SOUTH CENTRAL

COMMUNITY SCHOOL CORPORATION

TEACHER CONTRACT

JULY 1, 2026 – JUNE 30, 2027

TABLE OF CONTENTS

INTRODUCTION ……		PAGE
ARTICLE 1	Recognition …..……	2
ARTICLE 2	Definitions ……..……	2
ARTICLE 3	Scope of Agreement ……..…..	3
ARTICLE 4	Insurance ……	3
ARTICLE 5	Expanded Criminal History Background……..……..	3
ARTICLE 6	Withholding ……..……..	4
ARTICLE 7	Leaves of Absence ……	4
ARTICLE 8	Salaries ……...	7
ARTICLE 9	Grievance Procedure ….……	8
ARTICLE 10	Sole Understanding and Duration of Agreement ….……	11
	Signatures and Attestations……	12

2026-2027 School Year

EXHIBIT A	Compensation……...……....13	
EXHIBIT B	Salary Range.……....	14
EXHIBIT C	ECA Salary Schedule ……..…….15-18	
EXHIBIT D	Insurance Rates ……..……19	

SOUTH CENTRAL COMMUNITY SCHOOL CORPORATION

INTRODUCTION

THIS CONTRACT entered into this 1st day of July, 2026 between the South Central Community School Corporation (hereinafter referred to as the "Employer") by its Superintendent and its Board of School Trustees, and the South Central Classroom Teachers Association.

ARTICLE 1

Recognition-Employees Covered

1.1

Pursuant to and in accordance with the applicable provision for recognition provided by Public Law 48, 2011 (Senate Enrolled Act 575) Acts of the General Assembly for the State of Indiana, the Employer does hereby recognize the South Central Classroom Teachers Association (an affiliate of the Indiana State Teachers Association) as the exclusive representative for all certified employees excluding there from superintendent, principals, high school guidance counselor, athletic director, and other individuals classified as supervisory or confidential employees.

1.2

The Board herby agrees that every employee of the Board shall have the right freely to organize, join, and support the Association for the purpose of engaging in bargaining for mutual aid and protection. The Board further agrees that it shall not directly or indirectly discourage, deprive, or coerce any employee in the enjoyment of any rights conferred by the collective bargaining agreement, laws of Indiana, or the Constitutions of Indiana and the United States, or the employee's institution of any grievance, complaint or proceeding under this collective bargaining agreement.

Nothing contained herein shall be construed to deny or restrict to any employee rights the employee may have under the Indiana General School Laws of other applicable laws and regulations. The rights granted to employees hereunder shall be deemed to be in addition to those provided elsewhere.

The rights and privileges of the employees' organization and its representatives, as set forth in this article, shall be granted only to the Association as the exclusive Representative and not to any other teacher organization.

ARTICLE 2

Definition

2.1

The word "Employer" as used herein means South Central Community School Corporation, its Superintendent of Schools, its agents, representatives, employees, and assigns.

2.2

The word "Association" as used herein means the South Central Classroom Teachers Association, its agents, assigns, employees, and representatives.

2.3
The word "Teacher" as used herein means all certified employees holding valid licenses excluding there from superintendent, principals, high school guidance counselor, athletic director, and other individuals classified as supervisory or confidential employees.

ARTICLE 3
Scope of Agreement

3.1
Bargaining under this agreement is limited to those items listed in I.C. 20-29-6-4.

ARTICLE 4
Insurance

4.1
The employer will make available to its employees a mutually agreed upon group health insurance program. The employer shall contribute the dollar amounts listed in EXHIBIT D towards the premium. The coverage will begin at the beginning of the first full month of employment with the school corporation and continue as long as the teacher is under contract. A teacher who teaches until the end of the school year shall continue to receive coverage for the months of June, July, and August.

The school corporation will provide a Section 125 Employee Benefit Plan for the purpose of excluding from income employee contributions for the qualified benefit of group medical/hospital insurance plan premiums.

4.2
The Employer will make available to its employees a group plan for Life and Disability Insurance in full payment less one (1) dollar. The Life Insurance is for $50,000.00 and $50,000.00 accidental death. If available through the life insurance carrier, teachers may, at their own expense, purchase additional life insurance. The rate may be different than that of the corporation group rate. The Disability Insurance pays 66 2/3% of a teacher's present salary until age sixty five (65) if a teacher is ill or becomes disabled on or off the job. There is a ninety (90) day waiting period. The maximum monthly benefit shall be $6,000. The disability insurance benefit shall not coordinate with the ISTRF and shall provide a full COLA escalator.

ARTICLE 5
Expanded Criminal History Background Check

The corporation shall pay the cost of any and all expanded criminal history checks and expanded child protection index checks that are required by the School Corporation or per IC 20-26-6-10 and provide CPR/AED training once per semester each year.

ARTICLE 6
Withholding

6.1
Payroll deductions for annuities, health insurance and other voluntary deductions will be deducted over 24 pays annually by the employer. The life and long term disability insurance benefit will be a one-time annual deduction each school year.

The Board shall provide direct deposit of payroll checks of any faculty member, to the account of any participating financial institution, upon submission of an appropriate request.

6.2
The South Central Community School Corporation will compensate certificated bargaining unit employees on the basis of an adjusted base salary schedule. The adjusted base salary determination is computed by dividing the regular base salary by the factor of 1.03. In addition to the payment of the adjusted base salary, the school corporation will contribute 3% of the adjusted base salary (the teacher portion) to the Indiana State Teachers Retirement Fund.

ARTICLE 7
Leaves of Absence

7.1
A leave of absence that is not provided in or authorized by this Agreement or additional days for leave that is provided by this Agreement may be granted to a teacher. The teacher shall deliver in writing to the Superintendent a request for such leave. The Board shall at its discretion grant or deny said leave. The superintendent, in event of an emergency, may grant such leave subject to the board affirming such action at its next regular scheduled meeting.

7.2
Paid Leave-Each teacher will be allocated twelve (12) days of paid time off at the beginning of the year. These days will be used in modules of one-half day. For a teacher who is hired to teach less than a full school year, these paid days shall be prorated to the nearest one-half day. In the event a teacher fails to fulfill his/her contractual obligation, the Employer may prorate these paid leave days to the nearest one-half day. Any unused paid leave days will revert to the teacher's sick day accumulation. Unused sick days will be allowed to accumulate without limit. Teachers' paychecks will contain information regarding accumulated sick days. In order to prevent disruption to the educational process, no more than three (3) teachers before and three (3) teachers after the vacation period will be permitted to utilize more than two (2) of the personal leave days for the purpose of extending vacation periods. Teachers seeking to extend a vacation period must provide a written request and obtain approval before these days will be granted.

7.3
Teachers hired for our corporation who have worked elsewhere in Indiana corporations may transfer their accumulated sick leave to the South Central Community School Corporation. As per statute, this accumulated sick leave from other school corporations shall be added to accumulated sick leave beginning with the second year at the rate of three (3) sick days each year until accumulated is exhausted.

7.4
The Employer reserves the right to require, after an illness of five (5) days or more (at its expense) a physical by a physician acceptable to both the teacher and the Employer, the results of such examination to determine the employee's eligibility for such leave pay if examination is required.

All unused leave days shall be accumulated as additional sick leave days.

7.5
Maternity Leave: A teacher who is pregnant may continue in active employment as late in the pregnancy as she wishes, if she can fulfill the requirements of her position. Temporary disability caused by the pregnancy shall be treated as all other temporary disabilities under this Agreement. Maternity leave taken together with child care leave is limited to one (1) calendar year. The teacher may also concurrently use any available sick leave. Maternity leave shall be taken concurrent with FMLA.

7.6
Funeral Leave: Funeral leaves not to exceed five (five) consecutive school days excluding the day of death shall be granted without reduction in pay by reason of death of a husband, wife, son, daughter, brother, sister, father, mother, father-in-law, and mother-in-law, significant-other or anyone residing in the employee's home. These five (5) consecutive days may be divided with prior permission of the Superintendent. Three (3) school days shall be granted for grandparents, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparent of spouse, grandchild, aunt, uncle, niece and nephew. (The above relatives shall be defined as including step relatives for each mentioned relationship.) Written request shall be in advance except in case of emergency. In cases where death and/or funeral are such that personal business to the death cannot be conducted within this time frame, one (1) additional day may be granted by the administration to conduct such affairs.

7.7
Jury Duty: Teachers serving on a jury will be paid the difference between their regular pay for regular 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 the amount received for jury duty.

7.8
Legal Leave: A teacher having to appear as a witness for a complainant or respondent for any Court of Law, shall receive full salary for each day that said teacher so testifies or is called to testify. The teacher shall reimburse the Board for any witness fees received.

7.9
Adoptive Leave: A leave of absence for the purpose of adoption shall be granted for up to a period of one (1) calendar year. Notice of intent to take this leave shall be given as soon as possible and certainly no later than thirty (30) days before the commencement of the leave when possible. Adoption leave shall be taken concurrent with FMLA.

7.10
Work Injury Leave: Time needed for a teacher to recuperate from any personal injury arising out of and in the course of his employment shall result in no less salary for the remainder of the current contract year, provided the injury results in the disablement preventing such teacher from performing the normal duties requires of said teacher, and further provided that the teacher shall qualify for workmen's compensation benefits, must request workmen's compensation benefits, and must receive workmen's compensation benefits after the required waiting period, and must receipt any amount of money equal to such benefits into the General Fund. The employer reserves the right to require at the employer's expense, a physical examination by a physician chosen by the employer, at any time during this absence, and to receive a complete copy of such examination.

7.11
Family and Medical Leave: FMLA leaves may be granted for any reason provided for in the Family Medical Leave Act. Any leave covered by the conditions outlined in the FMLA will be considered an FMLA leave. Available paid time off followed by sick days must be used concurrently for any FMLA leave. The provisions of the Family and Medical Leave Act shall govern all aspects of those leaves falling under its provisions. During the twelve (12) week period of leave or any portion thereunder covered by the Family and Medical Leave Act, South Central Community School Corporation and the employee will continue to pay their respective portions of benefits for the employee as though the employee were not on leave.

The provisions of any leave covered by the Family and Medical Leave Act shall be done in accordance with said Act and its regulations.

7.12
Sick Leave Bank: The Sick Leave Bank shall be a source for additional sick leave days when a bargaining unit member's sick and personal business leave is exhausted and they are unable to perform their normal duties.

A. Participation is voluntary.

1. Teachers may join the bank by a voluntary donation of one (1) sick leave day during window periods.

2. The period for joining the bank ends October 1st.

7.13
The school Board at its discretion may grant a special leave with pay or without pay for any cause deemed beneficial to the School Corporation.

7.14
Association Leave
The Association shall be granted a total of 6 days annually without loss of compensation or benefits for use by the Association president, or the president's designee (s) to perform work of the Association, including attending the Indiana General Assembly to lobby on matters of education concern.

7.15
Military Leave
Military leave shall be granted to any employee who is inducted, who enlists in any branch of the Armed Forces of the United States, who is called to active duty or who is called to service. Upon return from such leave, an employee shall be placed on the salary schedule at the level the employee would have achieved had the employee remained actively employed in the school corporation during the period of the employee's absence. Also, the employee shall receive all rights and benefits that general accrue to any employee.

ARTICLE 8
Salaries

8.1
Compensation and Salary Range: See Appendix A for the compensation module, Appendix B for salary range, and Appendix C for the ECA Salary Schedule for the 2026-2027 school year.

8.2
Teachers' Retirement Fund: The Board of School Trustees shall pay the teacher's contribution (3%) to the Indiana State Teachers' Retirement Fund for contracted amounts.

8.3
Extra-Curricular: Wages for extra-curricular positions will be paid in accordance with established extra-curricular schedule (Exhibit C).

8.4
Pay-Dates: All teachers will be paid on the 5th and 20th of the month. If either day falls on a Saturday, the pay will be the day before, if either day falls on a Sunday, the pay will be the day after. A teacher who dies or resigns from employment during the school year will receive his or her remaining pay in the paycheck for the pay period immediately following the pay period in which the teacher died or had his or her last paid day.

It is intended that foregoing provisions will comply with the provisions of Section 409A, so as to prevent the inclusion in gross income of any benefit accrued hereunder in a taxable year in which such amount would otherwise be distributed or made available to the teacher. The foregoing provisions will be administered in a manner to comply with Section 409A and shall not be amended or terminated in a manner that would cause a teacher's salary to be subject to early inclusion in income as provided in 409A.

8.5
Curriculum: Teachers will be paid a $120 stipend for completing five hours of curriculum work as approved by their supervisor.

8.6
PTO Days: The employer will pay $100 per day for unused PTO days. Any days purchased will not be available for future use. If the employee wishes to keep their PTO days, they will roll to their sick leave. The maximum number of days the employer will purchase at the end of each school year is 12. Teachers will need to determine if they want to participate by completing the appropriate paperwork by June 1. Those who participate and apply can expect payment on the June 20 pay.

8.7
Teachers that give up their planning/preparation period to cover for an absent teacher will be compensated at a rate of $38.25.

8.8
Teachers that cover a class period for an absent teacher while concurrently teaching their own class will be compensated at a rate of $19.

8.9
Teachers that give up their planning/preparation period for the school year to teach a 7th period will be compensated at an additional rate of 1/6 of their salary.

ARTICLE 9
Grievance Procedure

9.1
A grievant means a teacher making a claim by filing a grievance, provided that any grievant to be a proper party to a grievance must be an aggrieved party to such grievance. A grievance is defined as a claim that arises between the employer and the South Central Classroom Teachers Association or one or more teachers involving an alleged violation, misinterpretation of misapplication of this contract between the parties provided that notwithstanding any other provisions of this agreement, any determination of the facts of a grievance made by an arbitrator pursuant to this Article and within his jurisdiction, shall be given deference by any court reviewing said determination, but any determination of state or federal law by said arbitrator shall not be given deference or weight by any court reviewing said determinations of law.

9.2
Nothing in this procedure shall affect the normal communications between the principal and the aggrieved in their discussion of problems which may exist. Any problem or potential problem will first be discussed by the aggrieved with the building principal with a view to arriving at a mutually satisfactory solution of the complaint before the filing of a written grievance. (At this verbal discussion, the grievant shall state the nature of the grievance and identify the problem as a grievance subject to this Article, and a representative of the Association who is an employee of the school district shall be present if the aggrieved so requests.)

9.3
In the event the problem is not resolved in the verbal discussion with the building principal, a formal written grievance shall be filed on a form to be furnished by the Employer, (within five (5) teaching days of the date that the grievant knew or reasonably could or should have known,) with copies of the grievance to be sent to the Principal, Superintendent of Schools and to the Association. The written grievance shall set out a section or sections of this agreement allegedly, violated, misapplied or misinterpreted; include the facts constituting the grievance, the relief sought, and shall be dated and signed by the grievant.

9.4
Within five (5) school teaching days after receipt of the written grievance a meeting may take place at a mutually convenient time between the building principal, the aggrieved, and a representative of the Association if such a meeting is deemed by one of the parties as potentially productive in settling the grievance. Within three (3) to five (5) school teaching days after such meeting, or date of filing of the grievance, whichever is applicable, an answer to the grievance shall be given to the grievant in writing, and a copy to be given to the Superintendent and Association.

9.5
If the grievance is not resolved in the steps set out in Section 16.4 above, then, at the request of the Association or grievant but within ten (10) school teaching days after receipt of the principal's answer, the grievant shall file with the Superintendent a step two written grievance setting forth all of the same information as required in a step one grievance as prescribed in paragraph 16.3 of this Article, and a copy be given to the building principal. The Superintendent shall investigate the alleged grievance and may request a hearing of facts by the parties involved. Within five (5) school teaching days after receipt of the grievance, the Superintendent or his representative shall give a written answer to the grievant, association President, and the principal. At any time between the initial filing of a grievance and the issuance of an award by the arbitrator the parties may mutually agree to seek alternate means of dispute resolutions.

9.6
In the event the grievance is not resolved as set forth in Section 16.5 above, the Association may file for arbitration with the Federal Mediation and Conciliation Service (FMCS). The Association shall serve written notice to the Superintendent of its intent to arbitrate by submitting a copy of its request for arbitration panel from the FMCS within ten (10) work days after receiving the step 16.5 answer. The parties specifically agree that the unilateral request by the Association empowers and authorizes the FMCS to provide a panel of arbitrators.

Following submission of a panel of arbitrators to each party by FMCS, a representative of each party shall within five days of receipt of said panel cross off the names of any arbitrators who are unacceptable and number the names of those remaining in order of preference with one being first choice, two being the second choice, and so on down the line. Within seven days of the receipt of the panel from FMCS, the two representatives shall confer either in person or by phone for the purpose of selecting the arbitrator. The selection will proceed as follows: Any arbitrators whose names have been crossed out by either party shall not be appointed. The numerical ratings of the remaining arbitrators shall be added together with the arbitrator having the lowest total numerical rating being the arbitrator who will hear the case unless that arbitrator

disqualifies himself/herself. In the event an arbitrator disqualifies himself/herself, the arbitrator with the next lower total numerical rating will be requested to hear the case. This procedure shall be followed until an arbitrator is found who will hear the case.

9.7
The decision of the arbitrator made within the scope of his jurisdiction shall be binding upon both parties to the grievance. The arbitrator shall have no power to amend, subtract from, add to, alter, disregard or modify, any terms of this Agreement. The arbitrator shall not have authority, nor shall it be considered his function to include, the decision of any issue not submitted or to interpret or apply the Agreement as to change what can fairly be said to have been the intent of the parties as determined by generally accepted rules of contract construction. Past practices of the parties in interpreting or applying terms of this Agreement can be relevant evidence, but may not be used so as to justify, or result in, what is in effect a modification, addition, or detraction of written terms of this agreement. The arbitrator has no obligation or function to render a decision or not to render a decision merely because in his opinion such a decision is unfair or inequitable. If either party shall claim before the arbitrator that a particular grievance fails to meet the test of arbitrability, as the same are set forth in this Grievance Procedure, the arbitrator shall first rule on such a claim, and if sustained, shall not proceed further except as to render the award based on sustaining said claim. Unless expressly agreed to by the parties, in writing, the arbitrator is limited to hearing one issue or grievance upon its merits at any one hearing. Separate hearings shall be constituted for each grievance appealed to arbitration. The jurisdictional authority of the arbitrator is defined as and limited to the determination of any grievance which is controversy between the parties to the grievance, which controversy concerns compliance with any provisions of this agreement and is submitted to the arbitrator pursuant to the provisions of this agreement.

9.8
The fee of the arbitrator, including his expenses, shall be borne equally by both the Employer and the Association. When a hearing is scheduled during the school day the Association President and teacher-witness will be released with pay to participate in the hearing. The parties agree to minimize disruption of the school program due to the release of teacher-witnesses. Except as mentioned above, each party is responsible for the compensation of its own representatives and witnesses.

9.9
When school is not in session during the summer months, the words “school teaching days” shall mean week days excluding Saturday and Sunday.

9.10
The time limits for writing and processing grievances, pursuant to this article, may be extended by mutual agreement in writing by authorized representatives of each party. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limit shall not prohibit the grievance to be appealed to the next step. Any grievance not advanced to the next step within the time limits of that step shall be deemed resolved by the employer’s answer at the previous step. Any grievance arising prior to the effective date or after the termination date of this agreement shall be processed.

9.11
In the event that the Arbitration is scheduled during the time that the school is in session, the Association President or his designee will be released to attend such hearing without loss of compensation.

9.12
9.6-9.8 shall not be used for teacher discipline or dismissal proceedings.

ARTICLE 10
Sole Understanding and Duration of Agreement

10.1
This agreement contains the complete understanding between the parties during the term of this agreement. No agreement, alteration, understanding, variation, waiver or modification of any of the terms, conditions, or covenants contained herein shall be made by certified employees covered by this agreement, either as an individual or individuals, with the Employer and in no case shall it be binding upon the parties hereto unless such agreement is made and executed in writing between the parties hereto and the same has been ratified by both the Board of School Trustees or its designated representatives and by the South Central Classroom Teachers Association.

10.2
Should any Article, Section or Clause of this Contract be declared illegal by a court of competent jurisdiction, said Article, Section, or Clause, as the case may be, shall be automatically deleted from this Contract to the extent that it violates the law, but the remaining Articles, Sections and Clauses shall remain in full force and effect for the duration of the Contract, if not affected by the deleted Article, Section or Clause.

SIGNATURES AND ATTESTATIONS

By its Board of Trustees, Principals, and Superintendent:

_____ _____

_____ _____

_____ _____

_____ _____

By the South Central Classroom Teachers Association:

_____ _____

_____ _____

_____ _____

_____ _____

ATTESTATIONS THAT THE FOLLOWING REQUIREMENTS WERE FULFILLED

Date of First Public Hearing Prior to Bargaining: September 8, 2026

Date CTA Ratified: October 12, 2026

Date of First Tentative Agreement Meeting by Employer: October 13, 2026

Date of Second Meeting by Employer, Governing Body Approval: October 26, 2026

*Electronic participation by the governing body and public was not permitted.

EXHIBIT A

COMPENSATION 2026 – 2027 School Year

I. Salary Range

$48,000 - $79,820, not including TRF contributions.

II. Base Salary Increase

A. General Eligibility - To be eligible for a salary increase, a teacher must not have received a rating of ineffective or improvement necessary in the prior school year. A teacher who received a rating of ineffective or improvement necessary remains at their prior year salary.

B. Factors and Definitions

1. Evaluation rating – The teacher received a highly effective or effective evaluation rating for the prior year.
2. Year of experience – The teacher was employed in the corporation for at least 120 days in the prior school year.
3. Academic Need – academic need shall be defined as having one of the following: teach an AP / dual credit / CTE course, possess a Master's Degree, complete artificial intelligence training, or possess a literacy endorsement.

C. Distribution – The following amounts are to be added to a teacher's base salary in the following way:

1. Evaluation rating of highly effective or effective = **$975**
2. Year of experience = **$975**
3. Academic Needs**. 10% / $200**

D. Redistribution
Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary 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.

EXHIBIT B

SALARY RANGE for 2026-2027

Bachelor's Degree		Master's Degree	
ROW	SALARY	ROW	SALARY
0	$48,000.00	0	$52,500.00
1	$48,000.00	1	$52,500.00
2	$48,650.00	2	$53,150.00
3	$49,400.00	3	$53,900.00
4	$50,210.00	4	$54,710.00
5	$51,020.00	5	$55,520.00
6	$51,830.00	6	$56,330.00
7	$52,640.00	7	$57,140.00
8	$53,450.00	8	$57,950.00
9	$54,260.00	9	$58,760.00
10	$55,070.00	10	$59,570.00
11	$55,880.00	11	$60,380.00
12	$56,690.00	12	$61,190.00
13	$57,500.00	13	$62,000.00
14	$58,310.00	14	$62,810.00
15	$59,120.00	15	$63,620.00
16	$59,930.00	16	$64,430.00
17	$60,740.00	17	$65,240.00
18	$61,550.00	18	$66,050.00
19	$62,360.00	19	$66,860.00
20	$63,170.00	20	$67,670.00
21	$63,980.00	21	$68,480.00
22	$64,790.00	22	$69,290.00
23	$65,600.00	23	$70,100.00
24	$66,410.00	24	$70,910.00
25	$67,220.00	25	$71,720.00
26	$68,030.00	26	$72,530.00
27	$68,840.00	27	$73,340.00
28	$69,650.00	28	$74,150.00
29	$70,460.00	29	$74,960.00
30	$71,270.00	30	$75,770.00
31	$72,080.00	31	$76,580.00
32	$72,890.00	32	$77,390.00
33	$73,700.00	33	$78,200.00
34	$74,510.00	34	$79,010.00
35	$75,320.00	35	$79,820.00

The salary range will be from $48,000 to $79,820. The superintendent will place a new teacher according to their years of experience and education degree, but may place a new hire up to $3774 higher than current teachers with comparable education and experience. A teacher must have a Master's Degree in Education or their content area and a valid teaching license in order to be moved to the Master's column.

EXHIBIT C

ECA SALARY SCHEDULE 2026 - 2027

A. Each salary on the ECA Salary Schedule shall be increased by the percentage of **base compensation** as agreed upon in Exhibit A in each subsequent year of this Agreement. The number of the positions is not bargainable and is listed for informational purposes only. The base compensation as it relates to the ECA schedule for 2026-2027 will remain **$46,250.**

BOYS SPORTS			
Football			
	Varsity Head Coach	**0.163**	$7,539
	Varsity Assistant	**0.09**	$4,163
	Assistant Coach	**0.071**	$3,284
	Assistant Coach	**0.071**	$3,284
	Jr. High Head Coach	**0.034**	$1,573
	Jr. High Assistant Coach	**0.034**	$1,573
Volleyball			
	Varsity Head Coach	**0.09**	$4,163
	Assistant Coach (JV)	**0.055**	$2,544
	Jr. High Coach	**0.019**	$879
Basketball			
	Varsity Head Coach	**0.163**	$7,539
	Varsity Assistant	**0.09**	$4,163
	Assistant Coach (JV)	**0.071**	$3,284
	8th Grade	**0.041**	$1,896
	7th Grade	**0.041**	$1,896
	6th Grade	**0.022**	$1,018
	5th Grade	**0.022**	$1,018
Baseball			
	Varsity Head Coach	**0.09**	$4,163
	Varsity Assistant	**0.071**	$3,284
	Assistant Coach (JV)	**0.055**	$2,544
	Jr. High Coach	**0.022**	$1,018
Track (combined boys and girls)			
	Varsity Head Coach	**0.09**	$4,163
	Assistant Coach	**0.045**	$2,081
	Assistant Coach	**0.045**	$2,081
	Jr. High Coach	**0.028**	$1,295
	Jr. High Coach	**0.028**	$1,295
Golf			
	Varsity Head Coach	**0.055**	$2,544

GIRLS SPORTS			
Volleyball			
	Varsity Head Coach	**0.09**	$4,163
	Varsity Assistant	**0.071**	$3,284
	Assistant Coach (JV)	**0.055**	$2,544
	8th Grade	**0.028**	$1,295
	7th Grade	**0.028**	$1,295
Cross Country (combined boys and girls)			
	Head Coach	**0.055**	$2,544
	Jr. High Coach	**0.019**	$879
Flag Football			
	Varsity Head Coach	**0.09**	$4,163
Basketball			
	Varsity Head Coach	**0.163**	$7,539
	Varsity Assistant	**0.09**	$4,163
	Assistant Coach (JV)	**0.071**	$3,284
	8th Grade	**0.041**	$1,896
	7th Grade	**0.041**	$1,896
	6th Grade	**0.022**	$1,018
	5th Grade	**0.022**	$1,018
Softball			
	Varsity Head Coach	**0.09**	$4,163
	Varsity Assistant	**0.071**	$3,284
	Assistant Coach (JV)	**0.055**	$2,544
	Jr. High Coach	**0.022**	$1,018
Golf			
	Varsity Head Coach	**0.055**	$2,544
Cheer			
	High School Coach (Fall Season)	**0.041**	$1,896
	High School Coach (Winter Season)	**0.041**	$1,896
	Jr. High School (Fall Season)	**0.017**	$786
	Jr. High School (Winter Season)	**0.017**	$786
	Elementary (Winter Season)	**0.014**	$648

ASSISTANT ATHLETIC DIRECTOR(S)

Assistant Athletic Director(s)	**0.163**	$7,539

FINE ARTS		
Drama		
Play Director (1 or 2 split)	**0.055**	$2,544
Junior Musical	**0.028**	$1,295
Musical Director (1 or 2 split)	**0.06**	$2,775
Band Director		
Marching, Pep Band (Summer)	**0.044**	$2,035
Marching Band Competition ($500 Per competition up to 4)		
Band Director	**0.028**	$1,295
Rockettes (Fall Season)	**0.036**	$1,665
Rockettes (Winter Season)	**0.036**	$1,665
Class Sponsors		
Junior Class	**0.017**	$786
-Prom Sponsor	**0.017**	$786
Senior Class	**0.017**	$786
Clubs / Sponsored Activities		
Student Council	**0.022**	$1,018
Student Council (2nd stipend)	**0.022**	$1,018
Junior Council	**0.011**	$509
Junior Council (2nd Council)	**0.011**	$509
National Honor Society	**0.009**	$416
German Club	**0.009**	$416
Spanish Club	**0.009**	$416
Robotics, JH / HS Head Coach	**0.071**	$3,284
Robotics, JH / HS Assistant Coach	**0.033**	$1,526
Robotics, Elementary School	**0.022**	$1,018
Drama Club	**0.009**	$416
FFA Advisor	**0.071**	$3,284
FFA Assistant Advisor	**0.055**	$2,544
Yearbook	**0.033**	$1,526

FIXED DOLLAR AMOUNT ECA's

FIXED DOLLAR AMOUNT ECA's	
Master's Degree in content area or Master's Degree in another area plus 18 graduate credit hours in content area (for the purpose of meeting Higher Learning Commission requirements towards teaching dual credit courses.)	$1,000
Elementary Split Grade Level	$1,000
Mentor Teacher	$600
Dual Credit / AP Class	$500
2nd section of the same Dual Credit / AP Class	$250
****minimum of 3 students enrolled in a course to be eligible for the stipend*	
Spelling Bee County Chair	$400
Spelling Bee Local (2 @ $200 each)	$400
Spell Bowl	$300
Math Bowl	$300
Name That Book	$300
Tech Club	$300
Academic Coaches (10 @ $300 each) Acadmic Superbowl, JH Science, JH English, JH Social Studies, JH Math HS Science, HS English, HS Social Studies, HS Math, HS Fine Arts	$3,000
Elementary Student Support Team Chairperson (2 @ $500 each)	$1,000
Elementary Student Support Team Member (10 @ $250 each)	$2,500
Extended Detention (3:20 - 5:00 JH / HS)	$35

EXHIBIT D

Insurance Percentages and Dollar Amounts

	Total Cost	Employer Cost	Employee Cost	Employer Percent	Employee Percent
PPO 1 Single	$14,652	$8,775	$5,877	59.9%	40.1%
PPO 1 Family	$39,048	$23,643	$15,405	60.5%	39.5%
PPO 2 Single	$11,700	$8,775	$2,925	75.0%	25.0%
PPO 2 Family	$31,524	$23,643	$7,881	75.0%	25.0%
PPO 3 Single	$10,032	$7,875	$2,157	78.5%	21.5%
PPO 3 Family	$27,108	$21,280	$5,828	78.5%	21.5%

Rates for bargaining unit members hired at SCCSC AFTER 12/31/2025:

	Total Cost	Employer Cost	Employee Cost	Employer Percent	Employee Percent
PPO 1 Single	$14,652	$7,898	$6,754	53.9%	46.1%
PPO 1 Family	$39,048	$21,279	$17,769	54.5%	45.5%
PPO 2 Single	$11,700	$7,898	$3,803	67.5%	32.5%
PPO 2 Family	$31,524	$21,279	$10,245	67.5%	32.5%
PPO 3 Single	$10,032	$7,022	$3,010	70.0%	30.0%
PPO 3 Family	$27,108	$18,976	$8,132	70.0%	30.0%