



**SOUTH NEWTON SCHOOL
CORPORATION**

AGREEMENT WITH

**SOUTH NEWTON
CLASSROOM TEACHERS
ASSOCIATION**

2025 – 2027 Master Contract

TABLE OF CONTENTS

ARTICLE I	RECOGNITION	PAGE 4
ARTICLE II	LEAVES OF ABSENCE	PAGE 4
	A. Sick Leave	PAGE 4
	B. Family Illness/Emergency Leave	PAGE 5
	C. Bereavement	PAGE 5
	D. Court Leave	PAGE 6
	E. Personal Business Leave	PAGE 6
	F. Other Leave Considerations	PAGE 6
	G. Professional Leave	PAGE 6
	H. Special Education Professional Leave	PAGE 7
	I. Family Medical Leave Act	PAGE 7
	J. Childbirth Leave	PAGE 7
	K. Adoption Leave	PAGE 7
	L. Unpaid Leave	PAGE 8
	M. Association Leave	PAGE 8
	N. Worker's Compensation Leave	PAGE 8
	O. Sick Leave Bank	PAGE 8
ARTICLE III	COMPENSATION	PAGE 10
	A. Salaries	PAGE 10
	B. Early Payout Option	PAGE 11
	C. Extra-Duty Pay	PAGE 11
	D. Ancillary Duties	PAGE 11
	E. Substitute Teaching During Prep Period	PAGE 12
	F. Drivers Education Classes	PAGE 12
	G. Adult Education Classes	PAGE 12
	H. Reading Recovery Assessments	PAGE 12
	I. Continuing Education	PAGE 13
	J. Mileage Allotment	PAGE 13
	K. Salary Reopener	PAGE 13
	L. Expanded Criminal History Background Check	PAGE 13
ARTICLE IV	FRINGE BENEFITS	PAGE 13
	A. Life Insurance	PAGE 13
	B. Long Term Disability Insurance	PAGE 14
	C. Health Insurance	PAGE 14
	D. Section 125 Benefits	PAGE 14
	E. Part-Time Employee Benefits	PAGE 15
	F. Vision Insurance	PAGE 15
	G. Dental Insurance	PAGE 15
	H. Athletic Pass	PAGE 15
ARTICLE V	PL 199 AGREEMENT	PAGE 15
	Retirement Severance Benefit	PAGE 15

	A. Group Health Insurance	PAGE 16
ARTICLE VI	BUY OUT OF RETIREMENT BENEFITS	PAGE 16
	A. Elimination of Prior Agreement's Retirement Bridge and Severance Benefit	PAGE 16
	B. Entitlement to Retirement Benefits and Vesting Requirements	PAGE 16
	C. Actuarial Determination of Value of the Current Retirement Bridge and Severance Benefits	PAGE 17
	D. Buy Out Contributions	PAGE 19
	E. Future Adjustments	PAGE 21
ARTICLE VII	ON-GOING RETIREMENT SAVINGS 401(a) ANNUITY PLAN AND 403(b) PLAN	PAGE 21
ARTICLE VIII	ON-GOING RETIREMENT SAVINGS VEBA PLAN	PAGE 22
ARTICLE IX	RATIFICATION	PAGE 23
APPENDIX A	EXTRA-CURRICULAR SALARY SCHEDULE	PAGE 24
APPENDIX B	COMPENSATION MODEL	PAGE 28
APPENDIX C	PAY SCHEDULE	PAGE 31

TERMS OF AGREEMENT

This agreement shall be effective as of July 1, 2025 and shall continue in effect through June 30, 2027.

ARTICLE I

RECOGNITION

- A. The South Newton Board of School Trustees hereby recognizes the South Newton Classroom Teachers Association, an affiliate of the Indiana State Teachers Association, and National Education Association, as the exclusive bargaining representative for all certificated personnel of the school corporation except: Superintendent, Assistant Superintendent, Principals, Assistant Principals, Director of Secondary Education, Director of Elementary Education, Director of Curriculum, Administrative Assistants, Athletic Director, Title I-GT Coordinator, Nurses, Substitute Teachers, Instructional Assistants, and Transportation Director.
- B. The term “Agreement” when used hereinafter in this collective bargaining agreement shall mean the contract bargained between the South Newton Board of School Trustees and the South Newton Classroom Teachers Association.
- C. The term “Employee” when used hereinafter in the Agreement shall refer to all Employees represented by the Association in the bargaining unit.
- D. The term “Board” when used hereinafter in the Agreement shall refer to the South Newton Board of School Trustees.
- E. The term “Association” when used hereinafter in the Agreement shall refer to the South Newton Classroom Teachers Association, an affiliate of the Indiana State Teachers Association, and the National Education Association.
- F. The term “day” when used in this Article shall mean days when Employees are in attendance. During the summer recess, the term shall mean weekdays, Monday through Friday, excluding holidays.
- G. The term “Corporation” when used in this Agreement shall refer to the South Newton School Corporation.

ARTICLE II

LEAVES OF ABSENCE

A. Sick Leave

Each Employee shall be entitled to ten (10) sick leave days the first year of corporation employment and eight (8) sick leave days in each succeeding year without loss of compensation. Unused sick leave days shall be accumulated to a maximum of one hundred fifty (150) days.

An Employee may use their sick leave days for personal illness, injury or quarantine up to their actual accumulated number of days.

In the event an Employee completes the contract year with more accumulated sick leave than the maximum (150 days) allowed by this Agreement, the Employee will receive pay equal to substitute teacher pay for each day in excess of the 150 days. Excess sick leave payment will be received by July 31st. Payment shall be deposited into the Employee's 403b Plan according to South Newton School Corporation's 403b Plan Document.

Any sick leave days accumulated by an Employee in another School Corporation within the State of Indiana (up to the allowable maximum accumulation set herein) shall be transferred at a rate of ten (10) days per year until the accumulated days to which said Employee was entitled to in the former place of employment shall be exhausted. The transfers begin with the second year of employment and continue during each succeeding year of employment in the South Newton School Corporation.

B. Family Illness/Emergency Leave

Each Employee may use his or her sick leave days for serious illness or accident/injury to a member of the immediate family or designated legal ward of the employee. The immediate family is interpreted to mean spouse, child, Son-in-Law, Daughter-in-Law, foster child, step child, parent, foster parent, step parent, father-in-law, mother-in-law, brother, sister, Grandparent or Grandchild. Such emergency leave shall be deducted from the Employee's accumulated sick leave. The Superintendent may consider special relationships not specifically mentioned above, but falling within its intent.

C. Bereavement

1. Each Employee shall be entitled five (5) working days of absence at the time of a death in the immediate family. The immediate family is interpreted to mean parent, foster parent, step parent, brother, sister, spouse, child (to include miscarriage), Son-in-Law, Daughter-in-Law, foster child, step child, father-in-law, mother-in-law, Grandchild or other relative who at the time of death is living as a member of the household of the Employee. These five (5) days shall not be deducted from the Employee's accumulated sick leave. These five (5) days are to be used within one year following death for the grieving process or to settle affairs of the estate. Additional days of bereavement may be taken if needed and shall be deducted from the Employee's accumulated sick leave. The Superintendent may consider special relationships not specifically mentioned above, but falling within its intent.

2. Each Employee is entitled to two (2) working days leave of absence at the time of a death of a grandparent, uncle, aunt, niece, nephew, first cousin, brother-in-law, or sister-in-law. These two (2) days shall not be deducted from the Employee's accumulated sick leave.

3. An Employee asked to serve as a participant in the services for a funeral is entitled to one (1) day per occurrence. The one (1) day shall not be deducted from the Employee's accumulated sick leave.

D. Court Leave

Each Employee is entitled to court leave when he/she is subpoenaed (1) to serve jury duty, (2) to testify in court as a witness in a case in which he/she is not personally involved, (3) to testify in court in any suit arising out of the performance of the duties for or employment with South Newton, or (4) to testify before a judicial or legislative body legally empowered to issue said subpoena in a matter arising out of the performance of the duties for employment with South Newton for the number of days mandated to perform such obligation.

During the period of required absence for such mandated duty as provided herein, the Employee shall be paid full salary, provided the total amount of per diem jury duty allowance earned during school days by such Employee, if any, is remitted by the Employee to the School Corporation. Court leave days shall not be deducted from the Employee's accumulated sick leave.

Court leave days will not be provided to any Employee if (1) in the event said Employee is the plaintiff in a suit, or judicial, legislative or administrative procedure against South Newton or its Board, or (2) in the event said Employee is the defendant, or is subpoenaed by or on behalf of the defendant in a suit or judicial legislative, or administrative bearing brought by South Newton or its Board.

E. Personal Business Leave

1. Each Employee is entitled to three (3) days personal leave per school year with pay for the transaction of personal business and/or the conduct of personal or civic affairs. He or she shall notify the principal in writing at least twenty-four (24) hours before the leave is to start. Unused personal leave days can be accumulated separately up to four (4) days and all additional days will accumulate as sick days commencing the 2010-11 school year.

F. Other Leave Considerations

1. Part-time Employees will receive prorated leave benefits equivalent to their proportional teaching assignment. All prorated numbers of days will be rounded to the nearest one-half day.
2. All leave days must be taken as either a full day or half day of leave.
3. Each summer school Employee may be absent from work without loss of pay for one summer school work day due to personal illness. This sick leave day is for the summer school session only, and if unused, the day does not accumulate. For purposes of accounting for the day, a work day of summer school is equal to a full day of leave regardless of the number of hours per day that the Employee is contracted for.

G. Professional Leave

Teachers should request permission to attend functions as early as possible. Authorization to attend will be recommended to the Superintendent by the principal for approval. If such a

request is allowed, the Board shall pay the teacher's regular salary and hire an appropriate substitute. Additionally, the Board, at its discretion, may reimburse teachers for appropriate expenses such as registration fees, meals, lodging, and mileage. Teachers who are requested by an administrator to attend conferences shall be reimbursed for appropriate expenses such as registration fees, meals, lodging, and mileage.

The amount for professional leave shall not exceed \$6000 per fiscal year. In the event the \$6000 has been expended no conference request will be permitted until July 1 of the next year unless the teacher is requested to attend a conference by the Superintendent.

Teachers will be granted a professional day for taking a content exam for a course relevant to their current or future teaching position at South Newton. South Newton will cover the cost of one content exam per teacher per year.

H. Special Education Professional Leave

Three (3) professional leave days may be granted, with pay, three (3) full days per year, to special education resource, life skills, and speech pathologist in order to develop and write individual education plans in preparation for annual case reviews of students of which they are the teacher of record with approval of the Superintendent.

I. Family Medical Leave Act

An Employee does not need to exhaust their sick and personal days before being granted FMLA.

J. Childbirth Leave

A teacher who has a child or whose spouse or partner has a child shall be entitled to five (5) days of newborn child care leave with pay within two weeks of the birth of the child. A teacher who is pregnant may continue in active employment as late into the pregnancy as she wishes, if she can fulfill the requirements of her position. Temporary disability caused by the pregnancy shall be treated as all other temporary disabilities under this Agreement. The teacher may use any available accrued paid sick and personal leave. Maternity Leave shall be granted anytime between the commencement of the teacher's pregnancy and one year following the birth of the child. If taking an extended, unpaid leave, see Unpaid Leave section, Letter L for more information.

K. Adoption Leave

A teacher shall, upon request, receive adoption leave with pay for a period not to exceed five (5) consecutive days. The teacher may use any available accrued paid sick and personal leave to extend the adoption leave.

L. Unpaid Leave

The board may grant a leave of absence to a teacher for a period of up to one year without pay or benefits. Benefits may be purchased at teacher's expense. COBRA benefits are extended to those on such a leave.

A teacher may request the use of intermittent unpaid days throughout the year. The decrease in pay associated with the unpaid leave will occur during the same pay period in which the leave occurred. A teacher who takes an unpaid leave under state or federal statute may request a reduction in contract that spreads the decreased annual salary over the remainder of the school year.

A teacher returning from an approved leave of absence shall notify the Superintendent in writing of their intent to return no later than March 1 of the preceding school year.

M. Association Leave

The Association President or his/her designee shall be entitled to ten (10) days of absence each school year with pay for the purpose of conducting Association business. If the Association has co-presidents, they will share the ten (10) day leave allotment. There will not be more than five (5) teachers using such leave on any one day. By written mutual agreement between the Superintendent and the Association (Co) President(s), the total number may be increased and/or the daily limit may be increased.

N. Worker's Compensation Leave

A teacher injured during the course of employment shall receive benefits as dictated by the Indiana Workers' Compensation Act. A teacher's sick or personal leave shall be charged for any absences that occur within seven (7) calendar days of the injury. A teacher receiving wage replacement benefits from workers' compensation may elect to use one-third of a sick or personal day after the seven-day period to receive the difference between the teacher's salary and wage replacement benefits. A teacher receiving wage replacement benefits may be eligible for the sick leave bank.

When a teacher is receiving workers' compensation benefits and the teacher's injury is caused by a student, parent, or intruder:

The charging of absences during the initial seven (7) day period against the teacher's accumulated sick and personal leave shall be waived, and the Board shall pay to such teacher the difference between the teacher's salary and wage replacement benefits, and neither the teacher's accumulated leave nor the sick leave bank shall be charged.

O. Sick Leave Bank

1. The purpose of the sick leave bank is to relieve its members from undue financial burdens due to absence from work on a long term basis due to illness, injury, or incapacitation of themselves, their spouse or their dependent children.

2. The Sick Leave Bank shall be administered by a Committee of five (5) members – two appointed by the Administration and three by the Association. All terms of service will be two (2) years.
 - The entire membership of the Committee shall select one of their members to act as chairperson.
 - The Committee shall meet during the school year as needed. Special meetings may be called by the chairperson at the request of the Committee members.
 - In each case, a minimum of three (3) favorable votes by the Sick Leave Bank Committee is required to grant the use of days from the Sick Leave Bank.
 - The Committee shall prepare an annual report in conjunction with the Corporation Treasurer of days contributed by each teacher, days used, and days accumulated in the Sick Leave Bank, and distribute this report to the President of the South Newton Classroom Teachers Association and the Superintendent.
 - Requests for use of the Sick Leave Bank shall be made on the official forms provided by the Committee.
 - Requests to donate days shall be made on the official forms provided by the Committee.
 - The decision of the Sick Leave Bank Committee shall be final and may not be grieved.
 - No person shall be granted sick leave bank days after they begin receiving LTD benefits.
3. The Committee shall use only the following criteria for granting use of the Sick Leave Bank.
 - The applicant must be a current participant in the Sick Leave Bank.
 - An individual applying for use of the sick bank may keep a total of five (5) current or accumulated sick days and zero (0) current or accumulated personal days. The remaining current and accumulated sick and personal days must be exhausted before sick bank days may be granted.
 - An eligible teacher, or authorized designee, shall make written application to the Committee for leave under this provision. The physician must substantiate the illness and certify that the absence will continue during a period of at least five (5) consecutive days.
 - An eligible individual may be granted no more than thirty (30) days per request. Limit of 2 requests per school year.
4. Eligibility for Use of the Bank:
 - Any South Newton School Corporation teacher or administrator who has contributed days is eligible to participate in the Sick Leave Bank.
 - Teacher has met criteria in Section 3 above.
 - Upon return to work, the teacher shall repay the Sick Leave Bank for days owed (number of days borrowed minus number of days contributed) at the rate of three (3) days per year. If a member retires, resigns, or for other reasons leaves the corporation before repaying the Sick Leave Bank, the debt shall be waived.

5. Composition of the Sick Leave Bank:

- The number of days contributed will continue to accumulate until approximately one-hundred eighty-five (185) days are credited to the Sick Leave Bank.
- The annual enrollment period for accepting voluntary membership in the Sick Leave Bank shall be the first thirty (30) days of the school year, or the first thirty (30) days following the ratification of this contract, whichever is later.
- The Sick Leave Bank will initially be formed through voluntary participation and by voluntary donations, with written authorization of two (2) full days by participating members. After the first year of membership in the Sick Leave Bank, a teacher need only contribute one (1) personal illness day (if contributions are required) to remain a participating member in the Bank. If a teacher desires to return to the status of a participating member after withdrawing from membership in the Sick Leave Bank, that teacher shall contribute two (2) days in the first year after returning to membership.
- Sick leave days donated to the Bank by a teacher are considered a permanent contribution to the Bank and may not be withdrawn or transferred to another school corporation.
- If, at the start of the school year, there are approximately one-hundred fifty (150) days in the Sick Leave Bank, there shall be no contribution except for the repayment of days, contributions by teachers returning to membership, and contributions by new members.
- If, at any time, a member of the Sick Leave Bank desires to withdraw from the Bank, he/she shall write a letter to the President of the Association requesting such withdrawal. Upon receipt of the letter, the President shall immediately notify the Superintendent's office of the withdrawal, which will then become effective immediately. The enrollment period at the beginning of the next school year would be the next opportunity for this teacher to rejoin the Bank.
- In the event that the total number of days in the Sick Leave Bank should drop below one hundred (100) days, each member of the Bank shall be assessed an additional sick leave day in order to rebuild the Bank. If at that time a member has no remaining sick leave days, he/she shall be exempt from this assessment.
- A retiring teacher may donate any or all sick and/or personal leave days to the Sick Leave Bank.

These rules shall be amended only by mutual consent of the South Newton Board of School Trustees and the SNCTA.

ARTICLE III

COMPENSATION

A. Salaries

The parties agree that all salaries covered by this Agreement are accurately reflected in Appendixes A and B which are attached to and made a part of this Agreement. The parties also agree that nothing in the compensation schedule shall be construed so as to prevent the Board from paying additional salary if necessary in order to obtain Employees of unusual scarcity, ability, qualifications, or training. The Board retains the right to pay additional compensation to Employees who accept extra-curricular duties or additional teaching duties as deemed necessary by the Board or Superintendent. No employee shall be hired at a salary greater than

a teacher with the same education and experience except when a shortage of qualified applicants occurs.

1. In the event that the number of required teacher workdays is extended by legislation, or by an agency legally empowered to do so, and state funding is provided to pay for those additional days, the appropriate salary schedule(s) will be prorated to reflect the additional work time.
2. Employees shall be paid in 26 equal pays, every two weeks as indicated in the pay schedule in Appendix C unless a teacher selects and properly complies with the option offered in Article III, Section B of this Agreement.
3. If a regularly scheduled pay date falls during a vacation, except Christmas and Spring Break, Employees will be paid on the last working day prior to said vacation.

B. Early Payout Option

Employees shall have the option of receiving their pay in a lump sum payment on the first regular pay date in June if requested in writing to the Superintendent's office prior to March 1st of each year. An Employee so choosing will receive his or her pay in equal installments of 1/26 of his or her annual salary with the balance of the salary paid on the date specified above.

C. Extra-Duty Pay

The pay for extra-duty assignments for the School Corporation are as set forth in Appendix A attached hereto and made a part hereof.

The stipends marked "Dec & May" will be paid half the total amount in the first pay period of December and May.

The stipends marked "Completion" will be paid in a lump sum on the payday immediately following the last regular season contest or the completion of the program.

The stipends marked "All Pays" will be paid in 26 equal installments as part of the teacher's contract. In the event the Employee selects the payment method in Section B, the stipend will be paid accordingly.

D. Ancillary Duties

The pay scale for remedial instruction, new teacher orientation, summer professional development and individually assigned after hours professional development shall be as follows:

SAT Prep/High School/Homework Help	\$85/session
Rebel Rescue/Middle School	\$85/session
After School Remediation/Elementary	\$85/session
After School Detention	\$65/session
Saturday School	\$85/session

Professional Development
Kindergarten Roundup

\$85/day
\$85/day

All Employees of School Corporation-sponsored summer school, summer high school credit courses, homebound instruction, new teacher orientation, and mentors for new teacher orientation who are covered by this Agreement, shall receive an amount for their services as determined by the following formula: Per diem rate divided by six (6 hours per day) times the actual number of hours contracted with the Board.

Payment for Employees for remedial, summer enrichment, and summer high school credit courses will be made in a lump sum payment on the first regular pay date immediately following the last day of scheduled classes.

E. Substitute Teaching During Prep Period

In the event that the Corporation is unable to secure a substitute teacher for a teacher absence, a teacher may be asked by the building principal to cover a class during that teacher's preparation time. A teacher who performs the ancillary duty of covering a class period of another teacher shall be paid the hourly wage of a teacher on Row A in the BS column of the salary schedule for each class period. The building principal will be responsible for assigning and documenting each class period covered and submitting a payment voucher on behalf of the teacher

F. Drivers Education Courses

Summer drivers training instructors shall be paid an hourly rate for their services. The summer rate shall be thirty five dollars (\$35.00) per hour.

G. Adult Education Classes

Employees who teach adult education classes will be paid for their services as follows:

1. When the Employee serves as the instructor, the Employee will be paid in accordance with the following formula: Employee's per diem divided by the number of hours for the class. If the rate is reduced, the teacher would be notified prior to the first class session, and the teacher would have the option of not teaching the class.
2. Payment for adult education classes will be made in a lump sum on the first regular pay day date immediately following the last day of scheduled classes.

H. Reading Recovery Assessments

A qualified Reading Recovery Employee will be paid twenty-five dollars (\$25) for each Reading Recovery Student assessment completed during the Employee's non-contract time between the close of school (in the spring) and the re-opening of school in the fall.

I. Continuing Education

Teachers shall be reimbursed for graduate courses (500 level) that pertains to a potential teaching assignment, at the rate of two hundred (\$200) dollars per credit. Approval for reimbursement must be granted by the Superintendent of Schools. Payment shall occur two times per year, at the regular December and May school board meetings. Requests for reimbursements should be turned in by December 1 and May 1. The school corporation shall pay no more than \$10,000 in any given calendar year for college credit reimbursement. Approval shall be on a first come - first served basis until the cap of \$10,000 has been reached. A teacher may not receive reimbursement for more than three (3) credits per year. The Superintendent may approve more than three (3) credits in an emergency situation.

J. Mileage Allotment

An Employee who is not provided with a car by the Corporation and who is authorized in writing to use his/her own automobile in performance of assigned school duties shall be reimbursed at a per-mile rate consistent with the Internal Revenue Service mileage allotment.

K. Salary Reopener

Should the terms of this negotiated collective bargaining agreement, due to funding reductions, decreased enrollment, benefit cost increases and/or other increased expenditures on the school corporation, create the possibility to deficit finance as that term is defined by IC20-29-6-3, the parties may at the earliest opportunity meet to bargain for the purpose of avoiding the deficit and reducing and/or altering other controllable expenditures.

L. Expanded Criminal History Background Check

The school corporation shall pay the cost of any and all Indiana expanded criminal history checks and expanded child protection index checks that are required by the School Corporation or per IC 20-26-5-10.

ARTICLE IV

FRINGE BENEFITS

A. Life Insurance

The School Corporation shall pay up to all but \$1.00 of the cost of the annual premium of a \$75,000 life insurance policy for each participating Employee, double for accidental death.

B. Long Term Disability Insurance

The School Corporation shall pay up to all but \$1.00 of the cost of the annual premium of a long term disability plan for each participating Employee. Provisions of the coverage shall include a sixty (60) day waiting period, a guarantee of 66 2/3% of salary, and a full maternity clause.

C. Health Insurance

The School Corporation will provide a contribution to each Certified School Employee electing to use a MASE health insurance plan. All health insurance plans follow the MASE Annual Open Enrollment period and begin January 1 of each calendar year.

	2025	2026	2027
Single	\$9,400	\$11,400	\$12,400
Family	\$16,200	\$19,200	\$21,200

In the event both the husband and wife are full-time Employees in the South Newton Schools, and their situation is such that they require a family health program rather than two singles, they will be credited with a corporation contribution equivalent to the value of the sum of two family health contributions for their respective Employee groups. In no event, however, may the corporation's contribution exceed the cost of the insurance.

Initiation of Insurance Benefits

For a new Employee hired before the beginning of the school year, insurance benefits shall begin September 1. For a new Employee hired after the beginning of the school year, insurance benefits shall begin the first day of the month following the month the Employee was hired.

Termination of Insurance Benefits

For an Employee who separates employment upon or after the completion of the school year, the Employer's contribution to insurance benefits shall continue for premiums covering up to and including August 31. For an Employee who separates employment prior to completion of the school year, the Employer's contribution to insurance benefits shall continue for premiums covering up to and including the final day of the month following the month of separation.

D. Section 125 Benefits

The School Corporation shall provide Section 125 Benefits. The School Corporation will select the provider for Section 125 Benefits.

E. Part-Time Employee Benefits

Part-time Employees will receive prorated amounts for insurance benefits equivalent to their proportional teaching assignment. All amounts will be rounded to the nearest dollar.

F. Vision Insurance

The School Corporation will pay all but \$1.00 of the cost of the annual premium of the current single VSP Plan for all teachers. The provider for the plan shall be VSP. Teachers may purchase a family plan and will pay the difference between the single and family plan.

G. Dental Insurance

The School Corporation shall offer dental insurance through Delta Dental. The School Corporation will contribute \$100 per employee toward the cost of the dental plan. In no event, however, may the corporation's contribution exceed the cost of the insurance.

H. Athletic Pass

Each teacher will be provided a single athletic pass that will admit the teacher without charge to all K-12 athletic functions sponsored by the Corporation, excluding all tournament events. Each teacher will have the option to purchase a family pass for \$100.00.

ARTICLE V

PL 199 AGREEMENT

Effective Date: The following amendments are made to the Contract Agreement between the South Newton Board of School Trustees here in after "Board" or "Corporation" and the South Newton Education Association here in after "Association", signed the 23rd day of August, 2004. These amendments shall be effective with respect to any teacher retiring on or after the 1st day of July, 2004, except as otherwise may be provided here in. Any teacher who has retired before the effective date will only be entitled to those benefits contained in the Contract Agreement as of the time of his or her retirement, but as may be otherwise revised from time to time.

Retirement Severance Benefit

An individual who is employed as a bargaining unit member at the time of retirement or severance from employment will be eligible for the following severance benefits provided the teacher has otherwise satisfied the requirements and conditions described below.

A. Group Health Insurance

Immediately following retirement, the teacher and his/her spouse, if any, shall have the option of remaining in the Corporation's current group health insurance plan if all of the following conditions are met as of the date of retirement and thereafter:

1. While the retired teacher and spouse, if any, remain enrolled in the health insurance plan, the retired teacher and spouse shall pay the entire insurance premium applicable to the insurance coverage, with the premium payment to be made monthly for each succeeding year.
2. Upon retirement, the teacher shall have provided a written request to the School Corporation for continuing insurance coverage for the teacher and spouse, if any.

When a retired teacher first becomes eligible for Medicare, the teacher's eligibility to continue to participate in the Corporation's group health insurance plan shall terminate, if not earlier terminated according to applicable law. (The same termination of eligibility shall also apply when a retired teacher's spouse first becomes eligible for Medicare.) It is acknowledged that the parties intend these provisions to comply with applicable federal and state laws that establish an eligible teacher's right to continue health insurance for the teacher and spouse, including if otherwise applicable, Indiana Code 5-10-8-2.6. Therefore, this right to extended coverage shall not override any rights to continuing health care coverage as required by COBRA.

ARTICLE VI BUY OUT OF RETIREMENT BENEFITS

A. Elimination of Prior Agreement's Retirement Bridge and Severance Benefit

The Board and the Association specifically reserved the authority to revise or terminate the retirement benefits contained in earlier agreements. Exercising this authority, the Board and the Association now confirm that in Article VI, entitled Compensation in the Agreement immediately before this amendment's effective date, the Early Retirement Pay benefit described in Article VI, Sections F, G and H of the prior agreement are terminated and shall not apply to any teacher retiring from the school corporation on or after this amendment's effective date, except that any teacher who meets the retirement eligibility contained herein by June 30, 2006 may choose to retire under the provisions of the previous agreement provided that they have given the Corporation an irrevocable notice of such election no later than October 1, 2004. Those teachers who retired before the effective date shall only be entitled to the retirement benefits contained in the prior agreement as of the time of his or her retirement.

B. Entitlement to Retirement Benefits and Vesting Requirements

Upon retirement from the Corporation, a teacher shall be fully vested in the retirement benefits described in this Article if the retiring teacher has satisfied the following requirements:

1. The retiring teacher has reached the age of fifty-five (55); and

2. Immediately prior to retirement, the teacher must have completed not less than ten (10) full years of service as a professional educator with the Corporation and fifteen (15) years of public school teaching experience.
3. There must be evidence that the teacher is planning permanent retirement from teaching in public education in Indiana. Permanent retirement will be indicated by either a signed application for retirement benefits from the Indiana State Teachers Retirement Fund or a notarized statement offered to the School Employer stating that the requesting teacher will not teach elsewhere in public education in Indiana and will apply for retirement benefits from the Indiana State Teacher Retirement Fund at a later date; provided, however, part-time teaching with an Indiana public school corporation following retirement shall not disqualify a teacher for early retirement benefits if the earnings from such part time teaching do not exceed the maximum allowable Indiana public school earnings limit established by Indiana law or the regulations of the Indiana Teachers Retirement Fund.
4. In the event an active plan participant dies prior to satisfying the vesting requirements set forth in this Article, they will become 100% vested immediately for the buyout retirement plan benefit. The deceased Employee's 401(a) buyout plan account shall be distributable to the decedent's designated beneficiary or to his/her estate if no beneficiary designation has been made.

C. Actuarial Determination of Value of the Current Retirement Bridge and Severance Benefits

The Educational Services Company has been selected to determine the present value of the unfunded severance benefits and retirement bridge benefits described in the prior agreement. In making this present value determination, the Educational Services Company shall use the following assumptions:

1. The assumed interest rate for the purpose of determining the present value is four percent (4%) in the first two (2) years of the plan and seven and one half percent (7.5%) each year thereafter. However, for post-retirement cash flow purposes, a four percent (4%) interest rate shall be used.
2. It is assumed that an employee terminates employment at the end of the school year in which the employee attains age fifty-eight (58), or at the end of the current year if the individual is already age fifty-eight (58) or older. If an employee continues employment after the attainment of age fifty-eight (58), the employee does continue to receive all ongoing board contributions to the 401 (a) and VEBA, and the employee does continue to share in any future forfeitures.
3. The Termination Assumption shall be calculated utilizing a 2.70% rate.
4. The anticipated amount of the retirement bridge shall be determined using the amount of annual benefit described in Article VI of the prior agreement. However, it is assumed that individuals do not retire until the later of: (a) the attainment of age fifty-eight (58), or (b) satisfaction of the eligibility requirements of this Article.

5. Using the method of calculation described in Article VI of the prior agreement, the severance benefit for each employee will be determined, subject to the following adjustments:
 - (a) Sick leave accumulation shall be calculated as of June 30, 2004, and seven (7) days shall be assumed to accumulate for each individual from that date to age fifty eight (58).
 - (b) The benefit of sick leave accumulation as determined in (a) directly above shall be determined by multiplying the total days by fifty dollars (\$50.00). The total number of sick days available for this benefit shall be no more than one hundred fifty (150). Actual sick days accumulated will still be available for use as determined in Article VI of the prior agreement.
 - (c) Upon actual retirement from South Newton Schools or if a teacher dies prior to retirement, the teacher or his/her estate will receive a benefit equal to the actual number of sick days accumulated times fifty dollars (\$50.00). The total number of sick days available for this benefit shall be no more than one hundred fifty (150). The benefit will be deposited into the teachers Post Retirement VEBA, their 403(b), or cash after taxes within thirty (30) days following their retirement or death.
6. The present value of the future severance benefits and retirement bridge payments will be reduced by the Social Security and Medicare taxes (FICA) that would have been payable if the severance benefits and retirement bridge had been paid directly to the employee.
7. Employees, whose first contractual day is after the 30th day of June, 2004, shall not be entitled to any payment for the eliminated retirement bridge or severance benefits. In other words, no contribution shall be made for individuals, whose first contractual day is after the 30th day of June, 2004.
8. Amounts forfeited upon termination of employment because of the failure to meet the applicable vesting requirements shall not be reinstated or re-credited if an individual is subsequently rehired or re-employed by the school corporation. However, if the Board approves a leave of absence for an employee, such period of leave shall not result in forfeiture, provided the employee shall promptly return to employment following the expiration of the period of leave. The foregoing notwithstanding, teachers that must end employment due to a Reduction in Force shall be considered fully vested and entitled to all of the benefits of this article.
9. The present value of the Retirement Pay under the prior agreement shall be calculated, effective as of the 30th day of June, 2004.
10. To confirm the accuracy of the underlying information to be used in the present value calculations, each teacher shall be provided with his or her basic data that will be used in the calculations, including, but not limited to, the following information as of the 30th day of June, 2004: base salary, age, years of service, and accumulated sick leave. The Educational Services Company shall assist in the preparation of this verification sheet for each teacher. However, the Board will have the responsibility to forward the verification

sheets to the respective teachers. Any corrections must be returned to the Board within ten (10) days of receipt of the verification sheets.

Using the above assumptions and the other assumptions contained on the buyout spreadsheet, the Educational Services Company shall prepare the present value calculations for each teacher and the contributions described hereinafter will be made.

D. Buy Out Contributions.

1. VEBA. The school corporation shall contribute to a voluntary employees' beneficiary association ("VEBA") as described in section 501(c)(9) of the Code, the amount representing the present value of the Retirement Pay as calculated for all employees under subsection C above. The terms and conditions for the administration and operations of the VEBA shall be as follows:
 - (a) The amount calculated for each employee will be invested in a separate account. There will be no commingling of accounts and each employee may determine how his or her account shall be invested among the investment options made available by the vendor for the VEBA.
 - (b) Until such time that an employee has retired and satisfied the eligibility requirements set forth in this Article, the employee shall have no access to the assets held in his or her separate VEBA account.
 - (c) If an employee retires or otherwise terminates employment before satisfaction of the requirements set forth in this Article, the terminated employee's VEBA account shall be forfeited. Forfeited amounts shall be reallocated at the end of each plan year only among the then remaining separate VEBA accounts. The foregoing notwithstanding, teachers that must end employment due to a Reduction in Force shall be considered fully vested and entitled to all of the benefits of this article. This reallocation shall be in a manner similar to that used by the Educational Services Company in initially determining the present value calculations. Therefore, the VEBA accounts of the following employees will not share in the reallocation of a forfeiture of a VEBA account:
 - (i) Employees who forfeited their VEBA accounts in the same year;
 - (ii) Employees who previously forfeited their VEBA accounts; and
 - (iii) Employees who have attained the age of fifty-eight (58) and terminated employment in or before the year of the reallocated forfeiture.

Furthermore, VEBA accounts of employees who have attained the age of fifty-eight (58), but who have not terminated employment may equally share in the reallocated forfeiture.

- (d) Following retirement and the satisfaction of the requirements set forth in this Article, a retired employee may use the amounts held in his/her separate VEBA account to pay health insurance premiums, term life insurance premiums, and to be reimbursed for unreimbursed medical expenses of the employee, spouse, and dependents. Furthermore,

following the death of an employee who had otherwise satisfied the requirements of this Article, any amounts remaining in the deceased employee's VEBA account may continue to be used to pay these premiums and expenses of the employee's spouse and dependents. At no time may the VEBA make loans to an employee, his/her spouse, or his/her dependents.

2. 401(a) Plan. The school corporation shall establish a qualified retirement plan as described in section 401(a) of the Code. The total sum of the amount calculated by Educational Services Corporation as the present value for the Retirement Pay shall be contributed by the school corporation to the 401(a) plan by the 31st day of December, 2004. The 401(a) plan's terms and conditions for the administration of the 401(a) plan shall be as follows:
 - (a) The amount calculated for each employee will be invested in a separate account. There will be no commingling of accounts and each employee may determine how his or her account shall be invested among the investment options made available by the investment vendor for the 401(a) Plan.
 - (b) Until such time that an employee has retired and satisfied the eligibility requirements set forth in this Article, the employee shall have no access to the assets held in his or her separate 401(a) plan account.
 - (c) Each bargaining unit member shall be 100% vested in these individual 401(a) accounts upon the signing of the sixth contract with the Corporation.
 - (d) If an employee retires or otherwise terminates employment before satisfaction of the requirements set forth in this Article, the terminated employee's 401(a) plan account shall be forfeited. The foregoing notwithstanding, teachers that must end employment due to a Reduction in Force shall be considered fully vested and entitled to all of the benefits of this article. The forfeited amounts shall be reallocated at the end of each plan year only among the then remaining separate 401(a) plan accounts in a manner similar to that used in initially determining the present value calculations. Therefore, the 401(a) plan accounts of the following employees will not share in the reallocation of a forfeiture of a 401(a) plan account:
 - (i) Employees who forfeited their 401(a) plan accounts in the same year;
 - (ii) Employees who previously forfeited their 401(a) plan accounts; and
 - (iii) Employees who have attained age of fifty-eight (58) and terminated employment in or before the year of the reallocated forfeiture.

Furthermore, 401(a) plan accounts of employees who have attained the age of fifty-eight (58), but have not terminated employment may equally share in the reallocated forfeiture.

- (e) Following retirement and the satisfaction of the requirements set forth in this Article, a retired employee may elect to commence distributions from his 401(a) plan account. If an employee dies after having satisfied the requirements of this Article, the deceased Employee's 401(a) buyout plan account shall be distributable to the decedent's designated beneficiary or to his/her estate if no beneficiary designation has been made.

- (f) Employee's 401(a) plan account shall be distributable to the decedent's designated beneficiary or to his/her estate if no beneficiary designation has been made. At no time may a participant borrow from his 401(a) plan account.
- (g) The school corporation shall not be paid any compensation for its services performed on behalf of the 401(a) plan. All costs incurred in the administration of the 401(a) plan and investment fees shall be paid from the 401(a) plan assets.

E. Future Adjustments

The parties agree that this Article, or any other provision of this Agreement, does not constitute an expectation of receiving the enumerated retirement benefits by any current employee, future employee, prospective employee or applicant beyond the expiration of this Agreement. Therefore, except as otherwise limited by applicable law, it is understood that the Board and Association may in the future bargain modifications of any kind to this provision, provided however, that the future revision of this Article shall not affect the retirement benefits of teachers already receiving benefits pursuant to this Section.

ARTICLE VII ON-GOING RETIREMENT SAVINGS 401(a) ANNUITY PLAN AND 403(b) PLAN

- A. The school corporation shall establish a qualified retirement plan as described in section 401(a) of the Code.

The Board agrees to contribute, for those employees hired after June 30, 2004, into each individual's separate 401(a) account, one percent (1%) of the teacher's base pay.

- B. There will be no commingling of accounts and each employee may determine how his or her account shall be invested among the investment options made available by the investment vendor for the 401(a) Plan.
- C. Each bargaining unit member shall be 100% vested in these individual 401(a) accounts upon the signing of the sixth contract with the Corporation
- D. The employer shall provide a tax-sheltered 403(b) plan. All contributions will be in compliance with the South Newton School Corporation 403(b) Plan Document.
- E. In the event an active plan participant dies prior to satisfying the vesting requirements set forth in this Article, they will become 100% vested immediately for the ~~buyout~~ retirement plan benefit. The deceased Employee's 401(a) buyout plan account shall be distributable to the decedent's designated beneficiary or to his/her estate if no beneficiary designation has been made.
- F. Any forfeiture amount shall be reallocated equally at the end of each plan year, only among the then remaining separate 401(a) accounts.

ARTICLE VIII

ON-GOING RETIREMENT SAVINGS VEBA PLAN

- A. The school corporation shall contribute to a voluntary employees' beneficiary association ("VEBA") as described in section 501 (c)(9) of the Code. The Board agrees to contribute one half of one percent (.5%) of the teacher's base pay plus a one-time \$200 deposit.

The Board shall make equal monthly contributions throughout the school year, and will complete its contributions on or before August 1 of each succeeding year. There will be no commingling of accounts and each employee may determine how his or her account shall be invested among the investment options made available by the investment vendor for the VEBA Plan.

- B. Each bargaining unit member is considered vested in these individual VEBA accounts upon signing the sixth contract with the corporation. The foregoing notwithstanding, teachers that must end employment due to a Reduction in Force shall be considered fully vested and entitled to all of the benefits of this article.
- C. Any forfeiture amount shall be reallocated equally at the end of each plan year, only among the then remaining separate VEBA accounts.

ARTICLE IX

RATIFICATION

The undersigned attest to the following:

1. A public hearing was held on September 12, 2025 in compliance with I.C. 20-29-6-1(b), and electronic participation from the parties and/or public was not permitted; and
2. A public meeting was held on October 17, 2025 in compliance with I.C. 20-29-6-19 to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

The foregoing Agreement has been ratified by the Board of School Trustees of the South Newton School Corporation at a meeting held by the said Board of Trustees on the 27th day of October, 2025.

President of the Board

Amanda Berende

Secretary of the Board

Janji Stratus

Date of Signing

10/27/2025

The foregoing Agreement has been ratified by the South Newton Classroom Teachers Association at a meeting of the said Association held on the 9th day of October, 2025.

President of the Association

Blair DiRugga

Secretary of the Association

Kelly Smith

Date of Signing

10.27.25

APPENDIX A
Extra-Curricular Salary Schedule 2025-2027
Number of Positions included for Informational Purposes Only

	Positions	Each Position	Total Cost	When Paid
HIGH SCHOOL				
Committee Team Leaders	4	\$712	\$2,846	Dec & May
New Teacher Mentor	2	\$681	\$1,361	Dec & May
Senior Class Sponsor	2	\$1,252	\$2,504	Dec & May
Junior Class Sponsor	2	\$1,817	\$3,634	Dec & May
Sophomore Class Sponsor	1	\$415	\$415	Dec & May
Freshman Class Sponsor	1	\$415	\$415	Dec & May
Drama Fall	1	\$2,491	\$2,491	Completion
Drama Assistant Fall	1	\$699	\$699	Completion
Drama Spring	1	\$3,439	\$3,439	Completion
Drama Assistant Spring	1	\$930	\$930	Completion
Pit Orchestra	1	\$766	\$766	Completion
Band Director	1	\$5,133	\$5,133	All Pays
Band Assistant	1	\$930	\$930	Completion
Choral Director	1	\$2,854	\$2,854	All Pays
Choral Assistant	1	\$699	\$699	Completion
Choral Accompanist	1	\$889	\$889	Completion
Yearbook	1	\$1,986	\$1,986	Dec & May
Student Council	2	\$929	\$1,858	Dec & May
FBLA	1	\$1,026	\$1,026	Dec & May
Art Club	1	\$761	\$761	Dec & May
Spanish Club	1	\$682	\$682	Dec & May
Geek Squad	1	\$682	\$682	Dec & May
FFA/Greenhand	2	\$3,732	\$7,464	All Pays
National Honor Society	1	\$761	\$761	Dec & May
Spanish National Honor Society	1	\$761	\$761	Dec & May
FCCLA	1	\$643	\$643	Dec & May
Battle of the Books	1	\$643	\$643	Completion
SNSAD	1	\$886	\$886	Dec & May

Guidance Director	1	\$2,268	\$2,268	All Pays
Dance	1	\$643	\$643	Completion
MIDDLE SCHOOL				
Committee Team Leader	3	\$712	\$2,135	Dec & May
New Teacher Mentor	2	\$681	\$1,361	Dec & May
8th Grade Class Sponsor	1	\$319	\$319	Dec & May
7th Grade Class Sponsor	1	\$319	\$319	Dec & May
6th Grade Class Sponsor	1	\$319	\$319	Dec & May
Student Council	1	\$653	\$653	Dec & May
FFA	1	\$1,569	\$1,569	All Pays
SNSAD	1	\$488	\$488	Dec & May
Academic Team Sponsor	3	\$643	\$1,929	Completion
MS National Honor Society	1	\$761	\$761	Dec & May
MS Yearbook	1	\$761	\$761	Dec & May
MS Art Club	1	\$761	\$761	Dec & May
Advisory Planning	1	\$1,701	\$1,701	Dec & May
Geek Squad	1	\$643	\$643	Dec & May
ELEMENTARY				
New Teacher Mentor	2	\$681	\$1,361	Dec & May
Honor Choir	1	\$761	\$761	Dec & May
Art Club	1	\$761	\$761	Dec & May
Yearbook	1	\$761	\$761	Dec & May
Elementary MTSS	1	\$681	\$681	Dec & May
Math Wall of Fame	1	\$356	\$356	Dec & May
Academic Team Sponsor	3	\$643	\$1,929	Completion
ATHLETICS				
Football				
Head Football	1	\$7,505	\$7,505	Completion
Asst. Football	3	\$3,591	\$10,773	Completion
M.S. Football	2	\$2,433	\$4,866	Completion
Volleyball				
Head Volleyball	1	\$7,505	\$7,505	Completion
Asst. Volleyball I	1	\$3,048	\$3,048	Completion

Asst. Volleyball 2	1	\$2,381	\$2,381	Completion
M.S. Volleyball	2	\$2,433	\$4,866	Completion
M.S. 6th grade volleyball	1	\$1,278	\$1,278	Completion
Basketball				
Head Basketball	1	\$7,505	\$7,505	Completion
Head Girls Basketball	1	\$7,505	\$7,505	Completion
Asst. Boys Basketball	2	\$3,591	\$7,182	Completion
Asst. Girls Basketball	2	\$3,591	\$7,182	Completion
Ninth Grade Boys Basketball	1	\$3,048	\$3,048	Completion
M.S. Boys Basketball	2	\$2,433	\$4,866	Completion
M.S. Girls Basketball	2	\$2,433	\$4,866	Completion
6th Boys Basketball	1	\$2,078	\$2,078	Completion
6th Girls Basketball	1	\$2,078	\$2,078	Completion
Wrestling				
Head Wrestling	1	\$3,895	\$3,895	Completion
Head Girls Wrestling	1	\$3,895	\$3,895	Completion
Asst. Wrestling	1	\$2,381	\$2,381	Completion
Asst. Girls Wrestling	1	\$2,381	\$2,381	Completion
M.S. Wrestling	1	\$1,752	\$1,752	Completion
M.S. Asst. Wrestling	1	\$1,514	\$1,514	Completion
Baseball/Softball				
Head Baseball	1	\$3,895	\$3,895	Completion
Head Softball	1	\$3,895	\$3,895	Completion
Asst. Baseball I	1	\$3,048	\$3,048	Completion
Asst. Softball I	1	\$3,048	\$3,048	Completion
Asst. Baseball 2	1	\$2,381	\$2,381	Completion
Asst. Softball 2	1	\$2,381	\$2,381	Completion
Track/Cross County				
Head Coed Track	1	\$3,895	\$3,895	Completion
Head Coed Cross Country	1	\$3,048	\$3,048	Completion
Asst. Coed Track	1	\$3,048	\$3,048	Completion
M.S. Girls Track	1	\$2,433	\$2,433	Completion
M.S. Boys Track	1	\$2,433	\$2,433	Completion

Coed Cross Country Asst.	1	\$1,278	\$1,278	Completion
M.S. Asst. Track	1	\$998	\$998	Completion
Swimming				
Head Coed Swimming	1	\$3,895	\$3,895	Completion
Asst. Coed Swim	1	\$3,048	\$3,048	Completion
M.S. Swimming	1	\$1,752	\$1,752	Completion
M.S. Asst. Swimming	1	\$1,514	\$1,514	Completion
Cheer				
Head Cheer	1	\$2,861	\$2,861	Completion
Asst. Cheer	1	\$1,272	\$1,272	Completion
Cheer Coach 7/8	1	\$1,563	\$1,563	Completion
M.S. Asst. Cheer Coach	1	\$998	\$998	Completion
Golf				
Head Boys Golf	1	\$2,381	\$2,381	Completion
Head Girls Golf	1	\$2,381	\$2,381	Completion
Athletic Trainer	1	\$7490 per season Aug-Nov Dec-Mar Apr- July	\$22,470	Completion

APPENDIX B
South Newton School Corporation
Compensation Model

Eligibility Factors

To be eligible for a raise, a teacher must not have an evaluation rating of ineffective or improvement necessary.

The salary range shall be between \$46,400-87,200.

Any teacher on a partial contract who is eligible for performance compensation, will receive a prorated share of performance compensation relative to the percentage of their contract to a full contract.

Raises

1. Evaluation

- a. For 2025-2026, an Employee who does not receive an evaluation rating of ineffective or improvement necessary shall move from the Employee's row on the 2024-2025 Salary Grid to the same row on the 2025-2027 Salary Grid and then shall advance one row.
- b. For 2026-2027, an Employee who does not receive an evaluation rating of ineffective or improvement necessary shall advance to the next row on the salary grid.

2. Education

An Employee who possesses additional content area degrees or content area credit hours shall advance one column on the salary grid. Documentation of additional content area degrees or credit hours must be provided before January 1 and August 1 for a raise effective the next semester.

3. Academic Needs of Students

An Employee who attains an early literacy endorsement shall advance one column on the salary schedule. Documentation of the early literacy endorsement shall be provided no later than August 1 annually. For 2025-2026 only, documentation of an early literacy endorsement shall be provided no later than 14 days after ratification of this agreement by the Board.

Ineligibility

A teacher with an evaluation of Needs Improvement and Ineffective are NOT eligible for any additional compensation. The raises that would have gone to those rated Needs Improvement or Ineffective shall be distributed equally to the rest of the eligible teachers as a stipend.

New Hires:

The Superintendent shall have the authority to place a teacher on the compensation model according to the following parameters:

- 0 years experience: Level A
- 1-4 years experience: Up to Level E
- 5-9 years experience: Up to Level J
- 10-14 years experience: Up to Level O
- 15 years experience or more: Up to Level P

If a shortage of qualified applicants occurs, the superintendent, after meaningful discussion with the Association, may go beyond the parameters above but shall not exceed the maximum limit of the salary range.

The Superintendent may place a teacher that is retired and participating in the INPRS on the salary grid. The Superintendent will have meaningful discussion with the Association before such a placement is made.

For school year 2025-2026, all certified teachers shall receive a one thousand dollar stipend on a pro rata basis, paid at the time of raises and backpay.

Salary Grid 2025-2027

Level	BS	BS +15 BS+ Lit	MS BS +30 BS +15+Lit	MS +15 BS +45 MS + Lit BS + 30 + Lit	Doc MS +30 BS+60 MS +15 + Lit BS +45 + Lit
A	46400	47600	48800	50000	51200
B	47600	48800	50000	51200	52400
C	48800	50000	51200	52400	53600
D	50000	51200	52400	53600	54800
E	51200	52400	53600	54800	56000
F	52400	53600	54800	56000	57200
G	53600	54800	56000	57200	58400
H	54800	56000	57200	58400	59600
I	56000	57200	58400	59600	60800
J	57200	58400	59600	60800	62000
K	58400	59600	60800	62000	63200
L	59600	60800	62000	63200	64400
M	60800	62000	63200	64400	65600
N	62000	63200	64400	65600	66800
O	63200	64400	65600	66800	68000
P	64400	65600	66800	68000	69200
Q	65600	66800	68000	69200	70400
R	66800	68000	69200	70400	71600
S	68000	69200	70400	71600	72800
T	69200	70400	71600	72800	74000
U	70400	71600	72800	74000	75200
V	71600	72800	74000	75200	76400
W	72800	74000	75200	76400	77600
X	74000	75200	76400	77600	78800
Y	75200	76400	77600	78800	80000
Z	76400	77600	78800	80000	81200
AA			80000	81200	82400
AB			81200	82400	83600
AC			82400	83600	84800
AD			83600	84800	86000
AE			84800	86000	87200

APPENDIX C
South Newton School Corporation
Pay Schedule

August 29, 2025	September 4, 2026
September 12, 2025	September 18, 2026
September 26, 2025	October 2, 2026
October 10, 2025	October 16, 2026
October 24, 2025	October 30, 2026
November 7, 2025	November 13, 2026
November 21, 2025	November 25, 2026
December 5, 2025	December 11, 2026
December 19, 2025	December 23, 2026
January 2, 2026	January 8, 2027
January 16, 2026	January 22, 2027
January 30, 2026	February 5, 2027
February 13, 2026	February 19, 2027
February 27, 2026	March 5, 2027
March 13, 2026	March 19, 2027
March 27, 2026	April 2, 2027
April 10, 2026	April 16, 2027
April 24, 2026	April 30, 2027
May 8, 2026	May 14, 2027
May 22, 2026	May 28, 2027
June 5, 2026	June 11, 2027
June 19, 2026	June 25, 2027
July 3, 2026	July 9, 2027
July 17, 2026	July 23, 2027
** August 7, 2026	August 6, 2027
August 21, 2026	August 20, 2027
** to account for 27 pays	