AGREEMENT

BETWEEN THE

BOARD OF SCHOOL TRUSTEES

OF THE

CROWN POINT COMMUNITY SCHOOL CORPORATION

AND THE

CROWN POINT EDUCATION ASSOCIATION

July 1, 2026, through June 30, 2027

Association Ratification: November 8, 2026
Board Ratification: November 12, 2026

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AGREEMENT

On the ratification dates set forth below, the following agreement was reached by and between the BOARD OF SCHOOL TRUSTEES OF THE CROWN POINT COMMUNITY SCHOOL CORPORATION, hereinafter called the "Board," and the CROWN POINT EDUCATION ASSOCIATION, hereinafter called the "Association."

ARTICLE I
Recognition

Section 1. Unit Definition - The Board hereby recognizes the Crown Point Education Association (hereinafter Association) as the exclusive bargaining representative for all certificated employees. Such representation shall exclude superintendents, assistant superintendents, superintendent's designees, business managers, principals, assistant principals, coordinators, director of curriculum, assistant director of curriculum, director of special services, assistant director of special education, deans, director of technology, coordinator of media services, director of after school care programs, full-time athletic director(s), assistant athletic directors, nurses, treasurer, non-contract teaching employees, substitutes, and non-teaching employees. The term "teacher" when used hereinafter in this contract shall refer to all employees represented by the Association in the bargaining unit as defined.

In the event the Board creates a new position, and the parties cannot agree as to whether the position should be included or excluded from the Bargaining Unit, then the parties will submit the issues to the Indiana Education Employment Relations Board as provided under I.C. 20-29-5-3.

ARTICLE II
Leaves Of Absence

Section 1. Sick Leave - Sick leave of absence with pay shall be provided to all teachers at the rate of ten (10) days for each year of service. For teachers hired prior to 2014-2015, the number of accumulated sick leave will be capped at the total number of days accumulated as of August 25, 2013, or 110 days whichever is higher. For teachers hired in 2014-2015, the total number of accumulated sick leave will be capped at a maximum of 110 days. For purposes of those teachers who are covered by Article XV and XVI of the August 15, 1999, through August 14, 2002, Collective Bargaining Agreement (the "old retirement" plan) this maximum accumulated days does not apply.

a. In addition to personal illness, sick leave shall include personal injury. If a teacher incurs an injury during the course of employment which incapacitates him/her for work for any period of time, it shall be understood that the amount of compensation paid by the insuring corporation shall be considered as part payment against any sick leave paid by the School Corporation to which the teacher is entitled.

b. Such payment of sick leave shall be adjusted so that the total amount of compensation paid by the insuring corporation plus the amount paid by the School Corporation as sick leave does not exceed the total compensation which would be paid if the teacher were on the regular payroll. Such partial payments of sick leave as made shall also be prorated against the sick leave charges so that no teacher shall be charged for a day of sick leave and receive less than payment for one day of employment.

c. In accordance with I.C. 20-28-9-10, for a teacher who has accumulated one (1) or more sick leave days in another school corporation, there shall be added to his/her second year and each succeeding year, up to three (3) sick days until the accumulated days to which the teacher was entitled to in his/her last employment are exhausted.

d. Sick days taken prior to or after a holiday or break will require a note from a doctor. Teacher shall submit the note to their building administrator no later than one (1) calendar week after the leave day taken. The list of holidays and breaks include: Labor Day, Fall Break, Thanksgiving, Winter Break, Martin Luther King Day, Presidents Day, Spring Break, Good Friday-Easter, and Memorial Day.

e. Commencing in the 2025-2026 school year, teachers who did not use all of their new allotment of sick leave days granted to them for that particular contract year (maximum of ten days) will have such unused days bought back at the end of the contract year at the rate of $100 per unused day, and such payment will be deposited into the teacher's 403b account or Health Savings Account. Should eligible staff members elect to receive the payment in cash, the days will be bought back at the rate of $75 dollars per unused day. This only applies to teachers with more than 110 accumulated sick days after the new year's sick days are added to their sick day balance.

Section 2. Personal Business Leave - Teachers will be allowed three (3) days off with pay during each year of employment for the transaction of personal business and/or the conduct of personal or civic affairs. Teachers employed after the beginning of the school year and prior to the beginning of the second semester will also receive three (3) personal days; if the teacher begins teaching after the completion of the first semester, he/she will receive one (1) personal business day for the spring semester.

Teachers will notify the Administration of their intention to use personal business leave one (1) calendar week in advance by entering their absence in AESOP one (1) calendar week prior to the leave day requested. In the event of an emergency, staff shall notify their building administrator and the personnel director as soon as possible for conditional approval consideration.

Unused personal business leave days may rollover as personal leave days up to a maximum of two (2) days per year. The maximum personal leave balance in one year cannot exceed five (5) days. Remaining unused personal leave days may rollover as sick days up to a maximum of three (3) days per year.

Section 3. Family Illness Leave - In the event of injury or illness requiring attendance by a physician of a child, spouse, or parent, an employee shall be granted up to two (2) days off work with pay to meet the emergency. If these two (2) days are not sufficient, the teacher may use an unlimited amount of sick days with approval from the Superintendent or his/her designee.

Section 4. Adoption/Child-Birth/Foster Leave – In the event of adoption, foster, or birth of a child for a parent/spouse, the employee may utilize an unlimited number of leave days. The days may be used at the employee's discretion within one calendar year following the arrival of the adopted, fostered child at home or the birth. This is limited to 3 placements per school year in the case of foster children. Should both parents be employed by CPCSC, only one will be eligible for this benefit at a time.

Section 5. Bereavement Leave - In the case of death in the immediate family, a teacher shall be allowed a maximum of seven (7) consecutive calendar days, one day of which shall include the day of the funeral, with no loss of pay and no loss of sick leave. The immediate family shall be defined as spouse, child, step-child, parent, mother-in-law, father-in-law, step-mother, step-father, brother, sister, brother-in-law, sister-in-law, daughter-in-law, son-in-law, grandparent, grandparent-in-law, grandchildren, or a dependent who resides in the household of the teacher.

In the case of death of other family members who are not within the definition of immediate family as above, one (1) day of leave shall be granted for the attendance at a funeral.

Section 6. Court Duty Leave - Any teacher who is called for jury duty or is a subpoenaed court witness shall receive a leave of absence to fulfill his/her civil obligation. The teacher shall be paid the difference between his/her full pay as a teacher and the compensation for jury duty or as a witness. Evidence of both services and remuneration is to be provided by the teacher. Court Duty leave does not apply to employees who have a need to appear in court for personal matters or because of litigation against the school corporation.

Section 7. CPEA Leave Days – The CPEA will have up to 10 leave days annually to be shared by officers for association business. Officers may request other members utilize CPEA Leave Days for approval by the Superintendent.

ARTICLE III
Sick Leave Bank

Section 1. Purpose - The purpose of the Sick Leave Bank (hereinafter referred to as the Bank) is to relieve teachers from undue financial burdens as a result of a prolonged absence from work due to illness, injury, or incapacitation sufficiently severe that would make their presence in school detrimental to the health or well-being of themselves or their students. The use of days from the Bank will only be instituted once a member has exhausted all of their current and banked leave days.

Section 2. Sick Leave Bank Membership - All certified staff members under contract are eligible to participate in the Bank. Membership will be on a voluntary basis. Certified staff members who wish to be a member of the Bank must contribute one sick leave day per year to the bank in order to be eligible for membership.

a. If the Bank exceeds one thousand (1,000) days, contribution shall be suspended and all members who participated shall be grandfathered into the following year. However, new members will still need to contribute one (1) sick day to the bank in order to be eligible for the bank.
b. If the Bank falls below 100 days, members will be required to contribute one (1) additional day during the school year. Time frames for contribution will vary according to the time of year the Bank has been depleted.

Membership will be open during the first ten (10) days of the new school year. Certified Staff members will be required to fill out the Bank participation form and return to their respective school's designee prior to the end of the ten (10) day enrollment period.

a. If a teacher is hired after the ten (10) day enrollment period, they have the right to appeal to the Sick Leave Bank Committee for membership.

Section 3. Sick Leave Bank Committee - The Sick Leave Bank Committee (hereinafter referred to as the SLBC) will consist of five (5) certified staff members, which will be appointed by the CPEA. The Superintendent or his/her designee will be an ex-officio member of the Committee and will have no voting rights in approval of days from the Bank.

A teacher must apply to the SLBC in order to qualify for the approval of sick leave bank days. Each application to the Bank must be acted upon by the entire Committee, and any decision to grant sick leave days must be decided by a majority vote of the Committee. It shall be the responsibility of the SLBC to notify the teacher within five (5) working days as to whether his/her request is granted or denied. The decision of the SLBC shall be final. Approval of sick leave bank days is not subject to the Grievance Procedure.

Section 4. Use of Sick Leave Bank - Certified staff members who receive approval from the SLBC to utilize days from the Bank may qualify to receive up to 30 days upon the initial request. If the staff member uses all 30 days, they may request additional Bank leave days if there is a documented, catastrophic illness or injury by a health care provider for oneself or immediate family member. The additional days will go through the approval process from the SLBC as well as the Superintendent or his/her designee. The second application will follow the Bank leave day approval process.

Provided that a member has remaining Bank days, they may be able to retain the remaining Bank days for follow-up appointments or therapy. In order to retain unused Bank days, a member must provide medical documentation that includes anticipated amount of days needed for additional treatment.
Upon completion of a school year, remaining leave days will be returned to the Bank. If a member requires Bank leave days in the following year, he/she will be required to apply to the SLBC at least two weeks prior to the official start date of the following school year.

Return of unused days. Once a member has returned to his/her contractual schedule, any remaining unused Bank days will be returned to the Bank. The approved Bank days do not accumulate in a member's personal leave bank.

ARTICLE IV
Insurance

Section 1. Medical Health Insurance - The Board will provide a group preferred provider plan to regular full-time teachers covered by this Agreement. The Board shall pay $630.89 per month of the cost of a single plan, $1,144.75 per month for an employee and children, $1,299.93 per month for an employee and spouse and $1,455.11 for a family plan. The balance of the plan coverage shall be paid by the teacher. In the event two Teachers are married and both are covered by group health insurance specified in this Agreement, then the employee contribution will be one (1) dollar for the full family plan (if the couple is participating in the Full Family Plan) or Employee & Spouse plan (if the couple is participating in the Employee & Spouse plan) Beginning with the 2015 plan year the association agrees to a spousal carve-out provision if the Board so chooses. Beginning with the 2015 plan year, the association agrees that a minimum benefit plan will be one option offered, if necessary, in accordance with the Affordable Care Act as the Board deems appropriate.

Section 2. Long Term Disability - The Board shall pay the premium to provide for long term disability.

Section 3. Dental Plan - The Board will pay the cost of a full single premium plan, $559.89 annually. Family coverage shall be available at the teacher's cost above the single plan.

Section 4. Life Insurance - The Board will provide each teacher covered by this agreement, at no cost to the teacher, a term life insurance policy with a face value of one hundred thousand dollars ($100,000). Any applicable taxable benefit will be paid by the employee through payroll deduction each year.

Section 5. Vision Care - The Board will pay the cost of a full single premium plan, $140.00. Additional coverage shall be available at the teacher's cost.

Section 6. Minimum Payment - Teachers participating in the insurance benefits shall pay a minimum of $1.00 toward the total cost of premium.

ARTICLE V
Teacher Matching Annuity Agreement

Section 1: Matching Annuity Agreement - If a teacher makes salary reduction contributions to the approved vendor under the 403(b) plan as offered via the payroll system of the Corporation, the Corporation will make a matching contribution to the teacher's account under the 403(b) plan as adopted by the Corporation, of 100% of the salary reduction contribution to the extent that the salary reduction contribution does not exceed 3.00% of the teacher's base salary for the school year.

The Corporation will continue to make matching contributions unless the teacher chooses to withdraw from the Teacher Matching Annuity Program in writing 10 days prior to the first pay of each contract year. The Corporation's matching contribution does not continue during the period that the teacher has withdrawn from the Program.

Section 2. **Teacher Matching Contribution Vesting** – All salary reduction contributions and matching contributions will be 100% immediately vested.

ARTICLE VI
Professional Compensation

New Hire Salary Placement: The Superintendent will evaluate the experience, training, degrees and effectiveness of the teacher and the Superintendent shall have the sole discretion to determine where the teacher will be placed on the salary range at the time of the initial hiring of the teacher. For the 2026-2027 school year, the salary range will be $59,000 to $100,853 before TRF and base salary increases are applied. After base salary increases and a $1,000 new teacher starting salary increase are applied, the salary range will be $60,000 to $103,953.

Literacy Endorsement Base Salary Differentiation for New Hires: Any new hire who possesses an Early Literacy Endorsement on their license shall receive a one-time $200 differentiation added to their base salary. To receive the $200 literacy endorsement base salary differential, the new hire must submit evidence of the literacy endorsement on their license upon being hired by the School Corporation.

Teachers hired for and after the 2013-2014 school year, after a salary is determined by the Superintendent the corporation will make a $3,000 contribution each of the first three years that the teacher is employed on a full-time regular teacher contract with the Crown Point Community School Corporation to a 403(b) plan. In order to receive the annual contribution, the teacher must be evaluated as effective or highly effective. The selection of the investment(s) will be done by the employee. At the completion of the 4th full-time regular teaching contract, the teacher will be vested at 100% in the sums contributed to the 403(b) plan. Any amounts surrendered prior to the vesting will be used to offset future payments by the school corporation. If a teacher separates from service after this period and is rehired at a later date, that teacher will not be awarded this benefit a second time.

Section 1: Base Salary Adjustment for Meeting Academic Needs

The Superintendent may, in accordance with the Compensation Model set forth in Section 4 below (see the second definition of meeting academic needs), re-evaluate the experience, training, degrees, and effectiveness of a teacher after a base salary has been determined in order to retain a teacher if a risk of losing the teacher is presented. The resulting salary determination shall be within the bargained salary range and will continue to remain in place for all future years.

Section 2: General Eligibility Criteria for Base Salary Increase

In order to receive credits on the base salary a teacher must be rated Highly Effective or Effective.

A teacher rated Improvement Necessary or Ineffective shall not receive any credits towards an increase on the base salary.

These eligibility criteria do not apply to the early literacy endorsement differential.

Section 3: Compensation Model

Factors and Definitions: Teacher base salary compensation will be based on three factors:

(1) teacher evaluation, defined as the teacher being evaluated in the prior school year as effective or highly effective and
(2) experience, defined as the teacher being employed with the School Corporation for at least 120 days in the prior school year.

(3) meting academic needs of students, which is defined as:

Definition 1: The importance of retaining teachers in the CPCSC who have presented to the Superintendent success in providing continuity in curriculum delivery for students

Definition 2: A differentiated retention increase in an amount to be determined in the Superintendent's sole discretion for any teacher the Superintendent determines meets the definition of meeting academic needs set forth in)Article VI, Section 1 above. Any additional base salary increase granted under this provision will keep the teacher's final base salary within the bargained salary range.

Teachers may earn credits and points for specific performance in the following categories. The method of calculation for base salary increases is as follows:

Teacher Evaluation: Increase to base salary determined by the credits earned.
Experience: Increase to base salary determined by the credits earned.
Meeting Academic Needs 1: Increase to base salary determined by the credits earned.
Meeting Academic Needs 2: A differentiated retention increase in an amount to be determined when utilized in the Superintendent's sole discretion for any teacher the Superintendent determines meets the definition of meeting academic needs set forth in Article VI, Section 1 above. Any additional base salary increase granted under this provision will keep the teacher's final base salary within the bargained salary range.

Base salary determined by allocation described below in paragraph A.

Base Salary Allocation (credits added to the base salary)

Evaluation: Eight (8) credits

Experience: One (1) credit

Academic Needs Definition No. 1: One (1) credit

For a raise to the base salary for the three factors set forth above. (evaluation, experience, and academic needs definition no. 1.) The value of one (1) credit in 2026-2027 is $310.00. The maximum base salary increase a teacher may earn for satisfying the evaluation factor, experience factor and academic needs factor definition no. 1 is $3,100.00 (10 credits x $310.00). Of this increase, at least 10% is attributable to the meeting academic needs factor definition no. 1 (1 credit / 10 credits = 10%). In addition, the increase attributable to the experience factor does not exceed 50% of the total possible base salary increase (1 credit / 10 credits = 10%).

Meeting Academic Needs Definition 2: A differentiated retention increase in an amount to be determined in the Superintendent's sole discretion for any teacher the Superintendent determines meets the definition of meeting academic needs. Any additional base salary increase granted under this provision will keep the teacher's final base salary within the bargained salary range.

ARTICLE VII
Early Literacy Endorsement Salary Differential

Literacy Endorsement Base Salary Differentiation for Returning Teachers

Each returning teacher who newly possesses an Early Literacy Endorsement on their license shall receive a one-time $200 added to their base salary. To receive the $200 literacy endorsement base salary differential for the 2026-2027 school year, teachers must provide proof of attainment of the endorsement by no later than the date of ratification of the contract.

ARTICLE VIII
Grievance Procedure

Should any dispute arise between the Board and the Association or the Board and any teacher adversely affected by an interpretation or application of a specific provision of this Agreement, the teacher shall discuss the alleged violation with his/her immediate supervisor, but in no case more than twenty-five (25) working days, excluding state and federal holidays, of the point that the teacher knew or should have known of its occurrence. A working day is any day when teachers are required to be in attendance during the regular school term and each day during the summer except Saturdays, Sundays, and legal holidays. If the teacher and his/her supervisor fail to resolve the grievance, it may be reduced to writing in accordance with the Grievance Form set forth in attached Appendix A and submitted as follows:

Step I

The grievant may, within twenty (20) working days of this meeting, submit to his/her immediate supervisor a completed "Grievance Report Form," Step I, the copies to be distributed as indicated on the form, which is set forth as Appendix A. Copies of this form showing the date of the occurrence, a statement of the nature of the grievance and the provisions of the existing agreement allegedly violated, and the relief sought shall be submitted by the teacher to the Association building representative and by the supervisor to the Superintendent. Within five (5) working days of receipt of the Grievance Report Form, the immediate supervisor shall meet with the grievant and/or his/her Association representative in an effort to resolve the grievance. The immediate supervisor shall indicate his/her disposition of the grievance within ten (10) working days after such meeting by completing Step I of the Grievance Report Form and returning it to the teacher. The Association and the Superintendent shall both be notified in writing as to the disposition of the grievance.

Step II

If the teacher is not satisfied with the disposition of the grievance, or if no disposition has been made within the above stated time limits, the grievant and/or the Association shall complete Grievance Report Form, Step II, and submit the grievance to the Superintendent. Within seven (7) working days, the Superintendent and/or his/her designated representative shall meet with the grievant and/or his/her Association representative. Within seven (7) working days of the meeting, the Superintendent shall indicate in writing his/her disposition by completing his portion of Step II and forwarding it to the grievant. The Association and the supervisor shall be notified of said disposition. If the grievant fails to forward the Grievance Report Form to the Superintendent within seven (7) working days after receiving the disposition from the supervisor, the grievance shall be considered settled on the basis of the decision last made and shall not be eligible for further appeal. The written disposition of the Superintendent shall be final for the purpose of this agreement. No employee shall be disciplined or have a reduction in rank or compensation or be deprived of professional advantage as a result of utilizing this procedure.

ARTICLE IX
Term of Contract

This Agreement shall become effective upon ratification with all pay provisions being retroactive to July1, 2026 and shall continue in effect through June 30, 2027.

A. This contract is made and entered into at Crown Point, Indiana, on the ratification dates set forth below by and between the Board of School Trustees of the Crown Point Community School Corporation, County of Lake, State of Indiana, party of the first part heretofore referred to as the "Board," and the Crown Point Education Association, an affiliate of the Indiana State Teachers' Association and the National Education Association, party of the second part, heretofore referred to as the "Association."

B. The undersigned also attest to the following:

A public meeting in compliance with Indiana Law was held on November 9, 2026, to discuss the tentative agreement and electronic participation was not available.

A public meeting in compliance with Indiana Law was held on November 12, 2026, for ratification of the tentative agreement. Electronic participation was not available

A public hearing (Pre-formal Bargaining Hearing) was held in compliance with Indiana Law on September 10, 2026. Electronic participation was not available.

C.

CROWN POINT EDUCATION ASSOCIATION COMMUNITY SCHOOL CORP.	BOARD OF SCHOOL TRUSTEES OF THE CROWN POINT
BY: OBJ	BY:
Ratification Date: Nov 8, 2026	Ratification Date: Nov 12, 2026

APPENDIX A
GRIEVANCE REPORT FORM

Grievance # _____ School Corporation
Distribution: (Name)
1. Superintendent
2. Principal
3. Association
4. Teacher

GRIEVANCE REPORT
Submit to Principal in Duplicate
Building Assignment Name of Grievant Date Filed

_____ _____ _____ _____

STEP I

A. Date Cause of Grievance Occurred _____

B. 1. Statement of Grievance
_____

2. Provision of Contract Violated _____

3. Relief Sought _____

_____
Signature Date

C. Disposition by Principal _____

_____ _____
Principal's Signature Date

STEP II
D. Position of Grievant and/or Association _____

_____ _____
Signature Date

E. Disposition by Superintendent _____

_____ _____
Superintendent's Signature Date

APPENDIX B
STIPENDS

Section1: Dual Credit Certification

High school teachers who submit an approved plan to become certified to teach dual credit courses may submit a claim for tuition reimbursement for each credit earned. Programs will be approved based on the acceptance of the credit hours by the corporation's dual credit partner institution.

Any teacher that is certified to teach a dual credit course will earn $1000 per semester that s/he teaches the course (active stipend) or $500 per semester for any semester that s/he is certified but not actively teaching the course (dormant stipend). All payments to teachers will be made after the semester is complete, and duty has been verified by the building administrator. A teacher must earn the degree before teaching any dual credit course.

The IRS currently restricts tuition reimbursement to $5,250 per calendar year. Any tuition reimbursement in excess of that number will be subject to taxable benefits as dictated by IRS regulations.

Section 2: Professional Hourly/Course Stipend

Professional Hourly Stipend	**Hourly Rate**
Curriculum Writing Project	$30.00
Grant Funded Programs	$30.00
At Risk Programs	$30.00
After Hour Tutoring	$30.00
Professional Course Stipend	**Per Course Rate**
LEARN Academy Course Completion (max 3 courses)	$175.00

Teacher Hourly Rate - The assigned teacher's hourly rates apply for: - Adult Education S.A.T. Preparation Class

Section 3: Ancillary Duty – The total ancillary duty payment that may be earned by teachers who write a new blended learning course shall be as follows:

$6,480 for a builder working alone on a year-long course
$4,860 for a builder working alone on a semester course
$2,430 for a builder working alone on a quarter course or an elementary special

For builders working in teams of two builders on a year-long course, $6,480 to be divided equally among the builders.
For builders working in teams of two builders on a semester course, $4,860 to be divided equally among the builders.
For builders working in teams of two builders on a quarter course or an elementary special, $2,430 to be divided equally among the builders.

For builders working in teams of three or more builders on a year-long course, $9,720 to be divided equally among the builders.
For builders working in teams of three or more builders on a semester course, $4,860 to be divided equally among the builders.

For builders working in teams of three or more builders on a quarter course or an elementary special, $2,430 to be divided equally among the builders.

Section 4: Virtual (Online) Class Instruction

Teachers of virtual classes will be paid by contract addendum, a flat rate of $500 per semester course to begin the course with a minimum of 5 students. For each student thereafter, the teacher will receive $40. The teacher will receive an additional $40 per student for each student earning credit for the course.

Section 5: Summer School Compensation

Teachers teaching in summer school will be compensated at the rate of $55 per hour.

Sick Leave - Teachers participating in the summer school program of at least four (4) weeks duration will be credited with one (1) additional sick leave day for their summer service to be added to the teacher's accumulated sick leave total.
Sick Leave Use - In the event sick leave is used pursuant to this section, the sick leave will be deducted from the teacher's accumulated sick leave at the rate of one-half (1/2) day of accumulated sick leave for each day of absence during summer school.
Personal Leave Use - Summer school teachers shall be entitled to use the remaining personal leave from the preceding school year. In the event personal leave is used pursuant to this section, the personal leave will be deducted from the teacher's personal leave at the rate of one-half (1/2) day of personal leave for each day of absence during summer school.

Section 6: Prep Period Buy Out

Teachers who teach a class during their prep period will be compensated at a rate equivalent to their daily rate converted to a single period rate based upon their maximum number of periods taught in the school schedule.

APPENDIX C
RETIREMENT SEVERANCE BENEFIT

Section 1: Retirement Severance Buy Out - Teachers who will be eligible for retirement prior to June 15, 2008 will have their retirement severance benefit calculated based on the terms provided for in Article XV and XVI of the August 15, 1999 through August 14, 2002 Collective Bargaining Agreement with the understanding that the Board's contribution for insurance shall have a maximum cap of $9000.00 per year and the Early Retirement and Separation Pay Benefits will be paid through a 403(b) post separation annuity plan.

APPENDIX D
SPECIAL EDUCATION TRANSISTION

This Article is solely applicable to teachers who meet both of the following conditions:

The teacher was employed under a regular teacher's contract issued by NISEC and assigned to the Crown Point School Corporation for the 2009-10 school year and the teacher is employed under a regular teacher's contract issued by the Crown Point School Corporation for the 2010-11 school year.

Those teachers meeting the above conditions who were employed by NISEC prior to July 1, 1995, will receive retirement benefits as provided for in Article XX of the August 28, 2009 through August 27, 2013 Collective Bargaining Agreement of the Crown Point Community School Corp

APPENDIX B

EXTRA-CURRICULAR SALARY SCHEDULE

*** The number of positions denoted in this table have not been negotiated. They are included for purposes of monitoring the budget.**

HS / MS Department Chairs

Code	Description	Budget Monitoring	2023-2025 Stipend
1218	HS Performing Arts Dept. Chair	1	$3,161.35
1219	HS Fine Arts Dept. Chair	1	$3,161.35
1221	HS Physical Education Dept. Char	1	$3,337.30
1222	HS English Dept. Chair	1	$6,152.50
1238	HS Business Dept. Chair	1	$2,985.40
1239	HS World Language Dept. Chair	1	$4,568.95
1240	HS FACS Dept. Chair	1	$3,337.30
1241	HS Industrial Arts Dept. Chair	1	$3,689.20
1242	HS Math Dept Char	1	$5,448.70
1243	HS Science Dept. Chair	1	$5,211.80
1244	HS Social Studies Dept. Chair	1	$4,568.95
1245	HS Special Education Dept. Chair	2	$3,300.50
1247	HS Guidance Dept. Chair	1	$3,000.00
2222	MS Sp Ed Dept. Chair	2	$2,926.75
2223	MS Guidance Dept. Chair	2	$2,750.80
2225	MS Mathematics Dept. Chair	2	$3,948.00
2226	MS PE/Health Dept. Chair	2	$2,750.80
2228	MS Science Dept. Chair	2	$3,948.00
2229	MS Social Studies Dept. Chair	2	$3,948.00
2231	MS Music Dept. Chair	2	$3,102.70
2232	MS Encore Chair Art/IT/FACS	2	$2,750.80
2233	MS English Dept. Chair	2	$3,948.00

INSTRUCTIONAL LEADERS

Code	Description	Budget Monitoring	2023-2025 Stipend
10	School Improvement Team Leader	20	$1,784.00
2234	MS Grade Level/MTSS Leader	12	$1,250.00
2237	Elem Art Team Leader	1	$1,250.00
2238	Elem Music Team Leader	1	$1,250.00
2239	Elem PE Team Leader	1	$1,250.00
2240	Social Media Coordinator	10	$1,000.00
2241	CPI Instructor	5	$1,800.00

ATHLETICS

Code	Description	Budget Monitoring	2023-2025 Stipend
1001	HS Boys Basketball Head Coach	1	$15,000.00
1002	HS Boys Basketball Asst Coach	2	$6,500.00
1003	HS Boys Basketball JV Coach	2	$5,800.00
1004	HS Boys Basketball Frosh Coach	1	$5,500.00
1005	HS Girls Basketball Head Coach	1	$15,000.00
1006	HS Girls Basketball JV Coach	2	$5,800.00
1007	HS Girls Basketball Frosh Co	1	$5,500.00
1008	HS Girls Basketball Var Assist	2	$6,500.00
1009	HS Strength & Condit Coach	1	$15,000.00
1020	HS Boys Football Var Hd Coach	1	$15,000.00
1021	HS Boys Football Var Asst	8	$7,500.00
1022	HS Boys Football JV Coach	1	$6,500.00
1023	HS Boys Football Frosh Coach	1	$6,000.00
1024	HS Boys Football Fr Assist Co	4	$5,000.00
1025	HS Boys Football JV Assist	2	$6,500.00
1034	HS Boys Wrestling Varsity Asst	3	$7,000.00
1035	HS Boys Wrestling Head Coach	1	$12,000.00
1036	HS Boys Wrestling JV Coach	1	$4,575.00
1037	HS Boys Wrestling Frosh Coach	2	$5,000.00
1044	HS Girls Track Assist Co	5	$5,200.00
1045	HS Boys Track Head Coach	1	$9,000.00
1046	HS Boys Track Varsity Assist	5	$5,200.00
1048	HS Girls Track Head Coach	1	$9,000.00
1050	HS Unified Track Head Coach	1	$3,250.00
1051	HS Unified Track Asst Coach	1	$2,050.00
1052	HS Champions Together	1	$1,095.00
1054	HS Boys Varsity Baseball Asst	1	$5,400.00
1055	HS Boys Var Baseball Head Co	1	$9,000.00
1056	HS Boys Baseball JV Coach	2	$5,000.00
1057	HS Boys Baseball Frosh Coach	1	$4,500.00
1011	HS Boys Baseball Frosh Asst Coach	1	$3,700.00
1058	HS Girls Softball Var Coach	1	$9,000.00
1059	HS Girls Softball JV Coach	2	$5,000.00
1060	HS Girls Softball Frosh Coach	1	$4,500.00
1061	HS Girls Var Softball Asst Co	1	$5,400.00
1012	HS Girls Fr Softball Asst Co	1	$3,700.00
1062	HS Girls Gymnastics Head Coach	1	$10,000.00
1063	HS Girls Gymnastics Var Asst	1	$7,000.00

1065	HS Boys Tennis Head Coach	1	$6,500.00
1066	HS Girls Tennis Head Coach	1	$6,500.00
1067	HS Boys Soccer Head Coach	1	$7,500.00
1068	HS Boys Soccer JV Coach	1	$4,500.00
1069	HS Girls Soccer Head Coach	1	$7,500.00
1070	HS Girls Soccer JV Coach	1	$4,500.00
1071	HS Boys Golf Head Coach	1	$6,000.00
1072	HS Girls Golf Head Coach	1	$6,000.00
1073	HS Boys Golf JV Coach	1	$3,500.00
1074	HS Girls Golf JV Coach	1	$3,500.00
1075	HS Boys X-Country Head Coach	1	$7,000.00
1076	HS Boys X-Country Asst Coach	1	$4,500.00
1077	HS Girls X-Country Head Coach	1	$7,000.00
1078	HS Special Needs Basketball	1	$3,250.00
1080	HS Girls X-Country Asst Coach	1	$4,500.00
1081	HS Boys Tennis JV Coach	1	$4,300.00
1082	HS Girls Tennis JV Coach	1	$4,300.00
1083	HS Boys Soccer Asst Coach	2	$4,500.00
1084	HS Girls Soccer Asst Coach	2	$4,500.00
1085	HS Girls Volleyball Head Coach	1	$8,000.00
1087	HS Girls Volleyball Asst Coach	2	$5,000.00
1086	HS Girls Volleyball JV Coach	2	$4,500.00
1089	HS Girls Volleyball Frosh Co	2	$3,500.00
1090	HS Boys Swimming Head Coach	1	$9,000.00
1091	HS Boys Swimming Asst Coach	1	$6,000.00
1092	HS Boys Diving Coach	1	$5,500.00
1093	HS Girls Swimming Head Coach	1	$9,000.00
1094	HS Girls Swimming Asst Coach	1	$6,000.00
1095	HS Girls Diving Coach	1	$5,500.00
1096	HS Boys Basketball Frosh Asst	1	$3,500.00
1097	HS Girls Basketball Frosh Asst	1	$3,500.00
1102	HS Cheerleader Head Sponsor	1	$7,000.00
1106	HS Dance Team Sponsor	1	$7,000.00
1108	HS Dance Team Asst Sponsor	1	$4,000.00
1112	HS Cheerleader Asst Sponsor	1	$4,000.00
1113	HS Aquatics Director	1	$2,747.00
11458	HS Fall Event Supervisor	1	$3,000.00
11459	HS Winter Event Supervisor	1	$3,000.00
11460	HS Spring Event Supervisor	1	$3,000.00
2011	MS Boys Basketball Gr 8 Coach	2	$4,600.00
2012	MS Boys Basketball Gr 7 Coach	2	$4,600.00
2013	MS Girls Basketball Gr 8 Coach	2	$4,600.00

2014	MS Girls Basketball Gr 7 Coach	2	$4,600.00
2015	MS Boys Basketball Gr 8 Asst	2	$3,500.00
2016	MS Boys Basketball Gr 7 Asst	2	$3,500.00
2017	MS Girls Basketball Gr 8 Asst	2	$3,500.00
2018	MS Girls Basketball Gr 7 Asst	2	$3,500.00
2030	MS Boys Football Coach	2	$5,000.00
2031	MS Boys Football Asst Coach	10	$3,500.00
2038	MS Boys Wrestling Head Coach	2	$4,000.00
2039	MS Boys Wrestling Asst Coach	4	$3,500.00
2049	MS Boys Track Head Coach	2	$3,550.00
2050	MS Boys Track Asst Coach	10	$2,700.00
2051	MS Girls Track Head Coach	2	$3,550.00
2052	MS Girls Track Asst Coach	10	$2,700.00
2078	MS Boys X-Country Head Coach	2	$3,400.00
2079	MS Girls X-Country Head Coach	2	$3,400.00
2080	MS Boys X-Country Asst Coach	2	$2,600.00
2081	MS Girls X-Country Asst Coach	2	$2,600.00
2087	MS Gr Volleyball Gr 8 Hd Coach	2	$4,000.00
2088	MS Gr Volleyball Gr 7 Hd Coach	2	$4,000.00
2089	MS Gr Volleyball Gr 8 Asst Cch	2	$3,200.00
2090	MS Gr Volleyball Gr 7 Asst Cch	2	$3,200.00
2103	MS Cheerleader Head Sponsor	2	$4,000.00
2105	MS Dance Sponsor	2	$4,000.00
2111	MS Athletic Director	2	$9,500.00
2113	MS Cheerleader Asst Sponsor	2	$3,200.00
2114	MS Dance Team Asst	2	$3,200.00
2115	MS Tennis	2	$1,250.00
2116	MS Special Olympics Track Coach	2	$1,800.00
1104	HS Athletic Council	1	$3,000.00
1105	Letterman's Club Sponsor	1	$3,000.00
2107	MS Unified Sports Coach	2	$1,250.00
2109	MS Unified Sports Asst. Coach	2	$850.00
2110	MS Unified Basketball Coach	2	$1,250.00
2112	MS Unified Asst. Basketball Coach	2	$850.00
2117	MS Unified Bowling Coach	2	$1,250.00
2118	MS Unified Asst. Bowling Coach	2	$850.00
3102	ES Unified Sports Coach	7	$1,250.00
3103	ES Unified Sports Asst. Coach	7	$850.00
1107	HS JV Dance Team Sponsor	1	$4,000.00
1109	HS JV Cheerleader Team Sponsor	1	$4,000.00
1110	HS Boys Golf Varsity Asst Coach	1	$4,000.00
1111	HS Girls Golf Varsity Asst Coach	1	$4,000.00

1114	HS JV Gymnastics Coach	1	$6,000.00
1033	Girls Wrestling Head Coach	1	$12,000.00
1032	Girls Varsity Wrestling Asst Coach	1	$7,000.00
1039	Girls Frosh Wreslting Coach	1	$5,000.00
1088	Boys Varsity Volleyball Head Coach	1	$8,000.00
11087	Boys Varsity Volleyball Asst Coach	1	$5,000.00
11088	Boys JV Volleyball Head Coach	1	$4,500.00

CO-CURRICULAR

Code	Description	Budget Monitoring	2023-2025 Stipend
1130	HS Auditorium Director	1	$6,146.00
1135	HS Concert Band Director	1	$1,437.00
1136	HS Symphonic Band Director	1	$1,437.00
1137	HS Marching Band Director	1	$3,057.00
1138	HS Marching Band Asst Director	2	$3,057.00
1139	HS Summer Marching Band Dir	1	$3,506.00
1140	HS Summer Marching Band Asst	1	$1,437.00
1141	HS Jazz Band Director	2	$2989.00
1142	HS Pep Band Director	1	$1,437.00
1143	HS Jazz Band Asst Director	1	$1,782.00
1144	HS Chamber Orchestra Director	1	$2,472.00
1145	HS Orchestra Director	1	$3,988.00
1146	HS Musical Vocal Dir	1	$1,346.00
1147	HS Assistant Drama Director	1	$3,104.00
1148	HS Concert Band Asst Director	1	$1,095.00
1149	HS Symphonic Band Asst Dir	1	$1,095.00
1150	HS Choral Director	1	$5,780.00
1151	HS Choral Asst Director	1	$1,437.00
1152	HS Orchestra Asst Director	1	$2,195.00
1280	HS Pit Orchestra Director	1	$1,000.00
1289	HS CPTV Dir/Cinematic Arts	1	$3,161.00
1160	HS Drama Director	1	$4,726.00
1176	HS Flags Sponsor	1	$2,127.00
1284	HS Stray Dogs Club (Improv)	1	$1,095.00
1286	HS Set Design Director	1	$663.00
1287	HS Winter Guard	1	$1,095.00
2134	MS 8th Grade Orchestra	2	$2,546.00
2144	MS 8th Grade Band Director	2	$2,546.00
2152	MS 7th Grade Choir Director	2	$2,546.00
2154	MS Assistant Band Director	2	$940.00
2155	MS Drama Assistant Director	2	$1,368.00

2161	MS Drama Director	2	$2,000.00
3188	Elem Evening Music Prog	1	$748.00
12851	HS Play Tech Dir	1	$1,502.00
12852	HS Musical Tech Dir	1	$1,502.00
12853	HS Play/Spr Mus Ast Tch Dir	2	$663.00
12854	K-12 Play/Mus Tech Dir	1	$1,095.00
12855	K-12 Play/Mus Ast Tech Dir	1	$663.00
12856	K-12 Play/Mus Vocal Dir	1	$1,346.00
12861	HS Play Set Designer	1	$663.00
12862	HS Musical Set Designer	1	$663.00
12901	HS Play Costume Designer	1	$1,095.00
12902	HS Musical Costume Desr	1	$1,095.00
12903	K-12 Play/Mus Costume Desr	1	$1,095.00
11471	HS Play Asst Director	1	$1,752.00
1291	HS Box Office Director	1	$1,000.00
11472	HS Musical Asst Dir	1	$1,752.00
11473	K-12 Play/Musical Asst Dir	1	$1,752.00
3185	All City Choir/Circle the St	1	$1,782.00
11461	HS Play Director	1	$5,470.00
11462	HS Musical Director	1	$5,470.00
11463	K-12 Play/Musical Dir	1	$5,470.00
1153	HS Marching Band Drumline Instructor	1	$1,877.00
1177	HS Summer Flags Sponsor	1	$1,877.00
2164	MS Jazz Band	2	$2,564.00
3189	5th Grade Orchestra	2	$2,000.00
2135	MS Auditorium Director	2	$2,000.00
2162	MS Broadcasting / CPTV	2	$1,250.00
2166	MS Event Tech Director	2	$1,000.00
11464	Spring Musical Choreographer	1	$1,346.00
11465	Summer Musical Choreographer	1	$1,346.00
11466	HS Wood Shop Coordinator	1	$1,000.00
11467	HS Graphic Imaging Lab Coordinator	1	$1,000.00
11468	HS Jazz Vocal Director	1	$2,472.00
11469	HS Male Acapella Director	1	$2,472.00
11470	HS Show Choir Director	1	$2,472.00

INSTRUCTIONAL

Code	Description	Budget Monitoring	2023-2025 Stipend
1053	HS Broadcast Arts Director	1	$7,836.00
1064	HS Broadcast Arts Asst Dir	1	$4,861.00
1079	HS Thespian Sponsor	1	$1,095.00

1162	HS Yearbook Sponsor	1	$5,900.00
1164	HS Media	1	$4,150.00
1166	HS Speech/Debate Director	1	$8,000.00
1167	HS Speech/Debate Head Coach	1	$6,000.00
1165	HS Speech/Debate Assistant Coach	3	$3,000.00
1168	HS Interact	1	$1,095.00
1246	Crossroads Lead Teacher (Alternative School)	1	$5,780.00
1281	HS Robodogs Coach	1	$6,500.00
1282	HS Fam/Career Cmty Ldrs	1	$1,095.00
1283	HS Science Club	1	$2,472.00
1288	HS Vex Robotics	1	$6,500.00
1292	HS RoboDogs Asst Coach	1	$3,104.00
1293	HS Vex Robotics Asst Coach	1	$3,475.00
1254	HS Certamen (Latin)	3	$2,750.00
1255	HS Spanish Club	1	$1,095.00
1256	HS German Club	1	$1,095.00
1257	HS Latin Club	1	$4,250.00
1258	HS French Club	1	$1,095.00
1265	HS CASS Cadet/Top Dogs	2	$1,095.00
1261	HS Super Bowl Coach	2	$3,911.00
1262	HS Quiz Bowl Coach	1	$2,782.00
1263	HS Senior Spell Bowl Coach	1	$1,782.00
2265	MS CASS Chairperson	2	$1,629.00
2178	MS Spell Bowl Coach	2	$1,782.00
2179	MS Academic Bowl Coach	4	$1,782.00
2180	MS Science Club	4	$3,564.00
2163	MS Yearbook Sponsor	2	$1,782.00
2167	MS Yearbook Assistant	2	$1,250.00
2165	MS Media	2	$1,629.00
3278	Elem Math or Spell Bowl	14	$2,000.00
3281	Elem Science Club	6	$1,782.00
2183	MS Robotics Club	4	$4,404.00
3282	Elementary Robotics Club	7	$2,500.00
3283	Elementary Robotics Club Asst	7	$614.00
5000	ES Literacy Coach	14	$1,650.00
5003	ES Math Coach	14	$1,650.00
5004	MS English Specialist (coach)	2	$1,650.00
5005	MS Math Specialist (coach)	2	$1,650.00
5006	HS Specialist/Coach	6	$1,650.00
5007	HS Math Specialist (coach)	0	$1,650.00
5008	HS Science Specialist (coach)	0	$1,650.00
5009	Leadership Internship	0	$0.00

90013	Dyslexia Specialist	1	$5,350.00
90010	Blended Learning Specialist	3	$12,600.00
90011	Media/Library Coordinator	1	$5,000.00
4999	District Elementary School Counselor Leader	1	$3,000.00
4998	District Secondary School Counselor Leader	1	$3,000.00
4997	District Student Services Leader	2	$3,000.00

CLUBS, SPONSORS, AND SUPERVISION

Code	Description	Budget Monitoring	2023-2025 Stipend
1010	HS Hoosier Barbell Club	1	$1,095.00
1169	HS Student Council	2	$3,161.00
1170	HS Business Prof of America	1	$1,095.00
1171	HS National Honor Society	2	$1,782.00
1175	HS Windfall Sponsor	1	$1,095.00
2170	MS Student Council	4	$1,782.00
2182	MS National Honor Society	4	$1,782.00
1250	HS Freshman Class Sponsor	1	$1,095.00
1251	HS Sophomore Class Sponsor	1	$1,095.00
1252	HS Junior Class Sponsor	1	$2,127.00
1253	HS Senior Class Sponsor	2	$1,437.00
1259	HS Key Club Sponsor	1	$1,782.00
1260	HS Key Club Assistant	1	$1,250.00
1264	HS Extra-Curricular Club	13	$1,076.00
1103	HS Bulldog Blazers	1	$1,095.00
2235	MS Breakfast/Bus Supervision	8	$1,250.00
2236	MS Hall monitors	8	$1,000.00
2266	MS Extra-Curricular Club	20	$1,076.00
3186	Elementary Bus Duty	35	$1,250.00
3187	Elem Ex-Curricular Club	49	$1,076.00
3188	Elem Evening Music Prog	7	$748.00
3270	Elem Tech Resource	7	$1,250.00
3277	Elem Natl Honor Scty Sponsor	7	$1,250.00
3276	Elem Natl Honor Scty Asst (must have +30)	7	$414.00
4000	Website Coordinator	10	$1,095.00
12661	HS Marine Biology Club	1	$1,095.00
12662	HS Green Machine Club	1	$1,095.00
12663	HS Best Buddies Club	2	$1,500.00
1266	HS Best Buddies Club Assistant	4	$850.00
12664	HS Auto Shop Club	1	$1,095.00
12666	HS Splat Club	1	$1,095.00
12667	HS National Art Honor Society	1	$1,095.00

22671	MS STEM Club	2	$1,250.00
31891	Elem Student Council	7	$1,250.00
31892	Elem Media	7	$1,250.00
31893	Elem STEM Club	7	$1,250.00
2184	MS Best Buddies - Paw Pals	2	$1,250.00
2168	MS Best Buddies -Paw Pals Assistant	6	$850.00
3279	ES Girls On The Run	14	$1,000.00
2181	MS Builders Club	2	$1,250.00
2185	MS Coffee & Chatter / Confidence Club	2	$1,782.00
2082	MS Run Club Summer	2	$1,250.00
2083	MS Run Club Winter	2	$1,250.00
1294	HS Art Club	1	$1,250.00
1295	HS Biomedical Club	2	$1,250.00
1296	HS Code Red Club	1	$1,250.00
1297	HS Cure Club	1	$1,250.00
1298	HS Lathe Dogs Club	1	$1,250.00
1299	HS Student Union Club	1	$1,250.00
1300	HS Sign Language Club	2	$1,250.00
1301	HS Fashion Club	1	$1,250.00
21265	HS Exception Ed Event Coordinator	1	$1,250.00
1267	HS/MS/Elem Tech Representative	18	$1,250.00
1268	HS Bulldog Mentors	4	$1,250.00
1269	HS German Partners	1	$1,250.00
1270	HS Aviation Club	1	$1,250.00
1271	HS GEMS	1	$1,250.00
1272	HS Chess Club	1	$1,250.00
1273	HS Cards/Games Club	1	$1,250.00
1274	HS Psychology Club	1	$1,250.00
3284	Elem Art Club	7	$1,250.00
3285	Elem Boys Run Club	7	$1,250.00
3286	Elem Best Buddies	7	$1,250.00
3287	Elem Best Buddies Assistant	7	$850.00
2169	MS Art Club	2	$1,250.00
2171	MS Spirit Club	2	$1,250.00
2172	MS Esports Coach	2	$1,250.00
2173	MS Coffee Java Cart	2	$850.00

ECA INSTRUCTIONAL PERFORMANCE BONUS

Awarded on the basis of Board Commendations.
A teacher receiving a commendation in more than one category shall receive a bonus for each category.

First Place Local	$850
Top 3 Statewide	$1150
National Award	$1500