Northwest Allen County Schools

2026 – 2027

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Master Contract

between NACS and NACEA

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ARTICLE I
RECOGNITION and DEFINITIONS

Section 1: RECOGNITION

A. The Northwest Allen County Schools Board of School Trustees recognizes the Northwest Allen County Educators Association as the exclusive representative of the certified school employees and encourages all teachers to actively support the efforts of the Association.

B. The bargaining unit consists of all certified school employees as defined by Indiana statute who are employed by the Northwest Allen County Schools, except the:

Superintendent
Assistant Superintendent
Corporation Business Manager/Chief Financial Officer
Assistant Business Manager
Executive Director/Director of Human Resources
Executive Director/Director of Secondary/Elementary Education
Chief Operations Officer
Executive Director/Director of Special Education
Assistant Director of Special Education
Principals
Assistant/Associate Principals
Chief Technology Officer/Director of Technology
Assistant Director of Technology/Assistant Technology Officer
Curriculum Coordinators
Director of Communications/Director of Communications & Strategic Initiatives
Director of Transportation
Director of Maintenance and Facilities
Natatorium Director
Substitute Certified Employees
Classified Staff

C. The Board and the Association recognize the provisions of the Master Contract constitute the only limitations upon the Board's right to manage the school district.

D. The Board has the responsibility and authority to manage and direct all the operations of the school district to the full extent vested by State and Federal laws.

Section 2: DEFINITIONS

A. The term "Teacher", when used in this Contract, shall refer to all certified school employees, employed by the Board, in the bargaining unit as is defined in Article I, Section 1, of this Contract.

B. The term "Retired Teacher", when used in this Contract, shall refer to all retired certified school employees who qualify for normal (un-reduced) retirement benefits from the Indiana State Teacher Retirement Fund (TRF).

C. The term "Board", when used in this Contract shall refer to the Northwest Allen County Schools Board of School Trustees.

D. The term "Corporation", when used in this Contract shall refer to the Northwest Allen County Schools Corporation of Allen County, State of Indiana, its Board and Administrators.

E. The term "Association" shall refer to the Northwest Allen County Educators Association.

F. The term "Superintendent" shall refer to the Northwest Allen County Schools Superintendent.

G. The terms "Board" and "Association" shall include authorized officers, representatives and/or agents.

H. "Master Contract" shall refer to the collective bargaining contract which has been ratified by the Board and Association.

I. "Vested" teacher is defined by Article IV, Section 2A.

J. "FTE" shall refer to Full-Time Equivalency.

a. For part-time elementary teachers, the FTE shall be determined by dividing the amount of time the teacher is assigned to teach by the number of hours in a teacher work week as defined by the Board.

b. For part-time middle school and high school teachers, the FTE shall be determined by dividing the number of classes assigned to such teacher by the number of classes assigned to the majority of full-time teachers as determined by the Board.

c.

K. "Immediate Family" includes the following people

Spouse	Grandchild	Grandparent-in-law	Step Grandchild
Child	Parents-in-law	Stepparent	Step Grandparent

Parents	Brother-in-law	Stepchild	Stepparent-in-law
Brother	Sister-in-law	Stepbrother	Step Grandparent-in-law
Sister	Daughter-in-law	Stepsister	Any relative living in the teacher's home
Grandparent	Son-in-law		

Under an extenuating circumstance, a teacher may request that someone residing in the teacher's home that is not listed above be considered immediate family for the terms of this agreement. The request must be sent to the principal and approved by the Executive Director of Human Resources (or his/her designee).

ARTICLE II
LEAVES of ABSENCE

Section 1: SICK LEAVE

A. Each teacher shall be granted paid sick leave days as follows:
   a. First contracted year = 10 sick days
   b. Subsequent contracted years = 9 sick days (per year)

B. If a teacher has unused sick days remaining at the close of a school year, the unused days shall accumulate up to a maximum total of one hundred twenty (120) paid sick leave days.
   a. Sick leave days shall accrue the first day of the school year (or upon the teacher's first day following a Leave of Absence), except as provided in Article II, Sections 6, 7 and 8.
   b. Teachers who have accumulated the maximum number of one hundred twenty (120) sick days and are eligible for nine (9) more days at the start of a new school year will begin that year with one hundred twenty-nine (129) sick days.
   c. If the teacher has remaining unused days after reaching the maximum number of sick days, the remaining unused sick days shall result in a contribution to the teacher's 401(a) account as described in Article IV, Section 5 of this agreement.

C. Sick leave days may be used only in one-half (1/2) or full (1) day segments.

D. Sick leave days accumulated by a teacher prior to a leave of absence, and not used during the leave of absence, shall be credited to the teacher upon returning to teach (under contract) for the Corporation.

E. A new teacher with the Corporation who has accumulated sick leave as a certified teacher with another accredited Indiana Corporation where she/he had previously taught shall receive credit for these sick days as follows:
   a. After each of the first four (4) years of employment with the Corporation, the teacher will have five (5) days from the previous corporation added to her/his accumulated sick days. After the fifth year of employment in the corporation, all remaining days from the previous corporation, up to the maximum days allowed, will be transferred. After the fifth year, any days in excess of the maximum will not be available for use at NACS but will be kept on record in the event the teacher transfers to another district.
   b. If said teacher leaves the Corporation for employment with another school system, only her/his current sick day accumulation will be forwarded to the new school system, upon request from the new school system.

Section 2: PERSONAL LEAVE

A. Each teacher shall be granted three (3) paid personal leave days per year.

B. Personal Leave may be used in half (1/2) or full (1) day segments.

C. Teachers are strongly discouraged from using personal leave days to extend the following holidays/breaks.

Labor Day	Thanksgiving Break	Martin Luther King Jr. Day	Spring Break
Fall Break	Winter Break	President's Day	Memorial Day

D. At the end of a school year, unused personal leave days will be distributed as follows:
   a. One (1) day shall be added to the next year's allotment of Personal Leave for a maximum accumulation of four (4) days.
   b. The remaining unused days will be added to his/her sick leave accumulation until the total of sick days reaches the maximum of 120 days.
   c. If the teacher has remaining unused days after reaching the maximum number of sick days and after adding one unused day to the next year's allotment of Personal Leave up to a maximum of four (4) days, the remaining unused personal days shall result in a contribution to the teacher's 401(a) account as described in Article IV, Section 5 of this agreement.

Section 3: FAMILY ILLNESS

A. Each teacher shall be granted three (3) paid family illness days per year which may be used for illness in her/his immediate family or when her/his child is born.

B. Family illness days are separate from sick leave days and are not cumulative.

C. If a teacher has depleted her/his three (3) days, she/he may use additional family illness days, which shall be deducted from the teacher's own accumulated sick leave days and/or personal leave days up to a maximum of twelve (12) days.
   a. In extenuating circumstances, the Executive Director of Human Resources (or her/his designee) and the Association President may authorize the use of more than twelve (12) days of accumulative personal sick leave for an immediate family member with a serious illness/condition.
      i. Documentation may be required from a registered physician/practitioner indicating the need for teacher's presence and care for the immediate family member with a serious illness/condition. This documentation must be submitted to the Executive Director of Human Resources.

Section 4: BEREAVEMENT

A. Each teacher shall be granted paid bereavement days due to a death in her/his immediate family for a period up to five (5) consecutive school days. Nonconsecutive days will be considered by the Executive Director of Human Resources (or her/his designee) upon receiving such a request from the teacher in writing or by email.

B. Under an extenuating circumstance, a teacher may request additional bereavement days by initiating a request via email to his/her principal. The request must be approved by the Executive Director of Human Resources (or his/her designee). Bereavement days in excess of five (5) will be deducted from a teacher's own sick leave days or personal leave days.

C. Bereavement days are not cumulative.

Section 5: FUNERAL LEAVE

A. Each teacher shall be granted up to two (2) paid funeral leave days per year to attend funerals or memorial services which are non-bereavement related.

B. Under an extenuating circumstance, if a teacher has exhausted his/her personal days and needs additional leave time related to funeral services, a teacher may request additional unpaid funeral leave days by initiating a request via email to his/her principal. The request must be approved by the Executive Director of Human Resources and the Executive Director of Human Resources (or her/his designee)

C. Funeral days are not cumulative.

Section 6: MATERNITY, PATERNITY, and ADOPTION LEAVE

A. If both spouses work for the corporation, then only one may be granted paid maternity, paternity, or adoption leave by using accumulated sick leave.

B. Maternity Leave:
   a. A teacher who is pregnant shall be eligible, upon written request, for a paid maternity leave by using accumulated sick leave.
      i. The leave request must be accompanied with the physician's written verification of the pregnancy and expected delivery date.
      ii. If both parents work for the Corporation, only one parent shall be eligible for a paid leave by using accumulated sick leave.
   b. Upon proper certification from her physician, a maximum of up to sixty (60) paid sick days or family illness days will be allowed for such leave.

C. Paternity Leave:
   a. A teacher who learns he is expecting a child shall be eligible, upon written request, for a paid paternity leave by using accumulated sick leave.
      i. The leave request must be accompanied with the physician's written verification of the pregnancy and expected delivery date.
      ii. If both parents work for the Corporation, only one parent shall be eligible for a paid leave by using accumulated sick leave.
   b. Upon proper certification from his physician, a maximum of up to sixty (60) paid sick days or family illness days will be allowed for such leave.

D. Adoption Leave:
   a. A teacher who is adopting a child shall be eligible, upon written request, for a paid adoption leave by using accumulated sick leave.
      i. The leave request must be accompanied with written verification of the adoption court date.
      ii. If both parents work for the Corporation, only one parent shall be eligible for a paid leave by using accumulated sick leave.

b. Upon proper certification from her/his physician, up to a maximum of sixty (60) paid sick days or family illness days will be allowed for such leave.

E. A teacher granted maternity, paternity, or adoption leave shall be eligible to continue insurance coverage as set forth in Article V, Section 4, to the effective date of resignation.

Section 7: MEDICAL/DISABILITY LEAVE

A. Upon proper certification from her/his physician, a teacher shall be granted a paid medical/disability leave of absence for medically related disabilities which prevent a teacher from performing her/his teaching duties for more than three (3) consecutive weeks. Such disabilities may include, but are not limited to, the following: non-elective surgery, physical illness, injury, mental illness, emotional disturbance.

B. The length of the paid leave shall be limited to the number of sick leave days accumulated by the teacher.

C. A medical/disability leave shall not exceed twelve (12) months.

Section 8: RULES GOVERNING LEAVES COVERED UNDER SECTIONS 6 and 7

A. Use of paid sick leave by a teacher taking a medical/disability leave of absence shall not exceed the number of paid sick days she/he has accumulated under the Master Contract.

B. Use of paid sick leave for a teacher taking a maternity, paternity, or adoption leave shall be limited to the number of paid sick days she/he has accumulated under the Master Contract up to a maximum of sixty (60) paid sick days.

C. Accumulation of years of service: The teacher shall retain all years of experience existing at the time the leave begins.

D. Sick or Personal Leave Accumulation
   a. Paid sick days and personal days shall not accumulate during a school year when the teacher did not teach.
   b. If prior to the beginning of the leave the teacher had signed a teacher's contract and had actually taught part of the year, she/he shall be credited for the number of paid sick leave days not used during the leave.
   c. If a teacher returning from leave teaches only part of a school year, paid sick leave days and personal leave days will be pro-rated for that year according to the total number of days worked by such teacher.

E. Insurance: A teacher taking a leave of absence as permitted by Article II may maintain coverage with the Corporation group health and group term life insurance, subject to the provisions in Article V, Section 4.

Section 9: COURT LEAVE

A teacher who is required to appear in court proceedings which are related to the teacher's employment duties with the Corporation may be paid for court leave, as approved by the Executive Director of Human Resources or her/his designee. A teacher is not eligible for paid court leave when the teacher is a plaintiff in any court proceedings or the court proceedings are related to the teacher's employment status or enforcement of this contract.

Section 10: JURY DUTY

If a teacher is directed to appear for jury duty, the Corporation shall pay the teacher's full salary for each workday she/he serves on jury duty.

A. To receive jury duty pay from the Corporation the teacher must give the Corporation the daily pay she/he received from the Court.

B. Reimbursement for incurred expenses (i.e., mileage) is not considered to be part of the Court daily pay. Such reimbursement is to be retained by the teacher.

Section 11: PROFESSIONAL MEETING LEAVE

A. A certified staff member may be approved by the Board to be absent from school to attend a conference, workshop, Association-related conference, or any other meeting approved by the Board.

B. For Board approved attendance at conferences, workshops, or other meetings, the teacher shall be paid full salary payment; plus, she/he may be reimbursed for other Board-approved expenses.
   a. The Board has absolute discretion as to what expense costs will be reimbursed to a teacher.
   b. Allowance for mileage expense, when approved by the Board, will be paid at the current, approved Corporation rate per mile.

Section 12: SCHOOL CLOSINGS during LEAVES of ABSENCE

If the school is closed by the Administration or the school board during the time a teacher is on an approved leave, the day(s) schools are closed shall not be charged as absences during her/his approved leave.

Section 13: LEAVE TIME for ASSOCIATION PRESIDENT

A. The Association President or her/his designee shall be granted two (2) paid leave days per semester to conduct Association business.

B. The maximum number of such days for any one school year is four (4).

C. These days are not cumulative or transferable.

ARTICLE III
SICK LEAVE BANK

Section 1: PURPOSE

The intent of the Sick Leave Bank is to provide extended sick leave to those members of the Sick Leave Bank who incur a period of prolonged illness or hospitalization.

Section 2: ELIGIBILITY

A. Membership in the Sick Leave Bank is available to all eligible certified employees whose positions require a signed teacher contract with the Corporation.

B. Each teacher choosing to enroll in the Sick Leave Bank shall donate one (1) day of her/his credited sick leave to the Bank at the beginning of a school year.

C. To be eligible for use of days from the Sick Leave Bank, the applicant must meet the following criteria:
   a. The applicant must have used all of her/his sick and personal leave days.
   b. The applicant shall have been absent due to illness or hospitalization at least five (5) consecutive school days.
   c. Use of days from the Sick Leave Bank is not intended to provide or extend paid days for pregnancy-related illness or leave, unless the pregnancy results in a disability, which will be covered by the Corporation's long-term disability insurance.

D. Use of approved Sick Leave Bank days shall take effect following exhaustion of the teacher's sick and personal leave days. After the applicant has been approved for use of days from the Sick Leave Bank, she/~~s~~he will receive retroactive pay for the initial five (5) required days excluded by Section 2-C-b.

E. Sick Leave Bank days shall be granted only for days prior to the date when a teacher first becomes eligible for payment of long-term disability insurance.

Section 3: REQUEST for EXTENDED RECUPERATION/ILLNESS

In case of an extended period for recuperation or illness, a request for exception to the above guidelines will be given consideration by the Executive Director of Human Resources, or her/his designee.

Section 4: MEMBERSHIP WITHDRAWAL from the SICK LEAVE BANK

A person withdrawing from membership with the Sick Bank will not be eligible to withdraw the day(s) she/he had previously contributed to the Sick Leave Bank.

Section 5: CONTRIBUTION of ADDITIONAL DAYS to the SICK BANK

A. Contributions of additional days from Sick Leave Bank members will not be required as long as the number of days in the Sick Leave Bank remains above one hundred fifty (150) days.

B. If the number of days in the Sick Leave Bank falls below one hundred fifty (150) days, teachers may be requested to contribute additional days on a voluntary basis.

Section 6: ADMINISTRATION of the SICK LEAVE BANK

The Executive Director of Human Resources (or her/his designee) and the Association President shall administer the Sick Leave Bank.

ARTICLE IV
RETIREMENT SEVERANCE BENEFITS

The following amendments made to the Agreement between the Northwest Allen County Schools Board of School Trustees and the Northwest Allen County Education Association (the "Association"), adopted by the School Board August 18, 2003, (the "Agreement") shall be effective with respect to any teacher retiring on or after July 1, 2003 (the "Effective Date"). Except as otherwise specifically provided herein, any teacher who has retired before the Effective Date will only be entitled to those benefits contained in the Agreement which was in existence as of the time of her/his retirement, except as may be otherwise revised by a future bargained agreement.

Section 1: REVISION of PRIOR AGREEMENT'S RETIREMENT SEVERANCE COMPENSATION

The Board and Association reserved the authority to revise or terminate the retirement benefits contained in earlier agreements. Exercising this authority, the Board and Association confirm that Article IV entitled "Retirement Severance Benefits" in the master contract, in effect prior to the adoption of the Agreement, (the "Prior Agreement") shall not apply to any teacher retiring or severing employment with the Corporation on or after the Effective Date. Those teachers who retired or severed employment before the Effective Date shall only be entitled to the retirement benefits contained in the Prior Agreement, or an earlier master contract in effect as of the time of his or her retirement, unless a future bargained agreement grants additional benefits retroactively.

Section 2: BASIC CONDITIONS

A. VESTING

a. Except as otherwise specifically provided herein, upon retirement from the Northwest Allen County Schools (the "Corporation"), a teacher shall be fully vested in the benefits described in this amended Article IV ("Retirement Severance Benefits") if the retiring teacher has satisfied the following requirements in the fiscal year (July 1 through June 30) of the teacher's retirement. Prior to the completion of these requirements, a retiring teacher is not even partially vested in the benefits described hereinafter.

i. Common Requirements. With respect to the Retirement Severance Benefits described in this amended Article IV, vesting is dependent upon the age and employment status of the retiring teacher as of January 1, 2000.

1. A retiring teacher who was less than age 40 on January 1, 2000, or a retiring teacher hired or rehired on or after January 1, 2000, irrespective of age on such date, must have consecutively completed not less than fifteen (15) full years of service as a professional educator with the Corporation to be fully vested in the Retirement Severance Benefits.

2. A retiring teacher who was at least age 40 on January 1, 2000 and who was employed by the Corporation on such date must have been continuously employed by the Corporation after such date until retirement and have also consecutively completed not less than ten (10) full years of service as a professional educator with the Corporation to be fully vested in the Retirement Severance Benefits.

ii. Additional Requirement. With respect to the Accumulated Sick Leave Benefit described in Section 3 (the "Severance Amount"), but not the 401(a) Plan benefits described in Section 4, the retiring teacher must also qualify for normal (unreduced) retirement benefits from the Indiana State Teachers' Retirement Fund ("ISTRF").

B. COMMENCEMENT OF DISTRIBUTIONS/PAYMENTS

a. Subject to any limitations described herein, vested Retirement Severance Benefits of a retiring teacher shall generally be contributed and/or otherwise be available for distribution within sixty (60) days following the end of the school year in which the teacher retires or within a reasonably practicable time thereafter.

b. A retiring teacher must submit a written unconditional letter of resignation to the Executive Director of Human Resources no later than March 1 stating his/her intention to retire at the end of the current school year. If the retiring teacher fails to timely provide this letter of resignation, commencement of the distribution of the retiring teacher's vested Retirement Severance Benefits shall not be available for contribution and/or distribution until after the commencement of the next calendar year. However, in the event a retiring teacher is unable to give the required notice because of an accident, ill health, or for another unforeseen reason, the teacher may petition the Board to not delay the commencement of any contribution and/or distribution otherwise allowed under this Article IV.

C. ADJUSTMENTS

Funds raised from the severance retirement bond issue, made in accordance with legislation commonly referred to as "Senate Enrolled Act 199," shall be used to fund, in part, the Retirement Severance Benefits. However, the remaining contributions to and distributions of the Retirement Severance Benefits will be funded from and by means of negative adjustments to the teachers' portion of the General Fund allocation from the State legislature available to the Corporation for the length of the Agreement, as amended.

Section 3: ACCUMULATED SICK LEAVE BENEFIT

A. SEVERANCE AMOUNT: A retired teacher who has otherwise satisfied the applicable vesting requirements described in Section 2 above shall be entitled to payments and/or contributions for sick leave days that are unused and accumulated as of the end of the school year in which retirement occurs equal to the product of the following (the "Severance Amount"):

   a. If the retiring teacher's total number of accumulated, unused sick leave days as of the end of the school year of the teacher's retirement is twenty (20) or less, the retiring teacher shall not be entitled to any payment for accumulated sick leave.

   b. The severance amount shall be calculated by multiplying two hundred twenty-five dollars ($225) by the lesser of …

      i. the total number of the retiring teacher's accumulated, unused sick leave days; or

      ii. one hundred twenty (120)**.**

B. RETIREMENT INCREMENT: Up to two thousand dollars ($2,000.00) of the vested Severance Amount [or such larger amount as may be subsequently allowed as additional compensation for ISTRF purposes] shall be paid to the retiring teacher, less applicable withholdings, in the year of retirement. (This payment is not intended to exceed the maximum Severance Amount calculated under Subsection 3A above.)

C. **V**OLUNTARY **E**MPLOYEES' **B**ENEFICIARY **A**SSOCIATION (VEBA)

   a. Establishment and Funding: The Corporation shall contribute to a voluntary employees' beneficiary association ("VEBA") as described in section 501I(9) of the Internal Revenue Code (the "Code") the remainder of the vested Severance Amount not paid as a retirement increment to the retired teacher. Except as otherwise provided herein, a committee of the Board and the Association shall select the organization administering the VEBA, the single investment vendor for the VEBA, and the terms and conditions for the administration and operations of the VEBA.

   b. Separate Account: The contributed amount will be invested in a separate account for the retired teacher. There will be no commingling of accounts and each retired teacher may determine how his or her account shall be invested among the investment options made available by the selected investment vendor for the VEBA.

   c. Distributions**:** A retired teacher may use the amounts held in his/her separate VEBA account to pay health insurance premiums and unreimbursed medical expenses of the teacher, spouse, and dependents. Furthermore, following the death of a teacher, who had otherwise satisfied the vesting requirements before his or her death, any amounts remaining in the deceased teacher's VEBA account may continue to be used to pay the health insurance premiums and medical expenses of the teacher's spouse and dependents. Any amounts not eventually distributed to or for the benefit of the teacher, spouse and/or dependents will be forfeited and used to reduce future contributions due from the Corporation to the VEBA. (At no time may the VEBA make loans to an Administrator, his/her spouse, or dependents.)

   d. Costs: The Corporation shall not be paid any compensation for its services performed on behalf of the VEBA. However, to the extent allowed by applicable law, the Corporation shall be reimbursed for its reasonable expenses incurred in the administration of the VEBA and any related plans. All costs incurred in the administration of the VEBA and investment fees shall be paid from the VEBA assets in a reasonable manner as determined by the Corporation.

Section 4: QUALIFIED RETIREMENT PLAN

A. SECTION 401(a) PLAN: Pursuant to the Prior Agreement, the Corporation maintained and funded a qualified retirement plan, as described in Code section 401(a) (the "401(a) Plan"). Contributions to the 401(a) Plan will continue to be made in the future, but the amount and rights thereto will be dependent upon the age and employment status of teachers as of January 1, 2000, with the different classes defined as follows:

   a. Recent Teachers: One group of teachers shall be referred to as the "Recent Teachers," representing those teachers who were less than age 40 on January 1, 2000 or were hired or rehired on or after January 1, 2000, irrespective of actual age on January 1, 2000.

   b. Older Teachers: The other group of teachers shall be referred to as the "Older Teachers," representing those teachers who were at least age 40 and employed by the Corporation on January 1, 2000.

B. ANNUAL CONTRIBUTIONS FOR RECENT TEACHERS

   a. Installments: The Corporation shall annually make contributions to the 401(a) Plan on behalf of each Recent Teacher. Contributions shall be made in four equal installments as follows: first deposit by 1/1, second deposit by 3/1, third deposit by 5/1, and the fourth deposit by 7/1 of the contract year.

   b. Amount: The amount contributed for each Recent Teacher shall equal a fixed percentage of the Recent Teacher's base salary actually paid to the teacher during the applicable school year. For Recent Teachers with less than ten (10) consecutive years of service with the Corporation, the fixed percentage will be one-fourth percent (1/4%), and for Recent Teachers with ten (10) or more consecutive years of service with the Corporation, completed before the beginning of the applicable school year for which the contribution is made, the fixed percentage will be one-half percent (1/2%).

C. BUYOUT OF OLDER TEACHERS' TARGET BENEFIT: Pursuant to Article IV, Section 3 of the Prior Agreement, the Corporation agreed to make contributions on behalf of the Older Teachers in amounts necessary to pay each Older Teacher upon retirement a specified "Target Benefit".

Pursuant to the terms and conditions of these amendments to Article V, the Corporation shall buyout the present value of the unfunded Target Benefit and contribute such amounts to the 401(a) Plan on behalf of each eligible Older Teacher.

a. Actuarial Determination of Present Value. Educational Services Company, Inc. ("ESC") will determine the present value of the unfunded Target Benefit of each teacher. In making the present value determinations, ESC shall use those assumptions that were used in preparing the referenced Target Benefit Buyout Spreadsheets, including, but not limited to, the following:

   i. Mortality: For discounted values, the UP 1994 (Uninsured Pensioner Mortality) tables will be used.

   ii. Turnover Rate: Not all retiring Older Teachers will satisfy the applicable 401(a) Plan vesting requirements. Accordingly, the present value calculations include a table of assumed rates for termination of employment prior to vesting.

   iii. Interest Rate: The assumed interest rate for purposes of determining the present value is 2.5%. However, the assumed rate of earning described in Item vi below shall apply in determining the value of the previous contributions made to the Target Benefit Plan for purposes of the offset.

   iv. Retirement Age: It is assumed that an employee terminates employment at the end of the school year in which the employee attains age sixty (60) or on the calculation date, if the individual is then age sixty (60) or older. However, Item v may further limit the number of years of service that are considered in determining an Older Teacher's target benefit.

   v. Years of Service: Following the Effective Date, Older Teachers will be assumed to have completed additional years of service, but not beyond the attainment of age fifty-six (56) or for more than thirty-five (35) years.

   vi. Prior Contributions: The Target Benefit shall be reduced by the contributions previously made by the Corporation plus the following assumed rate of earnings:

      1. nine percent (9%) until March 31, 2003; and
      2. five and one-half percent (5.5%) after March 31, 2003.

   vii. Exclusion of Recent Teachers: No buyout contribution shall be made for Recent Teachers as they were not entitled to the Target Benefit.

   viii. Rehired Employees: 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 Corporation. However, if the Board shall have approved a leave of absence for an employee, such period of leave shall not result in forfeiture provided the employee shall promptly return to employment following the expiration of the period of leave.

   ix. Calculation Date: The present value of the unfunded Target Benefits under the Prior Agreement shall be calculated, effective as of March 31, 2003.

   x. Verification of Information: The Board and Association acknowledge that the amounts shown on the referenced Target Benefit Buyout Spreadsheets are deemed accurate and correct with respect to each Older Teacher.

b. Contributions for Older Teachers

   i. Buyout Contributions: Within a reasonable period of time after ESC has confirmed the present value of the unfunded Target Benefits, the Corporation shall contribute such amounts to the 401(a) Plan on behalf of the Older Teachers. Such contributions shall be made from the SEA 199 bond funds raised by the Corporation.

   ii. Annual Contributions: After March 31, 2003, no additional contributions will be made by the Corporation with respect to the Target Benefit of an Older Teacher. However, subject to satisfaction of the applicable vesting requirements, each Older Teacher shall be entitled to his or her 401(a) Plan account, which represents the previously-made Target Benefit contributions and earnings or losses thereon.

D. TERMS AND CONDITIONS: The 401(a) Plan's terms and conditions for the administration of the 401(a) will be determined by the Corporation, except as hereinafter provided.

a. Vendor: A committee of the Board and the Association shall select the single investment vendor for the 401(a) Plan.

b. Separate Accounts: Contributions made to the 401(a) Plan shall be held in separate accounts for each teacher, Recent Teacher or Older Teacher, for whom a contribution is made. In general, there will be no commingling of accounts among the teachers. Furthermore, each Older Teacher shall have a separate account for the buyout contributions made for the Older Teacher ("Buyout Account") and another account for the Target Benefit contributions previously made for an Older Teacher ("Target Benefit Account"), with earnings or losses allocable to the particular account generating the return. Each teacher may determine how his or her 401(a) Plan account(s) shall be invested among the investment options made available by the selected investment vendor for the 401(a) Plan.

c. Vesting/Forfeiture: Until such time that a teacher has terminated employment with the Corporation and otherwise satisfied the applicable vesting requirements, the teacher shall have no access to the assets held in his or her separate 401(a) Plan account. If a teacher retires or otherwise terminates employment before satisfaction of the applicable vesting requirements, for any reason, the terminated teacher's 401(a) Plan account(s) shall be forfeited. The forfeited amounts shall not be returned to the Corporation. Instead, forfeited Buyout Accounts shall be reallocated at the end of each plan year only among the then remaining separate Buyout Accounts of the Older Teachers in the same manner as was used by ESC in originally determining the present value of the unfunded Target Benefits. Forfeited Target Benefit accounts and other forfeited 401(a) Plan accounts shall be reallocated in such manner as established in the underlying 401(a) Plan.

d. Distributions: Following retirement and the satisfaction of the applicable vesting requirements, a teacher may elect to commence distributions from his or her 401(a) Plan account(s). If a teacher shall die after having satisfied the applicable vesting requirements, the remainder of the deceased teacher's 401(a) Plan account(s) 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 teacher borrow from his 401(a) Plan account.

e. Costs: The Corporation shall not be paid any compensation for its services performed on behalf of the 401(a) Plan. However, to the extent allowed by applicable law, the Corporation shall be reimbursed for its reasonable expenses incurred in the administration 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 in a reasonable manner as determined by the Corporation.

E. ADDITIONAL PLANS

a. Other 401(a) Plans: The Corporation may establish other qualified plans as described in section 401(a) of the Code, subject to such terms and conditions as the Corporation shall determine, in its sole discretion, to be appropriate. Such additional plans may be maintained separate from the 401(a) Plan or for administrative convenience maintained as part of the 401(a) Plan.

b. 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.)

F. LIMITED EXCEPTION: Notwithstanding any contrary provisions contained herein, the Board and Association may agree to allow all teachers who have retired during the 2001-2002 or 2002-2003 school year to participate in the Target Benefit buyout, in addition to maintaining their Retirement Severance Compensation benefits under the Prior Agreement. Such previously retired teachers shall not be entitled to any other Retirement Severance Benefits under this Agreement, and the buyout of such Target Benefit buyout shall be paid to or for the benefit of these teachers.

Section 5: ADJUSTMENTS

A. CURRENT ADJUSTMENTS

Effective on July 1, 2016 (the "Effective Date"), the contributions made to the 401(a) plan described in Section 4 will be treated as follows:

a. The accounts of employees in the 401(a) plan in existence prior to the Effective Date (the "Old Accounts") shall remain in place subject to the terms of Section 4 above but no further contributions will be made to such Old Accounts.

b. Employees who set up a new account in the 401(a) (a "New Account") may roll over their Old Account to their New Account as permitted by law.

c. Employees may maintain their Old Accounts, which will remain subject to existing vesting requirements and the other terms of Section 4 above.

d. Employees contributing at least $1.00 through an automatic payroll deduction into a 403(b) account owned by the employee shall be eligible for an equal matching contribution by the Employer payable into the employee's New Account up to 1% of the employee's annual base salary in place at the time of the deduction.

e. The employer matching amount will be deposited into the employee's New Account on behalf of the employee no later than the end of the month following the deduction. All amounts contributed by the employer shall be fully vested when deposited.

B. ADDITIONAL ADJUSTMENTS

A. Returning teachers accumulating the maximum number of sick leave days (120 days) shall be eligible for an additional contribution into the teacher's 401(a) account before December 31.

B. A teacher eligible for retirement through the Indiana Public Retirement System who submits a retirement letter by January 31, with a retirement date prior to the following July 1, and accumulates the maximum number of sick leave days (120) shall be eligible for an additional contribution into the teacher's 401(a) account before August 1.

The amount of the additional 401(a) contribution referenced in "Additional Adjustments" will be calculated as follows:

The amount of the additional 401(a) contribution shall be equal to the number of unused sick and personal leave days, as determined in Article II Section 2, exceeding the maximum number of accumulated sick leave days times the least of the daily substitute teacher rates.

C. FUTURE ADJUSTMENTS

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

ARTICLE V
GROUP INSURANCE

Section 1: HEALTH INSURANCE

A. For full-time teachers who choose to participate in any of the Group Health, Dental, and Vision Insurance plans, the Corporation shall contribute towards the cost of the premiums required for participation in such plans as follows:

   a. The Corporation shall contribute a percentage of the total cost of the premiums required for participation in such plans as follows:

High Deductible Plan Medical	Plan A Medical	Surest Plan Medical	Dental and Vision Only
91%	74%	76%	74%

   b. For part-time teachers who choose to participate in the Group Health, Dental, and Vision Insurance program, the Corporation shall contribute a percentage of the Corporation's contribution equal to her/his Full-Time Equivalency (FTE).

   c. The remaining cost of the premiums shall be the sole responsibility of the employee.

B. If the corporation employs both a teacher and spouse, and both employees qualify for and choose to participate in the Group Health, Dental, and Vision Insurance program, the school corporation shall contribute towards the cost of the family plan premiums as follows: the combination of the employer share of the selected family plan premium contribution and the employee share of the least expensive available single health insurance plan premium contribution. The remaining cost of premiums shall be the sole responsibility of the employee.

C. Retired teachers with ten (10) or more years of employment with the Corporation will be eligible to maintain the Group Health Insurance by paying the full premium until she/he is eligible for Medicare.

   a. If an employee has less than ten (10) years of employment at his/her time of retirement the Corporation will comply with applicable laws.

   b. A retired employee will be able to maintain coverage of her/his spouse as per applicable laws until the spouse is eligible for Medicare.

Section 2: LONG-TERM DISABILITY INSURANCE

A. The Corporation agrees to make available long-term disability insurance to each contracted teacher with at least a 50% contract.

B. The premium for long-term disability insurance shall be paid by the Corporation with the exception of one dollar ($1.00), which shall be paid by the teacher.

Section 3: TERM LIFE INSURANCE

A. The Corporation agrees to make available a group term life insurance policy with a face value of two times the teacher's base salary to each full-time, contracted teacher with at least a 50% contract. The premium for the term life insurance policy shall be paid by the Corporation with the exception of one dollar ($1.00), which shall be paid by the teacher.

B. When an employee leaves employment with the Corporation for any reason, the term life insurance policy provided by the Corporation shall be cancelled.

Section 4: INSURANCE COVERAGE during LEAVE of ABSENCE

A full-time teacher on leave may maintain coverage by the Group Insurance Programs provided by the Master Contract, subject to:
The full-time teacher paying the Corporation, at least one (1) month in advance of the Corporation's premium due date, the employee premium (monthly, quarterly, semi-annually, or annually) for the specific group insurance program the teacher desires to continue, while under FMLA and while benefit days are available. Once FMLA and benefit days are exhausted, the full-time teacher will pay the total premium.

A. Payment for such coverage will include the amount of the Employee share of the premium.

B. Upon the exhaustion of FMLA and benefit days, payment for such coverage will include the amount of the Corporation share of the premium.

C. Continued insurance coverage during leave shall be subject to any applicable rules of the insurance carriers and applicable law.

ARTICLE VI
COMPENSATION and RELATED MATTERS

Section 1: Teacher Base Salary

A. A teacher's base salary shall be distributed in equal installments over the contract year.

B. The maximum full-time base salary for those with at least a Master's Degree shall not exceed 1.75 times the minimum full-time starting base salary. The maximum full-time base salary for those with a Bachelor's Degree shall not exceed 1.6 times the minimum full-time starting base salary.

C. The salary range for full-time equivalent teachers is $47,000 to $82,250 prior to any increases being implemented.

D. During the 2026-2027 contract year, all returning teachers earning an evaluation rating of effective or highly effective during the 2025-2026 contract year and all newly hired teachers shall earn a base salary, which shall be prorated for less than full-time teachers in accordance with Article VI, Section 1-G, of at least the minimum full-time starting base salary of $47,750 but no more than the maximum full-time base salary of $83,563 for those with at least a Master's Degree and $76,400 for those with a Bachelor's Degree.

E. The Superintendent maintains the ability to recommend to the Board a full-time starting base salary greater than the minimum full-time base salary, but not greater than the maximum full-time base salary, for a person that is newly hired by NACS to serve as a certified teacher.

F. The Superintendent maintains the ability to recommend to the school board an increase in a stipend, in addition to the amount earned through the Performance-Based Salary Compensation Program, to uniquely skilled, qualified, or trained teachers in an effort to maintain or improve the quality of the NACS teaching staff in a competitive environment.

G. Part-time teachers shall have their salary compensation, including salary increases earned through the Performance-Based Salary Compensation Program, prorated to a portion of their Full-Time Equivalency (FTE) which they teach.

H. If a teacher earns a certification to teach a specialized course, such as but not limited to Project Lead The Way (PLTW), and NACS paid all or part of the training expenses, including any travel expenses, then the teacher must commit to at least three additional years of service to NACS. If the teacher's employment from NACS ends for any reason prior to the completion of the three-year commitment, then the teacher must reimburse NACS for any expenses incurred by NACS, including any travel expenses, which allowed the teacher to earn the certification at the following reimbursement rates:
   a. 100% reimbursement if the teacher ends employment before completing the first year of the three-year commitment.
   b. 75% reimbursement if the teacher ends employment before completing the second year of the three-year commitment.
   c. 50% reimbursement if the teacher ends employment before completing the third year of the three-year commitment.

I. A teacher that possesses a literacy endorsement will receive a $500 salary differential in comparison to the base salary of teachers who do not possess the literacy endorsement.

   a. A teacher that attains a literacy endorsement and submits all related documentation in writing to the Executive Director of Human Resources on or before September 1, will receive a $500 salary differential in comparison to the base salary of teachers who do not possess the literacy endorsement.

J. Compliance: The calculation of total possible base salary increase available to teachers under the compensation plan is $2060.00.
   a. Increase attributable to education and experience:
      i. Increase attributable to education = $250.00
      ii. Increase attributable to experience = $300.00
      iii. The combined increase for education and experience is $550.00, which is 26.70% of the total possible increase.
   b. Increase attributable to academic needs is $210, which is 10.19% of the total possible increase.

Section 2: EXTRA-CURRICULAR SALARY SCHEDULE

A. For a list of position titles and salaries please refer to Appendix A.

B. The Board is not obligated to appoint or retain a teacher to any extra-curricular position listed. It is understood that the Board shall determine the number of positions in each designation on the extra-curricular schedule. The Board shall have the right to establish extra-curricular positions

not presently listed, provided the compensation is comparable to other positions with similar duties and is discussed with the NACEA President, or her/his designee, before the position is filled.

C. The School Board supports continued development of NACS students through summer activities when feasible. Upon receipt of a request to conduct a summer activity to enhance the development of NACS students, the Superintendent shall consider compensation for those directing the summer activity.
   a. If the Superintendent determines such an activity will be beneficial to the development of students, she/he will make a recommendation to the Board for its consideration.
   b. If approval is granted by the Board to pay stipends, the Board, with the recommendation of the Superintendent, shall determine the amount of the stipend.

D. Work compensated for extra-curricular activities shall not be eligible for consideration through the Performance-Based Salary Compensation Program.

Section 3: Performance-Based Salary Compensation Program

A. In order to meet the academic needs of students, returning full-time teachers attending at least 120 days of the identified teacher workdays and earning an evaluation rating of "Effective" or "Highly Effective" during the previous school year shall be eligible for salary increases or stipends related to the Performance-Based Salary Compensation Program. Returning full-time teachers attending at least 90 days and less than 120 days of the identified teacher workdays and earning an evaluation rating of "Effective" or "Highly Effective" during the previous school year shall be eligible for 50% of salary increases or stipends related to the Performance-Based Salary Compensation Program. Pre-approved absences for school business, Association leave, court leave, jury duty, military leave per applicable laws, and bereavement shall be considered days of attendance for the purposes of determining eligibility for the Performance-Based Salary Compensation Program.

   a. Returning part-time teachers that meet the same proportional attendance requirement as full-time teachers and earn an evaluation rating of "Effective" or "Highly Effective" during the previous school year shall be eligible for salary increases or stipends related to the Performance-Based Salary Compensation Program that are prorated to match the teacher's full-time equivalence (FTE) regardless of whether that part-time contract is based on a reduced number of contracted days or a reduced amount of time per day.

      (i.e., 0.5 FTE will receive 50% of the distribution received by a 1.0 FTE employee, 0.7 FTE will receive 70% of the distribution received by a 1.0 FTE employee, 0.33 FTE will receive 33% of the distribution received by a 1.0 FTE employee, and so on),
      (i.e., 0.5 FTE can mean full-day for half the contract days, or it can mean half-day for all contract days).

   b. Returning teachers that were hired after the start of the previous school year will have the salary increases or stipends handled the same as returning part-time teachers. (i.e., an employee hired to serve full-time but board approved later in the year so that the employee worked half the contracted days equates to 0.5 FTE, etc.).

   c. Teachers who receive an evaluation rating of "Ineffective" or "Improvement Necessary" during the previous school year shall be ineligible for salary increases. The amount of salary increases for teachers rated "Ineffective" or "Improvement Necessary" shall be allocated for compensation of all teachers rated "Effective" or "Highly Effective" based on the Performance-Based Compensation Program in the Master Contract.

B. The aggregate amount of monies available for distribution to returning teachers through the Performance-Based Salary Compensation Program in the fall of 2026 and based on performance during the 2026-2027 contract year shall be set forth below in Table 1 which shows the amounts in each category for one full-time equivalent (FTE).

C. Factors for base salary increases:

   a. **Evaluation – Professional Performance:** Monies available to be distributed through the Professional Performance category of the Performance-Based Salary Compensation Program shall be distributed equally among all eligible teachers earning a performance evaluation rating of "Effective" or "Highly Effective."

   b. **Effective Years of Experience:** Monies available to be distributed through the Effective Years of Experience category of the Performance-Based Compensation Program shall be distributed equally among all eligible teachers who met the Performance-Based Salary Compensation Program eligibility requirements in one or more years but less than twenty-six years of service with Northwest Allen County Schools.

   c. **Education – Master's Possession**: A returning teacher that has earned a master's degree in the teacher's content area as defined by applicable law and has previously submitted all related documentation in writing to the Executive Director of Human Resources on or before September 1, will receive a $250 increase to her/his base salary, per the guidelines of the Performance-Based Salary Compensation Program described in Article VI, Section 3-A for the 2026-2027 contract.

   d. **Academic Needs - Applied Skills/RISE Teacher Retainment:** In order to retain returning teachers currently assigned to RISE or Applied Skills Special Education, they will each receive a $210 increase to her/his base salary, per the guidelines of the Performance-Based Salary Compensation Program described in Article VI, Section 3-A for the 2026-2027 contract.

D. For teachers earning performance-based salary compensation which causes their base salary to exceed the maximum base salary, the amount that exceeds the maximum base salary shall be distributed as a one-time stipend.

E. Teachers shall receive the first installment of her/his new base pay no later than the third regularly scheduled pay period after the contract is ratified by both NACEA and the Board.

F. A teacher shall receive the one-time stipend that she/he earned through the Performance-Based Salary Compensation Program no later than the fifth pay period after the contract is ratified by both NACEA and the Board.

TABLE 1

Category	**Amount to be distributed to the base**
Evaluation – Professional Performance	$1300
Effective Years of Experience	$300
Education – Master's Possession	$250
Academic Needs – Applied Skills/RISE Teacher Retainment	$210

Section 4: USE of PERSONAL VEHICLES

A teacher who is required to drive her/his personal vehicle from one school building to another for her/his normal classroom assignment shall be reimbursed at the approved Corporation per-mile-rate.

Section 5: INDIVIDUAL CURRICULUM DEVELOPMENT and STUDIES

A. The School Board supports curriculum development and related studies for the entire Corporation. Upon receipt of a request for a committee to work on curriculum development and related studies, the Superintendent may consider release time or compensation for the committee members.
   a. If the Superintendent determines such a committee will be beneficial to the educational program for students, she/~~s~~he will make a recommendation to the Board for its consideration.
   b. If approval is granted by the Board to pay stipends, the Board, with the recommendation of the Superintendent, shall determine the amount of the stipend, which shall be equal to the hourly rate resulting by dividing the starting base salary listed in Article VI, Section 1 by the number of teacher contract days defined within the Administrative Guidelines for Certified Employees and also dividing by seven (starting base salary divided by teacher contract days divided by seven = hourly rate used for curriculum development and studies).

B. Work compensated through this contract provision shall not be eligible for consideration through the Performance-Based Salary Compensation Program.

Section 6: COVERING CLASSES WHEN SUBSTITUTE TEACHERS ARE UNAVAILABLE

Whenever there is a shortage of substitute teachers, a teacher may be assigned by an administrator to cover a class for another teacher. Teachers assigned by an administrator to cover a class for another teacher shall be compensated at the hourly rate defined in Article VI, Section 5 of the Master Agreement between NACS and NACEA.

A. For the purposes of this contract provision, one middle school class period shall be defined as three-quarters (0.75) of an hour of coverage. On days beginning with a 2-hour delay, one middle school class period shall be defined as one-half (0.5) hour of coverage.

B. For the purposes of this contract provision, one high school class shall be defined as follows:
   a. On days utilizing a four-period block schedule, one high school class period shall be defined as one and one-half (1.5) hours of coverage, and on days utilizing a four-period block schedule that begin with a 2-hour delay, one high school class period shall be defined as one (1) hour of coverage.
   b. On days utilizing a seven-period schedule, one high school class period shall be defined as three-quarters (0.75) of an hour of coverage, and on days utilizing a seven-period schedule that begin with a 2-hour delay, one high school class period shall be defined as one-half (0.5) of an hour of coverage.

C. For elementary teachers and the purposes of this contract provision, the building principal or her/his designee shall document and report the portion of a teacher's planning time spent covering another teacher's class within the typical school day. This time shall be rounded either up or down to the nearest quarter (0.25) of an hour.

D. The number of additional compensated class periods shall be limited to no more than one class period per day.

Section 7: INDIANA STATE TEACHERS' RETIREMENT FUND CONTRIBUTIONS

A. The Corporation shall pay the mandatory contribution by the employees who are members of the Indiana State Teachers' Retirement Fund.

B. Contributions by the Corporation, even though designated as employee contributions for State law purposes, are being paid by the Corporation in lieu of contributions by the employee.

C. Contributions will not be included in the gross income of the employee for tax authority reporting purposes, for tax withholding, FICA or any other computation based on gross income, until distributed either through a retirement annuity or a lump sum payment.

D. An Employee shall not be entitled the option of choosing to receive the contributed amount directly instead of having it paid by the Corporation to the Indiana State Teachers' Retirement Fund.

Section 8: RETIREMENT - ADVANCE NOTIFICATION

A. A teacher eligible for retirement through the Indiana Public Retirement System who submits a retirement letter by January 31 with a retirement date prior to the following July 1 will receive, upon retirement, a $1000 payment made in a lump sum to be distributed in the teacher's last paycheck.

Section 9: STATE BASIC GRANT

A. If the actual Total Basic Grant Funding received exceeds the estimated Total Basic Grant amount used as the basis for this contract, 50% of the excess funds shall be allocated for distribution to eligible teachers. The amount shall be distributed as a one-time, equally divided stipend to all teachers who receive an "Effective" or "Highly Effective" evaluation rating for the 2026-2027 school year. The payment shall be made no later than the final June payroll date of the 2026-2027 school year.

ARTICLE VII
TERMS of AGREEMENT and ATTESTATION

Terms of the agreement shall begin on July 1, 2026 and expire on June 30, 2027.

A public hearing was held on September 9, 2026 in compliance with I.C. 20-29-6-1(b), and electronic participation from the parties and public was not permitted.

A public meeting was held on October 19, 2026 in compliance with I.C. 20-29-6-29 to discuss the tentative agreement and electronic participation from the governing body and public was permitted.

A public meeting to ratify this agreement was on October 26, 2026 and electronic participation from the governing body and public was permitted.

The Association and Corporation attest to this Agreement by the representatives listed below:

NORTHWEST ALLEN COUNTY EDUCATORS ASSOCIATION

Jodi Heeter, President

Maria Culbertson, Vice President

Jim Walker, Negotiations Committee Chief Negotiator

Steve Driver, Negotiations Committee Member

Heather Roe Negotiations Committee Member

Tim Sloffer, Negotiations Committee Member

NORTHWEST ALLEN COUNTY SCHOOLS BOARD OF SCHOOL TRUSTEES

Liz Hathaway, President

Darren Vogt, Secretary

Erica Jamison, Board Representative – Negotitations

Wayne Barker, Superintendent

Brandon Basham, Chief Financial Officer

Extra-Curricular Salary Schedule - Appendix A					
(The listed salary does not inlcude the 3% Teacher Retirement Contribution)					
Level	**Tier**	**Activity**	**Position**	**Salary Stipends 2025-26**	**PROPOSED Salary Stipends 2026-2027**
High School	A	Athletics	Boys Head Basketball Coach	$11,750.00	$11,750.00
High School	A	Athletics	Girls Head Basketball Coach	$11,750.00	$11,750.00
High School	A	Athletics	Head Football Coach	$11,750.00	$11,750.00
High School	A	Fine Arts	Coordinator of Instrumental Programs and Marching Band	$11,750.00	$11,750.00
High School	A	Fine Arts	Coordinator of Choral/Vocal Programs and Show Choir	$11,750.00	$11,750.00
High School	B	Athletics	Strength and Conditioning Coach	$10,575.00	$10,575.00
High School	C	Athletics	Boys Head Baseball Coach	$6,016.00	$6,016.00
High School	C	Athletics	Head Dive Coach	$6,016.00	$6,016.00
High School	C	Athletics	Girls Head Gymnastics Coach	$6,016.00	$6,016.00
High School	C	Athletics	Boys Head Soccer Coach	$6,016.00	$6,016.00
High School	C	Athletics	Girls Head Soccer Coach	$6,016.00	$6,016.00
High School	C	Athletics	Girls Head Softball Coach	$6,016.00	$6,016.00
High School	C	Athletics	Boys Head Swim Coach	$6,016.00	$6,016.00
High School	C	Athletics	Girls Head Swim Coach	$6,016.00	$6,016.00
High School	C	Athletics	Boys Head Track Coach	$6,016.00	$6,016.00
High School	C	Athletics	Girls Head Track Coach	$6,016.00	$6,016.00
High School	C	Athletics	Boys Head Volleyball Coach	$6,016.00	$6,016.00
High School	C	Athletics	Girls Head Volleyball Coach	$6,016.00	$6,016.00
High School	C	Athletics	Boys Head Wrestling Coach	$6,016.00	$6,016.00
High School	C	Athletics	Girls Head Wrestling Coach	$6,016.00	$6,016.00
High School	C	Athletics	Head Cheerleader Coach	$6,016.00	$6,016.00
High School	C	Athletics	Head Dance Team Coach	$6,016.00	$6,016.00
High School	D	Athletics	Boys Head Cross Country Coach	$4,794.00	$4,794.00
High School	D	Athletics	Girls Head Cross Country Coach	$4,794.00	$4,794.00
High School	D	Athletics	Girls Head Flag Football Coach	$0.00	$4,794.00
High School	D	Athletics	Boys Head Golf Coach	$4,794.00	$4,794.00
High School	D	Athletics	Girls Head Golf Coach	$4,794.00	$4,794.00
High School	D	Athletics	Boys Head Tennis Coach	$4,794.00	$4,794.00
High School	D	Athletics	Girls Head Tennis Coach	$4,794.00	$4,794.00
High School	D	Athletics	Unified Football Head Coach	$4,794.00	$4,794.00
High School	D	Athletics	Unified Track Head Coach	$4,794.00	$4,794.00
High School	D	Athletics	Boys Assistant Varsity Basketball Coach	$4,794.00	$4,794.00
High School	D	Athletics	Girls Assistant Varsity Basketball Coach	$4,794.00	$4,794.00
High School	D	Athletics	Boys Junior Varsity Basketball Coach	$4,794.00	$4,794.00
High School	D	Athletics	Girls Junior Varsity Basketball Coach	$4,794.00	$4,794.00
High School	D	Athletics	Assistant Varsity Football Coach	$4,794.00	$4,794.00
High School	D	Athletics	Junior Varsity Football Coach	$4,794.00	$4,794.00
High School	D	Athletics	Assistant Strength and Conditioning Coach	$4,794.00	$4,794.00
High School	D	Student Activities	Speech / Debate Coach	$4,794.00	$4,794.00
High School	D	Fine Arts	Assistant Marching Band	$4,794.00	$4,794.00
High School	D	Fine Arts	Assistant Show Choir Director	$4,794.00	$4,794.00

High School	D	Fine Arts	Marching Band Color Guard Director	$4,794.00	$4,794.00
High School	D	Fine Arts	Marching Band Percussion Director	$4,794.00	$4,794.00
High School	D	Fine Arts	Winter/Spring Guard Director	$4,794.00	$4,794.00
High School	D	Fine Arts	Winter/Spring Indoor Percussion Director	$4,794.00	$4,794.00
High School	D	Fine Arts	Show Choir Band Director	$4,794.00	$4,794.00
High School	E	Fine Arts	Assistant Coordinator of Instrumental Programs	$3,760.00	$3,760.00
High School	E	Fine Arts	Assistant Coordinator of Choral/Vocal Programs	$3,760.00	$3,760.00
High School	F	Athletics	Boys Assistant Baseball Coach	$3,478.00	$3,478.00
High School	F	Athletics	Boys Ninth Grade Basketball Coach	$3,478.00	$3,478.00
High School	F	Athletics	Girls Ninth Grade Basketball Coach	$3,478.00	$3,478.00
High School	F	Athletics	Ninth Grade Football Coach	$3,478.00	$3,478.00
High School	F	Athletics	Boys Junior Varsity Soccer Coach	$3,478.00	$3,478.00
High School	F	Athletics	Girls Junior Varsity Soccer Coach	$3,478.00	$3,478.00
High School	F	Athletics	Girls Assistant Softball Coach	$3,478.00	$3,478.00
High School	F	Athletics	Boys Assistant Swimming Coach	$3,478.00	$3,478.00
High School	F	Athletics	Girls Assistant Swimming Coach	$3,478.00	$3,478.00
High School	F	Athletics	Boys Assistant Track Coach	$3,478.00	$3,478.00
High School	F	Athletics	Girls Assistant Track Coach	$3,478.00	$3,478.00
High School	F	Athletics	Boys Assistant Volleyball Coach	$3,478.00	$3,478.00
High School	F	Athletics	Girls Assistant Volleyball Coach	$3,478.00	$3,478.00
High School	F	Athletics	Boys Assistant Wrestling Coach	$3,478.00	$3,478.00
High School	F	Athletics	Girls Assistant Wrestling Coach	$0.00	$3,478.00
High School	F	Athletics	Assistant Cheerleader Coach	$3,478.00	$3,478.00
High School	F	Athletics	Girls Assistant Gymnastics Coach	$3,478.00	$3,478.00
High School	F	Fine Arts	Assistant Dance Coach	$3,478.00	$3,478.00
High School	G	Athletics	Ninth Grade Volleyball Coach	$3,055.00	$3,055.00
High School	G	Fine Arts	Head Drama Director	$3,055.00	$3,055.00
High School	G	Student Activities	Yearbook Sponsor	$3,055.00	$3,055.00
District	H	Athletics	Champions Together Winter Activities Head Coach/Sponsor	$2,397.00	$2,397.00
High School	H	Athletics	Girls Assistant Flag Football Coach	$0.00	$2,397.00
High School	H	Athletics	Assistant Cross Country Coach	$2,397.00	$2,397.00
High School	H	Athletics	Boys Assistant Golf Coach	$2,397.00	$2,397.00
High School	H	Athletics	Girls Assistant Golf Coach	$2,397.00	$2,397.00
High School	H	Athletics	Boys Assistant Soccer Coach	$2,397.00	$2,397.00
High School	H	Athletics	Girls Assistant Soccer Coach	$2,397.00	$2,397.00
High School	H	Athletics	Boys Assistant Tennis Coach	$2,397.00	$2,397.00
High School	H	Athletics	Girls Assistant Tennis Coach	$2,397.00	$2,397.00
High School	H	Athletics	Unified Football Assistant Coach	$2,397.00	$2,397.00
High School	H	Athletics	Unified Track Assistant Coach	$2,397.00	$2,397.00
Middle School	H	Athletics	Boys Eighth Grade Basketball Coach	$2,397.00	$2,397.00
Middle School	H	Athletics	Girls Eighth Grade Basketball Coach	$2,397.00	$2,397.00
Middle School	H	Athletics	Boys Seventh Grade Basketball Coach	$2,397.00	$2,397.00
Middle School	H	Athletics	Girls Seventh Grade Basketball Coach	$2,397.00	$2,397.00
Middle School	H	Athletics	Boys Cross Country Coach	$2,397.00	$2,397.00

Middle School	H	Athletics	Girls Cross Country Coach	$2,397.00	$2,397.00
Middle School	H	Athletics	Eighth Grade Football Coach	$2,397.00	$2,397.00
Middle School	H	Athletics	Seventh Grade Football Coach	$2,397.00	$2,397.00
Middle School	H	Athletics	Boys Soccer Coach	$2,397.00	$2,397.00
Middle School	H	Athletics	Girls Soccer Coach	$2,397.00	$2,397.00
Middle School	H	Athletics	Swim Coach	$2,397.00	$2,397.00
Middle School	H	Athletics	Boys Track Coach	$2,397.00	$2,397.00
Middle School	H	Athletics	Girls Track Coach	$2,397.00	$2,397.00
Middle School	H	Athletics	Eighth Grade Volleyball Coach	$2,397.00	$2,397.00
Middle School	H	Athletics	Seventh Grade Volleyball Coach	$2,397.00	$2,397.00
Middle School	H	Athletics	Wrestling Coach	$2,397.00	$2,397.00
Middle School	H	Athletics	Cheerleader Coach	$2,397.00	$2,397.00
High School	H	Fine Arts	Winter/Spring Guard Assistant Director	$2,397.00	$2,397.00
High School	H	Fine Arts	Winter/Spring Assistant Indoor Percussion Director	$2,397.00	$2,397.00
Middle School	H	Fine Arts	Band After School Programs / Contests / Activities	$2,397.00	$2,397.00
Middle School	H	Fine Arts	Choral After School Programs / Contests / Activities	$2,397.00	$2,397.00
Middle School	H	Fine Arts	Winter/Spring Guard Director	$2,397.00	$2,397.00
Middle School	H	Fine Arts	Yearbook Sponsor	$2,397.00	$2,397.00
High School	I	Fine Arts	Auditorium Manager	$2,209.00	$2,209.00
High School	I	Fine Arts	Drama Director for Musical	$2,209.00	$2,209.00
High School	I	Fine Arts	Vocal Director of Musical	$2,209.00	$2,209.00
High School	I	Student Activities	Assistant Speech / Debate Coach	$2,209.00	$2,209.00
High School	I	Student Activities	Future Business Leaders of America (FBLA)	$2,209.00	$2,209.00
High School	I	Student Activities	FCCLA / Culinary Arts After School Activities	$2,209.00	$2,209.00
High School	I	Student Activities	Newspaper Sponsor	$2,209.00	$2,209.00
High School	I	Student Activities	HOSA Chapter Sponsor	$0.00	$2,209.00
High School	I	Student Activities	Robotics Team Coach	$2,209.00	$2,209.00
Middle School	J	Athletics	Assistant Football Coach	$1,927.00	$1,927.00
Middle School	K	Staff	Team Leader	$1,880.00	$1,880.00
High School	K	Staff	Department Chairperson	$1,880.00	$1,880.00
Elementary School	L	Student Activities	Intramural Leader	$1,692.00	$1,692.00
High School	M	Fine Arts	Assistant Drama Director	$1,504.00	$1,504.00
High School	M	Student Activities	CHS / CFC Student Council Sponsor	$1,504.00	$1,504.00
High School	M	Fine Arts	Pep Band Director	$1,504.00	$1,504.00
High School	M	Fine Arts	Jazz Band Director	$1,504.00	$1,504.00
Middle School	M	Fine Arts	Drama Director	$1,504.00	$1,504.00
Middle School	M	Fine Arts	Show Choir Director	$1,504.00	$1,504.00
High School	M	Student Activities	Senior Class Sponsor	$1,504.00	$1,504.00
High School	M	Student Activities	Television / Mass Media After School Activities	$1,504.00	$1,504.00

High School	M	Student Activities	Broadcasting Coordinator of Extra-Curricular Events	$1,504.00	$1,504.00
District	N	Athletics	Champions Together Winter Activities Assistant Coach/Sponsor	$1,363.00	$1,363.00
Middle School	N	Athletics	Assistant Swim Coach	$1,363.00	$1,363.00
Middle School	N	Athletics	Dive Coach	$1,363.00	$1,363.00
Middle School	N	Athletics	Assistant Soccer Coach	$1,363.00	$1,363.00
Middle School	N	Athletics	Assistant Track Coach	$1,363.00	$1,363.00
Middle School	N	Athletics	Assistant Wrestling Coach	$1,363.00	$1,363.00
Middle School	N	Fine Arts	Assistant Winter/Spring Guard Director	$0.00	$1,363.00
High School	O	Student Activities	Junior Class Sponsor	$1,128.00	$1,128.00
High School	P	Fine Arts	Art After School Programs / Contests / Activities	$940.00	$940.00
High School	P	Student Activities	Head Academic Team Coach	$940.00	$940.00
High School	P	Student Activities	CHS / CFC Asst. Student Council Sponsor	$940.00	$940.00
Middle School	P	Student Activities	Newspaper Sponsor	$940.00	$940.00
Elementary School	Q	Fine Arts	Music After School Programs / Contests / Activities	$799.00	$799.00
Elementary School	Q	Fine Arts	Art After School Programs / Contests / Activities	$799.00	$799.00
Middle School	Q	Fine Arts	Pep Band	$799.00	$799.00
High School	Q	Student Activities	Assistant Academic Team Coach	$799.00	$799.00
Elementary School	R	Fine Arts	Drama/Talent Show Director	$564.00	$564.00
Elementary School	R	Student Activities	Academic Team Coach	$564.00	$564.00
Elementary School	R	Student Activities	RAKtivist Sponsor	$564.00	$564.00
Middle School	R	Student Activities	Academic Coach	$564.00	$564.00
Middle School	R	Fine Arts	Art After School Programs / Contests / Activities	$564.00	$564.00
Middle School	R	Student Activities	Student Council Sponsor	$564.00	$564.00
Elementary School	S	Student Activities	Science Fair Leader	$470.00	$470.00
Elementary School	S	Student Activities	Student Council Sponsor	$470.00	$470.00
Elementary School	S	Student Activities	Young Author Sponsor	$470.00	$470.00
High School	S	Student Activities	Assistant Senior Class Sponsor	$470.00	$470.00
High School	S	Student Activities	National Honor Society Sponsor	$470.00	$470.00
High School	S	Student Activities	Assistant Robotics Team Coach	$470.00	$470.00
Middle School	S	Student Activities	Science Fair Leader	$470.00	$470.00
District	T	Staff	Assigned Mentor to another NACS Contracted Teacher	$352.50	$352.50
District	T	Staff	Curriculum and Assessment Alignment Team Co-Chairperson	$352.50	$352.50
High School	T	Student Activities	Assistant Junior Class Sponsor	$352.50	$352.50
High School	T	Student Activities	Freshmen Class Sponsor	$352.50	$352.50
High School	T	Student Activities	Sophomore Class Sponsor	$352.50	$352.50