Agreement between

The Board of School Trustees of Covington Community Schools

And

The Covington Teachers Association

July 1, 2026 through June 30, 2027

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AGREEMENT BETWEEN
THE BOARD OF SCHOOL TRUSTEES OF THE
COVINGTON COMMUNITY SCHOOL CORPORATION
AND
THE COVINGTON TEACHERS ASSOCIATION

ARTICLES OF AGREEMENT

This Agreement, entered into this 1st day of July, 2026, by and between the Board of School Trustees of the Covington Community School Corporation, Covington, Indiana, hereinafter called the "Board", and the Covington Teachers Association, hereinafter called the "Association".

Exclusive Representatives

Covington Teachers Association: Mrs. Barbi Hunt, Mrs. Andrea Ragsdale, Mrs. Sarah Dickerson, Mr. Trevor Dickerson
Covington Community School Corporation: Holly Magee

ARTICLE I - DEFINITIONS

A. The term "Association", when used in this agreement, shall refer to the Covington Teachers Association. A local teachers' association is recognized as the authorized collective bargaining representative.

B. The term "School Corporation", when used in this agreement, shall refer to the Covington Community School Corporation. It shall be synonymous with "employer", "Board", "School Board", and "Corporation" and shall include authorized officers, representatives, and agents.

C. The term "parties", when used in this agreement, shall refer to the School Corporation and the Association.

D. The term "certified employee", when used in this agreement, shall refer to all employees who are required to be licensed by the Indiana Department of Education for the position in which they are employed.

E. The "Bargaining Unit" shall include all certified employees except the Superintendent, Principals, Assistant Principals, employees hired on Temporary Teacher Contracts, and certified employees hired to provide services to schools in the Wabash River Special Services Cooperative.

F. The term "teacher", when used in this agreement, shall refer to all certified employees included in the bargaining unit.

G. The term "day", when used in this agreement, shall mean a calendar day, unless specifically stated otherwise.- "Working day" means a day on which the Corporation's administrative offices are open for regular business.

H. The term "half-day", when used in this agreement, shall mean one-half the normal work day (3 hours, 45 minutes).

I. References made to male teachers in this agreement shall also include female teachers.

ARTICLE II - SHORT-TERM LEAVES

A. Paid Time Off

1. Each teacher hired on or before August 1, 2026, shall be granted paid time off in the amount of 16 Days in each year, without loss of pay. If in any one (1) year the teacher uses less than the maximum amount of allowed paid time off days, then the remaining paid time off days will accumulate up to a maximum (not to exceed) of 185 paid time off days (as established in 2008 – 2009). Summer school paid time off days, except Driver Education, shall be deducted at the same rate as during the regular school year.

    a. Teachers hired after August 1, 2026 shall be granted paid time off in the amount of 12 Days in each year, without loss of pay. If in any one (1) year the teacher uses less than the maximum amount of allowed paid time off days, then the remaining paid time off days will accumulate up to a maximum (not to exceed) of 185 paid time off days (as established in 2008 – 2009). Summer school paid time off days, except Driver Education, shall be deducted at the same rate as during the regular school year.

2. Except in cases of illness, emergency, or other circumstances in which advance notice is not reasonably possible, an employee shall submit a paid time off request as soon as practicable and in accordance with Corporation procedures.

3. Use of more than three (3) consecutive paid time off days shall require prior written approval from the employee's building administrator. Approval shall be based on the reason for the leave, anticipated duration, the school's operational needs, the availability of qualified substitutes, and applicable law.

4. Accumulation of paid time off establishes the maximum number of paid time off days available to an employee. Still, it does not create an unrestricted right to use accumulated leave at the employee's discretion.

5. An employee whose request for extended paid time off is denied by the building administrator may request review by the Superintendent.

6. Paid leave shall not be used for the purpose of beginning or maintaining full-time employment with another employer during days the employee is otherwise scheduled to perform duties for the Corporation, unless specifically approved in writing by the Superintendent or required by law.

7. A teacher employed under a regular contract for only a portion of the school year shall be entitled to a proportionate number of paid time off days, with the unused paid time off days accumulating as specified above.

8. Paid leave days may not be used to extend vacations, shorten the school year, or to create long weekends by attaching to a scheduled holiday. Any exception requires prior approval from the Building Administrator.

9. The-Building Administrator reserves the right to deny a PTO request if it is deemed to be in the best interest of the school and student education. This authority is only available to the building administrator in the event of extreme numbers of educator absences before or following a vacation period.

10. Any absence for which the employee has no available or approved paid time off, and which is not otherwise protected by applicable law, shall require prior written approval from the building administrator. Requests exceeding five consecutive workdays shall be reviewed by the Superintendent.

11. Paid leave days may be used in one–half day or full–day segments.

12. A teacher shall, upon request, be given a written accounting of accumulated paid time off.

13. Outside employment shall not interfere with an employee's contractual duties to the Corporation. Paid time off shall not be used for the primary purpose of performing full-time employment for another employer during days the employee is otherwise scheduled to work for the Corporation, unless specifically approved in writing by the Superintendent or otherwise required by applicable law.

14. All PTO for the current school year must be used before unpaid time off is allowed during a school year.

B. Critical Staffing PTO Threshold

To maintain safe and effective school operations, the Corporation may limit or deny additional PTO requests when the number of employees already approved or known to be absent within a designated employee group reaches **15% of that employee group**.

For purposes of this provision, designated employee groups may include:

- Certified teaching staff
- Instructional and support staff
- Cafeteria staff
- Transportation staff
- Custodial and maintenance staff
- Other operational groups identified by the Corporation

The 15% threshold shall be calculated based upon the number of employees regularly assigned to the applicable employee group, building, department, or work location.

When 15% of the applicable employee group is already approved or known to be absent on a particular workday, additional PTO requests for that day may be denied based upon operational needs.

When calculation of 15% results in a fraction of an employee, the number shall be rounded up to the next whole employee for purposes of determining the staffing threshold.

C. Paid Time Off Request Procedures

Except in cases of illness, emergency, or other circumstances in which advance notice is not reasonably possible, employees shall follow the procedures below when requesting paid time off leave:

1. **Submission of Request.** All requests for foreseeable paid time off shall be submitted through the Corporation's designated absence reporting system or other method established by the Corporation
2. **Advance Notice.** When the need for leave is foreseeable, employees shall submit the leave request as soon as reasonably practicable. Whenever possible, requests should be submitted at least five (5) workdays in advance.
3. **Unexpected Absences.** In the event of illness, emergency, or another circumstance that prevents advance notice, the employee shall notify the building administrator or designee and enter the absence into the Corporation's designated absence reporting system as soon as reasonably practicable.
4. **Responsibility for Notification.** Submission of an absence through the Corporation's absence reporting system does not relieve an employee of the responsibility to directly notify the building administrator when required by building procedures, particularly when the absence occurs with limited notice.
5. **Approval of Foreseeable Leave.** Foreseeable leave that requires prior approval shall not be considered approved until the employee receives confirmation from the building administrator or designee.

6. **Failure to Follow Procedures.** Failure to comply with the Corporation's leave notification and request procedures may result in the absence being addressed through appropriate administrative action, unless compliance was not reasonably possible because of illness, emergency, or other circumstances beyond the employee's control.

D. Bereavement Leave

Each teacher shall be entitled to be absent from work, without loss of pay, because of death in the immediate family for a period extending not more than seven (7) calendar days immediately following the death of the family member. If special circumstances exist regarding arrangements, modification of the use of days may be needed. In these instances, each teacher should contact the school administration.

1. Bereavement leave days are not accumulative.

2. The term "immediate family" shall be interpreted to be inclusive of both the teacher and the spouse of the teacher and shall include the following (step and in-law of the same): children, siblings, parents, grandparents, grandchildren, or any person regularly living as a part of the teacher's household.

3. For uncles, aunts, nephews, or nieces of the teacher or spouse, three (3) days shall be allowed without loss of pay.

E. Staff Development Leave

Teachers may be granted, upon written request and approval from the building principal and approval from the Superintendent, staff development leave, without loss of pay to attend professional education activities. The application may include a request for reimbursement for expenses associated with the activity.

Jury Duty Leave

Teachers called for jury duty shall be paid at their normal daily rate from the Covington Schools during the time they are absent from the school for such duty. However, they shall return to the school corporation any remuneration they receive from the courts for serving on such a jury, minus mileage and expenses paid to the teacher by the courts. Following release from the duty, the teacher is to return to the regular job to finish the regular day's work.

ARTICLE III - LONG-TERM LEAVES

A. Maternity Leave

Any teacher who is pregnant may continue in active employment as late into pregnancy as she desires if she can fulfill the requirements of her position. Temporary disabilities caused by pregnancy shall be governed by the same provisions governing sickness, as follows:

1. Any teacher who is pregnant is entitled to a leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of the child if, except for a medical emergency, she notifies the Superintendent of the School Corporation at least thirty (30) days before the date on which she desires to start her leave. She shall also notify the Superintendent of the expected return, including with this notice either a physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn, whichever is applicable. In addition, she shall notify the Superintendent at least thirty (30) days in advance of that anticipated return as to whether she shall or shall not return by that date. In case of a medical emergency caused by pregnancy, the teacher shall be granted leave, as otherwise provided in this section, immediately upon her request and certification of the emergency from an attending physician.

2. All or any portion of leave taken by a teacher because of a temporary disability caused by pregnancy may be charged, at her discretion, to her available paid time off. Upon the request of the administration, the teacher shall provide written verification from the teacher's physician certifying that the teacher is incapable of performing the teacher's regular teaching duties because of a temporary disability caused by pregnancy. After her available paid time off has been used, the teacher may be absent without pay, subject to sub-section one (1) of this section. This leave may be taken without jeopardy to re-employment, retirement and salary benefits, tenure, and seniority rights.

B. Military Leave

Granting of leave for military purposes shall be governed by applicable state and federal laws.

C. Sabbatical Leave

The Board of School Trustees, upon the recommendation of the Superintendent, may grant a leave of absence, without compensation, for study purposes to any teacher who holds a continuous contract with the school corporation. The recipient of a leave of absence must file a letter with the Superintendent not later than March 1 of the year during which the leave applies, stating the intention to return to the Corporation for work beginning with the start of the coming year.

D. Family Medical Leave Act

The Board will provide up to a total of twelve (12) weeks of leave per rolling twelve-month calendar measured backwards from the date of any FMLA period to any teacher determined to be eligible under the Federal Family and Medical Leave Act provisions.

1. The Family and Medical Leave is to be used:

   a. to care for a newborn child, or a child newly placed in the teacher's custody through adoption or foster care, for a period of up to one year after such birth or placement;

   b. to care for a member of the teacher's immediate family who has a serious health condition;

   c. because of the teacher's own serious health condition, if that condition renders the teacher unable to perform the teacher's job functions.

2. All accumulated paid time off days (sick and/or personal) that are contractually allowed by the pertinent leave provision shall be applied toward the requested leave. Upon exhaustion of the allowable leave days, unpaid time off shall be utilized for the remainder of the approved leave.

3. Any leave taken by an eligible employee for one or more of the reasons stated in Subsection D.1. will be counted against the employee's FMLA leave entitlement.

E. General Provisions Covering Leave of Absence

1. A teacher returning from a leave of absence shall be placed in the same position the teacher would have held had the leave not been taken. The same position shall be defined as the same grade level or the same subject area.

2. It is understood by the parties that no teacher on leave or returning from leave shall have, by taking the leave, acquired any contractual or statutory rights beyond those acquired by teachers who remained actively employed.

3. Teachers returning from leaves of absence shall retain full credit for years of teaching service before the leave.

4. Teachers returning from leaves of absence shall retain their tenure status upon returning from leave.

5. The teacher may request an extension of any leave. Such extensions are subject to School Board approval.

6. Paid time off days accumulated by a teacher before a leave of absence and unused during such leave shall be credited to the teacher upon return.

ARTICLE IV - SICK LEAVE BANK

A voluntary Sick Leave Bank shall be established to provide additional paid time off to eligible teachers who are absent from their assigned duties due to personal illness, subject to the provisions and eligibility requirements outlined in this Article. For purposes of the Sick Leave Bank, references to sick leave are the employee's paid time off contributed to or received from the Sick Leave Bank for qualifying illness or disability as provided in this Article. Sick Leave Bank days are separate from an employee's unrestricted accumulated paid time off balance and may be used only for purposes authorized by this Article. The employee may petition the Sick Leave Bank Committee, as established herein, for sick leave days from the bank under the following conditions:

A. The number of accumulated sick days in the bank shall not exceed one hundred seventy-five (175) days, provided, however, that:

1. A veteran teacher who is not a current member of the sick leave bank may join by contributing one (1) sick leave day no later than September 15. However, a teacher who is already on a leave of absence at the start of the school year, and who has not worked at least one (1) day in that school year, is not eligible to join the bank.

2. A teacher who is newly hired in the school corporation shall have fifteen (15) days from the date of initial duty assignment, or until September 15th of any school year, whichever is later, during which time such teacher may choose to participate in the bank by contributing one (1) sick leave day, even though such contribution by such veteran or newly hired teacher would cause an accumulation of days in excess of the maximum specified herein.

3. The Association will be given a list of all teachers who are members of the sick bank at the beginning of each school year.

B. The teacher must be a current member of the bank.

C. Any days contributed by any teacher shall not be returned to the teacher.

D. In the event that the number of accumulated days in the bank at the beginning of a school year is of sufficient number that a contribution of one (1) sick leave day by all teachers who are current members of the bank would cause the maximum number of days specified herein above in paragraph A.1. to be exceeded, the current year's contribution by all such current members shall be suspended, except that in case the bank is depleted during the school year, the current year's contribution shall be assessed at the time of such depletion.

E. The teacher must have utilized and exhausted all paid time off benefits of whatever nature, including the teacher's own accumulated sick leave and personal leave.

F. The Corporation or Sick Leave Bank Committee may require updated medical certification, to the extent permitted by law, when additional Bank days are requested or when the duration of the absence extends beyond the period identified in the original certification.

G. Written certification will be provided from the teacher's physician substantiating the illness and certifying that the absence will continue during a period of at least three (3) consecutive days following the utilization and exhaustion of all said paid time off benefits as provided herein.

H. Written application must be made no later than ten (10) days after the teacher becomes eligible to draw from the Bank.

I. A three (3) member sick leave bank committee shall be established to receive written requests and allot days from the bank according to the provisions herein, under guidelines established by the committee. The committee shall be composed of two (2) persons appointed by the Association and one (1) person appointed by the Superintendent.

J. The committee shall not grant any days that would cause the total allotment to be exceeded.

K. Days allotted by the committee to an individual teacher shall be available for use beginning with the first day of absence after exhaustion of the teacher's paid time off benefits, and such allotment to an individual teacher by the committee shall not exceed the fixed maximum of forty (40) days for teachers in the Corporation.

L. Any days granted by the committee to an individual teacher shall terminate effective the earliest date as hereinafter provided:

1. The day after the last day of the term of employment for the school year, or
2. The day after the last day of the allotted number of days granted by the committee, or
3. The first day of return to employment after the granting of days by the committee.

M. **Pregnancy** shall only be covered for the period of doctor-certified disability. Child care and child rearing are not covered by the sick leave bank.

N. **Family Leave Provision:** The committee retains the right to allot "family illness" days to a teacher caring for a member of their immediate family. Teachers must have exhausted all other paid time off benefits prior to application. Up to 10 days may be granted per application.

ARTICLE V - RETIREMENT/SEVERANCE/ANNUITY

A. Severance Pay

Teachers employed by the Corporation before June 1, 2001, shall be eligible for severance pay upon and subject to the following conditions and limitations:

1. To be eligible for Severance Pay benefits, a teacher must have been employed by the Corporation, or schools that are now part of the Corporation, for at least ten (10) years. Teachers hired after June 1st, 1998 would require at least fifteen (15) years of employment with the School Corporation.

2. The severance pay shall be computed as follows:

a. $300 times the number of years of service in this Corporation, plus
b. $40 per day of unused paid time off.

B. Retirement Pay (For teachers hired before June 1st, 2001)

Teachers employed by the Corporation before June 1, 2001, shall be eligible for retirement pay upon and subject to the following conditions and limitations:

A teacher reaching age 55 or older who has twenty (20) or more years of service in the Corporation may elect to retire at the end of a designated school year. Retirement pay for a teacher exercising either of these options would be computed as follows:

1. $75.00 per day of unused PTO.

2. $400 times the number of years of service in this Corporation.

3. Notification of intention to retire from the Corporation must be given in writing to the Superintendent of Schools by May 15th of the year before the first year of choice.

4. In case unforeseeable circumstances make early retirement necessary without a year's notice, retirement pay may be delayed one (1) year until it can be budgeted by the School Corporation.

C. Matching Annuity

1. Level of employer's contribution:

   a. For employees hired before June 2, 2001, the employer shall provide a tax-sheltered annuity plan for each full-time certified teacher and shall contribute the following dollar amounts (caps) annually on behalf of each teacher who voluntarily contributes the required 100% match. The annual amount shall be divided by 24, and that amount shall be contributed bi-weekly to the approved vendor, assuming the vendor accepts and bills bi-weekly. The first installment will be made as soon as is feasible after enrollments are completed. Annuities are not retroactive and will begin with the first pay period following the completed enrollment, amounting to 1/24 of the annual amount.

BS 0-5 years	$200 Annually
BS 6-20 years	$225 Annually
BS 21+ years	$250 Annually
MS 0-20 years	$250 Annually
MS 21+ years	$275 Annually

   b. Starting with the 2017-18 school year, full-time certified teachers hired on or after June 1, 2001, shall receive a matching contribution of 1% of the teacher's base contract salary into an employer retirement plan (designated by the school corporation) if the teacher contributes at least 1% of the teacher's base contract salary into a voluntary 403(b) plan. Both employee and employer contributions shall be divided by 24 paychecks and contributed bi-weekly, with the first contribution made as soon as is feasible after enrollment is completed. Annuities are not retroactive and will begin with the first pay period following the completed enrollment, amounting to 1/24 of the annual amount.

   c. Vendor Selection: The School Board shall have the final determination regarding selection of a vendor for the employer contribution (401a). Employee contributions may be made to a qualified vendor identified in the 403b plan document.

   d. Immediate Vesting: Once contributions are made by the employer on behalf of the employee, all aspects of the accounts become the property of the employee, and, in the event of the teachers death, the teacher's designated beneficiaries, or, lacking same, estate.

   e. Voluntary Participation: Each full-time certified teacher may elect to participate. One enrollment opportunity will be given per year. A teacher who declines participation during one enrollment period is not entitled to recover the loss of matching funds during a subsequent year's participation.

   f. Hold Harmless: Teachers who participate understand and agree that the School Corporation

does not assume any responsibility or liability for the soundness of the investments or any losses that might occur as a result of those investments.

D. Paid Time Off (PTO) Buyback Annuity Payment Plan

Staff who have satisfied the below-defined time of service may elect to have the defined number of days paid out at $75 per day paid out into the teacher's defined annuity.

5 years of service	6 unused PTO days paid out
10 years of service	9 unused PTO days paid out
15 years of service	12 unused PTO days paid out
20 years of service	16 unused PTO days paid out

PTO Buyback Annuity Payment Plan

An employee electing to participate in the PTO Buyback Annuity Payment Plan must first apply any eligible unused PTO days from the employee's current-year allotment toward the maximum number of days available for payment under the applicable years-of-service provision.

Starting in the 2026-2027 school year, if the employee does not have enough unused current-year PTO days to reach the applicable maximum, an employee who has at least one hundred (100) accumulated leave days may elect to use up to five (5) accumulated leave days to make up the difference.

Accumulated leave days may be used only after eligible unused PTO days from the current year have been applied and may not be used to exceed the maximum number of days available for payment under the employee's applicable years-of-service provision.

Any accumulated leave days used for this purpose shall be deducted from the employee's accumulate leave balance and shall count toward, not in addition to, the maximum number of days eligible for payment.

The unused days paid out must be from the current year's allotment and may not be used from the prior year's bank of days, except as expressly permitted for accumulated leave under the provision above.

Teachers may not elect to have more days paid out to their annuity than they receive, nor may they deplete their account beyond 0 PTO days. A teacher may elect not to participate in the PTO Buyback Annuity Payment Plan. Should a teacher elect to participate, they will be required to submit all defined days per year of service and will not be allowed to have fewer days paid into their annuity. The years of service required must be consecutive. A teacher who comes to CCSC with days must be with the district at least 2 years before they will be allowed to participate in this plan. Accumulated paid time off has no cash value and is not payable upon resignation, termination, or separation from employment except as expressly provided in Article V of this Agreement.

E. Death Benefit

In case of death while the teacher is under contract, and based on the applicable qualifications of Article V, Section A or B, the retirement/severance pay shall be paid to the teacher's beneficiary in one lump sum. This will be the beneficiary listed in the district's retirement information plan.

F. Retirement/Severance Pay

1. No teacher can collect both retirement pay and severance pay. He shall be eligible for only one or the other.

2. The teacher must select one of the following options regarding the distribution of qualified retirement/severance benefits:

3. Benefits will be distributed directly to the eligible teacher.

4. Benefits will be distributed into an employer-sponsored 403b Severance pay plan.

ARTICLE VI - COMPENSATION AND EXPENSES

2026-2027 Compensation Model

A. Salary Range

$46,000-74,850 for returning teachers, not including current year increases or TRF contributions.

*After salary increases have been awarded through the compensation plan, the salary range for full-time teachers will be $45,000-73,850 in compliance with I.C. 20-28-9-26. The base salary for all teachers shall be increased by $1,000. This adjustment raises the minimum salary for a beginning teacher to $45,000.

B. Base Salary Increases

1. General Eligibility

For the 2026–2027 school year, eligible returning full-time bargaining unit members may receive base salary increases attributable to the following statutory compensation factors.

2. Factors & Definitions

a. Academic Needs - The parties define **Academic Needs** as the Corporation's need to retain qualified teachers and maintain continuity of instruction and program stability to meet the academic needs of students throughout the Corporation.

b. Each eligible returning full-time bargaining unit member who satisfies the Academic Needs factor shall receive a $1,000 increase in base salary.

c. Experience: A teacher who was employed by Covington Community School Corporation for at least 120 days during the previous school year.

d. Education: The teacher attains a Master's degree in a content area as defined by the Indiana Department of Education. Notification should be provided to the Office of the Superintendent, in writing, no later than July 1 of the year preceding such change.

e. Instructional Leadership (Literacy Endorsement): Teachers who initially obtain a literacy endorsement or have not been previously compensated for earning a literacy endorsement. Notification should be given to the Office of the Superintendent, in writing, no later than August 1 in the year preceding such a change. Praxis results must be included.

3. Distribution

a. **Academic Need:** Teachers who satisfy the academic need factor shall receive a $1000.00 increase in base salary. The academic need factor reflects the Corporation's need to retain qualified teachers and maintain continuity of instruction to support the academic needs and achievement of students.

b. **Education:** For purposes of this compensation plan, **Education** means the attainment of an additional qualifying content-area Master's degree beyond the requirements for employment, as permitted by Indiana law.

c. **Instructional Leadership (Literacy Endorsement):** Teachers in the bachelor's column who obtain the literacy endorsement shall move to the bachelor's with literacy column, resulting in a $100 base salary increase. Teachers in the master's column who obtain the literacy endorsement shall move to the master's with literacy column, resulting in a $100 base salary increase. The literacy endorsement increase is separate from the $1,000 base salary increase described above.

4. Distribution of Base Salary Increases

The maximum possible base salary increase under this compensation plan is **$2,000**, distributed as follows:

Compensation Factor	Maximum Increase	Percentage of Maximum
Academic Needs	$1,000	50%
Education	$1,000	50%
Experience	0	0 %
Literacy Endorsement	$100	NA
Maximum Base Salary Increase	**$2,100**	**100%**

A teacher satisfying only the Academic Needs factor shall receive a **$1,000 base salary increase**.

A teacher satisfying both the Academic Needs and Education factors shall receive a **$2,000 base salary increase**. A teacher obtaining the literacy endorsement shall receive a **$100 base salary increase**.

Academic Needs therefore accounts for 50% of the maximum possible increase, exceeding the statutory 10% minimum. Education accounts for 50% of the maximum possible increase. No increase is attributable to Experience under this compensation plan.

C. Master's Degree Attainment Stipend

In addition to the $1,000 base salary increase attributable to the Education factor, a teacher who newly attains a qualifying Master's degree shall receive a one-time, nonrecurring stipend of $750.

The Master's Degree Attainment Stipend:

1. shall be paid only once for attainment of the qualifying degree;
2. shall not be added to the teacher's base salary;
3. shall not compound from year to year; and
4. shall be separately identified from base salary on the teacher's compensation records.

Accordingly, a teacher who qualifies for the Academic Needs increase and newly attains a qualifying Master's degree may receive during that year:

- $1,000 Academic Needs base salary increase;
- $1,000 Education base salary increase; and
- $750 one-time Master's Degree Attainment Stipend.

Protection of Existing Base Salaries. Nothing in the implementation of the revised compensation plan or salary structure shall result in a reduction of a bargaining unit member's existing base salary. A teacher who, prior to implementation of this compensation plan, received salary recognition for possession of a Master's degree shall retain the full amount of that compensation as part of the teacher's existing base salary.

The revised provisions governing compensation for a newly attained qualifying Master's degree shall apply prospectively and shall not operate to reduce or reclassify compensation previously incorporated into a teacher's base salary.

Total compensation increase for the year: $2,100, of which $2,100 is added to base salary and $750 is a nonrecurring stipend.

D. New Hire Salaries

The salary for newly hired teachers with no experience or additional educational attainment is $45,000.

1. The salary for new hires with no experience who possess a literacy endorsement is $45,100.

2. The salary for new hires with verified teaching experience or additional educational attainment will be determined by the superintendent, with the salary range identified.

E. Extra-Curricular

The Extra–Curricular Schedule for the **2026-2027** school year may be found in Appendix B.

F. Salary Payments

1. Teacher salaries shall be paid on a bi-weekly basis, for a total of 26 pay periods.

2. Extra-Curricular: It is agreed by the parties that the pay for extra-curricular duties shall be made consistent with the schedule(s) attached hereto as Appendix B.

E. Board Contribution to Indiana State Teachers' Retirement Fund

1. When calculating the individual contracts of teachers, the salary and extra-curricular amounts contained in Appendices A, B, and C of the Agreement shall be paid by the Board.

2. If the teacher contribution of three percent (3%) is raised by any party (legislature, etc...) the new amount shall be paid directly to the Indiana State Teachers' Retirement Fund by the Board on behalf of each affected certificated teacher.

F. Mileage

A teacher who is authorized to use a personal vehicle in pursuance of assigned school duties shall be reimbursed at the current IRS rate per mile traveled. The rate will be adjusted every January when the IRS sets the rate. The use/availability of school-provided transportation will be a determining factor when approving mileage reimbursement.

G. Summer School Pay

Minimum hourly compensation for teachers working summer school positions will be computed by dividing the individual teacher's regular contract by 1,189.5 (183 days x 6.5 hours/day) unless the pay for such position(s) has been negotiated on the extra-curricular pay scale.

H. Extended Contract Pay

The daily compensation for teachers with extended contracts (contracts that require work days in excess of the regular teacher work year) shall be computed by dividing the teacher's regular salary by 183 contract days. Teachers with extended contracts will submit a verification of the dates and times worked, as well as the duties and/or responsibilities performed.

Note: The number of regular teacher contract days was not bargained; however, information has been included for informational and reference purposes only.

I. Ancillary Duties

Compensation for ancillary duties shall apply only when the duty has been specifically authorized in advance by the Superintendent or designee as a compensated ancillary assignment. Performance of incidental duties normally associated with a teacher's professional responsibilities shall not constitute a separately compensated ancillary assignment.

J. Stipends

The superintendent is authorized to award grant-based stipend awards pursuant to the respective grant. When this discretion is utilized, the Superintendent shall use best efforts to coordinate and collaborate with the representative or the representative's designee. Grant-funded stipends are contingent upon the availability and requirements of the applicable grant and do not become part of the employee's base salary or create an entitlement to the same or similar stipend in subsequent years.

K. Absence Without Leave

When a teacher is absent without benefit days, the amount of pay lost for the day(s) of absence will be deducted from the next paycheck. Except in the case of emergencies, the teacher shall notify the Superintendent in writing, in advance, of the reasons causing such absence to be requested, and the Superintendent will approve or deny the leave. The Superintendent reserves the right to ask for and be given evidence of the authenticity of the emergency leave.

L. Extended Leave

Employees on an approved extended leave shall provide the Corporation with an anticipated return-to-work date and shall promptly notify the Corporation of any change. Failure to return following expiration of approved leave, absent an additional approved or legally protected leave, may be treated as an unauthorized absence.

ARTICLE VII – GRIEVANCE PROCEDURES

A grievance is an alleged violation, misinterpretation, or misapplication of a specific provision of this Agreement.

A. Informal Resolution

The employee shall first attempt to resolve the matter informally with the building administrator.

B. Written Grievance

If the matter is not resolved, the employee may submit a written grievance to the building administrator within ten (10) working days after the employee knew or reasonably should have known of the event or decision giving rise to the grievance.

The written grievance shall identify the specific provision of this Agreement involved, briefly describe the issue, and state the remedy requested.

The building administrator shall provide a written response within five (5) working days.

C. Superintendent Review

If the employee is not satisfied with the building administrator's decision, the employee may appeal in writing to the Superintendent within five (5) working days.

The Superintendent shall review the grievance and issue a written decision within ten (10) working days.

D. Timelines

Failure by the employee to meet the timelines established in this Article shall result in the grievance being considered waived. The parties may mutually agree in writing to extend any timeline.

If an administrator does not respond within the required timeframe, the employee may advance the grievance to the next step.

For purposes of this Article, "working days" means days on which the Corporation's administrative offices are open.

ARTICLE VIII - FRINGE BENEFITS

A. Medical/Dental Insurance

Upon initial employment, each teacher shall be afforded the opportunity to enroll in the group health/dental insurance plan of the Covington Community Schools. Enrollment in any subsequent year shall be governed by the eligibility requirements established through the respective providers.

Note: For married employees, where both spouses are employed by Covington Community School Corporation, reference the information contained in 2. A. below.

1. The teacher may elect participation from one of the following options:

2. The Board shall pay the following amounts toward the premium cost of the applicable health insurance plan:

Note 1: The health insurance contributions include employee access to the wellness clinic located in Covington, Indiana.

- $ 1,000.00 per month for each teacher electing the family health insurance plan
- $ 670.00 per month for each teacher electing the employee/spouse health insurance plan
- $ 720.00 per month for each teacher electing the employee/children's health insurance plan
- $ 475.00 per month for each teacher electing the single health insurance plan

- $ 33.46 per month for each teacher electing the family dental insurance plan
- $ 20.17 per month for each teacher electing the employee/children dental insurance plan
- $ 18.43 per month for each teacher electing the employee/spouse dental insurance plan
- $ 9.84 per month for each teacher electing the single dental insurance plan

In the case of married employees who are both eligible for health insurance benefits, the corporation will contribute as follows:

a. Medical
   Family Plan = 1 E/C $720.00 + 1 Single $475.00 = $1,195.00 per month
   E/S Plan = 2 Single $475.00 = $950.00 per month
b. Dental
   Family Plan = $34.72 per month
   E/S Plan = $19.68 per month
c. Vision
   Family Plan = $13.00 per month
   E/S Plan = $13.00 per month

d. The Board's contribution to premium cost will continue for a twelve (12) month period, provided the teacher continues enrollment. If a teacher voluntarily terminates coverage prior to the end of the plan year, the Board's contribution will terminate. The Board's contributions toward the health insurance plan will begin in August of each plan year and end in July. The plan selection period for health insurance is in August of each year, and the insurance plan year is September 1 – August 31.

e. The Board agrees to provide vision insurance for the employee-only plan, provided the employee is a purchaser of a health insurance plan. The contribution amount for the Board-provided vision insurance, Employee Plan, will be $6.00 per month.

f. Upon the commencement of a leave of absence, the Board's contribution to the premium cost of health insurance coverage will continue through the end of the leave, provided that the employee's share of the premium has been withheld for the following month or the employee has paid the employee's share of the premiums for the following month. The provision is subject to the following conditions:

   I. The Board's contribution shall end with the end of the school year; and
   II. In no case shall the Board's contribution extend beyond twelve months.

B. Life Insurance

The Board shall provide a Life Insurance Policy with a face value of $50,000. The Board shall pay all of the premium for the policy.

C. Disability Insurance

The Board shall provide a Long-Term Disability Policy covering two-thirds benefits to age 65 or when retirement benefits are available with Social Security provisions or law. The Board shall pay all of the premium for the policy.

D. Insurance Option During Retirement

If a teacher retires from the Corporation, the teacher may continue in the group health insurance plan until the teacher qualifies for Medicare, provided the teacher pays the entire monthly premium one or more days before the Corporation must pay the carrier.

E. Change of Benefits

The insurance benefits of any of the insurance plans provided in this Article shall not be changed without the mutual agreement of the parties.

F. Section 125

The Board shall make available to each teacher the benefits of a Section 125 Plan (Health Insurance Premium Only Plan). Participation will be at the teacher's expense.

ARTICLE IX - EFFECT OF AGREEMENT

A. Severability

Should any Article, Section, or Clause of this Agreement be declared illegal by a court of Competent jurisdiction, said Article, Section, or Clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violates the law, but the remaining Articles, Sections, and Clauses shall remain in full force and effect for the duration of the Agreement, if not affected by the deleted Article, Section, or Clause. The parties agree to re-negotiate the deleted provision in a manner that eliminates the illegality.

B. Contrary Provisions

This Agreement shall supersede any rules, regulations, or practices of the Board which shall be contrary to or inconsistent with the terms contained in any individual teacher contracts heretofore in effect. All future individual teacher contracts shall be made expressly subject to the terms of this Agreement. Once this Agreement has been ratified by both parties, it shall be mutually binding for the duration of the Agreement.

C. Supremacy

This Contract supersedes and cancels all previous contracts or agreements between the School Board and the Association and constitutes the entire agreement between the parties. Any amendment or agreement supplemental hereto shall not be binding upon either party unless executed in writing by the parties hereto.

D. Waiver

No past practice, custom, administrative decision, or prior accommodation shall modify the express terms of this Agreement or create a continuing contractual right unless incorporated into this Agreement or memorialized in a written agreement signed by both parties. All bargainable issues have been discussed during the bargaining leading to this Contract, and no additional bargaining on said issues will be conducted on any item, whether contained herein or not, during the life of this Contract, unless the parties, by supplemental written agreement hereto, agree to conduct additional bargaining on said issues. In addition, there shall be no change in the practice(s) of the Board regarding bargainable issues, whether contained herein or not, during the life of this Contract unless the parties, by supplemental written agreement hereto, agree to conduct additional bargaining on said issues.

E. Management Rights

The school employer construes, and the Association recognizes, the specific provisions of this Contra as constituting limitations and being the only limitations upon the school employer's right, power, authority, duties, and responsibilities to manage and direct the operations and activities of this school corporation to the full extent authorized by law.

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ARTICLE X - TERM OF AGREEMENT

The Board and the Association subscribe to the principle that differences shall be resolved by peaceful and appropriate means without interruption of the school program.

The undersigned attest to the following:

1. A Public Hearing was held in compliance with I.C. 20-29-6-1(b) on September 14, 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 October 12, 2026, to discuss the tentative agreement, and electronic participation from the governing body and/or public was not permitted.

This Agreement shall be effective as of July 1, 2026, and shall continue in effect through June 30, 2027. The parties, while attesting to the hearing and meeting dates previously indicated, agree that all negotiable items have been negotiated during the deliberations leading to this Agreement and therefore agree that negotiations will not be reopened on any item contained herein or during the life of the Agreement, except that:

Holly Magee, Superintendent

Chad Herzog, Board President

Mike Ahrens, Board Secretary

Mrs. Barbi Hunt, CTA Representative

Mrs. Andrea Ragsdale, CTA Representative

Mrs. Sarah Dickerson, CTA Representative

Mr. Trevor Dickerson, CTA Representative

The Covington Community School Corporation and the Covington Teachers Association ratified the 2026–2027 Collective Bargaining Agreement on November 10, 2026.

APPENDIX A - COMPENSATION TABLE
2026-2027 Teacher Salary Placement Schedule

Relevant Licensed Experience	Bachelor's Base Salary Range	Master's Base Salary Range
0–5 years	45,000–51,000	46,750–52,750
6–10 years	52,000–56,000	53,750–57,750
11–15 years	57,000–61,000	58,750–62,750
16–20 years	62,000–66,000	63,750–67,750
21+ years	67,000–73,000	68,750–74,750

Note: Years of experience shall be grouped into salary bands for purposes of salary placement and administration. Advancement into a subsequent experience band shall not automatically result in a salary increase or adjustment to the minimum of that band. Salary increases, if any, shall be determined annually through collective bargaining, consistent with applicable Indiana law and the financial resources of the corporation

APPENDIX B - ECA SCHEDULE

Note: Any information in the ECA schedule beyond the name of the position and salary/wage for the position was not bargained and is included for informational purposes only.

Activity	Position	Amount in Total	# of Positions
Football	Head Coach	$6,700	1
	Assistant Coach	$7,800	3
	8th Grade Coach	$1,500	1
	7th Grade Coach	$1,500	1
	6th Grade Coach	$500	1
Basketball-Boys	Head Coach	$6,700	1
	JV Head/Varsity Assistant Coach	$2,800	1
	Assistant Coach	$2,000	1
	8th Grade Coach	$1,500	1
	7th Grade Coach	$1,500	1
	6th Grade Coach	$1,100	1
Basketball-Girls	Head Coach	$6,700	1
	JV Head/Varsity Assistant Coach	$2,800	1
	Assistant Coach	$2,000	1
	8th Grade Coach	$1,500	1
	7th Grade Coach	$1,500	1
	6th Grade Coach	$1,100	1
Elementary Basketball League	Elementary Grades	$600	2
Cross Country	Head Coach Boys & Girls	$2,300	1
Track-Boys	Head Coach	$2,450	1
	MS Coach	$1,200	1
Track-Girls	Head Coach	$2,450	1
	MS Coach	$1,200	1
Baseball	Head Coach	$3,700	1
	Assistant Coach	$2,100	1
Wrestling (Boys)	Head Coach	$3,200	1
	Assistant Coach	$1,000	1
Wrestling	MS Coach	$1,200	1
Wrestling (Girls)	Head Coach	$3,200	1
	Assistant Coach	$1,000	1

Activity	Position	Amount	# of Positions
Soccer-Boys	Head Coach	$2,800	1
	Assistant Boys Coach	$1,100	1
Soccer-Girls	Head Coach	$2,800	1
	Assistant Girls Coach	$1,100	1
Golf	Boys Head Coach	$2,300	1
	Girls Head Coach	$2,300	1
Tennis-Boys	Head Coach	$2,800	1
	Assistant Coach	$1,000	1
Tennis-Girls	Head Coach	$2,800	1
	Assistant Coach	$1,000	1
Softball	Head Coach	$3,700	1
	Assistant Coach	$2,100	1
Volleyball	Head Coach	$3,700	1
	JV Head/Varsity Assistant Coach	$2,100	1
	Assistant Coach	$1,500	1
	8th Grade Coach	$1,500	1
	7th Grade Coach	$1,500	1
	6th Grade Coach	$500	1
Swimming-B/G	Head Coach	$2,300	1
Cheerleading	Head Coach	$2,000	1
	MS Coach	$1,000	1
Dance	Head Coach	1500	1
Transportation/Coach	Coach w/CDL license	$50 per trip	
Weight Room	Supervisor	$4,500	3
Band	Director	3300	1
Chorus	4-5	$1,250	1
	9-12	$1,000	1
	Elementary Music Assistant	$500	1
Drama	Director	$2,500; $ 1,250 of stipend paid at completion of play	1
	Lighting/Sound Technician	$1,750	1

Activity	Position	Amount	# of Positions
Senior Play	Director	$650	1
Yearbook	High School	$3,000	1
	Middle School	$1,100	2
Class Sponsors	Senior	$2,200	2
	Junior	$2,200	2
	Sophomore	$800	2
	Freshman	$800	2
Testing	Coordinator	1500	3
Student Council	High School	$1,900	1
	Middle School	$800	1
Mentor	Teacher	$600	3
Honor Society	High School	$1,600	1
	Middle School	$500	2
Club Sponsors	Math Bowl	$1,000	2
	Spanish-HS	$400	1
	French-HS	$400	1
	Art-HS	$400	1
	Crazies/Pep	$400	1
	Elementary Club approved by principal	$250	1
	FFA	$1,500	1
	FCA	$400	1
Committee Work	Detention	$20/hr.	
	Friday Evening School	$40/session	
	Tutoring	$20/hr.	
	Assigned Athletic Supervision	$20/hr.	
Coordinators	MS Science Fair	$800	2
	Title I	$750	1
	Title III	$200	2
	High Ability	$500	1
	School Community Promotions	$500	1
	Live Streaming Board meetings	$75 for the first 3 hours $25 for each additional hour.	1
Dual Credit/AP	Instructors	$7,000	11
Special Ed Department	Lead Teacher	$1,000	1