COLLECTIVE BARGAINING AGREEMENT ROCHESTER COMMUNITY SCHOOL CORPORATION

AND

ROCHESTER CLASSROOM TEACHERS' ASSOCIATION

JULY 1, 2026

To

JUNE 30, 2027

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ARTICLE I: Recognition

This contract, made and entered into this, by and between the Rochester Community School Corporation, of Fulton County, Indiana, acting by and through its governing body, its Board of School Trustees, hereinafter called the "School Corporation" and the Rochester Classroom Teachers Association, an organization of school employees, heretofore recognized by the School Corporation as the exclusive representative, for the school employees, hereinafter referred to as the "Association".

The School Corporation recognizes the Association as the "exclusive representative" of certificated employees in the following bargaining unit:

The unit shall consist of all certified employees with a regular or supplemental teacher contract, as defined in I.C. 20-29-2-13 and I.C. 20-28-2-22 in the Rochester Community School Corporation. Excluded from the unit are the following certified employees: The Superintendent of Schools, Assistant Superintendent, Principals, Assistant Principals, Associate Principals at each building, Technology Coordinator, Director of Student Services, Curriculum Director, Psychologist, Speech Language Pathologists, and Athletic Director now employed or to be employed in the future and any other persons who may fit the statutory definitions of "Supervisor", confidential employees, "or employees performing security work."

As used in this contract, a regular teacher contract means those certificated employees who are part time or full-time employees under a regular or supplemental teacher contract, except those exempted in Article I.

ARTICLE II: Salary and Fringe Benefits

1. Salary Range: $42,000 - $73,700 not including current year increases or TRF contributions.
2. Literacy Endorsement Base Salary Differentiation: Prior to receipt of increases described in Section 3, the base salary of teachers who possess a literacy endorsement will be adjusted, as needed, to reflect a one-time $150.00 differential (in comparison to the base salary of teachers who otherwise have the same credentials but do not possess the literacy endorsement).
3. Base Salary Increases:
    a. General Eligibility:
        i. A teacher who received an evaluation rating of ineffective or improvement necessary in the prior school year is not eligible for any salary increase except for the increase in salary based on attainment or possession of the literacy endorsement.
    b. Factors and Definitions:
        i. Academic Needs: a teacher sufficiently meeting the requirements to be retained by the Corporation.
        ii. Education: a teacher who earned and possesses a content area master's degree by November 15th as defined by the Indiana Department of Education.
    c. Distribution:
        i. A teacher who possesses a bachelor's degree and satisfies the Academic Needs factor, but does not satisfy the Education factor, will receive a $2,000 increase to the teacher's base salary.
        ii. A teacher who possesses a bachelor's degree and satisfies the Academic Needs factor, and who earns a content area master's degree by November 15 of the applicable contract year, shall receive a $1,800 increase to the teacher's base salary for satisfying the Education factor and an additional $2,000 for satisfying the Academic Needs factor, for a total increase of $3,800.
        iii. A teacher who possesses a content area master's degree prior to the commencement of the applicable contract year and satisfies the Academic Needs factor will receive a $2,000 increase to the teacher's base salary.
4. New Hire: New hires will be placed on the New Hire Salary Schedule in Appendix A commensurate with Rochester teachers at the same level of experience and education. In the case of a hard to fill position/high need, the superintendent can place a new hire on the scale up to one spot above or below where s/he would be placed normally, but not to exceed the highest level of the scale. If this provision is used, the superintendent will notify RCTA. Additionally, in the case of an extremely hard to fill position the superintendent can offer three (3) new hires per school year up to four spots above where s/he would be normally placed, but not to exceed the highest level of the scale. If the superintendent needs leeway beyond this provision, the RCTA president would have to agree to the larger discrepancy based on the evidence regarding the high need/hard to fill nature.
5. Partial Contract: Compensation earned by a teacher on a partial contract, will be awarded on a pro-rata basis.

6. Extracurricular Activities: The parties agree that the schedule of salaries and pay for extracurricular responsibilities for the Contract are accurately reflected in Appendix B-ECA Schedule and shall remain in force for the period of the contract. If a benefit effective date is different than that date effective above, the benefit shall be as provided and stated on said benefit individually. Any employee who drives their ECA teams to activities, instead of using a bus driver, will receive the same current mileage rate as the corporation bus drivers receive for driving to ECA activities.
7. Expanded Criminal History Background Check: The school corporation shall pay the cost of any and all expanded criminal history checks and expanded child protection index checks that are required by the School Corporation or per IC 20-26-5-10
8. Homebound Instruction: Teachers who are assigned to do homebound instruction will be compensated at their individual hourly rate. If a student does not show after waiting for fifteen (15) minutes, the teacher will be compensated one half hour (30 min) of pay
9. Zero Hour Instruction: Teachers who instruct during zero hour will be compensated at their individual hourly rate.
10. Extended Contracts: Teachers who have an extended contract beyond the 185 days will be paid at their appropriate daily rate. Current positions with extended contracts are: RHS Agriculture forty-five (45) days, RHS Project Lead the Way Coordinator fifteen (15) days, Work Based Learning Coordinator five (5) days, and RHS Counselors ten (10) days. The number of days was not bargained and is for informational purposes only. Any administrative fees from grants applicable to the related programs with an extended contract are payable to the school corporation and are not additional compensation.
11. Class Coverage: Teachers who cover a class for another teacher will receive on day of personal leave for every six (6) periods (Junior or Senior High) or two hundred forty (240) minutes (Elementary) they cover. Periods and minutes will carry over from year to year until the requirement of six (6) periods (Junior or Senior High) of two hundred forty (240) minutes (Elementary) is met. Once a teacher accumulates six (6) periods (Junior or Senior High) covered or the two hundred forty (240) minutes (Elementary), the teacher will turn in documentation to the principal for verification and submission to the central office. Use the form in Appendix C for submission.
12. Additional Instructional Responsibility: In the event any teacher is assigned duty to deliver an additional section of classroom instruction beyond a teacher's normal instructional load, said teacher shall be compensated at a rate equal to said teacher's daily rate divided by 7.5. The time spent each day delivering instruction, as a result of the overload, shall be rounded up to the next hour.
13. Dual Credit: Teachers who teach a dual credit course will be paid $500 per each completed course. This is a stipend that will be paid at the end of each semester and does not increase a teacher's base salary.

14. Insurance Benefits
    a. Health and Major Medical: The Corporation will pay 85% of the total premiums set by the insurance carrier and teachers will pay 15% of the total premiums set by the insurance carrier for the following plans (further detail provided on Appendix D):
        i. NCIST Plan C — Single; Employee/Child; Employee/Spouse; Family
        ii. NCIST Plan D — Single; Employee/Child; Employee/Spouse; Family
    b. Long Term Disability/Accidental Death and Dismemberment/Life Insurance: Each teacher will pay $.01 per year toward the cost of each of these insurance programs. LTD will be a single long-term disability plan for teachers employed under a regular contract who may wish to participate in such a program. The program shall provide a minimum benefit of two-thirds (2/3) salary to age sixty-five (65), with a maximum waiting period between occurrence of the disability and the beginning of the coverage of ninety (90) calendar days. An Accidental Death and Dismemberment policy will be included in the coverage. Term Life Insurance will be $40,000 for a single life insurance policy for each teacher.

14. Dental Insurance: The corporation will pay $174 toward the cost of a teacher selected dental plan.
15. Vision Care: The corporation will make available two (2) vision care plans for teachers who may wish to participate in such a program. The cost of the insurance will be the full responsibility of the employee, and the minimum number of participants required to establish and maintain such a program will be established by the Carrier.
16. Indiana State Teachers' Retirement Fund: For regular teacher salary, pay for extra responsibilities assigned by the corporation, the Corporation will pay directly to the Indiana State Teachers Fund (TRF) 3% or 10.1% of salary depending on pre or post 1995 employment. The corporation will also coordinate the voluntary 3% contribution of salary to the TRF. Beginning January 1, 2027, for regular teacher salary and pay for extra responsibilities assigned by the corporation, the Corporation will pay directly to the Indiana State Teachers Fund (TRF) 3% or 11.1% of salary depending on pre or post 1995 employment.
17. Teachers New to the School Corporation: All teachers new to the corporation will be paid an orientation rate of $100 per day up to a maximum of four (4) days during the first year of their contract with the corporation, for attendance at orientation days.
18. Retired Teachers' Eligibility for Health Insurance:
    a. Any certified employee who retires from Rochester CSC with fifteen (15) years of teaching experience covered by TRF and taught the last ten (10) year with Rochester CSC is entitled to participate in the Rochester health insurance plan at the retiring employee's expense until the employee is eligible for Medicare.

b. Any teacher retiring from the corporation will receive insurance through the end of the month in which their last pay occurs.

19. Insurance Committee: The RCTA and RCSC Insurance Committees will meet on a regular basis to review the current plan. If either side deems it necessary, the committee will collect bids and evaluate the feasibility in moving to another type of insurance plan.

ARTICLE III: Professional Grievance Procedure

School employees and the school employer desire that grievances be reconciled and disposed of as expeditiously as is possible. The parties agree that grievances, which arise out of the application or interpretation of this agreement, shall be resolved in accordance with the grievance procedure described below:

1. Purpose: The purpose of a grievance procedure is to secure, at the lowest possible administrative level, an adequate solution to grievances, which may arise from time to time.
2. Definition: A grievance is an alleged violation, misinterpretation, or misapplication of a specific article of this Agreement.
3. Grievant(s) and Representation"
    a. An individual or the Association may present a grievance. The grievant(s) may be accompanied by an association representative if h/she wishes to be.
    b. The building principal shall be the administrative representative when a formal written grievance is filed in his/her building.
4. Procedure: In the event that a teacher believes there is basis for a grievance, he/she, or the Association, shall first discuss the alleged grievance with the building principal and shall inform the principal that the discussion is to resolve an informal grievance. If, as a result of the informal discussion with the building principal, a grievance still exists, within twenty (20) working days of the alleged occurrence, the grievant may invoke the following informal grievance steps on the form available from the Association representative in each building. The informal discussion step with the principal may be waived if the principal indicates h/she does not have the authority to resolve the grievance. In the event that such informal procedures do not dispose of the alleged grievance, the following procedure shall be followed:
    a. If no informal resolution of the grievance is achieved within ten (10) working days of the submission of the grievance to the informal proceeding, the grievance shall be stated in writing, signed by the grievant(s), and submitted to the building principal on the form as included in Appendix C within ten (10) working days following an informal grievance.
    b. The grievance shall (a) state the name of the employee(s) involved, (b) state the facts giving rise to the grievance, (c) identify the specific relief requested.
    c. Within five (5) working days after receiving the written grievance, the principal shall communicate in writing his/her answer to the President of the Association and to the Superintendent.
    d. The Superintendent, or his/her authorized representative, shall give the grievant(s) an answer in writing no later than five (5) working days after receipt of any written grievance properly filed with the Superintendent's office, and shall send a copy of such answer to the principal and to the Association president.

e. Within five (5) working days after receiving the decision of the Superintendent, an appeal from the decision may be made to the Board. The Board shall hold a hearing on the grievance at a regular or special meeting within twenty (20) working days and render its decision in writing to the grievant(s), the Association president and the Superintendent within an additional twenty (20) working days.

5. Time Limits: The time limits set forth above may be extended only by written consent of the grievant(s) and the Corporation. If there is a failure at any step to communicate a decision on a grievance within the specified time limit, the grievant(s) shall then have the right to appeal at the next step of the procedure. Any grievance not advanced from one step to the next within the time limits by the grievant(s), shall be deemed resolved by the answer at the previous step.
6. State and Federal Law: Nothing contained herein shall deny to any employee rights under State or Federal Constitutions and Laws.
7. Use of Procedure:
    a. It is understood that this procedure is applicable only to a grievance, as that term has been heretofore defined.
    b. It is further agreed that compliance with the foregoing procedure shall be prerequisite to the filing of any legal or equitable action or any administrative proceedings against the Corporation if such actions or proceedings are occasioned by an alleged violation, misapplication, or misinterpretation as set out in the definition of a grievance, except as required by law.
    c. All documents, communication, and records concerning grievances shall be kept in a file separate from all personnel files, and shall not be made available to anyone without the approval of all persons involved.

ARTICLE IV: Leaves of Absence

1. Absence: Certified employees may be absent due to personal illness, personal business, or family illness (herein absence days) for fourteen (14) days during each year of employment without loss of compensation. The days will be credited to a teacher's sick leave balance at the close of the school year, which may include summer school. Any unused days will be transferred to the cumulative balance of sick leave days for that individual.
    a. Teachers shall give notice prior to an absence using the AESOP system unless an emergency situation exists.
    b. Any unused days for a certified employee shall accumulate to a total of one hundred fifty (150).
    c. An amount equal to seventy-five ($75.00-see article V:C3) times the number of absence days in excess of one hundred fifty (150) days will be paid annually in the form of a check or in a 403b to the qualified employee on their last paycheck in July, unless the teacher retires before the end of the year. If the teacher retires, it will be paid out with their last paycheck. This date shall be extended for summer school teachers who will be reimbursed following summer school.
    d. Any sick leave days accumulated by a certified employee in an accredited public school shall be transferred up to ninety (90) days as follows: Beginning with the first year and succeeding year of employment, there shall be transferred up to ten

(10) days of sick leave until the accumulated day which said teacher was entitled to in the former place of employment shall be exhausted or the limit of ninety (90) days is reached, Accumulated days will transfer out as sick leave to the individual's sick leave account.

e. If an employee is quarantined, all sick leave days will be taken from the employee's accumulated sick leave balance for the duration of the quarantine with a doctor's note.
f. All absences shall be taken in full or one-half day units.
g. No more than three (3) Personal Business Days may be consecutively used.
h. The two days before and after a school vacation or holiday will count as two leave days for each day taken. If the day is for sick leave for the employee or immediate family, a doctor's note will be required by administration to verify. If all of a teacher's yearly allotment of days have been used, the day(s) will be unpaid.
i. The term immediate family for such purposes of leave for family illness shall include husband, wife, child, parent, and in-laws, including other persons living in the employee's home as a part of the family.
j. Accumulated leave days may be used for extension of bereavement time as outlined in Article IV(2)(e), medical procedures, verified medical visit(s) for acute/chronic conditions, and personal illness in excess of three consecutive days. Any request for the use of accumulated leave days will require a doctor's note or FMLA papers.

2. Death in the Family
    a. For bereavement, each teacher will be entitled to be absent following a death in the immediate family, a stillbirth, a miscarriage, is an executor of an estate, or the sole surviving relative, without loss of pay for a period extending not more than five (5) school days beyond such death, which five (5) days shall include the funeral. If the funeral is not scheduled within five (5) days beyond death, a teacher may reserve one (1) of the five (5) days for the funeral if the funeral is on a teacher workday. The immediate family for such purposes shall include the husband, wife, child, parent, brother, sister, or any other person living in the employee's home as a part of the family. There will be no differentiation for step-relatives or in-laws as described above or below. The leave time allowed for bereavement includes a day for the funeral. If all days are exhausted prior to the funeral, the day will be unpaid.
    b. Upon the death a grandparent, grandchild, father-in-law, mother-in-law, brother-in-law, or sister-in-law not living in the same home as part of the teacher's family, a teacher shall be entitled to be absent without loss of pay for up to three (3) school days, which three (3) days shall include the funeral. If the funeral is not scheduled within three (3) days beyond the death, a teacher may reserve one of the three (3) days for the funeral if the funeral is on a teacher day. If all days are exhausted prior to the funeral, the day will be unpaid.
    c. Upon the death of a grandparent-in-law, uncle, aunt, uncle-in-law, aunt-in-law, niece, or nephew not living in the same home as part of the teacher's family, a teacher shall be entitled to be absent without loss of pay for one (1) calendar day for the funeral if the funeral is on a teacher workday.

d. Upon the death of a friend, not living in the same home as part of the teacher's family, a teacher shall be entitled to one (1) calendar day for the funeral if the funeral is on a teacher workday. The one day of absence will be counted against the employee's accumulated leave bank without loss of pay. If the employee has exhausted their accumulated leave bank, the absence will be unpaid.
e. Employees may access their accumulated days if at least half of their annual leave days have been exhausted. Accumulated leave days may also be used for extending bereavement time for a spouse, child, or parent.
f. All days taken for bereavement must be taken within 60 days of the date of death, unless otherwise specified in Article IV.

3. Court Leave: The Board will compensate a teacher subpoenaed (1) to serve jury duty, (2) to testify in court as a witness in a case in which h/she is not personally involved, (3) to testify in court in any suit arising out of the performance of the duties for, or employment with, the school corporation, or (4) testify before a judicial or legislative body legally empowered to issue said subpoena in a matter arising out of the performance of the duties for, or employment with, the school corporation for the number of days mandated to perform such obligation. Any teachers employed by the corporation acting in their capacity as officers or their designee or chief negotiator or his designee for the Association will be compensated. During the period of required absence for such mandated duty as provided herein, the teacher shall be paid full regular salary, provided the total amount pf per diem jury duty allowance earned during school days by such teacher, if any, is remitted by the teacher to the School Corporation.
4. Family Expansion Leave
    a. Pregnancy Leave – Temporary disabilities caused by pregnancy shall be governed by the same provisions governing sickness and by the following:
        i. 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 in a medical emergency, she notifies the superintendent of the School Corporation of which she teaches at least thirty (30) days before the date she desires to start her leave. She shall also notify the superintendent of the expected length of this leave, 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 case of 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 the attending physician.
        ii. All or any portion of leave taken by a teacher because of a temporary disability caused by pregnancy may be charge, at her discretion, to her available sick leave. After her available sick leave has been used, the teacher may be absent without pay.
5. Non-Birthing Parent Leave: Non-birthing parent leave will be granted for up to a period of one (1) school year without compensation. However, accrued leave may be substituted for up to the first six (6) weeks of the leave. The spouse of the teacher who is pregnant is entitled to a leave of absence any time between the commencement of the pregnancy and one (1) year following the birth of the child, if except in a medical

emergency, the teacher notifies the Superintendent of the School Corporation at least thirty (30) days before the date the teacher desires to start the leave. The teacher will also notify the superintendent of the expected length of this unpaid leave. This leave may be taken without jeopardy to re-employment, retirement, and salary benefits. A waiver of the thirty (30) days notification requirement may be granted in an emergency situation or at the discretion of the Superintendent.

6. Adoption/Foster Parent
    a. When an employee brings a foster child into their home, h/she may take up to five (5) leave days deducted from his/her accumulated leave.
    b. Adoptive leave will be granted for up to a period of one (1) school year without compensation. Accrued leave may be substituted for up to the first six (6) weeks of the leave. Upon initial application for the adoption, the teacher will notify the superintendent at least thirty (30) days before the day on which h/she desires to start his/her unpaid leave. The teacher will also notify the superintendent of the expected length of this unpaid leave. This leave may be taken without jeopardy to re-employment, retirement, and salary benefits. A waiver of the thirty (30) days notification requirement may be granted in an emergency situation or at the discretion of the superintendent.
7. Military Service: A certified employee who is called to active military service shall receive compensation in accordance with the applicable law during the period of leave and shall continue to accrue benefits that are similar in nature to seniority, with regard to service on the job. During leave for drills and annual training of not more than fifteen days per calendar year, the employee shall be entitled to be paid the difference between their military pay and the School Corporation pay by the School Corporation.
8. Injury on the Job
    a. A teacher injured during the regular performance of his/her assignment (unless the injury is due to the teacher's failure to comply with posted safety rules) shall be entitled to pay for the remainder of the day on which the injury occurs and pay for any subsequent lost time due to the injury, which is certified as necessary by a licensed physician, up to a maximum of five (5) working days. The five (5) days in question must be regularly scheduled workdays immediately following the day of the injury and/or time lost from work due to required doctor appointments as part of the follow-up care for the treatment of the injury. These days will not be charged against the teacher's sick leave or personal business leave. All such injuries must be reported with twenty-four (24) hours to the building principal or his/her designee in order for this section to apply. Absence due to injury incurred in the course of the teacher's employment shall not be charged against the teacher's sick leave days. This benefit will be paid in combination with workmen's compensation benefits in amounts not to exceed contracted wages.
    b. If a teacher is assaulted or credibly threatened, a conference may be held with the teacher and administrator to determine the severity of the occurrence and the necessary action steps to ensure teacher's safety and well-being. If it is determined the teacher should leave for any portion of the day, coverage will be provided for the teacher. The teacher will also be informed of the student's discipline and will work with the building administrator on a safety plan.

9. Association Leave: The President of the Association or his/her designee shall be granted a combined total of seven (7) days per year release time with pay for the purpose of Association business within the Corporation and/or lobby efforts. A written statement shall be submitted to the Superintendent of the Corporation prior to the day(s) in question stating what day(s) the absence shall take place. The Association shall reimburse the Corporation for the cost of the substitute pay for any such days granted. Such release time may be taken in half-day units. The Corporation will provide release time for the President or his/her designee to attend administrative cabinet meetings or other necessary meetings to facilitate timely and effective communication between parties. (This sentence was not bargained and is for informational purposes only.)

ARTICLE V: Sick Leave

A voluntary sick leave bank shall be established for the benefit of all certified staff members who elect to join the Sick Leave Bank. The Sick Leave Bank shall be used for the purpose of providing a bank of days upon which members of the Sick Leave Bank may draw in case extended illness of the certified staff member. The following rules shall govern the operation of the sick leave bank.

1. Participation
    a. The Sick Leave Bank Program is open to all certificated staff members in the Rochester Community School System. The term "Certified Staff Member" shall be as defined in IC 20-29-2-13.
    b. A member of the certificated staff may join the Sick Leave Bank by providing the contribution of two (2) of his/her accumulated sick leave days to the Sick Leave Bank.
    c. The annual enrollment period for accepting voluntary membership in the Sick Leave Bank shall be the first ten (10) days of the school year or the first ten (10) days following ratification of the Contract, whichever is later.
    d. A teacher employed by the school corporation after the annual enrollment period has passed shall have ten (10) days from the date of employment in which to elect to participate in the Sick Leave Bank.
    e. Those certificated staff members electing to become a member of the Sick Leave Bank must remain a member for the entire school year.
    f. If, at the start of the school year, there are 100 days in the Sick Leave Bank, there shall be no contributions to the Sick Leave Bank except for contributions by teachers returning to membership status and new members.
    g. A teacher who does not voluntarily donate two (2) days of sick leave as required for membership, or one (1) day per subsequent year during which the number of days in the Bank falls below one hundred (100), is not qualified to receive benefits from the program.
    h. Membership in the Sick Leave Bank shall be automatically continued from one school year to the next unless the member indicates in writing his election to withdraw from the Sick Leave Bank. Such withdrawal must be so indicated during the annual enrollment period.

i. All donated days lose their identity and are considered a permanent contribution and not transferable.
j. Once a certified staff member has dropped out of the Sick Leave Bank Program, they must donate two (2) days of accumulated sick or personal leave days to regain membership in the program.

2. Eligibility-Applicants to the Bank must satisfy the following criteria:
   a. All sick leave and personal leave accumulated by the member have been exhausted.
   b. The Bank days requested shall apply to days prior to the date when the teacher's long-term disability insurance would commence.
   c. The Bank days shall take effect immediately following the decision of the Sick Bank Committee.
   d. A maximum number of days to be granted per teacher shall be ten (10) school days per school year.
3. Repayment of Loan
   a. The recipient who remains in the employment of the Rochester Community Schools shall repay the bank the borrowed days at the rate of three (3) days per school year until the loan has been repaid.
   b. A recipient who leaves the Rochester Community Schools and still owes days to the sick leave bank must transfer any accumulated sick leave and personal business days to the bank as payment toward the loan. If these days are insufficient to cover the number of days owed the Bank, the Corporation will deduct $75 per day of absence from the recipient's remaining pay.
   c. In the event a teacher is unable to fulfill the outstanding Sick Leave Bank repayment obligation to the School Corporation, h/she will reimburse the School Corporation $75 per day of absence.
   d. A recipient or the recipient's personal representative in case of retirement, total disability, or death while still owing days to the Bank may apply for an exemption. This application is to be directed to the Rochester Community School Board who will make the final determination on the request.

ARTICLE VI: Retirement Provisions

1. Pension
   a. 401 (a) The Board shall make a single contribution of $1,650 to a 401 (a) plan for any unit member hired after June 30, 2004, at the beginning of the eligible teacher's fourth year of service to RCSC. The contribution and interest will vest upon completing ten (10) years of service to RCSC and meeting the requirements for unreduced retirement with the Indiana Teacher Retirement Fund. Unvested funds accumulated interest from those unvested funds shall be appropriately reserved to fund newly eligible unit members.
   b. Annuity Deductions
      Employees may select the company they wish to make voluntary annuity payments through payroll deductions. A minimum of three (3) teachers must be enrolled with each company for that company to be available for payroll deductions. A thirty (30) day notice is required for changes in annuity deductions.
   c. A teacher retiring from Rochester Community Schools will receive $55 per day of unused accumulated leave days up to 150 days.

ARTICLE VII: Effective Dates

This contract shall be effective as of July 1, 2026 and continue through June 30, 2027.

Terms

Ratification

The forgoing contract has been ratified by the Board of School Trustees of the Rochester Community School Corporation at a meeting held by said Board of School Trustees on

The undersigned attest to the following:

1. A public hearing was held in compliance with I.C. 20-29-6-1(b) on October 2, 2026, and electronic participation from the parties and/or public was permitted; and
2. A public meeting in compliance with I.C. 20-29-6-1(b) was held on November 3, 2026, to discuss the tentative agreement and electronic participation from the governing body and/or public was permitted.
3. A public meeting in compliance with I.C.20-29-6-1(b) was held by the Board on November 16, 2026 for ratification of the tentative agreement. Electronic participation was available.

	BOARD OF SCHOOL TRUSTEES OF THE ROCHESTER COMMUNITY SCHOOL CORPORATION
By:	
	President
	Attest:
By:	Secretary

The foregoing contract has been ratified by the Rochester Classroom Teachers Association at a meeting of the members of said Association held on October 29, 2026.

	ROCHESTER CLASSROOM TEACHERS' ASSOCIATION
By:	
	President
	Attest:
By:	Secretary

Appendix A: New Hire Salary Schedule

	Bachelors	Masters
0	$ 44,000.00	$ 45,800.00
1	$ 45,150.00	$ 46,950.00
2	$ 46,300.00	$ 48,100.00
3	$ 47,450.00	$ 49,250.00
4	$ 48,600.00	$ 50,400.00
5	$ 49,750.00	$ 51,550.00
6	$ 50,900.00	$ 52,700.00
7	$ 52,050.00	$ 53,850.00
8	$ 53,200.00	$ 55,000.00
9	$ 54,350.00	$ 56,150.00
10	$ 55,500.00	$ 57,300.00
11	$ 56,650.00	$ 58,450.00
12	$ 57,800.00	$ 59,600.00
13	$ 58,950.00	$ 60,750.00
14	$ 60,100.00	$ 61,900.00
15	$ 61,250.00	$ 63,050.00
16	$ 62,400.00	$ 64,200.00
17	$ 63,550.00	$ 65,350.00
18	$ 64,700.00	$ 66,500.00
19	$ 65,850.00	$ 67,650.00
20	$ 67,000.00	$ 68,800.00
21	$ 68,150.00	$ 69,950.00
22	$ 69,300.00	$ 71,100.00
23	$ 70,450.00	$ 72,250.00
24	$ 71,600.00	$ 73,400.00
25	$ 72,750.00	$ 74,550.00
26	$ 73,900.00	$ 75,700.00

Appendix B: Rochester Community Schools ECA Schedule

The number of positions is for informational purposes only and was not bargained. Rochester Community Schools determines the final number of positions. The pay for extracurricular positions listed in Appendix B for 2026-2027 only applies to bargaining unit members. Pay for extracurricular positions for non-bargaining unit members is listed for informational purposes only and was not bargained.

	Base	$30,000	
		Index	
Columbia Elementary			
Music Program (up to 5)		0.024	$720
Zebra Zone		0.024	$720
Riddle Elementary			
Clubs-Riddle		0.0099	$297
Music Program (Up to 3)		0.0132	$720
Rochester Middle School			
Basketball			
Boys 8th Gr B-Ball		0.088	$2,640
Boys 7th Gr B-Ball		0.07	$2,100
Boys 6th Gr B-Ball		0.04	$1,200
	Asst Boys 6th Grade	0.014	$420
Girls 8th Gr B-Ball		0.088	$2,640
Girls 7th Gr B-Ball		0.07	$2,100
Girls 6th Gr B-Ball		0.04	$1,200
	Asst Girls 6th Grade B-Ball	0.014	$420
Football			
RMS Head Football		0.088	$2,640
RMS Asst. Football (3)		0.07	$2,100
Volleyball			
8th Gr Volleyball		0.088	$2,640

7th Gr Volleyball		0.07	$2,100
6th Gr Volleyball		0.04	$1,200
	Asst 6th Gr Volleyball (1)	0.014	$420
Track-Cross Country			
RMS Cross Country Coach		0.0496	$1,488
RMS Cross Country Asst Coach		0.038	$1,140
RMS Head Track Coach		0.0496	$1,488
RMS Asst. Track Coach (3)		0.038	$1,140
Wrestling			
RMS Head Wrestling		0.0496	$1,488
RMS Asst Wrestling (boys/girls)		0.038	$1,140
Golf			
RMS Head Golf		0.0496	$1,488
	RMS Asst Golf	0.023	$1,140
Music-Band			
RMS Band		0.038	$1,140
RMS Vocal Music/Choir		0.038	$1,140
All Other ECA-RMS			
Academic Competition (1-4)		0.0218	$654
Cheerleaders (1)		0.0331	$993
	Asst Cheer	0.017	$510
Clubs-RMS (8@)		0.0099	$297
Student Council		0.0146	$438
	RMS Drama/Musical	0.03	$900
	RMS Drama/Musical Asst.	0.022	$660
Yearbook		0.0286	$858
NJHS		0.0146	$438
PBIS		0.024	$720
Rochester High School			
Basketball			

Boys Varsity Basketball	0.262	$7,860
Boys Asst Basketball (2)	0.13	$3,900
Girls Varsity Basketball	0.262	$7,860
Girls Asst Basketball (2)	0.13	$3,900
Football		
Varsity Football	0.262	$7,860
RHS Asst. Football (4)	0.13	$3,900
Baseball-Softball		
Varsity Baseball	0.15	$4,500
Asst. Baseball	0.07	$2,100
Varsity Softball	0.15	$4,500
Asst. Softball	0.07	$2,100
Soccer		
Varsity Boys Soccer	0.15	$4,500
Boys Soccer Asst.	0.07	$2,100
Varsity Girls Soccer	0.15	$4,500
Girls Soccer Asst	0.07	$2,100
Volleyball		
Varsity Volleyball	0.262	$7,860
Asst Volleyball	0.13	$3,900
Track-Cross Country		
Head Track	0.15	$4,500
Asst. Track (3)	0.07	$2,100
RHS Cross Country	0.095	$2,850
Asst Cross Country	0.053	$1,170
Wrestling		
Varsity Wrestling	0.15	$4,500
Asst. Wrestling (3)	0.07	$2,100
Swimming		
Head Swimming Coach	0.15	$4,500
Asst. Swimming (3)	0.07	$2,100
Golf		
RHS Boys Golf	0.099	$2,970

	Asst Golf	0.039	$1,170
RHS Girls Golf		0.099	$2,970
	Asst Golf	0.039	$1,170
Tennis			
Boys Varsity Tennis		0.099	$2,970
	Asst. Tennis	0.039	$1,170
Girls Varsity Tennis		0.099	$2,970
	Asst. Tennis	0.039	$1,170
Music-Band			
RHS Summer Band		0.0584	$1,752
RHS Pep Band		0.073	$2,190
	RHS Color Guard	0.03	$900
RHS Vocal Music/Choir		0.073	$2,190
All Other ECA-RHS			
Academic Competition (4)		0.0218	$654
Adult Farmer Class		0.008	$240
Cheerleader Varsity		0.07	$2,100
	Asst. Cheerleader	0.025	$750
FFA		0.0146	$438
Art Club		0.0146	$438
Spanish Club		0.0146	$438
Key Club		0.0146	$438
National Honor Society		0.0146	$438
Drama-EEE		0.0944	$2,832
Drama-EEE Asst		0.0417	$1,251
FCCLA		0.0282	$846
Junior Class Sponsor		0.0193	$579
Newspaper		0.0239	$717
Senior Class Sponsor		0.0146	$438
Student Council		0.0193	$579

Yearbook (IN class)		0.073	$2,190
	8th Grade Yearbook	0.023	$690
	8th Grade Class Sponsor	0.016	$480

Appendix C: Class Coverage Form

CLASS COVERAGE FORM

Teacher Name _____

Substituting for _____

Date _____

Time (number of periods for Jr/Sr High or minutes for Elem.)_

_____ _____

Principal Signature Teacher Signature

This form needs to be verified by the principal and submitted to central office.
Six (6) periods of class covered equals one (1) day of leave in Junior or Senior High.
240 minutes of class covered equals one (1) day of leave in Elementary.

Please make a copy for your records.

Appendix D: Insurance

The following is for informational purposes only and was not bargained.

	Plan C (HDHP – HSA)	Plan D (HDHP – HSA)
	Network / Non-Network	***Network / Non-Network***
Deductible – Individual	$3,500 / $6,000	$6,000 / $12,000
Family	$6,000 / $12,000	$12,000 / $24,000
Coinsurance Percentage	100% / 70%	100% / 70%
Out-of-Pocket Maximum – Individual	$3,500 / $12,000	$6,000 / $24,000
Family	$6,000 / $24,000	$12,000 / $48,000
Physician Office Visits	Subject to the Medical Deductible & Coinsurance	Subject to the Medical Deductible & Coinsurance
Routine Care	100% (no deductible) / 70%	100% (no deductible) / 70%
Emergency Room	Subject to the Medical Deductible & Coinsurance	Subject to the Medical Deductible & Coinsurance
Urgent Care	Subject to the Medical Deductible & Coinsurance	Subject to the Medical Deductible & Coinsurance
Prescription Drugs – *Pharmacy*	Subject to the Medical Deductible & Coinsurance	Subject to the Medical Deductible & Coinsurance
Mail Order	Subject to the Medical Deductible & Coinsurance	Subject to the Medical Deductible & Coinsurance
RX Out of Pocket Maximum - Individual	Included in Maximum Out of Pocket above	Included in Maximum Out of Pocket above
Family	Included in Maximum Out of Pocket above	Included in Maximum Out of Pocket above