2026-2027

CONTRACT

BETWEEN

BOARD OF SCHOOL TRUSTEES

OF

BROWN COUNTY SCHOOLS

AND

THE BROWN COUNTY EDUCATORS' ASSOCIATION

THIS CONTRACT ENTERED INTO BY AND BETWEEN THE BOARD OF SCHOOL TRUSTEES OF BROWN COUNTY SCHOOLS, HEREINAFTER CALLED THE "BOARD" AND THE BROWN COUNTY EDUCATORS' ASSOCIATION, HEREINAFTER CALLED THE "ASSOCIATION".

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ARTICLE I

RECOGNITION

A. The Board of School Trustees of the Brown County Schools hereby recognizes the Brown County Educators' Association as the exclusive representative of all certificated employees, hereafter called teachers, in the school corporation.

B. Definitions

The term "teacher" when used in this Contract shall refer to all certificated employees, as defined in Indiana Law, in the Brown County Schools, except for Superintendent, Assistant Superintendent, All Principals, Assistant Principals, the Department Chairpersons, the Attendance Officer, and all other supervisory positions subsequently created by the school employer, as the term "supervisory" is defined by Indiana Law, plus all part-time employees of the school employer.

C. The term "School Corporation", when used in this Contract, shall refer to the Brown County Schools of the County of Brown of the State of Indiana.

D. The term "Board" shall mean the Board of School Trustees of the Brown County Schools and shall include authorized officers, representatives and agents. The term "Association" shall mean the Brown County Educators' Association and shall include authorized officers, representatives, and agents.

E. The term "days" shall mean school day, except when such term is expressly defined as "calendar days."

ARTICLE II

SEVERABILITY

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

ARTICLE III

RETIREMENT/SEVERANCE

The 401(a) plan established for teachers, and the Plan administrator will be determined by the Board after receiving a recommendation from a joint committee of the School Administration and the Association.

A. **401(a) Plan**

1. The Board will contribute $625.00 per contract year to a 401(a) account for each teacher who elects Plan A on or before September 1st. The plan will vest upon completion of the 5th year of service to the Brown County School Corporation.

2. For every dollar contributed to a 403(b) plan by teachers, the Board will contribute matching dollars, up to $500.00 per year to a 401(a) defined contribution. The teacher contribution to the match program shall vest immediately. The Board contribution to the match will vest after 5 years of service to the Brown County School Corporation.

3. The Board shall contribute to a 401(a) defined contribution plan $100 per day of unused sick leave up to a maximum of ten (10) days per year for sick leave days in excess of 90 pursuant to this provision. The Board contribution under this provision shall be immediately vested and portable.

B. Medicare Bridge Benefit Program

A teacher may participate in a Medicare Bridge Benefit Program, (hereinafter called the "Program"), in this School Corporation. All teachers meeting the eligibility requirements set forth below shall qualify for this program.

1. To be eligible a teacher must meet all the following requirements and provisions:

   a. Be at least 55 years of age during the school year for which the teacher applies to begin participation in the Program; and

   b. Have not less than twenty (20) years teaching experience in this School Corporation; and

   c. Have made a non-binding application to the Superintendent, in writing, for participation in the Program by July 1st of the year preceding retirement and have sent a binding letter of intent to retire to the Superintendent by April 1st of the year of retirement. In the event of an unforeseen retirement, the Board, at its discretion, may waive said July 1st notification date; and

   d. Provide written evidence of permanent retirement from teaching.

2. A Program stipend shall be paid at the rate of Five Thousand Dollars ($5,000.00) per year for each subsequent year following the year of retirement starting with the first regular pay in September up to and including the year the said teacher first reaches the normal Medicare eligibility age, or 10 years, whichever is less (the age at which one can retire and still collect full medical benefits). If the teacher qualifies for Part A of the Medicare Act before the September 1st payment is to be made, he/she will not receive the payment for that year or any subsequent years. Payment will be made monthly to the teacher's VEBA account. Such payment for an individual participating teacher shall remain fixed at the stated amount contained herein for the entire duration of such teacher's participation and shall not be changed for such teacher due to revision of the amount in a successor Contract.

3. The teacher who participates in the Program will not receive the salary, fringe benefits, or any other paid or unpaid benefits provided elsewhere in this Contract, except that such teacher may continue to be enrolled in the School Corporation's medical insurance plan for the duration of participation in the Program, and may apply said VEBA account toward the cost of the medical insurance plan, but such teacher will be responsible to pay the balance of the insurance premium applicable to

the insurance coverage. It will be the responsibility of the teacher to pay such insurance premiums due in the manner designated by the Superintendent.

4. The teacher shall cease to be a participant in the Program, and no further payments as provided hereinabove in Paragraph B-2 will be due or payable to the teacher, (1) when the teacher has completed the school year (July 1 to June 30) in which the teacher first reaches normal Medicare eligibility age (the age at which one can retire and still collect full Medicare benefits), or (2) the teacher has received the maximum number of annual payments for which the teacher qualifies (not to exceed ten (10) annual payments), or (3) when the teacher has died before completion of the Program, provided, however, that the payment shall be prorated for the year of the teacher's death.

5. Should the Board subsequently determine to rehire a teacher who elected to retire under this option, no Medicare bridge stipend as provided hereinabove in B-2 will be due or payable to the teacher, and further, no Medicare bridge stipend as provided herein in this Program will be paid upon retirement a second (2nd) time.

C. Retirement Benefits

A teacher who retires from teaching while employed in this School Corporation (including early retirement) may continue to participate in this School Corporation's (1) group medical and (2) dental and vision insurance plan, for the duration of participation in the Program, provided said teacher meets any applicable age or years of service requirements specified by applicable state law, and:

1. Provides written evidence of permanent retirement from teaching;

2. Was enrolled in the plan he or she wishes to continue in the school year immediately preceding retirement; and

3. Pays the entire (total) insurance premium applicable to the insurance plan desired and remits such payment to this School Corporation's business office prior to the due date each month, or pays such IRS allowable insurance costs from the teacher's VEBA account.

ARTICLE IV

DEDUCTIONS

Upon written authorization from the teacher, the Board agrees to make appropriate salary deductions and remit such deductions to mutually agreed upon Banking Institutions, Insurance Companies, and Annuity Plan(s). Banking Institutions' deductions will be taken from each of the twenty-four (24) scheduled pay periods. Deductions for annuity plans will be taken from each of twenty-four (24) pay periods and health insurance premiums will be taken over twenty-four (24) pays periods. All deductions will be transferred electronically to the appropriate institution within forty-eight (48) hours of the payroll date. Written authorization for deductions of any program must be submitted to the payroll office fourteen (14) days prior to the first deduction. In the event a teacher wishes to terminate any scheduled deduction plan, written authorization must be submitted to the payroll office at least fourteen (14) days prior to the desired cancellation

date. If any notification of cancellation is required by a company or companies, such responsibility of notification is borne solely by the individual member.

ARTICLE V

TRANSPORTATION

A. For all personnel for whom the Board authorizes payment, reimbursement for use of privately owned automobiles used for school business shall be paid per mile at the IRS rate in effect on the date the mileage was incurred.

ARTICLE VI

LEAVE OF ABSENCE

A. Sick Leave

For absences caused by illness of the teacher or for illness in the immediate family, each teacher, shall be allowed five (5) days with compensation each year accumulative to ninety (90) days. (The parties intend for the number of sick leave days granted herein and the number of personal leave days granted in Article VI, Paragraph C below to satisfy the requirements set forth in IC 20-28-9-9.) For this paragraph, immediate family is defined as illness to spouse, children, or other person living in the teacher's home.

1. Teachers on summer teaching employment shall be eligible to use sick leave on the same basis as is used during the regular school year.

2. Sick leave days accumulated by a teacher prior to a leave of absence shall be credited to the teacher upon return.

3. Individual teachers shall be given a written accounting of accumulated sick leave by October 1st of each school year, including those days above the current maximum number of sick days.

4. Sick leave day accumulation shall be limited to 90 days.

5. Accumulated sick leave from prior employment in another school corporation as a certified teacher will be transferred to a teacher's sick leave accumulation balance at Brown County at a rate of five (5) days per school year.

B. Sick Leave Bank

The School Corporation shall, within ten (10) days after the beginning of the school year of initial participation, upon receipt of a properly completed and signed Sick Leave Bank Authorization Form deduct one (1) day's sick leave from the authorizing employee's earned sick leave allotment. This Sick Leave Bank shall be for the use of all certified bargaining unit members and shall be used only for those who have exhausted their own personal accumulation of sick and personal leave days as well as paid parental leave except as provided in the section of this paragraph on verification of an application.

Should the number of sick leave days in the bank fall below 300 (as recorded on August 15th of each year), then members who wish to continue to participate for the remainder of

that year shall be required to contribute one (1) additional day by August 30th of the school year in order to maintain membership, but no further requests for contributions from current members shall be made during that school year even if the sick leave bank becomes totally exhausted. This donation to the sick leave bank shall not be counted as a day used by the teacher per Article VI (A) (5) nor as a day used per the evaluation plan. Donations to the sick bank other than those described for initial membership shall be required only when the sick bank becomes exhausted during the school year. In such event, each member of record for the current school year or the immediate past school year, as appropriate, shall donate an additional day in order to remain a member in good standing.

Membership in the Sick Leave Bank shall be continuing from year to year. Each teacher shall be notified in writing with the first or second paycheck of each school year of their ongoing participation in the Sick Leave Bank. Individual participation shall be voluntary. Individuals employed after the beginning of the applicable school year shall be given the opportunity to become a member of the Sick Leave Bank provided they complete and submit the appropriate membership forms within ten (10) days after the date of employment and donate one (1) day to the sick bank.

The Board and the Association agree to the following rules for administration of the Sick Leave Bank:

1. The Board shall not be obligated for any additional days in the Sick Leave Bank over a maximum of 300 days per school year or current number in the bank during the school year unless otherwise agreed to by the Board and the Association.

2. The maximum number of days to be offered to any one (1) member shall be sixty (60) days per year.

3. Any participating member who has exhausted his/her accumulated sick leave and paid parental leave will be eligible to apply to the Sick Leave Bank.

4. Requests to withdraw Sick Leave Bank days require:

    a. Doctor's statement indicating the nature of the illness/disability.

    b. Verification from the central office that the teacher's personal sick leave days and paid parental leave have been exhausted, the teacher has no more than three (3) days of personal leave remaining, and he/she is not receiving any public funds or benefits derived from public funds as partial or full compensation for the illness or disability causing the absence.

5. A Sick Leave Bank Review Committee shall be formed comprised of three (3) teachers appointed by the president of the Association and two (2) administrators appointed by the Superintendent. This committee shall have the full responsibility in granting, denying or suspending grants of sick days from the Sick Leave Bank, provided however; the above rules are adhered to.

6. Days contributed shall not be transferable to another school corporation or used outside of sick bank provision.

7. Persons who shall have failed to join the Sick Leave Bank in the year in which they first had the opportunity to join shall become members only by donating one (1) day for each year that they were eligible but failed to join in addition to any additional days of donation required of bank members during that period.

8. Once a member of the sick leave bank has drawn days from the sick leave bank and has returned to active employment with the corporation, the member shall repay one (1) day for every five (5) days borrowed from the sick leave bank. These days shall be repaid at the rate of one (1) day per school year, deducted at the beginning of each school year.

C. Personal Leave

Teachers shall be granted eight (8) days of personal leave each school year. Unused personal leave shall transfer to the teacher's accumulated sick leave.

D. Court Appearances

1. The Board will compensate teachers subpoenaed to:

   a. serve jury duty.

   b. testify in court as a witness in a case in which he is not personally involved, or

   c. testify in court in any suit arising out of the performance of the duties for, or employment with, the School Corporation.

The compensation shall be for the number of days mandated to perform such obligation.

2. A teacher shall receive no pay if subpoenaed as a witness in a suit:

   a. in which the teacher is a party to the lawsuit, or

   b. brought against the Board by any teacher or the Association.
   This specific exception shall not apply if the teacher is subpoenaed as a witness by the Board in such suit.

3. The teacher shall give any checks earned for such service to the school employer and receive their regular contractual salary from the school employer.

E. Professional Leave

The Board, after appropriate administrative recommendation, may grant leave with pay to teachers to attend and/or participate in professional meetings, including but not limited to, educational workshops, seminars, conferences, legislative activities, and/or visitations in other schools. Other expenses incurred under this provision may be paid upon administrative recommendation and Board approval.

F. Bereavement Leave

1. Teachers shall be granted up to five (5) consecutive calendar days (with pay for contract days) leave for the death of a family member of their immediate family. The immediate family shall be defined as including father, mother, brothers, sisters, spouse, children, father-in-law, mother-in-law, grandchild, grandparent, or a person living in the home. Should the teacher not use all five (5) contract days at the time of the bereavement, one (1) day remaining of the five (5) contract days shall be available during the same school year for the teacher to settle estate matters.

2. Teachers shall be granted three (3) consecutive days leave for death of any other relative not defined as immediate family.

3. Bereavement leave shall begin within thirty (30) days of the death of the relative. When the funeral or memorial service is scheduled to be outside this time period, the teacher may appeal to the Superintendent or his/her designee to begin the bereavement leave at a time other than the day of death or the day after the death in order to accommodate attendance at the funeral.

G. Maternity Leave

A teacher who is pregnant may continue in active employment as late into pregnancy as she wishes, if she can fulfill the requirements of her position. Temporary disability caused by pregnancy shall be governed by the following:

1. All or part 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 days and paid parental leave.

2. During any unpaid portion of the leave the teacher may maintain coverage in any group insurance program by paying the total premium including the School Corporation's share attributable to the leave period.

H. Parental Leave

A teacher who is adding a child to their family due to one of the following reasons may use up to twenty (20) days with pay for this purpose within the first year of the child's birth or placement of the child with the teacher:

1. The teacher (regardless of gender) becomes a parent because the child is born via natural childbirth.

2. The teacher (regardless of gender) becomes a parent via adoption.

3. The teacher (regardless of gender) becomes a legal guardian through a court ordered placement of a child. The teacher is required to provide to the Superintendent's Office a copy of the court order to support the basis for parental leave.

4. The teacher (regardless of gender) becomes a foster care parent through a long term foster care placement. Such foster placement may entitle a teacher to no

more than one parental leave per school year and such leave must terminate if the placement ends during the leave. The teacher will provide documentation to the Superintendent's Office confirming the foster care placement.

This leave shall be in addition to any leave to which the parent may be entitled through Maternity Leave or Family and Medical Leave Act leave.

I. Absences/Job Related Injury

(1) As a result of an act of employment, if an injury to a certified staff member should arise out of an act of violence or battery, the school corporation will pay the difference between the compensation paid by the insurance company and the certified staff member's salary with no deduction from their accumulated sick leave. To qualify for this, a police report should be filed and the principal shall certify that such injury was the result of school-related student, parent, guardian or patron violence or battery.

(2) The seven (7) day waiting period for workers' compensation will initially not be charged against the employee's sick or personal leave and there will be no salary loss during the waiting period if the injury or illness qualifies for Workers' Compensation coverage. However, if the injury results in an absence length sufficient to require the worker's compensation carrier to reimburse the employee for the seven (7) day waiting period, the district may charge the employee's leave time for the portion of the day reimbursed by the carrier. If the employee does not have a sufficient number of leave days to charge against the employee's leave time, then the school corporation will recoup the amount reimbursed by the worker's compensation carrier from the employee's pay check.

J. Association Leave

The President or President's designee will be allowed 15 days of association release time each year with which to conduct association business (such as training, civic participation, etc.). These ten days may be taken in whole or half day increments. Time spent for the Association's bargaining team to meet with the School Corporation's bargaining team to conduct collective bargaining negotiations will not be counted toward this leave allotment.

K. If a teacher has been employed for less than 12 months, is ineligible for FMLA, and has a need to take a leave that would otherwise be a qualifying reason under the FMLA, then the teacher may use any of their personal, sick or accumulated sick leave at their discretion during the leave.

ARTICLE VII

GRIEVANCE PROCEDURE

This Grievance procedure, hereinafter referred to as "Procedure", stipulates the conditions under, and the procedures by which, grievances alleged by certain certificated school employees as defined in this Contract shall be processed. If any such grievances arise, there shall be no stoppage or suspension of work because of such grievances; but such grievances shall be submitted to the following grievance procedures.

A. Definitions

As used in this Procedure:

1. A grievance shall be defined as an alleged violation, misinterpretation or misapplication of : any state or administrative rule or regulation, policy of the Board, specific Article or Section of this written Contract which directly affects the teacher or teachers.

2. "Superintendent" means the chief administrative officer of the school Corporation, or any person(s) designated by him/her to act in his/her behalf in dealing with certificated school employees.

3. "Grievant" means the certificated school employee(s) directly affected by the alleged violation making the claim.

4. "Days" means calendar days.

B. Structure

1. Nothing herein contained shall be construed as limiting the right of any certificated school employee having a grievance to proceed independently of this Procedure.

2. The grievant may be represented by any person(s) of his own choosing at all formal levels of the Procedure, limited however to a total of three (3) representatives.

3. There shall be no additional evidence, material, allegation or remedy submitted by the grievant or his representative during the grievance process, once a formal grievance has been filed at Formal Level One, provided, however, that the Superintendent shall waive the restrictions on additional evidence or material stipulated herein upon request of the grievant provided that said additional evidence or material was either not known or not available to the grievant at the time said grievance was filed at Formal Level One.

C. Procedure

1. The number of days indicated at each level should be considered as maximum. The time limits specified may, however, be extended by mutual agreement in writing of the grievant and the Board.

2. Informal Grievance: within ten (10) days of the time the grievant first knew or should have known of the act or condition upon which it is based, the grievant must present the grievance to his principal or immediate supervisor or his designee by meeting with him individually and privately, in an informal manner during non-teaching hours. Failure of the grievant to so meet and discuss said alleged grievance as provided herein shall prevent the grievant from filing said alleged grievance at any formal grievance level(s). Within seven (7) days after presentation of the grievance, the principal or immediate supervisor or his designee shall give his answer orally to the grievant.

3. Formal Grievance

a. Level One (filing of grievance) - Within ten (10) days of the oral answer, if the grievance is not resolved, it must be filed by the grievant with the principal or immediate supervisor on the appropriate grievance form. The grievance form shall provide the following information:

i. name of certificated school employee involved;

ii. statement of facts giving rise to the grievance;

iii. identify by specific reference all rules, regulations, policies of the Board or specific Article(s) or Sections(s) of this written Contract alleged to be violated;

iv. state the contention of the grievant with respect to the provision(s) of said Article or Sections;

v. indicate the specific relief requested.

vi. The formal grievance must be filed with the principal or immediate supervisor by registered mail, return receipt requested, or in person provided the grievant gets an initialed copy of the grievance as a receipt. A copy of the grievance will be forwarded to the Association president by the grievant. All postal fees for filing the grievance will be borne by the grievant. Within ten (10) days from the receipt of the grievance, the principal shall:

a) meet with the grievant and/or his representative(s);

b) forward a written decision on the appeal to the grievant and Association president;

c) the decision shall be forwarded by registered mail, return receipt requested. Postal fees for forwarding the written decision will be borne by the administration.

b. Level Two (appeal of Level One decision with Superintendent) - In the event that the grievance is not resolved at Level One, the grievant may appeal the decision to Level Two provided said appeal is filed with the Superintendent within seventeen (17) days after the administrator receives the written grievance. Such appeal shall include all material and evidence previously submitted at Level One. Appeals must be filed with the Superintendent by registered mail, return receipt requested, or in person provided the grievant gets an initialed copy of the grievance as a receipt, with a copy of all pertinent data forwarded to the principal and Association president. Postal fees for filing an appeal will be paid by the grievant.

Within ten (10) days from the receipt of the appeal, the receipt of the appeal, the Superintendent shall:

i. meet with the grievant and/or his representatives(s);

ii. forward a written decision on the appeal to the grievant, principal and Association president;

iii. the decision shall be forwarded by registered mail, return receipt requested. Postal fees for forwarding the written decision will be borne by the administration.

In the event that additional time is necessary for investigation of all pertinent facts, such additional time shall be allowed by mutual agreement.

c. Level Three (appeal to Board) - In the event the grievance is not resolved at Level Two, the grievant may file an appeal with the Board within seventeen (17) days after the Superintendent has received the appeal. Such appeal shall include all material and evidence previously submitted at Levels One and Two. A copy of all material and evidence of subject appeal must be forwarded by registered mail, return receipt requested, to the President of the Board, the Superintendent, Principal and the Association President. Postal fees for forwarding subject appeal shall be borne by the grievant.

Within twenty-one (21) days after receipt of the appeal, the Board shall hold a formal hearing and render a decision on the grievance. The Board shall meet with aggrieved and his/her representative and explore all pertinent material and evidence submitted with the appeal.

A written decision will be forwarded by registered mail, by the Board President or designee, return receipt requested, to the aggrieved, principal and Association president. Postal fees charged for the forwarding of the formal decision will be borne by the administration.

D. Miscellaneous

1. Decisions rendered at all formal levels of this procedure shall be transmitted by registered mail, return receipt requested, or in person. (See Appendix J).

2. All documents, communications and records dealing with the processing of a grievance shall be filed separate from the personnel files of the grievant.

3. All necessary forms for grievance procedures set forth in this Procedure shall be provided by the Superintendent.

4. Failure at any level of this Procedure to render the decision on a grievance within the specified time limits shall permit the grievant to proceed to the next level, unless said time limits be extended by mutual consent of both parties. However, the grievance must be appealed by the grievant to the next level within the specified time limit for that level or said grievance shall be deemed resolved by the Board's answer at the previous level and abandoned.

5. Any hearing at the Informal Level and at Formal Level One, Level Two, and Level Three shall be held during non-teaching hours unless otherwise directed by the Board.

6. No certificated school employee shall use this Procedure to appeal any decision by the Board or administration if such decision is applicable to a State or Federal Regulatory Commission or Agency.

7. Certificated school employees shall follow all written and verbal directives, even if such directives are allegedly in conflict with this Contract. Compliance with such directives will not in any way prejudice the certificated school employee's right to file a grievance within the time limits herein, nor shall compliance affect the ultimate resolution of the grievance.

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

9. Any grievance which arose prior to the effective date of this Contract shall not be processed.

10. This Procedure supersedes and cancels all previous grievance policies or procedures, verbal or written or based on alleged past practices or procedures, and constitutes the entire procedure for the processing of grievances.

11. The parties acknowledge that I.C. 20-29-6-9 states: "The obligation to bargain collectively a matter does not prevent a school employee from petitioning the school employer, governing body, or superintendent for a redress of the employee's grievances, either individually or through the exclusive representative." That right is in no way limited by this agreement.

ARTICLE VIII

SALARY & WAGES

A. Salary payments to be paid under the Contract shall be made in twenty-four (24) pays, as reflected in Appendix K. All salary payments shall be made by Direct Deposit.

B. In order to reduce the length of time before they receive any payment, any newly employed teacher may elect to have salary payments paid in twenty-five (25) pays, as reflected in Appendix K, for their first year of employment only.

C. The salary schedule for the applicable school year shall be as shown in Appendix A-1. The Compensation Plan shall be shown in Appendix A-2.

D. Any teacher newly employed with the Brown County School Corporation following the date of ratification will be placed on the salary schedule in Appendix A-1 at the level which mirrors the salary of current teachers with the same recognized years of teaching experience and education degree (including current teachers with the literacy endorsement base salary differential). In the event there are multiple current teachers in the mirror group, then the new hire will be placed at the lowest salary in the mirror group.

For purposes of new hire salary placement, bargaining unit members hired without certified classroom teaching experience but with relevant work experience related to their assigned instructional content area, will receive one (1) year of credited experience for

every three (3) years of actual relevant work experience. This provision shall include, but is not limited to, individuals employed under a Workplace Specialist license.

Teachers hired prior to ratification will have their starting salaries adjusted upward in an amount necessary to place them in the new salary schedule based upon their years of experience and education.

The parties acknowledge that the new starting salary for master's teachers in Appendix A-1 has been changed from $53,000 (which was the starting master's pay during the prior contract year) to a new starting master's pay amount of $52,000. Any new hire master's teacher who was hired prior to the ratification of this contract at Row C based upon the status quo 2025-2026 salary schedule will NOT have their starting salary changed and will instead remain at the starting salary they hired in at prior to ratification. All other new hires (both bachelors and masters) who were hired prior to the ratification of this contract will have their starting salaries adjusted upward by $1,000.

In addition, any new hire with prior years of teaching experience who was hired prior to the ratification of this contract will have their starting salary adjusted upward, if necessary, to ensure their starting salary remains in line with their mirrored current staff peer group.

E. The Corporation agrees to contribute each teacher's contribution of three percent (3%) of gross income to INPRS for all INPRS covered income.

F. Any base salary increases earned by a teacher under this contract will be paid through a retroactive amount after ratification with the remaining amount to be distributed equally over the remaining pays of the 2026-2027 school year. In order to receive this retroactive payment, a teacher must continue to be employed by the corporation on the date this agreement is ratified by the Board.

G. Extended contracts shall be compensated at the bargaining member's regular daily rate of pay and long-term additional class assignments shall be compensated at the bargaining unit member's regular hourly rate for the entire duration of the assignment.

A long-term additional class assignment shall be defined as one or more weeks with ordinary teacher responsibilities for the classroom. This definition is the School Corporation's policy, is included for informational purposes and was not bargained.

For all purposes under this contract, regular daily rate and regular hourly rate shall be calculated as follows:

1. Regular daily rate shall be calculated as annual salary divided by 187.
2. Regular hourly rate shall be calculated as regular daily rate divided by 6.

ARTICLE IX

INSURANCE

A. <u>Life Insurance</u>

The Board will pay toward the cost of a sixty thousand dollars ($60,000) group term life with accidental death benefit insurance plan for each full-time teacher employed under

regular contract and enrolled in the School Corporation's group life insurance plan. The amount specified below, not to exceed the cost of the applicable premium, will be paid to such insurance company or companies as is determined and selected solely by the Board:

$100.00 per year.

An employee may purchase additional term life insurance in increments of $10,000 up to a maximum of $60,000 at the employee's expense.

B. Health Insurance

The Board will pay a range of 70-80% of group medical health insurance premiums and the maximum employee contribution will be capped at 30% of the applicable plan premium. Exact contribution percentages of the Board and the employee will be determined by mutual agreement of the Board and the Association through the School Corporation's Health Insurance Committee.

Current plan benefits will not be changed by the Board unless the Association has been given the opportunity to discuss and make recommendations concerning such change(s).

C. Income Protection

The Board will pay toward the cost of an income protection plan for each full-time teacher employed under regular contract and enrolled in the School Corporation's income protection plan. The Board will pay the amount specified below, not to exceed the cost of the applicable premium. The premium shall be averaged over the bargaining unit members. The average cost shall be the individual teacher premium for a plan which will provide for benefits of two-thirds (2/3) income to age sixty-five (65) for disabilities after a waiting period of ninety (90) days:

Up to $200.00 per year.

D. Dental/Vision Insurance

The Board will pay toward the cost of a group dental and vision insurance plan for each full-time teacher employed under regular contract and enrolled in the School Corporation's group dental plan. The amount specified below, not to exceed the cost of the applicable premium, will be paid to such insurance company or companies as is determined and selected solely by the Board.

Dental:

1. Employee Single Coverage: Up to $231.84 per year;

2. Employee Family Coverage: Up to $731.42 per year.

Vision:

1. Employee Single Coverage: Up to $57.22 per year;

2. Employee Family Coverage: Up to $137.28 per year.

Plan benefits will not be changed by the Board unless the Association has been given the opportunity to discuss and make recommendations concerning such change(s).

E. Insurance Committee

The Board and the Association agree to the formation of an advisory insurance committee to assess the current insurance program(s), including coverage's, premiums, and carriers, and to investigate possible changes in coverage's, premiums, and carriers, and to make recommendations based on its findings to the Board and the Association.

The committee shall be composed of five (5) persons appointed by the Association President and five (5) persons appointed by the Superintendent to include administrators, non-certified personnel and/or school board members. Each academic year the Association President or designee and the Superintendent or designee shall meet to formulate a meeting schedule for the committee with the view of completing its investigation and recommendations 60 days prior to the anniversary date. Committee recommendations shall be reached by simple majority of all ten (10) members. Committee meetings shall be open to all employees.

ARTICLE X

MISCELLANEOUS

A. The Board agrees to exercise its right to defend teachers pursuant to its powers under the Indiana General School Powers Act of 1964, Chapter 301, Section 202, Paragraph16, when the teacher's action did not violate published Board policy.

B. The Board agrees to 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 I.C. 20-26-5-10. This provision shall only apply to current employees and is inapplicable to applicants for employment.

C. Early Retirement Incentive – If the Board would decide to offer an early retirement incentive to teachers during the 2026-2027 school year, then the Superintendent will notify eligible teachers of the terms of the early retirement incentive by no later than March 1, 2027. If an early retirement incentive would be offered by the Board during the 2026-2027 school year and an eligible teacher would like to accept the incentive, then such eligible teacher must notify the Superintendent of his/her intention to accept the early retirement incentive by no later than May 1, 2027. Prior to the School Corporation's notification to eligible teachers, the Corporation and the Association will discuss any potential incentive being offered and any dollar amounts reached by mutual agreement of both parties.

ARTICLE XI
TERM OF AGREEMENT

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

Whenever any notice is required to be given by either of the parties to this Contract to the other party, either shall do so by registered letter at the following addresses:

If by the Association to the Board, at	P.O. Box 38 Nashville, Indiana 47448
If by the Board to the Association, at:	701 John Street Evansville, Indiana 47713

This Contract is made and entered into at Nashville, Indiana by and between the Board of School Trustees of the Brown County Schools, State of Indiana, party of the first part, heretofore referred to as the "Board", and the Brown County Educators' Association, party of the second part, heretofore referred to as the "Association".

The undersigned also attest to the following:

a. A public hearing (Pre-formal Bargaining Hearing) was held in compliance with Indiana law on September 21, 2026. Electronic participation was not available.

b. A public meeting in compliance with Indiana law was held on October 5, 2026, to discuss the tentative agreement and electronic participation was not available.

The Board and Association representatives attest to paragraph a above and the Board representatives attest to paragraph b above.

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

President, Board of School Trustees

Vice-President, Board of School Trustees

Secretary, Board of School Trustees

Ratification Date: October 19, 2026

Co-President, Brown County Educators' Association

Co-President, Brown County Educators' Association

Secretary, Brown County Educators' Association

Ratification Date: September 30, 2026

APPENDIX A-1
COMPENSATION PLAN
THE BROWN COUNTY SCHOOLS
SALARY LEVELS

LEVEL	BS	BS + LE	MS	MS + LE	Level
A	50000	50250	52000	52250	A
B	51000	51250	53000	53250	B
C	52000	52250	54000	54250	C
D	53000	53250	55000	55250	D
E	54000	54250	56000	56250	E
F	55000	55250	57000	57250	F
G	56000	56250	58000	58250	G
H	57000	57250	59000	59250	H
I	58000	58250	60000	60250	I
J	59000	59250	61000	61250	J
K	60000	60250	62000	62250	K
L	61000	61250	63000	63250	L
M	62000	62250	64000	64250	M
N	63000	63250	65000	65250	N
O	64000	64250	66000	66250	O
P	65000	65250	67000	67250	P
	[redacted]		68000	68250	Q
			69000	69250	R
			70000	70250	S
			71000	71250	T
			72000	72250	U
			73000	73250	V
			74000	74250	W
			75000	75250	X
			76000	76250	Y
			77000	77250	Z
			78000	78250	AA
			79000	79250	BB
			80000	80250	CC
			81000	81250	DD
			82000	82250	EE
			83000	83250	FF

APPENDIX A-2

Brown County Schools Compensation Plan

Salary Range

The salary range is $49,000 to $82,250, not including TRF, before increases are applied for the current contract year.

The salary range is $50,000 to $83,250, not including TRF, after increases are applied for the current contract year.

Literacy Endorsement Base Salary Differentiation

Each teacher who newly possesses an Early Literacy Endorsement on their license shall receive a one-time $250 added to their base salary. To qualify for this base salary differential, a teacher must provide their license with the endorsement to the Payroll Office by the date of ratification this contract. Effective June 30, 2027, teachers must provide their license with the endorsement to the Payroll Office by September 1st.

COMPENSATION MODEL

The compensation model described below will be the compensation model utilized by the parties.

Factors:

The Brown County Schools Compensation Plan will be based upon performance using the following three factors:

1. Meeting the Academic Needs of Students
2. Evaluation
3. Education

Definition of Factors:

1. Meeting Academic Needs of Students: The need to retain all returning teachers to maintain educational quality and continuity for students.
2. Evaluation: Returning teachers whose most recent evaluation result with the Brown County Schools was sufficient to retain employment with the School Corporation.
3. Education: Returning teachers who possess a content area master's degree in a content area as defined by the Indiana Department of Education.

Distribution Description:

1. Academic Needs: Returning teachers who meet the Academic Needs factor will first receive the $1,000 across the board increase to the salary schedule.
2. Evaluation: After the increase for meeting the academic needs factor has been applied, then returning teachers in the Bachelors and Masters columns who meet the Evaluation factor will move one step down on the salary schedule in the row and in the column they were in during the prior school year. This step down will result in the returning teacher receiving an additional $1,000 base salary increase for meeting the Evaluation factor.
3. Education: After the step down increase is applied for meeting the Evaluation factor, then returning teachers who meet the Education Factor will move down one additional step in the Master's column. This second step down in the Master's column will result in the returning Master's teacher receiving an additional $1,000 base salary increase for meeting the Education Factor.

(Note for clarity: Returning Master's teachers who move down pursuant to paragraphs 2 and 3 in the Distribution Description move from their current color step to the same color step down – i.e., from blue to blue or gold to gold – which results in Master's teachers receiving a total base salary increase of $2,000 for meeting both the evaluation and education factors. See Appendix A-1 for the color coding in the Master's column.)

THERE WILL BE NO COLUMN ADVANCEMENT FROM THE BACHELORS LANE TO THE MASTERS LANE IN THE 2026-2027 CONTRACT YEAR.

The maximum total increase a returning bachelor's teacher will be able to receive through the Compensation Model for the 2026-2027 school year is $2,000. The maximum total increase a returning master's teacher will be able to receive through the Compensation Model for the 2026-2027 school year is $3,000. The total amount attributable to the education factor is less than 50% ($1,000/$3,000 = 33%). The total amount attributable to the academic needs factor is at least 10% of the total possible base salary increase ($1,000/$3,000 = 33%).

Stipend for Teachers at the Salary Caps

Any returning bachelor's teacher who was in the maximum salary row in the bachelor's column during the prior school year will receive a $1,000 stipend since step movement is precluded for evaluation.

Any returning master's teacher who was in the maximum salary row during the prior school year will receive a $2,000 stipend since step movement is precluded for evaluation and for education.

Returning Teachers Who Newly Attain a Content Area Master's Degree

Any teacher who newly attains a content area master's degree and therefore qualifies for a column change in the Salary Schedule must submit to the Payroll Office proof of their new degree attainment by the date of ratification this contract year. **For the 2026-2027 school year, there were no returning teachers who were column advanced in the salary schedule through the compensation model.** Effective June 30, 2027, teachers must submit to the Payroll Office proof of their content area degree attainment by September 1st.

APPENDIX B-1

EXTRA DUTY SCHEDULE

EXTRA-CURRICULAR ATHLETIC

Group 1	$7,590
Basketball - Varsity Boys	
Basketball - Varsity Girls	
Football - Varsity	
Group 2	$4,260
Volleyball - Varsity	
Baseball - Varsity	
Softball - Varsity	
Track - Varsity Boys	
Track - Varsity Girls	
Cross Country - Varsity Boys	
Cross Country - Varsity Girls	
Wrestling - Varsity Boys	
Wrestling - Varsity Girls	
Soccer – Varsity Boys	
Soccer – Varsity Girls	
Tennis – Varsity Boys	
Tennis – Varsity Girls	
Golf – Varsity Girls	
Golf – Varsity Boys	
Group 3	$3,430
Basketball - Asst. Varsity Boys	
Basketball - Asst. Varsity Girls	

	Football - Asst. Varsity (4)*	
	Basketball – Junior Varsity Boys	
	Basketball – Junior Varsity Girls	
Group 4		$3,030
	Cheerleading – HS	
Group 5		$2,770
	Basketball - Freshman Boys	
	Basketball - Freshman Girls	
Group 6		$2,380
	Wrestling – Asst. Varsity	
	Volleyball - Asst. Varsity	
	Volleyball - JV	
	Baseball - Asst. Varsity	
	Baseball - JV	
	Softball – Asst. Varsity	
	Softball - JV	
	Track - Asst. Varsity Girls (2)*	
	Track – Asst. Varsity Boys (2)*	
	Soccer - Asst. Varsity Boys	
	Soccer – Asst. Varsity Girls	
	Cross Country - Asst. Varsity	
	Basketball - 7th Grade Boys	
	Basketball - 8th Grade Boys	
	Basketball - 7th Grade Girls	
	Basketball - 8th Grade Girls	
	Football – 7th Grade	

	Football – 8th Grade	
	Track - MS Boys	
	Track - MS Girls	
	Cheerleading - MS	
	Baseball - MS	
	Softball - MS	
Group 7		$1,860
	Volleyball – 7th Grade	
	Volleyball – 8th Grade	
Group 8		$1,650
	Wrestling - MS	
	Cross Country - MS	
	Boys Tennis - MS	
	Girls Tennis - MS	
Group 9		$1,320
	Cheerleading - Asst. HS	
	Football - Asst. MS (2)*	
	Track - Asst. MS Girls	
	Track - Asst. MS Boys	
	Cross Country Asst. - MS	
	Wrestling Asst. - MS	
Group 10		$1,060
	Basketball - 6th Grade Boys	
	Basketball - 6th Grade Girls	
	Basketball – 5th Grade Boys	

Basketball – 5th Grade Girls

Volleyball – 5th Grade

Volleyball – 6th Grade

EXTRA-CURRICULAR NON-ATHLETIC

Group 11	$3,030
Band - HS	
Choir - HS	
Show Choir - HS	
Marching Band	
Group 12	$2,660
Ted Ed Leader (5)*	
Group 13	$2,380
Color Guard - HS	
Instructional Technology Coach (5)*	
Department Head - MS and HS (6)*	
High Ability Coach (5)*	
High School Testing Coordinator	
Group 14	$1,860
HS Spring Musical Director	
HS Fall Play Director	
Group 15	$1,590
HS Spring Musical – Pit Director	
HS Spring Musical – Choir Director	

Group 16		$1,390
	Yearbook - HS	
	Student Council - HS (2)*	
Group 17		$1,260
	Junior Class Sponsor (2)*	
Group 18		$990
	Senior Class Sponsor	
	Student Council - MS	
Group 19		$930
	History Day – MS	
	History Day – HS	
	Spanish Honor Society	
	Science Honor Society	
	Thespian Honor Society	
	National Honor Society - HS	
	History Club – HS	
	Bring Change to Mind Club - HS	
	Interact Club - HS	
Group 20		$860
	Newspaper - HS	
Group 21		$730
	Academic – HS – Social Studies	
	Academic – HS – English	

Academic – HS – Fine Arts

Academic – HS – Science

Academic – HS – Math

Academic – HS – Spell Bowl

Academic – HS - Interdisciplinary

Robotics - MS

Robotics – HS

Robotics – Elementary (3)*

Group 22 $670

Academic – MS – Social Studies

Academic – MS – English

Academic – MS – Math

Academic – MS - Science

Spell Bowl - MS

Math Bowl – Elementary (3)*

Spell Bowl – Elementary (3)*

Science Bowl – Elementary (3)*

Ethics Bowl - MS

Group 23 $600

National Honor Society – MS

MS Band

MS Choir

D&D Club - HS

Game Club - MS

*The number of positions was not bargained and is listed for informational purposes only.

APPENDIX B-2

ANCILLARY DUTIES

Curriculum Rate $25 per hour

This rate is paid to a teacher for participating in professional development or participating on school committees.

Leading a Professional Development Activity $35 per hour

Homebound Rate $35 per hour

Summer School Rate $35 per hour

Tutoring Rate $35 per hour (Tutoring that is pre-approved by the building principal)

ESY Rate Teacher's daily rate based on a 6-hour day, as negotiated with the superintendent.

Working at School Sponsored ECA Events:

$35 for less than 3 hours
$55 for 3+ hours
$75 for 6+ hours

Teachers at Helmsburg Elementary, Van Buren Elementary, and Sprunica Elementary will be paid at their daily rate for two days each school year in exchange for their reduced classroom preparation time due to their longer daily student contact time. The principal in each building is responsible for tracking the time worked under this provision. The ancillary duty payment provided herein will be paid in one stipend.

After School Detention Rate: $35.00 per hour

Virtual Teaching Positions: $35.00 per hour for hours worked outside of the teacher contracted work day.

Class Coverage: For hours spent providing coverage in the event a substitute teacher is not available, certified teachers will receive the ancillary duty hourly rate of $35 when they cover another regular teachers' uncovered instructional assignment.

APPENDIX C

THE BROWN COUNTY SCHOOLS

SICK LEAVE BANK APPLICATION

The master contract provides for a Sick Leave Bank for Brown County Schools certificated personnel who apply within the time limits of the contract. I understand the use of days in the Sick Leave Bank will be governed by the provisions of the master contract and the sick leave bank committee.

This application should be filed with the Personnel Office within the first ten (10) teaching days of the school year.

Name_____Building_____Date_____
Print

Under the above conditions, I wish to contribute one (1) Sick Leave day to the Voluntary Sick Leave Bank for the 20 ____ - 20 ____ school year, if applicable.

_____
Signature

APPENDIX D

THE BROWN COUNTY SCHOOLS

SICK LEAVE BANK APPLICATION

(All information received will be kept confidential by all members of the sick leave bank committee.)

Name_____

Home Address_____ Zip Code _____

Home Phone (____)_____ School_____

Years In Brown County School Corporation _____

I am applying for _____ days from the sick leave bank.

I hereby consent to the following rules and regulations:

1. All information given is sworn to be correct and accurate.
2. I will authorize my physician to forward all necessary information related to my disability for which this application is filed.
3. If additional days are needed, I will contact the sick leave bank committee and my physician.

Signature _____ Date _____

Please describe briefly the circumstances of your illness. (The more information the committee has the easier it will be for the committee to reach a decision.)

To be completed by Treasurer

Date of last accumulated paid leave day from applicant's reserve _____

APPENDIX E
THE BROWN COUNTY SCHOOLS

RELEASE OF INFORMATION AND SICK LEAVE BANK PHYSICIAN'S REPORT

(This section to be completed by the applicant and forwarded to the physician.)

I authorize the transmittal by the physician named below, of all necessary information related to my disability in connection with my application for a grant from the Brown County School Corporation sick leave bank.

Applicant's Signature _____ Date _____

Address _____ Phone _____

Name Of Physician _____

Address _____ Phone _____

This section to be completed by Physician

Name of patient _____

Date of original consultation with patient _____

When do you estimate the patient will be able to return to duty?

_____

Describe briefly the nature and circumstances of the disability:

_____
Physician's Signature

_____
Date

Return to: Brown County School Corporation
Superintendent's Office
P.O. Box 38
Nashville, Indiana 47448

APPENDIX F

THE BROWN COUNTY SCHOOLS

GRIEVANCE PROCEDURE FORM

NOTE: Informal Step -- Must be presented to principal or immediate supervisor within ten days from occurrence. Oral reply issued by principal within seven days.

---

1. Grievant: _____

   Assignment/School: _____

   Date _____

2. Grievance Facts: _____

   _____

3. Rule, Regulation, Policy or Contract Section Violated: _____

   _____

   _____

4. Contention (A longer statement may be attached. Please include date problem occurred):

   _____

   _____

5. Relief Requested: _____

   _____

   _____

   _____

_____

Signature

APPENDIX G

THE BROWN COUNTY SCHOOLS

LEVEL ONE ---- To be filed within 10 days of oral answer with principal or immediate supervisor.

Date submitted to principal or immediate supervisor: _____

by registered mail: _____

witnessed in person: _____
(see form)

Disposition by principal and immediate supervisor: (Within 7 days by registered mail or witnessed in person verified by signature) to grievant and BCEA President.

_____

_____

_____

_____

_____

_____
Signature

Position of Grievant: _____

_____

_____

_____

_____

_____
Signature

APPENDIX H

LEVEL TWO ---- To be filed with Superintendent within 17 days. To be answered within ten days of filing Level Two.

Date received by Superintendent: _____

by registered mail: _____

witnessed in person: _____

Meeting with Aggrieved occurred: _____

Disposition by superintendent: (Within 10 days) to grievant, principal or immediate supervisor, BCEA President, by registered mail or witnessed in person.

_____

_____

_____

_____

_____
Signature

Position of Grievant: _____

_____

_____

_____

_____
Signature

_____
Date

APPENDIX I

LEVEL THREE ---- May be appealed to the Board within 17 days after Superintendent has received the appeal; as per Article VII, Section C, Item 3c. A written decision shall be made within 21 days.

Date received by the Board: _____

by registered mail: _____

witnessed in person: _____

Disposition by Board: (Time Limit for answer) _____

_____

_____

_____

_____

_____

_____

_____

_____

_____

Signature

Date

APPENDIX J

VERIFICATION OF TRANSACTION OF GRIEVANCE MATERIALS

Grievant Name _____

Time and Date of Transaction _____

Level of Transaction _____

Verification of Transaction _____

Grievant Signature _____

BCEA Signature _____

Administrators Signature _____

Witness of Signature by Staff Member _____

APPENDIX K - SCHEDULE OF TEACHER CONTRACT PAY DATES 2026-2027

Aug.3rd-7th(25 pay)	8/14//2026
Aug.8 -Aug. 21	8/28/2026
Aug.22-Sept. 8	9/15/2026
Sept.9 - Set. 23	9/30/2026
Sept .24- Oct. 8	10/15/2026
Oct. 9- Oct.23	10/30/2026
Oct.-24- Nov.6	11/13/2026
Nov.7 - Nov.23	11/30/2026
Nov.24-Dec. 8	12/15/2026
Dec.9- Dec.23	12/30/2026
Dec. 24- Jan.8	1/15/2027
Jan.9 - Jan. 22	1/29/2026
Jan.23- Feb.5	2/12/2026
Feb.6- Feb.19	2/26/2027
Feb. 20- Mar.8	3/15/2027
Mar. 9- Mar.23	3/30/2027
Mar.24-April 8	4/15/2027
April 9-April 23	4/30/2027
April 24-May 7	5/14/2027
May 8- May 21	5/28/2027
May 22-June 8	6/15/2027
June 9- June 23	6/30/2027
June 24- July 8	7/15/2027
July 9- July 23	7/30/2027
July 24-Aug. 7	8/13/2027