AGREEMENT

between the

BOARD OF SCHOOL TRUSTEES

OF THE

GREATER JASPER CONSOLIDATED SCHOOLS

and the

JASPER CLASSROOM TEACHERS ASSOCIATION

2026-2027

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AND THE

JASPER CLASSROOM TEACHERS' ASSOCIATION

THIS CONTRACT ENTERED INTO AS OF THE 10th DAY OF OCTOBER 2026 BY AND BETWEEN THE BOARD OF SCHOOL TRUSTEES OF THE GREATER JASPER CONSOLIDATED SCHOOLS, HEREINAFTER CALLED THE "BOARD", AND THE JASPER CLASSROOM TEACHERS ASSOCIATION, HEREINAFTER CALLED THE "ASSOCIATION".

ARTICLE I

RECOGNITION

The Board recognizes the Jasper Classroom Teachers Association as the Exclusive Representative of certificated school employees in the following bargaining unit:

> All full-time and part-time certificated employees, as defined in Public Law 217, in the Greater Jasper Consolidated Schools, except for the following:
> Superintendents and Assistant Superintendents, Administrative Assistants, Coordinator of Federal Programs, Principals and Assistant Principals, Athletic Director, School Psychologists, Employees having district-wide responsibility for directing other school employees or serving in a district wide supervisory capacity, Confidential Employees and employees performing security work as defined in Public Law 217, Employees performing security work as defined in Public Law 217, and employees holding positions not requiring certification.

ARTICLE II

DEFINITIONS

As used in this Contract:

1 The terms "Board" and "Association" shall include authorized officers and representatives.

2. The terms "School Corporation" or "School Employer" means the Greater Jasper Consolidated Schools of the County of Dubois of the State of Indiana.

3. When references are made to male teachers it also includes female teachers.

ARTICLE III

SALARY AND WAGE

1. The salaries and wages of teachers to be affected by this Contract are set forth in Appendix A hereto, except that teachers who possess a literacy endorsement on their license will have their salary adjusted, as needed, to reflect a differentiation in salary of $250 as compared with similarly credentialed teachers without a literacy endorsement (if documentation was submitted by September 15).

2. Extracurricular positions/ancillary duties and the stipends payable to teachers assigned thereto on a year-to-year basis in addition to that compensation set forth in Appendix A are set forth in Appendix B hereto.

3. Teachers may attend, free of charge, all home athletic events sponsored solely by the Greater Jasper Consolidated Schools. In addition, all teachers in the Greater Jasper Consolidated Schools shall be offered the opportunity to purchase sports tourney tickets in advance of sale to the general public.

4. A teacher and spouse or a guest may attend, free of charge, all other school activities, excluding home athletic events, sponsored solely by the Greater Jasper Consolidated Schools.

5. Basic salaries for teachers shall be paid at the teacher's option in one of the following ways: (1) in twenty-six (26) payments which shall be equal to the nearest penny; or (2) in twenty (20) payments at one-twenty-fifth (1/25th) per payment plus a twenty-first (21st) payment which shall include the balance of the contractual sum for that school year, provided that all services contracted for have been completed by that date. Teachers choosing the second option above, shall notify the Corporation Business Office in writing not later than August 1st. It is understood that no changes will be made once a choice has been made, for the duration of the individual teaching Contract. Summer checks, other than for summer school teachers and teachers who selected payment option number two (2.) hereinabove, shall be picked up at the teacher's option, at regular two (2) week intervals.

ARTICLE IV

FRINGE BENEFITS

1. HEALTH INSURANCE.

a. The Board shall continue an existing Health Insurance Plan as amended to provide benefits, which provides individual and/or family type medical and hospitalization, which includes surgical and major medical care provisions. The Board shall pay towards the cost of each teacher's plan as follows:

SINGLE PLAN	Fully paid by the Board, less Eight Hundred Twenty-Five Dollars ($825) per year, which shall be paid for by the teacher.
EMPLOYEE/DEPENDENT	Fully paid by the Board less Two Thousand Three Hundred Dollars ($2,300) per year which shall be paid for by the teacher.
EMPLOYEE/SPOUSE	Fully paid by the Board less Two Thousand Three Hundred Dollars ($2,300) per year which shall be paid for by the teacher.
FAMILY PLAN	Fully paid by the Board less Two Thousand Nine Hundred Fifty-Five Dollars ($2,955), which shall be paid for by the teacher.
HUSBAND AND WIFE BOTH EMPLOYED BY THE SCHOOL SYSTEM	Fully paid by the Board less One Thousand Six Hundred Fifty Dollars ($1,650) per spouse for two (2) single plans or a family plan which shall be paid for by the teacher.

b. Teachers are not required to enroll in the Health Insurance Plan in effect in the School Corporation in order to receive Life Insurance benefits, Disability Insurance benefits, Dental Insurance benefits and Vision Insurance benefits as spelled out in the agreement. In other words, teachers who choose not to take Health Insurance benefits are still entitled to take the Life Insurance and Disability Insurance if they so desire, with the Board paying the full premium costs for these other insurances. Teachers who choose not to take the Health Insurance but do wish to take the Dental Insurance and Vision Insurance may choose either the single or family plans at the cost of One Dollar ($1.00) per year.

c. It is understood and agreed to that teachers who take Health Insurance, Vision Insurance and Dental Insurance or any two (2) said insurances, must take all single plans or all family plans.

d. New employees may be covered under the Health Insurance Plan as of October 1

upon request. Employees are required to wait the 30-day waiting period.

e. In the event said deceased certified employee's spouse is younger than the certified employee was, and wishes to remain in the group insurance programs beyond the time when the deceased would have been eligible for Medicare, said spouse and dependent children at the time of the certified employee's death shall be allowed to remain in the group insurance programs until the spouse becomes eligible for Medicare, with the spouse paying One Hundred Percent (100%) of the insurance premiums.

2. VISION INSURANCE.

The Board shall provide to all teachers Vision Insurance at the cost of $1.00 per year. The coverage will pay the following minimums:

Covered Expenses	One Hundred Percent (100%) no deductible
Annual Individual Maximum	Five Hundred Fifth Dollars ($550.00)

3. DENTAL INSURANCE

The Board agrees to provide for each teacher a fully paid, less $1.00, single or family Dental Plan, which includes a One Thousand Dollar ($1,000.00) lifetime maximum orthodontics benefit. The deductible for the single plan will be Twenty-Five Dollars ($25.00), and the deductible for the family plan will be Fifty Dollars ($50.00). Covered expenses will be paid at Eighty Percent (80%) after deductible up to One Thousand Eight Hundred Fifty Dollars ($1,850.00). The insurance carriers for Health, Dental and Vision Insurance, and the coverage for those insurance plans shall not be changed from the present carriers and coverage except by written mutual agreement between the Board and the Association.

4. LIFE INSURANCE.

Life Insurance shall be One Hundred Thousand Dollars ($100,000.00) + AD&D Two Hundred Thousand Dollars ($200,000.00).

5. LONG-TERM DISABILITY INSURANCE.

The Long-Term Disability Insurance which is currently in effect shall be fully paid by the Board.

Each employee shall be covered by a Long-Term Disability Insurance program, fully paid

for by the Board, that provides for a minimum benefit of sixty-six and two-thirds (66 2/3) of salary according to the following schedule:

DISABILITY COMMENCING	MAXIMUM BENEFIT PERIOD
Prior to sixtieth (60th) birthday	To Social Security Normal Retirement Age
Between sixtieth (60th) birthday and sixty-fifth (65th) birthdays	Three (3) years or to Social Security Normal Retirement Age, whichever is longer
After sixty-fifth (65th) and before seventieth (70th) birthday	Two (2) years, but not beyond seventieth (70th) birthday; if sixty-nine (69) before end of qualifying period, Maximum Benefit Period is twelve (12) months
On or after seventieth (70th) birthday	Twelve (12) months

The Plan shall not coordinate with teacher retirement disability, and shall also contain a Social Security Freeze. The Plan shall also have a one hundred eighty (180) calendar day waiting or elimination period. The maximum amount any teacher may receive from the insurance company per month is limited to Five Thousand Dollars ($5,000.00). These minimum specifications shall not be changed without mutual agreement.

The parties recognize and agree that the Long-Term Disability (LTD) Insurance coverage shall be Schedule III-C and shall be fully paid for by the Board.

6. SECTION 125.

Phase I of Section 125 shall be added as quickly as possible with the carrier provided. Phase II of Section 125 will be added, however, that the Board shall incur no costs or responsibility for the administration of the program.

ARTICLE V

RETIREMENT

ENTITLEMENT TO RETIREMENT SEVERANCE BENEFITS, VESTING REQUIREMENTS.

Upon retirement from the Greater Jasper Consolidated School Corporation, a teacher shall be fully vested in the retirement benefits described in this Article if the retiring teacher has satisfied the following requirements:

a. Immediately prior to retirement, the retiring teacher must have taught a minimum of ten (10) years in the School Corporation;

b. The retiring teacher must be at least fifty (50) years or older during his or her retirement year.

2. 401(a) RETIREMENT.

The School Corporation shall establish a qualified retirement plan as described in section 401(a) of the Code [the "401(a) Plan"' for the buyout dollars for the Retirement and Bridge to Social Security benefits in the Prior Agreement. The total sum of the amount calculated by ESC as the present value for the Retirement Pay and Bridge to Social Security Benefits shall then be contributed by the School Corporation to the 401(a) Retirement and Bridge to Social Security Buyout Plan.

a. Separate Accounts. The amount calculated for each employee will be invested in a separate account. There will be no commingling of accounts and each employee may determine how his or her account shall be invested among the investment options made available by the selected investment vendor for the 401(a) Plan.

b. Vesting. Until such time that an employee has retired and satisfied the eligibility requirements set forth in this Article, the employee shall have no access to the assets held in his or her separate 401(a) account.

c. Forfeiture. If an employee retires or otherwise terminates employment before satisfaction of the requirements set forth in subsection 1. of this Article, for any reason, the terminated employee's 401(a) account shall be forfeited. The forfeited amounts shall be redistributed among the remaining active participants on a pro rata basis based upon each teacher's share of the initial buyout dollars.

d. Distributions. Following retirement and the satisfaction of the requirements set forth in subsection 1. of this Article, a retired employee may elect to commence distributions from his 401(a) account. If an employee shall die after having ten (10) years of experience in the School Corporation and who is at least fifty (50), the deceased employee's 401(a) account shall be distributable to the decedent's

designated beneficiary or to his/her estate if no beneficiary designation has been made. (At no time may a participant borrow from his 401(a) account.)

e. Costs. The School Corporation shall not be paid any compensation for its services performed on behalf of the 401(a) Plan. All costs incurred in the administration of the 401(a) Plan and investment fees shall be paid from the 401(a) Retirement and Bridge to Social Security Buyout Plan assets.

f. Additional Plans. The School Corporation may establish other qualified plans as described in section 401(a) of the Code, subject to such terms and conditions as the School Corporation shall determine, in its sole discretion, to be appropriate. Such additional plans may be maintained separate from the 401(a) Plan or for administrative convenience maintained as part of the 401(a) Plan.

3. VEBA.

The School Corporation shall contribute to a Voluntary Employees' Beneficiary Association ("VEBA"), as described in section 501(c)(9) of the Internal Revenue Code, that amount representing the present value of the group Health Insurance benefits, as calculated for all employees using the assumptions to which the parties mutually agreed. Additional terms and conditions for the administration and operations of the VEBA shall be as follows:

a. Separate Accounts. The amount calculated for each employee will be invested in a separate account. There will be no commingling of accounts and each employee may determine how his or her account shall be invested among the investment options made available by the selected investment vendor for the VEBA.

b. Vesting. Until such time that an employee has retired and satisfied the eligibility requirements set forth in Section 1. of this Article, the employee shall have no access to the assets held in his or her separate VEBA account.

c. Forfeiture. If an employee retires or otherwise terminates employment before satisfaction of the requirements set forth in Section 1. of this Article for any reason, the terminated employee's VEBA account shall be forfeited. Forfeited amounts shall be reallocated at the end of each plan year only among the then-remaining separate VEBA accounts in a manner similar to that used in initially determining the present value calculations. Therefore, the VEBA accounts of the following employees will not share in the reallocation of a forfeiture of a VEBA account:

i. Employees who have forfeited their VEBA accounts in the same year;

ii. Employees who previously forfeited their VEBA accounts; and

iii. Employees who have attained age fifty-nine (59) and terminated employment in or before the year of the reallocated forfeiture.

Furthermore, VEBA accounts of employees who have attained age fifty-nine (59), but not terminated employment may share in the reallocated forfeiture, but on a reduced basis.

d. Distributions. Following retirement and the satisfaction of the requirements set forth in Section 1. of this Article, a retired employee may use the amounts held in his/her separate VEBA account to pay Health Insurance premiums, term Life Insurance premiums, long-term care, and unreimbursed medical expenses of the employee, spouse, and dependents. Furthermore, following the death of the employee who had otherwise satisfied the requirements of Section 1. of this Article, any amounts remaining in the deceased employee's VEBA account may continue to be used to pay these premiums and expenses of the employee's spouse and dependents. Any amounts not distributed to or for the benefit of the employee, spouse and/or dependents will be forfeited and reallocated among the remaining separate VEBA accounts. (At no time may the VEBA make loans to an employee, his/her spouse, or dependents.)

e. Costs. The School Corporation shall not be paid any compensation for its services performed on behalf of the VEBA. All costs incurred in the administration of the VEBA and investment fees shall be paid from the VEBA assets.

4. RETIREMENT SAVINGS PLAN

a. Section 401(a) Annuity Plan.

i. The Board will contribute an amount equal to One Percent (1%) of the teacher's salary schedule salary and deposit such amounts into a Section 401(a) account maintained by the Board on behalf of the teacher.

ii. Such deposits shall be made on a monthly basis.

iii. Any contributions made by the Board to the Section 401(a) Plan on behalf of certified employees are subject to a vesting schedule. To be fully vested in this ongoing contribution, the teacher is subject to the following vesting schedule:

Completed Years of Service	Percent
1	20%
2	40%
3	60%
4	80%
5	100%

For purposes of this section, "continuous completed years of service" refers to and is calculated by the number of consecutive regular or temporary teacher's Contracts (no more than one Contract per school year) executed by the employee. Authorized leaves of absences shall not be considered to

be a break in continuous employment. Current employees will receive credit for their continuous completed years of service as of June 30, 2004. A teacher who is not fully vested in this program and who voluntarily resigns or is terminated shall forfeit any non-vested amounts and shall not retain any prior partial vesting rights if ever rehired by the Board.

b. VEBA Plan.

i. Ongoing Contribution. Effective with the 2004-2005 school year, the Board will contribute an amount equal to One Percent (1%) of a teacher's salary schedule salary into an individual VEBA account for the teacher. Such deposits shall be made on a monthly basis.

ii. Separate Accounts. The amount calculated for each employee will be invested in a separate account. There will be no commingling of accounts and each employee may determine how his or her account shall be invested among the investment options made available by the selected investment vendor for the VEBA.

iii. Vesting. To be fully vested in this ongoing contribution, the teacher is subject to the following vesting schedule:

Completed Years of Service	Percent
1	20%
2	40%
3	60%
4	80%
5	100%

For purposes of this section, "continuous completed years of service" refers to and is calculated by the number of consecutive regular or temporary teacher's Contracts (no more than one Contract per school year) executed by the employee. Authorized leaves of absences shall not be considered to be a break in continuous employment. Current employees will receive credit for their continuous completed years of service as of June 30, 2004. A teacher who is not fully vested in this program and who voluntarily resigns or is terminated shall forfeit any non-vested amounts and shall not retain any prior partial vesting rights if ever rehired by the Board.

iv. Forfeiture. If an employee retires or otherwise terminates employment before satisfaction of the vesting requirements set forth in Section b. above for any reason, the terminated employee's VEBA account shall be forfeited.

v. Distributions. Following retirement and the satisfaction of the requirements set forth in Section 1. of this Article, a retired employee may use the amounts held in his/her separate VEBA account to pay Health Insurance

premiums, term Life Insurance premiums, long-term care and unreimbursed medical expenses of the employee, spouse, and dependents. Furthermore, following the death of the employee who had otherwise satisfied the requirements of Section 1. of this Article, any amounts remaining in the deceased employee's VEBA account may continue to be used to pay these premiums and expenses of the employee's spouse and dependents. Any amounts not distributed to or for the benefit of the employee, spouse and/or dependents will be forfeited and reallocated among the remaining separate VEBA accounts. (At no time may the VEBA make loans to an employee, his/her spouse, or dependents.)

vi. Costs. The School Corporation shall not be paid any compensation for its services performed on behalf of the VEBA. All costs incurred in the administration of the VEBA and investment fees shall be paid from the VEBA assets.

5. VENDOR.

The single investment vendor for the 401(a) and VEBA plans shall be mutually agreed upon by the parties.

ARTICLE VI

LEAVES OF ABSENCE

COURT LEAVE.

Court leave with pay shall be granted to teachers for the time necessary to make appearance(s) in any court proceeding when requested to so appear by the School Corporation or State of Indiana.

2. JURY DUTY LEAVE.

A teacher called for jury duty shall, during the required period of absence from assigned duty by the School Employer, be paid his full Contract salary provided that such teacher agrees to return to the Board immediately upon receipt all pay, less expense money received, for serving on jury duty.

3. PERSONAL LEAVE.

Each full-time teacher employed under Contract shall be entitled to four (4) days of absence per school year without loss of pay for family emergency or for the transaction of personal business and/or the conduct of personal or civic affairs. Teachers may carry over up to five (5) unused personal leave days from a previous year or years so that a teacher may, in any one (1) school year, have up to ten (10) days of personal leave for use. Other unused personal leave days, over and above the five (5) days which may carry over from year to year, will accumulate as sick leave. A teacher employed under Contract for only a portion of the school year shall be entitled to only a proportionate number of personal leave days.

4. PERSONAL BUSINESS LEAVE INCENTIVE PAY.

During the school year, a teacher who uses:

a. None (0) days of his/her personal business leave days shall receive Three Hundred Fifty Dollars ($350.00) in a separate check no later than the last of June.

b. One-half ($^1/_2$) day, but not more than one (1) day of his/her personal business leave days shall receive Two Hundred Seventy Five Dollars ($275.00) in a separate check not later than the last of June.

5. SICK LEAVE.

a. Each full-time teacher employed under Contract shall be entitled to be absent from work on account of personal illness or quarantine fifteen (15) days for each year of employment without loss of compensation.

b. If in any one school year the teacher shall be absent for such illness or quarantine less than the prescribed number of days, the remaining days including unused

personal leave days, over and above the five (5) days of personal leave which may carry over as personal leave, shall be accumulative without limit. The Greater Jasper Schools shall buy down accumulated days above one hundred eighty (180) for each affected teacher at the rate of Eighty Dollars ($80.00) per day. Greater Jasper Schools shall buy unused annual sick leave days above one hundred eighty (180) for each affected teacher at the rate of Eighty Dollars ($80.00) per day. Monies will be deposited into teacher's individual Section 401(a) accounts.

f. A teacher employed under Contract for only a portion of the school year shall be entitled to a proportionate number of days of sick leave, and unused days will be accumulative as specified herein.

g. Teachers on summer school employment shall be entitled to use accumulated sick leave, personal leave and emergency leave.

h. Illness in Family Leave. All professional personnel of the School Corporation shall be allowed to use all of their sick leave days, including accumulated days, in case of illness, surgery, or accident involving a spouse, child, and parent.

6. SICK LEAVE INCENTIVE PAY

During the school year, a teacher who uses:

a. None (0) days of his/her sick leave days shall receive One Thousand Dollars ($1,000); or,

b. One-half (1/2) day, but not more than one (1) day of his/her sick leave days shall receive Seven Hundred Fifty Dollars ($750) or

c. One and one-half ($1\frac{1}{2}$) days, but not more than two (2) days of his/her sick leave days shall receive Five Hundred Dollars ($500)

Such additional pay for which a teacher qualifies shall be paid in a separate check not later than the last of June.

Days donated to the sick leave bank do not cause a teacher to forfeit the sick leave incentive pay.

Employees who utilize FMLA leave are *excluded* from the sick leave attendance incentive.

Verification of illness will be required after seven (7) days of sick leave illness within 48 hours of return to work. Failure to submit verification will result in lost pay for missed days.

Absence due to sick leave immediately preceding or following a scheduled holiday/break or weather related make-up day will be charged at a 2 to 1 rate unless written verification of illness is provided.

Once a teacher accumulates at least one hundred eighty (180) sick leave days, these sick leave incentive provisions do not apply. Once a teacher has accumulated 180 sick leave days, the incentive pay will be deposited into said teacher's 401(a) account, at eighty ($80) dollars per unused sick leave day above 180.

A teacher who has accumulated sick leave exceeding the 180-day threshold and achieves perfect attendance during the school year shall receive the greater of the $1,000 sick leave attendance incentive or the applicable accumulated sick leave buyback amount, but not both.

7. SHORT-TERM LEAVE WITHOUT PAY

A teacher who has exhausted all available annual and accumulated personal leave may request Short-Term Leave Without Pay subject to the following provisions:

a. Short-term leave without pay shall not exceed three (3) consecutive school days in occurrence.
b. A teacher may be granted a maximum of three (3) cumulative school days of short-term leave without pay during any school year.
c. For each approved day of short-term leave without pay, the teacher's compensation shall be reduced by the teacher's daily contractual rate, calculated by dividing the annual contract salary by the total number of teacher contract days.
d. During an approved short-term leave without pay, the Board shall continue its regular contributions toward health, dental, vision, life and long-term disability insurance in accordance with terms of this Agreement and applicable benefit plans. The teacher shall remain responsible for the employee's regular premium contributions.
e. Except in cases of emergency, requests for short-term leave without pay must be submitted to the Superintendent or designee at least three (3) school days prior to the requested absence. In emergency circumstances, the teacher shall provide notice as soon as reasonably practical.
f. Requests for short-term leave without pay shall be subject to approval by the Superintendent or designee. Approval shall not be unreasonably withheld and shall be based on the operational needs of the School Corporation, including staffing requirements and substitute availability. Approval of one request shall not establish a precedent for future requests.

8. SICK LEAVE BANK

In addition to that sick leave absence to which full-time teachers employed under Contract shall be entitled under separate paragraph of this Agreement, said teachers may be entitled to be absent from work without loss of compensation on account of personal illness for up to ninety (90) school days per regular school year by use of sick-leave days contributed to a sick leave bank. Such bank shall be entitled by the School Employer and administered as follows:

a. Each such teacher wishing to participate in sick leave bank shall contribute one (1) day of unused sick leave to such bank, upon date of hire, which one (1) day shall thereupon be deducted from the number of said teacher's then available sick leave days. In no event shall the Board contribute days to the bank. It is understood that when the number of days in the bank falls below ninety (90) days, that all current members of the bank shall automatically be assessed one (1) additional day.

b. Said sick leave bank shall be administered by a committee composed of four (4) individuals: two (2) participating teachers selected by the Exclusive Representative, one (1) principal selected by the Board, and one (1) person designated by the Superintendent. All requests for use of days from the bank shall be made, in writing, to the committee and should be ruled upon by the committee within five (5) days after receipt. The Committee shall make the final decision as to distribution and allocation of days to participating applicants.

c. Participating teachers may be granted days from the bank if the following conditions have been met:

1. The teacher has exhausted all sick leave days, including accumulated sick and personal leave days;

2. The teacher shall furnish to the Board and/or Committee such physician's statement of need or medical condition as may be required from time to time by the Board or Committee;

3. The number of days allocated by the Committee may be reviewed by the Committee from time to time and the Committee shall have the authority to decrease or increase the number of days previously granted by the Committee; provided, however, that no individual may be granted more than a total of ninety (90) school days per regular school year.

4. It is understood that any teacher or administrator who is granted sick leave bank days shall repay the bank at the rate of five (5) days per school year. The repayment days shall be taken from the teacher or administrator's annual allotment of leave days by September 15th of the school year following the year in which the days are granted and will continue each school year thereafter until such days are repaid. A teacher or administrator who wants to repay more than five (5) days at the beginning of each school

year shall be allowed to do so. The committee may waive repayment of days in whole or in part. The committee's determination shall be made on a case-by-case basis.

d. The Committee shall not grant nor shall teachers be entitled to days during periods when such teacher is eligible to receive workmen's compensation or income protection benefits. In the event that any of the above reasons for exclusion shall be ruled to be unlawful or unenforceable, this entire plan shall immediately become null and void.

e. It is understood and agreed to that any and all administrators in the Greater Jasper Consolidated Schools are allowed to participate in the sick leave bank in the same manner as any teacher in the Corporation.

9. BEREAVEMENT LEAVE.

a. In the case of each death in the immediate family of a regularly employed teacher, the teacher is entitled to be absent without loss of compensation for five (5) school days to be used in a nine (9) month period following the death in the immediate family, beginning, at the option of the teacher, on the date of death or on the day following date of such death. "Immediate family" is interpreted as including only father, mother, brother, sister, father-in-law, mother-in-law, brother-in-law, sister-in-law, grandparent, grandchild, son-in-law and daughter-in-law. Any other relative who at the time of death was living as a member of the teacher's household will be considered as a member of the immediate family. Additional bereavement leave days may be granted, upon request, in the event of a death in the "Immediate Family".

b. In the case of each death of an uncle, aunt, niece or nephew not living in the household of the teacher, the teacher is entitled to be absent one (1) day without loss of compensation, provided, however, said teacher does on said day attend in person the last burial rights of the stated family member; that said burial rites occur while said teacher is performing duties as assigned by the School Employer under a valid teacher's Contract; and that said burial rites do not occur during the time when said teacher is absent from assigned duties due to vacation, holidays, or leaves of absence, or sick leaves, or leaves for personal business, which may have been previously granted or approved by the School Employer. Provided, however, that if the location of the funeral for said decedent is more than two hundred forty-nine (249) round trip miles from the teacher's residence then the teacher shall be entitled to be absent without loss of compensation for:

250-499 round trip miles	2 days
500 or more round trip miles	3 days

c. Bereavement leave for a spouse and children shall be seven (7) school days per occurrence to be used within a nine (9) month period.

10. PREGNANCY/MATERNITY LEAVE.

PUBLIC LAW 242 - ACT NO. 2022

SECTION 1. IC 20-6.1-6-1, as added by Acts 1976, PL. 100, SECTION 1, is amended to read as follows: Sec. 1 Leaves of Absence-Generally.

a. A School Corporation may grant a teacher a leave of absence, for at most one (1) year, for a sabbatical or for disability or sick leave. A School Corporation may grant partial compensation for any leave in an amount it determines. However, if a teacher on a sabbatical serves an employer that agrees to reimburse the School Corporation in whole or in part of the amount of the teacher's regular salary, the School Corporation may grant full or partial compensation.

b. Following the birth of a child, a teacher may use accumulated sick leave for maternity leave for up to twelve (12) consecutive weeks, beginning with the date of birth. Sick leave may be applied to the full twelve-week period, regardless of the period of medical disability, provided the employee has sufficient sick leave accumulated. This leave shall run concurrently with the Family and Medical Leave Act (FMLA), when applicable. The twelve (12) weeks shall be counted consecutively from the date of birth and shall not be extended by school vacation or holiday period.

c. During leave the teacher may maintain coverage in any group insurance program by paying the total premium including the School Corporation's share, if any, attributable to the leave period. The School Corporation may elect to pay all or part of the cost of the premium as an adopted or negotiated fringe benefit to teachers on leave.

d. During leave extending into a part of a school year, a teacher shall accumulate sick leave in accordance with the provisions of IC 20-6.1-5-6, or any salary schedule of the School Corporation providing greater sick leave, in the same proportion which the number of days the teacher is paid during such year for work or leave bears to the total number of days for which teachers are paid in the School Corporation.

e. All or part of a leave granted for sickness or disability, including pregnancy-related disability, may be charged at the teacher's discretion to the teacher's available sick days.

f. All or part of a leave taken by a teacher because of a temporary disability caused by pregnancy may be charged, at her discretion, to her available sick days. However, the teacher is not entitled to take accumulated sick leave days when the teacher's physician certifies that the teacher is capable of performing the teacher's regular teaching duties. The teacher is entitled to complete the remaining leave without pay. However, the teacher may receive compensation for the pregnancy leave pursuant to a collective bargaining agreement, or, if the teacher is not represented by an Exclusive Representative, by Board policy.

11. ADOPTION LEAVE.

A teacher shall, upon request, receive adoption leave of absence for a period not to exceed one (1) school year provided that said teacher notify the Superintendent of such intent at the time the adoption agency files legal petition with a court. The teacher shall be allowed to use accumulated sick leave for up to twelve (12) weeks during said leave. Notification given by the teacher will be confidential information. Said leave shall commence at the time the child is physically turned over to the teacher.

12. PERSONAL INJURY LEAVE.

Absence due to injury incurred in the course of the teacher's employment shall not be charged against the teacher's sick leave days after the fifth ($5t^{11}$) day and up to the ninetieth (90th)) day after said injury, provided that said teacher is eligible for benefits under the Indiana Workers' Compensation Act. During said period, the Board shall pay said teacher the difference between his salary and benefits received under the Indiana Workers' Compensation Act.

13. PROFESSIONAL LEAVE.

Teachers may request professional leave through their building principal by submitting a professional leave request form. Board approval must be given before the leave is taken.

14. LOBBYING LEAVE.

The Association shall be allowed three (3) days leave with pay for the President and a Designee to lobby in the State Legislature.

15. STUDY LEAVE.

A teacher on study leave may choose to continue in the School Corporation's group Medical, Dental, and Vision and/or teiin Life Insurance program(s) at the sole expense to the teacher, provided such teacher remits the full, total premium to the School Corporation's business office prior to the due date each month.

MISCELLANEOUS SALARY/WAGE/BENEFIT ITEMS

A. PART-TIME EMPLOYEES.

The Long-Term Disability Insurance will be fully paid by the Board for all part-time employees. It is also understood that salary and the other insurance benefits will be prorated on a six (6) hour basis.

B. TEMPORARY CONTRACT TEACHERS.

All teachers on a temporary Contract shall receive the same salary and fringe benefits as teachers on a regular teacher's Contract except those teachers who are teaching full time in a School Corporation in the Dubois-Spencer-Perry Cooperative other than Jasper.

C. TEACHER ASSISTANCE PROGRAM.

Each teacher shall have available to them, either the Teacher Assistance Program which was presented in bargaining by the Association, or another Teacher Assistance Program selected by the individual teacher(s) which shall provide the same "up to eight (8) hours of outpatient counseling per diagnosis including assessment, referral and counseling for each employee and/or spouse and children." Sessions start over six months after the last EAP service. If a teacher chooses a different Teacher Assistance Program, the School Corporation shall not be liable for more than an hourly fee of Seventy Dollars ($70.00). It is also understood and agreed to that a teacher(s) is financially responsible for any hours used above the eight (8) hours provided herein.

D. MILEAGE PAYMENT FOR TRAVELING TEACHERS

Mileage will be paid at the IRS rate to traveling teachers after proper documentation (standard mileage form) is provided.

E. CONFERENCE/WORKSHOP EXPENSES.

When a teacher is either asked or expected to attend a particular meeting, event, conference, workshop, etc., which would necessitate an expenditure for overnight lodging and/or meals, the Board shall reimburse the teacher(s) for mileage at the standard government rate and for lodging and meals as follows:

Hotel Expense	One Hundred Percent (100%) paid with prior approval
Meals	Up to Fifty Dollars ($50.00) per day with receipts

ARTICLE VII

TERMS OF AGREEMENT

This Agreement shall be effective as of July 1, 2025, and shall continue in effect through June 30, 2026.

IN WITNESS WHEREOF, this Agreement is made and entered into at Jasper, Indiana, as of the day and year first above set forth, by and between the Board of Trustees of the Greater Jasper Consolidated Schools, County of Dubois, Indiana, and the Jasper Classroom Teachers Association.

The undersigned attest to the following:

1. A public hearing was held in compliance with I.C. § 20-29-6-1(b) on September 9, 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 November 2, 2026 to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

BOARD OF SCHOOL TRUSTEES
OF THE GREATER JASPER
CONSOLIDATED SCHOOLS

Greg Eckels
President

Chairman, Negotiating Team

JASPER CLASSROOM
TEACHER ASSOCIATION

Nikole L. Roberts
President

Dean Jergen
Chief Negotiator of the Association

Ratified November 10, 2026

APPENDIX A-1

SALARY RANGE AND 2026-2027 COMPENSATION MODEL

The overall salary range for teachers prior to any increase under this agreement is $50,000-$91,610.30, not including current year increases or TRF contributions.

For informational purposes only, effective July 10, 2007, the Greater Jasper Consolidated School Corporation has agreed to recognize and to award credit on the salary schedule for prior experience in a parochial school.

In addition to the basic salary provided in Appendix A-1, the Board shall also pay the Indiana State Teachers' Retirement Fund (ISTRF) state mandated contribution of each teacher's salary as that teacher's contribution to the ISTRF.

General Eligibility: No teacher rated ineffective or needs improvement shall receive any salary increase, and shall remain at the prior year's salary, 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. Teachers newly hired are not eligible for any increases for that school year. 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. In addition, only a teacher employed for at least 120 days (including military, bereavement, and FMLA leave) during the previous school year and continuing employment during the 2025-2026 school year will be eligible for an increase to their base salary.

Factors and Definitions (Total Available Salary Increase of $2,338):

1. Evaluation: A teacher rated "Highly Effective" or "Effective" on the annual teacher performance evaluation for the previous school year will receive a $1,169 increase to their base salary, representing 50% of the total available salary increase under the compensation model.

2. Academic Needs of Students: Academic Needs of Students is defined as the need to retain certain teachers important to the school corporation, and includes all eligible special education teachers/professionals, content area secondary teachers, elementary school teachers, and student services professionals who are members of the bargaining unit. Those who qualify for an increase under this factor will receive a $1,169 increase to their base salary, representing 50% of the total available salary increase under the compensation model.

3. Redistribution: The amount that would otherwise have been allocated for the salary increase of teachers rated ineffective or improvement necessary shall be equally distributed among all eligible teachers rated effective or highly effective. The distribution shall be in the form of a base salary increase in years in which the negotiated compensation increase includes a base salary increase or as a one-time stipend in years in which the negotiated compensation increase is solely a one-time stipend.

In accordance with state statute, this compensation model and resulting salary increases will be implemented for the period of this Agreement only and this document does not create any precedent for future years. Future increases will result only from future negotiations.
GJCS agrees to pay the costs associated with obtaining expanded criminal history background checks along with expanded child protection index checks with currently employed teachers.

NEW HIRE SALARY PLACEMENT CHART

2026-2027

Step	Bachelor	Master
0-2	$50,000	$53,000
3-5	$52,000	$55,000
6-8	$54,500	$58,500
9-11	$58,500	$61,500
12-14	$60,500	$64,500
15-17	$62,000	$67,500
18+	$63,500	*
18-20		$72,500
21+		$73,500

APPENDIX B-1

EXTRA-CURRICULAR/ANCILLARY DUTYPAY

2026-2027

(Number of positions is listed for informational purposes only and NOT bargained.)

APPENDIX B-1
EXTRA-CURRICULAR/ANCILLARY DUTY PAY
2026-2027

POSITION	
A. BOYS' ATHLETICS	
Football	
1. Head Varsity Coach	$9,464
2. Head Varsity Assistant	$5,866
3. Varsity Assistant and Reserve Coach	$5,866
4. Varsity Assistant and Reserve Assistant	$4,572
5. Varsity Assistant (2)	$2,491
6. Freshman	$4,866
7. Freshman Assistant	$3,522
8. Head Middle School	$2,378
9. Middle School Assistant (3)	$2,240
Basketball	
1. Head Varsity Coach	$9,464
2. Varsity Assistant	$5,866
3. JV	$4,866
4. Head Middle School	$2,378
5. Middle School Assistant (2)	$2,240
Wrestling	
1. Head Varsity Coach	$6,444
2. Varsity Assistant	$3,269
3. JV	$2,240
4. Head Middle School	$1,291
5. Middle School Assistant	$1,162
Track	
1. Head Varsity Coach	$6,444
2. Varsity Assistant	$2,841
3. JV	$2,089
4. Head Middle School	$1,447

5. Middle School Assistant	$1,316
Baseball	
1. Head Varsity Coach	$7,993
2. Varsity Assistant	$3,475
3. JV	$2,720
Golf	
1. Head Coach	$3,386
2. Assistant	$1,630
Cross Country	
1. Head Coach	$3,386
2. Assistant	$1,630
3. Middle School	$1,447
4. Middle School Assistant	$1,085
Soccer	
1. Head Coach	$3,386
2. Assistant	$1,630
3. Middle School	$1,716
4. Middle School Assistant	$1,139
Tennis	
1. Head Coach	$3,386
2. Assistant	$1,630
Swimming - Combined Boys/Girls	
1. High School Head Coach	$5,561
2. High School Assistant	$2,252
3. High School Diving Coach	$1,751
4. Middle Schools Head Coach	$1,220
5. Middle School Assistant	$600
6. Middle School Diving	$600
JMS Athletic Director	$2,378
Middle School Intramural Coordinator	$2,378
B. GIRLS ATHLETICS	
Volleyball	
1. Head Varsity Coach	$6,444
2. JV	$2,939
3. Freshman	$2,463
4. Head Middle School	$1,716
5. Middle School Assistant (2)	$1,567
Basketball	
1. Head Varsity Coach	$9,467
2. Varsity Assistant	$5,866
3. JV	$4,866

4. Head Middle School	$2,378
6. Middle School Assistant (2)	$2,240
Wrestling	
1. Head Varsity Coach	$6,444
5. Varsity Assistant	$3,269
6. JV	$2,240
Track	
1. Head Varsity Coach	$6,444
2. Varsity Assistant	$2,841
3. JV	$2,089
4. Head Middle School	$1,447
5. Middle School Assistant	$1,316
Golf	
1. Head Coach	$3,386
2. Assistant	$1,630
Cross Country	
1. Head Coach	$3,386
2. Assistant	$1,630
3. Middle School	$1,447
4. Middle School Assistant	$1,085
Soccer	
1. Head Coach	$3,386
2. Assistant	$1,630
3. Middle School	$1,716
4. Middle School Assistant	$1,139
Tennis	
1. Head Coach	$3,386
2. Assistant	$1,630
Softball	
1. Head Varsity Coach	$7,993
2. Varsity Assistant (2)d	$3,097
Cheerleading/Dance	
1. High School Cheer	$1,193
2. Middle School Cheer	$1,074
3. High School Dance	$2,447
4. Middle School Dance	$358
5. Middle School Competition Dance	$1,113
C. MUSIC	
1. High School Band Director	$7,504

2. Assistant Band Director (2)	$4,087
3. Band Auxiliary Unit Sponsor	$2,045
4. High School Pep Band Director	$1,479
5. High School Jazz Band Director	$1,423
6. High School Choral Director	$2,240
7. Middle School Choral Director	$1,722
D. ACTIVITIES	
1. Unified Flag Football	$596
2. Unified Track	$596
3. High School Yearbook Sponsor	$2,216
8. JHS BPA Coordinator	$1,000
9. JHS BPA Assistant	$650
10. JMS BPA Coordinator	$650
11. JMS BPA Assistant	$232
4. Educators Rising Advisor	$1,500
5. Literary Arts	$546
6. Middle School Yearbook Sponsor	$802
7. High School Media Coordinator	$1,158
8. Middle School Newspaper Sponsor	$802
9. High School Play	$2,254
10. High School Musical	$2,254
11. High School Musical Assistant	$1,000
12. Middle School Musical	$1,128
13. Middle School Musical Assistant	$1,000
14. High School Speech	$3,356
15. Key Club Sponsor	$2,089
16. Optimist Club Sponsor	$1,000
17. High School Student Council	$2,089
18. Middle School Student Council	$831
19. Middle School Invention Convention	$769
20. Middle School ROOS Sponsor	$550
21. High School Academic Spell Coach	$1,470
22. High School Academic Super Bowl	$1,470
23. Middle School Academic Coach	$1,470
24. High School National Honor Society	$865
25. Middle School Science Fair	$802
26. Middle School Spell Bowl	$707
27. Elementary Spell Bowl	$707
a. Ireland	
b. Jasper Elementary	

32. Elementary Math Bowl	$707
a. Ireland	
c. Jasper Elementary	
33. SADD Sponsor	$1,058
34. High School Robotics	$2,089
35. High School Motorsports	$2,089
36. FFA Advisor	$1,670
37. Archery	$1,030
E. ADMINISTRATIVE	
1. High School Book Store	$2,182
2. Cafeteria	$2,684
a. Jasper Middle School	
b. Jasper Elementary	
c. Ireland	
3. High School Guidance Director	$2,120
4. High School Department Head	$1,575
a. Business Education	
b. Fine Arts	
c. Foreign Language	
d. Industrial Arts	
e. Language Arts	
f. Math	
g. Science	
h. Social Studies	
i. FACS	
j. Physical Education	
k. Special Needs	
5. Middle School Grade Coordinator	$1,575
a. Language Arts	
b. Social Studies	
c. Math	
d. Science & Health	
e. Fine & Practical	
f. Special Education	
6. Elementary Grade Coordinators	
a. Jasper Elementary (7)	$1,575
b. Ireland (7)	$1,575
7. Elementary Book Rental	$2,951

8. Prom Supervisor	$1,295
9. Concessions (High School Basketball)	$1,003
10. Bus Supervision	$3,096
a. Jasper Middle School	
b. Jasper Elementary	
c. Ireland	
11. Certified Bus Supervision — Intensive Need	$1,548
12. Head Teacher/Asst. to Elementary Principal	$491
13. High Ability Coordinator	$1,266
14. Dual Credit Teacher	$309
15. SSD College Board Coordinator	$412

NOTE: The Board shall also pay the Indiana State Teachers' Retirement Fund (ISTRF)-the state mandated contribution of each teacher's ECS pay as the teacher's contribution to ISTRF.

(Number of positions is listed for informational purposes only and NOT bargained.)

APPENDIX B-2

DSP CO-OP EXTRA-CURRICULAR/ANCILLARY DUTY PAY

2026-2027

(Number of positions is listed for informational purposes only and NOT bargained.)

APPENDIX B-2
EXTRA-CURRICULAR/ANCILLARY DUTY PAY
2026-2027

POSITION	
Building Team Leader	$1,256
Case Conference Coordinator	$2,006
Planning Team-Clerical	$935
Planning Team-Technology	$935
Assistive Tech Download Coordinator	$2,006
Therapy Equipment Inventory Coordinator	$981
Therapy Supervisor	$2,924
School Psychology Testing Coordinator	$981
Planning Team-Psychology	$935
Planning Team-Behavior	$935
Planning Team-Therapy	$935
Planning Team-Itinerant	$935
Planning Team-Preschool	$935
Planning Team-SLP	$935
CRDT Trainer (2)	$1,520
Special Education Processes Coordinator	$908