (30) days of the receipt of said appeal or within thirty (30) days after such hearing, whichever is applicable.

Miscellaneous

Decisions rendered at Formal Level One and Level Two of this Procedure shall be in writing. All documents, communications and records dealing with the processing of a grievance shall be filed separate from the personnel files of the grievant.

1. All necessary forms for grievance procedures set forth in this Procedure shall be provided by the Superintendent.

2. Failure at any level of this Procedure to render the decision on a grievance within the specified time limits shall permit the grievant to proceed to the next level, unless said time limits be extended by mutual consent of both parties. However, the grievance must be appealed by the grievant to the next level within the specified time limit for that level or said grievance shall be deemed resolved by the school employer's answer at the previous level and abandoned.

3. Any hearing at the Informal Level and at Formal Level One and Level Two shall be held during non-teaching hours unless otherwise directed by the school employer.

4. No certificated school employee shall use this Procedure to appeal any decision by the school employer or administration for which there is another remedial procedure or forum established by law or by regulation having the force of law.

5. This Procedure supersedes and cancels all previous grievance policies or procedures, oral or written or based on alleged past practices or procedures, and constitutes the entire Procedure for the processing of grievances.

ARTICLE VII
Term and General Provisions

Term This Contract shall be effective as of **October 6, 2026**, and shall continue in effect through **June 30, 2027**.

Entire Agreement This Contract supersedes and cancels all previous contracts or agreements, oral or written or based on alleged past practices, between the school employer and the exclusive representative and constitutes the entire agreement between the parties. Any amendment or agreement supplemental hereto shall not be binding upon either party unless executed in writing by the parties hereto.

Severability Should any Article, Section, or Clause of this Contract, or any rider thereto, be declared illegal by any court or tribunal of competent jurisdiction, said Article, Section, or Clause, as the case may be, shall be automatically deleted from this Contract 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 this Contract, except as affected by the deleted Article, Section, or Clause.

Waiver All bargainable issues have been discussed during the bargaining leading to this Contract.

This Contract is so attested to by the parties whose signatures appear below:

Board of School Trustees of the Greensburg Community School Corporation

GCSC Board President
Mrs. Emily McNulty

Chief Negotiator of the School Employer's Negotiating Team
Mr. Tom Hunter

Greensburg Teachers Association

GTA President
Ms. Heather Helmbrecht

Date: October 6, 2026

ATTESTATION: The undersigned attest to the following:

1. A public hearing was held in compliance with I.C. § 20-29-6-1(b) on August 11, 2026, and electronic participation from the parties and/or public was not permitted; and

2.A public meeting in compliance with I.C. § 20–29–6–19 was held on September 28, 2026, to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

Both of these meetings will be held at 1312 W. Westridge Parkway, Greensburg, Indiana 47240 at 6:00 p.m.

GCSC Board President
Mrs. Emily McNulty

GTA President
Ms. Heather Helmbrecht

Chief Negotiator of the School
Employer's Negotiating Team
Mr. Tom Hunter

Date: <u>October 6, 2026</u>

APPENDIX A
COMPENSATION PLAN
2026-2027

I. Salary Range

$46,000.00 to $80,200.00 not including current year increases or TRF contributions.

II. Base Salary Increases

A. **General Eligibility:** Teachers rated Effective or Highly Effective in the prior school year are eligible for salary increases in the current year. A teacher who does not satisfy the eligibility criteria remains at his/her current base salary.

B. **Factors and Definitions / Distribution**

Evaluation Rating: A teacher rated highly effective or effective in the prior school year and employed in 2026-2027 will receive a five hundred dollar ($500) increase to their base salary from 2025-2026.

Years of Experience: A teacher who was employed with the school corporation for the 2025-2026 school year and is employed for the 2026-2027 school year, will receive an additional five hundred dollars ($500) salary increase for teaching experience in the 2026-2027 contract.

Academic Needs: A teacher employed with the school district for the 2026-2027 school year will receive an additional two hundred dollars ($200) salary increase for obtaining a Literacy Endorsement on their license. This would be in addition to the one thousand dollars ($1,000) received for meeting the evaluation standards and the years of service and therefore would count for an additional 20% increase for meeting an Academic Need (Literacy Endorsement).

C. **New Hires:** Newly hired teachers shall be hired at a salary comparable to current employees with equal years of effective service and degree within the salary range. The Superintendent may place a bargaining unit member who occupies a hard-to-fill position at a level above his/her years of effective experience within the salary range.

APPENDIX B
ECA SCHEDULE
2026-2027

ASSIGNMENT	Base 2026-2027 Stipends	ECA Amount +3% for TRF 2026-2027 Stipends+3%	ASSIGNMENT	Base 2026-2027 Stipends	ECA Amount +3% for TRF 2026-2027 Stipends+3%
Athletic Coaches:					
Football			**Swimming**		
Offensive Coordinator	$4,056	$4,177	High School Boys Head	$3,178	$3,274
Defensive Coordinator	$4,056	$4,177	High School Girls Head	$3,178	$3,274
Assistant Varsity (3)	$3,854	$3,969	High School Boys Assistant	$1,918	$1,975
Assistant Varsity & Head 9th	$3,634	$3,743	High School Girls Assistant	$1,918	$1,975
Assistant Varsity & Asst 9th	$3,634	$3,743	Junior High Swim Coach	$1,486	$1,531
Head 8th	$2,937	$3,025	Junior High Assistant Coach	$1,320	$1,359
Head 7th	$2,937	$3,025	**Basketball**		
Assistant 8th	$2,117	$2,180	Girls Varsity Assistant	$4,259	$4,386
Assistant 7th	$2,117	$2,180	Girls Reserve	$3,634	$3,743
Summer Program	$2,040	$2,101	Girls Freshmen	$3,405	$3,507
Volleyball			Boys Varsity Assistant	$4,259	$4,386
Head	$7,140	$7,354	Boys Reserve	$3,634	$3,743
Reserve	$2,262	$2,330	Boys Freshman	$3,405	$3,507
Assistant Varsity	$1,663	$1,712	Girls Head 8th	$3,054	$3,145
Freshman	$1,500	$1,545	Boys Head 8th	$3,054	$3,145
8th	$1,663	$1,712	Boys Head 7th	$3,054	$3,145
7th	$1,663	$1,712	Girls Head 7th	$3,054	$3,145
6th (4)	$533	$549	Boys Assistant 7th	$1,530	$1,576
Soccer			Boys Assistant 8th	$1,530	$1,576
Boys Head	$2,892	$2,978	Girls Assistant 7th	$1,530	$1,576
Girls Head	$2,892	$2,978	Girls Assistant 8th	$1,530	$1,576
Boys Assistant	$1,347	$1,388	Girls & Boys Summer Program (2)	$2,040	$2,101
Girls Assistant	$1,347	$1,388	**Baseball**		
Jr. High Head Boys	$1,500	$1,545	Head	$3,967	$4,086
Jr. High Assistant Boys	$1,000	$1,030	Varsity Assistant	$2,856	$2,942
Jr. High Head Girls	$1,500	$1,545	Reserve	$2,646	$2,725
Jr. High Assistant Girls	$1,000	$1,030	Freshman	$2,097	$2,160
Cross Country			Junior High (3)	$1,051	$1,082
Boys Head	$3,000	$3,090	**Softball**		
Girls Head	$3,000	$3,090	Head	$3,967	$4,086
High School Assistant	$1,530	$1,576	Varsity Assistant	$2,856	$2,942
Jr. High Head	$1,407	$1,449	Reserve	$2,646	$2,725
Jr. High Assistant	$1,065	$1,097	Freshman	$2,097	$2,160
Golf			Junior High (3)	$1,051	$1,082
Boys Head	$2,741	$2,823	**Track**		
Girls Head	$2,741	$2,823	Boys Head	$3,137	$3,231
Jr. High Boys	$1,620	$1,668	Girls Head	$3,137	$3,231
Jr. High Girls	$1,620	$1,668	Boys Assistant	$1,985	$2,044
Tennis			Girls Assistant	$1,985	$2,044
Boys Head	$2,655	$2,735	Jr High Head	$2,365	$2,436
Girls Head	$2,655	$2,735	Jr High Assistant (3)	$1,522	$1,567
Boys Assistant	$1,477	$1,521	**Archery**		
Girls Assistant	$1,477	$1,521	High School Head	$788	$812
Wrestling			High School Assistant	$408	$420
Head Boys	$4,100	$4,223	Junior High	$788	$812
Assistant Boys	$2,500	$2,575	Elementary	$788	$812
Head Girls	$4,100	$4,223			
Assistant Girls	$2,500	$2,575			
Jr. High Head	$2,394	$2,466			
Jr High Assistants (2)	$1,663	$1,712			
Head Elementary	$1,165	$1,200			

APPENDIX B
ECA SCHEDULE
2026-2027

ASSIGNMENT	2026-2027 Stipends	2026-2027 Stipends+3%	ASSIGNMENT	2026-2027 Stipends	2026-2027 Stipends+3%
Extra Responsibilities:					
High School			**Jr. High**		
Band Director	$7,000	$7,210	Jr. High eSports Coach (6)	$500	$515
H.S. Head Cheer Coach	$2,583	$2,660	Band Director	$7,000	$7,210
H.S. Assistant Cheer Coach	$1,530	$1,576	SADD Club Sponsorship	$300	$309
Booster Club Sponsor/Spirit Shop	$1,530	$1,576	Jr. High Lighting	$834	$859
Concessions Manager	$2,584	$2,661	Jr. High Drama Director (2)	$1,000	$1,030
Drama Director	$1,354	$1,394	Jr. High Boys Cheerleader-Football	$437	$450
Publications Head	$4,286	$4,415	Jr. High Boys Cheerleader-Basketball	$874	$900
Auditorium Technician	$4,286	$4,415	Jr. High Girls Cheerleader-Basketball	$449	$462
Student Council (2)	$969	$998	Jr. High Pom Pom	$1,233	$1,270
Vocal Music Director	$7,400	$7,622	Jr. High Assistant Pom Pom	$771	$794
H.S. Science Fair	$1,865	$1,920	Jr. High Student Council	$720	$742
Academic Coach/Coordinator	$1,720	$1,771	Jr. High Academic Team (2)	$545	$561
Academic Coach/Assistant	$860	$886	National Honor Society Sponsor	$408	$420
Subject Area Coaches (5)	$489	$503	Jr. High Concessions	$816	$840
H.S. Speech & Debate	$2,584	$2,661	6th Grade Battle of Books	$400	$412
Assistant HS Speech	$1,292	$1,331	Jr. High Speech	$1,131	$1,165
Jr/Sr Prom Sponsor (2)	$198	$204	Jr. High Department Heads (6)	$683	$704
Senior Class Sponsor (2)	$400	$412	Jr. High Grade Level Team Leaders (4)	$683	$704
Junior Class Sponsor (2)	$400	$412	Mentors	$510	$525
Sophomore Class Sponsor	$408	$420			
Freshman Class Sponsor	$408	$420			
Department Heads (8)	$683	$704	**Elementary**		
H.S. Spirit Crew Advisor	$510	$525	Science Fair Coordinator	$517	$533
National Honor Society Sponsor	$408	$420	Girls Who Code	$500	$515
SADD Club Sponsorship	$1,020	$1,051	Student Council Sponsor	$502	$517
Graduation Sponsor (2)	$300	$309	Team Leaders (8)	$683	$704
Choral Choreographer	$1,250	$1,287	Robotics Sponsor	$510	$525
Mentors	$510	$525	Math Bowl	$473	$487
GHS eSports Coach	$1,576	$1,623	Drama/ Musical Director	$1,576	$1,623
Head Pirateer Coach	$1,632	$1,681	Mentors	$510	$525
Assistant Pirateer Coach	$952	$980	National Honor Society Sponsor	$408	$420
			Drama/Musical Creative Director	$1,000	$1,030
			Battle of Books	$400	$412

****Only Salary was negotiated, not the number of positions.*****

APPENDIX C

Salary Placement Used for New Employees only. No column movement for current teachers .

2026-2027

Experience	Bachelors	Experience	Masters	B + Literacy	Experience	M + Literacy
0	$ 46,000.00	0	$ 48,000.00	$46,200.00	0	$48,200.00
1	$ 47,000.00	1	$ 49,000.00	$47,200.00	1	$49,200.00
2	$ 48,000.00	2	$ 50,000.00	$48,200.00	2	$50,200.00
3	$ 49,000.00	3	$ 51,000.00	$49,200,00	3	$51,200.00
4	$ 50,000.00	4	$ 52,000.00	$50,200,00	4	$52,200.00
5	$ 51,000.00	5	$ 53,000.00	$51,200.00	5	$53,200.00
6	$ 52,000.00	6	$ 54,000.00	$52,200.00	6	$54,200.00
7	$ 53,000.00	7	$ 55,000.00	$53,200.00	7	$55,200.00
8	$ 54,000.00	8	$ 56,000.00	$54,200.00	8	$56,200.00
9	$ 55,000.00	9	$ 57,000.00	$55,200.00	9	$57,200.00
10	$ 56,000.00	10	$ 58,000.00	$56,200.00	10	$58,200.00
11	$ 57,000.00	11	$ 59,000.00	$57,200.00	11	$59,200.00
12	$ 58,000.00	12	$ 60,000.00	$58,200.00	12	$60,200.00
13	$ 59,000.00	13	$ 61,000.00	$59,200.00	13	$61,200.00
14	$ 60,000.00	14	$ 62,000.00	$60,200.00	14	$62,200.00
15	$ 61,000.00	15	$ 63,000.00	$61,200.00	15	$63,200.00
16	$ 62,000.00	16	$ 64,000.00	$62,200.00	16	$64,200.00
17	$ 63,000.00	17	$ 65,000.00	$63,200.00	17	$65,200.00
18	$ 64,000.00	18	$ 66,000.00	$64,200.00	18	$66,200.00
19	$ 65,000.00	19	$ 67,000.00	$65,200.00	19	$67,200.00
20	$ 66,000.00	20	$ 68,000.00	$66,200.00	20	$68,200.00
21	$ 67,000.00	21	$ 69,000.00	$67,200.00	21	$69,200.00
22	$ 68,000.00	22	$ 70,000.00	$68,200.00	22	$70,200.00
23	$ 69,000.00	23	$ 71,000.00	$69,200.00	23	$71,200.00
24	$ 70,000.00	24	$ 72,000.00	$70,000.00	24	$72,200.00
25	$ 71,000.00	25	$ 73,000.00	$71,200.00	25	$73,200.00
26	$ 72,000.00	26	$ 74,000.00	$72,200.00	26	$74,200.00
27	$ 73,000.00	27	$ 75,000.00	$73,200.00	27	$75,200.00
28	$ 74,000.00	28	$ 76,000.00	$74,200.00	28	$76,200.00
29	$ 75,000.00	29	$ 77,000.00	$75,200.00	29	$77,200.00
30	$ 76,000.00	30	$ 78,000.00	$76,200.00	30	$78,200.00
31	$ 77,000.00	31	$ 79,000.00	$77,200.00	31	$79,200.00
32	$ 78,000.00	32	$ 80,000.00	$78,200.00	32	$80,200.00

B + Literacy = Bachelor + Literacy Endorsement

M + Literacy = Masters + Literacy Endorsement

Appendix D

Greensburg
Community School Corporation

Think Opportunity

Greensburg Community School Corporation

Teacher Grievance Form

Section 1: Employee Information

- **Full Name:** _____
- **Position/Title:** _____
- **School/Department:** _____
- **Work Phone:** _____ **Email:** _____
- **Date Submitted:** ____ / ____ / _____

Section 2: Grievance Details

1. **Date(s) of Incident(s):** _____
2. **Location of Incident(s):** _____
3. **Individuals Involved:** _____
4. **Description of Grievance:**
   (Please provide a clear, detailed explanation of the concern. Attach additional pages if needed.)

   _____

   _____

   _____

Section 3: Policy or Contract Reference (if applicable)

- **Policy/Contract Section(s) Involved: _____**
- **How you believe the policy/contract was violated:**

  _____

Section 4: Prior Steps Taken

(List any steps you have already taken to resolve this issue, such as meetings with supervisors, emails, or informal discussions.)

_____

_____

_____

Section 5: Resolution Sought

(Describe the specific action or outcome you are requesting.)

_____

_____

_____

Section 6: Attachments

☐ Documentation (emails, memos, notes)
☐ Witness statements
☐ Other supporting evidence

Section 7: Signatures

Employee Signature: _____ Date: _____

Received By (Administrator): _____ Date: _____

Confidentiality Statement:
This grievance will be handled in accordance with district policy and applicable laws. Information provided will be shared only with individuals involved in investigating or resolving the grievance. Retaliation for filing a grievance is strictly prohibited.