2026-2027

CONTRACT

between the

SCHOOL BOARD

of the

TIPTON COMMUNITY SCHOOL CORPORATION

and the

TIPTON EDUCATION ASSOCIATION

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ARTICLE I: INTRODUCTION

A. Parties

This contract entered into this, 10th day of November 2026, by and between the School Board of Tipton Community School Corporation, hereinafter called the "Board," and the Tipton Education Association, hereinafter called the "Association." The term of this contract is July 1, 2026 to June 30, 2027.

B. Recognition Clause/Composition of Bargaining Unit

The Board hereby recognizes an exclusive bargaining representative. The exclusive bargaining representative for certificated school employees other than those excluded in this recognition clause shall be the Tipton Education Association as defined in *IC 20-29*. Such representation shall exclude the Superintendent, Assistant Superintendent, Business Manager, Director of Student Services, Principals, Assistant Principals, Director of Technology, and Athletic Director. The term "teacher" shall refer to employees represented by the Association.

C. Definitions

As used in this Contract:

1. "Board" means the School Board of the Tipton Community School Corporation and/or any person(s) authorized to act for said body in dealing with its employees.
2. "Corporation" means the Tipton Community School Corporation of the County of Tipton of the State of Indiana.
3. "Certified school employees" and "teacher" when used in this Contract shall mean the certificated school personnel employed by the Board in the bargaining unit.
4. "School employee organization" means any organization which has said certified school employees as members and one whose primary purpose is representing said certificated school employees in dealing with the Board.
5. "Association" means the school employee organization which has been certified or recognized as the exclusive representative of said certificated school employees or the person or persons duly authorized to act on behalf of such representatives.
6. The masculine gender shall include feminine wherever required by the context in which a specific provision of this Contract is applied.

ARTICLE II: SALARY/WAGES

A. Salary Range and Base Salary Increase Amounts and Factors

The 2025-2026 salary range was $46,000 - $82,500 prior to increases under this Agreement. Tipton Community School Corporation is in compliance with *IC-20-28-9-26 Minimum Teacher Salary Threshold.* The 2026-2027 salary range will be $46,000 - $83,500 under this Agreement resulting in a salary increase ranging from $1000 and $3,000. This increase is attributed as follows to the factors:

1. The Evaluation factor shall account for $1000, which is 33.3% of the total increase.
2. The Education factor shall account for $1500, which is 50% of the total increase.
3. The Academic Needs factors shall account for $500, which is 16.7% of the total increase.

B. Eligibility and Factor Definitions for Base Salary Increases

1. Eligibility:

A. Teachers who are evaluated as Needs Improvement or Ineffective (the bottom two (2) categories of the evaluation model) in the prior school year are not eligible to receive a base salary increase or increment under the compensation plan for the current contract period.

B. This eligibility limitation does not affect any base salary differentiation required for possession of a literacy endorsement.

2. Factors and Definitions

a. **Evaluation Rating -** A teacher who does not receive an ineffective or improvement necessary for the prior school year.

b. **Education Possess a content area Master's Degree** - The teacher earned a Master's Degree during the previous school year in a content area as defined by the Indiana Department of Education.

c. **Academic Need** - Teaching in special education, science, or math: 16.7% of total available increase.

3. Literacy Endorsement Base Salary Differential

A teacher who possesses the literacy endorsement described in IC 20-28-5-19.7 shall receive a base salary $300 greater than an otherwise similarly situated teacher without the endorsement. This differential applies to all eligible bargaining unit members, including newly hired teachers and those ineligible for other base salary increases.

Teachers who obtain the endorsement during the contract year shall receive the differential upon verification that it has been officially added to their Indiana teaching license, in accordance with applicable law and Corporation payroll procedures.

This differential is separate from statutory factor-based salary increases and is excluded from calculations of the maximum possible salary increase and the percentages attributable to academic needs and education and experience.

C. Article II-Chart 1A: 2026-2027 Salary Matrix - Does **NOT** Possess a Literacy Endorsement

Step	BS	BS & Meets Academic Need	MS	MS & Meets Academic Need
A	$46,000	$46,500	$47,500	$48,000
B	$47,000	$47,500	$48,500	$49,000
C	$48,000	$48,500	$49,500	$50,000
D	$49,000	$49,500	$50,500	$51,000
E	$50,000	$50,500	$51,500	$52,000
F	$51,000	$51,500	$52,500	$53,000
G	$52,000	$52,500	$53,500	$54,000
H	$53,000	$53,500	$54,500	$55,000
I	$54,000	$54,500	$55,500	$56,000
J	$55,000	$55,500	$56,500	$57,000
K	$56,000	$56,500	$57,500	$58,000
L	$57,000	$57,500	$58,500	$59,000
M	$58,000	$58,500	$59,500	$60,000
N	$59,000	$5,9500	$60,500	$61,000
O	$60,000	$60,500	$61,500	$62,000
P	$61,000	$61,500	$62,500	$63,000
Q	$62,000	$62,500	$63,500	$64,000
R	$63,000	$63,500	$64,500	$65,000
S	$64,000	$64,500	$65,500	$66,000
T	$65,000	$65,500	$66,500	$67,000
U	$66,000	$66,500	$67,500	$68,000
V	$67,000	$67,500	$68,500	$69,000
W	$68,000	$68,500	$69,500	$70,000
X	$69,000	$69,500	$70,500	$71,000
Y	$70,000	$70,500	$71,500	$72,000
Z	$71,000	$71,500	$72,500	$73,000
AA	$72,000	$72,500	$73,500	$74,000
BB	$73,000	$73,500	$74,500	$75,000
CC	$74,000	$74,500	$75,500	$76,000
DD	$75,000	$75,500	$76,500	$77,000
EE	$76,000	$76,500	$77,500	$78,000
FF	$77,000	$77,500	$78,500	$79,000

GG	$78,000	$78,500	$79,500	$80,000
HH	$79,000	$79,500	$80,500	$81,000
II	$80,000	$80,500	$81,500	$82,000
JJ	$81,000	$81,500	$82,500	$83,000
KK	$82,000	$82,500	$83,500	$84,000
LL	$83,000	$83,500	$84,500	$85,000
MM	$84,000	$84,500	$85,500	$86,000
NN	$85,000	$85,500	$86,500	$87,000
OO	$86,000	$86,500	$87,500	$88,000
PP	$87,000	$87,500	$88,500	$89,000
QQ	$88,000	$88,500	$89,500	$90,000
RR	$89,000	$89,500	$90,500	$91,000
SS	$90,000	$90,500	$91,500	$92,000

D. Article II-Chart 1B: 2026-2027 Salary Matrix - Possesses a Literacy Endorsement

Step	BS & Literacy Endorsement	BS & Meets Academic Need & Literacy Endorsement	MS & Literacy Endorsement	MS & Meets Academic Need & Literacy Endorsement
A	$46,300	$46,800	$47,800	$48,300
B	$47,300	$47,800	$48,800	$49,300
C	$48,300	$48,800	$49,800	$50,300
D	$49,300	$49,800	$50,800	$51,300
E	$50,300	$50,800	$51,800	$52,300
F	$51,300	$51,800	$52,800	$53,300
G	$52,300	$52,800	$53,800	$54,300
H	$53,300	$53,800	$54,800	$55,300
I	$54,300	$54,800	$55,800	$56,300
J	$55,300	$55,800	$56,800	$57,300
K	$56,300	$56,800	$57,800	$58,300
L	$57,300	$57,800	$58,800	$59,300
M	$58,300	$58,800	$59,800	$60,300
N	$59,300	$59,800	$60,800	$61,300
O	$60,300	$60,800	$61,800	$62,300

P	$61,300	$61,800	$62,800	$63,300
Q	$62,300	$62,800	$63,800	$64,300
R	$63,300	$63,800	$64,800	$65,300
S	$64,300	$64,800	$65,800	$66,300
T	$65,300	$65,800	$66,800	$67,300
U	$66,300	$66,800	$67,800	$68,300
V	$67,300	$67,800	$68,800	$69,300
W	$68,300	$68,800	$69,800	$70,300
X	$69,300	$69,800	$70,800	$71,300
Y	$70,300	$70,800	$71,800	$72,300
Z	$71,300	$71,800	$72,800	$73,300
AA	$72,300	$72,800	$73,800	$74,300
BB	$73,300	$73,800	$74,800	$75,300
CC	$74,300	$74,800	$75,800	$76,300
DD	$75,300	$75,800	$76,800	$77,300
EE	$76,300	$76,800	$77,800	$78,300
FF	$77,300	$77,800	$78,800	$79,300
GG	$78,300	$78,800	$79,800	$80,300
HH	$79,300	$79,800	$80,800	$81,300
II	$80,300	$80,800	$81,800	$82,300
JJ	$81,300	$81,800	$82,800	$83,300
KK	$82,300	$82,800	$83,800	$84,300
LL	$83,300	$83,800	$84,800	$85,300
MM	$84,300	$84,800	$85,800	$86,300
NN	$85,300	$85,800	$86,800	$87,300
OO	$86,300	$86,800	$87,800	$88,300
PP	$87,300	$87,800	$88,800	$89,300
QQ	$88,300	$88,800	$89,800	$90,300
RR	$89,300	$89,800	$90,800	$91,300
SS	$90,300	$90,800	$91,800	$92,300

4. Salary Matrix Placement and Advancement Clarifications
The following provisions clarify the application of the salary matrix and the distribution of compensation under the 2026–2027 Collective Bargaining Agreement.

A. Evaluation Factor – Salary Matrix Advancement
An eligible teacher who satisfies the evaluation factor by receiving an evaluation rating of Effective or Highly Effective during the preceding school year shall advance one (1) row on the salary matrix, resulting in a $1,000 increase to the teacher's base salary, subject to the maximum salary established by the matrix.

B. Education Factor – Master's Degree Advancement
A teacher who earns a qualifying content-area Master's degree, as defined by the Indiana Department of Education, during the applicable eligibility period shall receive the negotiated $1,500 education factor increase through movement from the Bachelor's degree column to the corresponding Master's degree column within the same salary matrix row.

Teachers who previously earned a Master's degree and are already placed in the Master's degree column shall remain in that column and shall not receive an additional education factor increase solely for continued possession of that degree.

C. Academic Needs Factor – Salary Matrix Placement
The academic-needs factor is defined as the Corporation's need to retain teachers assigned to high-need instructional areas. For purposes of this Agreement, the following instructional areas are designated as high-need areas:

- Special Education
- Science
- Mathematics

An eligible teacher assigned to one of these instructional areas shall receive a $500 increase to their base salary for the 2026–2027 contract year. This increase shall be reflected in the corresponding academic-needs column of the salary matrix.

Eligibility for the academic-needs differential shall be determined annually based on the teacher's instructional assignment. A teacher who is no longer assigned to a qualifying instructional area in a subsequent contract year shall no longer receive the academic-needs differential associated with that assignment and shall be placed in the corresponding salary matrix column without the academic-needs differential, subject to the terms of the applicable collective bargaining agreement.

D. Maximum Salary Matrix Placement

A teacher who has reached the maximum applicable salary on the salary matrix shall remain at that salary unless otherwise provided in the compensation plan.

A teacher who qualifies for an increase but cannot receive the full increase to base salary because of

the maximum salary limitation may receive a nonrecurring stipend in lieu of the portion of the increase exceeding the applicable salary maximum, provided the stipend amount and eligibility are established in the compensation plan.

Such stipend payments shall not become part of the teacher's base salary.

E. Master's Degree Placement – Informational Provision

Any Employee who earned a Master's Degree during the previous years collective bargaining agreement will REMAIN in the Same Row, but move to the masters column at the beginning of next school year. The same Employee will be eligible for salary increases negotiated as part of the of the next collective bargaining agreement. (This item is included for informational purposes only and is not negotiated).

F. Placement of New Hires

Newly hired teachers will be placed in the salary scale based on experience and education. The superintendent will be given leeway in new hire salary placement of one row lower and up to two rows higher than a salary similar to a teacher currently employed at TCSC with similar years of experience and education.

5. Other Permissible Salary Items

a. Salaries

1. The salaries of teachers, excluding the TRF contribution, for the 2026-27 school year shall be those stated in *Article II-Chart 1*.
2. The Board will pay the teachers' contribution toward the Teachers' Retirement Fund at 3% of the teacher's salary for all teachers.

b. Pay Distribution

1. Teachers shall receive base compensation in twenty-six (26) equal payments each contract year. Payments are to be made every other Friday, but not to exceed twenty-six (26) payments in a contract year. Any additional pay, such as stipends for performance, training, or retroactive pay, will be dispersed in a manner agreed to by the administration and TEA.

c. Advanced Placement and Dual Credit Stipend

1. Teachers with an evaluation rating of Highly Effective or Effective and who are qualified, licensed, and are teaching Advanced Placement and/or Dual Credit classes from the Indiana CORE Transfer Library (CTL) will receive a stipend of $600 per class per semester taught.
2. Teachers with an evaluation rating of Highly Effective or Effective and who are qualified, licensed, and are teaching Advanced Placement and/or Dual Credit classes will receive a stipend of $300 per class per semester taught.

d. Workplace Specialist

1. Preference will be given to an individual who currently holds a teacher's license. The preceding sentence was not bargained and is included for informational purposes only.
2. Non-Degree vocational teachers licensed by the state with a Workplace Specialist Certificate:
    a. Shall receive three (3) years credit for actual trade experience on the Bachelor's Degree starting salary grid for three (3) years of work experience.
    b. Additional satisfactory trade experience shall be allotted on two (2) years experience for one (1) year credit on the Bachelor's Degree schedule. **Maximum years credit allowed shall be twelve (12) years.**
3. Bachelor's Degree vocational teachers licensed by the state with a Workplace Specialist Certificate.
    a. The Bachelor's Degree teacher with five (5) years of credited work experience credit shall be placed on the Master's Degree starting grid - three (3) years credit on salary.
    b. Additional satisfactory trade experience shall be allotted on two

(2) years experience for one (1) year credit on the Master's Degree schedule. **Maximum years credit allowed shall be twelve (12) years.**

e. Criteria Related to the Teacher Leadership ECA Schedule

1. Teacher Credentialing After August 2023

a. A teacher must have an evaluation rating of effective or highly effective to receive pay from the Teacher Leadership ECA Schedule.

b. Credential is outlined as a major or minor in an additional subject area, licensure through passage of the PRAXIS Exam, and/or certificate of completion from a credentialing organization.

c. Teachers must get approval from the superintendent prior to beginning an additional credential program or scheduling a PRAXIS Exam in order to receive the one-time payment.

d. When a teacher completes a credential, they will be eligible for a one-time payment of the dollar amount listed in the Teacher Leadership ECA Schedule. Payment will be made in January for teachers completing credentials by November 1 and in June for teachers completing credentials by April 1. The teacher must provide the business office with an official transcript, PRAXIS Documentation, certification of completion, and/or updated copy of teacher licensure before payment will be processed.

Article II-Chart 2: Educational Endorsement, Certifications, Content Areas

EDUCATIONAL ENDORSEMENTS, CERTIFICATIONS, AND ADDITIONAL CONTENT AREAS	ONE TIME PAYMENT
High Ability Licensure	$2,400
Multilingual Certification	$2,400
ACP Certification (IN Core Transfer Library)	$2,400
SIOP Certification	$1,200
Additional Content Area Endorsement	$600

f. Extended Contracts

For each position specified, compensation will be based on the percentage of their salary for the following positions for which an extended contract is granted as defined in the respective Job Description.

Article II-Chart 3: Extended Contracts

Title	Percentage	Number of Days*
Coordinator of Title III/EL	4.3%	8
Media Center Specialist	5.4%	10
Elementary Guidance/Social Worker	5.4%	10
Middle School Band Director	8.2%	15
Middle School Guidance Counselor	7.1%	13
High School Agriculture	24.5%	45
High School Agriculture	24.5%	45
Director of Guidance	13.6%	25
High School Guidance Counselor	8.2%	15
High School Band Director	10.9%	20
Tipton Achievement Academy	4.3%	8

***The number of extended contract days noted within *Article II-Chart 3* were not bargained and were included for informational purposes only.**

C. Wages

1. Wages A - *Article II-Chart 4: Ancillary Duty Pay*

National and State Sponsored Organizations		
ISSMA/IMEA		
HS	Instrumental Music	$3,500
HS	Vocal Music	$3,500
MS	Instrumental Music	$2,300
MS	Vocal Music	$1,200
EL	Student Choir	$1,100
HS	Vocal Music Accompanist	$350
MS	Vocal Music Accompanist	$350
NASSP/NHS		
HS	National Honor Society	$1,200
MS	National Junior Honor Society	$1,200
Business Professional of America		
HS	BPA/DECA	$1,000
NASSP/National Art Honor Society		
HS	National Art Honor Society	$750
IASP		
HS	Cheer, Fall	$1,500
HS	Cheer, Winter	$1,500
MS	Cheer, Head	$1,300
MS	Cheer, Assistant	$1,200
MS	Cheer 6th Grade	$700
HS	Cheer Assistant G BB	$700
HS	Academic Team	$1,200
MS	Academic Team	$1,200
EL	Academic Team	$1,200

National and State Sponsored Organizations		
Indiana Bass Federation		
HS	Bass Anglers	$500
Robotics Education and Competition Foundation		
HS	Robotics	$1000
MS	Robotics	$1000
MS	Robotics	$1000
EL	Robotics	$1000
TCSC Organizations		
HS	Industrial Tech (Auto Shop)	$3,250
HS	Nature Center	$1,700
HS	eSports	$1,700
HS	EV Grand Prix	$1,700
HS	Chemistry	$1,600
HS	Industrial Tech	$1,600
HS	Color Guard	$1,600
MS	Industrial Tech	$1,300
HS	Auditorium Manager	$2,300
HS	Student Council	$1,000
MS	Student Council	$1,000
HS	Junior Class Sponsor	$1,000
HS	Junior Class Sponsor	$1,000
HS	Junior Class Sponsor	$1,000
HS	Yearbook	$1,000
HS	Inferno Digital Display Coordinator	$1,000
HS	FACS Department Chair	$850

Kiwanis International		
HS	Key Club	$1,000
MS	Builders Club	$850
EL	K-Kids	$850
TCSC Organizations		
HS	Science Department Head	$850
HS	Art Department Head	$850
HS	Music Department Head	$850
HS	World Languages Depart Head	$850
HS	IT Department Head	$850
HS	Social Studies Department Head	$850
HS	ELA Department Head	$850
HS	SPED Department Head	$850
HS	Wellness Department Head	$850
HS	Guidance Department Head	$850
MS	6th Grade Team Leader	$850
MS	7th Grade Team Leader	$850
MS	8th Grade Team Leader	$850
MS	Rotational Team Leader	$850
MS	SPED Team Leader	$850
EL	Grade Level Chair-K	$850
EL	Grade Level Chair-1st	$850
EL	Grade Level Chair-2nd	$850
EL	Grade Level Chair-3rd	$850
EL	Grade Level Chair-4th	$850
EL	Grade Level Chair-5th	$850
EL	Grade Level Chair-SPED	$850
EL	Grade Level Chair-Special Area	$850

HS	Math Department Chair	$850
HS	AG Department Chair	$850
HS	Business Department Chair	$850
HS	IT PLC Leader	$850
HS	Social Studies PLC Leader	$850
HS	Cross Curricular PLC Leader	$850
HS	Cross Curricular PLC Leader	$850
HS	Cross Curricular PLC Leader	$850
HS	Cross Curricular PLC Leader	$850
MS	Math PLC Leader	$850
MS	Science PLC Leader	$850
MS	Social Studies PLC Leader	$850
MS	ELA PLC Leader	$850
MS	SPED PLC Leader	$850
MS	Wellness PLC Leader	$850
MS	Rotational PLC Leader	$850
EL	Building Leadership-K	$850
EL	Building Leadership-1st	$850
EL	Building Leadership-2nd	$850
EL	Building Leadership-3rd	$850
EL	Building Leadership-4th	$850
EL	Building Leadership-5th	$850
EL	Building Leadership-SPED	$850
EL	Building Leadership-Title 1	$850
EL	Building Leadership-Reading Spec.	$850
HS	Senior Class Sponsor	$600
HS	Senior Class Sponsor	$600
MS	Yearbook	$400

HS	ELA PLC Leader	$850	CO	Mentor Teacher (Max of 15*)	$400
HS	Math PLC Leader	$850	EL	Kindergarten Round-Up	$350
HS	AG/FACS PLC Leader	$850	EL	Kindergarten Round-Up	$350
HS	Business PLC Leader	$850	EL	Kindergarten Round-Up	$350
HS	Science PLC Leader	$850	EL	Kindergarten Round-Up	$350
HS	World Languages PLC Leader	$850	EL	Kindergarten Round-Up (unfunded)	$0
			MS	World of Creativity	$350
			MS	World of Creativity	$350

Any information in the extracurricular or co-curricular activity pay schedules beyond the name of the position and the compensation assigned to that position was not bargained and is included for informational purposes only.

2. Other Bargained Wages/Stipends

A. Summer Professional Learning (Summer Academy)

Teachers participating in Corporation-approved summer professional learning shall be compensated at a rate of seventy-five dollars ($75) for each completed three (3) hours of participation, up to a maximum of three hundred dollars ($300) for twelve (12) hours of participation over two (2) days.

B. After-School Tutoring

Teachers assigned to provide Corporation-approved after-school tutoring shall be compensated at a rate of twenty-five dollars ($25) per hour.

C. New Teacher Orientation

Newly hired teachers participating in Corporation-approved new teacher orientation shall receive a one-time stipend of one hundred dollars ($100).

D. Summer School Pay

1. Compensation for summer school teachers shall be at the hourly rate of $45.00.
2. Teachers shall have a paid 30-minute prep for every four hours of summer school instruction.
3. The following items are being included in this document for information purposes only:
    a. Vacancies for summer school teachers shall be posted via email to all certified staff.
    b. Selection of summer school teachers will be based on best qualified applicants with preference given to current employees prior to considering others.

c. Preference shall be given to teachers who, during the regular school year, are classroom teachers in TCSC.

d. Previous summer school employment shall be considered with the criteria above, but shall not be construed to assume summer school employment from year to year.

3. Wages B

Article II-Chart 5:Extracurricular/Co-Curricular Activity Pay Schedule

HS	Football Varsity	$6,250	HS	Strength and Conditioning-Fall	$2,000
HS	Basketball Varsity B	$6,250	HS	Strength and Conditioning-Winter	$2,000
HS	Basketball Varsity G	$6,250	HS	Strength and Conditioning-Spring	$2,000
HS	Swimming B/G	$4,100	HS	Strength and Conditioning-Summer	$2,000
HS	Baseball Varsity	$4,000	HS	Strength and Conditioning-Summer	$2,000
HS	Softball Varsity	$4,000	HS	Aquatics Summer	$2,000
HS	Volleyball Varsity	$4,000	HS	Track Assistant B	$1,800
HS	Wrestling Varsity	$4,000	HS	Track Assistant G	$1,800
HS	Basketball Assistant B	$3,500	MS	Football Assistant	$1,700
HS	Basketball Assistant B	$3,500	MS	Football Assistant	$1,700
HS	Basketball Assistant G	$3,500	MS	Football Assistant	$1,700
HS	Basketball Assistant G	$3,500	HS/MS	Diving Coach	$1,700
HS	Football Assistant	$3,500	HS	Swim Assistant	$1,500
HS	Football Assistant	$3,500	MS	Basketball 6th B	$1,500
HS	Football Assistant	$3,500	MS	Basketball 6th G	$1,500
HS	Football Assistant	$3,500	MS	Track Head B	$1,500
HS	Soccer Head B	$3,200	MS	Track Head G	$1,500
HS	Soccer Head G	$3,200	MS	Swimming Head	$1,500
HS	Track Head B	$3,200	MS	Wrestling Head	$1,500
HS	Track Head G	$3,200	HS	Soccer Assistant B	$1,200
HS	Cross Country	$3,200	HS	Soccer Assistant G	$1,200

HS	Tennis Head B	$2,800	MS	Cross Country	$1,200
HS	Tennis Head G	$2,800	MS	Volleyball 8th	$1,200
HS	Golf B	$2,800	MS	Volleyball 7th	$1,200
HS	Golf G	$2,800	MS	Golf	$1,200
HS	Basketball 9th B	$2,500	EL	Coaching B	$1,200
HS	Basketball 9th G	$2,500	EL	Coaching G	$1,200
HS	JV Football Coach	$2,500	HS	Basketball Summer B	$1,200
HS	Baseball Assistant	$2,000	HS	Basketball Summer G	$1,200
HS	Softball Assistant	$2,000	MS	Swim Assistant	$1,000
HS	Volleyball Assistant	$2,000	MS	Track Assistant B	$1,000
HS	Wrestling Assistant	$2,000	MS	Track Assistant G	$1,000
MS	Basketball Head 7th B	$2,000	MS	Wrestling Assistant	$1,000
MS	Basketball Head 8th B	$2,000			
MS	Basketball Head 7th G	$2,000			
MS	Basketball Head 8th G	$2,000			
MS	Football Head	$2,000			

ARTICLE III: WAGE SALARY-RELATED FRINGE BENEFITS

A. Leaves

1. Parental Leave - Birth, Adoption, or Foster Placement

a. Eligibility and Notice

Parental Leave is available to an employee following the birth of a child or the placement of a child with the employee for adoption or foster care.

When the need for leave is foreseeable, the employee shall notify the Superintendent at least thirty (30) days before the anticipated start of the leave and provide the expected duration of the leave. When thirty (30) days' notice is not practicable because of an emergency or the timing of an adoption or foster placement, notice shall be provided as soon as practicable. The Corporation may request reasonable documentation supporting the qualifying event.

An employee must have been employed by the Corporation for at least ninety (90) days to qualify for the paid Parental Leave Benefit described below.

b. Paid Parental Leave Benefit

Upon the birth, adoption, or foster placement of a child, an eligible employee shall receive five (5) consecutive paid contractual days of Parental Leave.

These five (5) days:

i. Shall begin on the first contractual day following the birth or placement of the child;
ii. Shall not be deducted from the employee's accumulated sick or other available paid leave; and
iii. Shall be available to each eligible employee-parent when both parents are employees of the Corporation.

c. Use of Accumulated Paid Leave

Following the five (5) paid Parental Leave Benefit days, the employee may use available accumulated sick leave for Parental Leave.

Use of accumulated paid leave under this provision shall not extend beyond eight (8) consecutive weeks following the birth or placement of the child. The five (5) paid Parental Leave Benefit days shall be included within this eight-week period.

An employee shall use available paid leave before transitioning to uncompensated leave under this section.

d. Medical Disability Related to Childbirth

When the employee who gave birth remains medically disabled beyond the eight (8) week Parental Leave period, as verified by a physician or other appropriate medical provider, the employee may continue to use available accumulated paid leave for the period of the medically verified disability.

e. Uncompensated Parental Leave

Following the use of available paid leave, an employee may continue on uncompensated Parental Leave for up to one (1) year following the birth, adoption, or foster placement of the child.

An employee granted uncompensated leave may continue participation in the Corporation's health insurance plan beyond any period during which the Corporation is required to maintain coverage under the Family and Medical Leave Act (FMLA), provided the employee pays the full cost of the premiums for the coverage in which the employee was enrolled at the beginning of the leave.

An employee utilizing uncompensated Parental Leave shall return to work within one (1) year following the child's birth or placement. When necessary for continuity of instruction or scheduling, the return date may be adjusted beyond the one-year period to the first day of the next grading period.

An employee returning from uncompensated leave extending beyond the employee's protected FMLA leave will be considered for a similar position.

f. Coordination with FMLA

An eligible employee may utilize FMLA leave for the birth, adoption, or foster placement of a child in accordance with federal law and Board policy.

To the extent permitted by law, Parental Leave provided under this Agreement and FMLA leave shall run concurrently. Nothing in this section shall limit or interfere with an employee's rights under the FMLA or other applicable law.

4. Approved Leave of Absence

A leave of absence to be paid at the rate of one cent for the entire period of leave may be granted to any teacher with Board prior approval.

5. Bereavement Leave

In case of death in the immediate family a teacher is entitled to be absent from school without loss of compensation for up to five (5) consecutive school days and an additional five (5) days, if requested, may be granted within three hundred sixty-five (365) days following the death of the immediate family member for

related reasons.

a. Immediate family is defined as: father, mother, wife, husband, child, brother, sister, grandparent, grandchild, step-father, step-mother step-child, step-grandparent, step-grandchild, father-in-law, mother-in-law, daughter-in-law, son-in-law, and any relative who is living with the teacher as a permanent resident of that household.
b. In case of the death of a brother-in-law, sister-in-law, spouse's grandparent or the teacher's or spouse's uncle, aunt, nephew, niece, or first cousin, the teacher is entitled to two (2) days leave without loss of compensation.
c. Teachers who are requested to be pallbearers will be granted a leave of one (1) day per year without loss of compensation.

6. Legal Leave

a. Teachers selected for jury duty are expected to serve unless disqualified and will not be penalized through loss of pay, sick leave, or other benefits for absences resulting from such service, provided the teacher notifies the Superintendent's Office by 5:00 p.m. of the school day following receipt of the notice to serve and provides the Superintendent's Office with documentation from the court certifying the dates of service. The Board shall pay the teacher the difference between compensation received for jury duty and the teacher's normal daily rate of pay.

b. A teacher who is required by subpoena or summons to appear in a legal proceeding as a result of the teacher's employment with the Corporation or duties performed on behalf of the Corporation will not be penalized through loss of pay, sick leave, or other benefits for the required absence. The teacher must notify the Superintendent's Office by 5:00 p.m. of the school day following receipt of the subpoena or summons and provide documentation verifying the required dates of attendance. Any compensation received from the court for such service shall be remitted to the Corporation in a timely manner.

c. A teacher who is subpoenaed or summoned to appear in a legal proceeding unrelated to the teacher's employment or official duties with the Corporation-Agree shall use available personal leave for the absence. If the teacher does not have sufficient personal leave available, the absence shall be unpaid unless another form of leave is otherwise applicable under this Agreement or law.

7. Personal Leave

Teachers shall be granted three (3) days of personal leave with pay per school year. Unused personal leave shall accumulate up to a total of six (6) days. The use of personal leave shall be subject to the following conditions:

a. When practicable, application for personal leave shall be made at least two (2)

school days prior to the requested absence.

b. Personal leave will not be granted for less than one-half (1/2) school day.
c. Any accumulated personal leave in excess of six (6) days, if unused, shall be transferred to the teacher's accumulated sick leave, subject to the applicable limitation on sick leave accumulation.
d. Days used for personal leave during summer school shall be deducted at the rate of one-half (1/2) day for each one-half (1/2) day of absence when the employee's regular summer school assignment is one-half day.
e. A teacher may use no more than three (3) personal leave days consecutively.

8. Sick Leave

Provisions. A teacher shall be credited with ten (10) days sick leave without loss of pay at the beginning of the first year of teaching, and eight (8) days sick leave without loss of pay at the beginning of each school year thereafter. All absences caused by personal illness or physical disability of a teacher shall be debited to such sick leave. Ten (10) days of sick leave per contract year may be used for family illness. Appointments with doctors, specialists, dentists, and other health related professionals will be charged against sick leave.

a. Unused annual sick leave shall accumulate to not more than one hundred sixty (160) days.
b. Sick leave accumulated by a teacher prior to a leave of absence of not more than one (1) year shall be credited to that teacher upon return to employment.
c. A teacher who is granted an unpaid leave of one (1) month or longer during the school year shall have sick leave credits for that year reduced by one (1) day for each month, or portion thereof, of absence.
d. Days used for sick leave during summer school shall be deducted at the rate of one (1) day for each day of absence.
e. The Board agrees not to deduct any sick leave days for the absence of a teacher resulting from an injury incurred in the course of a teacher's employment while performing his assigned duties, provided, however, that payment to the teacher by the Board shall terminate upon satisfaction of the elimination period for long-term disability insurance and/or approval of a claim under Workman's Compensation Insurance coverage. An employee on an approved workman’s compensation leave may use accumulated sick leave days in order to make up the loss in pay. An employee must use sick leave days in whole day increments. An employee may not request a transfer of sick days for this purpose. Under no circumstances may the compensation for any given day of lost wages exceed the normal daily rate of the employee. Example: For every three (3) days of workers compensation pay, an employee may use one (1) day of accumulated sick leave in order to receive full pay for the three (3)

days.

9. Transfer of Sick Leave.

A teacher may grant accumulated sick leave days to another teacher who has no sick leave or personal leave remaining. Transferred days may only be used for the personal illness of the requesting teacher.

a. The process is to be done totally voluntarily.
b. Only whole days will be transferred.
c. Days must be granted in the year of sick leave expiration.
d. A teacher requesting a transfer of additional sick leave may do so only after all forms of paid leave (sick days and personal days) have been exhausted and a minimum of one (1) unpaid day per request has been taken. If a transfer request is for multiple consecutive days the one (1) unpaid days criteria must be met only once per school year. In the event a teacher has been absent a minimum of ten (10) consecutive school days utilizing any combination of one's accumulated sick and personal leave and said absence has caused the teacher to exhaust all accumulated sick and personal days, the requirement of days without pay shall be waived.
e. Accumulated sick days will not be transferred from the account of a teacher who is leaving the employment of this School Corporation.
f. The Board will not contribute to the account of any teacher.
g. The maximum number of days which may be transferred to a teacher is the number of days required to carry him through the elimination period of the then existing long-term disability insurance policy.
h. Sick days may be transferred at a rate of one day per teacher per request. If a second request is made, the rate of one day per teacher per request shall apply.

10. Legislative Leave

The Board shall grant the Association three (3) days for the purpose of visiting the General Assembly while it is in session. The president of the Association shall submit the names of the teachers to visit the Legislature to the Superintendent two (2) days prior to such visitation. The Association shall pay the cost of the substitute teacher for the first such leave day, and the Board shall provide substitute teachers for the teachers released for the second and third such leave day.

11. Leave for the Association President

The Board shall release the Association president, or President's designee, five (5) days per school year. The released time shall be taken in full or one-half day increments. Such released time to conduct Association business shall be taken at the Association president's discretion, provided that the Superintendent's Office is notified two (2) days in advance, except in case of emergency. The Association shall pay the cost of the substitute teacher who replaces the Association president when he/she is on released time.

12. Professional Leave for Degree/License Requirements

To support and encourage teachers who are adding degrees/licenses that will lead to a degree or certification that will qualify them to teach AP courses, Dual Credit courses, or High Ability (GT Endorsement) courses, TCSC will provide up to two (2) professional days, per semester when provided with appropriate documentation, to complete course requirements such as on-campus testing, research, observations, etc.

13. Family & Medical Leave Act

Leave under the Family and Medical Leave Act shall be granted in accordance with Board Policy 3430.01.

14. Summer School Leave

A teacher in summer employment in a certified position shall be eligible to use any of the following days:

a. Unused sick/family illness leave up to two days
b. Unused personal leave up to one day
c. Bereavement leave on the same basis as during the school year

A teacher employed during summer school shall not be entitled to any additional leave days because of such summer employment. For leave purposes only, a summer school day is equivalent to a regular school day.

15. Rights Upon Return From Leave of Absence

A teacher returning from a leave of absence shall be assigned to the same position held prior to the leave if it still exists. If the position no longer exists, the teacher will be assigned to an equivalent position within the scope of his/her certificate, and shall retain full credit for years of teaching service prior to the leave. Teachers returning from leaves of absence shall retain their status. A teacher on a full year or semester leave shall submit written notification of his/her intent to return or not to return to work at least thirty (30) calendar days prior to the end of the approved leave.

16. Absence Due to Injury or Disability From Student Assault

Absence of a teacher due to injury and/or disability resulting from an assault by a student, parent of a student, or legal guardian of a student shall not be deducted from the teacher's sick leave if the assault occurs while the teacher is performing assigned duties within the scope of the teacher's employment. During the period of absence, the teacher's salary and benefits shall continue in full without reduction in accumulated sick leave.

a. A teacher who is absent from work due to an injury or illness which is covered by Worker's Compensation shall receive full compensation minus Worker's Compensation and shall receive full benefits under this contract for a maximum of 90 days without reduction in accumulated sick leave.
b. A teacher taking a leave of absence as described in paragraphs 1 and 2 above shall provide to the Superintendent a doctor's statement concerning the need for and the probable duration of the leave. The corporation reserves the right to obtain, at its own expense, a second opinion by a physician of the corporation's choosing.

B. Insurance

1. <u>Life Insurance</u>

The Board shall provide for each teacher a fifty thousand dollar ($50,000.00) term life insurance policy. The Board shall pay the full cost of such coverage except for one dollar ($1.00), which shall be paid by the teacher.

2. Health Insurance

a. The Board shall offer each teacher the principal provisions in the Wabash Valley/West Central Indiana School Trust group health insurance program plan or a carrier selected by mutual agreement. Each teacher shall be given the option of selecting either the single plan or the full-family plan when the teacher is eligible to enroll.

b. Beginning with the enrollment/renewal of health insurance in 2024, the Board will pay a flat dollar amount toward the total premium in accordance with the following schedule.

Article III-Chart 1

	Single Plan	**Family Plan**
Option 6	$8,208	$17,191
Option 7	$7,903	$16,159
Option 8	$8,724	$18,361

3. Income Protection Insurance

a. The Board shall provide Short Term Income Protection Insurance for each full-time teacher employed under a regular contract who opts not to enroll in the group health insurance program.

b. The Board shall provide a Long Term Disability Insurance protection for all teachers. The specifications of this plan shall be mutually agreed to by the Association and the Board.

4. Continuation of Benefits

a. Teachers on approved, unpaid leaves of absence for more than one (1) month shall have the option to continue in any or all of the insurance programs provided for in this Contract by paying the premiums at their own expense in a manner directed by the Business Office. The Board shall continue its contribution(s) to the insurance program(s) for teachers during the first month of any approved leave of absence (except that Board contributions shall continue for twelve (12) weeks for approved Family Medical Leave Act leaves).

b. All retired teachers shall be allowed to continue any or all group insurance plan(s) at their own expense until age 65; or, until they become Medicare eligible. In order to do this, the retired teacher will give to the School Corporation treasurer a check made payable to the school corporation and in the

amount of the appropriate monthly premium. This check will be delivered to the School Corporation treasurer no later than the 25th day of the month preceding the month in which the premium is due to be paid to the insurance company. Failure to deliver this check(s) by the 25th day of the month as prescribed will result in forfeiture of the privilege to participate in the group insurance plan.

5. Dental Insurance

Dental insurance will be offered in addition to the group insurance program. Participants will pay the entire cost of the premium through payroll deduction. The plan for dental insurance shall be selected by mutual agreement.

6. Vision Insurance

Vision insurance will be offered in addition to the group insurance program. Participants will pay the entire cost of the premium through payroll deduction. The plan for vision insurance shall be selected by mutual agreement.

7. Section 125 Fringe Benefits

a. The benefits provided to employees by Section 125 of the Revenue Act of 1986, as amended shall be made available to any bargaining unit member so requesting. The salary Matrix shall include a set aside for Section 125 benefits which includes nontaxable benefits of group health, disability, Section 79 life, unreimbursed medical, dependent care, cancer, and dental.
b. Payroll deduction shall be made available to the administrator of the plan for voluntary universal life, annuities, and disability coverage when applicable.
c. The Board shall provide the above Section 125 Fringe Benefit Plan to all teachers. The carrier for the plan shall be by mutual agreement between the Association and the School Board.
d. Any administrative costs incurred by the carrier shall be paid by the individual teacher(s) who enroll in the plan. The Board shall be held safe and harmless by the carrier. At the expiration of the plan year, the parties shall mutually agree on the carrier.

8. Premium Refunds/Premium Adjustments

a. In the event of any refund by insurance companies paid on teacher-related policies, such refund shall be returned and paid to the teacher who paid the premiums.
b. In the event of a premium holiday by insurance companies, such premium will be reflected in the teacher's insurance deductions.

C. Retirement Benefits

1. Matching Annuity Program

The 401(a) annual matching annuity includes a two-year vesting period from the date of the teacher's employment and a mandatory teacher's match.

a. The Board will purchase an annuity for each teacher at the rate of 1.00% of the teacher's base contract per school year. The provider for this annuity shall be mutually agreed upon by the Board of Education and the TEA. Corporation annuity payments shall be made monthly, no later

than the 15th of each month, and shall be calculated using payrolls of the preceding month.

b. The teacher must purchase an annuity equal to or greater than the annual amount paid by the corporation in order to participate in this annuity program. For the teacher's matching share, the teacher's annuity program must be one of the corporation-approved annuity companies.

Teachers must indicate their choice of participation in this matching annuity program no later than September 15 of each school year.

2. Voluntary Separation Pay

This Section applies to all teachers. If a teacher meets the following qualifications, he/she shall be paid an additional stipend on their last contract, payable no later than June 30 of that year.

a. The teacher must complete at least 10 years with the School Corporation.

b. The teacher must declare their voluntary separation, via school email, by January 1 for a $10,000 stipend. The parties may mutually waive the January 1 required notice date on a case-by-case basis.

c. This Voluntary Separation Pay will be available to the first five (5) teachers who submit their letter of intent via school email to both the TEA President and the Superintendent. The date and time stamp on the email will serve as the official record to determine the first five (5) teachers who qualify. The parties may mutually waive the limit of five (5) teachers on a case-by-case basis.

d. Teachers may rescind their Voluntary Separation notification at the end of the school year if any of the following catastrophic events occur: death of a spouse, loss of employment by a spouse, a mediated financial hardship, or a loss of insurance coverage by a spouse. The deadline for rescinding their Voluntary Separation will be June 1.

D. Other Permissible Wage/Salary-Related Fringe Benefits

1. Mileage

Teachers who are authorized to use a private automobile in the conduct of assigned school duties shall be reimbursed at the Board approved rate for all employees while on such assignment. Mileage shall be computed by the map distance between the points.

2. Complimentary Extra-curricular Events Passes

Each teacher will be given a complimentary pass for himself and immediate family or one guest to all extra-curricular events (athletic, dramatic, musical, etc.) under the auspices of the School Corporation.

3. Attendance Incentive Program

Any teacher who has perfect attendance during any given nine-week grading period will earn a stipend of $100 per nine-weeks, with a maximum of $400 being allowed to be

earned during any given school year. One stipend for the school year (totaling together each nine-weeks stipend that was earned) will be paid on the first payroll date of June after the completion of the school year.

Perfect Attendance will be defined as “no absences for any reason”. Absences that would count against the Perfect Attendance record would include personal days, sick days, bereavement days, and family illness days. Absences that would NOT count against the Perfect Attendance record include approved Corporation Business (i.e., field trips, etc.), Jury Duty, and approved Professional Leave.

4. **Background Checks**
   Teachers will notify the superintendent’s office by March 1 of the year their license expires or the upcoming expiration. These teachers will be included in the 20% of the staff who must have background checks run for that year at the corporation's expense. Teachers failing to notify the superintendent’s office prior to March 1 of the year of license expiration may be required to pay this fee themselves.

ARTICLE IV: GRIEVANCE PROCEDURE

1. **Intent**

   This Grievance Procedure is intended to supplement, but not supplant, routine procedures for resolving personnel problems at the lowest possible administrative level. Nothing in this Contract shall prevent a teacher or group of teachers from seeking resolution of a complaint without recourse to this Grievance Procedure, as long as all resolutions are consistent with the terms of this master contract. The Grievance procedure shall be employed only after other means to resolve problems satisfactorily have not been successful.

2. **Definitions**
   - **a. Grievance:** a claim by one or more teachers and/or Association that an Article of this Contract has allegedly been violated or misapplied in such a way as to personally or adversely affect the teacher or group of teachers.
   - **b. Grievant:** a teacher and/or Association directly affected by alleged violation of this Contract. Any grievance filed by the association will be initiated by the Tipton Education Association President.
   - **c. Party of Interest:** any Board employee who might be required to take action, or against whom action might be taken in order to resolve a grievance.
   - **d. Working Day:** any day on which the central administrative offices of the School Corporation are open for business.
   - **e. Association:** those represented by the TEA in Article I and the employee.
3. **General Provisions**
   - **a.** Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level of the grievance procedure should be considered as a maximum to expedite the process. The time limits specified, however, may be extended by mutual agreement.
   - **b.** A grievant must file a claim within fifteen (15) working days of the time he had knowledge, or reasonably should have had knowledge, of the act giving rise to the grievance. Any grievance not appealed to the next step of the procedure within the prescribed time limits shall be considered settled on the basis of the answer given in the preceding step.
   - **c.** A grievant may be represented at all stages of the grievance procedure by the Association. A representative of the Association shall be entitled to be present at all meetings or hearings of the formal Grievance Procedure. In all cases, however, the grievant must be present.
4. **Procedures**
   - a. **Informal Resolution:** when a teacher or group of teachers has a complaint, an informal conference with the Principal will be requested. Principals shall grant at least one (1) such conference. Additional conferences should be held if it appears that resolution of the complaint may be achieved without resort to the formal Grievance Procedure. At any time within ten (10) working days after the last mutually agreed upon conference, the Grievance Procedure may be invoked if the complaint has not been resolved satisfactorily.
   - b. **Step 1. Formal Grievance:** a grievant may invoke the Grievance Procedure by filing a completed grievance form with the Principal. An information copy of the form will be sent to the Superintendent. Grievance forms will be provided by the School Corporation and will be available at all school buildings. The grievant shall provide:
     1. A description of the specific grounds of the grievance, including all

information necessary for complete understanding of the grievance.

2. The reasons why the Principal's proposed resolution of the complaint is unsatisfactory.
3. The specific actions requested to remedy the grievance.
4. A request for a formal conference with the Principal, if desired. If the Principal so desires, he may request a conference with the grievant and the party in interest, if any. If either the grievant or the Principal requests a conference, the request shall be granted.

The Principal shall present a written decision to the grievant within ten (10) working days after receipt of the written grievance, or within ten (10) working days following a conference with the grievant, if such is held. Information copies of the decision shall be sent to the Superintendent and to any representative of the grievant.

c. **Step 2. Appeal:** within ten (10) working days after receiving the immediate supervisor's written decision, or if no decision has been made at Step 1 in the time period specified, the grievant may appeal in writing to the Superintendent. Information shall include, in addition to that required in Step 1:

   a. The complete file of formal actions, supporting papers, memoranda, letters and other documentary materials constituting the record of Step 1.
   b. The reasons why the immediate supervisor's decision on the grievance is unacceptable.
   c. A request for a formal conference with the Superintendent, if desired. If the Superintendent so desires, he may request a conference with the grievant and such other persons as may be involved or affected by the grievance. If either the grievant or the Superintendent requests a conference at Step 2, the request must be granted.

The Superintendent shall present a written decision to the grievant within ten (10) working days after receipt of the grievance appeal, or within ten (10) working days after a conference with the grievant, if such is held. Information copies of the decision shall be sent by the Superintendent to any representative of the grievant and to the party in interest, if any.

ARTICLE V – CBA RATIFICATION

TERMS OF THIS AGREEMENT
2026-2027

This Agreement shall continue in effect through June 30, 2027. No provisions of this Agreement, separately or in the entirety, shall be extended orally or through any means except by mutual consent and through a written instrument signed by both parties. The Board and the Association shall take such actions as may be required to give full effect to this Agreement, in part and in whole.

This Agreement is made and entered into in Tipton County, Indiana, on the 10th day of November 2026, by and between the School Board of the Tipton Community School Corporation and the Tipton Education Association, both of Tipton, Indiana, and so attested to by the duly authorized signatures below:

The undersigned attest to the following:

1. A public hearing was held in compliance with I.C. § 20-29-6-1(b) **September 8, 2026,** and electronic participation from the parties and/or public was not permitted; and
2. A public meeting in compliance with I.C. § 20-29-6-19 was held on **November 4, 2026**, to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

Ratified on **November XX, 2026** by Tipton Education Association

Ratified on **November 10, 2026** by the School Board of Tipton Community School Corporation

_____
Allison Ripberger, TEA President

_____
Robert Cochrane, TCSC Board President

_____
Josh Ireland, TEA Negotiation Team Secretary

_____
Kimberly Fague, TCSC Board Secretary

Appendix A

A. Terminal Pay Supplement Change

Beginning with the 2003-2004 contract, the terminal pay supplement was replaced with a matching annuity program. This program is outlined in the Teachers Contract (Article III, page 23). Those employees have the provision of being paid $50 per unused sick day that was frozen as of June 2003, payable upon retirement. These provisions do not apply to individuals employed after June 30, 2003.

FROM ARTICLE IV, A (2012-2013)

1. Terminal Pay Supplement Change

   A 401 (a) matching annuity program replaces the Terminal Pay Supplement plan beginning with the 2003-04 contract. The Terminal Pay Supplement plan is retained here for future reference as needed to fulfill the provisions of this article. As used in this section, "matching annuity program" shall apply to any such program that satisfies the IRS definition of a qualifying 403(b) plan.

   Existing teachers' terminal pay supplement amounts will be calculated on June 30, 2003, and will be paid upon retirement following the guidelines listed below. SB199 pension bonds will be sold to fund the old terminal pay supplement unfunded liability. The proceeds from the pension bonds will provide these teachers with a predetermined severance amount upon retirement. The teacher's amount will be the accumulated number of unused sick days (maximum 160 days) at $50 per day on that date and the number of years experience at the end of the school year 2002-03 at $250 per year (maximum $7,500). Teachers must qualify under all terms of the Terminal Pay Supplement to collect the severance pay upon retirement. The Section C Benefits Distribution paragraph 1 language is changed: The retirement severance pay amount will be a one-time payment upon retirement either as a cash settlement or a roll-over into an annuity program of the teacher's choice. The sick day benefit will continue to accumulate as per Article VI, Leaves, Section G, Sick Leave, but the accumulated days above the amount frozen on June 30, 2003 will not have a severance pay value at retirement time. There will be a one-time buy-out option for teachers who had five or more years of service with the TCSC on June 30, 2003 for the $250 per year (maximum $7,500) of service at the discounted value. If the teacher elects this option, the corporation will transfer this amount into the teacher's corporation annuity plan. Teachers will have until September 30, 2003 to select the buyout program.

B. Terminal Pay Supplement

A. Eligibility

A permanent teacher having completed ten (10) consecutive years in this School Corporation immediately prior to retirement and having reached the age of fifty-five (55) shall be entitled to terminal pay supplement as outlined:

1. To be eligible for terminal pay supplement benefits, a teacher must submit, no later than June 1 of the year prior to taking retirement, a written notification to the superintendent of his/her intent to retire. The superintendent may, at his/her discretion,

waive the required June 15 deadline upon request of the retiring teacher.

2. If a teacher eligible for terminal pay supplement is forced to retire because of accident or ill health supported by a signed statement of a medical doctor licensed to practice medicine in the State of Indiana, the Superintendent may waive the required notice of retirement.
3. Age fifty-five (55) shall be interpreted to mean the teacher has reached fifty-five (55) years of age on or before August 15 of the first year of said teacher's retirement.
4. In the case of part-time teachers, the terminal pay supplement will be prorated on the extent of the time they teach. For example, half time teachers will receive half of the terminal pay supplement for which they are eligible, 4/7 time teachers will receive 4/7's, etc. In case of fluctuating assignment, the stipend will be calculated on the highest percentage of employment of the last five (5) years.

C. Benefits

A permanent teacher who qualifies for benefits under this Article may elect:

1. a "one time" amount of two hundred fifty dollars ($250) per year of service in the Tipton Community School Corporation, to a maximum of $7,500; and
2. a sick day buy-back at the rate of fifty dollars ($50.00) for each day of unused sick leave up to the maximum number of days as stipulated in Article VI, Section G, of this contract.

D. Benefits Distribution

The annual distribution of terminal pay shall not exceed four thousand dollars ($4,000.00) per year until fully paid except as provided under paragraph D. Teacher’s Estate.

1. A retired teacher may elect to receive cash payments and/or apply the terminal pay toward insurance premiums.

E. Teacher's Estate

If a teacher who was participating in this Terminal Pay Supplement Program dies before completion of said Program, any remaining stipend(s) which said teacher would have been entitled to receive had the teacher survived shall be paid to the teacher's estate in a single payment.