AGREEMENT BETWEEN THE CLINTON PRAIRIE COMMUNITY SCHOOL CORPORATION AND THE CLINTON PRAIRIE CLASSROOM TEACHERS' ASSOCIATION

This Master Contract Entered Into By And Between The Board Of School Trustees Of The Clinton Prairie School Corporation Hereinafter Called The "Board", And The Clinton-Prairie Classroom Teachers Association, Hereinafter Called The "Association".

WHEREAS The Board and the Association recognize and declare that providing quality education for the children of the Clinton-Prairie School Corporation is their mutual aim, and

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

ARTICLE I

RECOGNITION

A. The Board hereby recognizes the Clinton-Prairie Classroom Teachers Association as the exclusive representative of all teachers in the School Corporation.

B. Definitions

1. The term "teacher" as applicable in this Contract, shall mean all certified employees in Clinton-Prairie School Corporation, except for persons holding positions of Superintendent, Principals, Assistant Principals, and Athletic Director.
2. The terms "Board" and "Association" shall include authorized officers, representatives, and agents.
3. The term "School Corporation" when used in this Contract, shall refer to the Clinton-Prairie School Corporation of the County of Clinton of the State of Indiana.

ARTICLE II

COMPENSATION AND EXPENSES

A. Ancillary Duties

1. The school corporation and the association agree that teacher presence at athletic events improves community relations, overall student conduct and provides additional security, and therefore teacher attendance is encouraged. Therefore, all may attend, free of charge, all home school athletic events.

2. Teachers who are required or asked by an administrator or their designee to cover a class

period for another teacher (in lieu of the hiring of a substitute teacher) shall be compensated at $25.00 for each class period during which the teacher performs the cover.

3. Teachers who are required or asked by the administration to engage in professional development and other non-teaching duties after the expiration of the current school year contract but before the beginning of the next school year's contract will be compensated at $25 per hour with a maximum of $100 per day.

B. A Speech language pathologist for the Corporation who holds a Certificate of Clinical Competence will be granted $300 in each school year covered by this Contract Agreement.

C. A teacher's per diem rate is calculated as follows: teacher's salary divided by 184 days. The reference to days herein is for informational purposes and was not bargained.

D. A teacher's hourly rate is calculated as follows: teacher's per diem rate divided by 6 hours. The reference to hours herein is for informational purposes and was not bargained.

E. The superintendent determined that the supplemental service salary shall be bargained. Teachers of summer school credit courses shall be issued a supplemental service teacher's contract and shall be paid for each hour of instruction at an hourly rate based on their regular activities except where specific amounts are bargained and attached to the extra-curricular schedule.

F. The Corporation agrees to pay to the Teacher's Retirement Fund each teacher's three (3) percent contribution obligation.

G. 401(a) Accounts: The Corporation shall establish for each member of the bargaining unit, a 401(a) account and shall contribute $1,520 each school year.

The 401a deposit will be made within two weeks of ratification of the master teacher contract.

1. The vendor for the 401(a) accounts shall be selected by agreement of the insurance committee.
2. Teachers shall be 100% vested immediately at time of hiring in all contributions and earnings in their 401(a) account.

H. Compensation Model

1. Basic salaries

Salary range:

The salary range for the 2025-2026 school year, prior to any increases provided in this agreement and excluding TRF payments, is $42,000 to $76,300. The salary range after increases are provided in this agreement and excluding TRF payments is $44,350 to $78,850.

a. Salary: The basic salaries of full-time teachers covered by this agreement are set forth in Appendix A-1. The minimum amount of salary a new employee could earn in the 2025-2026 school year is $44,350 and the maximum salary any employee could make is $78,850.

b. Partial Salary: In instances where a teacher is contracted for only part of the school day, the salary for that teacher will be computed by multiplying the full-time salary by the percentage of the work day that the teacher is employed.
c. Wage Payment Arrangement: The school corporation shall pay each teacher in 20 or 26 equal installments in accordance with each teacher's choice as designated to the corporation in accordance with the corporation's procedure. However, after 7 days into a new school year, teachers newly hired to the school corporation shall, upon their request, receive up to ½ of their first paycheck on the next scheduled pay date. See Appendix A-2 for the pay dates during the 2025-2026 school year.

2. New Teacher Salary Placement: Using the Salary Schedule in Appendix A-1, for the initial placement purposes of a new teacher, with no experience, hired by the School Corporation, will be placed in BA 0 or MA 0 dependent upon the teacher's degree(s). If the new teacher has the literacy endorsement, $200 will be added to their base salary. A teacher with experience initial placement on the Salary Schedule be in the correct degree column and in the salary row corresponding to, but not exceeding, the placement of comparable teachers at Clinton Prairie School Corporation possessing an equivalent number of years of teaching experience. For this purpose, "teaching experience" shall include accrued experience at an accredited public, private, university experience either in-state or out of state at 1:1 credit of years of experience on Appendix A. Further, if the new teacher, with experience, has a literacy endorsement, $200 will be added to their base salary.

   a. For a CTE teacher who is teaching in their work experience expertise, one (1) year credit for each two (2) years of related work experience shall be received by the teacher on the salary schedule. The maximum credit for related work experience allowed on the salary schedule shall be ten (10) years.
   b. Bargaining unit members new to Corporation shall receive salary consideration for each year of service in a branch of the United States Armed Forces up to a maximum of four (4) years. In order to qualify for this consideration, the bargaining unit member must provide the Corporation with documentation of service in the armed forces (DD214) and a copy of their honorable discharge.

3. Factors and Definitions
   a. Evaluation: The teacher received an evaluation rating in the prior school year.
   b. Education: The teacher has newly attained a content area Master's degree (as defined by the IDOE) beyond the requirements for employment. Teachers who are eligible for a column change for new attainment of a Master's degree or a Master's + stipend: If the credentials are completed by September 1 and verification is received by the Human Resources Department by September 30, the teacher will receive the proper column change or stipend. If the endorsement is by January 1 and verification is received by the Human Resources Department by January 31, the teacher will receive the proper column change or Master's + stipend.
   c. Instructional Leadership: Attainment of a literacy endorsement pursuant to IC 20-28-9-1.5(e). If the endorsement is completed by September 1 and verification is received by the Humans Resource Department by September 30, the teacher's salary will be adjusted accordingly. If the endorsement is completed by January 1 and verification is received by the Human Resources Department by January 31, the teacher's salary will be adjusted accordingly.
   d. Academic Need: The need to retain teachers whose salary is less than the district's new

starting minimums of $44,350 (Bachelors) and $46,800 (Masters).

4. Distribution Plan: Base salary increases will be distributed pursuant to the following plan:

    a. Evaluation: $1,125
    b. Education: $1,325
    c. Instructional Leadership: $200
    d. Academic Needs: Teachers with salaries under $44,350 for Bachelors and $46,800 for Masters after any increases for Evaluation, Education and Instructional Leadership have been applied will have their salaries adjusted upward in an amount up to $2,350. The academic needs factor is being utilized as a teacher retention catch-up to ensure every returning teacher's base salary is adjusted upward in an amount necessary (up to $2,350) to bring the teacher's salary up to the district's new starting base salary minimums for new hires. The teacher retention catch up is exempt from the 50% requirement for education and experience.

    The total possible base salary increase is $4,900. The education factor does not constitute more than 50% of the total increase ($1,325 / $4,900 = 27%). The academic needs factor constitutes more than 10% of the total possible base salary increase ($2,350 / $4,900 = 48%).

5. All salary increases are retroactive to the beginning of each school year during the contract term.

6. Salaries in the salary table - Appendix A-1 - is for the applicable school year only. In accordance with state statute, teachers will not automatically receive a salary increase each year. Increases will result from future negotiations.

7. Extended Contracts: It is understood the following positions may be contracted for a number of days beyond the board approved days for the 2025-2026 contract for Certified Staff Members. If any of these positions are contracted beyond the board approved days for the 2025-2026 contract, the compensation for those days shall be based on a daily rate of the individual filling that position.

    The High School and Elementary Media Specialists will have extended contracts of 10 days. The High School Guidance Counselors will have extended contracts of 10 days more than their current extended contracts. The Elementary Guidance Counselor will have 10 additional days added to their contract. The number of days and positions were not bargained and are included for informational purposes only.

I. The policy of the School Corporation is to allow the High School Building Principal and Elementary School Principal to use their discretion to provide SPED teachers with extra time as the Principal sees fit to work on ACR and other paperwork related to their students. This provision is included for informational purposes and was not bargained.

ARTICLE III

PTO LEAVE

A. Each full time teacher shall be granted fourteen (14) paid leave days each contract year to be absent from work without loss of compensation.

B. Teachers with less than 1.0 FTE will have their paid leave days pro-rated (Rounding rules apply to nearest ½ day).

C. Teachers who are hired for less than 184 days will have their paid leave days pro-rated in accordance with the number of their contractual days (Rounding rules apply to nearest ½ day).

D. Although the use of PTO is not precluded on a day immediately adjacent to an extended vacation (October Break, Thanksgiving Break, Winter Break, and Spring Break), a request for a personal day preceding or following October Break, Thanksgiving Break, Winter Break, and Spring Break must be approved by the superintendent or superintendent designee. The superintendent will communicate with the president of the union or designee the number of days being used before or after breaks (this notification provision is the School's policy, is for informational purposes and was not bargained).

E. In case of emergency, inability to contract the superintendent, or unavailability of the superintendent, a teacher may apply for retroactive approval.

F. Teachers shall be permitted to take one-half (1/2) day of PTO which shall be recorded as one-half (1/2) days of PTO.

G. At the end of each school year all unused Personal Leave days shall transfer to the teacher's sick leave account.

H. The total unused portion of the PTO leave allowance shall be permitted to accumulate up to a maximum 90-day sick leave accumulation cap. The School Corporation annually will buy out from those teachers who have PTO leave day accumulations exceeding the 90-day cap at the rate of $90 per day, which sum will be deposited into the teacher's 401a account on June 30.

I. PTO leave days accumulated by a teacher prior to a leave of absence shall be credited to the teacher upon return, subject to the 90-day accumulation cap.

J. Accumulated sick leave days may be used either for personal illness or emergencies as defined below:

1. Personal illness and work-related accidents of the teacher.

2. Illness in the immediate family, which shall be interpreted as spouse, children, sister, brother, mother, father, mother-in-law, father-in-law, grandparents and grandchildren, or any other member of the family unit living in the same household no matter what degree of relationship.

3. A teacher who suffers a work-related accident may receive their regular pay from their annual and accumulated sick leave days until worker's compensation begins.

K. Summer School - Each summer school teacher shall receive an additional one (1) day for PTO leave during their summer school employment.

L. In the event a non-certified staff member becomes a teacher covered under this Contract and in their prior position with the Clinton-Prairie School Corporation, was granted accumulated sick leave, they will be allowed to transfer such accumulated sick leave to their accumulated sick leave account under this Contract. Such transfer rate shall be determined under the following formula:

The teacher's non-certified base daily rate divided by the teacher's certified base daily rate times the number of non-certified days accumulated to derive the total number of days to be transferred into the teacher's certified sick leave account.

M. If a teacher uses 3 or less PTO days in a semester, then the teacher will receive a $250 attendance bonus for the semester. (The maximum attendance bonus a teacher may earn in one school year is $500.) Teachers earning an attendance bonus during the Fall semester of the 25/26 school year will receive their bonus in January 2026. Teachers earning an attendance bonus during the Spring semester of the 25/26 school year will receive their bonus in June 2026.

ARTICLE IV

LEAVES OF ABSENCE

A. Maternity Leave - Any teacher who is pregnant may continue in active employment as late into pregnancy as she desires, if she is able to fulfill the requirements of her position. Temporary disabilities caused by pregnancy shall be governed by the same provisions sickness and by the following:

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 in a medical emergency, she notifies the superintendent of the school corporation in which she teaches 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 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 a medical emergency caused by pregnancy, the teacher shall be granted a 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 sick leave. After her available sick leave has been used, the teacher may be absent without pay, subject to sub-section (a) of this section. This leave may be taken without jeopardy to re-employment, retirement, and salary benefits.

B. Staff Development Leave - Teachers shall be granted up to one (1) day with pay for the purpose of visiting other schools or attending meetings or conferences of an educational nature. Additional days may be requested through the Superintendent with Board approval.

C. Jury Duty Leave - When requested, a teacher may serve on jury duty. The Board shall pay the teacher his full salary provided that such teacher agrees to return to the Board all pay received for serving on jury duty.

D. Bereavement Leave - in cases of death(s) within the immediate family, the teacher shall be provided with a leave of five (5) school days and shall receive full compensation for such leave. Immediate family shall be interpreted as spouse, fiancé, children (to include step-children and unborn children due to miscarriage or still birth), sister, brother, mother, father, mother-in-law, father-in-law, son-in-law, daughter-in-law, grandmother, grandfather, grandchildren, brother-in-law, sister-in-law, any other member of a previous family unit, or any other member of the family unit living in the same household no matter what degree of relationship.

In cases of death(s) involving a non-immediate family member, the teacher shall be provided with a leave of two (2) school days and shall receive full compensation for such leave. "Non-immediate family" shall be interpreted as a grandmother-in-law, grandfather-in-law, uncle, aunt, niece, nephew, or cousin of the teacher.

Bereavement Leave for a Colleague or Personal Friend: Each teacher shall be granted one day's absence without loss of compensation for attendance at the funeral of a colleague or personal friend. For purposes of this provision, a "colleague" shall be defined as a person who is currently or has formerly been employed by the Clinton Prairie School Corporation.

A teacher may request bereavement leave in exceptional circumstances for the death of an individual who does not fall within any of the bereavement leave categories, but the deceased has served a special role in the teacher's life. All requests for an exception under this new provision are subject to review and approval by the Superintendent.

E. Adoptive Leave - Adoptive leave shall be granted for up to a period of one (1) school year. Upon initial application for the adoption, the teacher shall notify the Superintendent of their intent. The period of leave shall commence when the child is physically turned over to the teacher-parent.

F. Family care leave - The Corporation agrees to abide by the provisions of the Family and Medical Leave Act.

G. When a child is born to the wife of a male teacher, he shall be allowed to use five (5) days sick and/or Personal Leave Days.

H. Assault Leave - If a bargaining unit member is absent from work due to an injury that directly results from a student assault on the teacher, and the teacher's injury is covered by Worker's Compensation, then the Board shall pay the salary difference between the teacher's normal per diem rate and the income the teacher receives from Worker's Compensation up to a maximum of 90 days without reduction in the teacher's accumulated sick leave.

I. Sick Leave Bank

1. The purpose of the Sick Leave Bank is to relieve teachers from undue financial burden due to absence from work on a long-term basis as a result of a severe illness, injury or incapacitation.

2. The Sick Leave Bank will be administered by a team of four (4) teachers appointed by CPCTA and the Superintendent or Superintendent's designee.

3. Any teacher joining must make a one-time donation of one (1) day to the Sick Leave Bank within twenty (20) days after the first regular contract day. Those whose employment starts at a time other than the first regular contract day will be eligible to join the Sick Leave Bank within twenty days of their employment date. The team shall have the right to assess one additional day from participants when the number of days in the bank falls below fifty (50). The records of eligible employees will be kept by the central office and available to the Sick Leave Bank Team Chairperson upon request. The team shall have the right to a copy of all completed authorization forms.

Any contributing teacher is eligible to withdraw days from the bank if:

a. That teacher has a sufficiently severe physical/mental illness or injury; and a written application by the employee accompanied by a physician's letter stating the nature of the illness or disability, anticipated length and prognosis of the person's condition is submitted to the Chairperson of the Sick Leave Bank Team.
b. Plus being absent five (5) consecutive days after exhausting personal days and sick days or after exhausting all personal days and sick days under special circumstances to be approved by the Sick Leave Bank Team.
c. If a teacher applies for long term disability and is approved, then any sick leave bank days that have been requested and approved shall be used by the teacher prior to the date when teacher's long-term disability insurance commences.
d. A teacher may withdraw from the bank at any time but may not withdraw the teacher's donated days that they has already donated to the bank.
e. A maximum of forty-five (45) days will be allowed for a teacher during the contract days.

A person may borrow days only until the end of the school year and not during the summer or school vacations. At the beginning of a new school year the teacher must have a contract to teach in the school system and reapply to the Sick Leave Bank if more days are needed.

4. In consideration of the benefits of participating in the Sick Leave Bank, each applicant for membership in the Bank shall, as a condition to such application, agree in writing substantially as follows:

> "I especially acknowledge and agree that the granting of days from the Sick Leave Bank shall be at the sole discretion of the Sick Leave Bank Team or, in the event of an appeal, the Executive Board of the Clinton Prairie Classroom Teachers Association (CPCTA) and that all decisions of the Sick Leave Bank Team or the Executive Board of CPCTA will be final and binding and not subject to grievance. I further agree to abide by such decision and to indemnify and hold harmless the CPCTA and Clinton Prairie School Corporation, the Sick Leave Bank Team, and the Executive Board of the CPCTA and all of their agents for any loss they may sustain as a result of any claim or legal proceedings I may bring against them with respect to a decision made by any of them concerning this application."

5. An applying teacher may appeal the decision of the Sick Leave Bank Team to the CPCTA Executive Board. The CPCTA Executive Board will consider all appeals and the exceptional cases, which do not fit the above guidelines on an individual basis.

6. The Sick Leave Bank team or CPCTA Executive Board, if called upon, may grant, deny, or suspend grants of sick days from the bank. Their judgement or decision will be final.

7. Sick Leave days donated to the bank by an employee are considered a permanent contribution to the bank and are not transferable to another school corporation should an employee leave the Clinton Prairie School Corporation.

8. The Sick Leave Bank Enrollment Form, as provided by CPCTA, will be distributed to all new

employees by the central office during the initial hiring process.

J. New Dependent Leave - A teacher may elect to use up to 30 of their unused sick leave days within one year following the birth of a child born to the teacher or the placement of a foster child or adoptive child with the teacher. The 30 day maximum applies regardless of the number of births or foster/adoptive placements in a given year. This leave cannot be used in conjunction with maternity leave.

K. Association Leave Days - The Association President or his/her designee(s) shall be granted eight (8) days for Association business without loss of compensation. The cost of any substitute teacher will be paid by the School Corporation. A request should be made two days prior to the leave, if possible.

ARTICLE V

CLINTON PRAIRIE
SUPPLEMENTAL RETIREMENT
PACKAGE

A. Buy-Out of Unused Sick Days at Retirement.

This Section applies to all teachers.
A teacher at least fifty-five (55) years of age in the Clinton Prairie School Corporation or in prior schools which now comprise the present School Corporation, shall receive the following upon retirement:

An amount equal to the current per diem paid to substitute teachers for each day of accumulated sick leave.

Military service shall not be credited toward such retirement benefits.

Notice of intent to retire under this provision shall be given to the Superintendent's office on or before May 1 of the year the teacher is planning to retire. That amount shall be paid to a 401(a) plan in the teacher's final contract year, to the extent allowed by the Internal Revenue Code. To the extent the payment exceeds the amount allowed by the Internal Revenue Code, it shall be paid directly to the teacher. This 401(a) account will be 100% vested at all times.

B. Buy-Out of Unused Sick Days at Severance_

Any teacher employed with the Clinton Prairie School Corporation prior to the ratification of the 2020-2021 master teacher contract who severs their employment shall be paid an amount equal to the current per diem paid to substitute teachers, for each day of accumulated sick leave provided that said teacher is in good standing, has accumulated 10 years of service at Clinton Prairie School Corporation and provided further that no teacher shall be entitled to receive both retirement pay and severance pay upon leaving.

Any teacher hired before September 30, 2015 is exempt from the 10 years of service qualifier.

That amount will be deposited as of the end of the final school year into a 401(a) plan account for that teacher, to the extent allowed by the Internal Revenue Code. To the extent the payment exceeds the amount allowed by the Internal Revenue Code, it shall be paid directly to the teacher. The eligible teacher must notify the Superintendent of Schools in writing of the teacher's intent to collect this benefit within fourteen (14) calendar days of submitting their written resignation to the administration.

This 401(a) account will be 100% vested at all times.

C. **Retiree Health Coverage**

This Section applies only to teachers employed in the 2003/2004 school year. The School Corporation agrees to deposit $606,251 into a 501(c)(9) VEBA trust in 2003, upon receipt of the SB 199 bond proceeds. A teacher employed by the School Corporation in the 2003-04 school year exercises his or her rights under Paragraph F of this Section. The School Corporation through the VEBA shall pay for eligible teachers seventy percent (70%) of the single plan health insurance premium per employee per year toward the cost of health insurance premium in force during the first year of that teacher's retirement. The School Corporation through the VEBA shall pay the same amount toward the teacher's chosen plan option regardless of which plan option the teacher chooses.

D. **Buy-Out of Early Retirement Benefit**

This Section applies only to teachers employed in the 2003/2004 school year. The present value of each eligible teacher's early retirement cash payments as of the end of the 2002/2003 school year will be determined. This determination will be based on:

(a) An annual benefit of 25% of the projected base BS-0 salary, using an assumed 2.5% base salary increase, and assuming the annual benefit would be payable in January of each year following the teacher's assumed retirement age until January of the year in which the teacher becomes eligible for unreduced Social Security benefits.

(b) An assumed retirement age of 59, but not earlier than attainment of eligibility for unreduced retirement from the Indiana State Teachers' Retirement Fund.

Each eligible teacher's present value amount will be deposited in 2004, upon receipt of the SB 199 bond proceeds, into an account for that teacher in a 401(a) plan.

This 401(a) account will be vested upon the satisfaction of the requirements for a retirement benefit in the Indiana State Teachers' Retirement Fund.

In the event an eligible teacher retires after attaining 55 and eligibility for retirement from the Indiana State Teachers' Retirement Fund, but before their assumed retirement age under this Section, the School Corporation shall make a payment equal to 25% of the base salary at zero years' experience (BS - 0) determined by the salary schedule in force during the first year of the teacher's retirement. This payment shall be made for the number of years equal to the difference between the years between actual retirement before 59 and the assumed retirement of 59. The payment shall be made each year on the first January payroll date beginning with the first January payroll following the teacher's retirement.

E. Life Insurance

For all teachers hired on or before September 1, 2014, Clinton Prairie will provide a paid-up Life Insurance program.

The School Corporation will provide a paid-up life insurance program to each teacher who actually retires from the School Corporation after attainment of age fifty-five (55) and satisfaction of the eligibility requirement for a benefit in the Indiana State Teachers Retirement Fund. The retiree can continue in the program after retirement, but the retiree is responsible for paying the full premium.

F. Health Insurance

1. Any teacher who chooses to retire may continue participation in the Corporation's group health insurance plan as it existed at the time of retirement if that teacher meets the following qualifications:
    a. Is at least age fifty-five (55) on the first day of retirement;
    b. Has satisfied eligibility requirements for a benefit in the Indiana State Teacher's Retirement Fund; and
    c. Was enrolled in the Corporation's group health insurance plan for at least three (3) full school years prior to retirement.

2. Provided a retired teacher is qualified to continue participation in the Corporation's group health insurance plan as specified above, the teacher's coverage and that of any covered dependents is contingent upon the prepayment of the entire monthly premium to the Corporation.

3. The spouse of a retired teacher qualified pursuant to Paragraph F of this Article shall be eligible to participate in the Corporation's group health insurance plan if that spouse was covered pursuant to the retired teacher's insurance plan at the time of the teacher's retirement, contingent upon prepayment of the entire monthly premium to the Corporation.

4. Retiree may be enrolled at their current level of insurance held at the time of retirement or at a coverage level below their current level at retirement.
    Level 1 - Family
    Level 2 - Employee and Spouse
    Level 3 -Employee and Dependent(s)
    Level 4 - Employee only

5. Coverage for the group health insurance plan recipients qualified pursuant to Paragraph F of this Article shall terminate as follows:
    a. Coverage for the retired teacher shall terminate when the retiree becomes eligible for Medicare.
    b. Coverage for the spouse shall terminate when the spouse becomes eligible for Medicare and shall not be affected by death of the retired teacher.
    c. Coverage for any eligible dependents shall terminate when the retired teacher and spouse are no longer covered.

ARTICLE VI

FRINGE BENEFITS

A Health Insurance

1. The Board shall provide for teachers a health insurance plan for a twelve (12) month period, which provides individual and/or family type medical and hospitalization which includes surgical and major medical provisions. The Board shall pay 70% of all such premiums.

2. The Corporation will have a 30-day open enrollment period for health insurance coverage beginning November 15 and ending on December 15. Also, HIPPA is recognized and followed by Clinton Prairie School Corporation.

3. The insurance year will start on September 1, 2025, and end on August 31, 2026.

This plan will not violate any Indiana Insurance Codes I.C. 5-10-8-2.1.

B. Dental and Vision

1. The Board shall pay 70% of dental and vision premiums.

C. Group Life

The Board agrees to provide a $50,000 Group Life Policy with accidental death and dismemberment benefits for all full-time certified employees. The Board shall pay the total premium minus one dollar which shall be paid by each participating member. Participation will be voluntary.

D. Section 125

A level I and level II Section 125 plan shall remain in place. All user fees will be paid by the Board. All administrative fees will be paid by the Board. Such plan(s) shall be solely determined and adopted by the Board under the provisions of Section 125 of the Internal Revenue Code.

E. Long Term Disability

Each employee shall be covered by a long-term disability insurance program paid for by the Board. The Board shall pay the total premium minus one dollar ($1.00) which shall be paid by each participating member. Participation will be voluntary.

F. The school corporation shall pay the cost of any and all expanded criminal history rechecks and expanded child protection index rechecks that are required by the school corporation or per IC 20-26-5-10.

G. A joint committee of teachers and administrators will be formed to discuss how teacher work days will be scheduled. This provision is for informational purposes and was not bargained.

ARTICLE VII

GRIEVANCE

PROCEDURE

A. Definition

A grievance is defined as an alleged violation of a specific article or section of this Agreement.

An individual employee may present this grievance to the Board or its designated representative and have the grievance adjusted without the intervention of the association or its representatives, as long as the adjustment is not inconsistent with the terms of this Agreement. Grievances will be presented in the following steps.

B. Procedure

1. Informal

Within ten (10) teacher-working days of the time a grievance arises, the employee, either directly or accompanied by his Association representative will present the grievance, the principal shall give his answer orally to the employee.

2. Step One

a. Within five (5) teacher-working days of the oral answer, if the grievance is not resolved, the grievance shall be stated in writing, signed by the grievant and lodged with the principal.

b. The "Grievance Report Form" shall name the employee involved, shall state the facts giving rise to the grievance, shall identify by appropriate reference all the provisions of this Agreement alleged to be violated, shall state the contention of the employee and of the Association with respect to these provisions, and shall indicate the specific relief requested.

c. Within five (5) teacher-working days after receiving the grievance, the principal shall communicate his answer in writing to the grievant and the Association representative, if designated.

3. Step Two

a. If the grievance is not resolved in Step One, the grievant may, within ten (10) teacher-working days of receipt of Principal's answer, submit to the Superintendent a written "Grievance Report Form" signed by the grievant. A copy shall be given to the principal involved at the same time.

b. The Superintendent or his designated representative shall give the Association representative an answer in writing no later than ten (10) teacher-working days after receipt of the written grievance. If further investigation is needed, additional time may be allowed by mutual agreement of the Superintendent and the Association.

4. Step Three

a. Within fifteen (15) teacher-working days after receiving the decision of the

Superintendent, an appeal of the decision may be made to the Board. It shall be in writing and accompanied by a copy of the decision at Step Two.

b. No later than fifteen (15) teacher-working days after receiving the appeal, the Board shall hold a hearing on the grievance at a regular or special meeting. All those listed in Step Two shall have a right to participate in this hearing.

C. Appearance and Representation

1. Hearings held under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons, including witnesses, entitled to be present to attend. Such hearing shall be conducted during non-school hours unless there is mutual agreement for other arrangements.

2. The Board and the Association are responsible for the payment of their own representatives and witnesses involved in any grievance meeting.

3. If the grievance arises from an action of authority higher than the Principal of a school, the employee may present such grievance at Step Two of this procedure.

D. Time Limits

1. Time limits provided in this Agreement may be extended by mutual agreement when signed by the parties.
2. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limit shall permit the Association to lodge an appeal at the next step of this procedure.
3. Within fifteen (15) teacher-working days after the hearing, the Board shall, if requested, communicate the decision of the Board in writing and state the reasons, if any, to the Association and the aggrieved teacher.
4. The Association may not present any material, allegation, or remedy that was not presented in Step Two. Any grievance not advanced from one step to the next within the time limits of that step, shall be deemed by the Board's answer at the previous step.

E. Teachers' Legal Right

1. Nothing contained herein shall deny to any teacher his rights under State or Federal Constitutions and laws.

2. No teacher shall be required to use the grievance procedure to appeal any decision of the Board or Administration that violates his or her rights under any State or Federal constitution or law.

ARTICLE VIII

SEVERABILITY

If any provision of this contract is held to be contrary to law, then such provision shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

ARTICLE IX - TERM OF AGREEMENT

The term of this agreement is July 1, 2025 to June 30, 2026. The undersigned attest to the following:

1. A public hearing (Pre-formal Bargaining Hearing) was held in compliance with Indiana law on September 8, 2025. Electronic participation was not available.
2. A public meeting in compliance with Indiana law was held on November 3, 2025 to discuss the tentative agreement. Electronic participation was not available.
3. A public meeting in compliance with Indiana law was held by the Board on November 10, 2025 for ratification of the tentative agreement. Electronic participation was not available.

Accepted by the Board of School Trustees of the Clinton Prairie School Corporation

President of the Board

Chairman of the Negotiating Committee

Ratified this 10th day of November 2025

Accepted by the majority of teachers in the Clinton Prairie Classroom Teachers Assn.

President of the Association

Chief Negotiator of the Association's Negotiating Committee

Ratified this 29th day of October 2025

APPENDIX A-1 2025 – 2026 SALARY SCHEDULE

	Bachelor's		Master's
BA 0	44,350	MA 0	46,800
BA 1	45,575	MA 1	48,025
BA 2	46,800	MA 2	49,250
BA 3	48,025	MA 3	50,475
BA 4	49,250	MA 4	51,700
BA 5	50,475	MA 5	52,925
BA 6	51,700	MA 6	54,150
BA 7	52,925	MA 7	55,375
BA 8	54,150	MA 8	56,600
BA 9	55,375	MA 9	57,825
BA 10	56,600	MA 10	59,050
BA 11	57,825	MA 11	60,275
BA 12	59,050	MA 12	61,500
BA 13	60,275	MA 13	62,725
BA 14	61,500	MA 14	63,950
BA 15	62,725	MA 15	65,175
BA 16	63,950	MA 16	66,400
BA 17	65,175	MA 17	67,625
BA 18	66,400	MA 18	68,850
		MA 19	70,075
		MA 20	71,300
		MA 21	72,525
		MA 22	73,750
		MA 23	74,975
		MA 24	76,200
		MA 25	77,425
		MA 26	78,650

A teacher who attains a literacy endorsement pursuant to the IDOE will receive a one-time base salary increase of $200.

APPENDIX A-2

2025 – 2026 School Year Pay Dates

1. August 29, 2025
2. September 12, 2025
3. September 26, 2025
4. October 10, 2025
5. October 24, 2025
6. November 7, 2025
7. November 21, 2025
8. December 5, 2025
9. December 19, 2025
10. January 2, 2026
11. January 16, 2026
12. January 30, 2026
13. February 13, 2026
14. February 27, 2026
15. March 13, 2026
16. March 27, 2026
17. April 10, 2026
18. April 24, 2026
19. May 8, 2026
20. May 22, 2026
21. June 5, 2026
22. June 18, 2026
23. July 2, 2026
24. July 17, 2026
25. July 31, 2026
26. August 14, 2026

APPENDIX B
CLINTON PRAIRIE SCHOOL CORPORATION
2025-2026 SCHOOL YEAR
EXTRA-CURRICULAR SCHEDULE

The Clinton Prairie Board of School Trustees hereby agrees to index the Extra-Curricular Activities pay scale for the employees of Clinton Prairie School Corporation as presented by the Classroom Teachers Association. For 2025-2026 school year, the indexing scale will be projected against $42,000.

Any reference to the number of positions is for informational purposes only and was not bargained.

Clinton Prairie School Corporation

Extra-Curricular Schedule

Position	Base Index	$ 42,000
ATHLETICS		
Football - Varsity Head Coach	0.2500	$10,500.00
Football - Varsity Staff	0.3300	$13,860.00
Football - Jr. High Staff	0.1200	$5,040.00
Cross Country - Varsity Head Coach	0.0800	$3,360.00
Cross Country - Varsity Assistant Coach	0.0250	$1,050.00
Cross Country - Jr. High Staff	0.0300	$1,260.00
Volleyball - Varsity Head Coach	0.1500	$6,300.00
Volleyball - Varsity Staff	0.1450	$6,090.00
Volleyball - Jr. High Staff	0.0640	$2,688.00
Volleyball - 6th Grade Staff	0.0200	$840.00
Girls Golf - Head Varsity Coach	0.0555	$2,331.00
Cheerleading - Varsity Head Coach	0.0800	$3,360.00
Cheerleading - Varsity Staff	0.0400	$1,680.00
Cheerleading - Jr. High Staff - half fall, half winter	0.0250	$1,050.00
Cheerleading - Elementary Staff - Basketball Season	0.0100	$420.00
Cheerleading - Pep Club Sponsor	0.0250	$1,050.00
Prairiettes	0.0350	$1,470.00
Boys Basketball - Varsity Head Coach	0.2600	$10,920.00
Boys Basketball - Varsity Staff	0.1800	$7,560.00
Boys Basketball - Jr. High Staff	0.0900	$3,780.00
Boys Basketball - 6th Grade Staff	0.0250	$1,050.00
Girls Basketball - Varsity Head Coach	0.2600	$10,920.00
Girls Basketball - Varsity Staff	0.1800	$7,560.00

Girls Basketball - Jr. High Staff	0.0800	$3,360.00
Girls Basketball - 6th Grade Staff	0.0200	$840.00
Wrestling - Varsity Head Coach	0.1200	$5,040.00
Wrestling - Varsity Staff	0.0600	$2,520.00
Wrestling - Jr. High/ Elementary Staff	0.0450	$1,890.00
Co-ed Wrestling	0.0600	$2,520.00
Baseball - Varsity Head Coach	0.1200	$5,040.00
Baseball - Varsity Staff	0.1000	$4,200.00
Softball - Varsity Head Coach	0.1200	$5,040.00
Softball - Varsity Staff	0.1000	$4,200.00
Tennis	0.1000	$4,200.00
Boys Track - Varsity Head Coach	0.1000	$4,200.00
Boys Track - Varsity Staff	0.0500	$2,100.00
Boys Track - Jr. High Staff	0.0400	$1,680.00
Girls Track - Varsity Head Coach	0.1000	$4,200.00
Girls Track - Varsity Staff	0.0500	$2,100.00
Girls Track - Jr. High Staff	0.0400	$1,680.00
Golf - Head Varsity Coach	0.0800	$3,360.00
Assistant Athletic Director	0.0440	$1,848.00
Athletic Trainer - minimum 550 hours per year	0.2600	$10,920.00
Weights Coordinator	0.0280	$1,176.00
FINE ARTS		
Auditorium Manager	0.0300	$1,260.00
Revue Director	0.0550	$2,310.00
Revue Vocal Director	0.0200	$840.00
All School Play	0.0300	$1,260.00
Band Director	0.0950	$3,990.00
Jr. High Band Director	0.0200	$840.00
Stage Band	0.0450	$1,890.00
Elementary Music	0.0200	$840.00
ACADEMIC TEAMS		
Hiqh School Spell Bowl Coach	0.0160	$672.00
Jr. Hiqh Spell Bowl Coach	0.0160	$672.00

Jr./Sr. High Battle of the Books Coordinator	0.0200	$840.00
High School Academic Team Coordinator	0.0167	$701.00
Jr. High Academic Team Coordinator	0.0167	$701.00
Jr./Sr. High Academic Asst. Coach (5)	0.0160	$672.00
Elementary Academic Competition	0.0073	$307.00
Robotics Team - Elem	0.0400	$1,680.00
Robotics Team - Jr. High	0.0200	$840.00
Robotics Team - High School	0.0200	$840.00
Spell Bowl – Elem	0.0160	$672.00
Math Bowl - Elem.	0.0110	$462.00
Science Bowl - Elem	0.0094	$395.00
CLUBS		
Yearbook Publication	0.0400	$1,680.00
Senior Sponsor	0.0200	$840.00
Junior Sponsor	0.0250	$1,050.00
Student Council Sponsor - High School	0.0150	$630.00
Student Council Sponsor - Jr. High School	0.0120	$504.00
Student Council Sponsor - Elementary	0.0120	$504.00
National Honor Society	0.0120	$504.00
FFA Sponsor	0.0150	$630.00
Adult Farmer Sponsor	0.0200	$840.00
Young Farmer Sponsor	0.0150	$630.00
Zonta Club	0.0120	$504.00
Key Club	0.0120	$504.00
Science Club	0.0120	$504.00
Spanish Club	0.0120	$504.00
FCA	0.0120	$504.00
8th Grade Ski Trip	0.0080	$336.00
OTHER		
Chicago Trip Sponsor - hourly rate for time outside the school day		
New Teacher Mentor	0.0132	$554.00
New Teacher Mentor	0.0132	$554.00
Math	0.0124	$521.00
Dept. Specialist/Media Specialist - Elem	0.0124	$521.00
English	0.0124	$521.00
Social Studies	0.0124	$521.00
FACS	0.0124	$521.00
Art	0.0124	$521.00

Ag	0.0124	$521.00
Physical Education	0.0124	$521.00
Business	0.0124	$521.00
Spanish	0.0124	$521.00
Band	0.0124	$521.00
Special Education	0.0124	$521.00
Science	0.0124	$521.00
Dept. Specialist/Media Specialist - J/S High	0.0124	$521.00
Gifted and Talented Coordinator	0.0330	$1,386.00
Special Educ. Coordinator - Jr./Sr. High	0.0330	$1,386.00
Special Educ. Coordinator - Elem.	0.0330	$1,386.00
Professional Dev Committee {Masters Degree +10)		$800.00
Professional Dev Building Chair {Masters Degree +20)		$1,000.00
Professional Dev Corp Chair {Masters Degree +30)		$1,200.00

2025 CBA COMPLIANCE CHECKLIST

Item		Page No.
School employer and exclusive representative identified		1
Bargaining unit description matches the IEERB Order in effect at time of ratification		1
Beginning and ending date of CBA (must end on or before June 30, 2025)		Art. IX
Ratification date (must be on or after September 15 and at least 72 hours after TA meeting)		Art. IX
Signed by School Board President, Secretary, or Vice President and exclusive representative		Art. IX
General definitions (definitions that apply to the whole CBA)		1
Grievance procedure (if arbitration used, must indicate if advisory or binding)		13
Contract interpretation provisions (e.g., severability, supremacy, savings clauses)		14
Salary for new teachers (amount, schedule, or method of calculation)		3
Wages/compensation for ancillary duties		1-2
Wages/compensation for extracurricular duties		Appendix B
Compensation for extended contracts		4
Public hearing and public meeting attestations (include electronic participation information)		Art. IX
Compensation Plan		
If there are no salary increases, CBA includes a statement to that effect		N/A
Statement of annual salary range for returning full-time teachers (don't include current year increases, ISTRF contributions, or salaries of newly hired teachers)		2
Full-time classroom teacher (instructs students at least 50% of the workday) salaries are at least $45,000		Appendix A-1
Salary increases		
If using optional eligibility criteria, the criteria are described and separate from factors		N/A
Based on at least two of the five statutory factors (must use academic needs factor)		3
Definitions of factors (e.g., experience, academic needs, instructional leadership)		3
How much each factor contributes to increase (by points, percentage, amount, etc.)		4
Amount of increase (flat amount, % amount) or method for calculating amount		4
Differentiated base salary increase for literacy endorsement		3-4
Academic needs is at least 10% of maximum possible salary increase calculation		4
The combination of education and experience (excluding increases to reduce the gap and teacher retention catch-up increases) does not exceed 50% of the maximum available salary increase		4
If using a salary increase to reduce the gap, it must: (1) be clearly identified and (2) actually reduce the gap		N/A
If using a teacher retention catch-up salary increase it must: (1) be clearly identified, (2) attributed to a factor, (3) describe the teachers to whom the catch-up increase applies, (4) describe the increase amount or method of calculating, and (5) describe how the increase amount represents a comparison to the starting salary of new teachers		3-4

Reminders:

1. Make sure all salary increases are included and described in the compensation plan.

2. If you include non-bargainable items for informational purposes only (e.g., number of ECA positions, number of extended contract days, etc.), be sure to include a statement to that effect.

3. Ensure all date references in the CBA reflect the current contract period.

4. Ensure that the CBA is uploaded to Indiana Gateway by November 15th to avoid a declaration of impasse.

5. Ensure that the electronic participation information in CBA matches information in Indiana Gateway.

1 IEERB encourages parties to number the pages of their CBA. If there are no page numbers, parties should identify the Article or Section number of the particular item (e.g., Art. I Sec B; Sec IV #2, etc.).