

**AGREEMENT
BETWEEN
THE NORTH WEST HENDRICKS CLASSROOM TEACHERS ASSOCIATION
AND
THE BOARD OF SCHOOL TRUSTEES
OF THE
NORTH WEST HENDRICKS SCHOOL CORPORATION**

2025-2026

This agreement is made and entered into at Lizton, Indiana, November 11, 2025 by and between the Board of School Trustees of North West Hendricks School Corporation of Hendricks County, State of Indiana, hereinafter referred to as the "Board" and the North West Hendricks Classroom Teachers Association, hereinafter referred to as the "Association".

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ARTICLE I ASSOCIATION RECOGNITION

- A. The Board recognizes the North West Hendricks Classroom Teachers Association as the exclusive representative of all teachers in the School Corporation for the Master Contract. Excluded from the bargaining unit are the Superintendent, Assistant Superintendent, Curriculum Director, Principals, Assistant Principals and Athletic Director.
- B. Definitions
1. The term "teacher" when used in this Agreement, shall refer to all certified personnel employed by the Board in the bargaining unit.
 2. The terms "Board" and "Association" shall include authorized officers, representatives and agents.
 3. The term "School Corporation" when used in this Agreement, shall refer to the North West Hendricks School Corporation of the County of Hendricks of the State of Indiana.
 4. The masculine gender shall include the feminine wherever required by the context in which a specific provision of this contract is applied.
 5. The terms "mother", "father", "child", "daughter", "son", "brother", "sister", "grandparents", and "grandchildren" include step.

ARTICLE II LEAVES OF ABSENCE

The following leaves are available for teachers when circumstances make their attendance impossible. The Family and Medical Leave Act (FMLA), 29 U.S.C. 2601 et seq., shall be incorporated by reference into this agreement, but shall not reduce a teacher's entitlement to leave or fringe benefits, or reinstatement provided by this agreement. Upon reinstatement from a leave of absence in accordance with this agreement, teachers are not guaranteed the same position occupied prior to the leave but are guaranteed a position in the district with the same prior salary and benefits.

- A. Sick Leave
1. Sick leave shall be credited ten (10) days annually to each teacher on the first (1st) day of his employment year.
 2. In any given year, four (4) of the ten (10) sick days may be used by a teacher due to illness of any member of the teacher's immediate family (as defined in Article III, Section F(1a)).
 3. In addition, accumulated sick leave from the teacher's last employment shall be transferred at the rate of five (5) days per year, until expired, beginning the second year of employment.
 4. A teacher assigned to teach summer school may use one (1) sick leave day during the summer term. A sick day used in summer school shall count as one-half (1/2) day.
 5. The total unused portion of the annual sick leave allowance shall be permitted to accumulate to a maximum of one hundred twenty (120) days. Notwithstanding the foregoing, for those teachers employed by the School Corporation as of the end of the 2003/2004 School Year, the total accumulation of sick leave and other forms of leave convert and added to accumulated sick leave shall not exceed the greater of: (i) one

hundred twenty (120) days or (ii) the number of sick leave days accumulated by the applicable teacher as of the end of the 2003/2004 School Year, but not greater than two hundred (200) hundred days.

6. Any teacher who uses three sick days within a three week period shall be required to produce a doctor's note regarding the chronic illness.

Accordingly, it is anticipated that teachers will use their individually accumulated sick leave days responsibly and appropriately.

B. Family Illness Leave

1. A total of three (3) days leave per year. Any family illness days not used will carry over to next year and accumulate to seven (7) days maximum. If the three (3) days leave per year brings the maximum days to greater than seven (7), the extra days will be transferred to sick days. The rate of transfer will be one (1) day of sick leave for each unused day of family illness leave. Family illness leave includes being allowed to care for any member of the immediate family, including legal dependents, who is ill while living as a member of the household of the teacher. Family illness leave may also be used for the care of children and parents who are not living as members of the teacher's household. These days will be charged against family illness leave.
2. The Board may grant up to 20 days (in a school year) to be deducted from accumulated leave. This additional leave is limited to a spouse, a child or the parent of a teacher.

C. Injury Leave

1. Any teacher absent from school because of an injury incurred while carrying out his duties and subject to Workman's Compensation benefits shall receive full pay to a maximum of twenty (20) days.

The School Corporation shall pay the difference between the benefits received from Workmen's Compensation Insurance and the regular salary of the injured teacher. Only the days used before Workmen's Compensation benefits begin shall be charged against the teacher's accumulated sick leave, unless the teacher will be absent more than twenty (20) working days.

2. The injured teacher receiving less than the maximum twenty (20) days of full pay due to the school year ending, will be fully compensated for the remaining number of workdays the next school year, if the injured teacher is still on injury leave.

D. Personal Leave

1. Teachers shall be granted three (3) days of personal leave, with pay, per school year. Requests for personal leave from the Superintendent's Office shall be made one (1) week prior to such leave, except in cases of emergency. Teacher requests for personal leave shall be completed via the automated system. The reason for personal leave shall be stated only to the degree necessary for the Superintendent to determine if personal leave is the appropriate leave to be used, (i.e. going to court).

Personal days will not be used during teacher orientation at the beginning of the school year or on professional development days.

2. Any unused personal leave days will be transferred to accumulated sick leave at the end of the school year. The rate of transfer will be one (1) day of sick leave for each day of unused personal leave.

E. Professional/Association Officer Leave

Teachers may be granted professional leave, with pay. Requests for professional leave from the Superintendent's Office shall be made one (1) week prior to such leave. Teacher's requests for professional leave shall be completed via the automated system. The building principal and/or Superintendent shall determine the appropriateness of the request.

Officers of the North West Hendricks Classroom Association are allowed to use up to 10 days total per year (not each) to attend an Indiana State Teachers Association (ISTA) sponsored event, ISTA-sponsored professional development, or conduct NWHCTA business.

F. Bereavement Leave

1. In the event of a death in the teacher's immediate family, a teacher shall be entitled to be absent from work for no more than five (5) total school days to be used within 90 days from the date of death with no loss in compensation.
 - a. Immediate family shall be defined to include the following: father, mother, son, daughter, brother, sister, legally married spouses, grandparents, grandchildren, father-in-law, mother-in-law, brother-in-law, sister-in-law or legal dependent, including step in all the aforementioned.
 - b. A teacher may use up to a total of two (2) days of bereavement leave during a school year in the event of the death of a family member not included above, or that of a close friend.
 - c. In the event of the death of a faculty member, or the spouse or child of a faculty member, or student in the corporation, the administration will make an effort to accommodate those teachers who wish to pay their respects by attending the funeral without loss of personal leave, as long as the educational process is not interrupted.
 - d. In the event of the death of a second immediate family member limited to father, mother, son, daughter or legal dependent in the same school year as the first death, a teacher shall be entitled to be absent from work for no more than five (5) total school days to be used within 90 days from the date of death with no loss in compensation.

G. Jury Duty and Witness Leave

When requested, a teacher may serve on a jury or appear in court as a witness. A subpoena is required for witness leave. Personnel are required to submit checks less mileage and parking expenses associated with the appointed jury time, or a receipt acknowledging presence, whichever is applicable, for such services, to the School Corporation in return for full remuneration that the School Corporation has provided.

H. Pregnancy Leave

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. A pregnancy leave shall be limited to one (1) year. Temporary disability caused by pregnancy shall be governed by the following:

1. 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.

2. 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. The teacher is entitled to take up to five (5) available sick days after the teacher's physician certifies that the teacher is capable of performing the teacher's regular duties. The teacher is entitled to complete the remaining leave without pay.
3. At the end of six (6) weeks after the birth of the baby, the teacher shall provide a physician's statement of her physical ability to fulfill the requirements of her position.

I. Parental Leave

1. Teachers including birthing or non-birthing and/or adoptive parents shall be granted three (3) days of parental leave, with pay, per school year. Remaining days needed can be taken from personal or accumulated leave. Requests for parental leave shall be made one (1) week prior to such leave where feasible. Teacher requests for parental leave shall be completed via the automated system.
2. If desired, further adoptive leave shall be granted to any teacher on a regular teaching contract, provided:
 - a. The teacher notifies the Superintendent of Schools, in writing, when the eligibility of the teacher as an adoptive parent has been established.
 - b. The teacher shall periodically update the Superintendent on the progress of the parental/adoptive process.
3. The leave period shall begin when the child is physically given over to the care of the teacher-parent. The leave shall extend for up to one (1) year following the end of the semester during which the teacher-parent is given care of the child.

J. Medical Leave

1. Medical Leave shall be granted to any teacher on a regular teaching contract provided:
 - a. The written teacher request or request by next of kin for medical leave must include a physician's certification of the nature and prognosis of the illness and the recommendation by the physician that the leave is essential to the health of the teacher.
 - b. This leave is to be without pay, except that the teacher may use all or any part of his accumulated sick leave at the beginning of said leave.
3. The leave period shall be granted by the Board for up to one (1) year except that the Board may grant an extension, when requested by the teacher, at the Board's discretion.

K. Sabbatical Leave

The Board may grant a teacher sabbatical leave, without pay, for a period of one (1) school year for improvement of professional skills through: (1) advanced study; (2) work experience; (3) teacher exchange programs; or (4) approved educational travel. The teacher must make an application, in writing, to the Superintendent's office by June 1, preceding the school year in which the leave will be taken. The following stipulations apply to sabbatical leave:

1. The teacher on sabbatical leave will make no advancement on the salary schedule.
2. The teacher will receive no fringe benefits for the leave period; however, the teacher may continue group health and life insurance, at his own expense for the leave period. Premiums are due at the beginning of each month.
3. The teacher may not use any of his accumulated leave for the leave period.
4. The teacher will receive no additional leaves, sick, personal, family illness or professional leave for the leave period.
5. The teacher will inform the Superintendent by May 1, in writing, of the leave period of his/her intention to return to regular employment the following year.
6. The Board's decision will be final in all matters regarding sabbatical leave requests.

L. Unpaid Leave of Absence

A teacher may be granted a leave of absence, without pay, for a period of one school year. The teacher must make an application, in writing, to the Superintendent's office by June 1, preceding the school year in which the leave will be taken. The following stipulations apply to an unpaid leave of absence.

1. The teacher will make no advancement on the salary schedule.
2. The teacher will receive no fringe benefits for the leave period; however, the teacher may continue group health and life insurance, at his/her own expense for the leave period. Premiums are due at the beginning of each month.
3. The teacher may not use any of his/her accumulated leave for the leave period.
4. The teacher will receive no additional leaves, sick, personal, family illness or professional leave for the leave period.
5. The teacher will inform the Superintendent by May 1, in writing, of the leave period of his/her intention to return to regular employment the following year.
6. The Board's decision will be final in all matters regarding unpaid leave requests.

**ARTICLE III
SICK LEAVE BANK**

A. Sick Leave Bank

The purpose of the Sick Leave Bank is to relieve its members of undue financial burdens due to illness, injury, or incapacitation sufficiently severe to make his presence in school inadvisable.

1. Membership in the Sick Leave Bank shall be open to all certificated school personnel in the North West Hendricks School Corporation. Participation shall be on a voluntary basis

upon an initial election by the teacher and will remain in the Sick Leave Bank going forward unless they elect to leave the Sick Leave Bank by written notification with a deadline of August 30.

2. By August 30 of each school year, each Sick Leave Bank Member will contribute one (1) day to the Sick Leave Bank unless Sick Leave Bank is already maxed at 178 days.
3. Days that are contributed to the Sick Leave Bank cannot be reclaimed.
4. Only members of the Sick Leave Bank may qualify for the use of days in the Sick Leave Bank.
5. A member may apply for the use of days in the Sick Leave Bank only after the following terms are met:
 - a. The member's own sick leave and personal leave days have been used, and
 - b. An individual member who wishes to use the Sick Leave Bank must wait at least ten (10) working days without pay before use of the Sick Leave Bank will be authorized. However, these days are reclaimable from the Sick Leave Bank if the individual member is ultimately approved to use the sick leave bank.
6. Any member applying to the Sick Leave Bank for the use of days shall submit, in writing, a statement of such, and supply a doctor's statement of his illness to the date of application and his (the doctor's) estimation of time needed before the member can return to work.
7. All applicants' use of days from the Sick Leave Bank must be submitted in triplicate on the Sick Leave Bank request form with one (1) copy to be returned to the applying member with the Sick Leave Bank Committee's decision, one (1) copy to remain in the files of the Secretary of the North West Hendricks Classroom Teachers Association, and one (1) copy for the files of the Superintendent of the North West Hendricks School Corporation. In cases of serious illness, making it impossible for the requesting member to complete the form, the next of kin may make an application.
8. A member shall not use more than eighty-nine (89) days from the Sick Leave Bank.
9. Members of the Sick Leave Bank who are injured on the job and are eligible for Workman's Compensation are covered by injury leave. After injury leave expires and all qualifications for the Sick Leave Bank are met, the injured member shall be covered by the Sick Leave Bank. The Sick Leave Bank shall pay the difference between the benefits from Workman's Compensation Insurance and the regular salary of the injured member. The Sick Leave Bank's days of contribution shall be prorated at one-third (1/3) day donated per each full day absent by the injured member.
10. Sick Leave Bank shall not be used during summer employment in the North West Hendricks School Corporation.
11. Sick Leave Bank days shall not cover pregnancy unless pregnancy complications before and/or after childbirth are attested to by a physician as qualifying the teacher for Medical Leave. The teacher will then be eligible for Sick Leave benefits.
12. Members will have the option of contributing another day during each school year if the Sick Leave Bank were depleted, not to exceed a maximum of one hundred seventy-eight (178) days.

13. Once the Sick Leave Bank maximum number of days has been reached, no more voluntary days will be requested from members at the beginning of the school year.
14. Any number of days exceeding one hundred seventy-eight (178) days, which have been contributed to the Sick Leave Bank will be held in escrow and be used to replenish the Sick Leave Bank at the beginning of the school year when the need exists.
15. The Sick Leave Bank Committee shall consist of the Superintendent and three (3) members of the Sick Leave Bank to be appointed by the Governing Council of the North West Hendricks Classroom Teachers Association. The Sick Leave Bank Committee shall elect a chairman who shall be responsible for calling all meetings when notified of a request by the Superintendent's office.
16. The Association secretary will keep records of the total days in the Sick Leave Bank.
17. The Sick Leave Bank Committee may grant, deny, or suspend grants of days from the Sick Leave Bank. Judgment will be based on Sick Leave membership seniority. The Committee's judgment and/or decision will be final.

ARTICLE IV COMPENSATION AND EXPENSES

A. Salary Schedule – See Appendix B

B. Pay Day Schedule

Teachers will be paid in twenty-six (26) payments each contract year. Payments are to be made every other Friday, but not to exceed twenty-six (26) payments in any contract year. The only exception to these payments will be that payment will not change the month of regular scheduled payment during the school year or summer months. The amount of payment for base salary purposes will be calculated to the lower dollar amount. Any adjustment to total contract pay will be made at the end of the fiscal year.

1. A teacher who severs employment during the school year (i.e. due to resignation, death, etc.) will receive their remaining pay in a final paycheck within ten (10) business days of the end of that pay period.
2. Teachers resigning at the end of the school year will continue to receive their remaining pay on the regular twenty-six (26) week paycheck schedule.
3. Teachers retiring for the purposes of the Indiana Teacher Retirement Fund at the end of the school year must give notice to the Board of School Trustees prior to the first day of school of their final school year whether to continue to receive their pay in the regular twenty-six pay installments or to receive their remaining pay in a lump sum in the last pay of June after their retirement. This is irrevocable per IRS regulations.

C. Credit on Salary Schedule - See Appendix A and B

D. Indiana State Teachers Retirement Fund

The Corporation will contribute three percent (3%) of the teacher's salary to the Teacher's Retirement Fund.

E. Reimbursement for Automobile Use

Faculty members required to use their personal automobile in the course of their work shall be reimbursed at the rate allowed by the Internal Revenue Service under federal law.

F. National Guard Duty

Whenever a bargaining unit member is called to National Guard duty, the Corporation will pay the employee according to the state statute.

G. Matching Annuity Retirement Savings Program

1. Salary Reduction Elections. A Teacher may also elect to make tax deferred contributions, i.e. salary reduction contributions, to plans described in Code section 403(b) and/or 457 up to the maximum limits allowed by the Code. Such contributions shall be 100% vested at all times. (The School Corporation shall maintain a list of approved investment vendors for the salary reduction contributions made to any Code section 403(b) plan or Code section 457 plan.)

2. Matching Contributions. The School Corporation shall match, dollar for dollar, the salary reduction contributions made by a teacher up to one and one-half percent (1.5%) of the teacher's base salary effective January 1 of the calendar year for which the teacher's salary reduction contributions were made. The School Corporation will complete its contributions on or before August 15 of each succeeding year, but the School Corporation may otherwise make monthly matching contributions throughout the year based upon each teacher's salary reduction contributions made in the immediately preceding month.

3. Separate Accounts. The matching contributions made for each participating teacher will be invested in a separate account (the "Matching Account"). There will be no commingling of accounts and each teacher may determine how his or her account shall be invested among the investment options made available by the investment vendor selected by the School Corporation for the Matching Annuity Retirement Savings Program.

4. Vesting. A teacher shall be 0% vested in the teacher's Matching Account until the completion of three (3) years of service with the School Corporation. Upon completion of at least three (3) years of service with the School Corporation, a teacher shall be 100% vested in his or her Matching Account. A full year of service for these vesting purposes shall be equivalent to a year of creditable service for purposes of the Indiana State Teachers Retirement Fund, but only while employed as a professional educator with the School Corporation. Any forfeitures of a Matching Account shall be used to reduce plan expenses, reallocated, or used to reduce other retirement plan contribution obligations, in such manner as reasonably determined by the School Corporation.

5. Additional Plans. The School Corporation may establish other plans as described in sections 403(b), 457 or others of the Code, subject to such terms and conditions as the School Corporation shall determine, in its sole discretion, to be appropriate.

H. Sick Leave Buy Back:

For each teacher who has at least one hundred-twenty (120) accumulated paid sick leave days as of the end of the school year, the board shall pay eighty-two dollars and fifty cents (\$82.50) per day as a one-time stipend for each of the unused days in excess of 120 days. Sick Leave days paid according to this provision will then be removed from the teacher's accumulated sick leave days and returned to the corporation. The stipend will be issued within 6 weeks of the end of the school year.

**ARTICLE V
FRINGE BENEFITS**

A. Liability Insurance

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

B. Group Health

The Board shall maintain for teachers a health insurance plan for twelve (12) month period, which provides full-service individual, employee/dependent(s) and family type medical and hospitalization, which includes surgical and major medical provisions. The Board shall pay up to the following under its four plans per month.

	PPO 1	PPO 2	HDHP 1	HDHP 2
Employee Only	\$709	\$691	\$591	\$646
Employee & Child(ren)	\$954	\$934	\$823	\$811
Employee & Spouse	\$1,170	\$1,134	\$1,027	\$1,017
Family	\$1,503	\$1,456	\$1,356	\$1,343

The board shall also pay \$100.00 per month to an HSA account for those participating in the HDHP 1 or HDHP 2 plans.

C. 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.

Single Plan - \$32.00
Employee and Child(ren) Plan- \$82.00
Employee and Spouse Plan - \$63.00
Family Plan - \$125.00

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 - \$10.75.

Beginning January 1, 2023, the board shall pay up to the following amounts for Vision insurance per month.

Single Plan - \$8.03 less \$1.00 per year paid by employee
Family - \$11.80

D. Group Term Life

The Board shall provide for teachers a fifty thousand dollar (\$50,000.00) term life insurance plan with an Accidental Death and Dismemberment benefit, for a twelve (12) month period. The Board shall pay one hundred percent (100%) of the cost of the life insurance plan.

E. Long Term Disability Insurance

1. Each teacher shall be covered by a long term disability insurance program paid for by the Board that provides for minimum benefits of:
 - a. Sixty-six and two-thirds percent (66-2/3%) of salary until age sixty five (65);
 - b. A ninety (90) day waiting period;
 - c. A consumer price index yearly indicator; and
 - d. That shall not coordinate with teacher retirement disability.

F. Annuities

1. Tax sheltered annuities, credit union, specialized health program insurance, and Association dues may be deducted from payroll at employee request.
2. The opportunity to participate in tax sheltered annuities shall be provided to all teachers.

G. Worker's Compensation

The Board agrees to carry the Standard Workman's Compensation policy on all teachers.

**ARTICLE VI
GRIEVANCE PROCEDURE**

A. Definitions

1. The North West Hendricks School Corporation Board of Trustees is hereinafter referred to as "Board".
2. The North West Hendricks Classroom Teachers Association is hereinafter referred to as "Association".
3. A "Grievance" is a complaint of an alleged violation, misapplication or misinterpretation of this contract or Board policy.
4. A "Grievant" is a teacher, a group of teachers, or the Association filing a grievance.
5. "Days" refers to school calendar days. During the summer recess, "days" shall be defined as weekdays.

B. Purpose

The purpose of this Grievance Procedure is to secure, at the lowest possible administrative level, an equitable solution to grievances which may arise from time to time. It is not intended for this procedure to offset the normal communications between the Principal and the teacher in the discussion of problems which may exist.

C. Structure

1. Nothing contained herein shall be construed as limiting the right of any certificated school employee having a grievance to proceed independently of this procedure.
2. The grievant may be represented and/or accompanied by up to two (2) person(s) of his choosing at any level of this procedure.
3. All documents, communications and records dealing with grievances shall be filed separately from personnel files.
4. Hearings conducted under this procedure shall be conducted during non-school hours at a mutually agreed upon date and time.
5. Time limits in this procedure may be extended only by mutual consent of the parties.
6. A grievance may be withdrawn at any time by a written statement from the grievant to the Association, the Building Principal and the Superintendent.
7. No disciplinary action may be taken against any grievant for exercising the grievance procedure, provided the grievant fulfills his duties as directed by his immediate supervisor, while said grievance is being conducted.
8. The Association President, acting on behalf of the Association or any certificated personnel, may initiate a grievance at the Superintendent level.
9. In the event that the grievant fails to abide by the time limits in each step of this procedure, the grievance shall be presumed to be abandoned and the matter shall be settled in accordance with the Administrator's last answer.
10. In the event that the Administration fails to abide by the time limits in each step of this procedure, the grievance shall be advanced to the next level of the grievance procedure by the grievants filing with the appropriate official. This provision does not apply to Level 4. The Board must meet time obligations.

D. Procedure

Level 1 - Informal Grievance:

1. Within ten (10) days of the time the grievant first knew or should have known of the act or condition upon which the grievance is based, the grievant shall present the complaint to his Principal verbally. The grievant shall mention to the principal that the complaint rises to the level of a grievance.
2. Within five (5) days after this meeting, the Principal shall give his answer, verbally, to the grievant.

Level 2 - Written Statement to Principal:

1. Within five (5) days after receiving the Principal's reply, if the grievance is not resolved, the grievant may submit the grievance, in writing, to the Principal, using the Grievance form.
2. Within five (5) days after receiving the written grievance, the Principal shall submit his response, in writing, to the grievant, and the Association President.

Level 3 - Written Statement to Superintendent:

1. Within five (5) days after receiving the Principal's written response, if the grievance is not resolved, the grievant may submit the grievance to the Superintendent submitting the grievance form, with the Principal's response, to the Superintendent's office.
2. Within five (5) days after the grievance form is received in the Superintendent's office, the Superintendent shall hold a meeting with all parties involved, either separately or together, to review the grievance and its disposition.
3. Within five (5) days after said meeting, the Superintendent shall submit his response, in writing, to the grievant, the Association President and the Building Principal.

Level 4 - Arbitration:

1. If the grievant is not satisfied with the disposition of the grievance by the Superintendent, or if no answer has been submitted within five (5) days of the meeting with the Superintendent's grievant, the grievance may be submitted to arbitration within five (5) days after the date on which the Superintendent's answer would have been due. The grievant may initiate the arbitration process by submitting a written request for arbitration to the Board.
2. The Board and the grievant shall rank order and strike arbitrators from a list of five (5) individuals mutually chosen by the Board and the Association. Such individuals must be knowledgeable in public school matters and have no direct connection with either the Board or the Association. This list of arbitrators shall be assembled by the parties and shall be periodically reviewed and appropriate changes made by agreement between the parties. The conduct of the arbitration proceedings shall be according to the rules of the American Arbitration Association.
3. The arbitrator's jurisdiction shall be limited to finding facts based only upon the evidence at the hearing and rendering an advisory opinion to the parties as to the arbitrator's interpretation of the grievance. Said opinion shall be limited to grievance matters. The arbitrator shall have no power to, in any manner, amend, delete, add to, subtract from or supplement the terms and provisions of this Agreement. The arbitrator shall use the General Rules of Contract Construction and shall not change as to what can fairly and reasonably be said to be the intent of the parties to the Contract. The arbitrator shall derive authority to render and award only from the express provisions of this Contract or of Board policy, and shall return any matter excluded from the arbitrator's jurisdiction without comment, award, opinion, or recommendation on the merits of the matter. The arbitrator's opinion shall be final subject only to appeal regarding matters of jurisdiction.
4. The expenses and fees of the arbitrator shall be shared equally by the parties. All other costs incurred by a party shall be paid by that party.
5. Within the (30) days following its receipt of the advisory opinion, the Board shall render a final and binding decision on the grievance.

**ARTICLE VII
JOB SHARING/PART TIME**

A. Job Sharing

Job-sharing refers to two teachers sharing one full-time position; part-time employment refers to one person teaching any position less than 100% of one full position. The contract for each job-sharing teacher shall be based on the portion of the total contract served.

Insurance benefits contributed by the Board shall be prorated between the job-sharing teachers and not be more than the percentage of the total contract served.

Leave days shall be prorated between the job-sharing teachers equal to the percentage of the contract served and rounded to the nearest half day. Leave must be taken in half day blocks.

B. Teachers Employed Less than Full Day/Year

Teacher salary and fringe benefits contained in this Contract are based on employee status for a full day/year of employment.

Any teacher who will not be working a full day/school year, may have the salary and fringe benefits of this contract prorated accordingly.

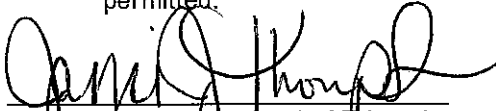
**ARTICLE VIII
SEVERABILITY CLAUSE**

Should any appendices, section or clause of this agreement be declared illegal by a court of competent jurisdiction, said appendices, sections or clauses, as the case may be, shall be automatically deleted from this agreement to the extent that it violates the law; but, the remaining appendices, sections and clauses shall remain in full force and effect for the duration of the agreement if not affected by the deleted appendices, sections or clause.

**ARTICLE IX
ATTESTATIONS**

The undersigned attest to the following:

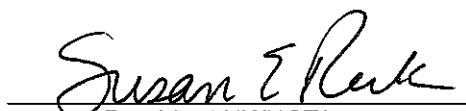
1. A public meeting was held in compliance with I.C. 20-29-6-1(b) on August 12, 2025, and electronic participation from the parties and/or public was not permitted; and
2. A public meeting in compliance with I.C. 20-29-6-19 was held on October 28, 2025, to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.



President NWHSC Board of Education

11-11-25

Date



President NWHCTA

11/11/25

Date

**ARTICLE X
EFFECT AND NOTICE**

This Collective Bargaining Agreement shall be effective as of November 11, 2025 (Board ratification date), and shall remain in effect until June 30, 2026.

Accepted by the Board of
Education of the North West
Hendricks School Corporation



President of the Board

11-11-25

Date

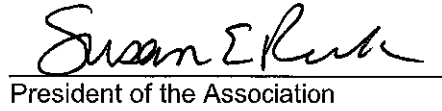


Chairperson of the Board's
Negotiating Committee

11/11/25

Date

Accepted by the majority of
teachers in the North West
Hendricks Classroom Teacher Association



President of the Association

11/11/25

Date



Chairperson of the Association's
Negotiating Committee

11/11/25

Date

APPENDIX A
COMPENSATION MODEL FOR 2025-2026 SCHOOL YEAR

All additional compensation for 2025-2026 is being given in the form of \$900 stipends to returning teachers from 2024-2025 school year. Therefore, the application of the compensation model below is suspended for this contract year.

Indiana Code 20-29-6-3 makes it unlawful for a school employer to enter into any agreement that would place the employer in a position of deficit financing expenditures when the expenditures exceed the employer's current year actual general fund due to a reduction in the employer's actual education fund revenue or an increase in the employer's revenue.

Teachers rated ineffective in the prior year are not eligible for any salary increase in the current year as allowed by IC 20-28-9-1.5 (g). Teachers hired for the current school year are not eligible for a salary increase, as they were placed under number 2. of this Appendix A.

1. Factors for Distribution of Salary Increase:

The total available increase is \$1,800 per teacher.

\$900 of this available increase (50.00%) is based on a teacher's attainment of an additional evaluation (effective or highly effective) and is visually displayed in Appendix B as an increase to the overall Salary Schedule.

\$900 of this available increase (50.00%) is based on a teacher's attainment of an additional content area degree. For purposes of this provision, eligible "content area" degrees and credit hours are any content area (as defined by the IDOE) in which the teacher currently teaches or any other content area approved by the Superintendent. In order to be eligible for this increase, a teacher must submit documentation of the degree or credit hours between July 1 and end of contract day September 1 of the contract year.

Any returning teacher at the maximum of the salary schedule/range will be eligible for a one-time stipend of \$900.

2. Placement of New Teachers on the Salary Schedule. New teachers who are hired with no previous experience will be placed on the salary schedule in row A and in their appropriate degree attainment column. New teachers who are hired with previous teaching experience shall be placed in the appropriate column that matches their current degree/education and a row at the discretion of the Superintendent bound by the following stipulations: 0 to 5 years of experience can be placed in rows A-C, 6 to 15 years of experience in rows D-I, and 16 or greater years of experience in any row starting with J. With respect to new teachers, the Superintendent and School Board may offer a one-time sign on bonus for hard to fill positions up to a maximum of \$3,000.00 per new teacher. The Superintendent will discuss and obtain meaningful input from the Association President prior to offering a one-time sign on incentive to any new teacher. After receiving the Association President's meaningful input, the Superintendent and the School Board may in their sole discretion offer the one-time sign-on incentive to the new teacher. Teachers that receive a one-time sign on incentive will reimburse North West Hendricks School Corporation the full amount of the one-time sign on incentive if the teacher is no longer employed by North West Hendricks School Corporation before a period of three years of employment has passed. The superintendent has the flexibility to place a teacher within ten rows in their appropriate degree column from where the teacher would ordinarily be placed based upon the teacher's initial placement. The superintendent will discuss this with the association president but sole discretion to offer this movement rests with the superintendent and the School Board. The Superintendent may offer up to four rows, on the base salary, to someone who has served in the military. One year of service equals one row up to four years of military service and four rows.

4. Ancillary Duty Pay

A. Homebound Tutoring

A homebound or tutoring teacher who is part of the bargaining unit shall be paid at an hourly rate plus \$10 per hour based on a beginning teacher's salary for each hour of instruction.

B. Drivers Education

A bargaining unit member who is employed in the Driver Education Program shall be paid for each hour of service at a rate of thirty dollars (\$30.00) per hour.

C. Summer Teaching

The parties acknowledge that Indiana Code Section 20-28-6-7(d) provides that the superintendent shall determine the salary for a supplemental service (including summer school) contract. The Superintendent has determined that the supplemental service salary will be bargained. Accordingly, a bargaining unit member who is employed to teach in a summer school program, shall be paid for each hour of instruction per his hourly rate.

D. Compensatory Time

1. Teachers who are asked by the Principal or other administrator to cover a class during their preparation time earn one hour of compensatory time per class hour covered.
2. Teachers that host parent/teacher conferences will receive one hour of compensatory time per hour of parent/teacher conferences hosted up to a maximum of seven hours.
3. Elementary teachers shall be permitted to leave school five (5) minutes after students on days when open houses, holiday programs, and other regularly scheduled events which teachers attend are held.

The teacher has the choice with any compensatory time accumulated under this provision to receive EITHER:

- (a) one hour of compensatory time per hour covered during the school year OR
- (b) the rate equivalent to one hour of sub pay currently \$14.28

It is the responsibility of the teacher to indicate to the school corporation which compensation is desired before the end of the teacher's contracted days for the school year. If no indication is provided by the teacher to the school corporation, the teacher will receive compensation as outlined in (a) above. The rate of transfer will be an equivalent number of hours of sick leave as compensatory time not used.

Portions of this provision unrelated to wages are the school's policy, were not bargained, and are included for informational purposes only.

E. Workshop Stipend

If professional development is offered/assigned on a Saturday or during summer break, the teacher will be paid \$25.00 per hour.

Portions of this provision unrelated to wages are the school's policy, were not bargained, and are included for informational purposes only.

5. At the beginning of the 2025-2026 school year, the salaries of returning full-time teachers were between \$49,300 and \$70,800. After salary increases are rewarded, the salary range for full-time teachers will be between \$49,300 and \$80,800.

6. North West Hendricks School Corporation will cover a portion of the tuition costs for staff members for college courses and "Specialized Training" beneficial to the students of North West Hendricks Schools if the district requests they enroll to complete a licensing requirement. To be eligible for covered portions of tuition costs, staff members must earn a passing grade where applicable as well as complete the entire course or "Specialized Training." Staff members not meeting these requirements will refund the district 100% of tuition costs paid by the district.

Staff members successfully completing courses and "Specialized Training" must agree to teach in North West Hendricks School for four years following the completion of a course or "Specialized Training". If a staff member leaves North West Hendricks Schools or is terminated for any reason other than retirement within 4 years of the "Specialized Training", the staff member agrees to the following reimbursement schedule:

1. If the staff member leaves in under 1 school year of completion of the course or "Specialized Training", the staff member will reimburse North West Hendricks School Corporation 100% of the tuition cost.
2. If the staff member leaves in under 2 school years of completion of the course or "Specialized Training", the staff member will reimburse North West Hendricks School Corporation 75% of the tuition cost.
3. If the staff member leaves in under 3 school years of completion of the course or "Specialized Training", the staff member will reimburse North West Hendricks School Corporation 50% of the tuition cost.
4. If the staff member leaves in under 4 school years of completion of the course or "Specialized Training", the staff member will reimburse North West Hendricks School Corporation 25% of the tuition cost.

Timeline and method of reimbursement can be negotiated with the Superintendent.

7. Any staff member who leaves prior to 1 year from completing AP, ACP, PLTW, or Dual Credit summer training that cost NWHSC \$500.00 or more must repay the district for the cost of the training.

APPENDIX B
Salary Schedule

'25-'26 NWHSC Salary Schedule		
	1	2
	Bachelors	Masters
A	\$ 49,300	\$ 51,100
B	\$ 50,200	\$ 52,000
C	\$ 51,100	\$ 52,900
D	\$ 52,000	\$ 53,800
E	\$ 52,900	\$ 54,700
F	\$ 53,800	\$ 55,600
G	\$ 54,700	\$ 56,500
H	\$ 55,600	\$ 57,400
I	\$ 56,500	\$ 58,300
J	\$ 57,400	\$ 59,200
K	\$ 58,300	\$ 60,100
L	\$ 59,200	\$ 61,000
M	\$ 60,100	\$ 61,900
N	\$ 61,000	\$ 62,800
O	\$ 61,900	\$ 63,700
P	\$ 62,800	\$ 64,600
Q	\$ 63,700	\$ 65,500
R	\$ 64,600	\$ 66,400
S	\$ 65,500	\$ 67,300
T	\$ 66,400	\$ 68,200
U	\$ 67,300	\$ 69,100
V	\$ 68,200	\$ 70,000
W	\$ 69,100	\$ 70,900
X	\$ 70,000	\$ 71,800
Y	\$ 70,900	\$ 72,700
Z	\$ 71,800	\$ 73,600
AA	\$ 72,700	\$ 74,500
BB	\$ 73,600	\$ 75,400
CC	\$ 74,500	\$ 76,300
DD	\$ 75,400	\$ 77,200
EE	\$ 76,300	\$ 78,100
FF	\$ 77,200	\$ 79,000
GG	\$ 78,100	\$ 79,900
HH	\$ 79,000	\$ 80,800

APPENDIX C
ECA Salary Schedule

Any information in the ECA Salary Schedule beyond the name of the position and the salary for that position was not bargained and was included for information purposes only.

Volleyball

Boys Head Coach	1	\$ 5,000
Girls Head Coach	1	\$ 5,000
Ass't Volleyball	2	\$ 2,750
9th grade Volleyball	1	\$ 2,000
Ass't Volleyball	1	\$ 2,000
8th grade Volleyball	1	\$ 2,000
Ass't Volleyball	1	\$ 1,000
7th grade Volleyball	1	\$ 2,000
Ass't Volleyball	1	\$ 1,000

Cross Country

Head Coach	1	\$ 2,750
Ass't	1	\$ 1,500
Middle School Cross Country	1	\$ 1,575
Middle School Ass't	1	\$ 1,000

Football

Head Coach	1	\$ 8,000
Coordinators	2	\$ 4,400
Ass't Football Varsity	3	\$ 4,000
Ass't Football J.V.	2	\$ 3,200
Middle School Football Head Coach	2	\$ 2,000
Middle School Football Ass't	2	\$ 1,500

Boys Basketball

Head Coach	1	\$ 8,000
Ass't Basketball	1	\$ 4,400
Reserve Basketball	1	\$ 4,400
9th Basketball	1	\$ 3,200
Ass't Basketball	1	\$ 3,200
8th Basketball	1	\$ 3,000
Ass't Basketball	1	\$ 1,500
7th Basketball	1	\$ 3,000
Ass't Basketball	1	\$ 1,500

Girls Basketball

Head Coach	1	\$ 8,000
Ass't Basketball	1	\$ 4,400
Reserve Basketball	1	\$ 4,400
9th Basketball	1	\$ 3,200
Ass't Basketball	1	\$ 3,200
8th Basketball	1	\$ 3,000
Ass't Basketball	1	\$ 1,500
7th Basketball	1	\$ 3,000
Ass't Basketball	1	\$ 1,500

Golf

Boys	1	\$ 2,750
Ass't.	1	\$ 1,500
Girls	1	\$ 2,750
Ass't.	1	\$ 1,500
Middle School Boys Head Coach	1	\$ 1,500
Middle School Girls Head Coach	1	\$ 1,500

Wrestling

Head Coach	1	\$ 5,000
Ass't.	3	\$ 2,750
Middle School Head	1	\$ 1,700
Middle School Ass't.	1	\$ 1,000

Baseball

Head Coach	1	\$ 5,000
Varsity Ass't.	1	\$ 2,750
Reserve	1	\$ 2,750
Ass't.	1	\$ 2,000
Middle School Head Coach	1	\$ 1,500
Middle School Ass't.	1	\$ 1,000

Softball

Head Coach	1	\$ 5,000
Varsity Ass't	1	\$ 2,750
Reserve	1	\$ 2,750
Ass't.	1	\$ 2,000
Middle School Head Coach	1	\$ 1,500
Middle School Ass't.	1	\$ 1,000

Soccer

Boys Head	1	\$ 5,000
Ass't	1	\$ 2,750
Boys Reserve	1	\$ 2,750
Girls Head	1	\$ 5,000
Ass't	1	\$ 2,750
Girls Reserve	1	\$ 2,750

Track G/B

Head Coach	1	\$ 5,000
Ass't.	4	\$ 2,200
Middle School Head Coach	1	\$ 2,000
Middle School Ass't	3	\$ 1,000

Tennis

Boys Varsity	1	\$ 2,750
Boys Ass't	1	\$ 1,500
Girls Varsity	1	\$ 2,750
Girls Ass't	1	\$ 1,500
Middle School Boys	1	\$ 1,500
Middle School Girls	1	\$ 1,500

Swimming G/B

Head Coach	1	\$ 6,000
Ass't Swimming	1	\$ 2,500
Diving	1	\$ 2,500
Middle School Swimming	1	\$ 2,500
Middle School Ass't	1	\$ 1,250
Middle School Ass't	1	\$ 1,250

Strength and Conditioning	1	\$10,000
Aquatics Director	1	\$ 6,000
HS Athletic Event Supervisor (Fall)	1	\$ 2,000
HS Athletic Event Supervisor (Winter)	1	\$ 2,000
HS Athletic Event Supervisor (Spring)	1	\$ 2,000

MS Athletic Event Supervisor (Fall)	1	\$ 1,000
MS Athletic Event Supervisor (Winter)	1	\$ 1,000
MS Athletic Event Supervisor (Spring)	1	\$ 1,000
Yearbook (9-12)	1	\$ 2,500
Yearbook (Primary, Elem. & M.S.)	4	\$ 1,000
Multimedia Specialist (Elem.)	3	\$ 500
Newspaper/Digital Communications HS	1	\$ 1,000
Newspaper/Digital Communications MS	1	\$ 1,000
H.S. Cheer Competition	1	\$ 1,000
H.S. Cheer Football (V/JV)	2	\$ 1,000
H.S. Cheer B-Ball (B/G)	2	\$ 1,000
M.S. Cheer Org.	1	\$ 1,000
M.S. Cheer Competition	1	\$ 1,000
Senior Sponsor	2	\$ 1,100
Junior Sponsor	2	\$ 1,100
Sophomore Sponsor	1	\$ 650
Freshman Sponsor	1	\$ 650
Bruin Bash Coordinator	2	\$ 500
HS Plays (Fall)	1	\$ 3,000
HS Plays (Spring)	1	\$ 3,000
Middle School Plays	2	\$ 1,000
Drama - Musical Dir.	1	\$ 2,750
Band	1	\$ 3,250
Winter DrumLine	1	\$ 1,000
Chorus	1	\$ 3,250
Elementary Choir	2	\$ 500
Marching Band	1	\$ 3,500
Jazz Band	1	\$ 1,750
Color Guard/Winter Guard	1	\$ 1,000
HS National Honor Society	1	\$ 750
MS National Junior Honor Society	1	\$ 500
Choir Accompanist MS/HS	1	\$ 6,000
H.S. Student Council	1	\$ 1,200
M.S. Student Council	1	\$ 1,200
Elem. Student Council	2	\$ 1,000

M.S. Spell Coach	1	\$ 700
M.S. Super Bowl Coach	2	\$ 1,000
H.S. Super Bowl Coach	3	\$ 1,000
M.S. Debate Coach	1	\$ 750
H.S. Academic Team	1	\$ 1,000
Model U.N.	2	\$ 850
HS FFA	1	\$ 3,500 + additional 20 day contract
MS FFA	1	\$ 1,500
Elem. Spell Coach	2	\$ 700
Elem. Math Coach	2	\$ 700
HS Art Society	1	\$750
HS National Art Honor Society	1	\$ 500
Elem. Robotics Coach	4	\$ 2,000
M.S. Robotics Coach	1	\$ 2,000
H.S. Robotics Coach	1	\$ 2,000
Middle School Team Leaders	3	\$ 2,000
Department Heads 4 or more	5	\$ 1,000
Department Heads 3 or less	8	\$ 500
Teacher Leadership Role	1	\$ 5,000

An Extra Curricular stipend may be split with other qualified personnel with the approval of the principal and/or athletic director.