2026-2027

CONTRACT

BETWEEN

THE BOARD OF TRUSTEES

OF THE

SOUTH MONTGOMERY COMMUNITY SCHOOL CORPORATION

AND

THE SOUTH MONTGOMERY COMMUNITY EDUCATION ASSOCIATION

THIS CONTRACT, EFFECTIVE THIS 9TH DAY OF NOVEMBER 2026, BY AND BETWEEN THE BOARD OF TRUSTEES OF THE SOUTH MONTGOMERY COMMUNITY SCHOOL CORPORATION (BOARD), AND THE SOUTH MONTGOMERY COMMUNITY EDUCATION ASSOCIATION, AN AFFILIATE OF THE INDIANA STATE TEACHERS' ASSOCIATION, AND THE NATIONAL EDUCATION ASSOCIATION (ASSOCIATION).

WITNESSETH:

WHEREAS: The Board and the Association recognize and declare that providing quality education for the children of the South Montgomery Community School Corporation is their mutual aim and

WHEREAS: The Board and its designated representatives have met with representatives of the Association and entered into extended deliberate negotiations concerning wages, hours and wage-related fringe benefits, it is hereby agreed as follows:

ARTICLE I

INTRODUCTION

A. **Parties.** The parties to this agreement are South Montgomery Community School Corporation and the South Montgomery Community Education Association.

B. **Recognition Clause.** The Board of Trustees of the South Montgomery Community School Corporation hereby recognizes the South Montgomery Community Education Association as the exclusive representative of all teachers in the School Corporation.

C. **Definitions.** The following definitions apply to this agreement.

1. ASSOCIATION: The term "Association" means the South Montgomery Community Education Association.

2. BOARD: The term "Board" means the Board of Trustees of the South Montgomery Community School Corporation.

3. DAY: Unless otherwise specified, the term "day" means a school day.

4. EMERGENCY: The term "emergency", when used in this Contract, means a condition or situation which could not have been anticipated under normal circumstances.

5. IMMEDIATE FAMILY: The term "immediate family" includes father, mother, brother, sister, husband, wife, child, father-in-law, mother-in-law, son-in-law, daughter-in-law, sister-in-law, brother-in-law, grandparents, and grandchildren.

6. SCHOOL CORPORATION: The term "School Corporation" means the South Montgomery Community School Corporation.

7. TEACHER: The term "teacher" means all certified personnel employed by the school corporation, except the Superintendent, Assistant Superintendent, Principals, Assistant Principals, Athletic Director, Chief Operations Officer, Junior High Dean & Athletic Director, and substitute teachers.

D. **Contract Interpretation Provisions**

1. EFFECT ON CONTRACT: The agreements in this Contract shall supersede any rules, regulations, or practices of the Board which are contrary to or inconsistent with the terms recorded herein.

2. TEACHER CONTRACTS: Any individual contract between the Board and an individual teacher shall be consistent with the terms and conditions of this Contract. If an individual contract made subsequent to this Contract contains any language inconsistent with this Contract, this Contract shall prevail.

3. SEVERABILITY: If any provisions of this Contract or any application of this Contract to any employee or group of employees is held to be contrary to law by a legislative, administrative agency or court of competent jurisdiction, then such provisions or application shall not be deemed

valid and subsisting except to the extent permitted by law, but all other provisions or applications of this Contract shall continue in full force and effect.

4. COLLECTIVE BARGAINING RIGHTS: The Board hereby agrees that every teacher as defined elsewhere in this Contract shall have the right to freely organize, join, and support a teacher's organization for the purpose of engaging in legally authorized negotiations with the Board. The Board further agrees that it shall not directly or indirectly discourage, deprive, or coerce any teacher in the enjoinment of any rights conferred by this Contract, laws of Indiana, or the Constitutions of Indiana and the United States; that it shall not discriminate against any teacher with respect to hours, wages, or terms and conditions of employment by reason of the teacher's membership in a teacher's organization, the teacher's participation in any legal activities of a teacher's organization, or the teacher's institution of any grievance, complaint, or proceeding under this Contract.

5. TEACHER RIGHTS: Nothing contained herein shall be construed to deny or restrict any teacher's rights the teacher may have under the Indiana General School Laws or other applicable laws and regulations.

Article II

SALARY/WAGES

A. Salary Range: The Salary Range for returning teachers not including current year increases or TRF contributions is $51,000.00 to $85,521.23. After salary increases have been awarded through the 2026-2027 compensation plan, the salary range for full-time teachers is $52,000 to $87,874.50, in compliance with Indiana Code §20-28-9-26.

B. Literacy Endorsement Base Salary Differentiation

Prior to receipt of increases described in Section C of this Article, the base salary of teachers who possess a literacy endorsement will be adjusted, as needed, to reflect a $250 differential (in comparison to the base salary of teachers who otherwise have the same credentials but do not possess the literacy endorsement).

C. Base Salary Increases

1. Factors and Definitions.

a. **Eligibility for Salary Increases:** To be eligible for a salary increase, a teacher, who does not have a literacy endorsement, must have received a highly effective or effective evaluation in the prior school year and must have been employed by the School Corporation for at least 120 days in the prior year. A teacher who does not satisfy these eligibility criteria remains at the teacher's prior year salary; provided, however, a teacher who has a literacy endorsement who received an ineffective or needs improvement evaluation in the prior school year is eligible to receive the literacy endorsement base salary differentiation provided for in Paragraph B of this Article. A teacher who has a literacy endorsement and who received a highly effective or effective evaluation in the prior school year is eligible to receive

both the literacy endorsement base salary differentiation provided for in Paragraph B of this Article and base salary increase described in Paragraph C of this Article.

b. Academic Needs: the need to retain teachers who were employed by the Corporation last school year and who were employed by the Corporation on September 15, 2026.

c. Evaluation: Teacher received an evaluation from the School Corporation.

d. **Year of Experience**: Employed in the Corporation for at least 120 days in the prior year.

2. Distribution

a. Base Salary Increase: Eligible teachers will receive an increase to the base salary of 3.5% of their base salary from the past school year. Satisfaction of the evaluation factor results in an increase of 1.75% (range $620.00 to $1,485.80), and satisfaction of the academic needs factor results in an increase of 1.75% (range $620.00 to $1,485.80). The range of the total base sale increase is $1,260 to $2,971.60.

b. Stipends:

i. A teacher with experience at the Corporation will receive a stipend in addition to his or her new base salary increase of 1% to 3% of his or her base salary for the 2025-2026 school year, depending upon years of service as a certified teacher with South Montgomery Community School Corporation (range $517.50 to $2,636.24).

ii. High School Math, High School Science, High School Foreign Language teachers, and Special Education teachers, receive a stipend in addition to his or her new base salary increase of 0.25% of their 2025-2026 base salary (range $128.34 to $192.43).

iii. Teachers who possess an eligible content area Masters degree, that is not otherwise required for employment, will receive a stipend in addition to his or her new base salary of 0.75% of their 2025-2026 base salary (range $385.02 to $674.79). The phrase "eligible content area" means any content area, as defined by the Indiana Department of Education, in which the teacher currently teaches.

iv. Dual Credit Stipend. Any teacher that teaches a Dual Credit course that requires a Content Area Master's Degree for students to receive the Dual Credit will receive a stipend of $250 per section per semester. A teacher that has received the certification to teach Dual Credit classes from an accredited university but has not yet completed their Master's Degree will also qualify for this stipend as long as they are enrolled in classes to finish their content area Master's Degree.

The changes in compensation are shown on Exhibit A.

3. Itemized Compensation Requirements: Total possible increase in base salary under Compensation plan = $2,971.60.

a. Increase Attributable to Education and Experience

i. Education and Experience: $0 (0%)

ii. The combined increase for education and experience is $0, which is 0% of total possible increase.

b. Increase attributable to academic needs is $1,485.80, which is 50% of total possible increase.

c. Increase attributable to evaluation is $1,485.80, which is 50% of total possible increase.

D. Newly Hired Teachers:

1. The salary for newly hired teachers with no experience or additional educational attainment is $52,000.

2. The salary for newly hired teachers with no experience who possess a literacy endorsement is $52,250.

3. The salary for newly hired teachers with verified teaching experience or additional educational attainment will be determined by the Superintendent within the range identified in Paragraph A of this Article, with such teachers being placed on the placement schedule at the same level as other teachers in the corporation with the same experience (according to the Indiana Public Retirement System). If there is a range of levels for other teachers in the corporation with the same experience, then the new teacher is placed on the salary equivalent to the lowest salaried teacher with the same experience. If no teacher with the same experience exists, then the new teacher is placed at the level between the next level above and the next level below of teachers with the same experience on the placement schedule. If the Superintendent determines the position to be a high needs position or a difficult to fill position, they may place a new teacher at a higher placement schedule level other than teachers in the corporation with the same experience. The Superintendent must notify and discuss the placement with the Teachers Union President before offering the higher salary to the new teacher.

E. Retired Teachers. Retired teachers who are hired to fill a vacancy will receive the same base salary as other teachers in the Corporation with the same experience (according to the Indiana Public Retirement System) and degree, but the maximum base salary for such retired teacher is $60,000.

F. Tuition Reimbursement. Teachers may be eligible for tuition reimbursement if pursuing a content area master's degree that has been pre-approved by the Superintendent. To receive reimbursement for content area credit hours earned toward the pre-approved Master's degree, the

teacher must sign an agreement that if the teacher separates employment with the Corporation within 3 years of receiving the tuition reimbursement benefit, then the teacher will repay the full reimbursement amount back to the School Corporation. In addition, upon completing content area credit hours for which the reimbursement benefit is being sought, the teacher must provide the teacher's transcript to the Superintendent's Office confirming the content area credit hours have been completed, and thereafter the teacher will receive the reimbursement provided through this provision. This benefit will be limited to a maximum of 10 teachers each school year.

G. Payroll Administration.

1. Regular Pay Dates: Pay periods during the 2026-2027 school year will consist of 24 equal payments with the first beginning September 3, 2026. The pay dates will be on the 3rd and 18th of each month. If the 3rd or 18th fall on a Saturday pay checks will be issued the Friday before this date. If a pay date falls on a Sunday pay checks will be issued on Monday following the 3rd or the 18th.

2. Lump Sum Adjustment: The difference between the base salaries paid to teachers prior to approval of this agreement and the salaries provided for in the agreement will be paid to teachers in a lump sum on or before November 18, 2026. Stipends for academic need, attainment of master's degree will be paid to teachers in a lump sum on or before November 18, 2026. Dual credit stipends will be paid to teachers on January 1, 2027 for the first semester and on June 3, 2027 for the second semester.

3. Part-time Teachers: Salaries for part-time teachers shall be the appropriate salary amount multiplied by the percentage of a full workday (i.e., 6 hours) worked. e.g., one-half-time teacher with a bachelor's degree and no experience.

4. Extra-curricular Pay: Teachers who perform extra-curricular services for positions listed in Appendices B and C will be paid on the dates listed after completion of services. The parties did not negotiate the number of extra-curricular pay positions.

5. Insurance: The insurance program is included as a salary reduction program if the teacher so desires to participate as per federal regulations.

6. Deductions: Any time there is a change in the deductions from the paycheck an itemized list will be included with such paycheck listing all deductions.

7. Annuity Deductions: Teachers will be given a two-week (14 day) period of time after a contract is settled to change payroll deduction amounts for annuities. The teacher must notify the Superintendent in writing.

8. All teachers must use Direct Deposit for their paycheck. Direct deposit dates shall be the same as the pay dates.

Article III

Wage/Salary-Related Fringe Benefits

A. **Paid Leave.** The following paid leave benefits are provided:

1. Compensatory Leave Days: Each teacher shall be entitled to be absent from work for a total of fourteen (14) days each year without loss of compensation. After the third consecutive day of leave, the teacher will need to provide medical documentation for the absence. The teacher may also use accumulated days in case of illness or accident, or for surgery involving a member of the teacher's immediate family in need of medical care in alignment with Family and Medical Leave Act (FMLA). Any unused leave days shall be accumulated up to 120 days. Teachers shall notify their principal as early as possible whenever it is necessary to be absent from school. Teachers who are transferring into the School Corporation for the first time who have accumulated leave in another Indiana school corporation will transfer all the accumulated leave to this School Corporation. Accumulated leave will be added beginning with their second year of employment in the South Montgomery Community School Corporation at a rate of three (3) days per year, which is in addition to the fourteen (14) days outlined above. Teachers shall make every effort to schedule medical and dental appointments outside school hours or during the summer. The Board recognizes that, particularly in the case of specialists, this is not always possible.

Teachers using leave days on the days immediately preceding or after a break or holiday (including but not limited to: Labor Day, Fall Break, Thanksgiving Break, Winter Break, Martin Luther King Day, President's Day, and Spring Break) will be required to provide medical certification or a note from the physician on the day they return to their principal. If certification is not provided, the teacher will be charged two days for each day missed by the teacher. If no leave days are available, the teacher will have two (2) leave days deducted for each day missed. If the teacher has no remaining leave days, then the teacher shall be docked for two days of pay. If the teacher uses one day but has only one day available, then the teacher can use one day, and a day of pay will be deducted from their next paycheck.

In the event a teacher has an on-the-job injury, the Board will compensate such a teacher for lost earnings with no leave days to be charged.

2. Maternity Leave Benefit: Upon the birth of the child, the teacher shall be granted ten (10) consecutive contractually paid days of maternity leave benefit. These days will not be charged against the teacher's available sick leave and shall commence on the day following the birth of the child.

3. Paternity Leave Benefit: Upon the birth of the child, the teacher shall be granted ten (10) consecutive contractually paid days of paternity leave benefit. These days will not be charged against the teacher's available sick leave and shall commence on the day following the birth of the child.

4. Bereavement Leave: Up to five (5) business days leave of absence will be granted a teacher for death in the immediate family. The five (5) days may commence the day of death or the day after death at the teacher's discretion but must be used within thirty (30) calendar days from the date of death. Documentation must be provided to support the need for the leave.

Up to three (3) days of absence will be granted for death of a brother-in-law, sister-in-law, aunt, uncle, niece, or nephew.

The case of other family members or when one is serving as a part of the service for the deceased, a teacher may take one (1) bereavement day. Requests for bereavement leave for the day of the funeral for someone outside the family may be covered by leave day with documentation.

5. Court Leave: Teachers will be granted leave for jury duty or when subpoenaed to appear as a witness in court, except when the teacher or Association is a party in a suit against the School Corporation or other personal suits which are not job related. The teacher will receive a regular salary while on jury duty or witness appearance. The teacher shall secure from the court and deliver to the school corporation business office verification of court duty. All the payment for jury duty or the entire fee for appearance as a witness shall be retained by the teacher as the payment for all related expenses.

B. **Unpaid Leave.** Family Medical Leave Act Leave: The South Montgomery Community School Corporation will comply with the Family and Medical Leave Act of 1993, which provides for unpaid leave to eligible teachers for qualifying conditions, and includes the following provisions:

1. The employee must work 1,250 hours during the 12 months prior to the start of the leave;

2. The employee must have worked for the employer for 12 months;

3. The employee must use all accrued leave time concurrently with FMLA leave time;

4. Employees seeking to use FMLA leave are required to provide 30 days advance notice when the need is foreseeable and such notice is practicable. If leave is foreseeable less than 30 days in advance the employee must provide notice as soon as practicable, generally the same or next business day. When the need for leave is not foreseeable, the employee must provide notice to the employer as soon as practicable under the facts and circumstances of the particular case.; and

5. Employees must provide sufficient information for an employer to reasonably determine if FMLA will apply to the leave request depending on the situation, such information may include that the employee is incapacitated due to pregnancy, hospitalized overnight, is unable to perform the functions of their job, and/or employee or employee's family member is under the continuing care of a health care provider.

Qualifying Conditions for FMLA leave:

1. For the birth of a son or daughter and to bond with a newborn child;

2. For the placement of employee with a child of foster care and to bond with that child;

3. To care for an immediate family member (spouse, child, or parent, but not a parent-in-law) with a serious health condition;

4. To take medical leave when the employee is unable to work due to a serious health condition;

5. For qualifying exigencies arising out of the fact that an employee's spouse, son, daughter, or parent is on covered active duty or called to covered active-duty status as a member of the national guard, reserves, or regular armed forces.

C. **Sick Bank Leave.** The purpose of the sick leave bank is to relieve teachers and administrators from undue financial burdens due to absence from work on a long-term basis due to illness, injury, or incapacitation sufficiently severe that it would make their presence in school inadvisable. The sick leave bank shall have a minimum number of days equal to two (2) times the number of teachers and administrators participating. There shall be an annual "enrollment" period for new hires to join the sick leave bank from the beginning of school until September 15 of each school year. Teachers and administrators donating a day or days shall be considered members of the sick leave bank and shall remain members in good standing until a general re-enrollment is held. In the event that the bank falls below sixty (60) days the employees must donate additional days to remain in good standing. Said "open-membership" event shall be for thirty (30) days and may occur at any time the bank falls below the sixty (60) day balance. New teachers shall be provided with a Sick Leave Bank Enrollment Form which must be filled out and retained by the school corporation noting whether the teacher donated a day or chose not to do so. When an "open enrollment" event is held where all teachers must donate a day to remain a member of the bank in good standing, each teacher shall fill out a Sick Leave Bank Enrollment Form indicating whether the individual teacher chooses to donate a day or not. Said form shall be retained by the Corporation until a subsequent enrollment is held. New teachers and administrators shall have the opportunity to voluntarily contribute one (1) day each, per year, beginning the first year of their employment. Supervision of the bank shall be administered by a committee comprised of the following members: (a) Four (4) teachers, none being from the building of the individual concerned, appointed by the president of the South Montgomery Education Association; (b) Two (2) school board members appointed by the school board president, and (c) One principal, not from the building of the individual concerned, appointed by the Superintendent of Schools. In the event the superintendent is incapacitated, the Superintendent's position on this committee will be filled by the president of the school board, and the Superintendent's powers of appointment will then be invested in the board president. Upon the Superintendent's recovery, the Superintendent will resume the Superintendent's position on the committee. In case of a tie vote on a teacher's or administrator's request for use of the sick leave bank, such request shall be automatically denied. Any vote being taken shall by secret ballot. The entire membership of the committee shall select one (1) of their members to act as chair and one (1) to act as secretary for the duration of the year. The committee will meet as needed. A majority of members will be required for official action of the committee. The sick leave bank committee may grant, deny, or suspend grants of sick days from the bank. Their judgment or decision shall be final. Any grants shall be retroactive, except in hospitalization, nursing home or similar confinement, in which case the committee may grant days in advance when supported by appropriate medical evidence. Each applicant automatically consents to submit to medical examination and/or review of his medical history, if it is deemed necessary by the sick leave bank committee. Application for days to be used from the sick leave bank will be as follows: (a) All sick leave and personal leave days previously accumulated by the individual must be exhausted; (b) Applications shall be made in writing to the chair of the sick leave bank committee and must be accompanied by a signed physician's statement describing the nature of the disability, treatment being rendered, prognosis for a return to work; (c) The maximum number of days allowable under the initial request will be thirty (30) days; (d) After this initial request, any person may apply for additional leave of up to an additional thirty (30) days during one school year; (e) Application for grant may be made by the personal representative in cases where the individual staff member is unable to do so; (f) Days

awarded shall begin immediately upon the exhaustion of all sick leave and personal leave days; and (g) Only those teachers who participate in the sick bank are eligible to receive sick bank leave. Sick bank leave is paid leave.

D. **Insurance.** South Montgomery Community School Corporation is a member of the WV/WCI School Trust with the Corporation contributing a minimum 80% of the least expensive single health insurance plan upon approval per the Trust current bylaws. Here are the Options and Costs available: All qualifying employees who chose to participate in the insurance plan, must enroll during the first 30 days of hire, during open enrollment (August 15- September 15 typically each year), or a HIPPA qualifying event. The employee may choose to enroll in a Family Plan or a Single Plan. A family plan includes employee + spouse; employee + spouse + children; and employee + children. If you qualify for health insurance and do not wish to participate in the medical insurance the corporation will cover the cost of a dental and/or vision insurance plan for the employee and family for the employee cost of $1 per year if enrollment requirements met. The school corporation will cover the cost of a $50,000 term life insurance policy with or without enrollment in the medical insurance if the employee meets all qualifications to enroll. If the employee does not complete the enrollment online during new hire enrollment, then additional steps will need to be taken to ask permission to enroll in the life insurance. The employee also may voluntarily enroll in the Long-Term Disability (LTD) plan offered through the health insurance platform if this is waived at the time of new hire enrollment then the employee will no longer qualify for this benefit through WV/WCI Health Trust. The cost of LTD is determined by salary and will be a payroll deduction. We offer three health insurance plans: Plan #6, Plan #7, and Plan #8. See Appendix D for details regarding these plans.

E. **Retirement Benefits.**

1. Supplement Retirement Plan. Retirement Compensation for Accrued Leave Days: This paragraph applies to all teachers. At retirement, if the retiring teacher has been employed as a teacher at South Montgomery Community School Corporation for 12 or more consecutive years, the South Montgomery Community School Corporation will pay $50 in a stipend for each day of unused accumulated leave that the teacher has accrued. The maximum number of days that could be paid out to any one teacher at retirement is 130, for a total of $6,500.

2. Early Retirement Incentive Plan. This applies only to employees as of June 30, 2005. An employee must be no less than fifty-five years of age by July 1 of the year the employee applies for the ERIP. Furthermore, the employee must have nineteen years of teaching experience of which 12 years must be in the South Montgomery Community School Corporation. This applies only to employees as of June 30, 2005. The ERIP fiscal year shall be July 1 through June 30. The first year of an employee's participation in the ERIP shall begin July 1 following the last year of service to the South Montgomery Community School Corporation. An employee electing to participate in the ERIP must notify South Montgomery Community School Corporation, in writing, no later than June 1 prior to the last year of service unless emergency conditions arise after this date and board approval has been granted. The South Montgomery Community School Corporation agrees to establish a VEBA (voluntary employees' beneficiary association) trust account. The South Montgomery Community School Corporation agrees to deposit into a pooled VEBA trust account an amount equal to $1,496,758 from the HEA 1120 bond proceeds. Once an eligible teacher retires

after meeting all the requirements in this paragraph, they will be entitled to have an amount from the pooled VEBA account transferred into an individual VEBA account in their name. The amount shall be payable annually for each full year between their retirement date and their eligibility for Medicare coverage, but in no event more than 10 years. The requirements are: (a) attainment of age 55, (b) Notification pursuant to this paragraph; (c) compliance with this paragraph, and (d) enrollment in one of the Corporation's health insurance plans. The retiree may then submit qualified medical expenses to the VEBA for reimbursement from their individual VEBA account, so long as there is a balance in that account.

ARTICLE IV

TERM OF CONTRACT

The Board conducted a public hearing on collective bargaining, as required by Indiana Code §20-29-6-1(b) on September 14, 2026, conducted a public hearing on the tentative agreement, as required by Indiana Code §20-29-6-19(a), on October 29, 2026. At these public hearings, neither Board members nor any other persons participated electronically.

This contract was approved by the Board on November 9, 2026, and ratified by the Association on September 24, 2026.

This contract shall be effective as of November 9, 2026, and shall continue in effect through June 30, 2027. This contract shall not be extended orally, and it is expressly understood that it shall expire on the date indicated.

Whenever any notice is required to be given either of the parties to this contract to the other party, either shall do so by registered letter at the following addresses:

If by the Association to the Board, at	Jerry Kinkead, President 6401 S. US 231 Crawfordsville, IN 47933
If by the Board to the Association, at	Susan McVay and Sandy Minick Southmont Jr-Sr High School 6425 US 231 South Crawfordsville, IN 47933

This contract is made and entered into at New Market, Indiana on this 9th day of November, 2026, by and between the Board of School Trustees of the South Montgomery Community School Corporation, County of Montgomery, State of Indiana, party of the first part heretofore

referred to as the "Board", and the South Montgomery Community Education Association, affiliated with the Indiana State Teachers Association and the National Education Association, party of the second part, heretofore referred to as the "Association."

By signing this agreement, the undersigns also attest that The Board conducted a public hearing on collective bargaining, as required by Indiana Code 20-29-6-1(b), on September 14, 2026, conducted a public hearing on the tentative agreement, as required by Indiana Code 20-29-6-19(a), on October 29, 2026, and the Board approved the Agreement on November 9, 2026, in a public meeting. At these public hearings and public meetings, neither Board members nor any other persons participated electronically.

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

Signature of SMCEA Co-Presidents:

Susan McVay

Susan McVay

Sandy Minick

Sandy Minick

Date: November 9, 2026

Signature of Board of Trustees President:

Jerry Kinkead, President

Attest: David Rouse

Secretary

Date: November 9, 2026

APPENDIX A

2026-2027 SALARY RANGE

YOS	dgr.	New Salary
0	B	$52,000.00
0	B	$52,000.00
0	B	$52,000.00
1.5	B	$52,000.00
2	B	$52,000.00
1	B	$52,785.00
1	B	$52,785.00
1	B	$52,785.00
1	B	$52,785.00
1	B	$52,785.00
1	B	$52,785.00
1	B	$52,785.00
1.5	B	$52,785.00
3	B	$52,916.96
3	WPS	$52,722.00
1.5	B	$53,176.36
2	B	$53,312.85
2	B	$53,312.85
2	B	$53,312.85
2	B	$53,312.85
4	M	$53,473.81
3	B	$53,574.19
6	B	$54,285.75
3	B	$54,567.27
3	B	$54,567.27
5	B	$54,567.27
13	B	$54,703.69
4	B	$54,828.61
4	WPS	$54,828.61
5	B	$54,828.61
5	B	$54,828.61
4	B	$54,965.68
5	M	$54,976.52
2	B	$55,000.00
3	B	$55,000.00
15	M	$55,000.00
4	B	$55,087.36
5	B	$55,089.95
10	B	$55,089.95
4	M	$55,239.82
9	B	$55,304.24

YOS	dgr.	New Salary
6	B	$55,488.29
7	B	$55,488.29
7.5	B	$55,889.65
5	B	$56,000.00
8	B	$56,012.26
11	B	$56,925.00
10	B	$57,537.01
14	B	$57,537.01
15	B	$57,537.01
15	M	$57,674.54
9	B	$57,680.85
9	B	$57,680.85
10	B	$57,867.44
13	B	$58,070.75
11	B	$58,757.03
15	M	$58,840.40
15	B	$58,995.00
9	M	$59,345.70
12	B	$59,593.31
11	B	$59,696.80
12	B	$59,696.80
5	B	$59,846.04
12	B	$59,992.33
12	B	$59,992.33
12	M	$60,357.27
2	B	$60,896.10
13	B	$60,998.35
10	B	$60,999.85
2	B	$61,056.80
4	M	$61,670.63
22	M	$63,082.11
16	B	$63,462.22
16	B	$63,567.89
18	M	$63,835.96
16	M	$64,095.67
19	M	$64,255.90
9	B	$64,500.00
19	B	$64,778.00
19	B	$64,877.59
14	WPS	$65,451.45
6	B	$65,613.46
3	M	$65,675.14
43	**M**	**$66,037.14**

YOS	dgr.	New Salary
18	B	$66,196.23
20	M	$66,997.64
20	B	$68,256.43
3	M	$68,369.94
21	B	$69,586.47
3	M	$69,633.77
3	M	$69,633.77
24	B	$71,207.15
17	B	$72,000.00
26	B	$72,090.89
21	M	$72,631.58
24	B	$72,894.34
22	B	$73,332.19
24	B	$73,887.40
27	B	$74,599.67
6	M	$75,000.00
27	B	$75,767.69
17	B	$76,211.04
29	B	$76,935.72
30	B	$76,935.72
30	B	$77,200.93
24	B	$77,433.26
25	M	$78,305.67
43	M	$83,140.52
24	M	$84,708.08
28	M	$86,279.90
30	M	$86,927.00
31	M	$87,351.04
31	M	$87,351.04
32	M	$87,351.04
32	M	$87,351.04
33	M	$87,351.04
33	M	$87,351.04
33	M	$87,351.04
38	B	$87,874.50
38	B	$87,874.50

APPENDIX B

ANY NUMBER SLISTED IN APPENDIX B ARE FOR INFORMATIONAL REASONS ONLY AND WERE NOT A SUBJECT OF COLLECTIVE BARGIANING

PAY DATE	ECA	PAY	LEVEL
6.3.2027	MARCHING BAND DIRECTOR	$3,500.00	1
6.3.2027	BAND DIRECTOR	$3,000.00	2
6.3.2027	CHOIR DIRECTOR	$3,000.00	2
11.18.2026	Academic Teams- NMES- SPELL BOWL	$2,000.00	3
11.18.2026	Academic Teams- LES SPELL BOWL	$2,000.00	3
11.18.2026	Academic Teams- WES Spell BOWL	$2,000.00	3
11.18.2026	PLAY DIRECTOR - FALL	$2,000.00	3
6.3.2027	ACADEMIC TEAMS- NMES MATH BOWL	$2,000.00	3
6.3.2027	Academic Teams-LES- MATH BOWL	$2,000.00	3
6.3.2027	Academic Teams-WES- MATH BOWL	$2,000.00	3
6.3.2027	Academic Teams- HIGH SCHOOL - English	$2,000.00	3
6.3.2027	Academic Teams - HIGH SCHOOL - Math	$2,000.00	3
6.3.2027	Academic Teams - HIGH SCHOOL - Science	$2,000.00	3
6.3.2027	Academic Teams - HIGH SCHOOL - Soc Studies	$2,000.00	3
6.3.2027	Academic Teams- JUNIOR HIGH	$2,000.00	3
6.3.2027	Academic Teams- JUNIOR HIGH	$2,000.00	3
6.3.2027	HS BPA	$2,000.00	3
6.3.2027	HS DEPARTMENT CHAIR- SOCIAL STUDIES	$2,000.00	3
6.3.2027	HS DEPARTMENT CHAIR -FOREIGN LANGUAGE	$2,000.00	3
6.3.2027	HS DEPARTMENT CHAIR- FINE ARTS	$2,000.00	3
6.3.2027	HS DEPARTMENT CHAIR- SPED	$2,000.00	3
6.3.2027	HS DEPARTMENT CHAIR- ENGLISH	$2,000.00	3
6.3.2027	HS DEPARTMENT CHAIR- MATH	$2,000.00	3
6.3.2027	HS DEPARTMENT CHAIR- SCIENCE	$2,000.00	3
6.3.2027	HS DEPARTMENT CHAIR - VOCATIONAL/CTE	$2,000.00	3
6.3.2027	HS FFA	$2,000.00	3
6.3.2027	HS INTERACT CLUB (ROTARY)	$2,000.00	3
6.3.2027	HS NATIONAL HONOR SOCIETY	$2,000.00	3
6.3.2027	HS STUDENT COUNCIL	$2,000.00	3
6.3.2027	HS YEARKBOOK	$2,000.00	3
6.3.2027	JH YEARBOOK	$2,000.00	3
6.3.2027	JUNIOR CLASS SPONSOR	$2,000.00	3
6.3.2027	PLAY DIRECTOR- SPRING	$2,000.00	3
6.3.2027	PLC LEADERS- JH - ELA	$2,000.00	3
6.3.2027	PLC Leader - HS - ELA	$2,000.00	3
6.3.2027	PLC Leader - HS - Math	$2,000.00	3
6.3.2027	PLC Leader - HS - Science	$2,000.00	3
6.3.2027	PLC Leader - HS - Social Studies	$2,000.00	3
6.3.2027	PLC Leader - HS - SPED	$2,000.00	3
6.3.2027	PLC Leader - Fine Arts	$2,000.00	3
6.3.2027	PLC Leader - Language	$2,000.00	3
6.3.2027	PLC Leader -Vocational/CTE	$2,000.00	3
6.3.2027	PLC LEADERS- JH - MATH	$2,000.00	3
6.3.2027	PLC LEADERS- JH - SPED	$2,000.00	3
6.3.2027	PLC LEADERS- JH - SS/SCIENCE/COMP SCIENCE	$2,000.00	3
6.3.2027	PLC- KINDERGARTEN	$2,000.00	3
6.3.2027	PLC- 1ST	$2,000.00	3
6.3.2027	PLC- 2ND	$2,000.00	3
6.3.2027	PLC- 3RD	$2,000.00	3
6.3.2027	PLC-4TH	$2,000.00	3
6.3.2027	PLC - 5TH	$2,000.00	3

PAY DATE	ECA	PAY	LEVEL
11.18.2026	ASST. PLAY DIRECTOR - FALL	$1,500.00	4
6.3.2027	ASST. PLAY DIRECTOR - SPRING	$1,500.00	4
6.3.2027	SHOW CHOIR DIRECTOR	$1,500.00	4
6.3.2027	HS FCCLA	$1,500.00	4
6.3.2027	JH FCCLA	$1,500.00	4
6.3.2027	JH FFA	$1,500.00	4
6.3.2027	SENIOR CLASS SPONSOR	$1,500.00	4
6.3.2027	10TH GRADE CLASS SPONSOR	$1,000.00	5
6.3.2027	9TH GRADE CLASS SPONSOR	$1,000.00	5
6.3.2027	BRING CHANGE TO MIND	$1,000.00	5
6.3.2027	LES - ADMINISTRATOR ASST.	$1,000.00	5
6.3.2027	NMES - ADMINISTRATOR ASST.	$1,000.00	5
6.3.2027	WES - ADMINISTRATOR ASST.	$1,000.00	5
6.3.2027	LES - STUDENT COUNCIL	$1,000.00	5
6.3.2027	NMES STUDENT COUNCIL	$1,000.00	5
6.3.2027	WES STUDENT COUNCIL	$1,000.00	5
6.3.2027	JH NATIONAL HONOR SOCIETY	$1,000.00	5
6.3.2027	JH ROYAL AMBASSADORS	$1,000.00	5
6.3.2027	JH FCA	$1,000.00	5
6.3.2027	JH STUDENT COUNCIL	$1,000.00	5
6.3.2027	ELEMENTARY THEATRE CLUB	$1,000.00	5
6.3.2027	HS MOUNTIE MENTORS	$1,000.00	5
6.3.2027	GIRLS ON THE RUN	$1,000.00	5
6.3.2027	GIRLS WHO CODE CLUB	$500.00	6
6.3.2027	HS CHESS CLUB	$500.00	6
6.3.2027	HS FCA	$500.00	6
6.3.2027	HS FOREIGN LANGUAGE CLUBS	$500.00	6
6.3.2027	HS KEY CLUB	$500.00	6
6.3.2027	JH ART CLUB	$500.00	6
6.3.2027	JH CLASS SPONSORS-6th	$500.00	6
6.3.2027	JH CLASS SPONSORS -7th	$500.00	6
6.3.2027	JH CLASS SPONSORS-8th	$500.00	6
6.3.2027	MOUNTIE MENTORS SPONSOR	$500.00	6
6.3.2027	NEW TEACHER MENTORS	$500.00	6
6.3.2027	YOUTH CIVIC COUNCIL	$500.00	6
6.3.2027	ELEMENTARY AFTER SCHOOL STEM CLUB	$500.00	6
6.3.2027	ROBOTICS CLUB - HS	*$500.00*	*6*
6.3.2027	ART CLUB	$500.00	6
6.3.2027	Travel Club	$500.00	6

APPENDIX C

ANY NUMBERS LISTED IN APPENDIX C ARE FOR INFORMATIONAL REASONS ONLY AND WERE NOT A SUBJECT OF COLLECTIVE BARGIANING

PAY DATE	SEASON	POSITION	PAY AMOUNT
11.3.26	FALL	CHEERLEADING	$2,000.00
11.3.26	FALL	CHEERLEADING	$1,000.00
11.3.26	FALL	CHEERLEADING	$787.50
11.3.26	FALL	CROSS COUNTRY-VARSITY	$3,600.00
11.3.26	FALL	CROSS COUNTRY-VARSITY	$2,000.00
11.3.26	FALL	CROSS COUNTRY -JH	$1,050.00
paid in contract	FALL	FOOTBALL-VARSITY	$9,600.00
11.3.26	FALL	FOOTBALL-VARSITY	$4,000.00
11.3.26	FALL	FOOTBALL-VARSITY	$4,000.00
11.3.26	FALL	FOOTBALL-VARSITY	$4,000.00
11.3.26	FALL	FOOTBALL-VARSITY	$4,000.00
11.3.26	FALL	FOOTBALL-VARSITY	$4,000.00
11.3.26	FALL	FOOTBALL-VARSITY	$4,000.00
11.3.26	FALL	JH FOOTBALL ASST.	$2,100.00
11.3.26	FALL	JH FOOTBALL ASST.	$2,100.00
11.3.26	FALL	JH FOOTBALL ASST.	$2,100.00
11.3.26	FALL	GOLF- GIRLS-VARSITY	$3,600.00
11.3.26	FALL	GOLF- GIRLS-VARSITY	$2,000.00
11.3.26	FALL	GOLF- GIRLS -JH	$1,050.00
11.3.26	FALL	JH HC FOOTBALL 6	$2,625.00
11.3.26	FALL	JH HC FOOTBALL 7	$2,625.00
11.3.26	FALL	JH HC FOOTBALL 8	$2,625.00
11.3.26	FALL	SOCCER - GIRLS-VARSITY	$4,800.00
11.3.26	FALL	SOCCER - GIRLS-VARSITY	$2,500.00
11.3.26	FALL	SOCCER - GIRLS- JH	$1,575.00
11.3.26	FALL	SOCCER- BOYS-VARISTY	$4,800.00
11.3.26	FALL	SOCCER- BOYS-VARISTY	$2,500.00
11.3.26	FALL	SOCCER- BOYS- JH	$1,575.00
11.3.26	FALL	TENNIS - BOYS-VARSITY	$4,800.00
11.3.26	FALL	TENNIS - BOYS-VARSITY	$2,000.00
11.3.26	FALL	TENNIS - BOYS -JH	$1,575.00
11.3.26	FALL	VOLLEYBALL-VARSITY	$6,000.00
11.3.26	FALL	VOLLEYBALL-VARSITY	$2,500.00
11.3.26	FALL	VOLLEYBALL-VARSITY	$2,500.00
11.3.26	FALL	VOLLEYBALL 6	$1,050.00
11.3.26	FALL	VOLLEYBALL 7	$1,575.00
11.3.26	FALL	VOLLEYBALL 8	$1,575.00
11.3.26	FALL	Weights & Conditioning	$2,000.00
3.18.27	WINTER	BOYS BASKETBALL -6	$2,100.00
3.18.27	WINTER	BOYS BASKETBALL -7	$2,100.00

PAY DATE	SEASON	POSITION	PAY AMOUNT
3.18.27	WINTER	BOYS BASKETBALL -8	$2,100.00
3.18.27	WINTER	BOYS BASKETBALL -VARSITY	$9,600.00
3.18.27	WINTER	BOYS BASKETBALL-VARSITY	$4,000.00
3.18.27	WINTER	BOYS BASKETBALL-VARSITY	$4,000.00
3.18.27	WINTER	BOYS BASKETBALL-VARSITY	$4,000.00
3.18.27	WINTER	CHEERLEADING-JH	$787.50
3.18.27	WINTER	CHEERLEADING-VARSITY	$2,000.00
3.18.27	WINTER	CHEERLEADING-VARSITY	$1,000.00
3.18.27	WINTER	GIRLS BASKETBALL - 6	$2,100.00
3.18.27	WINTER	GIRLS BASKETBALL - 7	$2,100.00
3.18.27	WINTER	GIRLS BASKETBALL - 8	$2,100.00
3.18.27	WINTER	GIRLS BASKETBALL - VARSITY	$9,600.00
3.18.27	WINTER	GIRLS BASKETBALL - VARSITY	$4,000.00
3.18.27	WINTER	GIRLS BASKETBALL - VARSITY	$4,000.00
3.18.27	WINTER	GYMNASTICS- VARSITY	$3,766.80
3.18.27	WINTER	GYMNASTICS-VARSITY	$2,000.00
3.18.27	WINTER	SWIMMING - CO - ED -JH	$2,100.00
3.18.27	WINTER	SWIMMING - CO - ED- JH	$1,105.65
3.18.27	WINTER	SWIMMING CO- ED- VARSITY	$2,500.00
3.18.27	WINTER	SWIMMING CO- ED- VARSITY	$2,500.00
3.18.27	WINTER	SWIMMING CO- ED- VARSITY	$4,800.00
3.18.27	WINTER	Weights & Conditioning	$2,000.00
3.18.27	WINTER	WRESTLING BOYS VARSITY	$6,000.00
3.18.27	WINTER	WRESTLING - BOYS-VARSITY	$3,000.00
3.18.27	WINTER	WRESTLING - BOYS-VARSITY	$3,000.00
3.18.27	WINTER	WRESTLING - BOYS-VARSITY	$3,000.00
3.18.27	WINTER	WRESTLING - GIRLS VARSITY	$6,000.00
3.18.27	WINTER	WRESTLING - GIRLS VARSITY	$3,000.00
3.18.27	WINTER	WRESTLING-JH	$2,100.00
3.18.27	WINTER	WRESTLING-JH	$2,100.00
6.3.27	SPRING	BASEBALL - 7	$1,312.50
6.3.27	SPRING	BASEBALL 8	$1,312.50
6.3.27	SPRING	BASEBALL - VARSITY	$6,000.00
6.3.27	SPRING	BASEBALL-VARSITY	$3,000.00
6.3.27	SPRING	BASEBALL-VARSITY	$3,000.00
6.3.27	SPRING	GOLF - BOYS VARSITY	$2,000.00
6.3.27	SPRING	GOLF GIRLS- JH	$1,050.00
6.3.27	SPRING	GOLF- BOYS - VARSITY	$3,600.00
6.3.27	SPRING	SOFTBALL 7	$1,312.50
6.3.27	SPRING	SOFTBALL 8	$1,312.50
6.3.27	SPRING	SOFTBALL- VARSITY	$6,000.00
6.3.27	SPRING	SOFTBALL- VARSITY	$3,000.00
6.3.27	SPRING	SOFTBALL- VARSITY	$3,000.00

PAY DATE	SEASON	POSITION	PAY AMOUNT
6.3.27	SPRING	TENNIS - GIRLS -VARSITY	$4,800.00
6.3.27	SPRING	TENNIS -GIRLS JH	$2,000.00
6.3.27	SPRING	TENNIS GIRLS- JH	$1,575.00
6.3.27	SPRING	TRACK CO-ED -VARSITY	$4,800.00
6.3.27	SPRING	TRACK CO-ED VARSITY	$2,000.00
6.3.27	SPRING	TRACK CO-ED VARSITY	$2,000.00
6.3.27	SPRING	TRACK CO-ED VARSITY	$2,000.00
6.3.27	SPRING	TRACK CO-ED VARSITY	$2,000.00
6.3.27	SPRING	TRACK CO-ED VARSITY	$1,000.00
6.3.27	SPRING	TRACK CO-ED VARSITY	$1,000.00
6.3.27	SPRING	TRACK- CO-ED JH	$1,575.00
6.3.27	SPRING	TRACK- CO-ED JH	$1,105.65
6.3.27	SPRING	TRACK- CO-ED JH	$1,105.65

APPENDIX D - MEDICAL INSURANCE ILLUSTRATIONS

staff pricing - effective 10.1.2026 -24 pays

Price List	Plan Name	Tier Name	Per Pay 24 pays-EE	Per Pay 24 pays-Southmont	total plan cost - year
STAFF	Plan 6 - Blue Access PPO HSA $3350	SINGLE	**$145.60**	$328.40	$11,376.00
STAFF	Plan 6 - Blue Access PPO HSA $3350	FAMILY	**$669.96**	$412.04	$25,968.00
STAFF	Plan 7 - Blue Access PPO HSA $6000	SINGLE	**$82.10**	$328.40	$9,852.00
STAFF	Plan 7 - Blue Access PPO HSA $6000	FAMILY	**$478.46**	$398.04	$21,036.00
STAFF	Plan 8 - Blue Access PPO $750	SINGLE	**$248.60**	$328.40	$13,848.00
STAFF	Plan 8 - Blue Access PPO $750	FAMILY	**$887.96**	$427.54	$31,572.00

both staff pricing - effective 10.1.2026 -24 pays

Price List	Plan Name	Tier Name	Per Pay 24 pays-EE	Per Pay 24 pays-Southmont	total plan cost - year
BOTH STAFF	Plan 6 - Blue Access PPO HSA $3350	FAMILY	**$624.46**	$457.54	$25,968.00
BOTH STAFF	Plan 7 - Blue Access PPO HSA $6000	FAMILY	**$432.96**	$443.54	$21,036.00
BOTH STAFF	Plan 8 - Blue Access PPO $750	FAMILY	**$842.46**	$473.04	$31,572.00

staff pricing - effective 10.1.2026 -20 pays

Price List	Plan Name	Tier Name	**Per Pay 20 pays-EE**	Southmont contribution - year	total plan cost - year
STAFF	Plan 6 - Blue Access PPO HSA $3350	SINGLE	**$174.72**	$7,881.60	$11,376.00
STAFF	Plan 6 - Blue Access PPO HSA $3350	FAMILY	**$803.95**	$9,888.96	$25,968.00
STAFF	Plan 7 - Blue Access PPO HSA $6000	SINGLE	**$98.52**	$7,881.60	$9,852.00
STAFF	Plan 7 - Blue Access PPO HSA $6000	FAMILY	**$574.15**	$9,552.96	$21,036.00
STAFF	Plan 8 - Blue Access PPO $750	SINGLE	**$298.32**	$7,881.60	$13,848.00
STAFF	Plan 8 - Blue Access PPO $750	FAMILY	**$1,065.55**	$10,260.96	$31,572.00