CONTRACT AGREEMENT

BETWEEN THE

BOARD OF SCHOOL TRUSTEES

OF THE

PORTAGE TOWNSHIP SCHOOLS

AND THE

PORTAGE ASSOCIATION OF TEACHERS

7/01/2025 – 6/30/2027

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ARTICLE 1: RECOGNITION

1. When used in this contract, the Board of School Trustees of the Portage Township Schools shall hereinafter be referred to as the “Board”. The Portage Association of Teachers, an affiliate of the Indiana State Teachers Association and the National Education Association, shall hereinafter be referred to as the “Association”. The Board hereby recognizes the Association as the “exclusive representative”, as defined in IC 20-29-2-9, of all “school employees”, as defined in IC 20-29-2-13. This recognition shall continue for the duration of this contract and shall continue automatically unless successfully challenged in accordance with IC 20-29-5-3. It is understood and agreed to by both parties that the Indiana State Teachers Association and the National Education Association are not parties to this contract.

2. The terms “school employee”, “school employees”, “teacher”, or “teachers” are used synonymously in this contract and shall refer to all persons except those specifically excluded in the next sentence, under contract with the Portage Township Schools as prescribed by the laws of the State of Indiana, whose official assignment requires a teacher’s license issued by the State of Indiana. Specifically, excluded from the bargaining unit are the superintendent, assistant superintendents, principals, assistant principals, business manager, assistant business manager, transportation director, data processing director, attendance officer, athletic director, assistant athletic director, G-T/Reading coordinator, Chapter I director, adult education director, adult education teachers, food services director, library-media director, head school nurse and other supervisors as the term “supervisor” is defined in IC 20-29-2-19.

3. All references to gender in this agreement shall apply equally to either sex.

ARTICLE 2: GRIEVANCE PROCEDURE

1. A claim by a school employee or group of school employees that has been adversely affected by a violation, misinterpretation or misapplication of any provision of this contract, may be processed as a grievance as hereinafter provided. All written grievance forms shall be signed by the aggrieved employee(s).

2. Nothing contained herein shall be construed to prevent any school employee or group of school employees from initiating a grievance, proceeding through formal Step I and having the grievance adjusted, if the adjustment is not inconsistent with the terms of this contract. The Association shall be entitled to be present and present its views at any grievance meetings held pursuant to this section.

3. Any formal, written grievance submitted at Step II or beyond shall require the signature of the Association.

4. The Association may initiate a grievance on its own behalf if the governing body of the Association believes that the Association has been adversely affected by a violation, misinterpretation, or misapplication of any provision of this contract.

5. In the event a school employee or group of school employees believes that there is a basis for a grievance, the following steps are to be followed:

5.1. Step I: The school employee shall, within twenty (20) days after the alleged violation, complete “Grievance Report Form: Step I” and submit the grievance form to the building principal. Copies of this form showing the date of the occurrence, a statement of the nature of the grievance, provisions of the contract allegedly violated, and the relief sought shall be submitted by the school employee to the Association. Within ten (10) school days of receipt of the Grievance Report Form, the immediate supervisor and persons of his choosing shall meet with the school employee and/or the Association representative in an effort to resolve the grievance. The immediate supervisor shall indicate his disposition of the grievance within five (5) school days after such meeting by completing his portion of the Step I Form and returning it to the school employee and his designated representative. If the occurrence being grieved is the result of a purported contract violation by the Superintendent and/or Assistant Superintendent and affects more than one (1) building, the “Grievance Report Form” after being completed by listing the buildings involved and

by being signed by at least one (1) individual school employee from each building involved may be filed directed with the Superintendent, thus eliminating Step I and going directly to Step II.

5.2. Step II: If the grievance is not satisfactorily resolved in Step I, or if no disposition has been made within the above time limits, the grievant and the Association shall within ten (10) school days complete "Grievance Report Form: Step II" and submit it to the Superintendent. Within ten (10) school days the Superintendent and/or his/her designated representative shall meet with the grievant and/or the Association in an effort to resolve the grievance. Within ten (10) school days of the meeting, the Superintendent shall indicate in writing his/her disposition by completing his portion of the Step II Form and forwarding it to the grievant, the Association and the supervisor who was involved at Step I. If the grievant fails to forward the Grievance Report Form to the Superintendent within ten (10) school days after receiving the disposition from the supervisor (Step I), then the grievance shall be considered waived.

5.3. Step III: If the Association is not satisfied with the disposition of the grievance, or if no disposition has been made within the period provided in Step II, the Association may submit a written appeal to the President of the Board within fifteen (15) working days of the receipt of the written disposition by the Superintendent or his/her authorized representative, or in the event the Superintendent or his/her authorized representative fails to issue a written disposition within the time limit, within thirty (30) working days of the appeal of the grievance to Step II. The Board will review the grievance, make its decision, and notify the Association at the earliest opportunity. The decision of the Board shall be final.

6. The time limits provided in this Article shall be strictly observed but may be extended by written agreement of the parties. In the event a grievance is filed after May 15 of any year and strict adherence to the time limits may result in hardship to any party, the school employer may use its best efforts to process such grievance prior to the end of the school term. If the grievance is not resolved prior to the end of the school year, the term "school day" shall be interpreted as weekdays (Monday through Friday).

7. The cost of all grievance forms shall be borne by the Association and available from the building representative.

8. In the submission of any forms to individuals involved in the grievance process, dated and signed receipts shall be required to certify that individuals concerned have received the required notification.

9. All formal meetings required in Step I and Step II of the grievance process shall be at a mutually agreeable non-instructional time.

ARTICLE 3: LEAVES

1. Paid Time Off (PTO) Days

Teachers shall be given a total of thirteen (13) contract PTO days with pay per school year to be used for illness, family illness or personal business.

1.1. Teachers shall be given a total of thirteen (13) contract PTO days with pay per school year to be used for illness, family illness or personal business.

1.2. A new teacher must report to work for one (1) day in a given school year prior to being awarded any PTO for that year.

1.3. A returning PTS Teacher may not use more than 1 PTO day without first reporting to work unless waived by the Superintendent or designee. A teacher who is in need due to extenuating circumstances to section 1.2 or 1.3 must notify the Superintendent or designee as soon as possible.

1.4. If a teacher is absent for more than three (3) consecutive days, then a doctor's release may be required before returning to work.

1.5. Teachers shall make use of online resources for reporting absences and securing substitutes.

1.6. Using PTO immediately before or after a Portage Township Schools scheduled break is not permissible unless for illness, family illness or personal business. Teachers who demonstrate chronic absenteeism or abuse PTO policy shall be subject to progressive discipline.

2. Accumulated Sick Leave

2.1. Unused PTO days shall accumulate as sick leave from year to year without limit.

2.2. When accumulated sick leave days have been exhausted, an employee that needs additional leave time may apply for additional sick leave pursuant to Section 3.

2.3. If a school employee is absent two (2) consecutive weeks or more, the school employer may request the school employee have a release from his/her physician verifying readiness to return to work.

2.4. Accumulated sick leave shall not be used for reasons other than the intended purpose. Accumulated sick leave shall not be used to extend or take a vacation or a holiday.

2.5. A teacher who is pregnant is able to request a leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of her child by notifying the Human Resources Department via email at least thirty (30) days before the date on which she desires to start the leave. She shall notify Human Resources of the expected length of the leave, with the expected length of the leave along with a physician's statement certifying the pregnancy. However, in the case of a medical emergency caused by the pregnancy, the teacher shall be granted leave, as otherwise provided in this section, immediately upon her request and certification of the emergency from the attending physician.

2.6. Any available PTO/Sick days the employee has available will be taken simultaneously with the leave.

2.7. If a teacher returning from maternity leave desires to return sooner than the date of return set forth in the leave granted by the Board, she shall notify Human Resources, in writing, at least ten (10) school days prior to the desired date of early return. Such a request shall be accompanied by a certification from the teacher's physician stating that the teacher is able to resume her teaching duties.

2.8. Teachers using FMLA for their maternity leave and return after 12 weeks shall be positioned in their same teaching position provided that the job has not been reduced in sections due to reasons unrelated to the leave. Teachers on leave due to pregnancy for longer than 12 weeks shall be guaranteed a job in the district within their credentials, but not guaranteed the same job they held prior to the start of their leave.

3. Extended Sick Leave

3.1. A school employee who has become disabled due to serious illness or accident and who has exhausted his/her sick leave days, shall be eligible to apply for extended sick leave and receive additional sick leave days according to the following schedule:

Years in Portage	Maximum Days of Eligibility
0 to 4	25
5	30

6	35
7	40
8	45
9	50
10	54
11	58
12	62
13	66
14	70
15	74
16	78
17	82
18	86
19 or more	90

3.2. Extended sick leave pay shall be at sixty dollars ($60) a day.

3.3. Once a school employee has been granted extended sick leave, he reverts to the status of a school employee with zero (0) years' experience in the Portage Township Schools and must therefore begin again to re-establish eligibility for extended sick leave according to the established table. An employee, after being granted extended sick leave benefits, shall not be eligible for any additional sick leave benefits during the same school year.

3.4. A joint committee composed of members of the Association and members representing the school employer shall administer the program. The President of the Association shall appoint the representatives of the Association. The Superintendent shall appoint the representatives of the school employer.

3.5. If days are needed on an intermittent basis they will be awarded on an as needed basis. If abuse of the leave is suspected the employee will be asked to provide certified documentation from a physician to substantiate the need for a given day.

3.6. Applications for use of extended sick leave shall be filed with the Superintendent, who will forward the same to the administering committee with his/her recommendation. The committee shall review each application and recommend that the school employer grant or deny it. Said application and committee recommendation shall be returned to the Superintendent, who shall then file the completed forms with the school employer. The Superintendent shall inform the applicant of their decision regarding the amount of extended sick leave days to be granted.

4. Summer School Sick Leave

4.1. Summer school employees shall be given one (1) additional sick leave day to be used for personal illness during summer school.

4.2. Summer school sick leave shall not be accumulative and shall not be deducted from accumulated sick leave days.

4.3. Summer school employees shall not be entitled to use accumulated sick leave during summer school.

4.4. After a summer school employee uses his/her one (1) sick leave day, future absence during summer school shall be without pay.

5. Family Medical Leave Act (FMLA)

5.1. Portage Township Schools teachers shall be eligible for leave under the Family Medical Leave Act (FMLA). A teacher must meet all federal and state requirements for leave under the act.

5.2. The school employee must provide thirty (30) days' notice if the need for the leave is foreseeable. Failure to provide thirty (30) days' notice for a foreseeable leave may cause the leave to be denied until thirty (30) days after the school employee first gave the required notice of the foreseeable leave. If the need for the leave is not foreseeable, the school employee must give notice to the appropriate administration building administrator as soon as practicable.

5.3. The school employee may be required to provide medical certification to support the request for any leave based on a serious health condition. The school employee must provide the requested medical certification within fifteen (15) calendar days after the request was made. Failure to submit the required medical certification may result in the denial of the leave or denial of the continuation of the leave. The school employee may be required to submit to additional medical examinations in order to obtain second and third medical opinions (at the Board's expense) to verify the need for the leave.

5.4. The twelve (12) month period in which the twelve (12) weeks of family leave entitlement occurs will consist of a rolling twelve (12) month period for eligibility and leave purposes. All available PTO and accrued sick time will run concurrently with FMLA. A teacher may save up to thirteen (13) days to be used post FMLA upon a written request to the Benefits Office before the leave begins. During the FML, the school employee's medical benefits will be continued at the same level as they existed prior to the

leave. School employees will be required to pay their share, if any, of the premium payments in the following ways:

5.4.1. If accrued paid vacation, personal business, sick, or other qualifying paid leave is substituted for all or part of any otherwise unpaid FML, the school employee's share of the premiums will be paid by payroll deduction.

5.4.2. If the teacher has exhausted all available paid leave, payment must be made by the teacher at the same time as the teacher's share of the premium payments would be made by payroll deduction.

5.4.3. If the leave is foreseeable, school employees may choose to prepay the premiums through increased payroll deductions.

5.5. The Board may recover from the school employee any premium payments missed by the school employee during FML. The Board may, in certain circumstances, also recover from a school employee its share of premiums the Board paid during a family medical leave if the employee fails to return to work after the school employee's FML entitlement has been exhausted.

5.6. During the leave, the school employee may be required to provide periodic reports on his/her status and intent to return to work following the leave.

5.7. Requested information must be provided within fifteen (15) days of the request. Upon the school employee's return from FML, the school employee will be restored to his/her former position, or an equivalent position, with equivalent pay, benefits, and other employment terms.

6. Unpaid Medical Leave

6.1. An employee who has extenuating medical circumstances, and has exhausted all other leave time, including, but not limited to, accumulated sick leave, extended sick leave, FMLA, yet still has a need of absence from work due to extenuating medical conditions, may request an unpaid leave of absence for up to one semester.

6.2. Said application shall be made to Human Resources in writing, with medical documentation specifying the need for the leave and the length of the leave. Requests shall be made at least two (2) weeks (14 calendar days) before the start of the leave, whenever possible.

6.3. The employee on medical leave may remain on insurance at the full cost of said benefits. Pre-payment for the benefits will be arranged through the Benefits Office.

6.4. Upon return the employee will receive consideration for the first open position for which they are certified to teach. In the event that there is a Reduction in Force (RIF) the employee on leave is subject to RIF as if they were not on leave. Employees shall have no expectation to return to the same classroom or building.

6.5. A teacher who is returning from a Board approved leave shall remain in the same "row" on the adopted compensation model as when they began their leave (Ex. leave as an "H", return as an "H" at the current "H" rate). Said teacher must not have earned an ineffective or improvement necessary in the previous school year. Extenuating circumstances shall be discussed and resolved between the Superintendent and exclusive representative President or their designees.

7. Worker's Compensation

7.1. Portage Township Schools shall follow all requirements of an employer as set forth in the State of Indiana Worker's Compensation Laws, policies, and procedures. It is the responsibility of the employee to make a first report of injury within 24 hours of the injury.

8. Part-Time Employees Leave

8.1. Part-time employees will be entitled to leave benefits proportionate to their contract and assignment.

9. Religious Holiday

9.1. If an employee needs to be absent from his/her assigned duties because of the observance of a holiday recognized by his/her established religion the employee may use a PTO day.

10. Bereavement

10.1. School employees shall be granted up to five (5) school days of absence per occurrence in the case of death in the immediate family during the school year. In the case of a delayed memorial or funeral service a variance in the starting date of the leave may be granted by the Superintendent or designee. Up to one (1) bereavement day may be saved to attend to estate business or delayed memorial for one school year. The immediate family shall be construed to mean spouse, child, stepchild, brother, sister, parent, step-parent, spouse's parent, brother-in-law, sister-in-law, grandparent, spouse's grandparent, grandchild, son-in-law, daughter-in-law or other persons living in the same household as the school employee. In the case of the simultaneous death of more than one (1) member of the above defined immediate family, only one (1) five (5) school day leave shall be granted, and provided further, that in the event of the death of a second member of the above defined immediate family occurring during the five (5) school day period following a first death, a new period of five (5) school days will begin effective with the date of such second death.

10.2. School employees shall be granted an absence of one (1) school day in the case of the death of an aunt, uncle, niece, or nephew of the employee or the employee's spouse.

10.3. Bereavement leave absences shall be with pay and not deducted from the employee's PTO/sick leave, but the number of days to which an employee is entitled shall not be cumulative.

11. Legal Commitments

11.1. Absence from duty caused by compulsory jury service or a subpoena to appear as a witness in court shall be without loss of pay. In such a case a school employee shall turn in his/her check for such service to the administration building and shall receive full pay from the school district. Travel expenses authorized by the court, in conjunction with these legal commitments, may be retained by the school employee.

11.2. Legal commitment involved in this section does not cover court appearances where the individual appears in court regarding matters of a personal nature such as plaintiff/petitioner, or as respondent in a civil action resulting in a judgment against the employee, or as a defendant in a criminal action resulting in a conviction.

12. Association and President's Leave

12.1. The school employer may grant Association Leave for state legislative lobbying up to a maximum of fifteen (15) days with pay for the purpose of attending the State Legislature.

12.2. The President of the Association, or his/her designee, may use a maximum of twelve (12) contract days per school year, with pay, to conduct Association business of the Portage Township Schools. Additional days may be granted at the discretion of the Superintendent.

12.3. Leave requests, including a purpose for the request, must be approved by the President of the Association and submitted in writing to the Superintendent, prior to said leave when possible.

12.4. The Association shall reimburse the Portage Township Schools for the cost of the substitute for all teachers involved in Association leave.

13. Assault and Battery

13.1. Absence due to assault and/or battery incurred in the course of the teacher's employment shall not be charged against the teacher's sick leave days provided that the portion of the sick leave days covered by the Indiana Worker's Compensation Act be returned to the teacher. The Board shall pay to such teachers the difference between their salary and benefits

received under the Indiana Worker's Compensation Act for a total of not more than thirty (30) school days.

14. IEP Professional Leave

14.1. Teachers who must write IEPs will be given a total of seven (7) days to prepare IEPs and/or conduct case conferences.

14.2. Teachers shall make use of online resources for reporting absences and securing substitutes for IEP days

ARTICLE 4: STAFF DEVELOPMENT

1. Short-term professional leave is defined as leave to participate in conventions, conferences, workshops and school and classroom visitations, attendance at which will contribute to the improvement of the Portage Township Schools' instructional program. Application forms for professional leave must be submitted to the building principal at the elementary or the secondary level. Upon approval of the Superintendent or his/her designee, professional leave with pay will be granted to school employees by the school employer. If possible, an application for professional leave must be submitted thirty (30) days in advance.

2. If the professional meeting involves being absent, the expense of the substitute will be paid by the school employer. Under special circumstances, a substitute may not be required.

3. Individuals attending professional meetings during vacation time, weekends, and days not scheduled on the regular school calendar will be given special consideration for expenses. A report on the conference, convention, workshop, or school visitation attended shall, upon request, be submitted.

4. The school employer will pay meals, lodging, and mileage expenses in accordance with School Board Policy 6550.

4.1. Claims must be submitted on forms prescribed by the State Board of Accounts (available in each school office). Receipts for meals, lodging and travel (plane or train tickets), must be attached to the claim form.

5. A "Staff Development Fund" will be established and funded in the amount of nine thousand dollars ($9,000) per calendar year. This fund is to be available to the professional staff as follows:

5.1. Reimbursement of expenses for tuition or registration for a class, workshop or seminar taken beyond the regular certification requirements, which enhances a school employee's competency in his/her teaching assignment. Classes taken to meet a state requirement for Continuing Education Credit or as a part of a degree program shall not qualify unless the committee determines that the class will have a direct impact on the students in the classroom.

5.2. Application for reimbursement shall be made in writing and submitted at least thirty (30) days prior to the first-class session or scheduled date for the workshop or seminar. Applications for classes, workshops, or seminars that involve time during the school employee's regular scheduled work day as scheduled on the adopted school calendar, must receive approval through Section 1 of this Article before any action can be taken under this section.

5.3. Maximum reimbursement per class, workshop, or seminar, shall not exceed the actual cost, or three hundred dollars ($300) whichever is less.

5.4. A school employee is eligible for such reimbursement one (1) time per calendar year.

6. A joint committee composed of members of the Association, appointed by the President of the Association, and members representing the school employer, appointed by the Superintendent, shall administer the fund. (This information is the result of discussion and placed here for informational purposes only.) The committee shall meet and review each application for reimbursement and determine whether to grant or deny it. Said application with the committee recommendation shall be returned to the school employee with a duplicate copy to the Assistant Superintendent.

ARTICLE 5: INSURANCE

1. Selection of Carriers

1.1. The carrier underwriting the group policies for disability, life, health, dental insurance and IRS Section 125 shall be mutually selected on an annual basis coinciding with the anniversary date of said policies.

1.2. The coverage provided in the respective group insurance policies shall not be changed without the mutual agreement of the Association and the Board.

2. Liability Insurance

2.1. The school employer will provide without cost to the employee, liability insurance to protect employees from legal suits due to the performance of their duties.

3. Medical Insurance

3.1. The school employer shall make available a group health insurance program, for all full-time employees who are employed on a Regular Teacher's Contract or a Temporary Teacher's Contract for a minimum of one (1) semester, through a mutually agreed upon carrier.

3.2. The employee will have the option of two (2) plans. The teacher may choose to participate in the Consumer Driven Health Plan (CDHP) 1 or the Consumer Driven Health Plan (CDHP) 2.

Effective 1/1/2026, PTS Board shall pay the following portion of the major medical insurance plans are as follows:

CDHP1 Single = (82%)	CDHP1 Family = (88%)
CDHP 2 Single = (75%)	CDHP 2 Family = (75%)

3.3. Insurance rates for CDHP1 and CDHP 2 shall be determined by the Insurance Committee.

3.4. Employees using tobacco products shall pay a “Tobacco Use” charge. School employer contributions to the Health Savings Accounts (HSA) shall be made on a monthly basis, for all qualified employees at the following rates:

Health Savings Account (HSA) Rates		
Plan	**Coverage**	**Employer Contribution**
CDHP 1	Single	$1,123.20
	Family	$2,249.52
CDHP 2	Single	$673.92
	Family	$1,347.84

3.5. A qualified employee must be participating in either the CDHP 1 or 2 and have an open/active HSA with the preferred Portage Township Schools’ financial institution. The contributions to the HSA shall be deposited into the accounts no later than the first pay of the month.

3.6. The school employee's share of the monthly health insurance premiums shall be deducted from the biweekly paychecks.

3.7. The amount paid by the employer for each enrolled part-time school employee shall be the same percentage of the amounts listed above as the part-time employee’s contract is of a full-time contract.

3.8. The medical insurance policy will be effective the first day of the month after the employee's first scheduled day of work. Necessary forms must be completed and returned to the Business Office. For new employees starting the school year the effective date will be accepted only according to the terms of the master contract issued by the insurance underwriter.

3.9. Changes in membership, which must be in accordance with the carrier’s policies as specified in the insurance contract and within thirty (30) days of the date of eligibility, may be made effective the first day of any month by completing a change form in the Benefits Office. Master policy language as stated in the contract between the Portage Township Schools and the insurance carrier shall take precedence over anything stated here.

4. Dental Care

4.1. Full-time employees who are employed on a Regular Teacher's Contract or a Temporary Teacher's Contract for a minimum of one (1) semester shall be eligible to participate in the dental plan. For an employee choosing to participate in the dental plan, the employer shall pay 80% of the family or single premium for the dental insurance program. Dental insurance policy will be effective the first day of the month after the employee's first scheduled day of work. The school employee's share of the monthly dental insurance premiums shall be deducted from the biweekly paychecks.

5. Vision Care

5.1. Full-time employees who are employed on a Regular Teacher's Contract or a Temporary Teacher's Contract for a minimum of one (1) semester shall be eligible to participate in the Vision Care Plan. For an employee choosing to participate in the vision plan, the employer shall pay 80% of the family or single premium. Vision insurance will be effective the first day of the month after the employee's first scheduled day of work.

5.2. All bargaining unit members shall be eligible to participate in the Vision Care Plan. The Vision Care Plan may be dropped at the discretion of the Association.

6. Health Clinic

6.1. Employees and their dependents who participate in the Portage Township Schools insurance plan shall have access to the PTS Clinic and Wellness Center for routine and/or urgent care needs. This clinic is in partnership with Northshore Health Services. Clinic appointments will be free to participants and prescriptions may be filled at the Northshore pharmacy at discounted prices. Initially, costs for the clinic will be paid for using insurance reserve monies shared proportionately between the reserve teacher fund and the reserve administrator's fund. Costs will revert to the savings from the self-insured fund when sufficient funds become available. The benefits committee will provide guidance and make the recommendation.

7. Disability Insurance

7.1. Full-time employees who are employed on a Regular Teacher's Contract or a Temporary Teacher's Contract for a minimum of one (1) semester shall be eligible to participate in the long-term disability plan. If elected, the school employer shall provide to the school employee a disability insurance policy to the extent of a minimum of sixty-six and two-thirds percent (66 2/3%) of the school employee's basic monthly income. Disability insurance will become effective ninety (90) consecutive calendar days after the school employee becomes disabled and will continue until age sixty-five (65). Said benefits from this program shall be coordinated with other such disability benefits as prescribed by law. Each school employee shall contribute one dollar ($1.00) per year toward payment of this benefit. The cost to the employee shall be deducted one time annually. The enrollment period for new employees shall be the first thirty
(30) days after the employee's first scheduled day of work.

8. Life Insurance

8.1. Full-time employees who are employed on a Regular Teacher's Contract or a Temporary Teacher's Contract for a minimum of one (1) semester shall be eligible to participate in life insurance. If elected, the school employer shall provide to the school employee a group term life insurance policy of fifty thousand dollars ($50,000). For employees who are seventy
(70) years of age or older, the employer shall contribute an amount equal to the amount contributed on behalf of younger employees and the employee shall be covered in whatever amount of life insurance that amount of premium will purchase.

8.2. Beneficiary information will be kept on file by the Benefits Office. Updates to beneficiaries shall be the responsibility of the individual school employee.

8.3. The enrollment period for new employees shall be the first thirty (30) days after the employee's first scheduled day of work. The effective date will be October 1 if hired at the beginning of a new contract year, or first of the month following the thirty (30) day waiting period.

8.4. Coverage will terminate at the earlier of retirement or expiration of the current contract year. If employment ends mid-year, coverage terminates the last day of employment.

8.5. Cost to the school employee shall be one dollar ($1.00) per year. The cost to the employee shall be deducted one (1) time annually.

9. IRS Section 125

9.1. The school employer shall offer an IRS Section 125 program based on the Revenue Act of 1978 and acts amendatory and supplemental thereto. The provider of services and services provided related to the Section 125 plan shall be mutually agreed to by both parties.

9.2. The administrative cost of establishing the IRS Section 125 program shall be paid from school corporation funds. Any fees charged to individual school employees based on their enrollment choices shall be paid by the school employee.

10. Continuation of Insurance Benefits

10.1. All insurance programs, for full-time employees, who are employed on a Regular Teacher's Contract, who remain employed through the completion of the Regular Teacher's Contract, shall remain effective through August of the same year.

10.2. All insurance programs, for full-time employees, who are employed on a Regular Teacher's Contract, who fail to remain employed through the completion of the Regular Teacher's Contract, shall be terminated at the end of the month in which their severance is effective.

10.3. School employees who retire at the completion of the school year will be eligible to remain covered on all insurance through the end of August of the year in which they retire.

10.4. All insurance programs, for employees, employed on a Temporary Teacher's Contract shall be terminated at the end of the month in which their severance is effective.

10.5. School employees who are interested in the possibility of continuing their insurance coverage should contact the Benefits Office to determine their eligibility under current state or federal law. It is understood that school employees wishing to exercise this option have the full responsibility of notifying the Benefits Office of their choice prior to the expiration of their policy membership. School employees who elect to extend coverage beyond their employment time shall do so at their cost. Monthly premiums shall be paid prior to the start of the month of coverage.

10.6. School employees released under a reduction in force have the same rights of continuing their membership as any other employee who is leaving the employment of the Portage Township Schools. If those employees released under reduction in force elect for continued medical and/or dental coverage, the school employer shall pay, through September 30 of the same calendar year, the same percentage of the monthly premium as they did when the individual was employed.

11. Retiree Insurance

11.1. A school employee who retires from Portage Township Schools and who qualifies for participation in the corporation's group health and dental insurance program under IC 5-10-8-2.6(e), may choose to remain on the corporation's group insurance plan until the retired employee becomes eligible for Medicare coverage as prescribed by 42 U.S.C. 1395 et seq. The monthly premium cost is to be paid in advance by the retired school employee. If a retired employee's spouse pays the amount the retired employee would have been required to pay for coverage selected by the spouse, the spouse's subsequent eligibility to continue insurance under this section shall not be affected by the death of the retired employee. The surviving spouse's eligibility ends on the earliest of the following: (1) when the spouse becomes eligible for Medicare coverage as prescribed by 42 U.S.C. 1395 et. seq., or (2) the date of the spouse's remarriage.

*Beginning in the 2023-2024 school year, teachers employed with PCES in the 2022-2023 school year and worked at a PTS school building, and have ten years combined experience with PCES and PTS, shall qualify for participation in this retiree insurance plan.

ARTICLE 6: RETIREMENT PAY

1. To be eligible for retirement benefits, a school employee in the Portage Township Schools must:

1.1. Be at least fifty-five (55) years of age and meet the minimum requirements for retirement established by the Indiana Teachers Retirement Fund (TRF).

1.2. Have been a full-time employee of the Portage Township Schools for at least ten (10) years.

2. School employees who at retirement meet the requirements specified in Section 1, above, shall qualify for retirement benefits as follows:

2.1. School employees shall receive a one-time amount as determined by the following formula:

2.1.1. the number of accumulated sick leave days multiplied by fifteen hundredths of one percent (.0015) In the event that a teacher retires at the end of the first semester or at the end of the year, unused PTO days shall be converted to sick days.

2.1.2. multiply the result of 2.1.1 above by the current new teacher base salary amount. “New Teacher Base salary” is defined as the salary for teachers with no experience. Any type of co-curricular pay or pay for an extended contract is not a part of the base salary amount.

2.2. Teachers who notify the Superintendent in writing on or before January 1 of the year in which they intend to retire and retires at the end of the school year shall receive a one-thousand-dollar ($1,000.00) one-time bonus payment, to be paid within sixty (60) days of the teacher’s actual retirement. Such notice may be revoked by written notice submitted to the Superintendent. If the notice is revoked, then the teacher shall receive no bonus.

2.3. A retiring teacher may participate in or extend their participation in the school corporation's group health insurance program until the employee

becomes eligible for Medicare coverage as prescribed by 42 U.S.C. 1395 et seq. provided the teacher pays the full insurance premium.

3. A school employee who retires shall have his/her benefits deposited into a post-retirement 403(b) account on behalf of the employee at the end of the school year in which the employee retires.

4. Upon the death of any school employee eligible for retirement pay, the retirement pays the employee would have been entitled to, had the employee retired, shall be paid directly, in a lump sum, to the person(s) designated by the deceased in writing to the school employer. If no beneficiary has been named for retirement pay benefits, the retirement pay will be paid to the beneficiary named on the teacher's life insurance policy. If no beneficiary has been named on the teacher's life insurance policy, payment will be made to the estate of the deceased.

ARTICLE 7: RETIREMENT SAVINGS PLAN

1. Each employee shall have the option of investing in the 403(b) plan up to the maximum allowable under Federal law. Effective January 1, 2007, the employer shall contribute an amount equal to one percent (1%)

2. The employer's contribution shall be invested in a 401(a) account in the employee's name. Employer contributions will be deposited into the 401(a) account on a monthly basis. The contribution to the 401(a) account on behalf of an employee will vest with that employee after the employee completes five (5) years of service with Portage Township Schools. For purposes of this article, one (1) year of service shall be credited upon completion of one hundred twenty (120) school days in a given school year. If the employment relationship of an employee is severed with Portage Township Schools prior to the 401(a)-accounting vesting, the amount in the account shall be equally distributed among the remaining 401(a) accounts.

3. Once an employee becomes vested in the 401(a) account, all assets of the account become the property of the employee, and in the event of death, the employee's designated beneficiary, or estate, if no beneficiary exists on his 401(a) account. The employee shall not be permitted to make withdrawals from his/her employment with the Portage Township Schools.

4. For those teachers hired prior to April 17, 2006 please refer to historical documents on file with the Superintendent and the Association for information regarding 401(a).

ARTICLE 8: COMPENSATION PLAN
2025-2026

1. Salary Range

$51,500-$82,450 not including current year increases or TRF The salary range for the 2025-2026 year is $52,550-$84,650

2. Base Salary Increases

2.1. Minimum Salary – The minimum salary for any teacher on a full-time contract for the 2025-2026 school year is $52,550, in compliance with IC 20-28-9-26.

2.2. General Eligibility

To be eligible for a salary increase, a teacher must have been paid at least 120 days in the prior year or on a board approved leave and has a completed evaluation

2.3. Factors and Definitions

2.3.1. Evaluation – The teacher did not receive a rating of ineffective or improvement necessary in the prior school year.

2.3.2. Academic Needs - The need to retain teachers with one or more years' experience by adjusting the salary of a current teacher up to the amount identified on the compensation grid (Appendix A) for a new teacher with equivalent experience and education.

2.3.3. Possess a Content Area Master's Degree – The teacher is in the first year of earning a master's degree in a content area as defined by the Indiana Department of Education.

2.3.4. Instructional Leadership: Teacher has newly completed a literacy certification by ratification of this contract under IC 20-28-5-19.7

2.4. Distribution – Amounts to be added to a teacher's base salary.

2.4.1. Evaluation= The teacher shall receive an amount up to $2,000 to be placed on the compensation grid in the cell that is directly below the teacher's cell placement before any movement

2.4.2. Academic Needs- **The salary increase for Academic Needs is a teacher retention catch-up.** In order to retain veteran teachers, if a returning teacher's salary is less than the salary of a new teacher with comparable experience and education on the Compensation Grid, an additional increase in the amount of the difference will be provided (up to $1,900)

2.4.3. Master's Degree= A teacher who satisfies 2.3.3 shall advance a row ($950) Instructional Leadership (Literacy Endorsement) = A teacher who satisfies 2.3.4 will move laterally to the Literacy Endorsement column ($200)

2.5. Stipends – Teachers who teach one or more Advanced Placement and/or Dual Credit courses will receive one $300 stipend per year.

3. New Employment Provision

3.1. Individuals with previous teaching experience shall be hired at a rate commensurate with that of a teacher with the same experience and degree not to exceed the corresponding cell associated as such in the compensation grid (see Appendix A).

3.2. The Superintendent, in discussion with the President of the Association, has the discretion to set the new hire salary rate within the salary range for teachers with unique credentials and licensing. The President of the Association will be provided with a list of salaries for all newly hired teachers.

3.3. Teachers who are hired for the school year will be given a "guaranteed salary," commensurate with teachers on the contract with equivalent years of experience and educational attainment. Adjustments to the initial salary of new teachers who were hired prior to the formal bargaining period of the current contract term are not considered salary increases and do not need to conform to the requirements of IC 20-28-9-1.5. Rather, such adjustments are viewed simply as the implementation of the subsequently bargained terms governing new hire salaries.

4. Ancillary Duties

4.1. In an effort to work collaboratively with teachers to prioritize student achievement and balance expectations beyond regular school day, teachers may be scheduled for up to **12 hours per school year** of meetings without additional compensation (For 2025-2026, 9 hours upon ratification of this contract). This includes department meetings, team leader meetings, professional learning communities, one general staff meeting per month, and parent involvement nights.

4.2. For other approved ancillary duties, including instructional students during a teacher's plan period or outside of school hours, or homebound instruction, teachers shall receive an hourly rate of $25.

4.3. Teachers will receive not less than $15 per hour for ancillary duties that occur outside of the school work day, that are related to ECA events. Such activities shall include, but are not limited to, athletic events, plays, musical performance, dances and art shows.

4.4. A secondary teacher who teaches a split class for an entire semester shall receive additional compensation for each additional course in which a split

class occurs. A split class shall be defined as two sections for which there are two separate curricula and lesson plans required. The same group of students meeting for single or multiple mods shall be considered one class. This compensation shall be paid at a rate of $500 per split class for the semester in which the courses are taught. A study hall supervision or class shall not be considered a split class.

4.5. A teacher's daily rate shall be calculated by dividing the teacher's base salary by 188 days. For informational purposes, that is (Teacher's Base Salary) ÷ 188 = (Teacher's Daily Rate). Daily rate does not include salaries or wages for co-curricular activities, or any other ancillary duties.

4.6. Teachers who are required by their supervisor to participate in due process preparation or testimony outside the contracted workday shall be paid $25.00 per hour. Summer School shall be paid at an hourly rate as determined by the following calculation: 90% of the starting teacher salary multiplied by .00125.

5. PTO Bonus Incentive- If a teacher retains a balance of 5 or more PTO days at the end of the school year, they shall receive a one-stipend of $75 per each unused PTO day at the conclusion of the school year. Article 3 Section 2.1, which references unused PTO days accumulating as sick leave from year to year, will still apply.

ARTICLE 8: COMPENSATION PLAN
2026-2027

1. Salary Range

$52,550-$84,650 not including current year increases or TRF contributions.

The salary range for the 2026-2027 year is $53,600-$86,650

2. Base Salary Increases

2.1. Minimum Salary – The minimum salary for any teacher on a full-time contract for the 2026-2027 school year is $53,600

2.2. General Eligibility

To be eligible for a salary increase, a teacher must have been paid at least 120 days in the prior year or on a board approved leave and has a completed evaluation

2.3 Factors and Definitions

2.3.1. Evaluation: The teacher did not receive a rating of ineffective or improvement necessary in the prior school year

2.3.2. Academic Needs - The need to retain teachers with one or more years' experience by adjusting the salary of a current teacher up to the amount identified on the compensation grid (Appendix A) for a new teacher with equivalent experience and education

2.3.3. Possess a Content Area Master's Degree - The teacher is in the first year of earning a master's degree in a content area as defined by the Indiana Department of Education

2.3.4. Instructional Leadership: Teacher has newly completed a literacy certification by 10/01/2026 under IC 20-28-5-19.7.

2.4. Distribution - Amounts to be added to the teacher's base salary.

2.4.1 Evaluation = The teacher shall receive an amount up to $2,000 to be placed on the compensation grid in the cell that is directly below the teacher's cell placement before any movement.

2.4.2 Academic Needs -**The salary increase for Academic Needs is a teacher retention catch-up.** If, after receiving the $2,000 increase for evaluation rating, a current teacher's salary is less than the amount a new teacher with comparable experience and education would receive based on the Compensation Grid, an additional increase in the amount of the difference will be provided (up to $1,900)

2.4.3 Master's Degree = A teacher who satisfies 2.3.3 shall advance a row ($950)

2.4.4. Instructional Leadership (Literacy Endorsement) = A teacher who satisfies 2.3.4 will move laterally to the Literacy Endorsement column ($200)

2.5 Stipends - Teachers who teach one or more Advanced Placement and/or Dual Credit courses will receive one $300 stipend per year

3. New Employment Provision

3.1 Individuals with previous teaching experience shall be hired at a rate commensurate with that of a teacher with the same experience and degree not to exceed the corresponding cell associated as such in the compensation grid (see Appendix A).

3.2 The Superintendent, in discussion with the President of the Associate, has the discretion to set the new hire salary rate within the salary range for teachers with unique credentials and licensing. The President of the Association will be provided with a list of salaries for all newly hired teachers.

3.3 Teachers who are hired for the school year will be given a "guaranteed salary," commensurate with teachers on the contract with equivalent years of experience and educational attainment. Adjustments to the initial salary of new teachers who were hired prior to the formal bargaining period of the current contract term are not considered salary

increases and do not need to conform to the requirements of IC 20-28-9-1.5. Rather, such adjustments are viewed simply as the implementation of the subsequently bargained terms governing new hire salaries.

4. Ancillary Duties

4.1 In an effort to work collaboratively with teachers to prioritize student achievement and balance expectations beyond the regular school day, teachers may be scheduled for up to **12 hours per school year** of meetings without additional compensation. This includes department meetings, team leader meetings, professional learning communities, one general staff meeting per month and parent involvement nights.

4.2 For other approved ancillary duties, including instructing students during a teacher's plan period or outside of school hours, or homebound instruction, teachers shall receive an hourly rate of $25

4.3 Teachers will receive not less than $15 per hour for certain ancillary duties that occur outside of the school work day, that are related to ECA events. Such activities shall include, but are not limited to, athletic events, plays, musical performances, dances and art shows

4.4 A secondary teacher who teaches a split class for an entire semester shall receive additional compensation for each additional course in which a split class occurs. A split class shall be defined as two sections for which there are two separate curricula and lesson plans required. The same group of students meeting for single or multiple mods shall be considered one class. This compensation shall be paid at a rate of $500 per split class for the semester in which the courses are taught. A study hall supervision or class shall not be considered a split class

4.5 A teacher's daily rate shall be calculated by dividing the teacher's base salary by 188 days. For informational purposes, that is (Teacher's Base Salary) / 188 = (Teacher's Daily Rate). Daily rate does not include salaries or wages for co-curricular activities or any other ancillary duties

4.6 Teachers who are required by their supervisor to participate in due process preparation or testimony outside the contracted work day shall be paid $25.00 per hour. Summer School shall be paid at an hourly rate as determined by the following calculation: 90% of the starting teacher salary multiplied by .00125

5. PTO Bonus Incentive- If a teacher retains a balance of 5 or more PTO days at the end of the school year, they shall receive a one-stipend of $75 per each unused PTO day at the conclusion of the school year. Article 3 Section 2.1, which references unused PTO days accumulating as sick leave from year to year, will still apply.

ARTICLE 9: DURATION OF CONTRACT

1. This contract shall be effective as of July 1, 2025, shall be binding upon the respective parties, and shall remain in full force and effect through June 30, 2027, except that this Agreement may be reopened for the 2026-2027 school year solely for negotiation of teacher stipend only if the district experiences an Education Fund surplus in Fiscal Year 2026 (July 1, 2025-July 1, 2026).

2. This contract is so attested to by the parties who Presidents', Secretaries', and Spokespersons' signatures appear below:

2.1. A public hearing was held in compliance with IC 20-29-6-1(b) on September 8, 2025 and electronic participation from the governing body and/or public was not permitted.

2.2. A public meeting was held in compliance with IC 20-29-6-19 on October 27, 2025 to discuss the tentative agreement. Electronic participation was not allowed.

2.3. A public meeting was held in compliance with IC 20-29-6-19 on November 17, 2025 to ratify the tentative agreement. Electronic participation was not allowed.

PORTAGE ASSOCIATION OF TEACHERS:	BOARD OF SCHOOL TRUSTEES:
By: _____ President	By: _____ President
By: _____ Secretary	By: _____ Secretary
By: _____ Spokesperson	By: _____ Spokesperson

"This contract shall be effective as of July 1, 2025, shall be binding upon the respective parties, and shall remain in full force and effect through June 30, 2027, except that this Agreement may be reopened for the 2026-2027 school year solely for negotiation of teacher stipend only if the district experiences an Education Fund surplus in Fiscal Year 2026 (July 1, 2025-July 1, 2026)

APPENDIX A: COMPENSATION GRID

APPENDIX A: 1
2025-2026 COMPENSATION GRID

Row	Salary	Literacy Endorsement
A	$52,550.00	$52,750.00
B	$53,500.00	$53,700.00
C	$54,050.00	$54,250.00
D	$55,000.00	$55,200.00
E	$55,950.00	$56,150.00
F	$56,900.00	$57,100.00
G	$57,850.00	$58,050.00
H	$58,800.00	$59,000.00
I	$59,750.00	$59,950.00
J	$60,700.00	$60,900.00
K	$61,650.00	$61,850.00
L	$62,600.00	$62,800.00
M	$63,550.00	$63,750.00
N	$64,500.00	$64,700.00
O	$65,450.00	$65,650.00
P	$66,400.00	$66,600.00
Q	$67,350.00	$67,550.00
R	$68,300.00	$68,500.00
S	$69,250.00	$69,450.00
T	$70,200.00	$70,400.00
U	$71,150.00	$71,350.00
V	$72,100.00	$72,300.00
W	$73,050.00	$73,250.00
X	$74,000.00	$74,200.00
Y	$74,950.00	$75,150.00
Z	$75,900.00	$76,100.00
AA	$76,850.00	$77,050.00
AB	$77,800.00	$78,000.00
AC	$78,750.00	$78,950.00
AD	$79,700.00	$79,900.00
AE	$80,650.00	$80,850.00
AF	$81,600.00	$81,800.00
AG	$82,550.00	$82,750.00
AH	$83,500.00	$83,700.00
AI	$84,450.00	$84,650.00

APPENDIX A : COMPENSATION GRID

APPENDIX A: 2
2026-2027 COMPENSATION GRID

Row	Salary	Literacy Endorsement
A	$53,600.00	$53,800.00
B	$54,550.00	$54,750.00
C	$55,500.00	$55,700.00
D	$56,050.00	$56,250.00
E	$57,000.00	$57,200.00
F	$57,950.00	$58,150.00
G	$58,900.00	$59,100.00
H	$59,850.00	$60,050.00
I	$60,800.00	$61,000.00
J	$61,750.00	$61,950.00
K	$62,700.00	$62,900.00
L	$63,650.00	$63,850.00
M	$64,600.00	$64,800.00
N	$65,550.00	$65,750.00
O	$66,500.00	$66,700.00
P	$67,450.00	$67,650.00
Q	$68,400.00	$68,600.00
R	$69,350.00	$69,550.00
S	$70,300.00	$70,500.00
T	$71,250.00	$71,450.00
U	$72,200.00	$72,400.00
V	$73,150.00	$73,350.00
W	$74,100.00	$74,300.00
X	$75,050.00	$75,250.00
Y	$76,000.00	$76,200.00
Z	$76,950.00	$77,150.00
AA	$77,900.00	$78,100.00
AB	$78,850.00	$79,050.00
AC	$79,800.00	$80,000.00
AD	$80,750.00	$80,950.00
AE	$81,700.00	$81,900.00
AF	$82,650.00	$82,850.00
AG	$83,600.00	$83,800.00
AH	$84,550.00	$84,750.00
AI	$85,500.00	$85,700.00
AJ	$86,450.00	$86,650.00

APPENDIX B: CO-CURRICULAR PAY

Co-curricular compensation shall be paid at 90% of the current base salary of each year of the contract.

1. Athletics Salary Schedule

Event	Index	2025-2027
Baseball		
Varsity Head Coach	0.16	
Varsity Assistant Coach	0.1	
Junior Varsity Head Coach	0.1	
Freshman Head Coach	0.08	
Basketball (Boys)		
Boys Varsity Head Coach	0.25	
Boys Varsity Assistant Coach	0.14	
Boys Junior Varsity Head Coach	0.14	
Boys Junior Varsity Assistant Coach	0.11	
Boys Freshman Head Coach	0.11	
Boys Freshman Assistant Coach	0.09	
Boys 8th Grade Head Coach	0.08	
Boys 8th Grade Assistant Coach	0.07	
Boys 7th Grade Head Coach	0.08	
Boys 7th Grade Assistant Coach	0.07	
Basketball (Girls)		
Girls Varsity Head Coach	0.25	
Girls Varsity Assistant Coach	0.14	
Girls Junior Varsity Head Coach	0.14	

Girls Junior Varsity Assistant Coach	0.11	
Girls Freshman Head Coach	0.11	
Girls Freshman Assistant Coach	0.09	
Girls 8th Grade Head Coach	0.08	
Girls 8th Grade Assistant Coach	0.07	
Girls 7th Grade Head Coach	0.08	
Girls 7th Grade Assistant Coach	0.07	
Bowling (Boys)		
Head Coach	0.03	
Bowling (Girls)		
Head Coach	0.03	
Cheerleading		
Varsity Head Coach	0.12	
Varsity Assistant Coach	0.1	
Middle School Head Coach	0.03	
Color Guard		
Head Coach	0.029	
Cross Country (Boys)		
Varsity Head Coach	0.12	
Varsity Assistant Coach	0.08	
Middle School Head Coach	0.07	
Middle School Assistant Coach	0.05	
Cross Country (Girls)		
Varsity Head Coach	0.12	
Varsity Assistant Coach	0.08	
Middle School Head Coach	0.07	
Middle School Assistant Coach	0.05	

Dance		
Head Coach	0.12	
Assistant Coach	0.1	
Trainer	0.23	

Diving (Boys)		
Head Coach	0.08	
Diving (Girls)		
Head Coach	0.08	
Esports		
Head Coach	.047	
Assistant Head Coach	.039	
Football		
Varsity Head Coach	0.25	
Varsity Assistant Coach	0.14	
Junior Varsity Head Coach	0.14	
Freshman Head Coach	0.11	
Freshman Assistant Coach	0.09	
Middle School Head Coach	0.08	
Middle School Assistant Coach	0.07	
Flag Football		
Head Coach	.054	
Assistant Head Coach	.039	
Golf (Boys)		
Head Coach	0.1	
Assistant Coach	0.07	
Golf (Girls)		
Head Coach	0.1	
Assistant Coach	0.07	
Gymnastics		
Head Coach	0.14	

Assistant Coach	0.08	
Intramural Coach	0.012	
Soccer (Boys)		
Head Coach	0.12	
Varsity Assistant Coach	0.08	
JV Head Coach	0.08	
Soccer (Girls)		
Head Coach	0.12	
Varsity Assistant Coach	0.08	
JV Head Coach	0.08	
Softball		
Varsity Head Coach	0.16	
Varsity Assistant Coach	0.1	
Junior Varsity Head Coach	0.1	
Junior Varsity Assistant Coach	0.08	
Step Dance Team		
Head Coach	0.12	
Assistant Coach	0.1	
Swimming (Boys)		
Head Coach	0.16	
Assistant Coach	0.1	
Swimming (Girls)		
Head Coach	0.16	
Assistant Coach	0.1	

Sparkle Cheer Effect		
Head Coach	0.04	
Assistant Coach	0.02	
Tennis (Boys)		
Varsity Head Coach	0.1	
Varsity Assistant Coach	0.07	

Middle School Head Coach	0.012	
Tennis (Girls)		
Varsity Head Coach	0.1	
Varsity Assistant Coach	0.07	
Middle School Head Coach	0.012	
Track (Boys)		
Varsity Head Coach	0.16	
Varsity Assistant Coach	0.1	
Middle School Head Coach	0.07	
Middle School Assistant Coach	0.06	
Track (Girls)		
Varsity Head Coach	0.16	
Varsity Assistant Coach	0.1	
Middle School Head Coach	0.07	
Middle School Assistant Coach	0.06	
Unified Track		
Head Coach	0.078	
Assistant Coach	0.054	
Volleyball (Boys)		
Varsity Head Coach	0.14	
Varsity Assistant Coach	0.05	
Junior Varsity Head Coach	0.08	
Freshman Head Coach	0.06	
8th Grade Head Coach	0.05	
8th Grade Assistant Coach	0.04	
7th Grade Head Coach	0.05	
7th Grade Assistant Coach	0.04	
Volleyball (Girls)		
Varsity Head Coach	0.14	
Varsity Assistant Coach	0.05	
Junior Varsity Head Coach	0.08	
Freshman Head Coach	0.06	

8th Grade Head Coach	0.05	
8th Grade Assistant Coach	0.04	
7th Grade Head Coach	0.05	
7th Grade Assistant Coach	0.04	
Wrestling (Boys)		
Varsity Head Coach	0.16	
Varsity Assistant Coach	0.1	
Junior Varsity Head Coach	0.1	
Middle School Head Coach	0.07	
Middle School Assistant Coach	0.05	
Wrestling (Girls)		
Varsity Head Coach	0.16	
Varsity Assistant Coach	0.1	
Junior Varsity Head Coach	0.1	
Middle School Head Coach	0.07	
Middle School Assistant Coach	0.05	

Sponsor's Salary Schedule

At least seven (7) students supervised and anticipated work of at least twenty (20) hours. Funding for a second sponsor shall be available when the number of students involved exceeds twenty (20).

Event	Index	2025-2027
Academic Teams		
High School Academic Competitions Director	0.045	
High School Academic Competitions Assistant Coach	0.015	
High School Academic Event Coordinator	0.012	
High School Science Olympiad Coach	0.03	
Middle School Academic Competitions Director	0.015	
Middle School Academic Competitions Assistant Coach	0.015	
Middle School Academic Event Coordinator	0.012	
Middle School Science Olympiad Coach	0.03	
Elementary Academic Head Coach	0.015	
Elementary Academic Event Coordinator	0.012	
Art Show		
Sponsor	0.008	
Band		
High School Director	0.18	
Middle School Director	0.065	

Music Sponsor	0.054	
Choir		
High School Director	0.09	
Middle School Director	0.065	
Elementary School Director	0.02	
Choraliers	0.03	
Class Sponsors		
Senior Class Sponsor	0.008	
Junior Class Sponsor	0.03	
Sophomore Cass Sponsor	0.008	
Freshman Class Sponsor	0.008	
Competitive Marching Band		
High School Head Director	0.14	
High School Assistant Director	0.08	
Drama		
High School Fall Play Director	0.05	
High School Fall Play Assistant Director	0.025	
High School Spring Musical Director	0.065	
High School Spring Musical Assistant Director	0.0325	
Distinguished Young Woman (DYW) Head Director	0.04	
Distinguished Young Woman (DYW) Assistant Director	0.012	
Outstanding Young Man (OYM) Head Director	0.025	
Outstanding Young Man (OYM) Assistant Director	0.012	
High School Variety Show Director	0.008	
Middle School Drama Director	0.015	

Elementary School Drama Director	0.012	
National Honor Society		
High School Sponsor	0.03	

Middle School Sponsor	0.02	
Newspaper		
High School Sponsor	0.07	
Middle School Sponsor	0.03	
Orchestra		
High School Director	0.09	
Middle School Director	0.065	
Pep Band		
High School Head Director	0.04	
High School Assistant Director	0.012	
First Robotics		
Head Coach	.047	
Robotics Competition		
High School Head Coach	0.1	
High School Assistant Coach	0.07	
Middle School Head Coach	0.047	
Middle School Assistant Coach	0.039	
Elementary School Head Coach	0.02	
Speech and Debate		
Speech Coach	0.08	
Debate Coach	0.08	
Student Council		
High School Head Sponsor	0.05	
High School Assistant Sponsor	0.02	
Middle School Head Sponsor	0.03	

Middle School Assistant Sponsor	0.015	
Elementary School Sponsor	0.012	
Yearbook		
High School Sponsor	0.07	
Middle School Sponsor	0.045	
Club Sponsors	0.012	

Professional Leader's Salary Schedule

Event	Index	2025-2027
Elementary Related Arts Representative		
Building Level	0.025	
District Level	0.025	
Elementary Team PLC Leaders		
2-4 teachers	0.025	
5+ teachers	0.035	
Middle School Grade Level PLC Leaders		
2-4 teachers	0.025	
5-7 teachers	0.035	
Department Leader Middle School		
2-4 teachers	0.025	
5-7 teachers	0.035	
8+ teachers	0.042	
Department Leader High School		
2-4 teachers	0.025	
5-7 teachers	0.035	
8-12 teachers	0.042	
13-17 teachers	0.05	
18+ teachers	0.055	
ELL Facilitator K-12		
2-4 teachers	0.025	
5-7 teachers	0.035	
8-12 teachers	0.042	
13-17 teachers	0.05	
18+ teachers	0.055	

ARTICLE 9: DURATION OF CONTRACT

1. This contract shall be effective as of July 1, 2025, shall be binding upon the respective parties, and shall remain in full force and effect through June 30, 2027, except that this Agreement may be reopened for the 2026-2027 school year solely for negotiation of teacher stipend only if the district experiences an Education Fund surplus in Fiscal Year 2026 (July 1, 2025-July 1, 2026).

2. This contract is so attested to by the parties who Presidents', Secretaries', and Spokespersons' signatures appear below:

2.1. A public hearing was held in compliance with IC 20-29-6-1(b) on September 8, 2025 and electronic participation from the governing body and/or public was not permitted.

2.2. A public meeting was held in compliance with IC 20-29-6-19 on October 27, 2025 to discuss the tentative agreement. Electronic participation was not allowed.

2.3. A public meeting was held in compliance with IC 20-29-6-19 on November 10, 2025 to ratify the tentative agreement. Electronic participation was not allowed.

PORTAGE ASSOCIATION OF TEACHERS:	BOARD OF SCHOOL TRUSTEES:
By: Shawn Chamberlain	By:
President	President
By:	By:
Secretary	Secretary
By:	By:
Spokesperson	Spokesperson

"This contract shall be effective as of July 1, 2025, shall be binding upon the respective parties, and shall remain in full force and effect through June 30, 2027, except that this Agreement may be reopened for the 2026-2027 school year solely for negotiation of teacher stipend only if the district experiences an Education Fund surplus in Fiscal Year 2026 (July 1, 2025-July 1, 2026)