Certified Employees Master Contract

between

Tippecanoe School Corporation

and the

Tippecanoe Education Association

2026-2027

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ARTICLE I
RECOGNITION

The Board of School Trustees hereby recognizes the Tippecanoe Education Association as the exclusive and sole bargaining representative of all certificated employees as defined in Public Law 48-2011, as well as all Career and Technical Education Teaching Staff in the Tippecanoe School Corporation schools of Tippecanoe County, Indiana, except for the Central Office Administration Personnel, Administrative Assistants, Principals, Assistant Principals, High School Athletic Directors, Administrative Coordinators, Attendance Officers, Substitute Teachers, Non-Certificated Employees, and all Certificated Employees appointed by the School employer to an "Acting" capacity in any of the above positions.

The Board agrees not to negotiate with any teachers' organization other than the Tippecanoe Education Association for the duration of this Agreement.

The rights and privileges of the Association, acting as the representative of teachers, as set forth in this Contract, shall be granted only to the Association in accordance with Public Law 48-2011.

ARTICLE II
GRIEVANCE PROCEDURE

Section 1. Definitions and Time to File Grievance.

A. A grievance is hereby defined as: A claim against, or a dispute with, the Employer by a teacher or teachers or the Exclusive Representative involving the interpretation, application, or violation of the express terms of this Agreement.

B. A formal grievance should be filed as soon as possible, but any grievance not presented in writing in Step One within thirty (30) calendar days of the time the grievant knew of the grievance shall be deemed waived and shall not be processed.

C. The term "day" when used as a time limitation shall mean calendar days. The term "working day" when used as a time limitation shall mean days when school is in session during the regular school year. During the summer recess, the term shall mean weekdays (Monday through Friday), except holidays when the office of the Superintendent is closed.

D. Grievances which affect the entire bargaining unit, or a substantial portion of it in various buildings, may be directly initiated at Step Two of this procedure.

Section 2. Purpose.

The purpose of this grievance procedure is to settle any grievance equitably at the lowest possible administrative level. Both parties agree that these procedures shall be kept as confidential as may be appropriate at each level of procedure.

Section 3. Rights and Duties of Grievant.

Nothing contained herein shall be construed to prevent any individual teacher from presenting a grievance and having the grievance adjusted, but only if the adjustment is consistent with the terms of this Contract and only if the Association has been notified of any adjustment by the grievant.

It is the responsibility of the grievant to notify the Association of the processing of a grievance beyond Step One of the grievance procedure. The Superintendent will notify the Association President of any grievance appealed to Step Two. Failure to do so shall not adversely affect the rights of any party in the grievance being processed wherein the failure to notify occurred.

Section 4. Procedure.

Step One

A grievance shall be reduced to writing and submitted to the building principal as set forth on the approved grievance form. If the grievant and the principal meet to discuss the grievance, the grievant may be accompanied by a representative of the Association. Within ten (10) working days after receiving the written grievance, the building principal shall communicate his/her disposition in writing to the aggrieved.

Step Two

If the grievance is not satisfactorily resolved in Step One, or if the principal fails to answer the grievance as they're required, it may be appealed within seven (7) working days to the Superintendent by delivery of a copy of the written grievance to the Superintendent's office, which shall receipt therefore. Failure of the aggrieved to appeal said grievance within seven (7) working days shall result in waiver of the grievance. Within seven (7) days of receipt of the grievance, the Superintendent shall meet with the grievant. The Superintendent must communicate his answer within seven (7) days of the date of such meeting.

Step Three

If the grievance is not satisfactorily resolved in Step Two, or the Superintendent fails to answer the grievance as required, the Association may within ninety (90) working days of receipt of the Superintendent's decision, appeal to a court of competent jurisdiction. Failure of the Association to file such an appeal within ninety (90) working days shall result in waiver of the grievance and any appeal thereof.

Section 5. Other Provisions Relating to the Grievance Procedure.

A. The grievance shall (1) name the employee involved, (2) state the facts giving rise to the grievance, (3) identify the specific provisions of this Contract alleged to be violated, (4) state the contention of the grievant with respect to the grievance and, (5) indicate the specific relief requested as provided on the grievance form.

B. All documents, records, and material relevant to a grievance which is on file shall be made available to the grievant.

C. In the event a grievance is filed so that sufficient time as indicated under all steps of the procedure cannot be provided before the last day of the school term and should it be necessary to pursue the grievance to all steps of the appeals, then said grievance shall be resolved under the terms of this Contract and this Article, and not under the succeeding contract.

ARTICLE III
LEAVES

Section 1. Sick Leave.

Sick leave for certified and licensed personnel is awarded each school year upon the teacher's return to work. Leave time is granted at the rate of nine (9) days annually by the Tippecanoe School Corporation and may accumulate up to a maximum of two hundred days (200). Sick leave days may be used for the teacher or in the event that illness in the immediate family requires the teacher to be absent from work. For this purpose, the immediate family shall be deemed to mean the teacher's spouse, children, or other relative residing in the teacher's home on a full-time basis, or mother and father regardless of their domicile.

In the event any teacher shall have accumulated one (1) or more days of sick leave in another school corporation in Indiana, then there shall be added for the second year and each succeeding year of such employment up to five (5) 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. The same will apply to TSC teachers who resign, do not transfer out their unused sick leave, and are subsequently rehired by TSC.

A teacher who has exhausted all accumulated personal business leave may, upon a written showing of emergency of the nature that there was no other individual who was reasonably available, use sick leave under the broader definition of immediate family contained in Article III, Section 4, of this Agreement.

Section 2. Sick Leave Bank.

The term "qualified individual" shall include all members of the bargaining unit.

The Association shall have the full right and responsibility to promulgate the rules and regulations governing use of Sick Leave Bank days and to administer the Sick Leave Bank except as restricted by this Master Contract or by applicable law.

Rules and regulations governing use of Sick Leave Bank days shall be in writing. The Association shall provide a copy of such rules and regulations to any qualified individual upon reasonable request, and shall provide a copy to the Superintendent of Schools. The Association shall advise the Superintendent in writing of any changes in such rules and regulations.

Each qualified individual shall contribute one (1) sick leave day to the Sick Leave Bank Account on or about the beginning of the teacher's employment and one (1) additional day in each subsequent school year.

Days which are thus placed in the Sick Leave Bank, if unused, shall accumulate from school year to school year without limit.

The Association will reconcile with the Corporation on an annual basis the number of Sick Leave Bank days used during the year, the days used by specific individuals, and the balance of days remaining in the Sick Leave Bank, according to the Association records.

As to this section, the Association agrees to hold the Corporation harmless against any action at law, in equity, or before administrative or enforcement agencies of competent jurisdiction in which the Corporation, its officers, administrators, or Board is made a party should such actions involve questions concerning the propriety of rules or regulations issued here under by the Association, the administration of such Sick Leave Bank, and/or the making of payments by the Corporation at the direction of the Association which payments are found to be improper by state administrative agencies of competent jurisdiction or state officials similarly empowered, and specifically the following:

That in the event of such action aforementioned in this section, the Association agrees to provide a defense to the Corporation by providing counsel of the Association's choosing to defend the Corporation in such action, and the Association agrees to pay the entire legal costs of such representation and of any money judgment against the Corporation which might result from such action.

The Association will consider adding a "re-payment" provision to the Sick Leave Bank.

Section 3. Personal Business Leave.

Teachers shall be granted four (4) days for personal business leave without loss of pay per school year upon returning to work. Personal leave days available to a teacher and not used may accumulate as personal business leave in the succeeding school year to a maximum of ten (10) days. Any unused personal business days, which cause the accumulation to exceed ten (10), shall accumulate as sick leave days.

A personal business leave day entered on the last day immediately prior to, or the first day immediately following Fall, Winter, or Spring breaks, for the purpose of extending the break by leaving early or returning late, will result in two days deducted from the teacher's personal leave balance. If the day immediately prior to or following the break is a non-student day, regular leave language applies. In the event a teacher has one or fewer personal leave days available, the teacher's personal leave day will be exhausted and the balance of the requested leave will be eligible for unpaid leave in accordance with school corporation procedures. When the leave day requested is the day before or the day after Fall, Winter, or Spring breaks, it may be used for matters, which cannot reasonably be schedule outside of school hours. A written statement shall be given to the building principal and submitted to the Superintendent of Schools, setting forth the reason for such absence. This statement should be in advance of leave.

Section 4. Bereavement Leave.

Up to five (5) days of absence within thirty (30) consecutive calendar days, without loss of pay, commencing with the day of death, shall be granted a teacher for a death in the immediate family. Immediate family is defined as a teacher's spouse, parents, children, grandchildren, brother, sister, grandparents, corresponding step relatives or corresponding in- laws. The term "immediate family" shall also include family members not included above but residing in the teacher's home and individuals, whether or not related by blood, who reared the teacher as a foster parent, guardian, or surrogate parent for a substantial number of the teacher's childhood years. A teacher who experiences the loss of an unborn child (per Indiana Code 16-18-2-341) with a physician's certified pregnancy qualifies as a parent for bereavement leave. The Superintendent, or designee, may address extenuating

circumstances not specifically covered in the language to allow a leave to extend beyond the thirty (30) consecutive calendar day limit.

In any one school year a teacher shall be granted one (1) day of absence for the purpose of attending the funeral of any other relative or a close friend. Funeral leave other than listed must be approved by the Superintendent. The Superintendent, or designee, may address extenuating circumstances not specifically covered in the language to allow a leave to extend beyond the one (1) day limit. A teacher may also use personal leave for these reasons, but any other leave beyond the provisions of this section and the section on personal leave must be approved by the Superintendent and would be without pay.

Section 5. Jury Duty Leave.

A teacher summoned for jury duty during their contractual work year shall be granted the necessary leave to fulfill their civic obligation. The Board shall pay the teacher the difference between jury pay and the normal daily salary.

If the court automated reporting system indicates the teacher is not required to report to jury duty the following day, the teacher is not eligible for jury leave or differential pay and should report to their regular school work schedule or change the absence to a personal day. If the teacher has no personal days and does not report to work, the absence will be changed to an unpaid day.

Section 6. Court Leave.

Court leave with pay shall be granted to teachers for the time necessary to make appearance(s) in any court proceeding resulting from activities relating to the teacher's employment with the School Corporation, except when the teacher is a plaintiff, or in court proceedings to enforce IC 20-29, or other litigation by and between the School Corporation and the Tippecanoe Education Association unless the teacher is called by the School Corporation as its witness.

Section 7. Association Leave.

The Association shall have eight (8) paid leave days plus two (2) days for which the TEA will reimburse TSC for substitute teacher costs, to be taken as determined by the Association President or his/her designee, for the purpose of dealing with matters of the local Association. Notice of this leave shall be given to the appropriate building principal and the Superintendent at least twenty-four hours in advance of the leave. The association shall also have two additional days for the sole purpose of joint lobbying efforts of the board and association. The request for these days shall be made by the association president to the Superintendent.

Section 8. Injury Leave.

If a teacher, injured in the course of employment, is eligible to receive benefits under the Indiana Worker's Compensation Act, the Board shall pay such teacher the difference between his/her salary and the worker's compensation benefits received and shall charge up to three (3) days against the teacher’s sick leave days (not including the date of injury).

Section 9. Adoptive Leave.

Each teacher may use up to nine (9) consecutive days of accumulated sick leave for the adoption of a child commencing with the day of birth or the day the child(ren) enters the household.

ARTICLE IV
SALARIES AND WAGES

Section 1. Extra Duty Compensation Schedule.

Attached as Appendix A and incorporated herein as part of this Agreement is the extra duty compensation schedule.

Section 2. Compensation Table.

Attached as Appendix B and incorporated herein as part of this Agreement is the Compensation Table.

Section 3. Veteran Teacher Salary Range.

2026-27: $48,225-$90,150

Section 4. Hiring Placement Guidelines.

A. Faculty will be offered a competitive salary commensurate with the needs of the district and the qualifications of the candidates.

B. A new teacher entering the corporation with no previous experience will be placed at step A. A new teacher entering the corporation with previous years of experience, according to INPRS, will be placed by the superintendent at a step related to a current corporation teacher in which they "mirror" under the following two guiding principles:

    1. that particular teacher's years of service; and
    2. when possible, that particular teacher's degree.

C. The superintendent has the authority to hire staff at a reduced rate if both parties are in agreement.

D. The superintendent has the authority to hire staff at a rate above the step, not to exceed the current salary range of a veteran teacher, if it is necessary based on the need of the district.

E. For the 2026-27 school year, any teacher who possesses a teaching license that includes the Early Literacy Endorsement shall receive a $250 increase to their base pay so long as the license is submitted to the TSC Human Resources Office by November 1, 2026.

Section 5. Group Insurance Coverage.

A. All full-time teachers are eligible for a $50,000 term life insurance plan with AD&D, and the Board will pay all but one dollar ($1.00) of the annual premium cost.

B. All full-time teachers are eligible for a Board contribution toward the individual employee's group health insurance coverage carried through the Tippecanoe School Corporation. Dependent coverages may be added to the group health insurance plan and the Board will contribute to these as follows:

PPO Board Contribution (per month)

Employee Only	$579.59
Emp. + Spouse	$1,061.05
Emp. + Children	$878.19
Emp. + Family	$1,432.79

HDHP Board Contribution (per month)

Employee Only	$725.42
Emp. + Spouse	$1,311.05
Emp. + Children	$1,128.19
Emp. + Family	$1,682.79

For all insurance coverages, the Board will not contribute more than the amount allowed by IC 20-26-17. The parties agree that the Board's contribution shall be adjusted to comply with IC 20-26-17.

Based on current plan designs the monthly Board contributions to premiums will begin on December 1 and will be in effect for the calendar year. HSA contributions will be equally deposited four times per calendar year on February 5, May 5, October 5, and December 5. To qualify for a HSA contribution, the teacher must be enrolled in an HSA-qualified high deductible health plan and otherwise eligible to receive HSA contributions under applicable federal law as of the first day of the month in which the contribution is made. A teacher who meets the eligibility requirements on that date will receive the full contribution.The amounts are as follows:

PPO

Employee Only	$579.59
Emp. + Spouse	$1,061.05
Emp. + Children	$878.19
Emp. + Family	$1,432.79

HDHP1

Employee Only	$604.59 in monthly premium and $362.50 in the teacher's HSA four times per year
Emp. + Spouse	$1,111.05 in monthly premium and $600.00 in the teacher's HSA four times per year
Emp. + Children	$928.19 in monthly premium and $600.00 in the teacher's HSA four times per year

Emp. + Family per year	$1,482.79 in monthly premium and $600.00 in the teacher's HSA four times

HDHP2

Employee Only per year	$562.92 in monthly premium and $487.50 in the teacher's HSA four times
Emp. + Spouse per year	$1,090.22 in monthly premium and $662.50 in the teacher's HSA four times
Emp. + Children per year	$907.36 in monthly premium and $662.50 in the teacher's HSA four times
Emp. + Family per year	$1,461.96 in monthly premium and $662.50 in the teacher's HSA four times

C. Long Term Disability Insurance (LTD). All full-time teachers may participate in the optional group long-term disability insurance plan carried through the Tippecanoe School Corporation. The Board will contribute all but $1 per year toward the cost of the plan.

D. Vision and Dental Insurance - All full-time teachers may participate in the optional group dental/vision insurance plan carried through the Tippecanoe School Corporation. The Board will contribute all but $1 toward the cost of the base plan.

E. General Provisions Concerning Group Insurance Coverage:

1. For all group insurance programs, employees become insured on the first day of the month following the first full pay period of the school year. Thus, if an employee starts to work at the beginning of the school year, the insurance premium will be deducted from the September pays and the insurance coverage will start October 1.

2. Part-time teachers may obtain coverage under the group life, health, dental/vision, and long-term disability plans. For part-time teachers electing to participate in such plans, the Board will pay a share of the percentage of the premium payment which the Board pays for full-time teachers. This share will meet the affordability guideline under the Patient Protection and Affordable Care Act (PPACA).

3. All teachers who are participants in the group life and health insurance plans and who receive a Board approved leave of absence, may continue their coverage under the plans during the term of the leave by paying the full premium amounts.

4. All dependents added to the employee's group health insurance coverage will have the same benefits as the individual employee.

5. The School Corporation health insurance coverage will be a comprehensive major medical plan. The TEA agrees that the Board may change the health insurance plan design and specifications after considering options presented by the Insurance Committee. The Board will provide the teachers with a health insurance plan design equal to the plan design selected by the Board for all other employee groups.

Section 6. Teachers' Retirement Fund (TRF).

The corporation agrees to pay the teachers' portion (3%) of the Teachers' Retirement Fund contribution.

Section 7. Retirement Pay.

A. The Tippecanoe School Corporation shall contribute 1.50% of the teacher's base contract pay into a plan qualified under Internal Revenue Code Section 401(a).

B. The School Corporation will contribute annually $3,250, prorated monthly, to each eligible retiree to (1) lower the cost of the insurance coverage under the School Corporation's health plan, or (2) receive in a taxable cash lump sum in lieu of a contribution towards the School Corporation's health plan. Eligible retirees will continue to receive the annual $3,250 until the earlier of becoming elilgible for full Medicare benefits or death. Once the eligible retiree ceases to be on the School Corporation's health plan, the retiree may not elect to re-enroll in the School Corporation's health plan.

   Eligible retirees qualify for this benefit if following the date of retirement the retiree (1) has reached the age of fifty-five (55), (2) has at least ten (10) years of Tippecanoe School Corporation service, and (3) qualifies for benefits under the Indiana State Teacher's Retirement Fund.

Section 8. Section 125 Plan.

A. The School Corporation shall maintain a plan to provide benefits under Section 125 of the Internal Revenue Code for any eligible employee. The School Corporation shall be held harmless by the carrier for the plan, from any liability to teachers who enroll in the plan arising out of the carrier's performance of its obligations and responsibilities under the plan.

B. Employees scheduled to work at least seventeen and one half (17 ½) hours per week shall be eligible to participate in the Section 125 Plan as of the first day of the month following their completion of one (1) month of service.

Section 9. Mileage Rate.

Teachers required in the course of their work to drive personal automobiles from one school building to another during a school day or to conduct school business shall receive a car allowance equal to the current IRS mileage rate.

Section 10. Military Service Credit.

In order to translate the military experience into teaching experience, eight (8) months of either military service or military service combined with school teaching experience shall be deemed equivalent to one (1) year of teaching experience, provided that such service shall take place within the regular school year, from August 1st to July 31st. Provided, further, that military experience substituted for teaching experience shall not exceed four (4) years. The above shall apply to all veterans who took the oath of allegiance, wore the uniform, served in either combat or noncombat units, and were honorably discharged.

Section 11. Criminal Background Checks.

The school corporation shall pay the costs associated with conducting the required expanded criminal history checks of current employees per I.C. 20-26-5-10.

ARTICLE V
EFFECT OF AGREEMENT

Section 1. Effect of Agreement.

This Agreement shall supersede any rules, regulations, or practices by the Board which shall be contrary to or inconsistent with terms contained within this Agreement. The parties mutually agree that the terms and conditions set forth in this Agreement represent the understanding and commitment between the parties. This Agreement replaces and cancels the TSC-TEA Master Contract for 2025-2026, effective October 8, 2025 through ratification of this Agreement. Any amendment or agreement supplemental hereto shall not be binding upon either party unless executed in writing by the parties hereto.

Section 2. Term of Agreement.

The term of this Agreement shall begin July 1, 2026 and terminate on June 30, 2027.

This Contract is made and entered into at Lafayette, Indiana, on October 14, 2026 by and between the Board of Trustees of Tippecanoe School Corporation, heretofore referred to as the "Board," and the Tippecanoe Education Association, affiliated with the Indiana State Teachers Association, and the National Education Association, heretofore referred to as the "Association."

This Agreement is so attested by the parties who signatures appear below.

A public hearing was held on August 18, 2026 [in compliance with I.C. 20-29-6-1(b)], and electronic participation from the parties and/or public was not permitted; and

A public meeting was held on October 8, 2026 [in compliance with I.C. 20-29-6-19] to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

Julie Cummings, President
Tippecanoe School Corporation

Sarah Robey, President
Tippecanoe Education Association

Will Sondgerath, Vice President
Tippecanoe School Corporation

Sarah Williams, Bargaining Chairperson
Tippecanoe Education Association

Holly Keckler, Secretary
Tippecanoe School Corporation

APPENDIX A
Tippecanoe School Corporation
Extra Duty Position Placement
2026-2027

Base Amount $ 19,500

High School

Position	Index	Amount	Position	Index	Amount	Position	Index	Amount
Academic Teams	0.07	$ 1,365	Football-Assistant	0.22	$ 4,290	Student Council	0.08	$ 1,560
Agri-Science Advisor	0.27	$ 5,265	Football-Head	0.54	$ 10,530	Super Bowl-Assistant	0.06	$ 1,170
Auditorium Supervisor	0.10	$ 1,950	Football-Unified	0.15	$ 2,925	Super Bowl-Head	0.14	$ 2,730
Band-Assistant	0.16	$ 3,120	Golf-Assistant	0.14	$ 2,730	Swimming-Assistant	0.15	$ 2,925
Band-Head	0.35	$ 6,825	Golf-Head	0.20	$ 3,900	Swimming-Head	0.25	$ 4,875
Baseball-Assistant	0.15	$ 2,925	Gymnastics-Assistant	0.14	$ 2,730	Tennis-Assistant	0.14	$ 2,730
Baseball-Head	0.30	$ 5,850	Gymnastics-Head	0.25	$ 4,875	Tennis-Head	0.19	$ 3,705
Basketball-Assistant	0.22	$ 4,290	Integrate	0.04	$ 780	Track-Assistant	0.15	$ 2,925
Basketball-Head	0.54	$ 10,530	Intramurals	0.08	$ 1,560	Track-Head	0.25	$ 4,875
Career Tech Stud Org		$ 1,500	Motorsports-Assistant		$ 1,500	Track-Unified	0.14	$ 2,730
Cheerleaders	0.15	$ 2,925	Motorsports-Head		$ 3,500	Transition Coordinator		$ 2,000
Chorus-Assistant	0.08	$ 1,560	Musical	0.09	$ 1,755	Volleyball-Assistant (Boys)	0.13	$ 2,535
Chorus-Head	0.17	$ 3,315	National Honor Society	0.04	$ 780	Volleyball-Head (Boys)	0.25	$ 4,875
Class Sponsor-Jr/Sr	0.07	$ 1,365	Newspaper	0.11	$ 2,145	Volleyball-Assistant (Girls)	0.15	$ 2,925
Clubs/Activities	0.04	$ 780	Quiz Bowl	0.15	$ 2,925	Volleyball-Head (Girls)	0.27	$ 5,265
Cross Country-Assistant	0.14	$ 2,730	Recycling	0.04	$ 780	Webmaster	0.04	$ 780
Cross Country-Head	0.20	$ 3,900	Robotics	0.15	$ 2,925	Weight Train Supv	0.12	$ 2,340
Dance-Assistant	0.05	$ 975	Soccer-Assistant	0.15	$ 2,925	Wrestling-Assistant (Boys)	0.15	$ 2,925
Dance-Head	0.09	$ 1,755	Soccer-Head	0.25	$ 4,875	Wrestling-Head (Boys)	0.27	$ 5,265
Debate	0.09	$ 1,755	Softball-Assistant	0.15	$ 2,925	Wrestling-Assistant (Girls)	0.13	$ 2,535
Drama	0.09	$ 1,755	Softball-Head	0.30	$ 5,850	Wrestling-Head (Girls)	0.25	$ 4,875
eSports		$ 1,500	Speech	0.16	$ 3,120	Yearbook	0.11	$ 2,145
Event Supervisor	0.16	$ 3,120	Spell Bowl	0.08	$ 1,560			

Middle School

Position	Index	Amount	Position	Index	Amount	Position	Index	Amount
Academic Teams	0.07	$ 1,365	Clubs/Activities	0.04	$ 780	Student Council	0.06	$ 1,170
Activities Director	0.05	$ 975	Cross Country	0.09	$ 1,755	Track	0.11	$ 2,145
Athletic Director	0.31	$ 6,045	Football	0.13	$ 2,535	Volleyball	0.12	$ 2,340
Band	0.11	$ 2,145	Integrate	0.04	$ 780	Webmaster	0.04	$ 780
Basketball	0.13	$ 2,535	Intramurals	0.09	$ 1,755	Wrestling	0.12	$ 2,340
Cheerleaders	0.08	$ 1,560	Recycling	0.04	$ 780	Yearbook	0.05	$ 975
Chorus	0.09	$ 1,755	Speech	0.09	$ 1,755			

Elementary School

Position	Index	Amount	Position	Index	Amount	Position	Index	Amount
Clubs/Activities	0.04	$ 780	Intramurals	0.09	$ 1,755	Webmaster	0.04	$ 780
Integrate	0.04	$ 780	Recycling	0.04	$ 780			

Corporation

Position	Index	Amount	Position	Index	Amount
Department Chair-A	0.06	$ 1,170	National Board Certification		$ 4,594
Department Chair-B	0.07	$ 1,365	Prof Dev Participant		$100/Day
Department Chair-C	0.08	$ 1,560	Prof Dev Presenter		$30/Hr
Homebound Instruction		$45/Hr	Student Support Specialist		$ 3,000
Integrate	0.04	$ 780	Webmaster	0.04	$ 780
Integrate Coach	0.13	$ 2,535	Speech/Language ASHA Certificate		$ 2,000

Tippecanoe Online Academy

# Students per Class	Amount
1 to 9	$350/student
10 to 30	$3,500
31 to 40	$3,500+$350/ student 31-40

Base Amount is multiplied by Index to calculate annual amount of pay.

APPENDIX B
Tippecanoe School Corporation
Compensation Table

2026-2027

Step	Bachelor's Salary	Master's Salary
A	$48,225	$50,225
B	$49,225	$51,225
C	$50,225	$52,225
D	$51,225	$53,225
E	$52,225	$54,225
F	$53,225	$55,225
G	$54,225	$56,225
H	$55,225	$57,225
I	$56,225	$58,225
J	$57,225	$59,225
K	$58,225	$60,225
L	$59,225	$61,225
M	$60,225	$62,225
N	$61,225	$63,225
O	$62,225	$64,225
P	$63,225	$65,225
Q	$64,225	$66,225
R	$65,225	$67,225
S	$66,225	$68,225
T	$67,225	$69,225
U	$68,225	$70,225
V		$71,225
W		$72,225
X		$73,225
Y		$74,225
Z		$75,225
AA		$76,225
BB		$77,225
CC		$78,225
DD		$79,225
EE		$80,225

Eligibility:
A teacher who received a summative evaluation rating of improvement necessary or ineffective does not qualify for a salary increase, except for the first two full school years that a teacher provides instruction to students, the teacher is not prohibited from receiving a raise for the following year if the teacher receives a rating of improvement necessary or ineffective. In addition, teachers must have completed a year of service as defined by INPRS.

Factors:

1. Academic Needs: the need to retain current teachers
2. Evaluation: the teacher receiving an evaluation of highly effective or effective for the prior school year
3. Education: successful completion of content area degree program that must be submitted to the TSC Human Resources Office by August 1 in order for the degree to be reflected in the contract year compensation calculation

Placement on the 2026-2027 Compensation Table:

Teachers are placed on the compensation table at the same step and column as the 2025-2026 school year. $225 was added to each step of the compensation table in the 2026-2027 school year to meet the academic needs of students. Additionally, teachers advanced down the table one step by receiving an effective or highly effective evaluation during the 2025-2026 school year.

Advancement on the Compensation Table

1. For those teachers who are in the Bachelor's column and who satisfy the evaluation criteria but have not obtained a content area Master's degree, they will advance one row down the column ($1000).
2. For those teachers who are in the Master's column and satisfy the evaluation criteria, they will advance one row down the column ($1000).
3. For those teachers who are in the Bachelor's column, who satisfy the evaluation criteria and have obtained a content area Master's degree, they will move horizontally one column, resulting in a $2000 increase. ($1000 for meeting the evaluation criteria; $1000 for education). There is no diagonal movement across columns.

Salary Cap:

Those teachers who are not placed on the compensation table due to being above the cap (last row in the compensation table), will not receive base salary increases. Any increase in pay for the factors identified above will be in the form of a stipend. Obtainment of the early literacy endorsement will be applied to the base salary as described in Article IV, Section 4, Letter E.

Compensation earned by a teacher on a partial contract will be awarded on a pro-rata basis.