

MASTER CONTRACT

between the

ADAIR-CASEY COMMUNITY SCHOOL DISTRICT

and the

ADAIR-CASEY EDUCATION ASSOCIATION

2026-27

## ARTICLE 1: RECOGNITION

### Section 1:

The Adair-Casey Community School Board, hereinafter referred to as the "Board," recognizes the Adair-Casey Education Association, hereinafter referred to as the "Association," as the sole and exclusive negotiating agent for all full-time and part-time regularly employed certificated personnel as set forth in the amended PERB certification instrument (#2366) issued by the PERB on the 10th day of December 1982.

The unit described in the above certification is as follows:

INCLUDED: counselors, librarians, athletic coaches and assistants, and classroom teachers

EXCLUDED: superintendents, principals, athletic director, aides, secretaries, custodians, maintenance personnel, cooks, bus drivers, business manager, and school nurse

### Section 2:

The term "Board," as used in this Agreement, shall mean the Board of Education of the Adair-Casey Community School District or its duly authorized representative.

### Section 3:

The term "employee," as used in this Agreement, shall mean all professional employees represented by this Association in the bargaining unit as defined and certified by the Public Employment Relations Board.

### Section 4:

The term "Association," as used in this Agreement, shall mean the Adair-Casey Education Association or its duly authorized representatives or agents.

## ARTICLE 2: BASE SALARY

The Board and the Association agree that the salary is:

- Base pay for 1-11 years of teaching experience in an accredited school: \$50,000
- Base pay for greater than or equal to 12 years of teaching experience in an accredited school: \$62,000
- Minimum certified salary increase 2025-26 school year: 2%
- Minimum certified salary increase 2025-26 school year for teachers with  $\geq 20$  years of experience: 3%
- Minimum salary for teachers with 8-11 years of teaching experience: \$53,500.

## ARTICLE 3: SUPPLEMENTAL PAY

### Extra-Curricular Activity Pay Schedule 2026-27

#### Section 1:

The Board and the Association agree that the extracurricular activities listed in Section 2 are official school-sponsored activities covered by school insurance.

#### Section 2: Extracurricular Pay

-These are the salaries for sponsors/coaches of extracurricular activities. The Board shall determine if these positions will be filled.

-Extra Curricular Generator Base \$37,850.00

-Eliminate the year 3 column and start all new coaches on year 4 percentages.

Percentage of Generator Base

|                            | Year 4 | Year 5 |
|----------------------------|--------|--------|
| HS Strength/Conditioning   | 12     | 12.5   |
| Head Wrestling             | 12     | 12.5   |
| Head Football              | 11.5   | 12     |
| Head Basketball            | 11.5   | 12     |
| Head Baseball              | 11.5   | 12     |
| Head Softball              | 11.5   | 12     |
| Extracurricular Band       | 11.5   | 12     |
| Head Volleyball            | 9.5    | 10     |
| FFA Sponsor                | 9.5    | 10     |
| JH Extracurricular Band    | 9.5    | 10     |
| Assistant Basketball       | 8.5    | 9      |
| Head Track                 | 8.5    | 9      |
| Head Cross Country         | 8.5    | 9      |
| Assistant Wrestling        | 8.5    | 9      |
| Junior High Strength/Cond  | 8.5    | 9      |
| 504 Coordinator (7-12)     | 8      | 8.5    |
| Building Assist (K-6)      | 8      | 8.5    |
| Assistant Baseball         | 7.5    | 8      |
| Assistant Softball         | 7.5    | 8      |
| Assistant Football         | 7.5    | 8      |
| 504 Coordinator            | 7.5    | 8      |
| Assistant Track            | 6.5    | 7      |
| Assistant Cross Country    | 6.5    | 7      |
| Assistant Volleyball       | 6.5    | 7      |
| School Play                | 6.5    | 7      |
| School Play Assistant      | -      | 3      |
| Junior High Speech & Drama | 6.5    | 7      |
| Head Golf                  | 5.5    | 6      |
| Junior High Wrestling      | 5.5    | 6      |
| Junior High Football       | 5.5    | 6      |
| Junior High Basketball     | 5.5    | 6      |
| Junior High Volleyball     | 5.5    | 6      |
| Junior High Baseball       | 5.5    | 6      |
| Junior High Softball       | 5.5    | 6      |
| Junior High FFA Sponsor    | 5.5    | 6      |
| Cheerleader Sponsor        | 5      | 5.5    |
| Drill Team Sponsor         | 5      | 5.5    |
| Junior High Track          | 4.5    | 5      |
| Junior High Cross Country  | 4.5    | 5      |
| Individual Speech          | 4.5    | 5      |
| Large Group Speech         | 4.5    | 5      |
| Assist Large/Sm Speech     | 4.5    | 5      |
| Debate                     | 4.5    | 5      |
| Mock Trial                 | 4.5    | 5      |
| Vocal Programs             | 4.5    | 5      |
| Junior/Sr Class Sponsor3   | 4.5    | 5      |
| Annual                     | 4.5    | 5      |
| Academic Team Coach        | 4.5    | 5      |
| Assist JH Speech & Drama   | 4.5    | 5      |
| National Honor Society     | 4.5    | 5      |
| Varsity BB Concessions     | 4.5    | 5      |
| Student Council            | 4.5    | 5      |
| School Paper               | 4      | 4.5    |

|                             |     |   |
|-----------------------------|-----|---|
| Junior High Student Council | 3.5 | 4 |
| FCCLA Sponsor               | -   | 3 |
| DECA Sponsor                | -   | 3 |

#### ARTICLE 4: DURATION PERIOD

The language in this agreement shall be effective as of July 1, 2026, and shall continue in effect through June 30, 2027. During the term of this contract, all articles shall remain in force in the current contract.

#### ARTICLE 5: FINALITY

This Agreement supersedes and cancels all previous collective bargaining agreements between the Board of Directors of the Adair-Casey Community School District and the Adair-Casey Education Association, unless expressly stated to the contrary herein, and constitutes the entire agreement between the parties and concludes collective bargaining for its term.

#### ARTICLE 6: SIGNATURE CLAUSE

In witness whereof the parties have caused the Agreement to be signed by their respective Presidents, attested by their respective chief negotiators, and their signatures placed thereon, all on the 30th of April 2026.

ADAIR-CASEY EDUCATION ASSOCIATION

ADAIR-CASEY COMMUNITY SCHOOLS

By Megan Farnsworth  
Its President

By [Signature]  
Its President

By Bradley Bandler  
Its Chief Negotiator

By [Signature]  
Its Chief Negotiator