KNIGHTSTOWN ELEMENTARY
KNIGHTSTOWN INTERMEDIATE
KNIGHTSTOWN HIGH SCHOOL

2026–2027

MASTER CONTRACT

Between the Board of Trustees of the Charles A. Beard Memorial School Corporation and the Charles A. Beard Classroom Teachers Association

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Preamble

The Board of School Trustees of the Charles A. Beard Memorial School Corporation, of Henry and Rush Counties, Indiana, hereinafter called the "Board", and the Charles A. Beard Classroom Teachers Association, an affiliate of the Indiana State Teachers Association and the National Education Association, hereinafter called the "Association", agree as follows:

Article I – Recognition and Definitions

Section 1.1 Recognition

The Board recognizes the Association as the exclusive representative for all certificated school employees under teaching contracts with the Charles A. Beard Memorial School Corporation for the school year, except the Superintendent, Principals, Assistant Principals, and Athletic Director.

Section 1.2 Definitions

1. Teacher – A certificated school employee under teaching contract with the Corporation who is a member of the Association's bargaining unit.

2. Board and Association – Includes authorized officers, representatives and agents of the Charles A. Beard Memorial School Corporation and the Classroom Teachers Association.

3. School Corporation – The Charles A. Beard Memorial School Corporation of Henry and Rush Counties, Indiana.

4. Superintendent – The chief administrative officer of the School Corporation or designee.

5. Principal – The administrative head of a school building or designee.

6. School Year – July 1 through June 30.

7. Agreement – This collective bargaining agreement between the Board and the Association.

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Article II – Compensation

New bargaining unit members shall be hired in accordance with Section 2.1 and Appendix A at a level comparable to current teachers with the same experience and education.

Section 2.1 Salary and Compensation Model

The overall annual base salary range covered by this Agreement, encompassing salaries before and after the $1,000 increase, is $43,500 to $71,535, excluding Corporation-paid TRF contributions and any additional literacy endorsement adjustment required below. Before the current-year increase, the annual base salary range of returning full-time bargaining unit teachers is $43,500 to $70,535. After the $1,000 increase, the corresponding range is $44,500 to $71,535, before any additional literacy endorsement adjustment required below.

Prior to receipt of any salary increases under this Agreement, the base salary of teachers who possess a literacy endorsement will be adjusted, as needed, to reflect a $100 differential in comparison to the base salary of teachers who otherwise have the same credentials but do not possess the literacy endorsement. This differential shall also apply in determining new-hire base salaries. An existing differential satisfies this provision only to the extent that it maintains the required $100 difference; it is not automatically awarded again each year.

For the 2026-2027 school year, each eligible returning full-time teacher shall receive a flat $1,000 increase to annual base salary. This is a base salary increase, not a one-time stipend. Amounts previously incorporated into base salary remain in base salary and are not separately re-awarded.

Eligible teachers shall receive a $1,000 increase to their annual base salary for the 2026–2027 school year based on an effective or highly effective evaluation, subject to the early-career exception below. Of that increase, $900 is attributed to evaluation and $100 is attributed to the academic need to retain teachers and maintain continuity of instruction.

The total available base salary increase is $1,000, with 90% attributed to evaluation and 10% attributed to academic needs. No portion is attributed to education or experience. The literacy endorsement salary differential is separate from this increase.

All retroactive compensation due teachers shall be paid within 75 days of ratification by both parties. The new compensation amount will begin on the following payroll date after the retroactive pay has been processed. A teacher rated ineffective or improvement necessary for the previous year will not receive any compensation increase, except for a teacher in the first two (2) full school years that the teacher provides instruction to students in elementary school or high school. A teacher within this early-career exception remains eligible for the full $1,000 increase. If a teacher provides instruction to students in elementary school or high school in another state, any full school year, or its equivalent in the other state, that the teacher provides instruction counts toward the two (2) full school years.

Newly hired teachers, including teachers hired for 2026-2027 before ratification, shall receive the $1,000 adjustment through their initial salary placement or an adjustment to that placement. The adjustment shall not be counted twice. Placement shall be comparable to a current teacher with the same experience and education, using Appendix A. Prior evaluation restrictions on increases apply as required by law; initial new-hire salary placement is distinct from an increase under the returning-teacher compensation plan.

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Section 2.2 Extra-Curricular Activity (ECA) Pay

The Extra-Curricular Activity Pay Schedule for the designated coaches set forth in Appendix B.

Section 2.3 Indiana State Teachers' Retirement Fund (ISTRF)

The Board shall pay the teacher's share (3 percent) of the Indiana State Teachers' Retirement Fund contribution.

Section 2.4 Part-Time Teacher Payments

Teachers employed less than full time who are required by the administration to attend a full school day shall be paid their full daily rate.

Section 2.5 Background Checks

The Board shall pay the cost of all expanded criminal history checks for current employees that are required by the Board or by Indiana Code 20-26-5-10.

Section 2.6 One-Time Stipend

The Board may, at its discretion, award a one-time stipend to all effective and highly effective teachers. If awarded, the stipend will be paid within a December payroll.

Section 2.7 Dual Credit Stipend

Teachers who, with prior approval of the principal and Superintendent, complete a dual credit certification shall receive a $2,500 stipend. Teachers who obtain dual credit certification and remain employed with the

Corporation while teaching at least one dual credit course for three years will receive an additional $1,000 stipend. These stipends are contingent on funding and are not subject to bargaining.

Section 2.8 Mileage Reimbursement

Teachers who are required to use their personal vehicle to travel for corporation business shall be reimbursed at the IRS mileage rate.

Section 2.9 Athletic Pass

Teachers shall be admitted free to Corporation home athletic events upon presenting a valid district identification card.

Article III – Absence and Leave Policies

Section 3.1 Sick Leave

1. Each teacher shall be entitled to be absent from work on account of personal illness or quarantine, for a total of ten (10) days the first year of employment and for a total of eight (8) days for each year thereafter without loss of compensation. If any one year the teacher is absent on account of personal illness for fewer than the number of days allowed, the remaining days will be accumulated to a total of one hundred and eighty-four (184) days. The Board may require a medical doctor's certificate for any such absence. Sick leave may be taken in units of not less than one-half (1/2) day.

2. Teachers may transfer up to 40 days of sick leave from another district: 10 days in year 1, 10 days in year 2, and 20 days in year 3. Requests must be made within the first 90 days of employment.

3. The Board may require a physician's certificate for any absence charged to sick leave. Sick leave may be taken in increments of at least one-half day.

4. If at the end of any contract year, a teacher has in excess of 184 sick leave days, he/she shall be compensated at the rate of substitute pay for those excess days.

Section 3.2 Sick Leave Bank

1. The purpose of the Sick Leave Bank is to relieve teachers from the financial burden of extended absence related to illness or injury that results in temporary disability and the inability of the teacher to perform the duties of employment.

2. Any teacher, as defined in Article I of this agreement as eligible for the bargaining unit, is eligible to participate ("Participants") in the Sick Bank.

3. The Sick Leave Bank is voluntary and Participants may withdraw at any time.

4. A Sick Leave Bank ("SLB") shall be established as follows:

a. Teachers who were automatically enrolled as Participants for the 2015-2016 school year retain their enrollment without an additional initial contribution, subject to the continuing participation and assessment provisions of this Section. All SLB days carried forward from the 2014-2015 bank remain in the Account, subject to use under this Section.

b. Teachers hired after the ratification of the agreement establishing the Sick Leave Bank may voluntarily become Participants of the SLB. To enroll, the teacher shall contribute one (1) day of sick leave to the SLB Account ("Account") within the first 30 work days of their employment.

c. Participants may withdraw, at any time, by notifying the Superintendent in writing.

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d. Teachers who are not enrolled according to (a) or (b) and those who withdraw according to (c) may not participate in the SLB.

e. All teachers who enroll and who do not withdraw are automatically continued as Participants from year to year.

f. All days contributed to the Account are permanent. Once a day is placed in the bank it remains in the bank and can only be used under the terms of the SLB.

g. At such time that the number of days in the Account falls below thirty (30) an obligatory assessment of one (1) additional leave day shall be made upon all Participants.

h. Participants may donate up to two additional days at the time of the assessment. Participants who have no remaining leave to contribute may continue to participate without penalty.

5. Eligibility to request leave from the SLB shall be determined as follows:

6. Participants must exhaust all current and accrued leave.

7. Participants must make a request in writing to the Superintendent. This requirement may be met by a member of the Participant's immediate family or by the Association on behalf of the Participant.

8. Participant must include a signed physician's statement verifying the inability of the Participant to perform the duties of employment. Where possible, this statement should also include the anticipated length of absence.

9. When the length of anticipated absence is unknown or longer than 15 days, the Participant shall present a physician's statement reconfirming continued disability.

10. Participants are not eligible if the absence is due to elective surgery.

11. Participants may not use the SLB to extend the period of leave beyond the Regular Teacher Contract year in which the leave commenced.

12. Participants may use the SLB during the elimination period of the Long Term Disability ("LTD") coverage provided by the Corporation; however, once a Participant is eligible for LTD, Participants must elect LTD and are no longer permitted to use the SLB while on LTD.

13. The maximum number of days that a Participant may draw from the Bank in any one school year shall be thirty (30) days.

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Section 3.3 Personal Business Leave

Teachers are entitled to three (3) days of personal business leave per year, which may be used for personal or civic affairs upon submission of a written request to the Superintendent. Leave may be taken in increments of at least one-half day. Unused personal business days roll over up to a maximum of five (5); days beyond five convert to accumulated sick leave.

Section 3.4 Emergency Leave (Paid)

Teachers may request up to three (3) days per year of emergency leave for illness in the immediate family, death of a relative outside the immediate family or close friend, or other home emergencies. Leave must be requested in writing, may be taken in half-day increments, and the teacher must submit a written statement explaining the emergency. After exhausting emergency leave, teachers may use accumulated sick leave for these purposes.

Section 3.5 Bereavement Leave

Each teacher shall be entitled to be absent from work without loss of compensation for a period not to exceed seven (7) consecutive work days from the time of death of a family member, any person domiciled in the

teacher's home, a miscarried child, or for service as the executor of an estate. These days shall not reduce any accumulated sick leave.

Should the teacher not use all of the allotted days at the time of the bereavement, up to two (2) days remaining of the bereavement leave unused shall be available for the teacher to assist the family with the settlement of estate matters.

The teacher shall also be granted up to three (3) consecutive work days from the time of death of anyone not described in paragraph one of this section. These days shall not reduce any accumulated sick leave.

Bereavement leave shall begin on either the day of the death or the day following the day of death or funeral. When the funeral or memorial service is scheduled to be outside this time period, the teacher may request of the Superintendent or his/her designee to begin the bereavement leave at a time other than the day of death or the day after the death.

Section 3.6 Witness Duty

Teachers subpoenaed as witnesses shall receive the difference between their daily salary and the compensation (other than mileage) received for such service. Teachers subpoenaed by the Board in a suit brought against the Board will only be compensated if subpoenaed by the Board. Teachers must certify to the payroll department the compensation received.

Section 3.7 Jury Duty

Teachers called for jury duty shall receive the difference between their daily salary and the compensation (other than mileage) received for jury service. Teachers must certify to the payroll department the compensation received.

Section 3.8 Pregnancy-Related Leave

1. Leave taken because of a temporary disability caused by pregnancy may be charged to available sick leave at the teacher's discretion.

2. A birthing parent may charge leave taken due to childbirth to available sick leave.

3. A birthing or non-birthing parent, including adoptive parents, may use up to 10 days of accumulated sick leave within 12 months of the child's birth or placement for bonding. Such leave runs concurrently with unpaid leave under the Family and Medical Leave Act (FMLA).

Section 3.9 Professional Leave (Paid)

Requests for professional leave that fall outside parameters established through "Discussion" shall be considered individually through normal channels. If denied, the teacher shall be informed of the reasons.

Section 3.10 Association and Lobbying Leave Days

The Association is granted a combined total of ten (10) days annually for the Association president or designee(s) to conduct Association business or attend the Indiana General Assembly to lobby on educational matters, without loss of compensation or benefits. This is one combined annual allotment, not separate allotments for each purpose.

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Article IV – Insurance and Retirement Benefits

Section 4.1 Workers' Compensation

The Corporation shall carry workers' compensation insurance. Any work-related accident must be reported to the principal, who shall file the official accident report with the central office.

Section 4.2 Group Health and Life Insurance

1. Insurance Options. Full-time teachers may elect to participate in the Board-approved group health insurance plan, a term life insurance plan ($46,000 death benefit with double indemnity), or both.

2. Enrollment and Coverage. Teachers must enroll by executing the appropriate forms. Health insurance coverage runs from September 1 through August 31. Married teachers with dependents may enroll in one family plan. Married teachers without dependents shall enroll in two single plans.

3. Changes in Carrier or Plan. No change in carrier or coverage shall occur without the mutual agreement of the Association and the Board.

4. Premium Contributions. Effective January 1, 2027, teachers shall pay fifteen percent (15%) and the Corporation shall pay eighty-five percent (85%) of the health insurance premium for all non-PPO plans. For PPO plans, teachers shall pay twenty-five percent (25%) and the Corporation shall pay seventy-five percent (75%) of the premium. The Corporation shall pay the administrative fees associated with these health insurance plans. Existing contribution arrangements remain in effect through December 31, 2026.

Section 4.3 Retirement Pay and Health Insurance

1. Retirement Severance. A retiring teacher shall receive severance pay based on a formula of $115 per year of service in the Corporation, plus payment at the current substitute rate for the remaining balance of sick leave (up to 184 days). To qualify, the teacher must submit written notice to the Superintendent by April 15 of the final teaching year (waived for health-related retirements). Teachers hired after August 1, 1981 must be at least 55 years old, have 20 years of teaching experience, and have 10 years with the Corporation.

2. Survivor Payment. If a teacher dies in active service, the retirement severance shall be paid in a lump sum to the beneficiary designated with the Indiana State Teachers' Retirement Fund.

3. Retirement Health Insurance. Teachers with at least 10 years of service who are enrolled in the Corporation's health plan may continue coverage at their own prepaid expense until they become eligible for Medicare, and their spouses may continue until they become eligible for Medicare.

4. 403(b) Matching Plan. The Board shall maintain a qualified IRS Section 403(b) matching annuity plan for all teachers. The Board will match employee contributions up to 3.5% of salary. The plan is fully and immediately vested, portable, and allows loans and hardship withdrawals.

5. Payment of such retirement pay shall be made in the retiring teacher's final paycheck received at the end of the retirement year.

Section 4.4 Voluntary Employee Benefit Association (VEBA) Plan

The Board shall establish a VEBA plan and contribute 1% of salary into each bargaining unit employee's VEBA account. Participants are 100% vested. A joint steering committee composed of bargaining team members from both parties shall administer the plan, select the vendor, and provide training and information.

Section 4.5 Additional Insurance Benefits

1. Teachers may participate in a group life insurance policy providing a $50,000 death benefit with double indemnity for accidental death. The Board pays the premium less twenty-five cents ($0.25).

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2. The Board shall pay up to $125 per year, prorated monthly, toward the cost of the Corporation's long-term disability plan for teachers contracted at least 18¾ hours per week and at least 92½ days per year. Teachers pay at least $1.00 per year. The plan includes benefits equal to 66⅔% of base salary, a 90-day elimination period, benefits payable to age 65, a 60-month own-occupation clause, cost-of-living adjustments, premium rates expressed as a percentage of covered payroll, a minimum 12-month rate guarantee, coverage for mental and nervous conditions for at least 24 months, and a minimum $50 monthly benefit. All such teachers shall participate in this group plan and the premium shall be averaged for all participants in this plan so that the average cost shall be the individual teacher's cost.

3. If allowed by the carrier, a teacher on leave of absence may continue health or life insurance coverage by paying the full premium to the Corporation business office before each due date. The Corporation shall continue its fringe benefit payments in support of insurance programs during FMLA-qualifying leave.

4. The Corporation shall offer dental and vision insurance. Teachers shall pay 100% of dental and vision premiums.

5. Teachers may participate in the Corporation's Section 125 flexible benefits plan by salary reduction. The plan covers employee shares of insurance premiums, medical care reimbursement accounts, dependent care assistance accounts, and other benefits allowed under Section 125. Retired teachers may also participate.

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Article V – General Provisions

Section 5.1 Term of Agreement

This contract is effective July 1, 2026 and shall continue in full force until 12:00 midnight, June 30, 2027.

Section 5.2 Attestation

This contract is made and entered into at Knightstown, Indiana, on _____. The undersigned attest that a public hearing was held in compliance with IC 20-29-6-11 on _____, and electronic participation by the parties and public _____ (was/was not) permitted. A public meeting was held in compliance with IC 20-29-6-19 on _____ discuss the tentative agreement, and electronic participation by the governing body and public _____ (was/was not) permitted.

Appendix A -- Salary and Hiring Placement Chart 2026 2027

This chart establishes hiring placement salaries for the 2026-2027 school year and includes the $1,000 adjustment under Section 2.1. The $1,000 shall not be added again to the amounts shown. Placement remains subject to Section 2.1, comparable experience and education, and the separate $100 literacy endorsement differential. Lettered entries do not independently authorize automatic annual step increases. The chart does not replace or reduce the individually established base salaries of returning teachers.

Area 1 — Bachelor's Degree + 0 Credits (B+0)

Step	Salary ($)
1-A	$44,500.00
1-B	$45,035.00
1-C	$45,835.00
1-D	$46,785.00
1-E	$47,535.00
1-F	$48,285.00
1-G	$48,535.00
1-H	$49,285.00
1-I	$50,035.00
1-J	$50,535.00
1-K	$51,535.00
1-L	$52,535.00
1-M	$53,035.00
1-N	$54,035.00
1-O	$55,035.00

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Area 2 — Bachelor's Degree + 6 Credits (B+6)

Step	Salary ($)
2-A	$44,750.00
2-B	$45,285.00
2-C	$46,035.00
2-D	$47,035.00
2-E	$47,685.00
2-F	$48,035.00
2-G	$48,535.00
2-H	$50,035.00
2-I	$50,735.00
2-J	$51,035.00
2-K	$51,685.00
2-L	$53,035.00
2-M	$53,535.00

Step	Salary ($)
2-N	$55,035.00
2-O	$55,535.00

Area 3 — Bachelor's Degree + 12 Credits (B+12)

Step	Salary ($)
3-A	$45,535.00
3-B	$46,035.00
3-C	$46,535.00
3-D	$47,285.00
3-E	$48,035.00
3-F	$48,685.00
3-G	$49,035.00
3-H	$50,535.00
3-I	$51,035.00
3-J	$51,535.00
3-K	$52,035.00
3-L	$53,035.00
3-M	$54,035.00
3-N	$55,035.00
3-O	$55,035.00

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Area 4 — Bachelor's Degree + 14 Credits (B+14)

Step	Salary ($)
4-A	$46,000.00
4-B	$46,235.00
4-C	$47,035.00
4-D	$47,535.00
4-E	$48,285.00
4-F	$48,785.00
4-G	$49,535.00
4-H	$50,635.00
4-I	$51,285.00
4-J	$52,035.00
4-K	$53,035.00
4-L	$54,035.00
4-M	$54,535.00
4-N	$55,785.00
4-O	$56,285.00

Area 5 — Master's Degree + 0 Credits (M+0)

Step	Salary ($)
5-A	$46,535.00
5-B	$46,785.00
5-C	$47,135.00
5-D	$48,535.00
5-E	$49,335.00
5-F	$50,285.00
5-G	$51,285.00
5-H	$52,535.00
5-I	$53,235.00
5-J	$54,285.00
5-K	$55,535.00
5-L	$56,535.00
5-M	$57,335.00
5-N	$58,535.00
5-O	$60,035.00
5-P	$60,285.00
5-Q	$6[illegible].00
5-R	$63[illegible]85.00
5-S	$[illegible],035.00
5-T	$6[illegible]6,035.00
5-U	$6[illegible]35.00
5-V	$68,535.00

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Area 6 — Master's Degree + 15 Credits (M+15)

Step	Salary ($)
6-A	$46,785.00
6-B	$47,535.00
6-C	$48,535.00
6-D	$49,335.00
6-E	$50,285.00
6-F	$51,285.00
6-G	$52,535.00
6-H	$53,235.00
6-I	$54,285.00
6-J	$55,535.00
6-K	$56,535.00
6-L	$57,335.00

Step	Salary ($)
6-M	$58,535.00
6-N	$60,035.00
6-O	$61,035.00
6-P	$62,035.00
6-Q	$63,285.00
6-R	$65,035.00
6-S	$67,035.00
6-T	$67,535.00
6-U	$68,035.00
6-V	$69,035.00

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Appendix B -- Extra Curricular Activity Salary Schedule

This appendix summarizes the 2026-2027 extra-curricular compensation schedule for the Charles A. Beard Memorial School Corporation. Stipends are paid for departmental leadership, team leaders and class sponsors, athletic coaches, and other activities. When multiple positions are listed, the stated stipend applies per position; if the administration cannot fill a second or third position, the single filled position is paid 1.5× the listed amount. When listed, the number of positions is included for informational purposes only and were not bargained.

Department Heads

Department	Stipend
English	$800
Mathematics	$800
Science	$800
Social Studies	$800
Special Education	$800
Combined (2)	$800

Combined departments: Agriculture; Art; Music; Business; Health & PE; Foreign Language.

Team Leaders and Class Sponsors

Activity/Grade	Stipend
Pre-K Team Leader	$750
Kindergarten Team Leader	$750
1st Grade Team Leader	$750
2nd Grade Team Leader	$750
3rd Grade Team Leader	$750
4th Grade Team Leader	$750
5th Grade Team Leader	$750
6th Grade Team Leader	$750
7th Grade Team Leader	$750
8th Grade Team Leader	$750
5th and 6th Grade Play	$400
7th and 8th Grade Play	$400
Ninth Grade Sponsor (1)	$300
Tenth Grade Sponsor (1)	$300
Eleventh Grade Sponsors (2)	$700
Twelfth Grade Sponsors (2)	$600

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Academics

Activity / Description	Stipend
ACP (per content area taught, per semester)	$500
Dual Credit / AP (per content area taught, per semester)	$400

Clubs and Sponsors

Activity / Description	Stipend
4-5 Student Council	$450
6-8 Student Council	$450
Academic Bowl Coach (5)	$400
Art Club	$550
Choreographer	$500
Director of Bands	$4,600
Director of Vocal Music	$1,000
Director of Musical	$2,100
Dramatics	$1,250
E-Sports Club	$1,000
Elementary Clubs (10)	$250
Elementary Music	$800
FCA	$550
French Club	$550
Historical Society	$550
High School Honor Society (2)	$1,[illegible]0
HS Academic Bowl Coordinator	$70[illegible]
HS Student Council (2)	[illegible]00
K.I.S. Academic Bowl Coach (4)	$150
K.I.S. VOICE	$350
National Jr. High Honor Society (2)	$1,000
Intermediate School Clubs (10)	$250
FFA	$1,500
Spell Bowl	$150
Band Assistant to the Director	$3,200
Spanish Club	$550
VOICE	$350
Yearbook	$2,000
Youth Outreach Coordinator	$5,000

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Athletic Stipends

Baseball

Position	Stipend
Varsity	$4,500
Assistant Varsity	$2,800
Summer Varsity	$1,000
Junior High	$1,150

Basketball (Boys' Program)

Position	Stipend
Varsity	$7,700
Assistant Varsity	$4,300
Freshman	$2,700
8th Grade	$2,400
7th Grade	$2,400
6th Grade	$1,000
Summer	$500

Basketball (Girls' Program)

Position	Stipend
Varsity	$7,700
Assistant Varsity	$4,300
Freshman	$2,700
8th Grade	$2,400
7th Grade	$2,400
6th Grade	$1,000
Summer	$500

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Cheerleading

The following are annual, year-round stipends and are not paid separately by season.

Position	Stipend
Junior High	$1,200
Varsity	$3,300
Junior Varsity	$860

Cross Country (Boys' Program)

Position	Stipend
Varsity	$3,350
Assistant/Junior High	$1,150

Cross Country (Girls' Program)

Position	Stipend
Varsity	$3,350
Assistant/Junior High	$1,150

Football

Position	Stipend
Varsity	$6,700
Assistant Varsity (2)	$3,050
Junior Varsity Assistant	$2,400
8th Grade	$1,600
7th Grade	$1,600
Summer	$500

Golf (Boys' Program)

Position	Stipend
Varsity	$2,900
Assistant	$1,150

Golf (Girls' Program)

Position	Stipend
Varsity	$2,900
Assistant	$1,150

Soccer (Boys' Program)

Position	Stipend
Varsity	$2,600
Assistant Varsity	$1,300
Summer	$500

Soccer (Girls' Program)

Position	Stipend
Varsity	$2,600
Assistant Varsity	$1,300
Summer	$500

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Softball

Position	Stipend
Varsity	$4,500
Assistant Varsity	$2,800
Summer	$500
Junior High	$1,150

Tennis (Boys' Program)

Position	Stipend
Varsity	$2,600
Junior High Boys	$575

Tennis (Girls' Program)

Position	Stipend
Varsity	$2,600
Junior High Girls	$575

Track (Boys' Program)

Position	Stipend
Varsity	$4,050
Assistant Varsity	$2,600
Junior High	$1,750

Track (Girls' Program)

Position	Stipend
Varsity	$4,050
Assistant Varsity	$2,600
Junior High	$1,750

Volleyball

Position	Stipend
Varsity	$3,200
Assistant Varsity	$2,000
Reserve	$2,400
8th Grade	$1,300
7th Grade	$1,300

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Weight Lifting

Position	Stipend
Weight Lifting	$1,500

Wrestling

Position	Stipend
Varsity	$5,000
Assistant Varsity	$3,050
Junior High	$1,150
Junior High Asst.	$850

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Execution and Signatures

The parties execute this Agreement on _____, for the term beginning July 1, 2026 and ending June 30, 2027.

For the Charles A. Beard Memorial School Corporation

_____ Date _____
Wade Beatty, President, Board of School Trustees

_____ Date _____
Jediah T. Behny, Superintendent

For the Charles A. Beard Classroom Teachers Association

_____ Date _____
Honey Hunt, Association President

_____ Date _____
_____, Association Representative

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