

AGREEMENT

Between

THE BOARD OF SCHOOL TRUSTEES

of the

JOHN GLENN SCHOOL CORPORATION

and

JOHN GLENN EDUCATION ASSOCIATION

2025-2027

TABLE OF CONTENTS

Article	Subject	Page
I	Recognition.....	3
II	Definitions.....	3
III	Grievance Procedure.....	3 - 4
IV	Leaves of Absence.....	5 - 8
V	Fringe Benefits.....	9-10
VI	Salaries.....	11-12
VII	Compensation Plan.....	12-14
VIII	Duration of Agreement.....	15
Appendix A	Salary Schedule for New Hires 2025-2026	16
	Salary Schedule for New Hires 2026-2027	17
Appendix B	Extra-Curricular Salary Schedule 2025-2027.....	18-22
Appendix C	Summer Employment 2025-2027.....	23
Appendix D	Certificated Employee Sick Bank Enrollment Form.....	24
Appendix E	Sick Leave Bank Application and Agreement Form.....	25
Appendix F	Grievance Report Forms.....	26-28
Appendix G	Buyout of Separation Benefits.....	29-31

PUBLIC HEARING

The Undersigned attest to the following:

- A public hearing was held in compliance with I.C. 20-29-6-1(b) on Tuesday, September 2, 2025 and electronic participation from the parties and public was not permitted; and
- A public meeting in compliance with I.C. 20-29-6-19 was held on October 28, 2025, to discuss the tentative agreement and electronic participation from the governing body and public was not permitted.

AGREEMENT

The contract entered into this 1st day of July 2025 by and between the Board of School Trustees of the John Glenn School Corporation and the John Glenn Education Association

WITNESSETH

ARTICLE I

Recognition

1.1 The Employer hereby recognizes the John Glenn Education Association as the exclusive representative of all teachers in the School Corporation.

ARTICLE II

Definitions

2.1 The word "Employer," as used herein, means the John Glenn School Corporation, Walkerton, Indiana, the superintendent of said School Corporation, his agents and representatives and/or Board of School Trustees, their agents and assignee(s).

2.2 The term "Teacher," when used herein, shall refer to all certificated Personnel employed on a regular or temporary contract, but shall not include those who substitute on a day-to-day basis. Further, the following positions shall be excluded from the bargaining unit: Superintendent, Assistant Superintendent, Administrative Assistant, Principal, Assistant Principal, Athletic Director, Technology Coordinator, and Director of Adult Education. When a reference is made to male teachers in this Agreement, it also includes female teachers.

2.3 The word "Association," when used herein shall refer to the John Glenn Education Association (an affiliate of the Indiana State Teachers Association and the National Education Association) and shall include authorized officers, representatives, and agents.

ARTICLE III

Grievance Procedure

3.1 A grievance is defined as any difference that arises between the Employer and the Association or one or more employee(s), involving an alleged violation, misinterpretation, or misapplication of this agreement.

3.2 Nothing in this procedure shall affect the normal communication between the building principal and the aggrieved party in their discussion of any problem or potential problem which may exist.

3.3 Informal

Within ten (10) school days subsequent to the occurrence, or the time the teacher knew of the occurrence of facts giving rise to a grievance, the teacher and an Association representative(s), if the teacher so desires, may report the matter to the building principal for purposes of arriving at a mutually satisfactory solution to the complaint. In such case, the principal shall not consult with the teacher concerning the grievance until the arrival of such representative(s). In any case, the principal will meet with the teacher and his representative(s) and subsequently inform the grievant of his decision within seven (7) school days.

3.4 Stage I

In the event the decision of the principal is unsatisfactory to the teacher, the teacher and an Association representative(s), if the teacher so desires, may within five (5) school days after the principal informs the grievant of his decision or, in any event, not more than twenty-two (22) school days subsequent to the occurrence, or the time the teacher knew or had reason to know of the occurrence of facts giving rise to a grievance, submit a formal grievance to the teacher's principal on the Stage I Grievance Report Form (See Appendix G) two copies of which shall be signed by the teacher and an Association representative and submitted to the principal. The principal shall acknowledge the receipt of the formal grievance by signing both forms, returning one to the teacher, and retaining one for his files. The principal shall have a maximum of fifteen (15) school days during which he may attempt to resolve the grievance. Resolution of a problem at Stage I shall not establish a precedent unless signed by both the Association president and the superintendent or the superintendent's designee.

3.5 Stage II

If the complaint is not resolved to the satisfaction of the teacher at Stage I, the Association may submit the grievance to the superintendent or the superintendent's designee on the Stage II Grievance Report Form (See Appendix G). The Stage II grievance shall be submitted as soon as practicable after a determination has been made at Stage I. In no case shall the Stage II grievance be submitted more than twenty (20) school days after a formal grievance was submitted to the principal at Stage I. At Stage II the grievance shall contain a statement of the specific alleged violation(s), citing the Section(s) violated and the remedy sought. The superintendent or the superintendent's designee shall meet with the Association for the purpose of attempting to resolve the grievance. The superintendent or his designee shall indicate his disposition of the grievance in writing within twenty (20) school days of the submission of the grievance at Stage II. A copy of the written disposition shall be furnished to the grievant and the Association.

3.6 Step III

If the Association is not satisfied with the disposition at Stage Two, and/or the superintendent fails to respond within thirty (30) working days of the appeal of the grievance to Stage Two, the Association may submit a written appeal within ten (10) working days to the President of the Board of School Trustees. The President of the Board of School Trustees and the Association shall arrange a meeting with the Board to discuss the grievance prior to the Board's final decision. The Board of School Trustees will review the grievance, make its decision, and notify the Association within thirty (30) days. The decision of the Board shall be final.

ARTICLE IV
Leaves of Absence

4.1 Personal Illness Leave

a. Each teacher who is absent because of personal or family illness will be allowed ten (10) days of sick leave per year for the first (1) year of employment and nine (9) days each year thereafter. Unused sick leave days and unused personal leave days (See Section 4.3) will accumulate as personal illness days and be credited for the teacher's use in future years up to the number of teacher days in a school year as defined on the annual teacher contract. Unused sick leave days and unused personal leave days accumulated by a teacher teaching for less than a full day or for less than a full school year shall accumulate on a prorated basis rounded to the nearest half day (See Section 4.3). Teachers who have reached the maximum accumulation of personal illness days will receive in their last paycheck for the school year an amount equal to fifty dollars (\$50.00) for each day in excess of the allowable accumulation.

b. A teacher who teaches less than a full day shall be granted sick leave day's equivalent in length to his teaching day. A teacher who teaches less than a full school year will be granted sick leave days on a prorated basis rounded to the nearest half day.

c. Immediate family shall be interpreted as spouse, children, mother, father, or others in residence in the immediate household.

d. Teachers shall be given a written account of accumulated sick leave and personal leave on each paycheck.

e. Two (2) sick days per year may be taken in one-half (1/2) day increments in those cases where doctor's appointments cannot be obtained after working hours or on Saturdays. In such cases, the employees will give the administration a minimum of forty-eight (48) hours' notice, except in the case of emergency.

f. Teachers who have taught in another school corporation prior to coming to John Glenn School Corporation may transfer previously accumulated personal illness days to John Glenn after one (1) year of employment at the rate of three (3) days per year.

g. Classroom teachers on summer employment shall be eligible for one (1) additional sick leave day in addition to the number given during the regular school term. Teachers on summer employment shall be eligible to use sick or personal leave on the same basis as it is used during the regular school year.

h. Teachers suffering injury arising from unwarranted assault on their person while on a school assignment shall sustain no loss in salary by reason of their absence from such injury, nor shall such absence be counted against their accumulated sick leave, any payments to be made hereunder not to exceed sixty (60) school days by reason of any one (1) assault.

4.2 Sick Leave Bank

The Board agrees to establish a Sick Leave Bank in cooperation with the Association. The Sick Leave Bank is one in which participating teachers may borrow in case of personal illness to a maximum of twenty (20) sick leave days per teacher per year after exhausting their own accumulated sick leave and personal leave. If the need arises, the teacher may reapply for additional sick leave days, and the Sick Leave Bank Committee shall make a decision on whether to grant said request. A statement by the attending physician verifying the nature of the illness or the disability shall be required of the certified employee to borrow from the Sick Leave Bank.

- (a) To establish the bank, all participating teachers agree to donate two (2) of their own accumulated and credited sick leave days to the Sick Leave Bank.
- (b) The John Glenn School Corporation agrees to contribute a matching number of sick leave days equivalent to the accumulated total of the participating teacher contributions
- (c) Any participating teacher finding it necessary to use the bank days agrees to repay the Sick Leave Bank at the rate of five (5) days per year over a period of consecutive years immediately following return to active employment with the John Glenn School Corporation.
- (d) Any participating teacher finding it necessary to borrow Sick Leave Bank days and subsequently electing not to return to active employment (should his/her health permit with the eligibility to be determined by appointed or approved physician) with the John Glenn School Corporation, or electing to accept employment elsewhere, shall repay the John Glenn School Corporation in cash for the Sick Leave Bank days borrowed in an amount equal to that paid their respective substitute during the time the teacher borrowed from said bank. In the event the teacher elects not to return to active employment, should his/her health permit, he/she shall repay this cash amount in total or at the rate of an agreed-upon cash amount for three (3) years immediately following his or her health eligibility to return to active employment. All unpaid balance shall be due at the end of the third (3rd) year, and the equivalent number of days shall be credited to the Sick Leave Bank.
- (e) Teachers who have not previously enrolled in the Sick Leave Bank and who desire to participate shall contribute two (2) days either from their accumulated sick leave days or from their first year's allotment of ten (10) sick leave days. Any certified employee not enrolled in the Sick Leave Bank and under contract with the John Glenn School Corporation may enroll by executing the form received from either the building representative or the president of the Association.
- (f) Teachers' individual service record cards will show a two (2) day deduction to the bank upon the teacher's written authorization.
- (g) Sick leave days donated to the bank by a teacher are considered a permanent contribution to the bank and are not transferable to another school corporation should a teacher leave the John Glenn School Corporation.
- (h) The Administrative personnel of said school district may be participating members of the Sick Leave Bank and are entitled to all rights by fulfilling the obligation as outlined in the above regulations of the Sick Leave Bank.
- (i) The use of the Sick Leave Bank shall not be available to certified employees during an unpaid leave of absence, including maternity leave.
- (j) Any certified employee having exhausted his or her accumulated sick leave and personal days may make an official request to borrow days from the Sick Leave Bank by executing the form received from either the building representative or the co-president(s) of the Association.
- (k) There shall be three (3) members of the Sick Leave Bank Committee, consisting of the JGEA Co-Presidents and a member of the JGEA Executive Board, who shall have the

authority to grant or deny requested days. Enrollment in the bank shall be handled by the JGEA Sick Leave Bank Committee members and certified in writing to the superintendent no later than thirty (30) calendar days after the start of the school year.

1. Procedure dealing with the use of the Sick Leave Bank:

1. Written application by the teacher or a member of his or her family, accompanied by a physician's certificate stating the nature, length of disability, and prognosis of the person's condition, is to be submitted to the chairman of the Sick Leave Bank Committee.
2. Applications will be acted upon by the Sick Leave Bank Committee and no applications shall be approved except by the majority vote of the three (3) member committee. The chairman shall inform the applicant or, where advisable, a member of the family, of the decision of the Committee. The chairman shall report the Committee decision to the Board's bookkeeping department if a withdrawal from the Bank is to be made.
3. The committee shall meet and act within ten (10) days following the receipt of the completed application.

4.3 Personal Leave Days

a. Three (3) personal days shall be granted during the contractual year upon request to the building principal without loss of compensation for such absence. A reason must be given unless the employee considers it extremely personal to indicate otherwise. This request shall be made to the building principal and should be requested at least twenty-four (24) hours before the affected date except in an emergency (an event occurring within twenty-four (24) hours of the start of the requested leave). Such personal leave days shall be allowed to accumulate to four (4) days. No more than three (3) such days can be used consecutively. Such unused leave shall be added to the accumulated sick leave days prior to the beginning of the next school year. The School Board and the Association mutually agree that personal leave days should not be used for the purpose of extending the length of scheduled vacations. However, in such special cases where requested by a teacher and approved by the superintendent or designee, personal business days requested immediately preceding or following Labor Day, Falloween, Fall Break, Thanksgiving, Winter, Martin Luther King Jr. Day, Spring Break, pre-planned snow make-up days, and Summer Recess, or for any other purpose of extending a calendar break from the school shall be charged at the rate of two (2) days for every one (1) used.

b. A teacher who teaches less than a full day shall be granted three (3) personal leave days equivalent in length to his teaching day. A teacher who teaches less than a full school year will be granted personal leave days on a prorated basis rounded to the nearest half day (See Section 6.1).

c. Teachers who require additional days of personal leave for reasons not included in this contract shall, upon written notification to the superintendent, be granted two (2) days for which they will sacrifice their daily salary for that period of time at the rate at which they have been contracted. Additional days without pay may be granted by the Board.

4.4 When a child is born to a teacher or the spouse of a teacher, the teacher shall be granted a maximum of two (2) days parental leave with pay. One day shall be used for the day of delivery and the other for release from the hospital.

4.5 When a child is adopted by a teacher, the teacher shall be granted a maximum of two (2) days adoptive leave with pay.

4.6 Teachers will be granted days with pay for the purpose of visiting other schools or attending meetings or conferences of an educational nature upon the approval of the Board.

4.7 Bereavement leave of not more than seven (7) consecutive calendar days shall be granted without reduction in pay for reason of leave immediately following a death in the immediate family of a teacher or of the teacher's spouse. The immediate family will include only the spouse, children, mother, father, sister, brother, grandparent, grandchild, in-laws, or others in residence in the immediate household. In case of multiple fatalities, a maximum of seven (7) consecutive calendar days may be taken. Those employees who are executors of a will involving the death of a member of the immediate family or who may have suffered the loss of a spouse may take their bereavement leave of five (5) school days in a non-consecutive manner. Emergency leave for a death other than the immediate family may be granted for periods of not more than two (2) consecutive school days upon request in writing to and approval of the superintendent.

4.8 Teachers serving on a jury will be paid the difference between their regular pay for regularly assigned teaching days on a per diem basis and the per diem pay received as a juror, provided evidence is received from the court bailiff as to the amount received for jury duty.

4.9 The Association president, or his/her designee shall be entitled to four (4) days each year for Association business without loss of compensation. Up to four (4) additional days may be granted at the discretion of the superintendent. The Association shall pay the cost of a substitute for the Association president, or his/her designee as a result of the use of any additional days of Association leave.

4.10 In cases of emergency, additional paid days (deducted from sick leave) may be granted at the discretion of the superintendent.

4.11 Family Leave

a. Pursuant to the Family and Medical Leave Act of 1993, teachers may take an unpaid leave of absence of up to twelve (12) weeks for the following purposes:

(1) for the care of the teacher's child (birth, placement for adoption, or placement for foster care);

(2) for the care of the teacher's spouse, son or daughter, or parent, who had a serious health condition; or

(3) for a serious health condition that makes the teacher unable to perform his/her job.

(4) For military exigency leave (i.e., when a family member is deployed to a foreign country) and/or military caregiver leave (i.e., caring for an injured or seriously ill service member or veteran).

Accrued paid leave including sick leave, personal leave and sick bank days shall be used concurrently with FMLA time off, when available.

ARTICLE V
Fringe Benefits

5.1 Teachers authorized to use their own automobiles in pursuance of assigned school duties will be reimbursed at the rate allowed by the Internal Revenue Service (IRS).

5.2 The employer shall, during the term of this agreement, arrange to provide Group Life Insurance for teachers in the amount of fifty thousand dollars (\$50,000.00), double for accidental death, if the employee completes the necessary forms and pays the first one dollar (\$1.00) per year on the premium.

5.3 The John Glenn School Board shall provide health insurance benefits for all certificated employees. Part-time employees meeting plan document requirements i.e. 30 hour minimum shall receive benefits to be paid in proportion to their employment.

- a. Starting in the 2025-2026 school year, the Board shall no longer contribute to the PPO health insurance medical plan.
- b. All employees shall have the option of enrolling in a single health insurance plan including a major medical plan. The Board shall pay 70% of the total cost toward a single High-Deductible Health Plan if the employee completes the necessary forms and pays the employee's share of the premium.

c. Any employee with dependents shall have the option of enrolling in a family health insurance plan, including a major medical plan. The Board shall pay 60% of the total cost toward a family High-Deductible Health Plan if the employee completes the necessary forms and pays the first one dollar (\$1.00) on the premium.

d. The Board shall pay an additional five hundred dollars (\$500.00) toward the cost of a single or family high-deductible health insurance plan beyond the percentage payment set forth in 5.3(b) and 5.3(c)

e. An employee with ten (10) years of service who retires at age fifty-five (55) or later may keep his single or family health insurance in effect by paying the premiums in full until the employee becomes eligible for Medicare coverage. Premiums must be paid one (1) month in advance. (If retiree has at least sixteen (16) years of service in the John Glenn School Corporation, refer to Appendix G of this agreement for the description of benefits).

f. This plan is consistent with and complies with the Consolidated Omnibus Budget Reconciliation Act (COBRA) of 1986.

5.4 The John Glenn School Board shall provide full payment, except for one dollar (\$1.00) to be paid by the employee, for a Long Term Disability Income Policy for all certified personnel with the following guidelines:

- a. 90 day waiting periods for sickness and accidents
- b. Maternity the same as any illness

- c. 66-2/3% of salary less social security offsets paid for each person in event of disability
- d. Maximum payable \$7,233 per month
- e. Benefits payable to age 65 and to conform with A.D.E.A.

5.5 The John Glenn School Board shall provide dental insurance benefits for all certificated employees. Part-time employees meeting plan document requirements i.e. 30 hour minimum shall receive benefits to be paid in proportion to their employment.

a. All employees shall have the option of enrolling in a single dental insurance plan. The Board shall pay up to two hundred forty one dollars (\$241.00) if the employee completes the necessary forms and pays the first one-dollar (\$1.00) on the premium.

b. Any employee with dependents shall have the option of taking a family dental insurance plan. The Board shall pay up to five hundred six dollars (\$506.00) if the employee completes the necessary forms and pays the first one dollar (\$1.00) on the premium.

5.6 The John Glenn School Board shall provide vision insurance for all certificated employees. Part-time employees meeting plan document requirements i.e. 30 hour minimum shall receive benefits to be paid in proportion to their employment.

a. All employees have the option of enrolling in a single or family vision insurance plan. The Board shall pay up to one hundred dollars (\$100) for a single plan, and up to one hundred thirty-nine (\$139) for a family plan if the employee completes the necessary forms and pays the first one dollar (\$1.00) on the premium.

5.7 The benefits provided to employees by Section 125 of the Revenue Act of 1978 shall be made available to any bargaining unit member so requesting. An amount not to exceed that allowed by law may be set aside by the employee for the selection of benefits including non-reimbursed medical and dependent care.

5.8 Any insurance and investment programs shall be selected jointly by the Board and the Association.

5.9 The Employer shall provide for payroll deductions for each employee who wishes to participate in jointly approved voluntary insurance or investment programs through the School Corporation. The board shall provide each employee the opportunity to participate in a voluntary tax-sheltered 403(b) program, consistent with the 403(b) Plan, adopted by the Board and agreed upon by the Association. The Board and the Association agree that the plan will not be changed without agreement in bargaining.

5.10 The school corporation shall not be paid any compensation for its services performed on behalf of the VEBA. All costs incurred in the administration of the VEBA and investment fees shall be paid from the VEBA assets.

a. Ongoing Contributions

The board agrees to maintain its existing qualified 401 (A) Plan as contained in the previous collective bargaining agreement. However, the parties agree to suspend any future contributions to that 401 (A) plan as of June 30, 2008 until such time as they may

mutually agree to resume said contributions. Commencing with the 2008-2009 school year and continuing until June 30th 2025. The board shall contribute 1.25 percent to a qualified VEBA plan. Board contributions shall be based upon the teacher's salary as set forth in Appendix A, and Appendix B, and Appendix C, and outlined in Article VII of this agreement, of each school year with said contributions being deposited on a monthly basis. As of July 1, 2025, no contributions will be made to the VEBA plan. Teachers hired as of July 1, 2025, and thereafter, will not be eligible to be in the VEBA plan.

Vesting in the 401 (A) Plan and VEBA Plan shall be as follows: At least five (5) years of consecutive years of teaching service in the school corporation from time of hire, but less than seven (7) years at thirty-three and one-third percent (33 1/3%); at least seven (7) years but less than ten (10) years at sixty-six and two thirds (66 2/3%); ten (10) years or greater at one hundred percent (100%). All amounts in which the teacher is not vested become property of the school corporation if the teacher leaves prior to being vested.

ARTICLE VI Salaries

6.1 Salaries paid to teachers shall be those set out in the Compensation Model. The School Corporation shall pay directly to the Indiana State Teachers Retirement Fund the teachers' three percent (3%) contribution to the fund.

6.2 Teachers shall receive their salaries every other week on a twenty-six (26) pay period basis.

6.3 The Employer will continue to make deductions from paychecks for tax-sheltered annuities, credit union, and insurance upon receiving written authorization from teachers.

6.4 Salary for a teacher's contract shall be calculated by dividing the teacher's base contract salary dollars by his base contract number of days to derive a daily rate.

6.5 Teachers participating in special grant programs beyond their regular pay shall be reimbursed as follows:

a. Training or in-service shall be paid at the rate of eighteen dollars (\$18.00) per hour.

6.6 Teachers who drive school corporation buses to extracurricular events shall be paid at the same rate as school bus drivers. Teachers are not eligible to receive additional compensation for driving an activity bus or other corporation owned vehicle that does not require the driver to hold a commercial driver's license (CDL).

6.7 Any certified teacher who serves as a mentor for a teacher shall receive a six hundred dollar (\$600) stipend for each teacher mentored. If and when the State of Indiana provides a stipend for mentors, the designated amount and payment shall be made by the State of Indiana, not the John Glenn School Corporation. In no case shall a mentor receive less than six hundred dollars (\$600) per teacher mentored. A mentor shall receive this stipend on a one-time basis only, even if the mentoring relationship continues into a subsequent school year.

6.8 A teacher who has an additional instructional assignment for which he/she is certified, will be paid his/her hourly rate.

6.9 Expanded Criminal History Background Checks - Consistent with the terms of I.C. 20-26-5-10, the Employer shall pay the cost of any and all expanded criminal history background checks that veteran teachers are required to undergo.

ARTICLE VII
Compensation Plan

7.1 Salary Range

- A. \$46,700 to \$82,375, not including current year increases or TRF contributions
For information purposes only;
- \$46,700 to \$84,875 Salary Range 2025-2026, not including TRF contributions
 - \$50,000 to \$86,450 Salary Range 2026-2027, not including TRF contributions

7.2 Base Salary Increases

A. General Eligibility

1. For the 2025-2026 and 2026-2027 school years, except as provided in Paragraphs #2, a Teacher who received an overall evaluation rating of Ineffective or Improvement Necessary in the prior school year is not eligible for any salary increase and remains at his/her prior year's salary.
2. Pursuant to I.C. 20-28-9-1.5 (g), a Teacher who is in the first two (2) school years of instructing students and who receives an overall evaluation rating of Improvement Necessary or Ineffective remains eligible for a salary increase.
3. Beginning with the 2026-2027 school year, Teachers are required to work three (3) ECA activities in a school year, and make available documentation of completion, to be eligible for a raise the following year.

Note for informational example purposes only: to be eligible for a raise in the 2027-2028 school year, Teachers are required to work and document three (3) ECA activities in the 2026-2027 school year and thereafter.

a. ECA Activities include but may not be limited to:

1. All student activities in Appendix B
2. Serving as an event worker, including but not necessarily limited to:
 - a. Ticket taker
 - b. Scoreboard operator
 - c. Concessions stand worker
 - d. Announcer
3. General Event worker, including but not necessarily limited to:
 - a. Track events
 - b. Football Chains
 - c. Master of ceremonies
 - d. Competition judges
 - e. Falloween
 - f. Fun Fairs
 - g. Title night
4. A teacher that begins new employment on or after July 1st, but before the ratification of the collective bargaining agreement in a given school year is eligible for a raise.

B. Factors and Definitions

1. “Evaluation rating” – the Teacher received a Highly Effective or Effective overall evaluation rating for the prior year.
2. “Year of Experience” – the Teacher worked at least one hundred twenty (120) days or more in a certified position for the school corporation during the prior school year.
3. “Academic Needs of Students in the School Corporation” – Ensuring educational continuity for students by attracting new teachers and retaining Effective and Highly Effective Teachers.
 - a. Attainment of Literacy Endorsement
4. “Possess a Content Area Master’s Degree” (Education) (Credential) – The teacher earned a master’s degree in a content area as defined by 511 IAC 10.1-1-1(9).
5. “Instructional Leadership” – The teacher completed the required 3 ECA activities.

C. Distribution – amounts to be added to a teacher’s base salary

1. 2025-2026
 - a. Each eligible Teacher will receive a salary increase as follows
 1. Evaluation rating of highly effective or effective:
 - a. \$625
 2. Year of Experience:
 - a. \$625
 3. Academic Needs of Students in the School Corporation:
 - a. \$1250
 4. This salary increase will be made retroactive to the first Teacher work day of the 2025-2026 school year and will become effective by no later than the date of the first pay in January of 2026. At that time, the Employer will make a lump sum payment to the Teacher in the amount of the salary increase representing the pay periods that have already taken place during the 2025-2026 school year. The Employer will pay the remaining amount equally among the remaining pay periods for the 2025-2026 school year.
2. 2026-2027
 - a. Each eligible Teacher will receive a salary increase as follows
 1. Academic Needs of Students in the School Corporation:
 - a. \$775
 2. Instructional leadership
 - a. \$800
 3. Beginning with the 2025-2026 school year, an additional \$250 base salary raise will be provided to teachers who obtain their literacy endorsement.
 - a. For the 2025-2026 school year, proof of completion must be provided by December 1, 2025.
 - b. For the 2026-2027 school year and beyond, to be eligible for this additional base salary increase, proof of completion must be provided by August 1.

D. Redistribution

1. Any funds otherwise allocated for Teachers who were rated Ineffective or Improvement Necessary for the prior school year will be equally redistributed to all Teachers rated Effective or Highly Effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.
- E. Establishment of New Teacher Salaries
1. The Employer will place new hires on the Salary Schedule in the row and column that reflects his/her education and experience levels, with each row representing a year of creditable prior teaching experience. (See Appendix A 2025-2026 and Appendix A 2026-2027)
 2. In order for the Superintendent to have flexibility in hiring new teachers, the Superintendent may recommend that the salary for a new hire be supplemented by no more than Six Thousand and 00/100 Dollars (\$6,000.00). However, the salary for the new hire must nevertheless be set at an amount reflected in an existing row and column on the Salary Schedule.
- 7.3 Other Provisions
- A. The Parties have agreed that sixty-five percent (65%) of new monies will be made available for teacher salaries, fringe benefits (i.e., TRF, FICA, etc.), stipends and insurance.
 - B. When the Employer hires a retired teacher, the teacher's pay shall be determined by the new hire pay scale. Should a retired teacher work less than a full day, their compensation will be prorated based on a seven (7) hour work day.
 - C. For the school years beginning after June 30, 2019, teachers that acquire a master's degree outside of their content area, and have not been previously compensated by the corporation, will qualify for a one-time stipend of \$500. Official college transcripts verifying degree status will need to be submitted to the JGSC administration office on or before August 1, of the upcoming school year in order to be awarded that school year.
 - D. For the school years beginning after June 30, 2019, teachers that acquire a master's degree within their content area, will qualify for a one-time \$1,000 stipend. Official college transcripts verifying degree status will need to be submitted to the JGSC administration office on or before August 1, of the upcoming school year in order to be awarded that school year.
 - E. Beginning with the 2025-2026 school year, Teachers are eligible for an all activities pass granting one free admission to all JGSC activities if they work 5 ECA activities.
 - a. By acquiring the pass, the teacher agrees to work 5 ECA activities and make available documentation of completion by the end of the school year.

ARTICLE VIII
Duration of Agreement

8.1 This agreement shall be effective as of July 1, 2025, and shall continue in effect until June 30, 2027. This agreement shall not be extended orally, and it is expressly understood that it shall expire on the dates indicated.

8.2 No modifications shall be made to this agreement except through the negotiations process conducted between designated representatives of the Board and the Association.

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

John Glenn Education Association

Amanda Smith
Co-President

Jeremy P Menill
Co-President

Board of School Trustees

Christine Causen
President

Jose
Cassia Smith

Chad X Meep

Ryan

Kathryn Gungor

Debra J. S.

Negotiation Chairperson

Jeremy P Menill

11/4/25
Date

Christine Causen
Superintendent

11.4.25
Date

APPENDIX A				
New Teacher Placement				
2025-2026 Salary Grid				
Modifier	\$ 700	\$ 775	\$ 775	\$ 775
Salary Schedule	B	M	M+12	M+24
A	\$ 46,700	\$ 48,800	\$ 49,800	\$ 53,800
B	\$ 47,300	\$ 49,475	\$ 50,475	\$ 54,475
C	\$ 48,000	\$ 50,250	\$ 51,250	\$ 55,250
D	\$ 48,700	\$ 51,025	\$ 52,025	\$ 56,025
E	\$ 49,400	\$ 51,800	\$ 52,800	\$ 56,800
F	\$ 50,100	\$ 52,575	\$ 53,575	\$ 57,575
G	\$ 50,800	\$ 53,350	\$ 54,350	\$ 58,350
H	\$ 51,500	\$ 54,125	\$ 55,125	\$ 59,125
I	\$ 52,200	\$ 54,900	\$ 55,900	\$ 59,900
J	\$ 52,900	\$ 55,675	\$ 56,675	\$ 60,675
K	\$ 53,600	\$ 56,450	\$ 57,450	\$ 61,450
L	\$ 54,300	\$ 57,225	\$ 58,225	\$ 62,225
M	\$ 55,000	\$ 58,000	\$ 59,000	\$ 63,000
N	\$ 55,700	\$ 58,775	\$ 59,775	\$ 63,775
O	\$ 56,400	\$ 59,550	\$ 60,550	\$ 64,550
P	\$ 57,100	\$ 60,275	\$ 61,325	\$ 65,325
Q	\$ 57,800	\$ 61,100	\$ 62,100	\$ 66,100
R	\$ 58,500	\$ 61,875	\$ 62,875	\$ 66,875
S	\$ 59,200	\$ 62,650	\$ 63,650	\$ 67,650
T	\$ 59,900	\$ 63,425	\$ 64,425	\$ 68,425
U	\$ 60,600	\$ 64,200	\$ 65,200	\$ 69,200
V	\$ 61,300	\$ 64,975	\$ 65,975	\$ 69,975
W	\$ 62,000	\$ 65,750	\$ 66,750	\$ 70,750
X	\$ 62,700	\$ 66,525	\$ 67,525	\$ 71,525
Y	\$ 63,400	\$ 67,300	\$ 68,300	\$ 72,300
Z	\$ 64,100	\$ 68,075	\$ 69,075	\$ 73,075
AA	\$ 64,800	\$ 68,850	\$ 69,850	\$ 73,850
BB	\$ 65,500	\$ 69,625	\$ 70,625	\$ 74,625
CC	\$ 66,200	\$ 70,400	\$ 71,400	\$ 75,400
DD	\$ 66,900	\$ 71,175	\$ 72,175	\$ 76,175
EE	\$ 67,600	\$ 71,950	\$ 72,950	\$ 76,950
FF	\$ 68,300	\$ 72,725	\$ 73,725	\$ 77,725
GG	\$ 69,000	\$ 73,500	\$ 74,500	\$ 78,500
HH	\$ 69,700	\$ 74,275	\$ 75,275	\$ 79,275
II	\$ 70,400	\$ 75,050	\$ 76,050	\$ 80,050
JJ	\$ 71,100	\$ 75,825	\$ 76,825	\$ 80,825
KK	\$ 71,800	\$ 76,600	\$ 77,600	\$ 81,600
LL	\$ 72,500	\$ 77,375	\$ 78,375	\$ 82,375

APPENDIX A				
New Teacher Placement				
2026-2027 Salary Grid				
Modifier	\$ 700	\$ 775	\$ 775	\$ 775
Salary Schedule	B	M	M+12	M+24
A	\$ 50,000	\$ 52,100	\$ 53,100	\$ 57,100
B	\$ 50,600	\$ 52,775	\$ 53,775	\$ 57,775
C	\$ 51,300	\$ 53,550	\$ 54,550	\$ 58,550
D	\$ 52,000	\$ 54,325	\$ 55,325	\$ 59,325
E	\$ 52,700	\$ 55,100	\$ 56,100	\$ 60,100
F	\$ 53,400	\$ 55,875	\$ 56,875	\$ 60,875
G	\$ 54,100	\$ 56,650	\$ 57,650	\$ 61,650
H	\$ 54,800	\$ 57,425	\$ 58,425	\$ 62,425
I	\$ 55,500	\$ 58,200	\$ 59,200	\$ 63,200
J	\$ 56,200	\$ 58,975	\$ 59,975	\$ 63,975
K	\$ 56,900	\$ 59,750	\$ 60,750	\$ 64,750
L	\$ 57,600	\$ 60,525	\$ 61,525	\$ 65,525
M	\$ 58,300	\$ 61,300	\$ 62,300	\$ 66,300
N	\$ 59,000	\$ 62,075	\$ 63,075	\$ 67,075
O	\$ 59,700	\$ 62,850	\$ 63,850	\$ 67,850
P	\$ 60,400	\$ 63,575	\$ 64,625	\$ 68,625
Q	\$ 61,100	\$ 64,400	\$ 65,400	\$ 69,400
R	\$ 61,800	\$ 65,175	\$ 66,175	\$ 70,175
S	\$ 62,500	\$ 65,950	\$ 66,950	\$ 70,950
T	\$ 63,200	\$ 66,725	\$ 67,725	\$ 71,725
U	\$ 63,900	\$ 67,500	\$ 68,500	\$ 72,500
V	\$ 64,600	\$ 68,275	\$ 69,275	\$ 73,275
W	\$ 65,300	\$ 69,050	\$ 70,050	\$ 74,050
X	\$ 66,000	\$ 69,825	\$ 70,825	\$ 74,825
Y	\$ 66,700	\$ 70,600	\$ 71,600	\$ 75,600
Z	\$ 67,400	\$ 71,375	\$ 72,375	\$ 76,375
AA	\$ 68,100	\$ 72,150	\$ 73,150	\$ 77,150
BB	\$ 68,800	\$ 72,925	\$ 73,925	\$ 77,925
CC	\$ 69,500	\$ 73,700	\$ 74,700	\$ 78,700
DD	\$ 70,200	\$ 74,475	\$ 75,475	\$ 79,475
EE	\$ 70,900	\$ 75,250	\$ 76,250	\$ 80,250
FF	\$ 71,600	\$ 76,025	\$ 77,025	\$ 81,025
GG	\$ 72,300	\$ 76,800	\$ 77,800	\$ 81,800
HH	\$ 73,000	\$ 77,575	\$ 78,575	\$ 82,575
II	\$ 73,700	\$ 78,350	\$ 79,350	\$ 83,350
JJ	\$ 74,400	\$ 79,125	\$ 80,125	\$ 84,125
KK	\$ 75,100	\$ 79,900	\$ 80,900	\$ 84,900
LL	\$ 75,800	\$ 80,675	\$ 81,675	\$ 85,675

Appendix B		JGSC 10% Incentive: Note, this is an additional stipend for JGSC employees accepting ECA positions.
JOHN GLENN SCHOOL CORPORATION		
Extracurricular Salary Schedule		
SCHOOL/ACTIVITY	ECA Stipend	JGSC 10% ECA Incentive
HIGH SCHOOL		
JGHS Varsity Baseball Coach	\$3,538	\$354
JGHS Varsity Asst Baseball Coach	\$1,771	\$178
JGHS Junior Varsity Baseball Coach	\$1,533	\$154
JGHS Junior Varsity Asst Baseball Coach	\$1,277	\$128
JGHS Boys Varsity Basketball Coach	\$7,455	\$746
JGHS Boys Varsity Asst Basketball Coach	\$3,727	\$373
JGHS Boys Junior Varsity Basketball Coach	\$2,981	\$299
JGHS Boys Freshman Basketball Coach	\$2,247	\$225
JGHS Girls Varsity Basketball Coach	\$7,455	\$746
JGHS Girls Varsity Asst Basketball Coach	\$3,727	\$373
JGHS Girls Junior Varsity Basketball Coach	\$2,981	\$299
JGHS Girls Freshman Basketball Coach	\$2,247	\$225
JGHS Cheerleader Sponsor Fall	\$1,090	\$109
JGHS Cheerleader Sponsor Winter	\$1,353	\$136
JGHS Boys Cross Country Coach	\$1,851	\$186
JGHS Girls Cross Country Coach	\$1,851	\$186
JGHS Varsity Football Coach	\$6,919	\$692
JGHS Asst Football Coach	\$3,460	\$346
JGHS Freshman Asst Football Coach	\$1,541	\$155
JGHS Boys Golf Coach	\$1,851	\$186
JGHS Boys Asst Golf Coach	\$923	\$93
JGHS Girls Golf Coach	\$1,851	\$186
JGHS Girls Asst Golf Coach	\$923	\$93
JGHS Boys Soccer Coach	\$1,851	\$186
JGHS Boys Asst Soccer Coach	\$923	\$93
JGHS Girls Soccer Coach	\$1,851	\$186
JGHS Girls Asst Soccer Coach	\$923	\$93
JGHS Varsity Softball Coach	\$3,538	\$354
JGHS Varsity Asst Softball Coach	\$1,771	\$178
JGHS Junior Varsity Softball Coach	\$1,533	\$154
JGHS Junior Varsity Asst Softball Coach	\$1,277	\$128
JGHS Boys Tennis Coach	\$1,890	\$189
JGHS Boys Asst Tennis Coach	\$945	\$95

JGHS Girls Tennis Coach	\$1,890	\$189
JGHS Girls Asst Tennis Coach	\$945	\$95
JGHS Boys Track Coach	\$3,341	\$335
JGHS Boys Asst Track Coach	\$1,670	\$167
JGHS Girls Track Coach	\$3,341	\$335
JGHS Girls Asst Track Coach	\$1,670	\$167
JGHS Varsity Volleyball Coach	\$3,538	\$354
JGHS Junior Varsity Volleyball Coach	\$1,771	\$178
JGHS Freshman Volleyball Coach	\$993	\$100
JGHS Wrestling Coach	\$2,742	\$275
JGHS Asst Wrestling Coach	\$1,372	\$138
JGHS Strength and Conditioning Coach	\$1,851	\$186
JGHS Academic Competitions Coordinator	\$2,107	\$211
JGHS Aerial Sponsor	\$1,195	\$120
JGHS Anime Club Sponsor	\$396	\$40
JGHS Anti-Bullying Club Sponsor	\$396	\$40
JGHS AP/CE Coordinator (if no released period provided)	\$2,205	\$221
JGHS Art Club Sponsor	\$396	\$40
JGHS Auditorium Manager	\$900	\$95
JGHS Band-Color Guard	\$627	\$63
JGHS Band-Marching Instructor	\$627	\$63
JGHS Band-Percussion Instructor	\$627	\$63
JGHS Band-Wind Instrument Instructor	\$627	\$63
JGHS Chess Club Sponsor	\$449	\$45
JGHS Chinese Club Sponsor	\$396	\$40
JGHS Freshman Class Sponsor	\$393	\$40
JGHS Junior Class Sponsors	\$923	\$93
JGHS Sophomore Class Sponsor	\$393	\$40
JGHS Senior Class Sponsors	\$709	\$71
JGHS Debate/Speech Sponsor	\$836	\$84
JGHS Department Heads - (per person supervised, including department head - pay for teachers in more than one department will be prorated)	\$184	\$19
JGHS Director Dramatic Productions	\$1,092	\$110
JGHS Asst. Fall Director Dramatic Productions	\$578	\$58
JGHS Director of Instrumental Music	\$3,776	\$378
JGHS Asst. Dir. of Instrumental Music	\$1,890	\$189
JGHS Director of Musical Productions (in lieu of one drama)	\$3,166	\$317
JGHS Asst Spring Musical Director	\$788	\$79
JGHS Spring Musical Choreographer	\$752	\$76
JGHS Technical Director - Fall Productions	\$315	\$32
JGHS Technical Director - Spring Productions	\$420	\$42

JGHS Pit Crew #1	\$245	\$25
JGHS Pit Crew #2	\$245	\$25
JGHS Pit Crew #3	\$245	\$25
JGHS Show Group Choreographer	\$1,005	\$101
JGHS Esports Coach	\$1,050	\$105
JGHS Esports Assistant Coach	\$525	\$53
JGHS Event Supervisor - Per Season	\$2,625	\$263
JGHS FFA Sponsor	\$548	\$55
JGHS Game Club Sponsor	\$350	\$35
JGHS Intramural Sports Sponsor	\$548	\$55
JGHS League of Extraordinary Falcons Sponsor	\$638	\$64
JGHS National Art Honor Society Sponsor	\$350	\$35
JGHS National Honor Society Sponsor	\$396	\$40
JGHS SADD Sponsor	\$396	\$40
JGHS Spanish Club Sponsor	\$396	\$40
JGHS Hoosier Spell Bowl Coordinator	\$870	\$87
JGHS Student Council Sponsor	\$649	\$65
JGHS Teen Advisory Board Sponsor	\$396	\$40
JGHS Varsity Club Sponsor	\$349	\$35
JGHS Vocal Music Director	\$1,357	\$136
JGHS Web Master	\$537	\$54
JGHS Weight Room Supervisor	\$1,119	\$112
JGHS Yearbook Sponsor	\$1,343	\$135
MIDDLE SCHOOL		
UMS Activity Coordinator - Per Season	\$578	\$58
UMS Athletic Director	\$4,379	\$438
UMS Boys Basketball Coach	\$1,589	\$159
UMS Boys Basketball Asst Coach	\$1,023	\$103
UMS Girls Basketball Coach	\$1,589	\$159
UMS Girls Basketball Asst Coach	\$1,023	\$103
UMS Cheerleader Sponsor Fall	\$346	\$35
UMS Cheerleader Sponsor Winter	\$695	\$70
UMS Cross Country Coach	\$1,293	\$130
UMS Football Coach	\$3,114	\$312
UMS Asst Football Coach	\$1,541	\$155
UMS Boys Golf Coach	\$1,045	\$105
UMS Girls Golf Coach	\$1,045	\$105
UMS Golf Asst Coach	\$525	\$53
UMS Boys Soccer Coach	\$1,045	\$105
UMS Girls Soccer Coach	\$1,045	\$105
UMS Soccer Assist. Coach	\$525	\$53
UMS Boys Track Coach	\$1,293	\$130

UMS Girls Track Coach	\$1,293	\$130
UMS Asst Track Coach	\$645	\$65
UMS Volleyball Coach	\$1,045	\$105
UMS Volleyball Asst Coach	\$525	\$53
UMS Wrestling Coach	\$1,293	\$130
UMS Asst Wrestling Coach	\$649	\$65
UMS Academic Competitions Coordinator	\$1,645	\$165
UMS Art Club Sponsor	\$449	\$45
UMS Director Dramatic Productions	\$616	\$62
UMS Director of Instrumental Music	\$1,144	\$115
UMS Asst. Director of Instrumental Music	\$570	\$57
UMS Esports Coach	\$735	\$74
UMS Esports Assistant Coach	\$368	\$37
UMS Hoosier Spell Bowl Coordinator	\$954	\$95
UMS Intramural Sports Sponsor	\$844	\$85
UMS National Junior Honor Society	\$288	\$29
UMS SADD Sponsor	\$398	\$40
UMS Student Council Sponsor	\$649	\$65
UMS Team Leader (per person supervised - including team leader, pay/teachers on more than one team - prorated)	\$184	\$19
UMS Tech Club Sponsor	\$450	\$45
UMS Vocal Music Director	\$1,144	\$115
UMS Voyager Club Sponsor	\$941	\$95
UMS Web Master	\$537	\$54
UMS Yearbook Sponsor	\$844	\$85
ELEMENTARY		
Elementary Activity Coordinator – Per Season	\$578	\$58
Elementary Boys Basketball Coach	\$1,195	\$120
Elementary Boys Asst Basketball Coach	\$639	\$64
Elementary Girls Basketball Coach	\$1,195	\$120
Elementary Girls Asst Basketball Coach	\$639	\$64
Elementary Cheerleader Sponsor	\$844	\$85
Elementary Choir Sponsor	\$649	\$65
Elementary General Music Performances	\$649	\$65
Elementary Gifted/Talented Art Sponsor	\$396	\$40
Elementary Gifted/Talented Coordinator	\$1,500	\$150
Elementary Hoosier Spell Bowl Coordinator	\$396	\$40
Elementary Boys Intramural Sports	\$844	\$85
Elementary Girls Intramural Sports	\$844	\$85
Elementary Math Bowl Coach	\$396	\$40
Elementary SEL Club Sponsor	\$194	\$20
Elementary Student Council Sponsor	\$395	\$40

Elementary Team Leader	\$353	\$36
Elementary Tech Club Coach	\$639	\$65
Elementary Volleyball Coach	\$1,045	\$105
Elementary Asst Volleyball Coach	\$525	\$53
Elementary Web Master	\$537	\$54
Elementary Yearbook Sponsor	\$765	\$77
CORPORATION		
JGSC Mentor Supervisor	\$2,625	\$263
JGSC Title Grant Coordinator	\$3,150	\$315

APPENDIX C
SUMMER EMPLOYMENT
2025-2027

Note: Reference to Days is for informational purposes only

1. High School Band Director and Assistant High School Band Director

- A. Band Camp
 - a. Band Director—5 Days at Daily Rate as per Salary Schedule.
 - b. Assistant Band Director—5 Days at Daily Rate as per Salary Schedule
 - c. Band Camp Budget for Instruction and Tech \$7,000
- B. Summer Band:
 - a. Band Director Salary \$6,607
 - b. Assistant Band Director Salary \$3,965

For informational purposes only: Plan and implement a schedule of musical practices and activities for instrumental music for a period of eight weeks. Plan and participate in various summer music contests, parades, socials, etc., as deemed educationally beneficial by the activity supervisor and the John Glenn administrative officers.

2. Instructional Recreation

- A. Boys Recreation / Basketball \$ 1,550
- B. Girls Recreation / Basketball \$ 1,550
- C. Girls Recreation / Volleyball \$ 1,550
- D. Summer Varsity Baseball \$ 1,550
- F. 13-15 year old Baseball \$ 1,550
- G. Summer Varsity Softball \$ 1,550
- H. 13-15 year old Softball \$ 1,550
- I. Summer Weight Training \$ 1,550

3. Summer Clinics

- A. Boys Basketball Clinic \$ 775
- B. Girls Basketball Clinic \$ 775
- C. Boys Tennis Clinic \$ 775
- D. Girls Tennis Clinic \$ 775
- E. Softball Clinic \$ 775
- F. Football Clinic \$ 775
- G. Girls Volleyball Clinic \$ 775
- H. Boys Soccer Clinic \$ 775
- I. Girls Soccer Clinic \$ 775
- J. Cheerleading Clinic \$ 775
- K. Wrestling Clinic \$ 775

APPENDIX D

JOHN GLENN SCHOOL CORPORATION
Walkerton, Indiana

CERTIFICATED EMPLOYEE SICK BANK ENROLLMENT FORM

I hereby voluntarily enroll in the John Glenn School Corporation's Certificated Employee Sick Leave Bank and do authorize the John Glenn School Corporation to permanently deposit two (2) of my sick leave days in the Sick Leave Bank. I do so with the following understandings:

1. My enrollment and two (2) day deposit make me eligible to borrow from the Sick Leave Bank in the event that my own accumulated and current year's allotment of sick leave and personal leave is completely exhausted.
2. When my employment with John Glenn School Corporation is terminated, the days that I have deposited to the Sick Leave Bank are not returnable to me.
3. I understand that my eligibility to borrow from the Sick Leave Bank (in case my own accumulated sick leave, including the current year's sick leave days, is exhausted) is dependent upon my prior enrollment and deposit of two (2) days to said Sick Leave Bank. Certificated employees must enroll during the enrollment period or upon initial employment in the system.
4. I can borrow a maximum of twenty (20) days per year. The minimum request is five (5) days in one year. In case of an emergency, additional days may be granted upon approval of the Sick Bank Leave Committee.
5. I am to repay borrowed days at the rate of five (5) per year, over a period of years, when I do return to active employment with the John Glenn School Corporation.
6. In the event of my death, my estate is not charged with the days I owe to the Sick Bank Leave.
7. A statement by one or more doctors, possibly including one appointed by the Board, shall be required of the certificated employee to borrow from the bank.

Signature: _____ Date: _____

APPENDIX E
JOHN GLENN SCHOOL CORPORATION
Walkerton, Indiana

SICK LEAVE BANK APPLICATION AND AGREEMENT FORM
Official Request to Borrow Sick Leave Days from the Sick Bank Leave

Date: _____ Beginning Date to Borrow: _____ Number of days
requested: _____

Due to a prolonged illness, I have now exhausted my current year's allotment of sick leave days as well as my accumulated sick leave days. Since all allotted sick leave days are presently exhausted, I hereby make an official request to borrow from the John Glenn School Corporation's "Certificated Employees Sick Leave Bank" with full knowledge of the limitation and my obligation to repay said bank per agreement.

I hereby request to borrow Sick Leave Bank days as needed within the limitations of Board policy until my health permits me to return to active duty as a certificated employee with the John Glenn School Corporation.

My request to borrow sick leave days from the "Certificated Employee's Sick Leave Bank" is made with full knowledge of my obligation for repayment as follows:

1. I agree to repay the Sick Leave Bank at the rate of five (5) per year over a period of years when I do return to active employment with the John Glenn School Corporation.
2. If my health permits me to return to active employment and for certain reasons I elect not to return to active employment with the John Glenn School Corporation or elect to accept employment elsewhere, I hereby agree to repay the John Glenn School Corporation for the Sick Leave Bank days I have borrowed from the John Glenn School Corporation's Certificated Employee's Sick Leave Bank in a cash amount equal to that paid my substitute during the time I borrowed from said Sick Leave Bank, but in no case more that I would have earned.
3. I further agree to repay this cash amount in total upon electing not to return to active employment (should my health permit) with the John Glenn School Corporation or at the rate of a cash amount equal to five (5) substitute days per year over a necessary consecutive period of years immediately following my health eligibility to return to active employment; health eligibility to be determined by appointed or approved physician.
4. I also agree that any amount of unpaid balance due by me after three (3) years on said repayment plan at the above-stated rate per year shall become due immediately upon request by the John Glenn School Corporation.
5. In the case of continued disability or in the event of death, it is understood that my family or estate will have no obligation in regard to this agreement. Disability to be verified by a Board-approved or appointed physician.

Signed: _____ Dated: _____

APPENDIX F

GRIEVANCE REPORT FORM

STAGE I

Name of grievant(s): _____

School: _____

A. Date cause of grievance occurred: _____

B. Position of grievant(s):

Signature of grievant: _____

Signature of association representative: _____

Date submitted: _____

Signature of principal: _____

(Acknowledging receipt of grievance)

Date received: _____

Disposition: _____

Date of disposition: _____

Signature of principal: _____

APPENDIX F

GRIEVANCE REPORT FORM

STAGE II

Name of grievant(s): _____

School: _____

A. Date cause of grievance occurred: _____

B. Statement of grievance: _____

C. Section(s) of contract alleged to have been violated: _____

D. Relief sought: _____

Signature of grievant: _____

Signature of association president or president's designee: _____

Date submitted to the superintendent or the superintendent designee: _____

Disposition _____

Date of Disposition _____

Signature of superintendent or superintendent's designee _____

APPENDIX F

GRIEVANCE REPORT FORM

STAGE III – BOARD MEETING

Name of grievant(s): _____

School: _____

A. Date cause of grievance occurred: _____

B. Statement of grievance: _____

C. Section(s) of contract alleged to have been violated: _____

D. Relief sought: _____

Signature of grievant: _____

Signature of association president or president's designee: _____

Date submitted to the President of JGSC Board or Trustees: _____

Meeting held on: _____

Disposition: _____

Date of Disposition: _____

Signature of JGSC Board President: _____

APPENDIX G

(Formerly Article 12)

Buyout of Separation of Benefits

Section A. Modification of Separation of Benefits

The parties acknowledge that through the process of collective bargaining, the Board become obligated to pay certain retirement and/or severance benefits to teachers who met the negotiated eligibility requirements. The parties further acknowledge a potentially serious financial burden to the Board which might have been forced to lay off teachers, curtail or eliminate programs, or both in order meet those unfunded obligations. In keeping with the authority granted by PL 217, the Board and Association specifically reserve the authority to revise or terminate the separation benefits contained in early agreements. Exercising this authority, the Board and the Association now confirm that Appendix G titled "Separation Benefits" of the prior with the school corporation on or after June 1, 2008. Those teachers who retired or severed employment before effective date shall only be entitled to the retirement benefits container in the prior agreement as of the time of his or her retirement unless modified by this agreement.

Section B. BUYOUT OF SEVERENCE BENEFITS

Educational Services Corporation has been selected to determine the present value of the unfunded retirement benefits described in the prior agreement. In making this present value determination, Educational Services Corporation shall use the following assumptions:

1. The assumed interest rate for the purpose of determining the present value shall be four (4) percent for the first two (2) years and seven (7) percent in subsequent years.

2. It is assumed that an employee terminates employment at the end of the school year which the employee attains age sixty (60), or at the end of the current school year if the individual attains age sixty (60) or older. If an employee continues employment after the attainment of age sixty (60), the employee continues to receive all ongoing board contributions to the VEBA, and the employee does continue to share in any future forfeitures of 401 (A) and VEBA accounts.

3. The Board's contribution to the annual post-retirement single health insurance premium will be the present value of \$1865 and family health insurance premiums will be the present value of \$3723. The Board's contribution to the annual post-retirement health insurance premium for those employees age thirty (30) or more who were not a part of the group health insurance program at the time of this buyout will be the present value of \$930.

4. Employees hired after June 20, 2002 shall not be entitled to any payment for the eliminated retirement benefits.

5. Amounts forfeited upon termination of employment because of the failure to meet applicable vesting requirements (age 55, unless a teacher is retiring earlier due to a medical reason, and 16 years of service at John Glenn School Corporation, and qualify for full retirement from the Indiana State Teachers Retirement Fund) shall not be reinstated or re-credited if an individual is subsequently rehired or re-employed by the school corporation. However, if the Board approves a leave of absence for an employee

or while the employee remains on the RIF list, such period of leave shall not result in forfeiture, provided the employee shall promptly return to employment following the expiration of the period of leave.

6. The present value of the retirement plan under that prior agreement shall be calculated, effective as of April 30, 2008.

7. The money shall be deposited in each teacher's individual account no later than October 1, 2008.

8. The UP 1994 mortality table shall be used.

9. The Sarason T-3 termination assumption table shall be used to determine the termination assumption rate.

10. The other assumptions to be used shall be as found in the Live Tool Model developed by Educational Services Corporation and as agreed to by the parties, a hard copy of the input and summary page being attached hereto.

11. To confirm the accuracy of the underlying information to be used in present value calculations, each teacher shall be provided with his or her basic data that will be used in the calculations, including, but not limited to the following information as of June 30, 2008. Educational Services shall assist in the preparation of this verification sheet for each teacher. However, the Board will have the responsibility to forward the verification sheets to the respective teachers. Any corrections must be returned to the Board within fifteen (15) days of receipt as final calculation will be prepared and the contributions hereinafter described will be commenced after such date. Corrections not returned to the Board after the fifteen (15) day period shall be disregarded.

Using the above assumptions and the other assumptions contained on the buyout spreadsheet, the Educational Services Corporation shall prepare the present value calculations for each teacher and the contribution described hereinafter will be made.

Errors in the data or formula found within thirty (30) days of the deposit will be corrected by re-distributions of the funds except for an amount less than one thousand dollars (\$1000). The parties agree that the maximum amount that the school corporation shall pay for the buyout under this Section B shall not exceed the sum of \$729,725.

12. Buyout Contributions

a. VEBA. The school corporation shall contribute to a voluntary employee's beneficiary association (VEBA) as described in section 501 c (9) of the Code, that amount representing the present value of all benefits as calculated for all employees under Subsection B above. This benefit shall be deposited with the single investment vendor for the VEBA selected by the association and board. The terms and conditions for the administration and operations of the VEBA shall be as follows:

(1) The amount calculated for each employee will be invested in a separate account. For those employees who are married to another employee covered by this collective bargaining agreement and receiving health insurance buyout dollars, the amount deposited in each married employee's account will be divided equally. Any spouse hired after June 30, 2002 will not be entitled to any payment for the eliminated retirement benefits. There will be no commingling of accounts and each employee may determine how his or her account shall be invested among the investment options made available by the vendor for the VEBA.

(2) Until such time that an employee has retired and satisfied the eligibility requirements set forth in this Appendix, the employee shall have no access to the assets held in his or her separate VEBA account.

(3) If an employee retires or otherwise terminates employment before satisfaction of the requirements set forth in this Article, the terminated employee's VEBA account shall be forfeited. Forfeited amounts shall be calculated at the end of each plan year only among the remaining separate VEBA accounts. This reallocation shall be in a manner similar to that used by Educational Services in initially determining the present value calculations. Therefore, VEBA accounts of the following employees will not share in the reallocation of a forfeiture of VEBA account.

- (i) Employees who forfeited the VEBA accounts in the same year;
- (ii) Employees who previously forfeited their VEBA accounts;
- (iii) Employees who have attained the age of sixty (60) and terminated employment in or before the year of reallocated forfeiture

Furthermore, VEBA accounts of employees who have attained the age of sixty (60), but who have not terminated employment may share in the reallocation forfeiture, but on a reduced basis.

The forfeiture amounts as calculated herein shall be deposited into each individual's account October 1 of each year.

(4) Following retirement and the satisfaction of the requirements set forth in this Appendix, a retired employee may use the amounts held in his/her separate VEBA account to pay health insurance premiums and to be reimbursed for unreimbursed medical expenses of the employee, spouse, and dependents. Furthermore, following the death of an employee, any amounts remaining in the deceased employee's VEBA account may continue to be used to pay these premiums and expenses of the employee's spouse and dependents. Any amounts not distributed to or for the benefit of the employee, spouse and/or dependents shall be provided as a taxable cash benefit to a named beneficiary. At no time may the VEBA make loans to an employee, his/her spouse, or his/her dependents.