AGREEMENT BETWEEN NORWELL CLASSROOM TEACHERS' ASSOCIATION AND NORWELL COMMUNITY SCHOOLS BOARD OF SCHOOL TRUSTEES

2025-2026

This Collective Bargaining Agreement is made and entered into at Ossian, Indiana on October 28, 2025 by and between the Board of School Trustees of Norwell Community Schools of Wells County, State of Indiana, hereinafter referred to as the "Board" and the Norwell Classroom Teachers Association, hereinafter referred to as the "Association".

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Article I: Association Recognition, Definitions, and Terms

The Board recognizes the Norwell Classroom Teachers Association as the exclusive representative of the bargaining unit.

Definitions

The term "bargaining unit" shall include: all contracted certified school employees including Teachers, Guidance Counselors, Social Workers, Speech Language Pathologists, and excluding Superintendent, Assistant Superintendents, Education Services Director, Principals, Assistant Principals, Athletic Directors, and Assistant Administrators.

The terms "Board" and "Association" and "NCTA": shall include authorized officers, representatives, and agents.

The term "School Corporation" when used in this Agreement, shall refer to the Norwell Community School Corporation of the County of Wells of the State of Indiana.

The terms "mother", "father", "child", "daughter", "son", "brother", "sister", "grandparents", and "grandchildren" include step.

The term "agreement", when used in this document, shall refer exclusively to this written contract between the Norwell Community Schools and the Norwell Classroom Teachers Association. No other agreement exists, written or implied, outside of this document.

Terms of Agreement and Limitations

The term of this Agreement shall begin as of August 4, 2025 (subsequent revisions shall be effective upon ratification by the NCTA and Norwell Community Schools) and shall continue in full force and effect until June 30, 2026, or as specified by the laws of the State of Indiana. All other issues are considered final during this term unless both parties mutually agree to open the Agreement for negotiations. The Board construes and the Association recognizes the specific provision of this Agreement as constituting limitations and being the only limitations upon the Board's right and authority to manage the School Corporation.

The undersigned attest to the following:

1. A public hearing was held in compliance with I.C. § 20-29-6-1(b) on August 26, 2025, and electronic participation from the parties and public was permitted; and
2. A public meeting in compliance with I.C. § 20–29–6–19 was held on October 14, 2025, to discuss the tentative agreement and electronic participation from the governing body and public was permitted.

BY: *Brandy Baker*
NCTA President

BY: *Lisa Weybright*
NCTA Negotiating Member

BY: ____________________
Board President

BY: ____________________
Board Member

Article II Leaves of Absence

All approved leaves, paid or unpaid, will run concurrently with the Family and Medical Leave Act (FMLA) where applicable.

Paid Time Off Days (PTO)

Teachers will be provided with 12 PTO days each year. PTO days may be used for personal illness, family illness, health-related appointments, or personal business on expected workdays. PTO days are not allowed in the place of a non-workday such as weekends, holidays, or breaks.

Unused PTO days up to 10 at the conclusion of each school year will accumulate into a personal leave account, up to two hundred (200) days. If an employee resigns or is terminated prior to completing a full school year, the number of PTO days will be prorated to align with the completed workdays and the final paycheck adjusted accordingly.

If a teacher accumulated one (1) or more sick days (or general PTO days) from another school corporation prior to employment with Norwell Community Schools, they shall be added to his/her PTO days up to three (3) days each year until the accumulation from the previous employment is exhausted. This provision applies only to that corporation which employed the teacher immediately prior to employment by Norwell Community Schools.

If a teacher's contract is non-renewed or terminated with Norwell Community Schools for the express purpose of reducing staff, all remaining accumulated personal/sick leave from the previous school corporation will be credited to the teacher's accumulated personal leave on the last working day of the final contract.

For informational purposes (not bargainable), planned PTO days for personal business that extend for more than three consecutive days require prior approval from the employee's direct supervisor. In addition, planned PTO days for personal business prior to a school holiday or break requires prior approval from the employee's direct supervisor. PTO days for personal or family illness that extend for more than three consecutive days will require a doctor's note upon returning to work. Failure to comply with the above expectations may result in progressive discipline.

Professional Leave

The continued necessity for improvement in instruction in public education is paramount today. All professional leave requests must include a completed request form stating the purpose and scope of professional development, stating all requested fees and expenses. The request must be signed and approved by the building principal. The request must be sent to the Superintendent or his designee for final approval. Potential professional leave requests may include the following: Special Education Paperwork, Association Meetings (Includes Athletic, Counseling, Music Associations, etc.) Building-Level or District-Level Meetings, Clinics, Conferences, Seminars, and Workshops (Includes Extra-Curricular and Co-Curricular Clinics) Site Visits for Program Development and School Improvement. As always, the Superintendent, Assistant Superintendent, and building principals reserve the right to deny professional leave requests that do not align with the school district's strategic focus or fit within the established professional development budget.

Bereavement Leave

A leave of five (5) school days per death shall be allowed from the date of the death of a husband, wife, child including miscarriage and still born, parent, brother, sister, father-in-law, mother-in-law, or a person living in the home as part of the family. Three (3) days shall be allowed per death of a brother-in-law, son-in- law, sister-in-law, daughter-in-law, grandparent or grandchild, aunt, uncle, niece or nephew. (The definitions of these include step per article 1.) This section, dealing with paid bereavement leave, is not intended to restrict teachers from requesting, nor the corporation from granting at its discretion, additional paid or unpaid leave in the event of bereavement or funerals. The days relative to bereavement leave are not cumulative.

Jury Duty and Witness Leave

A teacher called for jury duty shall receive his/her regular pay reduced by the amount of per diem pay received from the court. If a teacher is absent to appear before a judicial body or legal authority relating to the teacher's responsibilities where the teacher has acted within the law and within the guidelines established by the Board and administration, the teacher shall not suffer loss of salary or reduction of leave.

Military Duty

All teachers who are members of a recognized reserve component of the Armed Forces of the United States or the National Guard shall be entitled a maximum of fifteen (15) days paid leave of absence from his/her regular teaching assignment per calendar year based upon the teacher providing a copy of his/her military orders documenting the days of absence required.

Pregnancy Leave and Adoptive Leave

A pregnant teacher may continue active employment as late as she wishes if she can fulfill her position requirements. Pregnancy leave shall be limited to one (1) year. Temporary disability caused by pregnancy shall be governed by the following:
Any teacher who is pregnant shall be granted leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of the child if she notifies the Superintendent at least thirty (30) days before the date on which she wishes to start her leave. She shall notify the Superintendent of the expected length of this leave, including with this notice either a physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn, whichever is applicable. However, in the case of a medical emergency caused by pregnancy, the teacher shall be granted leave, as otherwise provided in this section, immediately on her request or by next of kin and the certification of the emergency from an attending physician.

All or part of a leave taken by a teacher because of a temporary disability caused by pregnancy may be charged at her discretion, to her available sick days. However, the teacher is not entitled to take accumulated sick days when the teacher's physician certifies that the teacher can perform the teacher's regular duties. The teacher is entitled to complete the remaining leave without pay. At the end of six weeks after the baby's birth, the teacher shall provide a physician's statement of her physical ability to fulfill her position's requirements. The first five (5) workdays of the maternity leave will be paid by the Board. Any remaining paid days during the leave will need to come from the teacher's accumulated PTO or personal leave account leave days.

The same above-mentioned benefits for pregnancy leave will be afforded to adoptive leave.

Paternity Leave and Adoptive Leave

When a child is born the non-birthing parent shall be afforded five (5) paid leave days by the Board. Any additional paid leave days will need to come from the teacher's PTO or personal leave account days. Adopting parents will need to designate one parent for the leave benefits granted and the other parent designated for leave benefits granted within Article I.

Personal Injury Leave

A teacher who is absent from work due to an illness or injury which is covered by Workers' Compensation shall receive full compensation and benefits for a maximum of 90 days, without reduction in accumulated personal leave days. As the teacher begins receiving Workers' Compensation, the teacher shall return that portion of the benefits allotted for salary.

Article III Sick Leave Bank

The purpose of Sick Leave Bank is to relieve its members of undue financial burdens. The definition of Sick Leave covered by this bank shall be leave that is granted to a teacher, who because of catastrophic personal illness or injury is unable to perform the duties of his position. Sick Leave Bank is not intended to be used for elective procedures or maternity leaves.

Sick Leave Bank Committee

The Sick Leave Bank Committee shall consist of the Assistant Superintendent, Human Resources Coordinator, the Association Secretary, and three (3) members of the Sick Leave Bank to be appointed by the executive committee of the Norwell Classroom Teachers Association. The Association Secretary shall serve as the committee chairperson and shall be responsible for calling all meetings when notified of a request by the Superintendent's office.

The Sick Leave Bank Committee may approve, deny, or suspend grants of days from the Sick Leave Bank. The Committee's Judgement and/or decision shall be final. The Human Resources Coordinator shall prepare a shared document for members of the Sick Leave Bank Committee.

A. Eligibility for Use of the Bank

Any teacher is eligible to participate in the Bank for his/her personal illness, injury, or incapacitation. If the teacher applies for borrowed days from the bank for such above-named reason, then it is assumed that the teacher is not well enough to attend school or extra-curricular functions. Membership in the Sick Leave Bank shall be open to all certified school personnel in Norwell Community School Corporation. Participation shall be on a voluntary basis.

Any teacher who is receiving any public funds or benefits derived from public funds as partial or full compensation for the illness or disability causing the absence shall not be eligible for Sick Leave Bank credit. Teachers on summer teaching employment shall not be eligible to use the Sick Leave Bank.

B. Criteria of use of the Bank

All current and previously accumulated general leave days must have been exhausted by the individual. The days granted shall begin the first school day after exhaustion of all general leave days. The applicant must be a current participant in the Bank. To be a current member the applicant must have donated at least (1) day at the time they were hired or the last request of days from the committee. Illness, injury, or incapacitation must be of a serious nature, to be determined by the committee from the statement of the attending physician. The maximum number of days that can be requested from the Sick Leave Bank, is forty (40) days per year of the teacher's contract days and must be used before the last scheduled teacher's workday in the school year.

C. Composition of the Bank

The number of days contributed shall continue to accumulate until a total of three hundred (300) days are credited to the Sick Leave Bank. The total accumulation may exceed three hundred (300) days when the excess is the result of contributions by newly hired personnel. These days will not expire.

A teacher new to the district must donate a minimum of one (1) day to become a current participant of the Bank. If participation is waived at the time of hire, the teacher must wait until the following school year to donate one (1) day to participate in the Sick Leave Bank. General leave days donated to the Bank by a teacher are considered permanent contributions to the Bank and a teacher's decision to donate is irrevocable.

Any participating teacher who is granted days from the Bank and does not return to active employment, when released by the attending physician, shall repay the school corporation in cash for all the Bank days borrowed. The amount owed to the school corporation will be the cost the substitute(s) covering for the teacher during the sick leave. The Committee may make exceptions to this provision and waive all or part of the debt.

Teachers who receive days from the Bank shall be required to repay all the borrowed days, 2 days per year until the amount borrowed is repaid at sub rate. If retirement comes before the repayment in complete the days borrowed will be waived under the following guidelines:

- If a teacher has 30+ years' experience in the corporation, all remaining borrowed days will be waived.
- If a teacher has 20+ years in the corporation, 50% of the remaining borrowed days will be waived.
- If a teacher has 10+ years in the corporation, 25% of the remaining borrowed days will be waived.

If the number of days in the Bank falls below one hundred fifty (150) days and if approved by the Sick Leave Bank Committee, additional days may be requested from the teachers. Any teacher that is a current participant of the Bank does not donate at least one (1) day at the time of the request, he/she will no longer be an active participant of the bank. Any teacher that is not a current participant may donate at least one (1) day at the time of the request to become an active participant.

Retirees upon their retirement may donate, upon their prerogative, up to five (5) days to the Sick Leave Bank. Active members may donate, upon their prerogative, up to five (5) days to the Sick Leave Bank.

A teacher may withdraw from the Bank at any time but may not withdraw for donated days. Per the sick bank leave definition, pregnancy complications before and/or after childbirth that are attested to by a physician as qualifying the teacher for Medical Leave shall result in the teacher being eligible for Sick Leave Bank benefits.

Article IV Fringe Benefits

Liability Insurance

The Board shall maintain adequate liability insurance to protect teachers in the classroom and supervisory positions.

Group Health

The Board shall contribute a portion, 65%, of the cost of hospital, surgical, and medical insurance for each employed teacher taking the Single NWD. The Board shall contribute a portion, 50%, of the cost of hospital, surgical, and medical insurance for each employed teacher taking the Family NWD. For the 2025-2026 contract. The Board shall contribute a portion,65% for NWD, 70% for the HDP-1 and HDP-2, of the cost of hospital, surgical, and medical insurance for each employed teacher taking the Single HD1, Family HD1, Single HD2, or Family HD2. The amount specified below will be paid to the insurance company with the teacher paying the balance due of said costs with a minimum cost of one ($1) per teacher.

- SEBT Single NWD: $7,449.00
- SEBT Family NWD: $14,418.00
- SEBT Single HD 1: $6,090.00
- SEBT Family HD 1: $15,280.00
- SEBT Single HD 2: $5,393.00
- SEBT Family HD 2: $13,574
- If spouses are eligible for such coverage, they may use the corporation's contribution for the benefit to take individual single plans for one ($1) dollar each or they may combine the contribution for the benefit toward one family plan. If the combined corporation contribution is more than the total annual premium for the family plan, the employees shall pay one ($1) dollar.
- The corporation will sponsor and administer a Health Savings Account (HSA) with the employee responsible for all contributions made on their behalf.

Dental Insurance and Vision Insurance

The Board shall maintain, for teachers, a dental insurance plan for a twelve (12) month period. The Board shall pay up to the following amounts for Dental insurance per month:

- Employee Only - $374.98
- Employee and Spouse Plan - $721.14
- Employee and Child(ren) Plan - $1,095.12
- Employee and Family Plan - $1,440.18

The Board shall maintain, for teachers, a vision plan for a twelve (12) month period. The Board shall pay up to the following amounts for Vision insurance per month:

- Single Plan - $7.30
- Family Plan - $10.75
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Group Term Life

The Board shall pay up to the amount specified below toward the cost of a group term life insurance policy including accidental death and dismemberment rider in the amount of $25,000 coverage per teacher. Any teacher leaving the employment of the school corporation will have the option of converting from the group plan to an individual policy. The maximum Board payment per teacher is not to exceed fifty-three ($53) dollars per year with the teacher paying the balance due of such costs with a minimum cost of one ($1) dollar per teacher.

Income Protection Insurance (Long-Term Disability)

The Board shall pay up to the amount specified below toward the cost of an income protection plan to include a ninety (90) day waiting period and benefits of sixty-six and two-thirds percent (66 2/3%) of the salary during the disability or to age sixty-five (65). Coverage shall be for fifty-two (52) weeks of the year. Any teacher leaving the employment of the school corporation will have the option of converting from the group plan to an individual policy. The maximum Board payment per teacher is not to exceed eighty-six ($86) dollars per year with the teacher paying the balance due of such costs with a minimum cost of one ($1) dollar per teacher.

Article V Compensation and Expenses

Indiana Code 20-29-6-3 makes it unlawful for a school corporation to enter into any agreement that would place the employer in a position of deficit financing due to a reduction in the employer's actual education fund revenue or an increase in the employer's expenditures when the expenditures exceed the employer's current year actual education fund revenue. Any salary differentials due to placement in the new salary schedule are due to meeting the academic needs of students in the district based upon the importance of retaining those teachers in the school district.

Base Salary Increase Eligibility

Teachers rated Needs Improvement or Ineffective in the prior school year will not be eligible for a salary level increase.

Salary Increase Factors Definitions

1. Year of Teaching Experience: Teachers credited with a year of experience per INPRS or verified teaching experience of 120 days in another state or professional years.
2. Education Factor Content Area Master's Degree: Teacher has fully attained a content area master's degree as defined by the Indiana Department of Education.
3. Academic Needs:
    A. The need to retain teachers currently working in the following positions: Special Education, Career-Technical Education, World Language, Chemistry, Physics, and Dual Credit.
    B. Teachers that have newly attained the Literacy Endorsement.

Salary Schedule Placement:

1. Teachers who satisfy the Experience factor will move one level. ($1,122)
2. Teachers who satisfy the Education Factor will move two additional salary levels. ($2,244)
3. Teachers who satisfy Academic Needs (A) will move three additional salary levels. ($3,366)
   If a teacher no longer teaches a position of Academic Need (A) in the current year, they will not move to the additional three salary levels.
4. Teachers who satisfy Academic Needs (B) will move over one column for Literacy Endorsement. ($220)
   Must show proof of submission for endorsement to the state by December 1st.

New Hire Placements

A newly hired teacher shall be placed on the new teacher salary schedule in the column and row that corresponds to the teacher's education and experience. Experience as defined per INPRS or verified teaching experience of 120 days in a state accredited institution or for Career and Technical Education industry certified workplace environment. As defined, the superintendent has the discretion to set a new hire within this range, but the salary cannot exceed the salary of a veteran teacher with similar experience and educational credentials.

Salary Range

At the beginning of the 2025-26 school year, the salaries of returning teachers were between $46,000 to $74,600. After the increases are awarded, the full-time teachers will be earning $46,920 to $76,312.

- Calculations of Total Possible Base Salary Increase Available to Teachers Under the Compensation Plan = $6,750-$6,952.
- Increase attributable to experience and education:
    - Increase attributable to experience = $1,122
    - Increase attributable to education = $2,244
- The combined increase for experience and education is $2,244
- Increase attributable to academic needs =$3,586.
- A differentiated salary increase for literacy endorsement is included in the total possible increase.

Supplemental Pay

The following is for informational purposes only and was not bargained. The school board will provide supplemental pay of $1,122 each contract year for teachers at salary level 26, who completed at least 120 workdays in the previous school year and have at least ten (10) consecutive credited years at Norwell Community Schools.

2025-2026 Salary Schedule

Levels	2025-2026	Literacy Endorsement
0	46,920.00	47,140.00
1	48,042.00	48,262.00
2	49,164.00	49,386.00
3	50,286.00	50,506.00
4	51,408.00	51,628.00
5	52,530.00	52,750.00
6	53,652.00	53,872.00
7	54,744.00	54,964.00
8	55,896.00	56,116.00
9	57,018.00	57,238.00
10	58,140.00	58,360.00
11	59,262.00	59,482.00
12	60,384.00	60,604.00
13	61,506.00	61,726.00
14	62,628.00	62,848.00
15	63,750.00	63,970.00
16	64,872.00	65,092.00
17	65,994.00	66,214.00
18	67,116.00	67,336.00
19	68,238.00	68,458.00
20	69,360.00	69,580.00
21	70,482.00	70,702.00
22	71,604.00	71,824.00
23	72,726.00	72,946.00
24	73,848.00	74,068.00
25	74,970.00	75,190.00
26	76,092.00	76,312.00

Reimbursements

Annual professional licensure dues paid by staff to bill Medicaid will be reimbursed.

Professional Development Compensation of two hundred ($200) for a full day and one hundred ($100) for a half-day shall be paid for mandatory professional development activities that occur on Saturdays or during scheduled breaks. The general expectation for a full day is eight (8) hours and four (4) hours for a half-day.

As pre-approved by the superintendent, or designee, teachers shall be reimbursed for necessary coursework to complete an approved dual credit licensure program. Teachers must seek preapproval from a building administrator and turn in receipts for reimbursement after the licensure is obtained.

A maximum of $6,000 can be requested from either reimbursement or compensation.

If a teacher is provided reimbursement for attained credentials, and chooses to leave the school district within three (3) years, the reimbursement must be repaid at the following reimbursement percentages and according to following period from when the incentive stipend was received:

- Less than 18 Months = 100%
- Between 19 Months and 24 Months = 50%
- Between 25 Months and 36 Months = 25%
- After 36 Months = No Repayment Required

Instructional Stipends and Extended Contracted Days

Guidance counselors will receive an extended contract for pre- and post-school year requirements. High School 17 days, Middle School 8 days. Number of days are for informational purposes only.

For informational purposes only, **Certified District Media Specialist** shall be paid $5,850 annually to oversee media center purchases and programming. The stipend shall be paid in two installments. The first installment will be the first pay period in December, and the second installment will be the first pay period in May. Failure to fulfill the duties of this position will result in a removal or reduction of the stipend installment. The position will be expected to serve on the Technology Integration Leadership Team as well as the Reconsideration Committee.

Technology Integration Leadership Team, Crisis Prevention Intervention Trainers, and CPR Trainers shall be paid annual stipends of $1,200. The stipends shall be paid in two installments. The first installment will be the first pay period in December, and the second installment will be the first pay period in May. Failure to fulfill the duties of these positions will result in a removal or reduction of the stipend installment.

Mentor Teachers shall be paid $900 per year for each teacher they serve as a mentor. Mentor teachers shall be provided with two (2) days of release each year to work with their beginning teachers in terms of coaching, planning, and meeting the requirements of a beginning teacher required by the State of Indiana and the Norwell Community Schools.

In-House Subs/Prep Buy-Out Compensation

Should necessity arise, members of the bargaining unit may be asked to perform a substitute teaching duty during their preparation time, compensation will be provided according to the parameters listed below.

1. $200 will be used as the full-day substitute pay amount.
2. Elementary teachers who absorb students from a class where there is no substitute teacher will divide $200 by the number of sections of teachers absorbing the students. Example: 4 sections of teachers would each be paid $50 for covering the substitute teaching duties ($200/4=$50).
3. Secondary teachers who teach a class during their prep period will be paid $33 per class taught (1/6 of $200).
4. For teachers, who assume a long-term Prep-Buy Out teaching assignment, their compensation will be added to their base salary as follows: (Base Salary Daily Rate x 1.15) x (Number of Days the Course is Taught)

Homebound Instruction Compensation

Teachers who teach students in a homebound setting outside of the contracted workday will be paid an hourly rate based on the individual teacher's base salary.

Extra-Curricular Stipend Schedule

Note: Number of approved positions is for informational purposes only. The number of approved positions is not subject to collective bargaining.

Elementary Activity Sponsors Annual Stipend Positions		
STEAM	$1550	1 per building
Student Council	$1250	1 per building
Robotics	$1250	1 per building
Math Bowl	$780	1 per building
Spell Bowl	$780	1 per building
Vocal Music	$750	1 per building
Art Club	$750	1 per building
Chess Club	$750	1 per building
Creative Writing Club	$750	1 per building
Young Authors	$375	1 per building
Summer IREAD Teacher	$250	Based on Need
NMS Activity Sponsors Annual Stipend Positions		
Robotics Coordinator	$1,850	1
Robotics Assistant	$1,250	1
Academic Team	$1,500	1
Art Club	$1,500	1
Student Council	$1,250	1
Yearbook	$850	1
Band Director	$750	1
Pep Bend	$750	1

Show Choir	$750	1
Vocal Music	$750	1
Spell Bowl	$750	1
Chess Club	$750	1
Junior Honor Society	$575	2
Theater Director Fall	$550	1
Theater Director Spring	$550	1
NMS Athletic Coaches Annual Stipend Positions		
Basketball Boys 8th Grade	$2,500	1
Basketball Boys 7th Grade	$2,500	1
Basketball Girls 8th Grade	$2,500	1
Basketball Girls 7th Grade	$2,500	1
Football Head Coach 8th Grade	$1,950	1
Football Head Coach 7th Grade	$1,950	1
Football Assistant	$1,350	4
Soccer Boys Head	$1,950	1
Soccer Boys Assistant	$1,550	1
Soccer Girls Head Coach	$1,950	1
Soccer Girls Assistant	$1,550	1
Cross Country Boys	$1,950	1
Cross Country Girls	$1,950	1
Track Boys/Girls Head Coach	$2,100	1
Track Boys/Girls Assistant	$1,450	5
Volleyball 8th Grade	$1,550	1
Volleyball 7th Grade	$1,550	1
Volleyball 6th Grade	$1,000	1
Swim Head Coach	$1,950	1
Swim Assistant	$1,550	3

Swim Special Needs Assistant	$775	As Needed
Wrestling Head Coach	$1,950	1
Wrestling Assistant Coach	$1,350	2
Golf Head Coach	$1,250	1
Golf Assistant	$950	1
Tennis Head Coach	$1,250	1
Tennis Assistant	$950	1
Cheerleading Fall Coach	$1,350	1
Cheerleading Winter Coach	$2,500	1
NHS Activity Sponsors Annual Stipend Positions		
FFA	$10,150	1
Band Director	$7,200	1
Summer Band	$4,000	1
Band Director Assistant	$2,250	1
Percussion Drum Line	$2,250	1
Pep Band	$2,250	1
Color Guard	$2,250	1
Vocal Music Director	$7,200	1
Vocal Music Assistant	$2,250	1
Summer SAE	$3,300	1
Yearbook	$2,950	1
ICE – Summer	$2,850	1
Student Council	$2,500	1
NHS Summer School Teachers	$2,250	As Needed
National Honor Society	$2,150	1
Theater Director Fall	$1,850	1

Theater Director Spring	$1,850	1
Auditorium Director	$1,500	1
Skills USA	$1,200	1
Assistant Theater Director Fall	$550	1
Assistant Theater Director Spring	$550	1
NHS Athletic Coaches Annual Stipend Positions		
Football Head Coach	$10,150	1
Football Assistant	$5,150	6
Basketball Boys Head Coach	$10,150	1
Basketball Boys Assistant	$5,150	2
Basketball Boys Freshman	$3,650	1
Basketball Girls Head Coach	$10,150	1
Basketball Girls Varsity Assistant	$5,150	2
Basketball Girls Freshman	$3,650	1
Baseball Head Coach	$6,250	1
Baseball Assistant	$2,650	2
Baseball Assistant	$1,850	1
Softball Head Coach	$6,250	1
Softball Assistant	$2,650	2
Softball Assistant	$1,850	1
Volleyball Girls Head Coach	$5,850	1
Volleyball Girls Assistant	$2,650	2
Volleyball Girls Freshman	$1,850	1
Volleyball Boys Head Coach	$5,850	1
Volleyball Boys Assistant	$2,650	2
Volleyball Boys Freshman	$1,850	1
Wrestling Boys Head Coach	$5,850	1
Wrestling Boys Assistant	$2,750	2

Wrestling Girls Head Coach	$5,850	1
Wrestling Girls Assistant	$2,750	2
Track Boys Head Coach	$5,850	1
Track Boys Assistant	$2,750	2
Track Girls Head Coach	$5,850	1
Track Girls Assistant	$2,750	2
Swim Head Coach	$5,350	1
Swim Assistant Coach	$1,850	3
Swim Special Needs Assistant	$925	As Needed
Cross Country Boys Head Coach	$4,000	1
Cross Country Boys Assistant	$1,850	1
Cross Country Girls Head Coach	$4,000	1
Cross Country Girls Assistant	$1,850	1
Soccer Boys Head Coach	$4,000	1
Soccer Boys Assistant	$1,850	2
Soccer Girls Head Coach	$4,000	1
Soccer Girls Assistant	$1,850	2
Golf Boys Head Coach	$4,000	1
Golf Boys Assistant	$1,850	1
Golf Girls Head Coach	$4,000	1
Golf Girls Assistant	$1,850	1
Tennis Boys Head Coach	$4,000	1
Tennis Boys Assistant	$1,850	1
Tennis Girls Head Coach	$4,000	1
Tennis Girls Assistant	$1,850	1
Cheer Fall Head Coach	$2,250	1
Cheer Fall Assistant Coach	$1,850	1
Cheer Winter Head Coach	$3,150	1
Cheer Winter Assistant Coach	$2,250	1

Unified Track Head Coach	$1,850	1
Unified Track Assistant Coach	$1,250	1
E -Sports Head Coach	$5,000	1
E -Sports Assistant Coach	$2,550	1 - 2
Gymnastics Volunteer Coach	$0	1

ARTICLE VI RETIREMENT INFORMATION

Indiana State Teachers Retirement Fund

The Corporation will contribute three percent (3%) of the teacher's salary to the Teacher's Retirement Fund and an additional seven-point-one percent (7.1%) percent (or the percentage determined by the State of Indiana) for those hired after July 1, 1995.

Buyout Retirement Benefits for teachers employed before June 30, 2004

Upon retirement from the Norwell Community Schools ("School Corporation"), a teacher shall be fully vested in the buyout retirement benefits described in this Article if the retiring teacher has satisfied the following requirements:

- The retiring teacher must have been employed by Norwell Community Schools before June 30, 2004.
- Immediately prior to retirement, the retiring teacher must have completed fifteen (15) years with the Norwell Community Schools.
- The retiring teacher must be at least fifty-five (55) years old at the time of retirement. Retirements may take place at the end of a semester or school year. These requirements may be waived at the discretion of the School Corporation. In addition, these requirements may be waived in cases of retirement caused by disability or ill health, provided the retiring teacher provides satisfactory medical documentation to the School Corporation.

Teachers newly hired or re-hired after June 30, 2004, shall not be entitled to any payment for the eliminated retirement benefits provided by Article X of the Prior Agreement. In other words, no buyout contribution shall be made for teachers newly hired or re-hired after June 30, 2004.

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 shall have approved a leave of absence of not more than one (1) fiscal year for an employee, or if an employee is reduced pursuant to the provisions of this Agreement, such period of layoff or leave shall not result in forfeiture provided the employee shall promptly return to employment following the expiration of the period of layoff or leave.

The School Corporation shall establish a qualified retirement 401 (a) plan and a VEBA account as described in the Internal Revenue Code for each teacher employed by the Norwell Community Schools prior to June 30, 2004.

The terms and conditions for the administration of the Retirement Buyout Section 401(a) and VEBA plans shall be as follows:

- 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 selected investment vendor for the 401(a) and VEBA Plans.
- Until an employee has retired and satisfied the eligibility requirements set forth in this Article, they shall have no access to the assets held in their separate 401(a) Plan accounts.
- If an employee retires or otherwise terminates employment before satisfaction of the requirements set forth in this Article, for any reason, the terminated employee's Retirement Buyout Section 401 (a) Plan and VEBA accounts shall be forfeited. The forfeited amounts shall be placed in forfeiture accounts to be directed by the School Corporation to fund future expenses related to the plan.
- Following retirement and the satisfaction of the requirements set forth in this Article, a retired teacher may elect to commence distributions from his Retirement Buyout 401(a) and VEBA accounts. If an employee shall die after having satisfied the requirements of this Article, the deceased employee's Retirement Buyout Section 401(a) and VEBA accounts 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) or VEBA accounts.)
- The School Corporation shall not be paid any compensation for its services performed on behalf of the Retirement Buyout 401(a) and VEBA plans. All costs incurred in the administration of the Retirement Buyout 401(a) Plan and VEBA plans, and investment fees shall be paid from the Retirement Buyout 401(a) and VEBA Plan Assets.
- The School Corporation may establish other qualified plans as described in the Internal Revenue Code, subject to such terms and conditions as the School Corporation shall determine, in its sole discretion, to be appropriate.

401(a)

The Board shall continue to contribute an amount equal to one and one-half percent (1.5%) of the teacher's base salary and deposit such contributions into a Section 401(a) account maintained by the Board on behalf of the teacher. This Section 401(a) account shall be separate from the Retirement Buyout Section 401 (a) account established for the retirement buyout dollars mentioned above.
The Board shall deposit employer contributions for each employee into Section 401 (a) Plan maintained by the Board. Such deposits will be made in accordance with the payroll schedule for certified employees.

The amount calculated for each employee will be invested in a separate account. There will be no combining accounts, and each employee may determine how their account shall be invested among the investment options made available by the selected investment vendor for the 401(a) Plan.

Teachers employed by the School Corporation on or before June 30, 2004, shall be one hundred percent (100%) vested in the amount contributed by the Board. Certified employees who are newly hired or rehired after June 30, 2004, shall be one hundred percent (100%) vested in any contributions made by the Board when he or she has five (5) completed years of service. For purposes of this section, a "completed year of service" means one hundred and twenty (120) paid days during the school year.

The parties agree that all contributions or increases made by the Board to this Section 401(a) Plan on behalf of certified employees shall be counted against the new money available to fund teacher salary and benefit increases each year as part of contract negotiations for certified employees. If an employee retires or otherwise terminates employment before satisfaction of the vesting requirements set forth in this article, the terminated employee's Section 401(a) account shall be forfeited. The employee's forfeited amounts shall be placed in a forfeiture account to be directed by the School Corporation to fund future expenses related to the plan. 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.

The School Corporation may establish other qualified plans as described in the Internal Revenue Code, subject to such terms and conditions as the School Corporation shall determine, in its sole discretion, to be appropriate.

VEBA

The Board will contribute an amount equal to one percent (1%) of the teacher's base salary and deposit such contributions into a VEBA account as described in section 501(c)(9) of the Internal Revenue Code on behalf of the teacher.

The Board shall deposit employer contributions for each employee into the VEBA Plan maintained by the Board. Such deposits will be made in accordance with the payroll schedule for certified employees.

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 selected investment vendor for the VEBA.

Teachers employed by the School Corporation on or before June 30, 2004, shall be one hundred percent (100%) vested in the amount contributed by the Board. Certified employees who are newly hired or rehired after June 30, 2004, shall be one hundred percent (100%) vested in any contributions made by the Board when he or she has five (5) completed years of service. For purposes of this section, a "completed year of service" means one hundred and twenty (120) paid days during the school year.

The parties agree that all contributions or increases made by the Board to this VEBA Plan on behalf of certified employees shall be counted against the new money available to fund teacher salary and benefit increases each year as part of contract negotiations for certified employees.

If an employee retires or otherwise terminates employment before satisfaction of the vesting requirements set forth in this Article, the terminated employee's VEBA account shall be forfeited. The forfeited amounts shall be placed in a forfeiture account to be directed by the School Corporation to fund future expenses related to the plan.

The School Corporation shall not be paid any compensation for its services performed on behalf of the VEBA plans. All costs incurred in the administration of the VEBA Plan and investment fees shall be paid from the VEBA Plan assets. The School Corporation may establish other qualified plans as described in the Internal Revenue Code, subject to such terms and conditions as the School Corporation shall determine, in its sole discretion, to be appropriate.

Article VII Grievance Procedures

Definition

A grievance is an alleged violation or claimed misinterpretation of a specific article or section of this Agreement. A teacher, group of teachers, or the teachers' association may be the grievant.

Procedure Step 1: Oral Report

Within fifteen (15) working days of the time that the grievant knew, or reasonably should have known, of the grievance, the grievant shall present the grievance to the superintendent during non-teaching hours. Within five (5) working days after presentation of the grievance, the superintendent shall orally answer the grievant.

Step 2: Written

Within five (5) working days of the oral answer, if the grievance is not resolved, it shall be stated in writing, signed by the grievant and submitted to the superintendent. The written grievance shall: (1) name the employee involved, (2) state the facts giving rise to the grievance, (3) identify the specific provisions of this Agreement alleged to be violated, (4) state the contention of the grievant with respect to the grievance, and (5) indicate the specific relief requested. Within five (5) working days after receiving the written grievance, the superintendent shall communicate his/her answer response in writing to the grievant.

Step 3: School Board

Within 10 working days after receiving the decision of the Superintendent, an appeal of the decision may be made to the Board. The Board shall hold a hearing on the grievance at a regular or special meeting and render its decision in writing to the grievant within 15 working days of the hearing. The Board may consider any material, allegation, or remedy that was not presented in Step 3.

Step 4. Arbitration

Within thirty (30) calendar days after the end of unsuccessful mediation, the Association upon written notice to the Board, may submit the grievance to an arbitrator under and in accordance with the rules of the American Arbitration Association. The selection of the arbitrator and rules which govern the arbitration proceedings shall be in accordance with the rules of the American Arbitration Association for permanent panels. A permanent panel of arbitrators shall be selected by the 21 Association and the Board not to extend beyond the length of this contract time. Information not previously presented to the Board, or the grievant will be examined by the arbitrator as to its relevance, weight, and admissibility before it can become part of the record in the arbitration proceedings. The decision of the arbitrator shall be advisory, and the Board may implement the decision in whole or in part or may meet with the Association to discuss other alternatives. The fees and expenses of the arbitrator shall be shared equally by the school employer and the grievant. All other expenses shall be borne by the party incurring them and neither party shall be responsible for the expense of witnesses called by the other.

Hearings shall be conducted at a time and place that will afford a fair and reasonable opportunity for all people, including witnesses, entitled to be present to attend. Hearings shall be conducted during non- school hours unless there is mutual agreement for other arrangements.

Time limits herein may be extended only by mutual agreement signed by the parties. If there is a failure at any step to communicate the decision on a grievance within the specified time limit by the superintendent or the school board, the grievant shall then have the right to appeal at the next step of the procedure. Any grievance not advanced from one step to the next within the time limits by the grievant, shall be deemed resolved by the answer at the previous step.

Nothing contained herein shall deny any employee rights under State or Federal Constitutions and laws. No employee shall use the grievance procedure to dispute any action by the Board that is in accordance with State statute. No employee shall use the grievance procedure to appeal any decision of the Board or Administration if such decision is pursuant to any order of or written agreement with any State or Federal Regulatory Commission or Agency.