CONTRACT AND AGREEMENT

BETWEEN

THE BOARD OF SCHOOL TRUSTEES

OF THE

CARROLL CONSOLIDATED SCHOOL CORPORATION

AND

CARROLL EDUCATION ASSOCIATION

THIS CONTRACT AND AGREEMENT ENTERED INTO THIS ____ DAY OF NOVEMBER 2026, BY AND BETWEEN THE CARROLL CONSOLIDATED SCHOOL CORPORATION, HEREINAFTER CALLED "CORPORATION," BY THE BOARD OF SCHOOL TRUSTEES, AND THE CARROLL EDUCATION ASSOCIATION, AN AFFILIATE OF THE INDIANA STATE TEACHERS ASSOCIATION AND THE NATIONAL EDUCATION ASSOCIATION, HEREINAFTER CALLED THE "ASSOCIATION."

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ARTICLE I - Recognition

A. Recognition Statement. The Corporation hereby recognizes the Carroll Education Association as the exclusive representative of all teachers in the School Corporation for subjects of bargaining under IC 20-29-6-4.

B. Definitions.

1. The term "teacher" when used in this contract shall refer to all certificated personnel employed by the Corporation, including any teacher who is on leave pursuant to the provisions of this Agreement, except the Superintendent, Assistant Superintendent, Principals, Assistant Principals, Guidance Director, and Athletic Director.

2. The term "Board" and "Association" shall include authorized officers, representatives, and agents.

3. The term "Corporation" when used in this contract, shall refer to the Carroll Consolidated School Corporation of the County of Carroll of the State of Indiana and its authorized officers, representatives, and agents.

ARTICLE II - Agreement Procedures

A. Entire Agreement Clause. This contract supersedes and cancels all previous agreements whether verbal or written between the Corporation and the Association, as well as any alleged past practices of the Corporation and this contract constitutes the entire agreement between the parties.

B. Supremacy Provision. The parties agree that this contract shall supersede any rules, regulations, policies or practices of the Corporation, which would be contradictory or inconsistent with the terms of this contract. Any individual contracts between the Corporation and an individual member of the bargaining unit shall be made subject to this contract.

C. Amendment to Contract. Any amendment or agreement adding to, subtracting from, or supplemental to, this contract shall not be binding upon either party unless it is executed in writing by each of the parties hereto.

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

E. Future Negotiations Clause. Both parties agree and understand that there are certain items contained in this contract which the Corporation maintains it has no statutory obligation to negotiate. By placing such items in this contract, the Corporation does not waive its rights and contentions that such items need not be negotiated by the Corporation in future negotiations. The Corporation does, however recognize that it would be in the best interest of both parties to reach agreement in certain of these areas and consequently make them subject to the grievance procedure for the duration of this contract.

ARTICLE III - Compensation

A. Compensation. The Compensation model is provided as Appendix A.

1. Any pay increases pursuant to this Contract shall align with the Compensation Model as set forth on Appendix A.

2. Definition of Experience. For new hires, experience shall be defined as the years in which a teacher worked 120 days or more in an accredited preK-12 or K-12 Indiana public or private school or a public school in another state or territory which has reciprocity with the Indiana Teachers Retirement Fund. The teacher shall provide written verification of those years of experience at a school not participating in the Indiana Public Retirement System.

B. Stipend. A teacher rated ineffective or improvement necessary may not receive any raise or stipend.

C. Negotiated Extracurricular Paid Activities. The pay for certain negotiated extracurricular activities during the terms of this Agreement shall be as set forth in Appendix C attached hereto. The parties understand that the provisions of this paragraph in no way limits the payment for and the establishment of other extracurricular activities not designated in Appendix C, provided, however, prior to the establishment of the payment for an extracurricular activity not designed in Appendix C but which is established during the term of this contract, the Board shall discuss the amount of such payment with the Association, but the Board shall not, prior to the establishment of the pay for such position, be obligated to reach an agreement with the Association on what the payment should be.

1. The parties further understand that the Corporation retains its sole authority to hire, promote, transfer, retain or remove any person from any or to any position for which additional compensation is paid.

D. Mileage Reimbursement. A teacher who is not provided a car by the Corporation and who is assigned by a designee of the Corporation in writing to use the teacher's own automobile in pursuant of assigned school duties (excluding extracurricular assignments) shall be reimbursed at the rate per mile authorized by the Internal Revenue Service for expense deductions incurred.

E. Payment of Salary and Pay Days.

1. **School Year Pay Schedule.** All teachers shall be paid on a twenty-four (24) pay schedule for a school year. The twenty-four (24) pay schedule will begin August 8, 2026, for the 2026-2027 school year, and be paid in equal amounts over twenty-four consecutive pays. Employees will be paid through electronic deposit on the 8th and 23rd of each month to the financial institution(s) selected by the employee. In the event that a payday is a federal holiday or a date that falls on the weekend, money will be deposited on the last banking day prior to the regularly scheduled payday.

2. **Pay Schedule.** All teachers employed during the summer under supplemental contract will be paid on the regular corporation payroll dates.

3. **Raises & Stipends**. Any raises or stipends bargained in this contract shall be paid within 30 days of all teacher evaluations being finalized.

4. **Per Diem**. Per diem shall be calculated as the teacher's annual salary divided by one hundred eighty-four and five-tenths (184.5).

F. New Teachers Employed at Carroll. All teachers new to the Corporation who are required by administration to attend one day of in-service prior to the beginning of the regular teaching contract shall be paid at the teacher's daily rate.

1. Each new teacher to the Corporation may be assigned a mentor teacher to help the new teacher acclimate to the school administration and corporate culture. The mentor will be paid six hundred dollars ($600) per teacher mentored. Mentors will be assigned or approved by the Building Principal or Superintendent.

G. Compensation For Hours Beyond the Regular Contract Year. Corporation-approved training outside the contractual year shall be compensated at the teacher's daily rate.

H. Extended Contracts. Teachers on extended contracts will be paid at a per diem rate.

I. Summer School and Homebound Compensation. Compensation for Summer School and Homebound instruction will be paid at an hourly rate determined by calculating the teacher's hourly wage from the teacher's annual base salary divided by one hundred eighty-four and five-tenths (184.5) divided by six (6).

J. Athletic Pass. Teachers shall receive a single athletic pass at no cost. In order to receive a family athletic pass at no cost, teachers must volunteer to work three (3) events.

K. Class Coverage. In the event that the Corporation is unable to secure a substitute teacher for a teacher absence, a teacher may be asked by the Building Principal to cover a class during that teacher's preparation time. A teacher who performs the ancillary duty of covering a class period for another teacher shall receive one hour of the teacher's hourly wage per class period. A teacher who performs the ancillary duty of absorbing another class into the teacher's own shall receive the teacher's per diem for full day increments or one hour of the teacher's hourly wage per class period. The building principal will be responsible for assigning and documenting each class period covered and submitting payment vouchers on behalf of the teacher. Class coverage rate increases based on teacher salary increases are not retroactive to the beginning of the school year. Any class coverage rate increases will become effective on the date following Board Ratification.

L. Coursework Reimbursement. A teacher who is doing university coursework and/or testing relevant to the teacher's area of licensure or to add additional licensure shall receive reimbursement from the Corporation when agreed to by the Corporation. Prior approval of the Superintendent is required.

M. Expanded Criminal History Background Re-checks. The Corporation shall pay the cost of any expanded criminal history re-checks and expanded child protection index re-checks that are required by the Corporation or per IC 20-26-5-10.

ARTICLE IV - Insurance

A. Health Insurance. Effective January 1, 2026, Health Insurance will have two available enrollment levels, with the following annual contributions by the Corporation:

A. Single Plan $7,700 beginning January 1, 2027

B. Family plan $19,850 beginning January 1, 2027

1. The teacher electing to be covered by the hospitalization insurance may select either the single plan or the family plan and shall pay any necessary differences for the premium, and if no difference exists, shall pay at least one dollar ($1.00) toward the cost.

2. For all new members added to the plan there will be an eligibility period as provided by the Affordable Care Act and the Corporation-provided insurance.

B. Vision Insurance. The Corporation will contribute up to $110.24 per employee to be applied toward vision insurance.

C. Life Insurance. The Corporation shall provide **$50,000 of group term insurance** per teacher per year with double indemnity in the event of accidental death. The insurance shall be payable to the teacher's designated beneficiary.

1. Each teacher shall contribute at least $1.00 toward the cost of such insurance.

2. The Board shall select the carrier to provide the insurance.

3. Group Term Paid Up Life Insurance will be provided only to members of the bargaining unit who retired before July 1, 2015, as provided by the Amendatory Contract between the parties with an effective date of January 1, 2015.

D. Long Term Disability Plan. The Board shall provide all teachers with an income protection plan providing the disability benefits stated below:

1. Accident and/or sickness income benefits shall begin on the ninety-first (91st) day of total disability or illness and shall continue until the teacher reaches the age of sixty-five (65) for any one continuous period of illness or disability. Monthly benefits shall be sixty-six and two-thirds percent (66-2/3%) of the teacher's monthly salary from the Board.

2. The income protection plan shall be a standard program subject to the normal restrictions of the carrier. The program shall also include a survivor benefit and a full cost of living adjustment.

3. The Board shall pay all except one dollar ($1.00) of the premium for each teacher covered by the plan.

4. The carrier for the group income protection plan shall be mutually agreeable to the association and the Board.

E. Section 125 Plan. The Corporation will make available to employees a Section 125 plan.

F. Benefits for Employees Working Less Than Full Time. For teachers working less than full time but more than or equal to half time, the Corporation's obligation to make a contribution towards insurance premium costs shall be the same as full-time teachers. For teachers working less than half time, the Corporation's contribution towards medical, vision, and dental insurance premium costs shall be made on a pro rata basis equivalent to the fraction of the day or contractual year in which they work.

G. Dental Insurance. Any employee seeking dental insurance at their own cost can check with Central Office for a recommended carrier.

ARTICLE V - Retirement

A. **Contribution to Indiana State Teacher Retirement Fund.** The Corporation shall contribute three percent (3.0%) of each individual teacher's salary to the Indiana State Teacher Retirement Fund on behalf of each teacher. In addition, the board shall contribute an additional eight and one-tenth percent (8.1%) of each individual teacher's salary to the Indiana State Teacher Retirement Fund on behalf of each teacher hired by the Corporation after July 1, 1996. The additional contribution of eight and one-tenth percent (8.1%) will be effective on January 1, 2027. Individual teacher contracts shall be based on a salary that does not include the contribution to the retirement fund. Notwithstanding the salary schedule contained herein the Corporation may place a teacher at a level on the salary schedule commensurate with the teacher's training and experience as related to the teacher's teacher assignment.

B. Tax Sheltered Annuity. The Corporation agrees to make payroll deductions for a tax-sheltered annuity program for teachers.

1. Deductions for a tax-sheltered annuity requires the teacher's agent to bring an "Amendment to Employment Contract" properly completed to the Superintendent's Office no later than the second Friday in August of each school year.

2. A teacher shall be limited to two (2) tax sheltered plans which must be with one of the Corporation-approved companies for payroll deductions.

    a. A company will be approved if six (6) or more employees want to participate in its sheltered plan.

    b. A late enrollment for individuals employed after the second Friday in August may be completed by December 31 of that current school year.

C. Section 403(b) Retirement Plan. The Corporation also shall establish and maintain a Section 403(b) Annuity Plan ("403(b)") for all certified employees. The Section 403(b) Plan shall include provisions for pre-tax salary reduction contributions by the employee. If the employee contributes at least 1 1/2% of salary to the Plan, the Corporation will match one and a half percent (1.5%) of the employee salary to the Plan.

1. The Corporation shall deposit employer contributions for each teacher into the Section 403(b) Plan designated by each teacher. Such deposits will be made on a monthly basis.

2. School employees will have the option of continuing to invest their dollars in tax-deferred annuities for which money is already being deducted from the employee's salary or the tax-deferred annuity offered by a selected vendor. Such contributions shall be counted by the Corporation for purposes of the certified employee's required matching contribution.

3. Employer contributions made on behalf of the employee shall immediately vest with the employee.

4. In the event of death of the employee, all benefits shall be paid to the beneficiary named by the employee on the employee corporation life insurance policy.

D. Health Insurance After Retirement. All teachers who retire from the Corporation shall have the option of continuing the group health insurance at their own expense until they reach the age of sixty-five (65) years old.

ARTICLE VI - Leaves

A. Paid Time Off (PTO) and Accumulated Sick Days. Each full-time teacher employed under contract shall be entitled to twelve (12) days of absence without loss of pay for emergencies, illness, or quarantine, and the transaction of personal business and/or the conduct of personal or civic affairs. Accumulated sick days shall be used only for personal illness, quarantine, or family illness as specified in A.8.

1. Any unused PTO days shall be deposited into accumulated sick leave at the end of the school year to a maximum accumulated total of one hundred fifty-four (154) days.

2. Teachers shall have the option to take PTO in one-half (1/2) day or full day increments.

3. In case of planned PTO of three (3) or more days, notification of PTO shall be made to the principal no later than the forty-eight (48) hours prior to the use of such leave, provided, however, in the event of illness or an emergency, notification shall be made to the principal as soon as possible. "Emergency" for purposes of this paragraph shall mean the occurrence of a situation or condition which is not anticipated.

4. In the event of illness, use of five (5) or more consecutive PTO days will be substantiated by a doctor's note upon return to work.

5. A teacher employed under regular contract for less than one hundred twenty (120) days shall be entitled to a proportionate number of days of sick leave and unused days will accumulate as specified in this paragraph A.

6. Teachers on summer employment shall be eligible to use up to two PTO days on the same basis as is used during the regular school year.

7. Family Illness Days: Eight days (8) from a teacher's accumulated sick days may be used for family illness upon notification of immediate supervisor. After using these eight days (8) a teacher may appeal to the superintendent for use of additional accumulated personal illness days. (Family is defined as: teacher's spouse, teacher's or spouse's child, step-child, parent, step-parent, grandparent, grandchild, sibling or a person living in the teacher's home as a dependent.)

8. PTO accumulated to a teacher prior to a non-paid leave of absence and not otherwise used shall be credited to a teacher upon return.

9. Teachers on a summer supplemental contract will be able to use PTO, bereavement, or family sick leave on the same basis as it is used during the regular school year.

10. Beginning in the teacher's second year of employment, a teacher may transfer up to six (6) sick days each year to the number of sick days for which a teacher is entitled from previous school employers, which will be deposited into accumulated sick days.

B. Bereavement Leave. In the case of death in the immediate family of a regularly employed teacher, the teacher is entitled to be absent without loss of compensation for a period extending not more than five (5) work days. Leave time may commence the day of or day after notice of family death and allowed leave time may be divided between two intervals, but all leave must be taken within six (6) months of the notice of death.

1. Immediate family for purposes of Bereavement Leave shall mean spouse, parent, step-parent, brother, sister, child (including miscarriage), father-in-law, mother-in-law, son-in-law, daughter-in-law, sister-in-law, brother-in-law, grandparents, grandchild, step child, step-sibling, or other dependent residing in the teacher's home. If the death of the immediate family member requires out-of-state travel, the teacher shall be allowed two (2) additional days of bereavement leave which shall be deducted from the teacher's paid accumulated sick leave. These days shall not be eligible for transfer from the sick leave bank.

2. In the case of death of an aunt, uncle, nephew, niece, cousin, grandparents of a spouse, or spouse's aunts, uncles and cousins, the teacher shall be entitled to be absent up to two (2) consecutive days without loss of compensation for attendance at the funeral.

3. In the case of the death of a student or the parent of a student, the Superintendent or Building Administrator may appoint one or more teachers to represent the Corporation at a funeral, memorial service or other formal event.

C. Adoption Leave. A teacher, who during the term of the contract legally adopts a child under the age of five (5) years, may request and will receive adoption leave, without pay, for a period not to exceed one (1) school year.

D. Jury Duty. A teacher called for grand or petit jury duty shall, during the required period of absence from assigned duty by the Board, be paid full regular salary less the total amount of per diem allowance earned by such teacher for jury duty.

E. Court Leave. A teacher, subpoenaed to appear as a witness or required to appear as a defendant in court resulting from activities relating to the teacher's employment with the Corporation, shall receive during the required period of absence from assigned duty, at the teacher's full regular salary. A teacher subpoenaed to appear as a witness before any administrative board with subpoena powers, or required to appear as a party to any action or charge filed by the Board resulting from activities relating to the teacher's employment with the Corporation, shall receive during the required period of absence from assigned duty, the teacher's full regular salary.

F. Sabbatical Leave. Sabbatical leave without pay for study, travel or research may be granted by the Board to the first two teachers who apply prior to May 1 preceding the school year in which such leave will occur, and who have completed seven (7) years of service in the Corporation. Such leave, if granted, shall be granted for one (1) semester or one (1) full school year as requested.

G. Study Leave. The Board may grant a one (1) year leave of absence without pay upon application of a teacher for the purpose of full-time advanced study. The purpose of such advanced study shall be one which has direct benefit to the Corporation and shall meet the approval of the Superintendent and Board. Application for such leave must be made to the Office of the Superintendent not later than July 1, preceding the requested year of absence.

H. Political Leave. If a teacher is elected to the State Legislature (House of Representatives or Senate) the teacher shall be granted a leave of absence without pay for a period of time to enable the teacher to serve the office to which the teacher was elected.

I. Child Birth Leave.

1. **Maximum Leave**. A teacher who is pregnant shall be entitled upon request to a leave of absence for a period commencing at the time a physician certifies pregnancy through the following period of time after the birth of the child:

    a. If birth occurs during the first semester of school, the maximum entitlement shall extend to the end of the first semester of the next school year.

    b. If birth occurs during the second semester of school, the maximum entitlement shall extend to the end of the second semester of the next school year (beginning of the second school year after the school year in which the leave of absence is taken).

    c. If the birth occurs during the summer months between school years, the maximum entitlement shall be for one full school year.

    d. When a child is born or adopted, the parent shall be granted family leave as allowed by FMLA.

2. **Minimum Leave.** The leave shall begin no later than the date the teacher and the teacher's attending physician determine and shall end no earlier than at a time the teacher and teacher's attending physician determine, subject to the provisions of sub-paragraphs 1 and 3 of this Paragraph J.

3. **Pregnancy and Child Care Leave**. Teachers should make an effort to commence the leave at the end of a grading period and shall terminate the leave and return to teaching in the Corporation at the beginning of a semester within the limits of sub-paragraph 1 of the Paragraph J. Except in the case of emergency, the teacher shall notify the Superintendent in writing of the intention to take such leave at least thirty (30) days prior to the date on which the leave is to begin; such notice shall also state the time of intended return to teaching.

J. Sick Leave Bank

1. **Intent**. The intent of Sick Leave Bank is to provide extended sick leave to those members of the Sick Leave Bank.

2. **Sick Leave Bank Committee.** A committee, comprised of two (2) teachers and two (2) administrators, shall administer the Sick Leave Bank.

    a. Applicants shall use the approved application form when requesting days from the Sick Leave Bank.

    b. Application forms for Sick Leave Bank days may be obtained from the Corporation office.

    c. A committee member must withdraw from service on the committee before applying for days from the Sick Leave Bank.

3. **Notification of Number of Available Days.** The Corporation office shall notify the Association annually of the current number of days in the Sick Leave Bank and the number of staff members who have joined the Sick Leave Bank

4. **Membership**. Membership in the Sick Leave Bank is available to all eligible certified employees whose positions require a signed teacher contract with the Corporation.

5. **Enrollment**. Each teacher wanting to enroll in the Sick Leave Bank will donate two (2) days of the teacher's credited sick leave to the Bank at the beginning of the school year. New teachers or teachers re-joining the Sick Leave Bank will donate two (2) days upon enrollment.

6. **Change in Enrollment.** Enrollment or withdrawal from the Sick Leave Bank is permitted only upon new hire, termination of employment with the Corporation or at the beginning of each school year.

7. **Eligibility.** To be eligible for use of days from the Sick Leave Bank, the applicant must meet the following criteria:

    a. The applicant must have used the teacher's PTO days and all but two (2) of the teacher's accumulated sick days.

    b. The applicant shall have been absent due to illness or hospitalization at least five (5) school days for the same reason.

c. Use of days from the Sick Leave Bank is not intended to provide or extend paid days for elective (non-health-related) medical procedure or child birth leave.

d. The applicant shall provide documentation from a doctor certifying that the applicant is incapacitated and noting the expected period of incapacitation.

e. An applicant shall not be granted more than thirty (30) days from the sick leave bank per school year.

f. A teacher may elect to use sick leave bank days, if eligible, during FMLA leave.

8. **Retroactive Application.** After the applicant has been approved for use of days from the Sick Leave Bank, he/she will receive retroactive pay for the initial five (5) required days as per 7.b.

9. **Ineligible Upon Receipt of Benefit from Long Term Disability.** A teacher is only eligible for Sick Leave Bank days until the teacher begins receiving benefits from long-term disability insurance.

10. **Contributed Days Are Not Returnable.** A person withdrawing from membership with the Sick Bank will not be able to withdraw the day(s) he/she had contributed to the Sick Leave Bank.

11. **When Additional Days Are Contributed.** Contributions of additional days from Sick Leave Bank members will not be required as long as the number of days in the Sick Leave Bank remains above ninety (90) days.

a. If the number of days in the Sick Leave Bank falls below ninety (90) days participating teachers will each be assessed one sick day.

b. The maximum number of days in the Sick Leave Bank will be one hundred eighty (180) except for mandatory days added as the result of new hires or re-enrollees.

c. Upon retirement or termination of employment, a participating teacher may donate up to twenty-five (25) days of the teacher's accumulated Sick Leave, provided the maximum number of days in the Sick Leave Bank has not been reached.

K. Association Leave. The Corporation shall grant the president or designated representative of the association two (2) days a year to conduct association business. The president shall inform the building principal of the need to take an association leave day three (3) days in advance unless there is a mutual agreement to waive the advance notice period. The association shall reimburse the school board for hiring of the president's substitute. The association agrees to pay the substitute rate being paid at the time that the association day was taken.

L. Additional Teaching Background Leave. The Board may grant a one (1) year leave of absence without pay upon application of a teacher for the purpose of participating full-time in exchange teaching programs in other states, territories, or countries, foreign or military teaching programs; the peace corps, teachers' job corps, or volunteers in service to America. The purpose of such teaching shall be one which has direct benefit to the Corporation and shall meet the approval of the Superintendent and Board. Application for such leave must be made to the Office of the Superintendent not later than May 1, preceding the requested year of absence.

M. General Provisions.

1. **Returning from Leaves of Absences.** A teacher returning from a leave of absence shall be given a position in the school system, which is keeping with the teacher's certification requirement.

2. **Continuation of Insurance.** A teacher on leave may continue in full force and effect any insurance program provided, however, such teacher pays the insurance premium.

N. Military Leave.

Military leave will be granted to any teacher who is inducted or enlists in any branch of the armed forces of the United States. Teachers who are called for military service will be granted military leave consistent with federal and state requirements. Upon return from such leave, a teacher will be placed on the salary schedule at the level which he/she would have achieved had he/she remained actively employed in the system up to a maximum of four (4) years. The teacher shall have up to sixty (60) days after release from active duty to notify the board of the teacher's intention to return.

O. Compensation For Work Related Loss And/Or Injury

1. The Corporation shall provide each teacher with compensation for on-the-job injuries consistent with the terms of the Indiana worker's compensation act, as from time to time amended. The Corporation will provide a teacher with this compensation as follows:

   a. Payment of medical costs incurred as a result of an on-the-job injury.

   b. Compensation for loss of, or permanent impairment of, a part or parts of the body.

   c. Compensation for loss of employment due to an on-the-job injury. Teachers will be subject to a seven (7) day waiting period before any such compensation payments are issued. A teacher must transmit to the Corporation any payments by the teacher from the Corporation's worker's compensation insurance carrier during the period in which the teacher remains eligible for sick leave. The Corporation will charge absences from work against the teacher's accumulated sick leave only with respect to that part of the absence for which the teacher has received compensation directly from the Corporation. The Corporation shall round off any days charged against accumulated sick leave to the nearest half-day. In all cases covered by the above stated procedure, the teacher must

endorse any worker's compensation check which they receive and deliver it to the central office. The teacher will be paid the difference between Workers Compensation and the teacher's regular pay for as long as the teacher is considered to be an employee of the Corporation.

P. Family And Medical Leave Act. A teacher is eligible for benefits while on a medical leave of absence pursuant to the family and medical leave act. A teacher may elect to use paid accumulated sick leave while using FMLA.

R. Unpaid Leave. The Corporation may, at its discretion, approve unpaid leaves of up to one year. Approval will be on a case by case basis. Application for all such leaves shall be submitted to the Superintendent, who shall submit the request to the Board. The Corporation shall not make any contributions toward the premium costs of health insurance, vision insurance, dental insurance, life insurance, or long-term disability insurance for the period of an unpaid leave. Should a teacher wish to retain these insurance coverages during an unpaid leave, the teacher shall be responsible for making 100% of the premium payment.

ARTICLE VII - Grievance Procedure

A. Definitions.

1. A "grievance" is an alleged violation claimed misinterpretation or claimed misapplication of a specific article or section of this Agreement.

2. The terms "teacher" and "grievant" include any individual or group of individuals in the bargaining unit.

3. The term "day" when used in this Article shall mean teacher days (as that term is used in the school calendar). During the summer recess, the term shall mean weekdays (Monday through Friday).

B. Purpose, Grievant, and Representation. An individual teacher, or group of teachers, may present a grievance and may do so through the exclusive representative, and the exclusive representative may thus be given an opportunity to be present at all stages of the grievance machinery. The adjustment of all grievances shall not be inconsistent with the terms of this contract.

The purpose of this grievance procedure is to settle, at the lowest possible administrative level, issues which may arise from time to time with respect to specific claims of violations, misapplication, or misinterpretation of the provisions of this contract. Both parties agree that these proceedings shall be kept as confidential as may be appropriate at each level of the procedure. Nothing contained herein shall be construed to prevent any individual teacher from presenting a grievance and having the grievance adjusted if the adjustment is not inconsistent with the terms of this contract, and the Association has been given an opportunity to be present at such adjustment meetings.

C. Procedure.

Step One: A grievance may be initiated in one (1) of the following ways:

1. The teacher may approach the building principal concerned and discuss the matter on the teacher's own behalf.

2. The teacher may be accompanied by a representative of the Association and in such case the building supervisor shall not initiate any consultation with the grievant prior to any scheduled meeting at which time the representative is to be present.

Step Two: In the event the grievance is not resolved in step one within two (2) days after the grievance is presented to the building principal, the grievant may file a formal grievance in writing with the building principal on the form shown in Appendix "C".

1. The grievance form shall be filed in quadruplicate with one (1) copy for the Association, the grievant and the building principal and the school central office.

2. The grievance shall: (1) name the teachers or class of teachers involved, (2) state the facts giving rise to the grievance, to have been violated or misinterpreted, (3) state the contention of the grievant with respect to the grievance, (4) indicate the specific relief requested, and (5) be signed by the grievant(s) or the Association.

3. The form of grievance should be filed as soon as possible, but any grievance not presented in writing in Step Two within twenty-five (25) days of the time the grievant knew, or reasonably should have known, of the grievance shall be deemed waived and shall not be processed.

4. The teacher may request a meeting with the building principal and the Association representative may accompany the grievant. In any event, within five (5) days after receiving the written grievance, the building principal shall communicate his answer in writing to the grievant and the Association representative and said answer shall be attached to the grievant.

Step Three:

1. If the grievance is not resolved in Step Two, the teacher may, within five (5) days of the receipt of the building principal's answer, appeal to the superintendent, or his designee, by filing the grievance and the principal's answer, if desired, with the Office of the Superintendent, which shall provide written acknowledgment of the filing. Any such response by the grievant shall be attached to the grievance.

2. The teacher may request a meeting with the Superintendent, or his designated representative may accompany the grievant. The Superintendent, or his designated representative, shall give the teacher an answer in writing no later than ten (10) days after receipt of the written grievance properly filed with the Office of the Superintendent. Such answer shall be attached to the grievance.

Step Four: Within five (5) days after receipt of the decision in Step Three, the teacher may request a meeting with the Board and the Association representative may accompany the grievant. The Board or their designated representative shall give the teacher an answer in

writing no later than 15 days after receipt of the written grievance properly filed with the Board. Such answer shall be attached to the grievance.

Step Five: Within twenty (20) days after receipt of the decision in Step Four if any, the Association, upon written notice to the other, may submit the grievance to arbitration under and in accordance with the rules of the American Arbitration Association, pursuant to the following procedure:

1. The two (2) parties, the School Board and the Association, shall attempt to select an arbitrator by mutual agreement. If the two (2) parties cannot agree on the arbitrator, or a method of selecting an arbitrator, within ten (10) calendar days after notification is given, the arbitrator shall be selected in accordance with the rules of the American Arbitration Association.

D. Powers of Arbitrator.

1. The arbitrator shall have no power to:

   a. Add to, subtract from, disregard, alter, or modify any of the terms of this Agreement.

   b. Rule on the termination of services or failure to reemploy any teacher to a position on the extracurricular schedule, or any other position which has a salary bonus or time-off or extra-time bonus.

   c. Rule in regard to the dismissal of, or the renewal or nonrenewal of any contract for, any teacher.

   d. Change any practice, policy or rule of the Board or to substitute his judgment for that of the Board as to the reasonableness of any such practice, policy rule or any action taken by the Board, unless such practice, policy or rule, shall be in direct conflict with this Agreement.

   e. Consider matters outside the scope of the grievance.

2. If either party disputes the arbitrability of any grievance under the terms of the Agreement, the arbitrator shall rule, with the understanding that the part advancing the claim of non-arbitrability may appeal the question to the court.

3. The decision of the Arbitrator shall be final and binding on the Association, its members, the teachers, the employee or employees involved and the Board.

4. The Arbitrator, as a part of this decision, may assess fees and expenses against either the Board or the Grievant, in full or in part, but if the Arbitrator does not so act, the fees and expenses of the Arbitrator shall be shared equally by the Board and the Grievant. All other expenses shall be borne by the party incurring the expense.

E. Other Provisions Relating to the Grievance Procedure.

1. No reprisal of any kind shall be taken by or against any participant in the grievance procedure by reason of such participation.

2. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel file of the participant(s) and are not valid basis for evaluation.

3. Time limits herein may be extended only by mutual agreement, signed by the parties.

4. Time limits herein apply to teachers on leave of absence, other than sick leave, as if such teacher were present and working.

5. All steps of the grievance procedure shall be conducted during non-regular work hours

6. If there is a failure at any step to communicate the decision on a grievance within the specified time limit, the grievant shall then have the right to appeal at the next step of the procedure.

7. Any grievance not advanced from one step to the next within the time limits, shall be deemed resolved by the answer at the previous step.

8. Any grievance which arose prior to the effective date of this agreement or after the termination date of this agreement shall not be processed through the provisions provided by this Article.

9. No teacher shall use the grievance procedure to appeal any decision of the Board or Administration if such decision is pursuant to any order of any State or Federal Regulatory Commission or Agency or any written agreement with such a commission or agency executed prior to this Agreement or any such written agreements not in conflict with this Agreement.

10. There shall be no appeal from an arbitrator's decision if within the scope of his authority as set forth above. It shall be final and binding on the Association, its members, the teacher, the employee or employees involved, and the Board.

11. The Association may file a system wide grievance at Step Three subject to the time limit designated in Step Two, paragraph 3.

12. A grievance may be withdrawn at any step prior to Step Four by the association and/or the teacher, without any official record being kept by the School Corporation.

ARTICLE VIII - TERMS OF AGREEMENT

This Agreement shall be effective July 1, 2026, and shall continue in effect through June 30, 2027.

CARROLL EDUCATION ASSOCIATION	**THE CARROLL CONSOLIDATED SCHOOL CORPORATION BOARD OF SCHOOL TRUSTEES**
By: President	By: President
Date:	Date:

The undersigned attest to the following:

1. A public hearing was held in compliance with I.C. § 20-29-6-1(b) on *September 8, 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 _____ to discuss the tentative agreement, and electronic participation from the governing body and/or public *was not* permitted.

CEA President	CCSC School Board President

APPENDIX A
Compensation Plan

Row	2025-2026 Salary	2026-2027 Salary	2026-2027 Literacy Endorsement Base Salary Differentiation
A	$45,000	$45,000	$45,365
B	$45,000	$45,250	$45,615
C	$45,000	$45,500	$45,865
D	$45,000	$45,750	$46115
E	$46,000	$46,000	$46,365
F	$47,000	$47,000	$47,365
G	$48,000	$48,000	$48,365
H	$49,000	$49,000	$49,365
I	$50,000	$50,000	$50,365
J	$51,000	$51,000	$51,365
K	$52,000	$52,000	$52,365
L	$53,000	$53,000	$53,365
M	$54,000	$54,000	$54,365
N	$55,000	$55,000	$55,365
O	$56,000	$56,000	$56,365
P	$57,000	$57,000	$57,365
Q	$58,000	$58,000	$58,365
R	$59,000	$59,000	$59,365
S	$60,000	$60,000	$60,365
T	$61,000	$61,000	$61,365
U	$62,000	$62,000	$62,365
V	$63,000	$63,000	$63,365
W	$64,000	$64,000	$64,365
X	$65,000	$65,000	$65,365
Y	$66,000	$66,000	$66,365
Z	$67,000	$67,000	$67,365
AA	$68,000	$68,000	$68,365
BB	$69,000	$69,000	$69,365
CC	$70,000	$70,000	$70,365
DD	$71,000	$71,000	$71,365

Requirements for Advancing on the Salary Grid

A. Salary Range:

$45,000 to $71,000 not including current year increases or TRF contributions

B. Literacy Endorsement Base Salary Differentiation:

1. Prior to receipt of increases described in Section C, the base salary of teachers who possess a literacy endorsement will be adjusted, as needed, to reflect a $365 differential (in comparison to the base salary of teachers who otherwise have the same credentials but do not possess the literacy endorsement).

2. A teacher must submit their initial attainment of a Literacy Endorsement to Central Office no later than November 1, 2026 in order to be eligible for placement on the Literacy Endorsement Base Salary Differentiation Grid.

C. Eligibility:

Teachers receiving an evaluation rating of ineffective or improvement necessary in the prior year shall not be eligible for an increase unless they are in their first two full years of instructing students.

D. Base Salary Increases:

1. Factors and Definitions
    a. Evaluation: Teachers received a highly effective or effective evaluation in the prior school year.
    b. Academic Needs: The need to retain all teachers.

2. Distribution
    a. Teachers who satisfy the Evaluation factor will move to the same row and receive a differential increase of $0 to $750.
    b. Teachers who satisfy the Academic Needs factor will advance one row on the salary grid and receive a differential increase of $250 to $1000.

3. Itemized Compensation Requirements

Calculation of Total Possible Base Salary Increases Available to Teachers Under the Compensation Plan = $1750

a. Increase attributable to Evaluation is $0 to $750
b. Increase attributable to Academic Needs is $250 to $1000 which is ($1000/$1750) 57% of the total possible increase.

E. New Hire Salaries:

1. The salary for newly hired teachers with no experience who possess no additional educational attainment is $45,000.
2. The salary for new hires with no experience who possess a literacy endorsement is $45,365.

3. The Superintendent shall place a teacher on the compensation model on the same row that corresponds to the teacher's years of teaching experience. Letters will equate to years of experience for salary placement of new hires only (A=0 years, B=1 year, etc.). If a shortage of qualified applicants occurs, the superintendent after meaningful discussion with the Association, may go beyond the parameters listed above but shall not exceed the maximum limit of the salary range.

4. The Superintendent may place a teacher that is retired and participating in the INPRS on the salary grid. The Superintendent will have meaningful discussion with the Association before such placement is made.

F. Stipends:

1. Teachers with experience exceeding Row DD will remain on Row DD and receive a $1000 stipend in lieu of row movement.

2. Teachers moving to Rows B, C, or D will receive a stipend in the following amounts to make their total annual compensation equivalent to $1000:

Row B = $750
Row C = $500
Row D = $250

3. All stipends will be paid out equally over 24 pay periods.

APPENDIX B
GRIEVANCE REPORT FORM

Grievance # School District Distribution of Form

Building	Assignment	Name of Grievant	Date Filed

STEP I

Date Cause of Grievance Occurred _____

1. Statement of Grievance (facts giving rise to the grievance)

_____

_____

_____

2. Specific terms of agreement allegedly violated

_____

_____

_____

3. Relief Sought

_____

_____

_____

_____ _____
Signature Date

STEP II

Position of Grievant and/or Association _____

_____

_____ _____
Signature Date

STEP III

Date Received by Superintendent or Designee _____

Disposition of Superintendent or Designee _____

_____

_____ _____

Signature Date

Position of Grievant and/or Association _____

_____

_____

_____ _____

Signature Date

STEP IV

Date Received by Board of Education or Designee _____

Disposition by Board _____

_____

_____

_____ _____

Signature Date

Position of Grievant and/or Association _____

_____

_____

_____ _____

Signature Date

STEP V

Date submitted to Arbitration _____

_____ _____

Signature of Arbitrator Date of Decision

_____

APPENDIX C
Extra-Curricular Salary Schedule

Position	Ratio	Base $45000
Academic Coach CJSHS	0.0160	$720.00
Art Club CJSHS	0.0160	$720.00
Athletic Supervisor	0.0840	$3,780.00
Band CJSHS	0.1290	$5,805.00
Baseball Asst. & 9th	0.0860	$3,870.00
Baseball Var. Asst.	0.0470	$2,115.00
Baseball Varsity	0.1220	$5,490.00
Basketball Boys 5th	0.0380	$1,710.00
Basketball Boys 6th	0.0380	$1,710.00
Basketball Boys 7th	0.0470	$2,115.00
Basketball Boys 8th	0.0470	$2,115.00
Basketball Boys 9th	0.0600	$2,700.00
Basketball Boys Asst.	0.0580	$2,610.00
Basketball Boys Asst./JV	0.1060	$4,770.00
Basketball Boys Varsity	0.2230	$10,035.00
Basketball Girls 5th	0.0380	$1,710.00
Basketball Girls 6th	0.0380	$1,710.00
Basketball Girls 7th	0.0470	$2,115.00
Basketball Girls 8th	0.0470	$2,115.00
Basketball Girls 9th	0.0600	$2,700.00
Basketball Girls Asst.	0.0580	$2,610.00
Basketball Girls Asst./ JV	0.1060	$4,770.00
Basketball Girls Varsity	0.2230	$10,035.00
Battle of the Books CES	0.0160	$720.00
CES Grade Level Chair	0.0130	$585.00
CES Grade Level Chair	0.0130	$585.00
CES Grade Level Chair	0.0130	$585.00
CES Grade Level Chair	0.0130	$585.00
CES Grade Level Chair	0.0130	$585.00
CES Grade Level Chair	0.0130	$585.00
CES Grade Level Chair	0.0130	$585.00
CES Grade Level Chair - Specials	0.0130	$585.00
Cheerleader Elem.	0.0100	$450.00
Cheerleader Elem.	0.0100	$450.00
Cheerleader High School	0.0810	$3,645.00
Cheerleader Jr. High	0.0240	$1,080.00
Cheerleader Jr. High	0.0240	$1,080.00
Cheerleader Jr. Varsity	0.0410	$1,845.00
Cheerleader Varsity Asst.	0.0250	$1,125.00
Cross Country	0.0850	$3,825.00
Cross Country Asst.	0.0200	$900.00
Cross Country Jr. High	0.0290	$1,305.00
Department Chair Jr. High	0.0160	$720.00
Department Head CTE Team	0.0160	$720.00
Department Head Eng. LA	0.0160	$720.00
Department Head Math	0.0160	$720.00
Department Head Science	0.0160	$720.00
Department Head Soc. St.	0.0160	$720.00
Department Head Sp. Educ.	0.0160	$720.00
Drama Director	0.0760	$3,420.00
English Learner Asst.	0.0190	$855.00
English Learner Coord.	0.0280	$1,260.00
FCCLA High School	0.0160	$720.00
FFA Assistant	0.0480	$2,160.00
Football 7th	0.0520	$2,340.00
Football 7th Asst.	0.0400	$1,800.00
Football 8th	0.0520	$2,340.00
Football 8th Asst.	0.0400	$1,800.00
Football Varsity	0.2230	$10,035.00
Football Varsity Asst.	0.0960	$4,320.00
Football Varsity Asst.	0.0960	$4,320.00
Football Varsity Asst.	0.0700	$3,150.00
Football Varsity Asst./JV	0.1060	$4,770.00
Golf Boys	0.0650	$2,925.00
Golf Girls	0.0650	$2,925.00
High Ability Coord. CES	0.0280	$1,260.00
High Ability Coord. CJSHS	0.0280	$1,260.00

Honor Choir CES	0.0280	$1,260.00
Math Bowl CES	0.0160	$720.00
National Honor Society HS	0.0160	$720.00
National Honor Society JH	0.0130	$585.00
Open Gym Boys	0.0120	$540.00
Open Gym Girls	0.0120	$540.00
Robotics CJSHS	0.0250	$1,125.00
Soccer	0.0920	$4,140.00
Soccer Asst.	0.0530	$2,385.00
Softball Jr. Varsity	0.0860	$3,870.00
Softball Var. Asst.	0.0470	$2,115.00
Softball Varsity	0.1220	$5,490.00
Spanish Club	0.0160	$720.00
Spell Bowl CES	0.0160	$720.00
Sponsor - Junior Class	0.0180	$810.00
Sponsor - Junior Class Asst.	0.0090	$405.00
Sponsor - Senior Class	0.0160	$720.00
STEM Club CES	0.0250	$1,125.00
Student Council CES	0.0160	$720.00
Student Council Jr. High	0.0130	$585.00
Student Council Sr. High	0.0210	$945.00
Swimming Jr. High Asst.	0.0270	$1,215.00
Swimming Junior High	0.0330	$1,485.00
Swimming Varsity	0.1200	$5,400.00
Swimming Varsity Asst.	0.0800	$3,600.00
Table Top CJSHS	0.0160	$720.00
Tennis Boys	0.0690	$3,105.00
Tennis Boys Asst.	0.0480	$2,160.00
Tennis Girls	0.0690	$3,105.00
Tennis Girls Asst.	0.0480	$2,160.00
Track Asst.	0.0480	$2,160.00
Track Asst.	0.0480	$2,160.00
Track Jr. High	0.0330	$1,485.00
Track Jr. High	0.0330	$1,485.00
Track Varsity	0.1330	$5,985.00
Vocal CJSHS	0.0930	$4,185.00
Volleyball 7th	0.0300	$1,350.00
Volleyball 8th	0.0300	$1,350.00
Volleyball Varsity	0.1100	$4,950.00
Volleyball Varsity Asst.	0.0780	$3,510.00
Weight Room Supervisor	0.0140	$630.00
Wrestling Asst.	0.0710	$3,195.00
Wrestling Jr. High	0.0340	$1,530.00
Wrestling Varsity	0.1150	$5,175.00
Yearbook CES	0.0180	$810.00
Yearbook High School	0.0400	$1,800.00

ECA Notes:

1) A single stipend may be split per the request of those receiving the stipend for the current year as approved by the Superintendent. The School Corporation shall maintain a list of split positions which will be shared upon request.

2) A change in coach during a season will result in a pro-rated stipend. In the event of a shortened season, a coach will be reassigned or his or her salary pro-rated.

3) Administration reserves the right to limit the number of assistants based upon athletic participation

ECA Wage Payment Agreement:

If a teacher has been board approved for an ECA position prior to the start of the school year, then the teacher may

1) elect to receive payment in a lump sum at the end of their contest season for seasonal activities or at the end of the school year for yearlong activities, OR

2) receive their ECA stipend in installments over 24 pay periods.

This decision will need to be communicated to the corporation treasurer on the first teacher work day of the school year to allow for processing time. If no communication is made, then stipends will be paid as a lump sum at the end of the contest season for seasonal activities or at the end of the school year for yearlong activities.

Any teacher approved by the Board for an ECA position after the first teacher work day of the school year will receive their stipend in a lump sum at the end of their contest season for seasonal activities or at the end of the school year for yearlong activities.