AGREEMENT

Between

BOARD OF SCHOOL TRUSTEES

CLARKSVILLE COMMUNITY
SCHOOL CORPORATION

CLARKSVILLE, INDIANA 47129

And

CLARKSVILLE EDUCATION ASSOCIATION

July 1, 2026 through June 30, 2027

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THE AGREEMENT

THIS AGREEMENT entered into by and between the Board of School Trustees of the Clarksville Community School Corporation, Clark County, Indiana, hereinafter called "The Board" and the Clarksville Education Association, an affiliate of the Indiana State Teachers Association and the National Education Association, hereinafter called "The Association".

WITNESSETH:

WHEREAS: The Board and the Association recognize and declare that providing quality education for the children of the Clarksville Community School Corporation is their mutual aim, and

WHEREAS: The Board and its designated representatives have met with representatives of the Association and entered into extended deliberate negotiations concerning salaries, wages and salary and wage related fringe benefits, and

WHEREAS: The Board is of the opinion that its certificated employees and other employees should give it the benefit of their experience and knowledge in providing the best education services for the children it serves, and

WHEREAS: The State of Indiana has adopted a Collective Bargaining Law for certificated teachers, and

WHEREAS: The Collective Bargaining Law delineates between those items that are negotiable and those items that are discussable, and

WHEREAS, The Board and the Association do hereby mutually agree as follows:

ARTICLE I
RECOGNITION

A. The Board hereby recognizes the Clarksville Education Association as the exclusive representative of all full-time certificated teachers as defined in Indiana Code in the Clarksville Community School Corporation.

B. Definitions:

1. The term "teacher" when used in this Agreement shall refer to all certificated personnel employed by the Board except the Superintendent, the Assistant Superintendent/Business Manager, the Principals, the full time Athletic Director, and the Assistant Principals.

2. The terms "Board" and "Association" shall include authorized officers,

representatives and agents of each.

3. The term "school corporation" when used in this Agreement shall refer to the Clarksville Community School Corporation of the County of Clark, State of Indiana.

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

ARTICLE II
COMPENSATION AND EXPENSES

A. COMPENSATION AND COMPENSATION MODEL:

1. The ECA schedule is set forth in Appendix "B".

2. See Appendix A for insurance benefits.

3. The Board will contribute $100.00 dollars a day for any unused annual days over 120 (or the teacher's maximum amount if they were grandfathered at a higher amount) into a tax sheltered account or a teacher may sell back their unused annual days when they reach an accumulation of 60 at $80.00 a day paid into a tax sheltered account.

4. Compensation Model for 2026-2027 School Year

a. NEW HIRES: New teachers who are hired for the 2026-2027 school year shall receive compensation of a minimum of $54,220, assuming the teacher has a Bachelor's Degree and no experience, and a minimum salary of $54,653, assuming the teacher has a Master's Degree and no experience. The salary schedule for newly hired teachers is found in Appendix D-2. In the event a newly hired teacher has an additional degree beyond a Bachelor's, and/or credit hours beyond a Bachelor's or Master's and/or previous teaching experience, he or she will then receive a salary in a range at the same level as current teachers possessing these same degrees and/or experience. Credit for all years of experience will be granted for teaching experience obtained at accredited schools during which time the hire held a degree in education.

Any new hire who possesses an Early Literacy Endorsement on their license shall receive a one-time $250 differentiation added to their base salary. To receive the $250 literacy endorsement base salary differential, the new hire must submit evidence of the literacy endorsement on their license upon being hired by the School Corporation.

b. SALARY RANGE: The salary range for 2026-2027 before base salary increases are applied will be $54,220 to $89,153 (or $89,403 with the literacy endorsement).

c. NO BASE SALARY INCREASES: The parties have agreed that due to the fiscal condition of the School Corporation, no base salary increases have been bargained for the 2026-2027 school year. Instead, every teacher will receive an $1,800 one-time stipend. This stipend will be paid by no later than December 4, 2026. To receive this one-time stipend, the teacher must be employed by the Clarksville Community Schools on December 4, 2026. Teachers who resign or are terminated prior to the end of the 2026-2027 school year must pay back the one-time stipend at a pro-rated amount that is proportionate to the amount of time they worked for the Clarksville Community Schools during the 2026-2027 school year. Teachers who retire at any time during the 2026-2027 school year or have to resign at any time during the 2026-2027 school year due to a medical condition will not have to pay back the one-time stipend provided herein.

d. **Literacy Endorsement Base Salary Differential**

Each teacher who newly possesses an Early Literacy Endorsement on their license shall receive a one-time $250 added to their base salary. To receive the $250 literacy endorsement base salary differential for the 2026-2027 school year, teachers must submit evidence of the literacy endorsement on their license to the central office by November 13, 2026.

B. Teachers newly hired beginning in the 2026-2027 school years who have accumulated unused sick days from a previous school corporation may transfer five (5) sick days each year he/she is employed at CCSC until the entire balance of accumulated sick days has been transferred.

C. HARD TO FILL POSITIONS:

1. A "hard to fill position" occurs whenever a vacancy for a teaching position is posted and either no applications are received or the applicants who do respond are deemed unacceptable to fill the position.

2. Whenever the Superintendent determines that a vacant teaching position meets the criteria of being "hard to fill", the Superintendent shall consult the President of the CEA. Upon consultation, the Superintendent may place a qualified person for the hard to fill position on the salary schedule at their discretion. It is recognized that the salary offered may be different than and greater than that paid to existing teachers with commensurate experience and degrees.

3. The salary offered shall be considered this teacher's base salary.

D. EXTRA DUTIES AND ASSIGNMENT: Nothing contained in this contract shall be construed to require the Board to assign a teacher to any extra duty activity for which pay is provided. It is recognized that extra duty assignments are for the duration of the contract with the teacher concerned and not to be construed as an ongoing assignment from year to year. The right of assignment has not been bargained and is being included for informational purposes only.

E. PAY ELECTIONS:

1. Teachers will have the following pay option: Total pay in twenty-six (26) biweekly pay periods.

2. All teachers shall participate in direct deposit of their paychecks.

3. Extra-curricular pay may be payable in one of the following ways at the option of the teacher:

   a. Paid one-half (1/2) on paycheck #9 and one-half (1/2) on paycheck #21.
   b. Paid in full when the position is completed.
   c. Paid in full at the end of the school year on check #21.

F. AUTOMOBILE MILEAGE: All authorized use of the teacher's personal automobile pursuant to assignment by an Administrator shall be reimbursed at the rate used for IRS income tax deductions, per mile. Detailed claim shall be made on Form 101, State Board of Accounts.

G. SCHOLARSHIP FOR MASTER'S DEGREE AND CERTIFICATIONS:

The Board agrees to make available a total not to exceed $15,000 to be used as scholarships to help defray the cost of securing a Master's Degree or certain specialized certification programs. The following provisions shall apply:

1. Period. The $15,000 shall be available from July 1, 2026 through June 30, 2027.

2. Only teachers who seek to secure a Master's Degree in a content area directly related to the subject matter of a dual credit course; an elementary teacher seeking a Master's Degree in math or reading and literacy; any other content area that has been pre-approved by the Superintendent; or specialized certifications for Multi-Lingual/English Language Learner, Special Education, or High Ability.

3. Up to $1,000 shall be made available to each teacher seeking such a Master's Degree or specialized certification for each semester in which the teacher is enrolled in an accredited post-graduate course or course for certification. To receive this amount, the teacher must submit a proposed education plan to the Superintendent and a reimbursement plan will be arranged as agreed by the Superintendent and the teacher. No plan will be approved if the teacher qualifies for free tuition.

4. Each teacher seeking this scholarship must apply to the Superintendent for approval. The teacher must present evidence of being accepted and enrolled in an accredited post-secondary Master's Degree program or coursework in the areas noted above. The Superintendent shall have the exclusive authority to determine whether the program in which the teacher is enrolled is one which meets the criteria of enabling the

   teacher to either teach a dual credit course or earning a Master's in math or reading and literacy or, coursework to obtain a specialized certification, or other program approved by the Superintendent. The Superintendent has the exclusive authority to

determine the number of teachers who are accepted for receipt of the scholarship.

5. Each teacher who is accepted will receive up to a maximum of $1,000 per semester with the actual amount being received determined by the cost of the credit hours in which the teacher is enrolled for each specific semester. The teacher will be required to make the payment to the school in which he or she is enrolled and upon providing the Superintendent's office proof of the cost of the courses for each semester shall then receive reimbursement under terms approved by the Superintendent for the actual cost per credit hour of the courses in which he or she is enrolled for each semester up to the maximum of $1,000.

6. Teachers enrolled in acceptable Master's Degrees programs or other programs who are receiving the scholarships shall be required to maintain a C average in each course in which he or she is enrolled. In the event, the teacher fails to maintain a C grade average, he or she shall no longer receive the scholarship and shall be required to repay all scholarship monies received within 60 days. In addition, if the teacher leaves the corporation within twelve (12) months of receiving the scholarship, then the teacher shall repay the corporation the full amount of the scholarship upon severing employment. The exceptions to this repayment requirement are as follows:

   a. If the teacher retires from teaching, or

   b. The teacher becomes incapacitated and is no longer able to fulfill his/her duties as a teacher.

7. In the event a teacher receiving a scholarship fails to complete the Master's Degree program or receive the specialized certification(s) and/or withdraws for any reason (except illness), he or she shall be required to pay all monies given pursuant to the scholarship within 60 days.

H. PAID PROFESSIONAL DEVELOPMENT

In the event that a teacher attends Paid Professional Development or certification training class(es) which costs the School Corporation more than $500, and the teacher leaves the corporation within twelve (12) months of the training or classes, the teacher shall repay the corporation the full cost of the Professional Development or certification training class(es) upon severing employment. Repayment will only be required if the teacher has requested the professional development and/or certification training and was approved. School Corporation required training and/or professional development is exempt from repayment. If a teacher is offered but not required to take a professional development and/or certification training opportunity, and the teacher chooses to take the opportunity, then the repayment requirement will apply. The exceptions to thisrequirement are as follows:

1. if the teacher is asked to attend the training by the corporation, or

2. the teacher retires from teaching, or

3. the teacher becomes incapacitated and is no longer able to fulfill his/her duties as a teacher.

ARTICLE III
LEAVES OF ABSENCE

A. PAID LEAVES-OF-ABSENCE:

1. Twelve (12) days paid leave shall be credited to each teacher annually on the first day of each employment year. Five (5) days of this amount shall be designated as "personal days." Seven (7) days of this amount shall be designated for use in the event of illness of the teacher and/or his/her immediate family. Leave days shall be allowed to accumulate to a maximum of one hundred twenty days (120). Accumulated days shall be used exclusively in the event of illness of the teacher and/or his/her immediate family.

2. The use of leave days and/or accumulated days is subject to the following:

   a. Leave days and/or accumulated days which are designated for use for illness are to be used exclusively for that purpose.

   b. If a teacher intends to use personal days on the day before or after any scheduled school holiday or break or building specific testing dates (hereinafter referred to as the "blackout days"), then the teacher will be charged with two days for each day used. If a teacher has an extraordinary situation, then the teacher may request to be granted an exception to this provision, which request would have to be approved by both the Principal and the Superintendent. In the event a teacher is ill on a blackout day, then the teacher must provide a doctor's note in order to use a sick leave day on such blackout day. The medical verification (doctor's note) required herein to use a sick leave day cannot be obtained through an online doctor/health care provider unless the online doctor/health care provider is covered by the employee's insurance company (which includes the employee's spouse's insurance company if the employee is on their spouse's plan).

   c. The number of consecutive days of absence for illness using either leave days or accumulated leave days is limited to three (3) without documentation from a doctor of illness of the teacher or an immediate family member.

   d. The teacher will be required to meet with the Principal of his/her school to discuss any unusual pattern of absence.

   e. Summer school employees shall receive additional leave time for Summer School Leave for any purpose otherwise granted during the regular school year at the following rates: ½ Day for 1-60 Hours of Instruction; a day for 61-119 hours of instruction; 1½ Days for 120 and Above Hours of Instruction.

3. OTHER PAID LEAVES OF ABSENCE: Paid leaves not charged to accumulated leave shall be granted a teacher as follows (documentation for any of these leaves

will be provided upon request): miscarriage by the employee or the employee's partner included in the reasons one may use bereavement.

a. Bereavement leave with full salary and benefits of up to ten (10) school days due to a death of a spouse or a child, five (5) school days due to a death in the immediate family which includes brothers, sisters, parents, siblings, grandparents, great grandparents and grandchildren and similar relationships by marriage or "step", a significant other, a life partner, others living in the household, and other family member(s) who is/are dependent upon the teacher. If a teacher or the teacher's partner has a miscarriage, then the unborn child will be deemed an "immediate family" member of the teacher and the teacher may use bereavement leave under this provision. In the event of the death of an aunt, uncle, nephew, or niece, bereavement leave with full salary and benefits for up to three (3) days shall be granted. In the event of the death of a cousin, bereavement leave with full pay and benefits of one (1) day shall be granted.

   The bereavement days must be used within one year and one day from the date of death. Bereavement days taken beyond the initial 30 days from death must have documentation to the Superintendent's office. The teacher will be required to meet with the Superintendent to discuss any unusual request to take a bereavement leave day being requested on a day that is after 30 days following the death of the relative.

b. Jury duty leave when a teacher is properly summoned and serves on a jury. The teacher's regular contract pay shall be reduced by an amount equal to the per diem allowed by the court for jury service.

c. Professional development leave with full salary and benefits when requested for the teacher by the Administration and approved by the Board for professional visits or meetings. Travel request may be submitted.

d. Professional Leave. Teachers may be granted up to three (3) days with pay within a school year for the purpose of visiting other schools or attending meetings or conferences of an educational nature within the area of the teacher's certification.

e. Sabbatical leaves will be granted based upon the following criteria:

   - Any teacher applying for a sabbatical leave must have been employed at Clarksville Community School Corporation for at least seven (7) consecutive years.

   - A teacher applying for sabbatical leave must submit the application for leave at least six (6) months prior to the start of the leave.

   - All leaves will be for one (1) consecutive school year in length.

   - Any teacher applying for sabbatical leave must not be on an improvement plan and his/her summative evaluations for the previous three years must have rated the teacher either as effective or highly

effective.

- Sabbatical leaves will only be granted for formal full-time education, study, research or travel related to the area in which the employee is teaching or in order to add an endorsement or additional license. The teacher will provide documentation to confirm that these requirements have been met.

- Sabbatical leaves will be limited to one (1) teacher per school year.

- No sabbatical leave will be granted unless the Board is able to secure a replacement for the teacher.

- During the sabbatical leave the teacher will receive no salary or the payment of any other benefits by CCSC. However, health insurance will remain in place and the teacher will be responsible for paying 100% of the premium during the year of leave.

- Teacher shall be allowed to return to CCSC at the conclusion of the sabbatical leave and shall be returned to a comparable position. The only exception shall be if the position is eliminated due to budgetary considerations.

- The teacher will continue to accumulate all seniority experience that would have been accrued had he or she not been on leave.

- A request for sabbatical leave may only be made by a teacher once every seven (7) years.

- The Superintendent will prepare an appropriate application to be used.

- All sabbatical leaves must be approved by the Board.

f. Court leave when properly summoned for the time necessary to make appearances in any court proceeding resulting from activities relating to the teacher's employment with the school corporation.

g. Maternity leave. A teacher who is pregnant shall be entitled, upon request, to a leave of absence to begin at any time between the commencement of her pregnancy and one (1) year following the birth of the child. The teacher shall notify the Board, in writing, of her desire to take such leave, the expected duration of the leave, and, if possible, shall give such notice at least thirty (30) days prior to the date on which her leave is to begin. With the notice, the teacher shall include a physician's statement certifying her pregnancy or include a copy of the birth certificate of her child, whichever is applicable. In instances of adoption, the teacher shall provide a copy of the adoption decree. A teacher who is pregnant may continue in active employment as late into her pregnancy as she desires provided she is able to properly perform her required functions. All or any portion of a leave taken by the teacher because of maternity leave may, at

the employee's option, be charged to her available sick leave.

h. Sick Leave Bank.

1. The purpose of the sick leave bank is to relieve certified staff from undue financial burdens due to absence from work on a long-term basis due to illness, injury or incapacitation sufficiently severe that would make their presence in school inadvisable. This includes allowing for the staff member to care for an immediate family member (spouse, child, parents/in-law) that fall in the above categories.

2. The Board will contribute no days to the sick leave bank.

    a. Each participant in the bank may contribute two (2) days the first year and one-half (1/2) day each succeeding year (when the number of accumulated days is the maximum, only new members will be asked to contribute days). Membership in the bank will be open to ALL certified employees. At the conclusion of each school year, the bank's unused days will be carried over to the next year.

    b. Membership shall be by annual enrollment.

3. An individual member that is enrolled and has been employed by Clarksville Community School Corporation (CCSC) for less than one year will be able to request a total of two (2) days.

4. Any individual member wishing to use the bank must submit a letter of request to the Clarksville Education Association (CEA) president.

    a. The committee shall consist of 3-5 members.

    b. The president of the Association shall appoint for two-year terms three (3) members who are contributing members of the sick leave bank.

    c. Vacancies on the committee shall be filled before the next meeting.

    d. The committee will meet during the school year as needed. Special meetings may be called by the chairperson at the request of any committee member. A majority of members will be required for official action of the committee.

5. Any participating teacher who has exhausted his accumulated annual leave and is a participating member is eligible to apply to the sick leave committee for compensation for further absences from work during the current contract year.

6. The sick leave bank committee MAY grant, deny or suspend grants of sick leave from the bank. Their judgment or decision will be final.

Persons withdrawing sick leave days from the bank will not have to replace these days except as a participating member of the bank.

7. Medical documentation must be provided upon request.

8. This program extends from the first day of school to the last day of school as shown on the school calendar. Enrollment in the program shall be made only at the beginning of each school year or upon employment. New teachers hired after the beginning of school shall have the opportunity to enter the program.

i. Military leave will be provided in accordance with the law.

j. General Assembly Leave will be handled in accordance with Indiana Code 20-28-10-16.

k. Association Leave Days. Six (6) Association leave days each school year may be taken by the Association President or the President's designee for association activities (for example, attending an association training, lobbying, representing a member in a meeting with administration, etc.) Any leave days taken pursuant to this provision must be pre-approved and verified by the Superintendent prior to the leave.

ARTICLE IV
403 (b) Annuity Plan

A. Each teacher may elect to make a salary reduction election and make tax deferred contributions, to a plan described in section 403(b) of the Internal Revenue Code (the "Code") to the maximum limits allowed by the Code. The Board shall forward salary reduction money to the appropriate vendor each month.

B. The school corporation shall maintain one (1) approved vendor for the salary reduction contributions made to 403(b) Plan.

ARTICLE V
EARLY RETIREMENT INCENTIVE

For the 2026-2027 school year, teachers who retire from Clarksville Community School Corporation after at least ten years of service to the corporation and who hold at least 30 days of either sick or personal leave will receive a sick leave buyout in the amount of $100 per day for all accumulated days between 31 and 60. No payment will be made for days 1-30 or days beyond 60. The maximum sick leave buyout will be $3,000. This one time payout will be paid to the individual in a separate check by Friday, June 18th, 2027. Teachers who intend to take this sick leave buyout must inform the administration in writing by March 5th, 2027.

ARTICLE VI
SUPPORT OF TEACHERS

ASSAULTS: Absence due to injury and/or disability as a result of an assault by students or non-

students on school property or off school property when the teacher is on school business shall not be charged against the teacher's sick leave.

ARTICLE VII
GRIEVANCE PROCEDURE

A. 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.

B. DEFINITIONS

1. "Grievance" means, and shall be limited to, an alleged violation of an express article or section of this written Contract, except where such article or section is exempt from this Procedure.

2. "Superintendent" means the chief administrative officer of the School Corporation, or designee.

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

4. "Day" means school employer assigned duty day of the teacher which occurs during the term of a teacher's individual contract, provided, however, that at all other times, "day" shall mean week day.

C. STRUCTURE

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

2. 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. The superintendent shall waive the restrictions on additional evidence or material stipulated herein upon request of the grievant provided that the grievant documents 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.

D. PROCEDURE

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

1. INFORMAL GRIEVANCE

a. Within fifteen (15) 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 in an informal manner during non-teaching hours. The grievant may be accompanied by a representative as provided herein, provided his principal or immediate supervisor is informed in advance of the grievant's desire to have a representative present. Failure 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.

2. FORMAL GRIEVANCE

a. Level One

(1) Within five (5) days of the oral answer, or within twelve (12) days after presentation of the grievance at the Informal Level if no oral answer has been rendered, or if the grievance is not resolved, it must be filed by the grievant with the principal or designee in writing, signed by the grievant, on the appropriate grievance form (Appendix C).

The written grievance shall name the certificated school employee involved, shall state the facts giving rise to the grievance, shall identify by specific reference all express articles or sections of this Contract alleged to be violated, shall state the contention of the grievant with respect to the provision(s) of said articles or sections, and shall indicate the specific relief requested.

(2) Within seven (7) days after receiving the written grievance, the principal or supervisor or his designee shall communicate his answer in writing to the grievant.

b. Level Two

(1) In the event that the grievance is not resolved at Level One, or if no written decision has been rendered within the time limit provided, the grievant may appeal the decision to Level Two provided said appeal is filed with the superintendent within ten (10) days of receipt of the written answer at Level One or within seventeen (17) days after presentation of the grievance at Level One if no written answer has been rendered. The appeal shall include a copy of all materials and evidence previously submitted.

(2) The grievant shall submit the written claim, signed by him/her, to the Superintendent of Schools. Within ten (10) days from the receipt of the grievance the superintendent shall render a written decision to the grievant as to the resolution of the grievance. The superintendent may hold a formal hearing(s) prior to the rendering of the written decision and an additional fourteen (14) days beyond the ten (10) days shall be allowed if the superintendent determines further investigation is necessary.

c. Level Three

(1) In the event the grievance is not resolved at Level Two, or if no written decision has been rendered within the time limit provided, the grievant may submit the grievance to the school employer provided the grievant files said written appeal with the school employer within seven (7) days of the receipt of the superintendent's written answer, or, if no written decision has been rendered by the superintendent, either within seventeen (17) days or within thirty-one (31) days after presentation of the grievance at Level Two, whichever is applicable. The Board may hold a formal hearing(s) prior to the rendering of the written decision and an additional fourteen (14) days beyond the ten (10) days shall be allowed if the Board determines further investigation is necessary. Th he decision of the School Board shall be final.

E. MISCELLANEOUS

1. Decisions rendered at Formal Level One, Level Two, and Level Three of this procedure shall be in writing.

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 the 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 such time limits are 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 school employer's answer at the previous level.

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

6. No certificated school employee shall use this Procedure to appeal any decision by the school employer or administration if such decision is based upon mandates of 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. This Procedure supersedes 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.

ARTICLE VIII
EXPANDED CRIMINAL HISTORY BACKGROUND CHECK

The school 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 20-26-5-10.

ARTICLE IX
ANCILLARY DUTY PAY

A. If the School Corporation requires a teacher to attend training outside of the teacher's contracted work day, then the Superintendent may authorize a stipend to be paid through grant funds if grant funds are available, and if grant funds are available, then the stipend will be paid pursuant to the terms of the grant.

B. When teachers are required by an administrator to forfeit planning time due to the administration being unable to obtain substitute teacher coverage, then once a teacher has lost seven (7) planning periods in a school year due to this circumstance, then the teacher shall be paid $60 as compensation for the seven (7) lost planning periods. Payment shall be limited to a maximum of three (3) days annually.

C. Each teacher serving on the Instructional Leadership Team (ILT) will receive a $1,000 stipend.

D. Effective upon the complete ratification of the contract, in the event a teacher is required to plan, prep or grade for more than five consecutive days in the absence of another teacher, then that teacher shall receive $35.00 per hour for one hour per day.

E. Teachers providing homebound instruction shall be paid $50 per hour, up to a max of five (5) hours per week.

ARTICLE X
ACCESS TO HEALTH INSURANCE AFTER RETIREMENT

Retirees may elect to continue health insurance coverage after retiring from the School Corporation by paying the premiums in full. Said retirees may continue such coverage until

they are Medicare eligible.

ARTICLE XI
SUMMER SCHOOL PAY

Teachers who teach during summer school will be paid an hourly rate of $30 per hour.

ARTICLE XII
TERM OF AGREEMENT

A. This Agreement shall be effective as of the 1st day of July, 2026, and shall continue in effect through the 30th day of June, 2027, subject to the reopener set forth herein.

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

If by the Association to the Board, at
502 Little League Blvd.
Clarksville, IN 47129

If by the Board to the Association, at
701 John Street
Evansville, IN 47713

The undersigned attest to the following:

A public hearing (Pre-formal Bargaining Hearing) was held in compliance with Indiana law on August 11, 2026. Electronic participation was not available.

A public meeting in compliance with Indiana law was held on November 3, 2026 to discuss the tentative agreement and electronic participation was not available.

A public Board meeting in compliance with Indiana law was held on the date set forth below for ratification by the Board of the tentative agreement. Electronic participation was not available.

SIGNATURE NEXT PAGE

FOR THE CLARKSVILLE
COMMUNITY SCHOOLS

April Hauber, President
Board of School Trustees

Teresa Cummings, Secretary
Board of School Trustees

Tina Bennett, Superintendent

FOR THE CLARKSVILLE
EDUCATION ASSOCIATION

Sally Wade, President

CEA Ratification Date: October 13, 2026

School Board Ratification Date: November 10, 2026

APPENDIX A

INSURANCE BENEFITS

The Insurance benefits shall be:

A. A term life insurance plan in the amount of seventy thousand dollars (70,000.00) with all but $0.72 of the premium paid by the Board.

B. A long-term disability income insurance plan with all but $0.72 of the premium fully paid by the Board.

C. The Board agrees to contribute up to the following amounts for any employee who chooses to participate in a Corporation health insurance plan:

Single-$8,619.00
Employee + Spouse -$11,768.00
Employee + Children -$11,768.00
Family -$19,062.00

If the teacher's spouse is an employee of the Clarksville Community School Corporation and is eligible for insurance benefits, the Board will contribute up to a maximum of $27,681 for the family plan, and $17,238 for the employee + spouse plan, and the two employees will share payment of the remaining amount equally. When this option is chosen, a request signed by both employees must be submitted designating the name of the spouse that will be named as the employee on the medical insurance plan application and policy.

APPENDIX B
ECA SCHEDULE

Anything beyond wages was not bargained and is included for informational purposes only.

	POSITION	
	CHS	
402	CHS Yearbook Sponsor	1,000
403	Drama Coach	5,000
	Asst. Drama Coach (can be split)	3,000
	Drama – Vocal Support*	500
405	Vocal Music	3,200
	Accompanist**	750
406	Instrumental Music	3,200
421	Senior Class Co-Sponsor	500
422	Senior Class Asst	500
423	Junior Class Co-Sponsor	500
423	Junior Class Co-Sponsor	500
428	French Club	400
430	Key Club Co-Sponsor	400
	Key Club Co-Sponsor	400
431	National Honor Society	400
432	National Honor Society Asst	400
434	Spanish Club	400
435	Student Council Co-Sponsor	600
435	Student Council Co-Sponsor	600
437	Campus Life Volunteers	0
438	Thespian Society Volunteers	0
439	Key Club Volunteers	0
	Debate Club Co-Sponsor	500
	Debate Club Co-Sponsor	500
440	Cheerleader Sponsor Jr Varsity	1,650
441	Cheerleader, Coach Varsity	2,220
443	Basketball, Boys, Head	8,400
444	Basketball, Boys, Varsity Asst	3,500
444	Basketball, Boys, JV	3,500
445	Basketball, Girls, Head	8,400
446	Basketball, Girls, Varsity Asst	3,500
450	Basketball, Girls, JV	3,500
447	Football, Boys, Head	8,400
448	Football, Boys, Varsity Asst	3,500
448	Football, Boys, JV	3,500
448	Football, Boys, Varsity Asst	3,500
449	Football, Boys, JV Asst	3,000
452	Baseball, Boys, Varsity Head	4,000
453	Baseball, Boys, Varsity Asst	2,025
	Baseball, Boys, JV	2,025
454	Track, Head Coach COED	3,500

455	**Track Asst. COED**	**2,025**
	Track Asst. COED (if athletes>25)	**2,025**
456	**Golf, Boys, Head**	**2,500**
457	**Golf, Girls, Head**	**2,500**
458	**Tennis, Boys, Head**	**2,500**
459	**Tennis, Girls, Head**	**2,500**
462	**Cross County, Boys/Girls, Head**	**2,500**
463	**Volleyball, Girls, Head**	**4,000**
464	**Volleyball, Girls, Asst**	**2,025**
466	**Softball, Girls, Head**	**4,000**
467	**Softball, Girls, Asst**	**2,025**
468	**Bowling Coach**	**1,000**
469	**HS Weights – Summer**	**1,000**
	Soccer COED, Head	**4,000**
	Soccer Asst Coach (if athletes>20)	**2,025**
	Wrestling	**4,000**
	Wrestling Asst (if athletes>20)	**2,025**
	Summer Stipend, Girls Basketball Coach	**2,000**
	Summer Stipend, Boys Basketball Coach	**2,000**
	Summer Stipend, Football Coach	**2,000**
	Coffee Club Sponsor	**4000**
	Gaming Club	**750**

*When there is more than one musical per year.

**$750 is the cap. Pay will be determined by the building administrator but shall not exceed $250 per performance, with a max of 4 performances. Includes practice and performance and could include support for Solo & Ensembles

CMS

302	**Instrumental Music**	**1,000**
304	**Student Council Sponsor**	**1,000**
307	**Vocal Music**	**1,000**
	Accompanist	**750***
309	**Builders Club**	**1,000**
321	**Cheerleader Coach 5-6**	**650**
321	**Cheerleader Coach 7-8**	**1,250**
324	**Basketball, Boys 8th, Head**	**2,500**
325	**Basketball, Boys 7th, Head**	**2,500**
326	**Basketball, Boys 5th, Head**	**1,800**
	Basketball, Boys 6th, Head	**1,800**
327	**Basketball, Girls 8th, Head**	**2,500**
328	**Basketball, Girls 7th, Head**	**2,500**
329	**Basketball, Girls 5th, Head**	**1,800**
	Basketball, Girls 6th, Head	**1,800**

330	**Football, Boys, Head**	**2,500**
331	**Football, Boys, Asst**	**1,000**
333	**Volleyball, Girls, Head A**	**1,500**
333	**Volleyball, Girls, Head B**	**1,500**
	EW Volleyball 6th grade Coach	**1,000**
	EW Volleyball 5th grade Coach	**1,000**
336	**Track, Boys Coach**	**1,500**
	Track, Girls Coach	**1,500**
338	**Tennis Coach, Boys**	**1,500**
340	**Cross Country, Head, Min of 7**	**1,000**
342	**Tennis Coach, Girls**	**1,500**
	Baseball	**1,500**
	Softball	**1,500**
	Wrestling	**1,500**
	Gaming Club	**1,000**
	Soccer Head Coach (7-8)	**1,500**

**$750 is the cap. Pay will be determined by the building administrator but shall not exceed $250 per performance, with a max of 4 performances. Includes practice and performance and could include support for Solo & Ensembles

CES

200	**Academic Coach, CES**	**200**
201	**Basketball Coach, Boys, CES**	**1,000**
202	**Track Coach, Boys, CES**	**484**
203	**Track Coach, Girls, CES**	**484**
206	**Basketball Coach, Girls, CES**	**1,000**
207	**Cheerleader Coach CES**	**431**
210	**Student Council Sponsor, CES**	**200**
211	**Year Book Sponsor**	**200**
212	**Music/Theatre Director**	**350**
213	**Book Club Sponsor**	**200**
214	**Robotics Club Sponsor**	**200**
	2-4	**1,500**

If there are a sufficient number of students, there will be two (2) teams. If there is only one (1) team, there will be one (1) assistant coach. If there are two (2) teams, each team will have an assistant coach. The number of coaches and teams has not been bargained and is included for informational purposes only.

APPENDIX C
GRIEVANCE REPORT FORM

Distribution of Form:

1. Superintendent
2. Principal
3. Association
4. School Employee

SUBMIT TO PRINCIPAL

BUILDING ASSIGNMENT _____

NAME OF GRIEVANT _____

DATE_____FILED _____

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LEVEL ONE

A. Date Grievance Filed _____

B. 1. Statement of Grievance_____

_____

_____

_____

_____

2. Relief Sought _____

_____

_____

_____

Signature_____Date_____

DISPOSITION BY PRINCIPAL

_____

_____

_____

_____

Signature_____Date_____

POSITION OF GRIEVANT
(Acceptance of decision, or appeal of decision)

_____

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_____

Signature_____Date_____

LEVEL TWO

A. Date Received by the Superintendent of Schools_____

B. Disposition of the Superintendent of Schools_____

_____

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_____

Signature_____Date_____

_____

POSITION OF GRIEVANT
(Acceptance of decision, or appeal of decision)

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Signature_____Date_____

LEVEL THREE

A. Date Submitted to the School Board_____

B. Disposition of the School Board _ _____

_____

_____

_____

Signature_____Date_____

APPENDIX D: SALARY AND NEW HIRE PLACEMENT SCHEDULE

Row	BA	MA
0	$ 54,220.00	$ 54,653.00
1	$ 54,970.00	$ 55,403.00
2	$ 55,720.00	$ 56,153.00
3	$ 56,470.00	$ 56,903.00
4	$ 57,220.00	$ 57,653.00
5	$ 57,970.00	$ 58,403.00
6	$ 58,720.00	$ 59,153.00
7	$ 59,470.00	$ 59,903.00
8	$ 60,220.00	$ 60,653.00
9	$ 60,970.00	$ 61,403.00
10	$ 61,720.00	$ 62,153.00
11	$ 62,470.00	$ 62,903.00
12		$ 63,653.00
13		$ 64,403.00
14		$ 65,153.00
15		$ 65,903.00
16		$ 66,653.00
17		$ 67,403.00
18		$ 68,153.00
19		$ 68,903.00
20		$ 69,653.00
21		$ 70,403.00
22		$ 71,153.00
23		$ 71,903.00
24		$ 72,653.00
25		$ 73,403.00
26		$ 74,153.00
27		$ 74,903.00
28		$ 75,653.00
29		$ 76,403.00
30		$ 77,153.00
31		$ 77,903.00
32		$ 78,653.00
33		$ 79,403.00
34		$ 80,153.00
35		$ 80,903.00
36		$ 81,653.00
37		$ 82,403.00
38		$ 83,153.00
39		$ 83,903.00
40		$ 84,653.00
41		$ 85,403.00
42		$ 86,153.00
43		$ 86,903.00
44		$ 87,653.00
45		$ 88,403.00
46		$ 89,153.00

Note: Teachers attaining a literacy endorsement will receive a one-time added base salary differentiation of $250.

NON-DISCRIMINATION POLICY

It is the policy of the Clarksville Community School Corporation not to discriminate on the basis of race, color, religion, gender, national origin, age, limited English proficiency, or handicapping condition in its programs or employment policies as required by the Indiana Civil Rights Act (I.C. 22-9.1), Title VI and Title VII (Civil Rights Act of 1964), the Equal Pay Act of 1973, Title IX (Educational Amendments), and Sections 504 (Rehabilitation Act of 1973). Any concerns with regard to Section 504/ADA and Title IX, may be directed to the attention of the Superintendent of Schools, 502 Little League Blvd., Clarksville, IN 47129, Phone 812-282-7753. This policy is included for informational purposes and has not been bargained.

2026 CBA COMPLIANCE CHECKLIST

Item	✔	Page No.[1]
School employer and exclusive representative identified		
Bargaining unit description matches the IEERB Order in effect at time of ratification		
Beginning and ending date of CBA (must end on or before June 30, 2027)		
Ratification date (must be on or after September 15 and at least 72 hours after TA meeting)		
Signed by School Board President, Secretary, or Vice President and Exclusive Representative		
General definitions (definitions that apply to the whole CBA)		
Grievance procedure (if arbitration used, must indicate if advisory or binding)		
Contract interpretation provisions (e.g., severability, supremacy, savings clauses)		
Salary for new teachers (amount, schedule, or method of calculation)		
Wages/compensation for ancillary duties		
Wages/compensation for extracurricular duties		
Compensation for extended contracts		
Public hearing and public meeting attestations (include electronic participation information)		
Compensation Plan		
If there are no salary increases, CBA includes a statement to that effect		
Statement of annual salary range for returning full-time teachers (don't include current year increases, ISTRF contributions, or salaries of newly hired teachers)		
Full-time classroom teacher (instructs students at least 50% of the workday) salaries are at least $45,000		
Base salary differentiation for possession of literacy endorsement		
Salary increases		
If using optional eligibility criteria, the criteria are described and separate from factors		
Based on at least two of the five statutory factors (must use academic needs factor)		
Definitions of factors (e.g., experience, academic needs, instructional leadership)		
How much each factor contributes to increase (by points, percentage, amount, etc.)		
Maximum possible salary increase or method for calculating clearly identified		
Academic needs is at least 10% of the maximum possible salary increase calculation		
Education plus experience (excluding reduce the gap and teacher retention catch-up increases) does not exceed 50% of the maximum possible salary increase calculation		
If using a salary increase to reduce the gap, it must: (1) be clearly identified and (2) actually reduce the gap		
If using a teacher retention catch-up salary increase it must: (1) be clearly identified, (2) attributed to a factor, (3) describe the teachers to whom the catch-up increase applies, (4) describe the increase amount or method of calculating, and (5) describe how the increase amount represents a comparison to the starting salary of new teachers		

Reminders:

1. Make sure <u>all</u> salary increases are included and described in the compensation plan.
2. If you include non-bargainable items for informational purposes only (e.g., number of ECA positions, number of extended contract days, etc.), be sure to include a statement to that effect.
3. Ensure all date references in the CBA reflect the current contract period.
4. Ensure that the CBA is uploaded to <u>Indiana Gateway</u> by November 15th to avoid a declaration of impasse.
5. Ensure that the electronic participation information in CBA matches information in Indiana Gateway.

[1] IEERB encourages parties to number the pages of their CBA. If there are no page numbers, parties should identify the Article or Section number of the particular item (e.g., Art. I Sec B; Sec IV #2, etc.).