AGREEMENT
BETWEEN THE
BOARD OF SCHOOL TRUSTEES OF THE
SOUTHWESTERN CONSOLIDATED SCHOOL DISTRICT OF SHELBY COUNTY

AND

THE SOUTHWESTERN CONSOLIDATED CLASSROOM TEACHERS ASSOCIATION (SWCCTA), AN AFFILIATE OF THE INDIANA STATE TEACHERS ASSOCIATION AND THE NATIONAL EDUCATION ASSOCIATION

July 1, 2026 – June 30, 2027

Ratified by SWCCTA on October 21, 2026
Approved by the Board on November 11, 2026

TABLE OF CONTENTS[1]*

ARTICLE I - RECOGNITION	3
ARTICLE II - GRIEVANCE PROCEDURE	3
ARTICLE III - COMPENSATION AND FRINGE BENEFITS	4
ARTICLE IV - 401(a) MATCHING ANNUITY PLAN	8
ARTICLE V - LEAVES OF ABSENCE	9
ARTICLE VI - SICK LEAVE BANK	10
ARTICLE VII - TERMS OF AGREEMENT	13
APPENDIX A – 2026-2027 ECA ATHLETIC SCHEDULE	14
APPENDIX B – ECA SPONSOR SCHEDULE	16
APPENDIX C - SICK LEAVE BANK PROGRAM ACCEPTANCE/REJECTION	18

[1]* This Table of Contents is for informational purposes only and is not a part of the contract.

ARTICLE I - RECOGNITION

A. The Board of School Trustees of Southwestern Consolidated School District of Shelby County hereby recognizes the Southwestern Consolidated Classroom Teachers Association (SWCCTA), an affiliate of the Indiana State Teachers Association, and the National Education Association, as the exclusive bargaining representative for all certificated personnel of the school corporation, except the superintendent, principal(s), and assistant principal(s).

B. When "Board" is used in this collective bargaining agreement, it shall mean the Board of School Trustees of Southwestern Consolidated School District of Shelby County and authorized agents and representatives.

C. The terms "employee" and "teacher" when used hereinafter in the collective bargaining agreement shall refer to employees in the bargaining unit.

ARTICLE II - GRIEVANCE PROCEDURE

A. A "grievance" is a claim by a teacher or the Association that there has been a violation, misinterpretation, or misapplication of any provision of this collective bargaining agreement.

B. A "day", as used in this grievance procedure, shall mean a teacher work day during the regular school year and weekday during the summer break.

C. STEP ONE – In the event a teacher believes that there has been a violation, misinterpretation, or misapplication of any provision of this collective bargaining agreement, he or she shall file the grievance with the building principal within fifteen (15) days of the date the grievant knew or should have known of the alleged violation. The grievance must identify the date on which the alleged contract violation occurred, the contract section(s) alleged to have been violated, and the facts supporting the alleged grievance and the relief sought.

Within ten (10) days of receipt of the grievance, the principal shall meet with the grievant in an effort to resolve the grievance. Thereafter, the principal shall provide a written response to the grievant within eight (8) days of such meeting.

D. STEP TWO – If the grievant is not satisfied with the principal's disposition of the grievance, or if the building principal fails to respond within the time limits set forth above, the grievant may appeal the grievance to the superintendent within five (5) days of receipt of the principal's answer or within ten (10) days of the initial filing of the grievance, whichever shall be later.

Within seven (7) days of the receipt of the grievance, the superintendent, or his or her designee, shall meet with the grievant on the grievance. Within five (5) days after such meeting, the superintendent shall respond in writing to the grievance.

E. STEP THREE – If the grievant is not satisfied with the Superintendent's disposition of the grievance, the grievant may file a written appeal to the Board, provided no disposition has been made within five (5) days of the date the grievant meets with the superintendent.
Within fifteen (15) days of receipt of the grievance, the Board shall meet with the grievant to discuss the grievance. The superintendent may attend this meeting. The Board shall respond

in writing to the grievance within fifteen (15) days following this meeting. The decision of the Board shall be final.

F. The grievant may be accompanied by an Association representative at any step of this procedure.

G. The time limits set forth in this procedure may be extended by written agreement of the parties. The parties may also mutually agree in writing to bypass steps in this procedure.

H. All documents dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

ARTICLE III - COMPENSATION AND FRINGE BENEFITS

Definition of "Day"for purposes of this Article:

During the school term, "Day" means the school employer assigned duty day of the teacher which occurs during the terms of a regular teacher's contract (7.58 hours).

A. Salary Ranges:
$46,000 to $76,000 not including current year increases or TRF contributions

B. Base Salary Increases:

1. Amount available for base salary increases (or stipends if at the top of the schedule): $39,000

2. General Eligibility: An employee who was employed at Southwestern and received an evaluation rating of effective or highly effective in the prior school year is eligible for salary increases.

3. Factors and definitions (overall available increase of $750 per eligible teacher):
   a. Evaluation rating – The teacher received a highly effective or effective rating for the prior year. $675
   b. Academic Needs of Students (10%) - Academic Needs of Students is defined as the need to retain certain teachers important to the School Corporation and includes all eligible special education teachers/professionals, content area secondary teachers, elementary school teachers, and student services professionals who are in bargaining unit covered positions. Those who qualify for an increase under this factor will receive a base salary increase of $75.

Once an employee reaches the top of the schedule the amount over the top of the schedule will not be added to the base salary, but will be received as a stipend for satisfying the factors. The stipend will be paid one half after the first semester and the other half after the second semester.

Definitions of top of the salary schedule:
$71,500 for Bachelor's degree
$76,500 for Master's degree

C. New Hires:

For new employees, the Superintendent shall evaluate the experience, training, and degrees of a teacher candidate to determine placement with the applicable years of experience row and degree column set out in the grid below. Salary placement shall not exceed the defined top of the salary schedule listed in Article III of this contract. In order for a newly hired teacher to qualify for the Master's Degree column, the Master's Degree must be directly related to the subject matter of a dual credit course, another course taught by the teacher, another content area approved by the superintendent, or a Master's Degree in math or literacy earned by an elementary school teacher.

New Hire Salary Grid (2026-2027 SY)

Years of Experience	Bachelor's Degree	Master's Degree
0	45,750	50,750
1	46,750	51,750
2	47,750	52,750
3	48,750	53,750
4	49,750	54,750
5	50,750	55,750
6	51,750	56,750
7	52,750	57,750
8	53,750	58,750
9	54,750	59,750
10	55,750	60,750
11	56,750	61,750
12	57,750	62,750
13	58,750	63,750
14	59,750	64,750
15	60,750	65,750
16	61,750	66,750
17	62,750	67,750
18	63,750	68,750
19	64,750	69,750
20	65,750	70,750

21	66,750	71,750
22	67,750	72,750
23	68,750	73,750
24	69,750	74,750
25+	70,750	75,750

D. Emergency License Stipend:
A $250 stipend shall be given after the end of the second semester to any teacher who teaches a course outside of the licensed content area on an emergency license for meeting the academic needs of students.

E. Corporation Certification Needed
The parties agree that the superintendent shall have the discretion to offer a one-time $250 stipend for a teacher that obtains a license that is deemed necessary by the superintendent for the corporation to be compliant with new laws or regulations. This superintendent may also offer a $250 stipend to a teacher who covers a duty outside of contract time that had to be moved out of the school day to meet academic needs.

F. Dual Credit
Dual Credit Stipend - The parties agree that the Superintendent shall have the discretion to offer a stipend of $750 per semester, not to exceed $1500 per course for an entire school year to eligible teachers who teach dual-credit or AP courses. The parties agree that the superintendent shall have the discretion to offer a stipend to secondary teachers who teach an AP course with the compensation being a $100 stipend for every student who receives an AP score of a 3 or higher on the end-of-the-course AP exam. A teacher may only receive the dual credit stipend or the AP stipend, not both. These two stipends shall be paid on the last pay in June 2026 for the 2026 - 2027 school year (dependent upon AP scores being received in a timely manner).

G. Elementary High Ability Stipend
The parties agree that the Superintendent shall have the discretion to offer a stipend of $250 per year to eligible teachers for meeting the academic needs of high ability students. "Meeting academic needs of elementary high ability students" is defined as a licensed high ability teacher instructing high ability groups at times designated by the principal during the school day.

H. Thirty (30) Kids And Above Class Size
Each teacher that has 30 or more students in a class shall be paid $10 for every 45 minutes with that class or $75 per day (excluding band and choir). Paid as a stipend at the end of each semester.

I. Background Checks:
Each staff member will pay for his/her own expanded criminal history background checks.

I. Substitute/Combined Class Stipends:
Teachers who supervise/substitute teach during the school day, in lieu of a designated substitute teacher, shall receive a $15.00 stipend for up to one class period per day that the teacher supervises/substitute teaches. If an administrator deems it necessary to combine classes resulting in a teacher supervising an additional class of students, the covering teacher would receive $15.00 per combined class period. Elementary teachers who combine classes for the full day would receive $105.00 per day.

J. Extra-Curricular Activities Compensation:
1. The ECA Schedule for coaching (Appendix A) shall be calculated on a base of $46,000 for all coaches who are certified staff members. In order to qualify for an additional year of experience on the ECA schedule, the coach must have earned a highly effective or effective teacher evaluation rating and gained an additional year of continuous coaching experience in the same sport and tier with the Southwestern Consolidated School District of Shelby County. If a medical condition, which would be covered by FMLA, would keep the coach from serving in a particular year, the coach would not lose the status of a continued coach in the same sport and tier, but would also not gain an additional year of experience.

2. The ECA Schedule for sponsors and other ECA positions (Appendix B) shall include tiered increases for specified years of consecutive experience in an ECA position effective for certified staff members. In order to qualify for an additional year of ECA experience, the sponsor must have earned a highly effective or effective teacher evaluation rating and gained an additional year of continuous sponsor experience with the same sponsorship and tier with the Southwestern Consolidated School District of Shelby County. If a medical condition, which would be covered by FMLA, would keep the coach from serving in a particular year, the coach would not lose the status of a continued coach in the same position, but would also not gain an additional year of experience.

L. Compensation for Extended Contracts:
Extended contracts shall be compensated at each teacher's daily rate, which shall be computed based on the teacher's base salary divided by the total number of school days (i.e., teacher work days) in the school year (as determined by the school calendar). Raises for certified staff with extended contracts shall be applied to the teacher's base 184 day salary.

M. Health and Dental Insurance:
The Board shall pay 75% of the health insurance premium (beginning November 1, 2024) for the $1,800/$3,600 PPO and $2,300/$4,600 HSA plans.
The Board shall pay 90% of the health insurance premium (beginning November 1, 2024) for the $3,300/$6,600 HSA and $5,300/$10,600 PPO plans

The Board shall pay all but $1 per year toward the premium of a single or family dental plan.

N. Long-Term Disability (LTD) Insurance:
The Board shall provide long term disability (LTD) insurance for each teacher at the cost of $1.00 per year to the teacher.

O. Life Insurance:

Board shall provide $50,000 life insurance to each teacher at the cost of $1.00 per year to the teacher.

P. Teachers Retirement Fund:
The Southwestern Consolidated School District shall pay the three percent (3%) mandatory state teachers retirement fund contribution on behalf of each teacher employed.

Q. Extra-Curricular Activity Payment for Post-Sectional Competition:
If a team or individual(s) qualify for post-sectional competition, the head varsity coach shall receive additional weekly compensation of $100.00 per week until the team or individual(s) is eliminated.

R. Summer Staff Development:
Teachers participating in summer professional development assigned by the superintendent shall be paid at the rate of $100 per day. Teachers not participating in assigned staff development shall receive no compensation (zero=$0).

T. Personal Property Due to an Assault:
In the case of an assault by a student toward a teacher in the performance of their duties, causing damage to their personal property such as their clothing, glasses, car, etc., the Board shall make an equitable financial adjustment with the teacher for any reasonable expense incurred by and payable by the teacher. Total payments under this section will not exceed $1000 per teacher per incident. The teacher shall cooperate with the Board in its efforts to recover the amount of said payment.

U. Literacy Endorsement Base Salary Differentiation
The base salary of teachers who possess a literacy endorsement will be adjusted, as needed, to reflect a $200 differential (in comparison to the base salary of teachers who otherwise have the same credentials but do not possess the literacy endorsement).

ARTICLE IV - 401(a) MATCHING ANNUITY PLAN

The Board agrees to establish and maintain a qualified 401 (a) Annuity Plan (hereinafter referred to as the 401(a) Plan) for all certified employees covered under this collective bargaining agreement. The 401(a) Plan will be available for all certified employees. The Board will also maintain a 403(b) Plan (hereinafter referred to as the 403(b) Plan) for all certified employees covered under this collective bargaining agreement. The 403(b) Plan will include provisions for pre-tax salary reduction contributions which will be matched by equal Board contributions to the 401(a) Plan. The 401(a) Plan contributions will commence with the 1999-2000 contract year and continue each contract year thereafter. The maximum contribution that will be made to the 401(a) Plan by the Board will be 1.25% of Salary Schedule Salary. All eligible employees will be 100% fully vested at all times.

The contributions made by the certified employees and matched dollar for dollar by the Board will be an amount which reflects the appropriate percent of the certified employee's base salary as set forth on the certified employee's Teacher's Contract which corresponds to his or her placement on the Salary Schedule.

The 401(a) Plan will:

A. Be subject to all applicable Internal Revenue regulations.
B. Have no contract initiation fees charged to the employee.
C. Have no administrative or Plan Document charge to the Board.

ARTICLE V - LEAVES OF ABSENCE

A. Leave Days:

1. Each full-time teacher employed under a regular contract shall be given a total of twelve (12) leave days which may be used for personal reasons (including sick) without loss of compensation. Unused days shall be carried over to a maximum of one hundred eighty-five (185) days. If a teacher exhausts his/her annual entitlement of leave, the teacher then may use his/her accumulated leave days without loss of compensation. A teacher must provide documentation of the need to use accumulated leave days for absences of more than four (4) consecutive days. If all accumulated leave days are used, the teacher may apply to the Sick Leave Bank, and if approved, receive continued compensation.

2. After 15 consecutive days, teachers on a temporary contract shall be given a pro-rated number of leave days depending on the length of their contract. Teachers on a temporary contract will have no additional benefits such as insurance or paid bereavement leave unless required by federal health care guidelines.

3. At the start of each school year, a teacher will have his/her accumulated leave days up to the maximum plus his/her annual entitlement of twelve (12) leave days. In the event that a teacher uses the 12 annual leave days and does not return to work for at least one semester, the teacher will repay the district for the leave days at a rate of 6 days per semester not worked. At the end of any school year in which the total of the accumulated sick leave and annual entitlement of leave days exceeds the accumulation maximum as defined above, then those days in excess of the maximum will be designated as annual buyback days and will be compensated at the rate of the current certified substitute daily pay. Any such compensation shall be paid by June 30th following the end of the school year. Concurrently, with the payment for these annual buyback days, the number of leave days for the teacher will be reduced to the maximum of 185.

4. For the purpose of maximizing genuine instructional time and maintaining maximum student control, the Southwestern Consolidated School District and the Southwestern Consolidated Classroom Teachers Association jointly encourage teachers to avoid taking leave days immediately prior or immediately after stated vacation periods. Teachers may not take leave days immediately prior to or immediately following Fall Break, Christmas Break, or Spring Break to increase their time off. Teachers absent on those days will be unexcused without written medical documentation or approval by the superintendent.

5. No more than four (4) leave days can be used consecutively, unless pre-approved by the Superintendent. Use of the fifth (5) consecutive leave day must be verified by medical documentation.

6. Sick leave days accumulated in the last place of employment may be claimed at the rate of five (5) days per year beginning with the first year in the Southwestern Consolidated School District until the accumulated sick leave is exhausted.

B. Paid Bereavement Leave:

1. Five (5) school days of absence shall be granted for a death in the immediate family. Immediate family is as follows: husband, wife, child, parent, grandparent, grandchild, sister, brother, father-in-law or mother-in-law, grandparent-in-law, sister-in-law, brother-in-law, daughter-in-law, son-in-law, or person living in the home as part of the family. These five (5) days shall not be deducted from leave days as long as documentation of the death is provided.

2. Two (2) school days of absence shall be granted for a death in the extended family. Extended family is as follows: nieces, nephews, aunts, uncles, and first cousins. These two (2) days shall not be deducted from leave days as long as documentation of the death is provided.

C. Court Leave:

In case a teacher is called to jury duty or subpoenaed to appear as a witness in court, s/he shall turn his/her check in for such service to the superintendent's office and receive full pay from the school district.

D. Paid Professional Leave:

Each teacher may be granted leave days to attend a professional meeting at the approval of the superintendent.

E. Personal Injury Leave:

A Teacher acting in an official capacity during contracted times who is attacked or injured by a student, parent or intruder shall not be charged for leave days and shall receive the difference between his or her salary and benefits received under the Indiana Worker's Compensation Act until the Teacher is medically able to return to a classroom teaching assignment or other similar professional capacity or until the Teacher qualifies for long term disability.

F. Day of Assault/Threat Leave:

At the superintendent's discretion a teacher, who is assaulted (whether physically or verbally) or credibly threatened by a student, parent of a student, or legal guardian of a student, will be provided administrative leave the day the assault happens regardless of if there is an injury. The teacher will also work with the building administrator on a safety plan upon their return to the classroom.

ARTICLE VI - SICK LEAVE BANK

The School Board shall initiate a voluntary sick leave bank upon receiving authorization from a minimum of fifty percent (50%) of the teachers to deduct two (2) days of the teacher's accumulated sick leave during the first year of membership in the bank and one (1) day of accumulated sick leave during each of the consecutive years thereafter. These donated sick leave days shall be used to establish the bank and are non-refundable. The membership enrollment period each year thereafter for teachers shall be the first twenty (20) working days of the school year. Teachers hired during the school year shall have twenty (20) working days following his or her employment date to enroll in the

sick leave bank program. (See Appendix C) Any days left in the bank at the end of the school year shall be carried over for use during the next school year. If the bank sick leave days total eighty (80) or more days at the end of the year, further contributions for current bank members shall be waived until the bank sick leave days fall below eighty (80) days. If the bank sick leave day accumulations fall below eighty (80) days, all bank members shall donate one (1) day. If a bank member has no accumulated sick leave days when the member is required to donate sick leave days, the additional days shall be donated as soon as new sick leave days are acquired.

The primary purpose of the bank is to provide a teacher income protection in the event the member has exhausted his or her accumulated sick leave. Teachers who belong to the bank may borrow days from the bank in lieu of days for which the teacher would have been paid had the member, or member's legal dependent, spouse, or parent not been ill or injured.

The bank shall be administered by a committee composed of the superintendent of the Southwestern Consolidated Schools or designee, and three (3) teachers who are members of the sick leave bank (at least one from each building) appointed by the president of the association. The committee has the authority to call meetings, review applications for membership in the bank, grant, deny or suspend grants of leave from the bank.

The committee shall elect one of their members to serve as chairperson for the duration of the contract year. The committee shall meet during the contract year as required. Special meetings may be called by the chairperson at the request of committee members. A majority of three members shall be required for any official action of the committee.

A bank member who disagrees with the decision of the committee, may appeal to the Appeal Board which shall consist of the principal of the building in which the member does not have primary assignment, and two association officers not serving on the Sick Leave Bank Committee and appointed by the Association president.

Application for use of the sick leave days shall be made in writing to the chairperson of the committee responsible for administering the bank. After the sick leave bank member has used up his or her annual leave entitlement and accumulated sick leave days and that member has been absent for five (5) working days due to his or her illness or injury, that member may apply to borrow sick leave days. Sick leave bank days may not be used concurrently with LTD benefits. The written application must be made no later than thirty (30) days after exhaustion of the teacher's paid leave benefits. The committee shall convene a meeting to consider the request within ten (10) working days from the time the request is received in the superintendent's office. Upon approval by the committee of the application to borrow sick leave days, the use of the borrowed sick leave days shall be retroactive to the first day of the borrower's continuous absence. The application to borrow sick leave days shall be accompanied by a statement from the attending physician. A maximum of thirty (30) bank days may be borrowed by a member during the contract year. Unused requested leave days will be immediately refunded to the bank. Each borrower of bank sick leave days shall consent to submit to a medical examination at his or her expense and/or review of his or her medical history if a medical exam or medical review is deemed necessary by the committee.

Upon return to work, the borrower shall repay the bank at the rate of three (3) days per year for days owed (computed as the number of days borrowed minus the number of days the borrower contributed). Should a sick leave bank member retire, resign or leave the employment of the school

corporation before repaying the bank, the debt shall be paid from any unused leave days of the member, if available.

The Sick Leave Bank was approved by the Board of School Trustees at its Regularly Scheduled board meeting on November 11, 1998.

ARTICLE VII - TERMS OF AGREEMENT

A. This collective bargaining agreement shall be in effect from July 1, 2026, and shall continue in full force and effect through June 30, 2027, except where the specific terms of any provision of this Agreement provides for a different effective date(s).

B. This collective bargaining agreement made and entered into this 11th day of November 2026 by and between the Board of School Trustees of the Southwestern Consolidated School District of Shelby County, County of Shelby, State of Indiana, and the Southwestern Consolidated Classroom Teachers Association, an affiliate of the Indiana State Teachers Association, and the National Education Association, referred to as the "Association".

C. The undersigned attest to the following:
1. A public hearing was held in compliance with I.C. § 20-29-6-1(b) on September 9, 2026, and electronic participation from the parties and public was not permitted; and

2. A public meeting in compliance with I.C. § 20–29–6–19 was held on October 28, 2026, to discuss the tentative agreement and electronic participation from the governing body and public was not permitted.

D. This collective bargaining agreement is so attested to by the parties whose signatures appear below:

_____ _____
President, Board of School Trustees — Date
Southwestern Consolidated School District of Shelby County

_____ _____
President — Date
Southwestern Consolidated Classroom Teachers Association

_____ _____
Chief Negotiator — Date
Southwestern Consolidated School District of Shelby County

_____ _____
Chief Negotiator — Date
Southwestern Consolidated Classroom Teachers Association

APPENDIX A – 2026-2027 ECA ATHLETIC SCHEDULE								
Tier	**Coaching Position**		**Basis**	1-3	4-6	7-9	10-12	13-15
			46,000	0%	4%	8%	12%	16%
Tier 1	Head Coach Boys Varsity Basketball		**0.16**	7360	7655	7949	8244	8538
Tier 1	Head Coach Girls Varsity Basketball		**0.16**	7360	7655	7949	8244	8538
Tier 1	1st Assistant Boys Basketball		**0.075**	3450	3588	3726	3864	4002
Tier 1	1st Assistant Girls Basketball		**0.075**	3450	3588	3726	3864	4002
Tier 1	2nd Assistant Girls Basketball		**0.055**	2530	2632	2733	2834	2935
Tier 1	2nd Assistant Boys Basketball		**0.055**	2530	2632	2733	2834	2935
Tier 2	Head Coach Volleyball		**0.08**	3680	3828	3975	4122	4269
Tier 2	Head Coach Baseball		**0.08**	3680	3828	3975	4122	4269
Tier 2	Head Coach Softball		**0.08**	3680	3828	3975	4122	4269
Tier 2	Head Coach Soccer		**0.08**	3680	3828	3975	4122	4269
Tier 2	Head Coach Cheer		**0.08**	3680	3828	3975	4122	4269
Tier 2	1st Assistant Volleyball		**0.04**	1840	1914	1988	2061	2135
Tier 2	1st Assistant Baseball		**0.04**	1840	1914	1988	2061	2135
Tier 2	1st Assistant Softball		**0.04**	1840	1914	1988	2061	2135
Tier 2	1st Assistant Soccer		**0.04**	1840	1914	1988	2061	2135
Tier 2	1st Assistant Track**		**0.04**	1840	1914	1988	2061	2135
Tier 2	1st Assistant Cheer		**0.04**	1840	1914	1988	2061	2135
Tier 3	Head Girls Golf		**0.05**	2300	2392	2484	2576	2668
Tier 3	Head Boys Golf		**0.05**	2300	2392	2484	2576	2668
Tier 3	Head Girls Track		**0.05**	2300	2392	2484	2576	2668
Tier 3	Head Boys Track		**0.05**	2300	2392	2484	2576	2668
Tier 3	Head Girls Tennis		**0.05**	2300	2392	2484	2576	2668
Tier 3	Head Boys Tennis		**0.05**	2300	2392	2484	2576	2668
Tier 3	Head Coed Cross Country		**0.05**	2300	2392	2484	2576	2668
Tier 3	Head Wrestling Coach		**0.05**	2300	2392	2484	2576	2668
Tier 4	8th Grade Basketball	Boys	**0.04**	1840	1914	1988	2061	2135

Tier 4	8th Grade Basketball	Girls	**0.04**	1840	1914	1988	2061	2135
Tier 4	7th Grade Basketball	Boys	**0.04**	1840	1914	1988	2061	2135
Tier 4	7th Grade Basketball	Girls	**0.04**	1840	1914	1988	2061	2135
Tier 4	6th Grade Basketball	Boys	**0.025**	1150	1196	1242	1288	1334
Tier 4	6th Grade Basketball	Girls	**0.025**	1150	1196	1242	1288	1334
Tier 4	5th Grade Basketball	Boys	**0.025**	1150	1196	1242	1288	1334
Tier 4	5th Grade Basketball	Girls	**0.025**	1150	1196	1242	1288	1334
Tier 5	8th Grade Volleyball	Coed	**0.035**	1610	1675	1739	1804	1868
Tier 5	7th Grade Volleyball	Coed	**0.035**	1610	1675	1739	1804	1868
Tier 5	Jr. High Soccer	Coed	**0.035**	1610	1675	1739	1804	1868
Tier 5	Jr High Cheer	Coed	**0.035**	1610	1675	1739	1804	1868
Tier 5	Jr High Baseball	Coed	**0.035**	1610	1675	1739	1804	1868
Tier 5	Jr High Softball	Coed	**0.035**	1610	1675	1739	1804	1868
Tier 6	Combined Cross County	Coed	**0.025**	1150	1196	1242	1288	1334
Tier 6	Jr High Track	Boys	**0.025**	1150	1196	1242	1288	1334
Tier 6	Jr High Track	Girls	**0.025**	1150	1196	1242	1288	1334
Tier 6	Jr. High Assistant Soccer	Coed	**0.025**	1150	1196	1242	1288	1334
Tier 6	Elem. Cheer	Coed	**0.02**	920	957	994	1031	1068

** When the number of athletes in grades 9-12 reaches sixteen (16), the junior high coach (includes both girls and boys) shall be paid as a 1st assistant and will serve as both the junior high coach and 1st assistant.

The number of coaching positions has not been negotiated in this contract but are listed for informational purposes only.

For informational purposes, lay coaches shall be paid at the base rate of $46,000 and shall not receive any increase with years of experience.

APPENDIX B – ECA SPONSOR SCHEDULE

ECA Position	Basis	1-3	4-6	7-9
	46,000	0%	4%	8%
HS Student Council	.027	1242	1292	1342
Jr. High Student Council	.0166	764	795	826
FFA	.158	7268	7559	7850
Senior Class Sponsor	.0235	1081	1125	1168
SADD	.0143	658	685	711
Sunshine	.019	874	909	944
Drama Club	.0376	1702	1771	1839
Yearbook	.0313	1440	1498	1556
National Honor Society	.0143	658	685	711
FCA	.0143	658	685	711
Band Director	.0498	2291	2383	2475
Director of Counseling	.0313	1440	1498	1556
Choir Director	.02	920	957	994
Academic Team Coordinator	.0168	773	804	835
Academic Team	.0157	723	752	781
Academic Team	.0157	723	752	781
Academic Team	.0157	723	752	781
Academic Team	.0157	723	752	781
Elementary Spell Bowl	.0117	539	561	583
Elementary Math Bowl	.0117	539	561	583
Elementary Student Council	.0157	723	752	781
Elementary Drama	.0141	649	675	701
Elementary 5th Grade Sponsor	.025	1150	1196	1242
Technology Coach	.0313	1440	1498	1556
Technology Coach	.0313	1440	1498	1556
Spartanettes	.0258	1187	1235	1282
Elementary Choir	.0078	363	378	392
STEM Club Sponsor	.0117	539	561	583
Volleyball Concessions	.0157	723	752	781
JH Basketball Concessions	.0125	575	598	621
Varsity Girls Basketball Concessions	.0235	1081	1125	1168

Varsity Boys Basketball Concessions	.0235	1081	1125	1168
HS Concessions Ordering/Stocking	.0281	1293	1345	1397
Friday Night School Instructor	.0012	56	58	60
Corporation Test Coordinator	.1143	5258	5469	5679

The number of ECA positions in this contract have not been bargained but are listed for informational purposes only.

Also, for informational purposes only, all lay sponsors shall be paid the 1-3 year stipend regardless of years of experience.

APPENDIX C - SICK LEAVE BANK PROGRAM ACCEPTANCE/REJECTION

ACCEPTANCE:

EFFECTIVE AS OF THE DATE BELOW, I AM ENROLLING IN THE SICK LEAVE BANK PROGRAM. I AUTHORIZE THE SOUTHWESTERN CONSOLIDATED SCHOOL CORPORATION TO DEDUCT SICK DAYS FROM MY ACCUMULATED SICK LEAVE ALLOTMENT. THE FIRST YEAR OF MY MEMBERSHIP, I AGREE TO HAVE TWO (2) DAYS DEDUCTED FROM MY ACCUMULATED SICK LEAVE AND EACH CONSECUTIVE YEAR I AGREE TO HAVE ONE (1) DAY DEDUCTED FROM MY ACCUMULATED SICK LEAVE IN ACCORDANCE TO THE TERMS OF THE SICK LEAVE BANK AGREEMENT. I UNDERSTAND THAT THESE DAYS WILL BECOME THE PROPERTY OF THE SICK LEAVE BANK AND WILL NO LONGER BELONG TO MYSELF.

I UNDERSTAND THAT THIS AUTHORIZATION WILL BE IN EFFECT FROM THE DATE OF SIGNING UNTIL SUCH TIME THAT I SUBMIT TO THE CORPORATION IN WRITING A REQUEST TO CANCEL MY MEMBERSHIP IN THE SICK LEAVE BANK.

_____

Signature

_____

Date

REJECTION:

EFFECTIVE AS OF THE DATE BELOW I AM NOT ENROLLING IN THE SICK LEAVE BANK PROGRAM AND UNDERSTAND THAT I WILL NOT BE ELIGIBLE TO RECEIVE ANY BENEFITS FROM THE PROGRAM.

_____

Signature

_____

Date