2026 CBA COMPLIANCE CHECKLIST

Item	✔	Page No.[1]
School employer and exclusive representative identified		1
Bargaining unit description matches the IEERB Order in effect at time of ratification		3
Beginning and ending date of CBA (must end on or before June 30, 2027)		16
Ratification date (must be on or after September 15 and at least 72 hours after TA meeting)		17
Signed by School Board President, Secretary, or Vice President and Exclusive Representative		17
General definitions (definitions that apply to the whole CBA)		N/A
Grievance procedure (if arbitration used, must indicate if advisory or binding)		3
Contract interpretation provisions (e.g., severability, supremacy, savings clauses)		16
Salary for new teachers (amount, schedule, or method of calculation)		6
Wages/compensation for ancillary duties		4
Wages/compensation for extracurricular duties		19
Compensation for extended contracts		7; 23
Public hearing and public meeting attestations (include electronic participation information)		16
Compensation Plan		
If there are no salary increases, CBA includes a statement to that effect		N/A
Statement of annual salary range for returning full-time teachers (don't include current year increases, ISTRF contributions, or salaries of newly hired teachers)		5
Full-time classroom teacher (instructs students at least 50% of the workday) salaries are at least $45,000		5; 18
Base salary differentiation for possession of literacy endorsement		6
Salary increases		
If using optional eligibility criteria, the criteria are described and separate from factors		N/A
Based on at least two of the five statutory factors (must use academic needs factor)		6
Definitions of factors (e.g., experience, academic needs, instructional leadership)		6
How much each factor contributes to increase (by points, percentage, amount, etc.)		6
Maximum possible salary increase or method for calculating clearly identified		6
Academic needs is at least 10% of the maximum possible salary increase calculation		6
Education plus experience (excluding reduce the gap and teacher retention catch-up increases) does not exceed 50% of the maximum possible salary increase calculation		N/A
If using a salary increase to reduce the gap, it must: (1) be clearly identified and (2) actually reduce the gap		N/A
If using a teacher retention catch-up salary increase it must: (1) be clearly identified, (2) attributed to a factor, (3) describe the teachers to whom the catch-up increase applies, (4) describe the increase amount or method of calculating, and (5) describe how the increase amount represents a comparison to the starting salary of new teachers		N/A

Reminders:

1. Make sure <u>all</u> salary increases are included and described in the compensation plan.
2. If you include non-bargainable items for informational purposes only (e.g., number of ECA positions, number of extended contract days, etc.), be sure to include a statement to that effect.
3. Ensure all date references in the CBA reflect the current contract period.
4. Ensure that the CBA is uploaded to <u>Indiana Gateway</u> by November 15th to avoid a declaration of impasse.
5. Ensure that the electronic participation information in CBA matches information in Indiana Gateway.

[1] IEERB encourages parties to number the pages of their CBA. If there are no page numbers, parties should identify the Article or Section number of the particular item (e.g., Art. I Sec B; Sec IV #2, etc.).

MASTER CONTRACT

between

North Miami Community Schools

and

North Miami Education Association

2026-2027

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I. RECOGNITION AND BOARD RIGHTS

A. Recognition. The Board recognizes the North Miami Education Association (hereinafter, the "Association") as the sole exclusive bargaining representative for all licensed contractual employees of the Board with respect to salaries, wages and wage-related fringe benefits, except employees in the following classifications: Superintendent, Principal, Assistant Principal, Athletic Director, Dean of Students', and Administrative Assistant. This recognition will continue until successfully challenged by members of the Negotiating Unit under provisions of Indiana Code 20-29-5 et al., and the rules and regulations of the Indiana Educational Employment Relations Board. The term "teacher," when hereinafter used, will refer to every employee in the above defined Association.

II. GRIEVANCE PROCEDURE

A. Preamble. The following agreement is the official grievance procedure agreed to by the Board and the Association. Its basic purpose is to ensure that a grievant(s) has a means by which his/her voice is heard and that he/she can expect fair and impartial adjudication of his/her legitimate complaint at the lowest possible administrative level.

B. Definitions

1. *grievant* --
   I. any member of the Bargaining Unit and/or his/her Association Representative
   II. the Association

2. *grievance* -- A grievance is a claim by a grievant that there has been a violation, misinterpretation, or misapplication of this contract.

Procedures

1. **Informal Procedures.** Within twenty (20) school days of the time of the occurrence, if known or if the employee should have known, the grievant will first discuss the grievance with the appropriate Supervisor, with the objective of resolving the matter informally.

2. **Formal Procedures.** If a grievance still exists after the informal discussion with the Supervisor, the employee may invoke the following formal grievance steps on a mutually agreeable form, which is available from the Association Representatives in each building.

Step I-Principal

Within ten (10) school days of the informal conference, if the grievance is not resolved, the grievant may submit to the appropriate Supervisor a completed "Grievance Report Form" Step I showing the date(s) of the occurrence(s), a statement of the nature of the grievance, and the relief sought. A copy of the grievance will be submitted by the grievant to the Association Building Representative and by the Supervisor to the Superintendent. Within three (3) school days after receiving the grievance Report Form, the Supervisor will meet with the grievant and the Association Representative in an effort to resolve the grievance. The Supervisor will indicate

his/her disposition of the grievance within three (3) school days after the meeting by completing Step I of the Grievance Report Form and returning it to the grievant. Copies of this form will be sent by the Supervisor to the Association President and to the Superintendent.

Step II-Superintendent

If the grievant is not satisfied with the disposition of the grievance, or if the above stated time limits have not be complied with, the grievant and/or the Association, within five (5) school days of the Supervisor's response, will complete Grievance Report Form, Step II and submit it to the Superintendent. Within five (5) school days, the Superintendent and/or his/her designee(s) will meet with the grievant and the President of the Association and/or his/her designee(s). Within three (3) school days after the meeting, the Superintendent will indicate his/her disposition by completing his/her portion of Step II and forwarding one copy to the grievant, one to the Association President, one to the appropriate Supervisor, and one to the Board President.

III. ASSOCIATION RIGHTS

A. Association Representative's Duties During Classroom Time. When an Association Representative engages in Association activities directly relating to the Association's duties as representative of the teachers which cannot be performed other than during normal school hours or are the result of an emergency situation, the Association's Representative will be given such time, not to exceed two periods, without loss of pay.

B. Association Business by President. The Association President, or his/her designee, will be entitled to five (5) days each year for Association business without loss of compensation. The Association will reimburse the Board for the cost of substitute teachers necessitated by this leave. Other paid days may be granted by the Board for mutually beneficial lobbying days.

IV. EXTRA ASSIGNMENTS-ANCILLARY DUTY COMPENSATION

A. Extra Assignment Pay. Summer, evening, and adult education teachers will be paid on the regular salary schedule in proportion to the computed hourly rate. (Calculation of hourly rate: Teacher's annual salary / # of the teacher's workdays / # of hours in the teacher's typical workday.)

B. Driver Education Pay. For purposes of time spent in summer school driver's education, the teacher will be paid $28.00 per hour.

C. Additional Teaching Responsibility. If a teacher is assigned for an additional teacher responsibility, he/she will be paid an additional one-sixth (1/6) of his/her daily salary for work during his/her preparation period after one consecutive week's duty without compensation, and then this clause will be in effect.

D. Homebound Instruction. North Miami teachers who provide homebound instruction will be paid $25.00 per instructional hour plus mileage at the Board approved corporation rate.

E. Saturday School. North Miami teachers who teach Saturday School will be paid $17.50 per

hour.

F. Extra Assignments. Any duties in addition to the normal teaching load will be compensated according to the extra-duty schedule in Appendix B.

G. Special Education. Any special education teacher with a case load that exceeds 30 students per semester will receive a $500 stipend per semester.

H. Mentor Teachers. A teacher serving as a mentor to a teacher in their first year teaching, including teachers in the transition to teaching license process, will receive a stipend of $500. A teacher serving as a mentor to a teacher in their second year teaching, including teachers in the transition to teaching license process, will receive a stipend of $250.

I. **Class Coverage.** A teacher assigned by an administrator to provide coverage for a classroom for another teacher will be compensated at a rate of one half (50%) of their per diem rate for every four (4) classes covered in a school year. Payments will be issued at the end of each semester.

J. Event Coverage. A teacher assigned by an administrator to work at the Fall Fun Fest, Winter Carnival, or Kindergarten Roundup events will be provided with a stipend of $50 per event. Stipends are limited to a maximum of 20 for Fall Fun Fest and Winter Carnival and 10 for Kindergarten Roundup. The maximum number of teachers compensated pursuant to this provision is for informational purposes only and was not bargained.

K. Kindergarten Screenings. A teacher leading a kindergarten screening held outside of the standard work day will be compensated at a rate of $100/day up to a maximum of two (2) days for up to three (3) teachers. The maximum number of teachers compensated pursuant to this provision is for informational purposes only and was not bargained.

L. After School Detention. The Corporation will pay a flat rate of $25.00 when the teacher is assigned to after school detention.

V. SALARY AND RELATED BENEFITS

A. Salary/Performance Pay

I. Salary Range

The salary range for the 2026-2027 school year was $44,500 - $72,100, not including current year increases or TRF contributions.

The salary range for the 2026-2027 school year after base salary increases are granted will be $45,000 - $72,100 (not including TRF contributions).

II. **Base Salary Increases for 2026-2027 School Year**

A. Factors and Definitions

1. Evaluation: The teacher's most recent evaluation rating was sufficient to retain employment with the North Miami Schools.

2. Academic needs: The Board has identified the need to retain qualified teachers in order to provide educational continuity for students.

B. Distribution

Returning teachers will receive a base salary increase pursuant to the following distribution plan:

1. Evaluation rating = $600.00

2. Academic needs= $600.00

The maximum base salary increase a teacher will receive under this compensation plan is $1,200.

The increase attributed to Academic Needs accounts for 50% of the total possible increase.

III. Early Literacy Endorsement

Each teacher who newly possesses an Early Literacy Endorsement on their license shall receive a one-time $200 added to their base salary. To receive the $200 literacy endorsement base salary differential for the 2026-2027 school year, teachers must provide proof of attainment of the endorsement by no later than January 1st.

IV. Part-time Teachers

Any teacher employed by the Board on less than a full-time basis **(FTE)** shall receive compensation in a prorated basis in proportion to the percentage of time for which the teacher is employed except for extended contract positions which will be paid as a full index amount.

IV. New Hire Salary Placement

The parties have bargained a new salary schedule applicable only to new hires. (See Appendix A). For purposes of the New Hire Placement Schedule in Appendix A, new teachers with 0 - 4 years of experience will be placed at a starting salary of $45,000. New hires who were hired prior to ratification at a starting salary that is less than $45,000 will have their starting salary adjusted upward to the new starting salary minimum ($45,000). A newly hired teacher with 5 or

more years of experience will be placed on the Salary Schedule found in Appendix A at the salary that most closely mirrors the salary of a currently employed teacher who has the same years of experience and education. A teacher with a Master's Degree in a DOE content area will be credited with two additional years of experience for the purpose of placement. In the event of a hard to fill position, the superintendent will have the ability to place a new hire one step over their experience on the grid. Upon mutual agreement between the Superintendent and the Association President, a prospective employee may be hired outside of this range.

V. Payment Procedure, Summer Payments and Extended Contracts

Procedure of Payment. Each teacher's salary will be paid in twenty-six (26) equal payments unless the Treasurer is notified in writing by the teacher, by the preceding July 1st, that his/her salary should be paid in twenty (20) equal payments for the coming year. Said method of pay will remain in effect for successive years until specifically changed in writing by the teacher.

Summer Payments. The Corporation will send each scheduled earnings receipt during the summer vacation period directly to the residence of each teacher by first class mail. This will be done at no cost to the teacher. If a teacher does not wish to have the receipt sent to him/her, he/she must notify the Central Office prior to the start of summer vacation. The summer earnings receipts will be mailed on or before the Thursday prior to each scheduled automatic pay deposit date. The administrative mailing provisions contained herein are for informational purposes only and were not bargained.

Extended Year Contracts. Each teacher for whom an extended contract is negotiated will be paid for each one of such days at a per-diem rate. See Appendix C for a listing of positions with extended year contracts. The positions for extended contracts is included in Appendix C for informational purposes and was not bargained.

B. Extra Duty Compensation Schedule

1. See Appendix B for a listing of extra duty positions and compensations.

C. Severance Pay

1. **Definition.** Any permanent teacher who will be permanently laid off by virtue of staff reduction (RIF) will receive severance pay in the amount of three weeks' salary at the rate of pay held at the time of involuntary layoff, if not recalled by the start of the ensuing school year.

2. **Ineligibility.** A teacher accepting a teaching position in another school corporation for the ensuing year will not be eligible for severance pay.

3. **Estate Benefits.** In case of death, the legal estate of the deceased teacher will be entitled to the severance benefit.

D. Illness Leave

1. **Definition.** Each teacher will be entitled to be absent from work (during any contractual period) on account of illness (physical or mental), disability, quarantine, appointments related to health (medical, dental, or other), when advised by a doctor, or for emergency family illness of anyone in the immediate family as defined in Article V, Section K, or for any person living in the same household for a total of fourteen (14) days each year without loss of compensation.

2. **Accumulation.** Fourteen (14) days may be accumulated each year. For teachers hired before the 2023.2024 school year, a maximum of 180 days may be accumulated. For teachers hired beginning with the 2023-2024 school year and after, a maximum of 120 days may be accumulated.

3. **Reimbursement.** Any teacher who has accumulated one hundred (100) or more days may forfeit up to ten (10) days and be reimbursed at a rate of $75.00 per day.

4. **Prolonged Illness.** In the event of a prolonged illness or disability of a family member, the Superintendent may grant additional days of leave without pay.

5. **Extra Assignments Benefit.** One additional day of such leave will be granted for teachers of summer school, and one additional day per semester for teachers of evening or adult school. Days used for illness leave during the summer, evening or adult school will be deducted at the rate of one-half (1/2) day for each absence. Unused days will be accumulated in the normal fashion.

6. Teachers who have unused qualified sick leave days that they accumulated while employed with a prior public school employer may transfer up to 5 days per year from their prior public school employer to their accumulated sick leave at the North Miami School Corporation until all days have been transferred.

E. Personal Leave

1. **Definition.** Three (3) personal leave days will be granted during the period of July 1 to June 30 upon notice in writing to the Superintendent, without loss of compensation for such absence. Personal leave from summer school, evening school, or adult education will be counted as one-half (1/2) day. Teachers may at any time take personal leave in one-half (1/2) day units. No reason must be given other than personal business.

2. **Unused Days.** For those personal leave day(s) unused, the teacher will be reimbursed at the rate of $50 per day, except for the first personal leave day which is not reimbursed.

3. **Additional Days.** Any teacher with unused illness leave may, upon notice in writing to the Superintendent, convert five (5) such days to personal business days. Additional days may be granted with permission by the Superintendent. These days may be taken in one-half (1/2) day increments.

F. Professional Leave

1. **One Day.** Each teacher will be entitled to be absent from school one day per year, not cumulative, for the purpose of visiting other schools or attending professional meetings. Arrangements for any such absences will be made in advance through the Principal. Additional time for visitation or professional meetings may be authorized if requested by the Principal.

2. **Leave of Absence-Up to One Year.** A leave of absence of up to one year may be granted to any teacher for the purpose of professional study or research. Such leave may be extended by the Board of School Trustees.

G. Legal Leave. A teacher called for jury duty or to appear as a witness before any judicial body will not be reduced in compensation or other leaves. Any teacher serving jury duty will receive the difference between said teacher's regular daily salary and the remuneration received for jury duty upon submission of the receipt of payment from the court.

H. Civic Leave

1. **Election Board Duty.** A teacher selected for election board duty will not be reduced in compensation or other leave. Any teacher serving on election board duty will receive the difference between said teacher's regular daily salary and the remuneration received for election board duty upon submission of the receipt of payment from the court.

I. **Parental Leave.** Any teacher who is pregnant may continue in active employment as late into pregnancy as she desires, if she is able to fulfill the requirements of her position. Temporary disability caused by pregnancy will be governed by the same provisions governing illness and by the following:

1. **Definition.** Any teacher who is pregnant is entitled to an unpaid leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of the child. Except in a medical emergency, she must notify the Superintendent at least thirty (30) days before the date on which she desires to start her unpaid leave. She will also notify the Superintendent of the expected length of this unpaid 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. A one-time extension to this leave, not to exceed the one (1) year, may be granted upon written notification from the teacher at least thirty (30) days prior to the beginning of the extended leave. A waiver of the thirty (30) days notification requirement may be granted in an emergency situation or at the discretion of the Superintendent.

2. **Medical Emergency.** In case of a medical emergency caused by pregnancy, the teacher will be granted an illness leave immediately upon her request and certification of the emergency from an attending physician as otherwise provided in this section. All or any portion of an illness leave taken by a teacher because of a temporary disability caused by pregnancy, labor, and delivery shall be charged to her available illness leave.

3. **Non-medical Leave.** After her available illness leave has been used for pregnancy illness, labor, and delivery, the teacher may be absent without pay, subject to subsection 1 of this section. This leave may be taken without any jeopardy to re-employment, retirement and

salary benefits.

4. **Fathers.** Fathers are eligible for parental leave as described above in subsection 1. This leave may be taken without any jeopardy to reemployment, retirement and salary benefits.

J. **Adoptive Leave.** Adoptive leave will be granted for up to a period of one (1) school year without compensation. Upon initial application for the adoption, the teacher will notify the Superintendent at least thirty days (30) before the date on which he/she desires to start his/her unpaid leave. The teacher will also notify the Superintendent of the expected length of this unpaid leave. This leave may be taken without jeopardy to re-employment, retirement, and salary benefits. A one-time extension to this leave, not to exceed the one (1) year, may be granted upon written notification from the teacher at least thirty (30) days prior to the beginning of the extended leave. A waiver of the thirty (30) days notification requirement may be granted in an emergency situation or at the discretion of the Superintendent.

K. **Bereavement Leave**

1. **Immediate Family.** Five (5) school days of absence will be granted to a teacher for a death in the immediate family. The immediate family is interpreted to mean: father, mother, brother, sister, husband, wife, child (including stillbirth and miscarriage), father-in-law, mother-in-law, brother-in-law, sister-in-law, grandparent, grandchild, son-in-law, daughter-in-law, and any other relative who, at the time of death, was living as a member of the household of the teacher. Said five (5) days granted will be separate from illness leave. Additional days may be granted by the Board of Education if requested by the teacher for cases of extreme emergency.

2. **Non-immediate Family.** One (1) school day will be allowed for a death in the non-immediate family. This day will be separate from illness leave.

L. **Political Leave.** Leaves without pay will be granted to serve in elected public office. Such leaves are granted annually and renewed annually for the length of the term of office. In addition, a reasonable period of time may be granted to a teacher for the purpose of campaigning for public office.

M. **Sick Leave Bank**

1. **Purpose.** To provide additional illness or accidental benefits beyond normal illness leave policy for certified staff members who are unable to perform their normal duties because of illness, quarantine, disability, or a doctor's advice. The sick bank may also be used to care for a newborn or newly adopted child for a maximum of twenty (20) days.

2. **Participants.** All certified personnel who choose to contribute. Non-contributors relinquish the right to benefit from the bank.

3. **Structure**
   a. The bank will be formed and maintained by consenting participants. To enter the program, participants will contribute two (2) days.

b. The total accumulation of illness leave days in the Sick Leave Bank will never exceed 200. (Except by new membership.)

c. Once the illness leave days are contributed to the Sick Leave Bank, they will not be withdrawn and reapplied to the individual teacher's illness leave.

d. In the event that the total number of days in the Sick Leave Bank should drop below fifty (50) days, each member of the bank will be assessed an additional illness leave day in order to rebuild the bank.

e. A Sick Leave Bank Committee will consist of two (2) members of the Administration appointed by the Board, and two (2) members of the Bargaining Unit, appointed by the North Miami Education Association representing the Bargaining Unit.

f. The President of the Association will act as chairperson of this committee. The chairperson will have no voting power except in the event of a tie vote by the committee, then the chairperson will cast the tie-breaking vote.

g. The decision of the Sick Leave Bank committee will be final and may not be grieved.

4. **Enrollment**

a. The annual enrollment period for accepting voluntary membership in the Sick Leave Bank will be the first thirty (30) days of the school year, or the first thirty (30) days following ratification of this contract, whichever is later.

b. A teacher employed by the school corporation after the annual enrollment period has passed will have ten (10) days from the date of employment in which to enroll in the Sick Leave Bank.

5. **Withdrawal of Days**

a. The applicant must use all of his/her own illness leave days before application may be granted.

1. Notwithstanding the above, an application for the purpose of caring for a newborn or newly adopted child may be granted so long as the applicant has ten (10) or fewer illness leave days remaining.

b. Written application will be made by the participant or a member of his/her family accompanied by a physician's statement describing his/her diagnosis, the length of leave and prognosis of the condition, to be submitted to the Chairperson of the Sick Leave Bank Committee.

c. The application will be acted upon by the entire committee and the chairperson will inform the applicant or member of the family of the decision of the committee. The Chairperson will also report the decision to the Superintendent.

A maximum number of days to be granted per teacher will be thirty (30) days per school year. The extension of this thirty (30) day limitation may be granted, at the discretion of the Sick Leave

Bank Committee in thirty (30) day increments, not to exceed a total of ninety (90) days.

d. Loans awarded will begin three (3) working days after the exhaustion of all individual illness leave.

6. **Repayment of Days**

a. The recipient who remains as an employee of the school corporation will repay the bank the days borrowed at the rate of two (2) unused days per school year until the loan has been repaid.

b. A recipient who leaves the North Miami School Corporation and still owes days to the Sick Leave Bank must transfer any accumulated illness leave days to the bank as payment toward the loan.

c. A loan recipient who retires or becomes totally disabled shall be exempt from repayment of any outstanding loan balance.

N. Job Share

1. **Salary.** When two teachers are equitably dividing responsibilities over a one year period, they will be paid one-half of the salary they would have received as a full-time teacher as per contract language.

2. **Substitution.** If one participant in the job share substitutes for the other participant in the job share, then the substituting teacher will be compensated for the day as per contract language.

3. **Health Insurance.** The Board shall only be responsible for health/life insurance coverage in accordance with the insurance article for one teacher position involved in the job-share experience. The two teachers may split the benefits (50-50), and pay for the difference out of pocket, or one teacher may decline any benefits and forfeit all insurance benefits to the other.

4. **Illness Leave/Personal Leave.** Illness days and personal days for a full position will be divided between the two job-share teachers as per contract language. Each day missed by a participating teacher will count as one of their teacher days.

O. Retirement Pay and Benefits

1. **Retirement Savings Plan**

a. The Corporation shall sponsor and maintain a Code Section 401(a) plan and shall contribute to the Plan on behalf of each teacher two percent (2%) of the teacher's base contract pay from Appendix A. This contribution shall be made each January, beginning with the 2002-2003 school year and continuing each year thereafter.

In January 2003, the Corporation shall contribute an additional lump sum payment to the teacher's Code Section 401(a) plan account, based upon the Retirement Calculation Sheet.

b. The Corporation shall deposit the employer contribution for each teacher into an individual account for the teacher in the Code Section 401(a) plan. Such contributions shall be made on a monthly basis, and shall, along with the earnings thereon, be the property of the teacher. In the event of the teacher's death, the teacher's account shall be paid to his/her designated beneficiary(ies) as provided in the Code Section 401(a) plan.

c. Teachers will have the option of continuing to invest their dollars on a pre-tax basis to a Code Section 403(b) plan with respect to which money is already being deducted from the teacher's salary, if any, or to the Code Section 403(b) plan offered by the sole administrator.

d. The Code Section 401(a) plan as set forth herein replaces the previous Retirement Pay and Social Security Bridge Program sections to the Master Contract beginning with the 2002-2003 school year, with the exception of previous retirees, who will continue the benefits provided for them under the Master Contract in effect at the time of their retirement.

2. **Final Separation Pay.** Upon retirement, if a teacher has a least ten (10) years of service in this Corporation, a teacher shall surrender his/her accumulated illness days. If the teacher has accumulated at least 50 illness days but fewer than 80 illness days, then the Corporation shall reimburse the teacher for the surrender of the illness days in the sum of $1,500. If the teacher has 81 or more accumulated illness days, then the Corporation shall reimburse the teacher for the surrender of the illness days in the sum of $3,000. Payments will be made into the 401(a) plan of the behalf of the teacher no later than June 30 of the final year of teaching.

3. **Retirement Health Coverage.** If a teacher retires prior to July 1, 2006, and the teacher was enrolled in the Corporation's group health insurance plan under Section P of this Article during the school year immediately prior to retirement, the teacher and his/her spouse, if any, may elect to remain enrolled in the Corporation's group health insurance plan after retirement under the terms of Section P of this Article until the teacher or spouse, as applicable, is eligible for Medicare coverage.

   If a teacher retires on or after July 1, 2006, and the teacher was enrolled in the Corporation's group health insurance plan under Section P of this Article during the school year immediately prior to retirement, the teacher and his/her spouse, if any, may elect to remain enrolled in the Corporation's group health insurance plan after retirement until the teacher or spouse, as applicable, is eligible for Medicare coverage. The teacher and/or spouse must pay the entire insurance premium for continued group health insurance coverage. The premium may be paid directly to the Corporation through the teacher's individual VEBA account under paragraph 4 of Section O of this Article.

   Voluntary Employee Beneficiary Association ("VEBA") Buy-Out. This paragraph 4 of Section O of this Article applies to any teacher employed by the Corporation on June 30, 2001, who continues to be employed by the Corporation on July 1, 2006. The Corporation shall contribute to a Voluntary Employee Beneficiary Association ("VEBA"), as described under Code Section 501(c)(9), a lump sum amount equal to the present value of each teacher's group health insurance benefit calculated as of June 30, 2004, in the manner set forth in

subparagraph (a) below. This contribution shall be made to each teacher's individual VEBA account no later than September, 2006.

a. The lump sum buy-out amount for each teacher shall be calculated as follows:

   i. If the teacher was covered by the single plan under the Corporation's group health insurance on June 30, 2005, the Board's contribution to the annual post-retirement health insurance premium is assumed to be $5,186. If the teacher was covered by the family plan under the Corporation's group health insurance on June 30, 2005, the Board's contribution to the annual post-retirement health insurance premium is assumed to be $8,713.

   ii. It is assumed that the teacher retires at the end of the school year in which the employee attains age 58 or, if later, at the end of the 2005-2006 school year if the teacher satisfies the eligibility requirements for a retirement benefit under the Indiana State Teachers Retirement Fund. An amount equal to the assumed family or single plan health insurance premium, as applicable, shall be multiplied by the number of years from the teacher's assumed retirement date until the date that the teacher is eligible for Medicare.

   iii. The amount calculated in subparagraph ii above shall be discounted to the teacher's assumed retirement age using a post-retirement discount rate of 4%.

   iv. The on-going contribution to the teacher's individual account VEBA as set forth in paragraph 5 of Section O (but assuming that the teacher elected single coverage if he/she was covered under the single plan on June 30, 2005, and assuming that the teacher elected family coverage if he/she was covered under the family plan on June 30, 2005), shall be projected forward to the teacher's assumed retirement age, and then subtracted from the amount calculated in subparagraph iii above. The assumed interest rate for this purpose is 6% for the initial three years, 6.75% for the next three years, and 7.50% thereafter.

   v. The amount calculated in subparagraph iv above shall be discounted to June 30, 2005 in order to determine the present value of the teacher's Retirement Health Coverage benefit. The assumed discount rate for this purpose is 4.00% for the first year, 6.00% for the following two years, and 7.50% thereafter.

b. The teacher shall direct the investment of his/her own account.

c. The teacher shall immediately vest in his/her individual VEBA account.

   The teacher shall have no access to his/her individual VEBA account until such time that the teacher has retired with a vested account. A teacher may use the amounts in his/her individual VEBA account to pay health insurance premiums and unreimbursed medical expenses of the teacher, his/her spouse and dependents. Following the death of a teacher, any amounts remaining in his/her individual VEBA account may continue to be used to pay the premiums and unreimbursed medical expenses of the teacher's spouse and dependents.

d. If a teacher terminates employment prior to vesting in his/her individual VEBA account, the

teacher's individual VEBA account shall be forfeited. Forfeited accounts shall be held in a forfeiture account in the VEBA and used to offset the payment of future on-going contributions by the School Corporation.

e. The Corporation shall not be paid any compensation for its services performed on behalf of the VEBA. All costs incurred in the administration of the VEBA and investment fees shall be paid from the VEBA assets.

4. **On-Going VEBA Contributions.** Beginning with the 2006-2007 school year and each school year thereafter, the Board shall make a monthly contribution to each teacher's individual VEBA account equal to (i) if the teacher has elected family coverage under the Corporation's group health insurance plan, one percent (1%) of the individual teacher's base contract pay from Appendix A, or (ii) if the teacher has elected single coverage under the Corporation's group health insurance plan, six-tenths of one percent (0.6%) of the individual teacher's base contract pay from Appendix A.

5. **Future Adjustments.** The Corporation and the NMEA agree that paragraphs 1, 3, 4 and 5 of Section O of this Article, or any other provision of this Agreement, do not constitute an expectation of receiving the enumerated retirement benefits by any current employee, future employee, expectant employee, or applicant beyond the expiration of this Agreement. Therefore, except as otherwise limited by applicable law, it is understand that the Board and the Association may in the future bargain modifications of any kind to this provision, provided, however, that the future revision of the above paragraphs shall not affect the retirement benefits of teachers already receiving benefits pursuant to this Section.

P. Health Insurance. The Corporation will provide toward any current Corporation health plan yearly coverage at the rate of $6,624 for a single membership, $11,496 for employee+ spouse, $11,112 for employee+ child(ren), and $16,524 for family membership. A family membership contribution equivalent to the single membership ($6,624) and employee plus child(ren) membership ($11,112) will be granted when the employee and the spouse are both employed by the Corporation. The carrier will be selected by the insurance committee. The Corporation will also pay the cost of a single membership in a program of dental insurance and a program of vision insurance. Teachers wishing a family membership in the dental and/or vision program will pay the difference between the costs of single and family memberships.

Q. Term Life Insurance. The Corporation will provide a $50,000 term life policy with double indemnity for each teacher. The Corporation will pay 100% of the annual premium.

R. Long-Term Disability. The Corporation will pay the total cost of Long-Term Disability Insurance premiums so long as the total cost does not exceed $10,000.

S. Section 125 Benefits. The benefits provided to employees by Section 125 of the Revenue Act of 1986 will be made available to any bargaining unit member, in any year in which at least ten (10) unit members make such a request. Each teacher will bear the administrative cost of the program. The Association will indemnify the Corporation for any action, administrative or judicial, which is brought against the Corporation for its participation in the Program.

T. Teacher Retirement Benefit. The Board will contribute annually the percentage of each teacher's

salary determined by the state of Indiana to the Indiana State Teachers' Retirement Fund.

U. 403(b). The employer shall maintain a Section 403(b) Annuity Plan for all certified employees in compliance with the North Miami Community School's 403(b) Plan Document.

V. Teacher Disability/Compensation. Time lost by a teacher in connection with any incident in this Policy regarding discharge of duties will be handled as follows:

1. Time for appearances before a judicial or investigative body will be granted with no loss of compensation or reduction of leave.

2. In case of disability perpetrated by a student, the corporation procedure for Workman's Compensation shall be followed. The teacher's compensation will continue in full without reduction in leaves. The portion of the teacher's daily salary not received from Workman's Compensation will be paid by the Board.

W. Expanded Criminal History Background Check. The school corporation shall pay the cost of any and all expanded criminal history checks and expanded child protection index checks that are required by the School Corporation or per IC 20-26-5-10. This does not apply to the initial check an employee must complete to be hired at North Miami.

VI. EFFECT OF AGREEMENT

A. Challenges to the Contract. Should any section or part of this Agreement be declared illegal by a court of competent jurisdiction that section or part will be deleted to the extent it violates the law, but remaining provisions will remain in effect for the term of the Agreement. Negotiations will begin immediately to provide substitute language for the deleted part.

VII. TERMS OF AGREEMENT

This contract is in effect from July 1, 2026 through June 30, 2027, and is so attested to by the parties whose signatures appear below:

The undersigned attest to the following:

1. A public pre-formal bargaining hearing was held in compliance with Indiana law on September 14, 2026, and electronic participation from the parties and/or public was not permitted; and
2. A public Board meeting in compliance with Indiana law was held on November 2, 2026 (3:30 pm) to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.
3. A public meeting in compliance with Indiana law was held by the Board on the date set forth below for ratification of the tentative agreement. Electronic participation was not available.

NORTH MIAMI COMMUNITY SCHOOLS

Board Ratification 11-5-26 (3:30 pm)

NORTH MIAMI EDUCATION ASSOCIATION

Association Ratification Date: 10-27-26

APPENDIX A

New Hire Placement Schedule

This scale is used for new hire placement only.

	26-27	
a	$45,000	
b	$45,700	
c	$46,900	
d	$48,100	
e	$49,300	
f	$50,500	
g	$51,700	
h	$52,900	
i	$54,100	
j	$55,300	
k	$56,500	
l	$57,700	
m	$58,900	
n	$60,100	
0	$61,300	
p	$62,500	
q	$63,700	
r	$64,900	
5	$66,100	
t	$67,300	
u	$68,500	
v	$69,700	
w	$70,900	
x	$72,100	

For purposes of the New Hire Placement Schedule in Appendix A, new teachers with 0 - 4 years of experience will be placed at a starting salary of $45,000. A newly hired teacher with 5 or more years of experience will be placed on the Salary Schedule found in Appendix A at the salary that most closely mirrors the salary of a currently employed teacher who has the same years of experience and education.

APPENDIX B-1

ACADEMIC ECA POSITIONS

To calculate the compensation for any duty, multiply the index figures by the base of $38,000.

Position		Index	Amount
Academic Coach	HS English	0.012	**$456**
	HS-Fine Art	0.012	**$456**
	HS- Math	0.012	**$456**
	HS-Science	0.012	**$456**
	HS - Social Studies	0.012	**$456**
	HS-Quiz Bowl	0.012	**$456**
	MS -Lang Arts	0.012	**$456**
	MS-Math	0.012	**$456**
	MS-Science	0.012	**$456**
	MS-Social Studies	0.012	**$456**
Robotics	MHS	0.04	**$1,520**
	Elem	0.04	**$1,520**
Gen Ed Intervention Coord	Elem	0.025	**$950**
FFA	Advisor	0.06	**$2,280**
	Advisor	0.06	**$2,280**
Class Sponsor	12th grade	0.015	**$570**
	12th grade	0.015	**$570**
	11th grade	0.015	**$570**
	11th grade	0.015	**$570**
	10th grade	0.012	**$456**
	9th grade	0.012	**$456**
Color Guard	High School	0.025	**$950**
Dept Chair	Kindergarten	0.03	**$1,140**
	1st grade	0.03	**$1,140**
	2nd grade	0.03	**$1,140**
	3rd grade	0.03	**$1,140**
	4th grade	0.03	**$1,140**
	5th grade	0.03	**$1,140**

	6th grade	0.03	**$1,140**
	Elem Fine Arts	0.03	**$1,140**
	Elem Special Ed	0.03	**$1,140**
	MS	0.03	**$1,140**
	MS/HS Math	0.03	**$1,140**
	MS/HS Science	0.03	**$1,140**
	MS/HS Social Studies/PE	0.03	**$1,140**
	MS/HS Fine Arts	0.03	**$1,140**
	MS/HS Language Arts	0.03	**$1,140**
	MS/HS Math- Sp Ed	0.03	**$1,140**
Drama	2 productions	0.04	**$1,520**
	Asst	0.02	**$760**
Music	Band	0.095	**$3,610**
	Choir	0.075	**$2,850**
	Elementary	0.05	**$1,900**
National Honor Society	High School	0.015	**$570**
	Middle School	0.015	**$570**
Newspaper*	MS/HS	0.075	**$2,850**
Yearbook*	MS/HS*	0.075	**$2,850**
	Elementary	0.025	**$950**
Student Council	High School	0.03	**$1,140**
	Middle School	0.02	**$760**

*Yearbook and Newspaper stipend will be paid at one-half (1/2) stipend if taught as part of the curriculum.

APPENDIX B-2
ATHLETIC ECA POSITIONS

To calculate the compensation for any duty, multiply the index figures by the base of $38,000.

Position			Index	Amount
Baseball		Varsity	0.11	**$4,180**
		JV	0.07	**$2,660**
		Freshman/Var Asst	0.05	**$1,900**
Basketball				
	Boys	Varsity	0.21	**$7,980**
		JV Basketball	0.11	**$4,180**
		Assistant Allotment	0.11	**$4,180**
		Middle School Head Coach	0.05	**$1,900**
		Middle School Assistant Coach*	0.03	**$1,140**
		Elementary	0.025	**$950**
	Girls	Varsity	0.21	**$7,980**
		JV Basketball	0.11	**$4,180**
		Assistant Allotment	0.11	**$4,180**
		Middle School Head Coach	0.05	**$1,900**
		Middle School Assistant Coach*	0.03	**$1,140**
		Elementary	0.025	**$950**
Cheerleading		High School	0.07	**$2,660**
		Middle School	0.05	**$1,900**
Cross Country		Varsity	0.06	**$2,280**
		Middle School	0.02	**$760**
Football		Varsity Head Coach	0.21	**$7,980**
		Varsity Asst	0.11	**$4,180**
		Varsity Asst	0.11	**$4,180**
		Asst Allotment	0.12	**$4,560**
		Middle School Head Coach	0.05	**$1,900**
		Middle School Assistant Coach*	0.03	**$1,140**
Golf				
	Boys	Varsity	0.06	**$2,280**

	Girls	Varsity	0.06	**$2,280**
Soccer				
	Boys	Varsity	0.06	**$2,280**
	Girls	Varsity	0.06	**$2,280**
Softball		Varsity	0.11	**$4,180**
		JV	0.07	**$2,660**
		FreshNar Asst	0.05	**$1,900**
Strength Conditioning		Coordinator	0.08	**$3,040**
		Fall Season Strenght Coniditioning AM	0.02	**$760**
		Fall Season Strenght Coniditioning PM	0.02	**$760**
		Winter Season Strenght Coniditioning AM	0.02	**$760**
		Winter Season Strenght Coniditioning PM	0.02	**$760**
		Spring Season Strenght Coniditioning AM	0.02	**$760**
		Spring Season Strenght Coniditioning PM	0.02	**$760**
Track		Varsity Co-Ed	0.11	**$4,180**
	Boys	Varsity Asst	0.06	**$2,280**
		Middle School	0.04	**$1,520**
	Girls	Varsity Asst	0.06	**$2,280**
		Middle School	0.04	**$1,520**
Volleyball		Varsity	0.12	**$4,560**
		JV	0.08	**$3,040**
		FreshNar Asst	0.06	**$2,280**
		Middle School Head Coach	0.05	**$1,900**
		Middle School Assistant Coach	0.03	**$1,140**
		Elementary	0.025	**$950**
Wrestling		Varsity	0.12	**$4,560**
		Varsity Asst	0.05	**$1,900**
		JV Asst	0.03	**$1,140**
		Middle School	0.04	**$1,520**

*In the event that sufficient participants exist for both a 7th and 8th grade team, the Assistant Coach will be paid at the same rate as a Head Coach.

The Board agrees to pay $100 for each cancelled ECA position for pre-activity preparation.

Allotments for Football, Boys Basketball, and Girls Basketball will require a minimum of 2 assistant coaches, but no more than 4 assistant coaches per allotment. (This sentence was not bargained, and is for informational purposes only.)

APPENDIX C

EXTENDED CONTRACT POSITIONS

The following positions have employment extending beyond the length of the regular school year. The positions identified below are for informational purposes and were not bargained. The stipend for each position will be based upon the current teacher's full-time salary. This stipend will be paid out on the 26 pay cycle.

POSITION	ADDITIONAL COMPENSATION INDEX
Elementary Guidance Counselor	.0137
Middle School Guidance Counselor	.0628
High School Guidance Counselor	.1475
Band Director	.0984
Agriculture Director	.2951
Title I Facilitator	.0492

APPENDIX D

GRIEVANCE REPORT FORM

STEPI

Grievance #_____ North Miami School Corporation

Distribution of Form
in Quadruplicate

I -- Principal
II -- Superintendent
III -- Association President
IV -- Teacher

GRIEVANCE REPORT

Building Assignment Name of Grievant Date Filed

_____

A. Date Cause of Grievance Occurred (beginning date to final date)

_____

B. 1. Statement of Grievance _____

_____

_____

2. Relief Sought _____

_____

Signature _____ Date _ _ _ _ _

C. Disposition by Principal _____

_____

Signature of Principal _____ Date _ _ _ _ _

If additional space is needed, attach additional sheet(s).

GRIEVANCE REPORT FORM

STEP II

A. Position of Grievant and/or Association _ _ _ _ _ _ _ _ _ _ _ _ _ _

_____

_____

_____

Signature _____ Date _ _ _ _ _ _

B. Date Received by Superintendent or Designee _____

C. Disposition of Superintendent or Designee _____

_____

_____

_____

Signature _____ Date _ _ _ _ _ _

If additional space is needed, attach additional sheet(s).

Distribution of Form
in Quadruplicate

I -- Principal
II -- Superintendent
111 -- Association President
IV -- Teacher

GRIEVANCE REPORT FORM

STEP III

A. Position of Grievant and/or Association _ _ _ _ _ _ _ _ _ _ _ _ _ _

_____

_____

_____

Signature _____ Date _ _ _ _ _

B. Date Received by the Board _____

C. Disposition Board _____

_____

_____

_____

Signature _____ Date _ _ _ _ _

If additional space is needed, attach additional sheet(s).

Distribution of Form
in Quadruplicate

I -- Grievant
II -- Association President
111 --Principal
IV -- Superintendent