

**July 1, 2025 to June 30, 2026**

**Agreement  
Between  
The Board of School Trustees of the  
Fayette County School Corporation  
and  
American Federation of Teachers  
Local 2205, AFL-CIO**

**This agreement entered into this 21st Day of October 2025 by and between the Board of School Trustees of the Fayette County School Corporation and the American Federation of Teachers, Local 2205, AFL-CIO.**

**WITNESSETH:**

**That in consideration of the mutual covenants and assignments herein contained, the parties agree as follows:**

## **TABLE OF CONTENTS**

<u><b>ARTICLE</b></u>	<u><b>SUBJECT</b></u>	<u><b>PAGES</b></u>
Article I	Recognition	Page 3
Article II	Definitions	Page 3
Article III	Federation Rights	Pages 3
Article IV	Grievance Procedure	Pages 4-5
Article V (A)	Compensation	Pages 6-8
Appendix A	2025 - 2026 Salary Schedule	Page 8
Article V (B)	Insurance and Other Fringe Benefits	Pages 9-13
Article VI	Paid Leaves	Pages 14-21
Article VII	Term and Effect of the Contract	Pages 22
	Signatures	Page 23
Appendix B	2025-2026 Extra-Curricular Schedule	Pages 24-26
	Extra-Curricular Schedule (Club Sponsors)	Pages 26-28
	2025 - 2026 Extra Curricular Schedule (Go-To Salary Schedule/New Positions)	Pages 28
Appendix C	Grievance Form	Page 29

## **ARTICLE I RECOGNITION**

The Board of School Trustees of the Fayette County School Corporation hereby recognizes the American Federation of Teachers, Local 2205, AFL-CIO as the exclusive bargaining representative for all teachers, as hereinafter defined, for the purpose of collective bargaining and discussions pursuant to Indiana Law

## **ARTICLE II DEFINITIONS**

A. The term "teacher" or "employee" when used in this agreement shall refer to all certified employees as defined in Indiana Law except for the following: Superintendent, Assistant Superintendent for Learning, Chief Operation Officer, Director of Special Education, Director of Vocational Education, Principals, Assistant Principals, Assistant Directors, Director of Athletics, Head Basketball Coach (Boys), Head Basketball Coach (Girls), Head Football Coach, Head Start Coordinator, Dean of Students, Speech Language Pathologist (SLP), School Psychologist, Physical Therapist (PT) and Occupational Therapist (OT).

B. The term "Board" or "School Corporation" when used in this agreement shall refer to the Board of School Trustees of the Fayette County School Corporation and any person(s) authorized to act on its behalf in dealing with employees.

C. When references are made to male teachers in this agreement it also includes female teachers.

D. The term "Federation" when used in this contract shall refer to American Federation of Teachers, Local 2205, AFL-CIO and any person(s) authorized to act on its behalf.

E. The term "day" when used in this contract shall be considered to mean:

1. During the school year: Any regularly scheduled teacher work day.
2. During the summer months: Monday through Friday (Memorial Day, July 4 excluded).

## **ARTICLE III FEDERATION RIGHTS**

The Federation President and/or his designee shall have up to thirty (30) hours per month with no loss in salary for the purpose of servicing this contract. The President and his designee can be absent at the same time. The individual or individuals shall notify his principal and the Superintendent or designee no less than twelve (12) hours prior to the day the released time will be used, except in case of emergency.



## ARTICLE IV

### GRIEVANCE PROCEDURE

This procedure is designed to provide a specific avenue for the employee to solve a grievance.

#### I. DEFINITIONS

A. Grievance

A "grievance" is hereby defined as an alleged violation of this Agreement.

B. Days

The term days is defined on page three (3) of the contract under Article II (E).

C. Grievant(s)

Person(s) covered by this agreement as clarified in definition page three (3) of working agreement under Article II (A).

#### II. PROCEDURE

A. Informal

It is hoped that most grievances can be solved with the immediate supervisor/director on an informal basis. To insure this procedure, the following steps have been established:

1. If an individual(s) believes that an article of this agreement has been violated, the grievant(s) should, within five (5) days of having knowledge of the alleged violation, discuss this situation with his supervisor or with the director of the program in which he is working. If it is felt by the grievant, after the discussion, that the alleged violation has not been satisfactorily resolved, then he should proceed to step B-1

B. Formal

1. If after proceeding through Step A, the alleged violation still has not been resolved, the grievant(s) should file a written report of the violation with the supervisor within five (5) days of the informal meeting as described in Step A. The written statement submitted to the supervisor and signed by the grievant will name the employee or employees involved, state the facts giving rise to the grievance, shall identify all the provisions of this agreement alleged to be violated by appropriate reference, shall state the contention of the employee with respect to this agreement, and shall include the relief requested.  
The supervisor must answer the grievance in writing within a period not to exceed five (5) days after receiving the grievance.
2. If the grievance is not resolved in Step B-1, then the grievant(s) should submit a copy of his written grievance, as presented to the supervisor and the answer he received to the superintendent or his designee for further



review within five (5) days after receiving the supervisor's response. The superintendent or his designee shall send a written report of his decision to the complainant within the next five (5) days. If further investigation is needed, additional time may be allowed by mutual agreement of the superintendent or his designee and the grievant.

3. If the grievance is not resolved in Step B-2, a request may be made by the grievant to forward all written reports and responses to the President of the Board of School Trustees and at the same time request a hearing with the Board and the grievant. This request must be made within five (5) days after receiving the reply in Step B-2. The Board of School Trustees shall meet within a reasonable time, not to exceed 10 days. The response of the Board of School Trustees shall be submitted to the grievant within five (5) days after the hearing. The determination of the Board of School Trustees shall be final.

### **III. GENERAL**

1. All time limits shall be strictly observed. Any grievance not advanced to the next step by the grievant within the specified time limit shall be deemed abandoned except in case of emergency where extensions are agreed to in writing by both parties. If a supervisor fails to meet the time requirements, the grievant may move to the next step. Additional time may be obtained if there is mutual consent by both parties.
2. Any grievance in process at the time the grievant terminates his employment within the school system shall be deemed to be abandoned.
3. Any grievance must be filed and processed in the order of steps described above. One may not start at any point he chooses, omitting preceding steps.
4. If evidence not previously mentioned should arise, the problem should be referred to the original step. This process shall be valid for one referral only.
5. No meeting shall be scheduled to interfere with the employees' regular work schedule.
6. Audio recording devices may be used at any hearing and use of the tapes must be made available to both parties upon request. Two tapes will be made and kept in a locked location at the Administration Building and then destroyed seven (7) years following the completion of the hearing. Each party will secure their tape with a locking device or seal.
7. Both parties have a right to cross examine witnesses.
8. No reprisals shall be taken by either party as the result of a grievance procedure.
9. The grievant and/or supervisor may elect to have a witness present at all steps.

## **ARTICLE V (Section A) COMPENSATION**

### **BASE SALARY AND COMPENSATION PLAN**

#### **A. Salary Range**

The salary range for the 2025-2026 school year before base salary increases are granted is \$45,050 to \$81,275. Base salary will be pro-rated for contracts of more or less than 185 days. The new salary range for the 2025-2026 school year after base salary increases are granted is \$46,050 to \$82,475. The 185 days is placed in the contract merely for informational purposes and was not negotiated.

#### **B. 2025-2026 Base Salary Increases**

##### **General Eligibility Criteria for 2025-2026 School Year:**

1. The teacher must have been evaluated as highly effective or effective in the prior school year, unless eligible under Indiana Law.
2. The teacher must have been employed at least 120 days in the prior school year.

##### **Factors and Definitions:**

The School Corporation's Compensation Model is based upon the following factors:

- Factor 1:      Meeting Academic Needs  
                    The importance of retaining all teachers in the School Corporation to provide educational continuity for students.
- Factor 2:      Instructional Leadership  
                    A teacher who newly attains a literacy endorsement through the IDOE.

Salary Distribution Plan for the 2025-2026 School Year: The parties bargained a \$1,000 across the board increase to the salary schedule. Each teacher meeting the General Eligibility criteria and the academic needs factor will receive the \$1,000 across the board increase to the scale. In addition, each teacher meeting the instructional leadership factor will receive a \$200 increase to his/her base salary.

The maximum possible increase an eligible teacher may receive is \$1,200. The amount attributable to the academic needs factor is more than 10%.

##### **Redistribution Plan for 2024-2025 School Year:**

The money that would otherwise have been allocated for the salary increase of a teacher rated Ineffective or Improvement Necessary shall be equally distributed to teacher rated Effective or



Highly Effective, in the form of a stipend. Those teachers not eligible for a salary increase will remain at their prior year's base salary.

C. New Minimum Starting Salary for New Hires

All new hires employed by the School Corporation prior to the ratification of the contract will have their starting salary adjusted upward by \$1,000.

Typically, newly hired teachers will be placed on the salary schedule at a level commensurate with the placement of current teachers with similar education and experience employed by the Corporation. To the extent there is more than one current employee with the same years of experience and degree as the new hire, then the Superintendent may place the new hire at a salary amount within the salary schedule that is outside of these typical placement rules, but only after conferring with the Union President.

D. Partial Teacher Contracts

This provision is applicable to a teacher serving under a regular or temporary teacher's contract who is contracted to work; (1) fewer days than the full number of contracted days for a regular teacher's contract- 185 days or; (2) work fewer hours than the full number of hours required of a normal teacher's contract.

A less than full-time teacher shall be granted such paid leave time for which he qualifies. The amount of paid leave time for which the teacher may qualify shall be pro rata reference to the relationship; (1) the teacher's number of contract days is to the full number of teacher's contracted days for the school year, or; (2) the teacher's number of contracted daily hours is to the full number of teacher's contracted daily hours, whichever is applicable. Paid leave time shall be computed to the nearest one-half (1/2) day increment. The reference to hours and days stated herein is for informational purposes and has not been bargained.

A less than full-time teacher may participate in the Board's insurance program provided such teacher is contracted to work for the school district more than six (6) months per year. The Board's portion of the health insurance premium shall be pro rata reference to the relationship that; (1) the teacher's number of contracted days is to the full number of teacher's contracted days for the school year, or; (2) the teacher's number of contracted daily hours is to the full number of teacher's contracted daily hours, whichever is applicable, computed to the nearest whole dollar. Such teacher shall pay the remaining balance of the premium due on applicable insurance. The reference to hours and days stated herein is for informational purposes and has not been bargained.



APPENDIX A		
2025-2026 SALARY SCHEDULE		
Rows		
		Literacy Endorsement Differential
A	\$46,050	\$46,250
B	\$47,625	\$47,825
C	\$49,200	\$49,400
D	\$50,775	\$50,975
E	452,350	\$52,550
F	\$53,925	\$54,125
G	\$55,500	\$55,700
H	\$57,075	\$57,275
I	\$58,650	\$58,850
J	\$60,225	\$60,425
K	\$61,800	\$62,000
L	\$63,375	\$63,575
M	\$64,950	\$65,150
N	\$66,525	\$66,725
O	68,100	\$68,300
P	\$69,675	\$69,875
Q	\$71,250	\$71,450
R	\$72,825	\$73,025
S	\$74,400	\$74,600
T	\$75,975	\$76,175
U	\$77,550	\$77,750
V	\$79,125	\$79,325
W	\$80,700	\$80,900
X	\$82,275	\$82,475

**ARTICLE V (Section B)**  
**INSURANCE AND OTHER FRINGE BENEFITS**

A. Medical Insurance

1. The health insurance premium will maintain the same cost sharing arrangement as the 2024-2025 contract provision. The Board contribution for the 2026 plan year:

Individual Coverage: \$9,812

Family Coverage: \$23,024

2. Two full-time employees who are married to each other and who are employed by the corporation prior to July 1, 2013 and select family coverage will receive the following Board's contributions:

1st employee-Family Coverage amount (see above)

Spouse—Individual Coverage amount (see above)

The specific contribution stated above for the spouse shall remain unchanged until such time when the Board's Individual Coverage contribution meets or exceeds an amount not to exceed the full Family Coverage premium minus \$1.00. After that time the second spouse will receive the Board's contribution for Individual Coverage.

3. The employee may elect any one of the available plans provided by the health insurance provider.

4. Health Insurance

Individuals who have met the eligibility requirements above and who wish to continue participation in the health insurance program shall be eligible to remain in the Fayette County School Corporation Plan at the individual's expense until the individual is eligible for Medicare. Indiana Law provides specific guidance as to eligibility requirements. This provision is subject to underwriting requirements of the insurance carrier. Upon election by the retiring employee for health insurance coverage, the post-separation 401(a) payments will be reduced by the premium of the plan selected by the retired employee. In the event the premium exceeds the post-separation 401(a) payment, the retiree will pay the excess amount to the FCSC business office. It shall be the responsibility of the retiree to make arrangements in advance with the Business Office to make such payments.

The Corporation is a member of the East Central Indiana School Trust. In the event that the Trustees of the East Central Indiana School Trust approve a premium holiday, the holiday shall be shared equitably between the Corporation and its employees that participate in medical coverage provided through the East Central Indiana School Trust. Specifically, the Corporation shall receive a credit towards the amount of premium payable under the terms of this Agreement equal to the portion of the Corporation's normal contribution that is not paid as a result of the premium holiday.

## B. Dental and Vision

1. Teachers may elect to participate in the dental and/or vision sponsored by the East Central Insurance School Trust. The full premium and surcharge fees associated with participation in either or both plans shall be paid by the teacher.

## C. Life Insurance

1. A term life insurance policy in an amount of \$50,000 shall be provided by the Board for each unit member who is eligible and who elects to participate in such a plan, with such plan to include accidental death and dismemberment coverage. The Board shall pay the cost of such insurance plan less one cent (\$.01) per year paid by the teacher.
2. Teachers employed or returning from leave during the school year will be added to the list of insured according to the terms of the policy.
3. Teachers who resign or begin an extended leave during the school year will be removed from the plan on the last day of the month following the effective date of the leave or resignation.
4. Teachers who wish to purchase additional life insurance under the corporation's term life insurance policy may do so. Such additional insurance is at the individual's expense. Teachers desiring such additional insurance must make arrangements at the corporation's business office.

## D. Long-Term Disability

1. The Fayette County School Corporation shall provide at its expense less \$1.00 per year, to each participating employee a long-term disability plan, which shall include the following provisions:

- a. A 90 day elimination period; and
- b. 66 2/3% of salary.

The provisions of the long-term disability policy may be viewed at the corporation's administration building during regular business hours.

## E. Severance Pay

1. All members of the bargaining unit who have acquired 15 or more years of teaching experience in Fayette County School Corporation at the time of their retirement or resignation from the staff of the Fayette County School Corporation shall be eligible for additional compensation. The following schedule shall be used for computing the additional compensation:



### TOTAL YEARS OF SERVICE

15-19 years:

per year of Fayette County service \$150.00  
PLUS per day of unused sick leave \$50.00

20-29 years:

per year of Fayette County service \$200.00  
PLUS per day of unused sick leave \$55.00

30 years and up:

per year of Fayette County service \$300.00  
PLUS per day of unused sick leave \$60.00

2. Any employee who received this benefit and is re-employed shall not be eligible to receive this benefit a second time.

3. In order to be eligible for payment, teachers planning to access this benefit must notify the Superintendent, by letter, of their intention no later than February 1, of the school year of retirement. The resignation will not be made public until after Board approval at the February School Board Meeting.

If notification is not made consistent with these deadlines but given by July 1, the employer shall not be required to make the lump-sum payment for the severance pay as stated in section 1 above until the first pay date in January subsequent to the resignation or retirement. Any notification given after July 1 will be treated as if retiring the following school year.

4. In the event of the death of a teacher, the severance pay shall be paid to the estate of the teacher, provided that the condition stated in Section 1 above is fully complied with.

5. In the event that a teacher is unable to give timely notice as required, and is forced to retire or resign as a result of ill health, accident or other unforeseen events, then and in such an event, the required notice may be waived by the Board on the recommendation of the Superintendent. The severance pay will be issued as outlined on page 9, Section D-1. The employer shall not be required to make the lump-sum payment for the severance pay as stated in section 1 above until the first pay date in January subsequent to the resignation

6. Except as stated in Number 3 and 5 above, the maximum allowable ISTRF amount of severance pay shall be paid in a lump-sum check at the end of the employee's last employment with Fayette County School Corporation, and is subject to all applicable taxes and deductions. It shall be paid within two (2) weeks after the end of the last teacher workday. The balance of the severance payment will be deposited into a 401(a) plan. Payments made to the 401(a) vendor are limited to the maximum annual contribution limit. If the entitled payments exceed the maximum annual contribution limit, the balance not paid to the 401(a) will be paid directly to the employee subject to all applicable taxes (including FICA).

7. Any employee accessing severance pay shall sign a waiver relinquishing any and all sick leave and/or personal leave day accumulation from being returned to the employee in the event of the employee's re-employment, and/or to the accumulated days being forwarded to another public employer.

F. 403(b)

1. The Board agrees to establish a tax-deferred annuity plan, as described in section 403(b) of the Internal Revenue Code, for all teachers under the Master Contract (the "403(b) Plan"). As otherwise provided herein, the Board will make contributions to the 403(b) Plan on behalf of the teachers (the "nonelective contributions"). The nonelective contributions shall be in addition to any salary reduction contributions ("elective deferrals") made at the direction of any employee to the 403(b) Plan or any other tax-deferred annuity plan maintained by the School Corporation.

2. The actual design of the 403(b) Plan will be determined by a 403(b) Joint Steering Committee of three (3) appointees of the presiding Federation President and three (3) appointees of the Superintendent. The Committee shall have the responsibility and authority for selecting the one source vendor to which the nonelective contributions will be made, to provide information to the individuals participating in the 403(b) Plan, and to establish any other procedures and functions necessary to implement this section.

3. This is a non-elective, salary settlement diversion plan.

4. The parties agree to create the 403(b) Joint Steering Committee composed of three (3) appointees of the presiding Federation President and three (3) appointees of the Superintendent. The Committee shall have the authority to select the Plan's sole source vendor by mutual agreement, provide training and information to the participants, and perform any other functions necessary to implement this section.

5. 3% of a full-time teacher's base salary will be paid in 12 equal payments at the end of each month. The base salary of an individual as of January 1 of the current year will be used.

6. Teachers will first be vested 50% after three years participation in the plan and then vested 100% after 6 years participation in the plan for the employer's portion of any contributions.

7. Employees may also contribute additional amounts quarterly up to acceptable IRS limits and as outlined in the Fayette County School Corporation 403(b) Plan Document for Public Education Organizations.

8. The actual management of the employer contributions and any additional employee contributions is the sole responsibility of the individual. Investment options, payout options, etc., will have to be worked out between the vendor and the employee.



9. This agreement terminates upon termination of employment. Contributions will end in the month of termination.

10. For new employees, contributions will be based on their starting salary and prorated over the remaining number of full months in the first calendar year (for example, a new teacher starting in August 2007 will have four months left in the calendar year and would, therefore, have his salary schedule amount multiplied by 3.00%, then divided by 12 and deposited each month for four months).

#### G. Extracurricular Activities

The Extracurricular Activity schedule will be found in Appendix B.

#### H. Mileage

Teachers who are required to travel between schools shall receive a stipend at the IRS allowable rate.

Such mileage is limited to travel between schools and specifically excludes travel to and from home.

#### I. Criminal History Checks

The Board agrees to pay the cost of any and all expanded criminal checks and expanded child protection index checks that are required by the School Corporation or per Indiana Law. This provision shall only apply to current employees and is inapplicable to applicants for employment.



## **ARTICLE VI LEAVES**

### **A. PAID LEAVES**

#### **1. Sick Leave**

a. All teachers shall be entitled to twelve (12) days sick leave each year without loss of pay. Unused days shall be accumulated from year to year to a maximum of one hundred sixty-five (165) days.

As of July 1, 2015, all newly hired teachers not using all available sick days in a school year may accumulate up to a total of ninety (90) days.

Each teacher will be given an accounting of accrued sick leave every payday. Such accounting will be to the nearest previous reporting periods. This provision is included for informational purposes only and has not been bargained.

b. In the event that any teacher shall have accumulated one (1) or more days of sick leave in another school corporation, there shall be added during the second school year and each succeeding year of employment up to six (6) days to which the teacher was entitled in the last place of employment until such days are exhausted.

c. Any teacher whose personal illness extends beyond the period compensated by accrued sick leave will be granted, upon presentation of medical evidence, a leave of absence without pay for such time up to one (1) year as is necessary for complete recovery from such illness.

d. When a teacher's use of sick leave exceeds the number of accumulated days available, and unless otherwise approved by the Sick Leave Bank Committee, the Superintendent or designee will affect corrective and progressive discipline, keeping in mind any extenuating or mitigating circumstances.

#### **2. Family Illness**

a. Each teacher shall be allowed up to ten (10) days leave, with days deducted from sick leave in case of illness, surgery, or accident involving a member of the immediate family. The term "immediate family" shall be construed in this instance to mean child (natural, adopted, foster, step, or in-law), parents (natural, adopted, foster, step, or in-law), brother, sister, husband, wife, grandchild, or anyone who has lived regularly in the unit member's household. Additional family illness days from the teacher's accumulated days may be used for mitigating or extenuating circumstances with submission and approval of FMLA documentation and approval by the Superintendent or his designee. Not to exceed the approved FMLA period.

b. For the purpose of determining the use of additional personal illness days per employee for mitigating or extenuating circumstances involving an immediate family member, a third administrator shall be appointed to the Sick Leave Bank Committee thus forming a new committee. The balance of the committee will be an additional administrator appointed by the Superintendent of Schools. A majority vote of the six-person committee will be used in determining eligibility of the employee's request. The new committee will address only those extenuating circumstances that fall outside the Sick Leave Bank provisions.

### 3. Bereavement

a. In case of death in the immediate family when school is in session, a unit member shall be entitled to be absent, without loss of pay, for a period of five (5) school days within a ten (10) calendar day period. The period begins on the day of or the day after the family member's death. Immediate family, in this instance shall mean child, (natural, adopted, foster, step, or in-law), parent (natural, adopted, foster, step, or in-law), brother, sister, husband, wife, grandchild, or anyone who has lived regularly in the unit member's household. A unit member may postpone the use of one (1) of the bereavement days, to be used when school is in session and/or during one of their contract days, for a situation when a celebration of life is held outside of the ten (10) day calendar period.

b. In case of death in the family when school is in session, a teacher shall be entitled to be absent, without loss of pay, for a period of not more than two (2) school days within a ten (10) calendar day period with one day being the day of the funeral. "Family" in this instance, shall mean the following from either side of the family: grandparent, uncle, aunt, cousin, niece, nephew, brother-in-law, sister-in-law, not living in the household of the related unit member. A unit member may postpone the use of one (1) of the bereavement days, to be used when school is in session and/or during one of their contract days, for a situation when a celebration of life is held outside of the ten (10) day calendar period.

c. In case of concurrent death of spouse and/or children, a unit member shall be allowed ten (10) days within a fourteen (14) calendar day period. The period begins on the day of or day after the death of the first family member.

d. A unit member shall be granted up to one (1) day leave of absence with pay for any family relative not heretofore mentioned.

e. Additional leave may be granted, without pay, by the Superintendent or designee, depending upon travel and circumstances.

f. One (1) day per year with pay shall be allowed each teacher for attendance at a funeral other than those of relatives or immediate family.

### 4. Personal Business

a. The administration shall grant two (2) days of absence for personal business with no loss in pay. Teachers shall accumulate the two days in sick leave if unused. The administration shall honor all requests. Teachers need not cite a reason. A teacher may use a third, fourth, fifth and a sixth day for personal business, but those days will be deleted from available sick days. The teacher may use no more than three (3) personal days at any one time during a school year and no more than two (2) personal days each school year before or after a holiday/vacation period. In an emergency, the Superintendent or his/her designee may waive the restrictions on the use of personal days.

b. Notification of the need for such leave shall be given to the immediate supervisor as soon as the need is known.



## 5. Jury Duty

In the event that a teacher is required to perform jury duty, he shall receive his regular salary minus any remuneration received. Leave without loss of pay shall also be granted to subpoenaed teachers, who are disinterested third parties (neither plaintiff nor defendant) in legal action, for time necessary to make appearances.

## 6. Maternity Leave

a. Any teacher who is pregnant is entitled to a leave of absence for up to one (1) year at any time between the commencement of her pregnancy and one (1) year following the birth of the child(ren) if, except in case of medical emergency, she notifies the Superintendent at least thirty (30) days before the date on which she desires to start her leave. She shall also notify the Superintendent of the length of this leave, including with this notice either a physician's statement certifying her pregnancy or a copy of the birth certificate of the new born, whichever is applicable.

b. In cases of medical emergency caused by pregnancy, the teacher shall be granted leave provided in this section immediately upon her request and certification of the emergency from an attending physician.

c. Any teacher who is pregnant may continue in full employment as late into her pregnancy as she desires if she furnishes a statement from a physician certifying her ability to continue without jeopardy to the health of the teacher and/or that of the unborn child and her ability to perform the responsibilities of her position.

d. As required by the FMLA, up to 60 days (within a 12 month period) of a leave taken by a teacher because of a temporary disability caused by pregnancy may be charged, at her discretion, to her available sick leave.

e. The teacher is entitled to complete the remaining leave without pay.

## 7. Birth & Bonding/Adoption

The teacher may take up to ten (10) days leave upon the birth or adoption of a child. This leave shall be charged to available sick or personal leave days. Upon the exhaustion of such leave, the rest of the said leave may be taken without pay.

## 8. Professional Leave

a. A professional leave, without loss of pay, may be granted to teachers of the Fayette County School Corporation for such purposes as attending or participating in educational workshops, conferences, professional meetings, and visitations to other school corporations or educational institutions, to observe different programs or forms of instruction. Teachers should request such a leave through their building principal and the leave shall be granted at the discretion of the Superintendent of Schools in writing.

b. Teachers will be reimbursed for approved travel, meal, and lodging expenses.



c. The request for a professional leave should be made at least fifteen (15) calendar days prior to the leave. The request should be made in writing to the building principal and should include the nature of the activity, the dates involved, the location and the value to be derived, both to the individual and the School Corporation. The fifteen (15) day limit may be waived by the Superintendent of Schools.

d. A teacher teaching summer school may be granted professional leave, without loss of pay, at the sole discretion of the building/program administrator and the Superintendent/designee.

#### 9. Military

a. If National Guard or reserve encampment due to a state declared emergency situation would occur during the school year, the teacher required to serve shall be granted temporary leave of absence. The employee shall receive his regular earnings minus that amount received from the government for no more than sixty (60) school days spent in government service during the school year.

b. If National Guard or reserve encampment due to a scheduled training situation would occur during the school year, the teacher required to serve shall be granted temporary leave of absence. The employee shall receive his regular earnings minus that amount received from the government for no more than (15) school days spent on required government training service during the school year.

#### 10. Voluntary Sick Bank

The purpose of the Voluntary Sick Bank (hereafter referred to as the Bank) is to provide personal illness leave to contributors to the Bank after their accumulated personal illness leave has been exhausted -- and more specifically to provide such leave from the Bank in cases of prolonged illnesses. The Bank rules and guidelines are as follows:

##### A. Voluntary Sick Bank Committee

1. The Bank will be operated on a voluntary basis. A committee shall be formed to administer the Bank and to provide the information whereby the business office of the Fayette County School Corporation will keep the records. This committee shall be empowered to adopt rules and regulations and to make decisions required to administer the Sick Leave Bank, so long as those rules, regulations, and decisions do not modify the agreement contained herein. This committee will be titled the "Voluntary Sick Bank Committee" (hereafter referred to as the SBC). The SBC shall be composed of the following five (5) persons:

- a) Superintendent of Schools of the Fayette County School Corporation or his designee.
- b) The American Federation of Teachers president or his designee.

- c) One Fayette County School Corporation business office or building level administrator. This member is to be appointed by the Superintendent of Schools of the Fayette County School Corporation.
- d) Two bargaining unit members. These members are to be appointed by the American Federation of Teachers president. Effort should be made with these appointments to provide bargaining unit representation from the elementary, middle, and secondary levels.

2. Should a vacancy occur on the SBC, a replacement for the vacant position shall be appointed by the authority making the original appointment.

3. One of the three bargaining unit SBC representatives will be selected to act as chairperson of the SBC. The American Federation of Teachers president will designate the chairperson prior to the first meeting of the SBC.

4. The SBC will be responsible for developing the forms needed to operate the Bank.

#### B. Effective Date

1. The effective date of the Bank will be the first contract day of the current school year. Enrollment in the Bank by licensed personnel will begin on April 1 of the preceding school year and end September 30 of the current school year, or only during the first four (4) weeks following the first day of employment for any licensed personnel employed after September 30.

#### C. Membership

The Bank shall be established for all unit members of the Fayette County School Corporation who indicate their desire to participate by contributing the individually required number of days as indicated in Rule D-3.

#### D. Guidelines

The Bank shall be administered by the SBC in accordance with the following provisions:

- 1) The Bank may be used only by the individual contributor for his personal illness.
- 2) Days from the Bank may be used only for those work days that the individual contributor is employed under a Regular Teacher Contract.
- 3) Any person desiring to participate in the Bank will initially donate one (1) day of his accumulated personal illness leave to the Bank. Additional days will be requested by the SBC as required by Rule D-4.
- 4) If the number of days in the Bank falls below 15 days prior to May 31 of any year, each participator will be required to donate one (1) additional day of his accumulated personal illness leave to the Bank. If a member has used all his personal illness leave, the additional day will be donated as soon as new personal illness leave is granted.



- 5) All days once donated to the Bank become the property of the Bank.
- 6) The maximum dollar expenditure during each school year is \$35,000. The maximum dollar expenditure during the period January 1 through June 30 or July 1 through December 31 is \$17,500. If these amounts are reached at any time during these periods, the Bank will cease to operate for the remainder of that period.
- 7) All requests to receive grants from the Bank must be submitted in writing to the SBC on prescribed Form SBC-1. The earliest effective date shall be the date that Form SBC-1 is received by the SBC.
- 8) Any person submitting a request to use the Bank must have made his proper contribution and met all eligibility requirements. If a person is physically unable to submit the form, the forms may be submitted by a proxy.
- 9) A person will not be able to withdraw days from the Bank until his own accumulated personal illness and personal business days are depleted.
- 10) Days granted from the Bank can only be used for extended illness or disability. (The SBC will generally consider an extended illness one that involves ten (10) or more working days.)
- 11) Periodic reviews by the SBC of all bank use will be made. No use may extend more than ten (10) working days without approval of the SBC. After the ten (10) day review, the SBC reserves the right to change the percentage rate of payment specified in sub-section 13 of this section.
- 12) Days granted from the Bank may not be granted for the period of disability when monies are paid to the employee under the Workmen's Compensation Law.
- 13) Days granted will be reimbursed at the rates determined by the SBC. However, such amounts shall not be in an amount higher than the daily amount determined by the individual's contracted salary. In establishing the compensation, the SBC shall deduct the amount of any compensation received through the corporation's Long Term Disability (LTD) Program.

Further, individuals shall be limited in their use of days from the Bank to the number of personal illness and personal business days the individual has accumulated at the time of application for membership in the Bank each year.

- 14) The SBC will review and present to the Fayette County School Corporation business office approval or denial of all requests to draw on the Bank within ten (10) working days after such request is received by the committee. This information should be received by the Bookkeeping Department on the same day the service records are received from the building principals. The committee will also make its decision known to the applicant within this ten (10) day period.

15) Sick Bank days shall not be used during Summer School employment, normal pregnancy, or for family illness privileges granted in this Agreement.

#### E. Appeal Board

1. An Appeal Board will be established composed of the following six persons:

- a) The Superintendent of the Fayette County School Corporation or his designee.
- b) The American Federation of Teachers president or his designee.
- c) Four (4) members will be appointed - two each by the Superintendent of Schools of the Fayette County School Corporation and the American Federation of Teachers president.
- d) No appointed member of the SBC may at the same time be a member of the Appeal Board.

2. The American Federation of Teachers president or his designee will act as chairperson of the Appeal Board.

3. If a request for use of personal illness leave days is denied by the SBC, then the applicant may appeal the committee's decision to the Appeal Board within ten (10) working days after the denial. Any decision by the Appeal Board must be a majority vote. A tie vote will automatically support the SBC decision. All decisions of the Appeal Board are final and binding.

4. The Appeal Board will rule on any appeal within ten (10) working days after receiving the appeal in writing.

5. The Voluntary Sick Bank is excluded from the Grievance Procedure.

#### F. Members Agreement

1. A member shall be required to furnish a medical report from a licensed physician at any time before or during the time of use of the leave Bank. The medical report will be at the member's expense. The SBC will review each case as required. The SBC reserves the right, if necessary, to limit the number of days granted.

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

"I specifically acknowledge and agree that the granting of days from the Voluntary Sick Leave Bank shall be at the sole discretion of the Sick Bank Committee or, in the event of an appeal, the Appeal Board and that all decisions of the Sick Bank Committee or the Appeal Board will be final and binding and not subject to grievance. I further agree to abide by such decision and to indemnify and hold harmless the Fayette County School Corporation and the American Federation of Teachers, the Sick Bank Committee, and the Appeal Board and all of their agents for any loss they may sustain as a result of any claim



or legal proceedings I may bring against any of them with respect to a decision made by any of them concerning this application."

3. When an employee donates days to the Bank, he agrees to the above stated rules for administration of the Bank and agrees to abide by the stated rules.

#### G. Annual Report

1. An annual report of the Bank will be published on or before February 1 for each year the Bank is in operation. This report will be published by the American Federation of Teachers and approved by the Superintendent of Schools of the Fayette County School Corporation prior to the publication. The report shall include a statement of the number of days contributed to the Bank, the number of days granted from the Bank, the number of days remaining in the Bank, the total cost of the days granted, and the remaining cash balance available for the Bank.

## **Article VII**

### **Term And Effect Of The Contract**

A. The parties mutually agree that the terms and conditions set forth in this agreement represent the full and complete understanding and commitment between the parties hereto which may not be altered, changed, added or deleted from, or modified during the term of this agreement unless by mutual consent.

B. Should any Article, Section or Clause of this agreement be declared illegal by a court of competent jurisdiction or by any legislative act, said Article, Section or Clause, as may be the case, shall be automatically deleted from this agreement to the extent that it violates the law, but the remaining Articles, Section or Clauses shall remain in full force and effect for the duration of the agreement, if not affected by the deleted Article, Section or Clause.

C. This agreement shall be effective as of July 1, 2025, and shall continue in effect until June 30, 2026 unless otherwise stated.

1. The Extracurricular Schedule (Appendix B) shall remain effective for the 2025-2026 school year.
2. The Insurance schedule will become effective as stated in Article V (B) (page 9).
3. Employee shall pay the required employee contribution of three percent (3%) to the Indiana State Teachers Retirement Fund (ISTRF).
4. Unless otherwise stated, contract language changes become effective upon ratification.

D. This agreement is made and entered into at Connersville, Indiana by and between the Fayette County School Corporation, County of Fayette, State of Indiana, party of the first part, heretofore referred to as the "Board" and the Fayette County Federation of Teachers, Local 2205 of the American Federation of Teachers, Indiana Federation of Teachers, affiliated with the AFL-CIO party of the second part heretofore referred to as the "Federation".


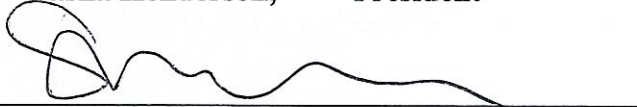
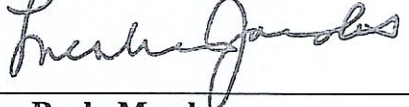



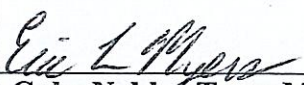
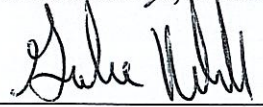

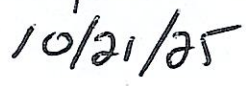
#### **The undersigned attest to the following:**

1. A public hearing was held September 9, 2025 in compliance with Indiana Law, and electronic participation from the parties and/or public was not permitted; and
2. A public meeting was held on October 14, 2025 in compliance with Indiana Law to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.



## SIGNATURES

This agreement is so attested to by the parties whose officers' signatures appeared below:

FEDERATION:	BOARD:
<b>Jeff Cooley, Chief Negotiator</b> 	
<b>Amanda Sleet, President</b> 	<b>Sasha Henderson, President</b> 
<b>Shari Phegley, Team Member</b> 	<b>Leslie Jacobs, Secretary</b> 
<b>Beth Fuller, Team Member</b> 	<b>Erica Back, Member</b> 
<b>Daniel Haffner, Team Member</b> 	<b>Ann Kirschner, Member</b> 
<b>Michael Davis, Team Member</b> 	<b>Dustin Munson, Member</b> 
<b>Jalana Risch, Team Member</b> 	<b>Chris Hunt, Member</b> 
<b>Eric Myers, Team Member</b> 	<b>Jeremy Duncan, Superintendent</b> 
<b>Gabe Nobbe, Team Member</b> 	<b>Jim Summers, Chief Operations Officer</b> 
<b>RATIFICATION DATE:</b> 	<b>RATIFICATION DATE:</b> 

## APPENDIX B

### Extra-Curricular Schedule

This schedule places each position on a per-job basis including any time above and beyond the normal school year to accomplish the work in each particular area. The number of extracurricular positions listed below was not bargained but included merely for informational purposes.

\* Amount to be prorated on approved criteria.

The following criteria are applicable to the compensation for student club sponsor activities authorized in this schedule. Any information in Appendix B beyond wages was not bargained and is included for informational purposes only.

- a. The teacher must be assigned to an extra duty position.
- b. The assignment must be performed either before or after the regular school day.
- c. The teacher must be working with pupils. The amount shown is for a full contract year. Less service will be compensated on a prorated basis.
- d. All positions contained herein are voluntary.

### EXTRA-CURRICULAR LEVELS

\*If one person fills both positions the total amount will be reduced by \$500

<b>Extra-Curricular Schedule</b>					
BASE = \$3,021					
Number of Positions	Title	Level 1	Years 1-3	Years 4-6	Years 7 or More
2	Head Track Girls/Boys	1	2856	3567	4281
1	Head Baseball	1	2856	3567	4281
1	Head Softball	1	2856	3567	4281
2	Head Wrestling Girls/Boys	1	2856	3567	4281
2	Head Swimming Girls/Boys	1	2856	3567	4281
1	Head Gymnastics	1	2856	3567	4281
1	Head Volleyball	1	2856	3567	4281
1	Head Boys Cross Country	1	2856	3567	4281
1	Head Girls Cross Country	1	2856	3567	4281
4	Asst. Basketball Girls/Boys	1	2856	3567	4281
5	Asst. Football	1	2856	3567	4281
2	Head Golf Girls/Boys	2	2142	2856	3567
2	Head Tennis Girls/Boys	2	2142	2856	3567
2	Head Soccer Girls/Boys	2	2142	2856	3567
1	Athletic Trainer Per Season	2	2142	2856	3567
2	9th Grade Basketball Girls/Boys	3	1784	2319	2856



1	9th Grade Football	3	1784	2319	2856
2	Assistant Baseball	3	1784	2319	2856
2	Assistant Softball	3	1784	2319	2856
1	7-8th Football Coordinator	3	1784	2319	2856
3	Assistant Track Girls/Boys	3	1784	2319	2856
1	Assistant Volleyball	3	1784	2319	2856
1	Assistant Gymnastics	3	1784	2319	2856
1	Assistant Wrestling	3	1784	2319	2856
1	Assistant Swimming Girls/Boys	3	1784	2319	2856
2	Assistant Soccer Girls/Boys	3	1784	2319	2856
1	JV Assistant Baseball	4	1428	1784	2140
1	JV Assistant Softball	4	1428	1784	2140
8	7th-8th Grade Basketball Girls/Boys	4	1428	1784	2140
3	7th-8th Grade Football	4	1428	1784	2140
1	Varsity Cheerleading	4	1428	1784	2140
1	Spartanettes	4	1428	1784	2140
1	9th Grade Wrestling	4	1428	1784	2140
1	9th Grade Volleyball	4	1428	1784	2140
2	7th-8th Baseball	4	1428	1784	2140
2	7th-8th Softball	4	1428	1784	2140
2	7th-8th Soccer	4	1428	1784	2140
1	7th-8th Cross Country	5	1250	1607	1964
1	7th-8th Swimming	5	1250	1607	1964
3	7th-8th Track	5	1250	1607	1964
2	7th-8th Volleyball	5	1250	1607	1964
1	7th-8th Wrestling	5	1250	1607	1964
1	JV Cheerleading	5	1250	1607	1964
2	7 <sup>th</sup> -8 <sup>th</sup> Tennis	5	1250	1607	1964
1	Energizers	6	830	1164	1495
1	9th Grade Cheerleading	6	830	1164	1495
1	7th-8th Grade Cheerleading	6	830	1164	1495
1	7th-8th Assistant Wrestling	6	830	1164	1495
1	7th-8th Golf Girls/Boys	6	830	1164	1495
1	7 <sup>th</sup> -8 <sup>th</sup> Assistant Swimming	6	830	1164	1495
1	Assistant Athletic Director		6645	7477	8307
1	Title One Coordinator		5316	5650	5982
1	Band Director		4652	4985	5316



1	Vocal, CHS		3488	3821	4153
1	CHS Assistant Band Director		3323	3655	3986
1	Auditorium & TV Director		2328	2659	2991
1	Speech, CHS		1828	1993	2159
1	Assistant Speech		830	998	1164
1	Drama, CHS	2	2142	2856	3567
1	Assistant Drama	5	1250	1607	1964
1	Color Guard Coach	4	1428	1784	2140
1	Publication, CHS		2659	3263	3323
1	Vocal, CMS		1495	1662	1828
1	Band, CMS		1495	1662	1828
1	Guidance Coordinator, CHS		1329	1495	1662
1	Guidance Coordinator, CMS		998	1164	1329
1	CMS Today	6	830	1164	1495
1	Event Supervisor		\$2100		
2	Agriculture/FFA		\$1,370		
1	Head Boys Basketball/Head Football/Head Girls Basketball				\$9,057
Department Head					
	39+ Periods		998	1164	1329
	27-38 Periods		664	829	998
	13-26 Periods		332	498	664

- All references to the number of positions in the ECA schedule above are for informational purposes and have not been bargained.
- **Club Sponsors/Teacher Leaders** - The principal/director of each school listed below has, at his discretion, an amount equal to the school's index for the purpose of paying Club Sponsors/Teacher Leaders. By May 1 of each year, the principal/director will submit an accounting of these expenditures to the President of the Federation. The reference to the accounting submission is for informational purposes and has not been bargained. Payment for services provided will be on the first pay in June each year through payroll deposit.
- **Payment for Department Head** positions will be provided on the first pay in June each year through payroll deposit.
- **Payment for New Teacher Academy** – A \$200.00 stipend for new teachers completing the New Teacher Academy will be paid the first pay in June.



- **Payment for Reading Academy** - A \$200.00 stipend for teachers participating in the Reading Academy. The academy will follow a similar schedule as the New Teacher Academy.
- In the event that a **substitute teacher** cannot be secured and a teacher elects to use their prep period to sub, or in the event that a teacher elects to absorb another whole class, the teacher will receive \$30.00 per period. Records will be maintained in the principal's office. Pay will be made after the completion of each semester. Teachers (including Guidance Counselors) are limited to \$60.00 per day.
- The school corporation shall contribute \$28,000.00 to be used to compensate Highly Effective or Effective teachers of **dual credit classes** based on preliminary evaluation results established on June 1st annually. The \$28,000.00 distribution will be in the form of a stipend to be paid on the first pay of June annually where each qualified dual credit teacher will receive one share. The coordinator will receive the same equal share if teaching and an additional \$2,000.00 for coordinating the dual credit program. For example: (28 dual credit teachers = 28 shares) \$28,000.00 divided by 28 = \$1,000.00 each. The early college high school coordinator position will receive \$2,000.00. The number of positions has not been bargained but is included merely for informational purposes.

Club Sponsors/Intramurals	
School	<u>Amount</u>
High School	<b>\$10,629</b>
Middle School	<b>\$8,617</b>
WCC	<b>\$1,803</b>
Eastview	<b>\$4,862</b>
Everton	<b>\$4,489</b>
Fayette Central	<b>\$4,815</b>
Frazee	<b>\$5,228</b>
Grandview	<b>\$5,534</b>

It is agreed that the distribution of monies in the Club Sponsors/Intramurals chart is at the sole discretion of each principal/director and is not subject to the grievance procedure.

1. Present employees shall be placed on the schedule according to the number of years of experience in the particular sport in the Fayette County School Corporation.
2. The initial placement of a new employee on the schedule shall be at the sole discretion of the Athletic Coordinator; not however to be granted more years than their years of experience. Such placement is not subject to the provisions of the grievance procedure in this contract.
3. Extracurricular Amendment:

*Whenever a position is without the required number of student participants, the position will be eliminated for the remainder of that season. Any information in Appendix B beyond wages was not bargained and is included for informational purposes only. Coaches/Sponsors would receive compensation for days worked. A daily rate would be determined by the supervisor based on a starting and ending date.*

### **PAY SCHEDULE FOR EXTRACURRICULAR ACTIVITIES**

All extracurricular stipends shall be paid in equal payments beginning with the first pay of the new school year and continuing until all amounts due the individual are paid.

Should the individual contracted to fill an extracurricular position fail to fulfill those obligations, he will repay the extracurricular salary already received by equal bimonthly deductions from his paycheck over the remaining pays of the teacher contract for that year.

### **PRO-RATED PAY**

- Any individual who does not fulfill the specific time requirements established by the Athletic Coordinator shall be "docked" on a pro-rated schedule for that time period.

<u>Go-To Stipend Schedule</u>	
<b>Building</b>	<b>Stipend per GO-TO</b>
<b>Eastview</b>	<b>\$1,155.00</b>
<b>Everton</b>	<b>\$1,155.00</b>
<b>Fayette Central</b>	<b>\$1,155.00</b>
<b>Frazee</b>	<b>\$1,155.00</b>
<b>Grandview</b>	<b>\$1,155.00</b>
<b>CMS</b>	<b>\$1,155.00</b>
<b>WCC</b>	<b>\$2,210.00</b>

**Go-To Stipend Schedule** – A payment is made to one individual at each elementary school location and two individuals at CMS for providing technical support.

### **NEW POSITIONS DURING CONTRACT**

- New positions and the salary for those positions may be set by the Board. Upon completion of the program and the submittal of a written evaluation, a decision by the Board will be made regarding the continuation of the ECA program. If the ECA program is continued, a salary commensurate with the established Extra-Curricular Salary Schedule will be subject to negotiations during formal bargaining. This paragraph has not been bargained but is included for informational purposes only



**APPENDIX C**

**GRIEVANCE FORM**

**Name of Aggrieved** \_\_\_\_\_

**School** \_\_\_\_\_ **Assignment** \_\_\_\_\_

**Date Alleged Grievance Occurred** \_\_\_\_\_

**Specific Statement of Alleged Grievance:** \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**Specific Relief Requested:** \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**Signature(s) of Aggrieved:**

\_\_\_\_\_

\_\_\_\_\_

**Date:** \_\_\_\_\_

*Received By:*

\_\_\_\_\_

**Signature**

**Date:** \_\_\_\_\_

**CIRCLE APPROPRIATE LEVEL:**

**LEVEL I**

**LEVEL II**

**LEVEL III**