MASTER CONTRACT

BETWEEN

THE BOARD OF SCHOOL TRUSTEES

OF THE

NORTHEAST SCHOOL CORPORATION

AND THE

NORTHEAST CLASSROOM TEACHERS ASSOCIATION

2026-2027

SULLIVAN COUNTY

TABLE OF CONTENTS

		Page
Article I	Recognition	3
Article II	Entire Contract	4
Article III	Leaves of Absence	4
Article IV	Compensation and Expenses	9
Article V	Fringe Benefits	10
Article VI	Severance and Retirement Pay Provisions	13
Article VII	Grievance Procedure	19
Article VIII	Attestations and Term of Agreement	22
Appendix A	Salary Schedule	23
Appendix B	Extra Duty Assignments	25
Appendix C	Grievance Form	29
Appendix D	Application for Personal Leave Time	30
Appendix E	Staff Development Leave Form	31
Appendix F	Personal Leave Form	32

MASTER CONTRACT BETWEEN THE
BOARD OF SCHOOL TRUSTEES OF THE
NORTHEAST SCHOOL CORPORATION AND THE
NORTHEAST CLASSROOM TEACHERS ASSOCIATION

THIS MASTER CONTRACT entered into this 9th day of November, 2026 by and between the Board of School Trustees of the Northeast School Corporation, hereinafter called the "Board", and the Northeast Classroom Teachers Association, hereinafter sometimes called the "Local Association", an affiliate of the Indiana State Teachers Association and the National Education Association, hereinafter called the "Association".

ARTICLE I
RECOGNITION

A. The Board hereby recognizes the Northeast Classroom Teachers Association as the exclusive representative of all teachers in the school corporation.

B. DEFINITIONS:

1. The term "teacher", when used in this Contract shall refer to all certificated personnel employed by the Board, except for supervisory personnel, meaning any individual who has: (i) authority, acting for the school corporation to hire, transfer, suspend, layoff, recall, promote, discharge, assign, reward or discipline school employees, or (ii) responsibility to direct school employees, and adjust their grievances, or (iii) effectively to recommend the action set out in these categories; provided, however that exercise of the foregoing authority is not of a merely routine or clerical nature but requires the use of independent judgment. Supervisors shall include, but shall not be limited to, superintendents, assistant superintendents, business managers and supervisors, or directors with corporation-wide responsibilities, principals, vice-principals, school corporation nurse, or athletic directors who have responsibility for evaluating teachers.

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

3. The term "school corporation", when used in this Contract, shall refer to the Northeast School Corporation of the County of Sullivan of the State of Indiana.

4. The term "emergency", when used in this Contract, shall refer to a condition or situation which could not have been anticipated under normal circumstances.

5. When references are made to male teachers in this Contract, it also includes female teachers.

ARTICLE II
ENTIRE CONTRACT

Section 1. This Contract supersedes and cancels all previous agreements whether verbal or written between the school corporation and the Association and this Contract constitutes the entire agreement between the parties.

Section 2. Any amendment or agreement adding to, subtracting from, or supplemental to, this Contract shall not be binding upon either party unless it is executed in writing by each of the parties hereto.

Section 3. If any provisions of this Contract or any application of this Contract to any employee or group of employees is held to be contrary to law, then such provisions or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

ARTICLE III
LEAVES OF ABSENCE

A. Maternity and Adoption Leaves

(1) A teacher who is pregnant shall be entitled to a leave of absence anytime between the commencement of her pregnancy and one (1) year following the birth of the child. Said teacher shall notify the Superintendent in writing of the intention to take such leave not later than thirty (30) days prior to the date on which leave is to begin. She shall also include in her request for leave, a statement as to the expected length of leave and either a physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn, whichever is applicable. In case of a medical emergency caused by pregnancy, the teacher shall be granted a leave, as otherwise provided by law, immediately upon her request and certification of the emergency from her attending physician. Return from leave shall be at a time mutually agreed upon. Such leave will be concurrent with the parental leave described in paragraph (2) below.

(2) Each time an employee becomes a new parent, he/she shall be granted seven (7) days of paid leave upon any of the following events:

1. The birth of the employee's child.
2. The birth of a child to the employee's spouse.
3. The placement of a child for adoption with the employee.
4. The stillbirth of the employee's child.

(3) Adoption leaves without pay or use of sick leave up to one (1) year in length, may be granted upon request by any teacher. The paid parental leave described in paragraph (2) above shall be used concurrently at the beginning of such adoption leave. At least thirty (30) days notification will be given to the Superintendent prior to the date on which leave is to begin.

B. Professional Leaves

Leave of absence of up to one year (without compensation) shall be granted to any teacher who serves as an exchange teacher or joins the Peace Corps and who is a full-time participant in either of such programs. The applicant shall request said leave prior to July 1 of the proposed leave year.

Leaves of absence may be granted to serve in public office. The Board will grant a temporary leave of absence to a teacher (without compensation) who has been elected to the General Assembly of the State of Indiana. Such leave shall be for the length of time the General Assembly is in session.

A teacher may apply for a leave of absence not to exceed one year (without compensation) for the purposes of professional growth. Professional growth may be for the purposes of travel, advanced study, teaching in a college or university, teaching abroad, or special work programs related to his professional responsibilities.

C. Sabbatical Leave

The school corporation shall grant a sabbatical leave, without compensation, to a teacher, upon written request, for improvement of professional skills through advanced study, work experience, teacher exchange programs, or approved educational travel. A teacher after taking a sabbatical shall return for a period of time equal to the length of time of the sabbatical leave granted. A contract is required for a leave granted under this section. The applicant must have 5 years experience in the Northeast School Corporation. The applicant shall notify the Board prior to July 1 of the proposed leave year.

D. Other Leave

A teacher absent for reasons not covered by this Contract, or after all available sick leave has been exhausted, will have his pay deducted for each day absent.

E. Reassignment Upon Returning From Leave

Upon returning from any approved extended leave, a teacher will be assigned to the same position if vacant, or, if not, to the position which, in the opinion of the Board, is the most nearly equivalent position then available.

F. Court and Jury Duty Leaves

Teachers who are required to serve on jury duty or are subpoenaed as witnesses will receive full pay during the period of such service, subject to the prompt remittance to the Northeast School Corporation of an amount equal to the compensation paid to them for such jury duty, or a copy of the check received from the courthouse to be sent to the office of the superintendent and the stipend, not including mileage, shall be deducted from the teacher's next check.

G. Staff Development Leave

Upon request, the superintendent may approve at least three (3) days of leave, with pay each year, for the purpose of visiting other schools or attending meetings or conferences of an educational nature. The school board shall pay for all approved expenses incurred by bargaining unit members on staff development leave. A staff development leave request form is included as Appendix E to this Contract.

H. Sick, Personal, and Emergency Leave

1. Each teacher shall be entitled to eleven (11) sick leave days annually. Any unused sick or personal leave days shall be accumulated to a total of one hundred fifty (150) days. Annually, the Board will buy all unused sick leave days above one hundred fifty (150) days at the rate of one hundred twenty dollars ($120.00) per day. This money shall be deposited no later than July 15th into an individual 401(a) account which has been established by the Board for each teacher. Said 401(a) shall be one hundred percent (100%) vested upon deposit. The vendor shall be mutually chosen by the Board and the Association.

Accumulated days may be used as follows:

a. Personal illness of the teacher including child birth.

b. One-half (1/2) of accumulated sick leave, up to thirty-two (32) days, for serious illness in the immediate family. The term immediate family shall mean: parent, spouse, or children, or anyone living in the teacher's household.

c. Medical and dental appointments of the teacher and immediate family members.

One-half (1/2) of accumulated sick leave, up to ten (10) days, may be used when a sister, brother, father-in-law, mother-in-law, son or daughter-in-law, or a grandchild has a serious illness, serious accident, or major surgery.

Sick leave days may be used in one-half (1/2) day increments for up to three (3) days with principal approval for the following reasons: doctor or dental appointments. Additional one-half (1/2) day increments may be used to cover emergency situations for the employee or immediate family member with principal approval. Teachers may leave the building immediately after student dismissal to keep personal or immediate family member doctor or dental appointments. Proof of appointment shall be presented to the school office upon return.

2. In cases of serious illness, major surgery, or serious accident where a teacher with more than five (5) years of experience at Northeast School Corporation uses all accumulated sick leave, the Board may, after consultation with the officers of the Association, grant said teacher up to twelve (12) additional days of sick leave. Leave will be repaid in subsequent years of teaching service at four (4) days per year until the additional days are repaid. However, if a teacher is a member of the sick bank, he or she does not have to first borrow days from the corporation, but can borrow straight from the sick bank.

3. A voluntary emergency sick leave bank shall be operational. To join the bank, each bargaining unit member shall contribute two (2) days from his/her sick leave accumulation to the bank. A committee of the local President and two teachers selected by the President will evaluate each request. Their determination will be final. A member of the sick leave bank may draw up to forty-five (45) days per draw, provided, however, the maximum accumulative draw per teacher per school year shall be ninety (90) days. Authorization for the use of the days in the emergency sick leave bank shall be made in writing by the President of the Association to the Superintendent. The Superintendent shall maintain an account of the bank. Members shall not be eligible to make use of the emergency sick leave bank until the member has used all appropriate personal and personal illness leave days. A statement of the total number of days accumulated in the emergency sick leave bank shall be issued to the Association President each September 1. If the emergency sick leave bank accumulation is below one hundred twenty-five (125) days on any September 1, in order to remain an active participant in the bank, each sick leave bank member shall contribute another one (1) day from his/her personal sick leave accumulation. Sick leave bank days shall not be used by a disabled teacher once the elimination period has elapsed for long term disability insurance, and said teacher is eligible for long term disability insurance.

4. With or without a written request, the school corporation may place a teacher on leave of absence for a period not exceeding one (1) year because of disability or sickness. However, a teacher not having made a written request, shall have the right to a hearing on such action in accordance with the provisions of law.

5. In the event any teacher shall have accumulated one (1) or more days of sick leave in another corporation said leave may be transferred to the Northeast School Corporation in the following manner:

1st year of employment 0 days
2nd year of employment 5 days
3rd year of employment 5 days
4th year of employment 5 days
5th year of employment 5 days
6th year of employment--remainder of accumulated leave.

6. Each teacher shall be entitled to six (6) days for the transaction of personal business and/or to conduct personal or civic affairs during each year of employment. Notice shall be made by completing the form included as Appendix H to this Contract. Personal leave may be taken in one-half (1/2) day increments. A teacher may use no more than four (4) consecutive personal days in a thirty (30) school day period. A teacher may use no more than two (2) personal days immediately before or after a school break of more than two (2) days in length. All unused personal leave shall accumulate as personal leave up to six (6) days. Unused personal leave days above six (6) days shall accumulate as sick leave.

7. Sick and Personal Leave Incentive

Unused accumulated sick and personal leave - roll over

0 absences (19 roll over instead of 17)
1 absence (17 roll over instead of 16)

I. The Board, by the building principal, reserves the right to ask for and be given evidence satisfactory to it of the authenticity of the reasons given for an absence for which sick leave is requested.

J. <u>Funeral Leave</u>

Up to five (5) working days shall be granted for funeral leave due to each death of a person in the teacher's immediate family or death of a person living in the teacher's household. This period shall commence with the date of death except if the teacher worked a full day on the day of death. Such days must be taken within ninety (90) days after the death. Immediate family is defined as follows: spouse, parent, child, sister, brother, step-children, father-in-law,
mother-in-law, daughter-in-law, son-in-law, or grandchild.

Up to three (3) working days leave shall be granted, if needed, due to each death of a brother-in-law, sister-in-law, grandparent, step-father, step-mother, step-grandchildren, aunt, uncle, niece, nephew or first cousin of the teacher or teacher's spouse.

Up to three (3) full school days per year, when needed, will be granted, as a funeral day for teachers to attend a funeral for other relatives and personal friends. This time may be granted in one-half (1/2) day periods at the discretion of the teacher. If additional funeral days become necessary during the year, they may be granted without pay by the Superintendent of Schools or his designee. The teacher must ask for this leave at least 24 hours preceding time requested.

K. Violation of any of the provisions relating to sick leave or leaves of absence or making a false report regarding any type of leave, shall subject the member committing such violation or making such false reports to disciplinary action by the Superintendent, and shall constitute a cause for termination of contract.

L. With the approval of the principal, the president of the Association, or his designee, shall be allowed to visit schools to confer with teachers on Association business. (This provision is the school's policy, was not bargained, and is included for informational purposes only.)

M. The Association President, or his/her designee, shall be entitled to eight (8) days during each short session year of the Indiana General Assembly, for Association business without loss of compensation. The Association President, or his/her designee, shall be entitled to ten (10) days during each long session year of the Indiana General Assembly, for Association business without loss of compensation.

N. Case Conference and Annual Reviews - It is recognized that special education teachers must conduct case reviews. To aid the special education teacher in conducting such reviews, the School Corporation agrees to provide annually at least without student responsibility for each special education student in a special education teacher's case load up to a maximum of four (4) days. The teacher shall report to his/her building for this non-student time and shall use this time for the purpose of preparing proposed IEPs and otherwise preparing for annual case reviews.

O. Attendance Incentive – Teachers who do not use any Sick or Personal Leave and no more than one (1) day of Funeral Leave as defined in this Article during a given nine (9) week academic period shall receive a $300 stipend at the conclusion of that nine (9) week academic period.

ARTICLE IV
COMPENSATION AND EXPENSES

A. The salaries for teachers for the duration of this agreement and rules governing placement of teachers on the given schedule are as set forth in Appendix "A"

B. Salary differentials, other than those listed in Appendix "A" are in Appendix "B".

C. At the teacher's option prior to June 30, salary payments shall be made:

(1) in twenty-six (26) equal installments over the contract period. Any employee may have the option of taking the summer payments in one lump sum the first payroll in June after written notification prior to July 31 of the preceding year.
(2) in twenty-one (21) equal installments terminating prior to July 1.

D. Teachers retiring should consider the twenty-one (21) pay option to coordinate with TRF payment. Teachers resigning, or being dismissed will receive all remaining salary due them in the second payroll period following the date of severance. A teacher will remain on the same option each year until the teacher selects a new salary payment option. Such selection shall be made by the teacher in writing prior to July 31st of the preceding year. New teachers will select a payment option within fifteen (15) days of their hire date.

E. The rate for all summer school instruction/programs shall be on a pro rata hourly basis of the teacher's regular salary.

F. Matching Annuity

The Board shall implement a matching annuity program and make it available for all teachers. The implementation of such program shall take place through the creating of an investment account under 403(b) of the Internal Revenue Code. Such an investment portfolio will match a teacher's individual tax sheltered annuity 403(b) up to a cap of one thousand dollars ($1,000) in any one school year. Such teacher and school corporation annuity payments shall be deposited into the individual teacher's investment accounts each month. Trustees made up of up to four (4) teacher bargaining team members and up to two (2) administrators will manage such fund and create rules

and regulations for its operation. Participants will be fully vested upon completion of one (1) full year of teaching, as recognized by the Indiana State Teachers Retirement Fund.

G. Indiana State Teachers Retirement Fund

The amounts contained in (1) the salary schedule herein contained in Appendix A, (2) the extra duty assignment pay herein contained in Appendix B, and (3) to the extent allowed by law, the severance and retirement pays herein contained in Article VI, include three percent (3.00%), of said amounts to be paid directly to the Indiana State Teachers Retirement Fund by the Board on behalf of each affected teacher for payment of the teacher's share of such retirement contribution. Thus, the individual teacher's contract for each affected teacher shall be written for the amount of compensation payable which is less the said three percent (3.00%).

ARTICLE V
FRINGE BENEFITS

Section 1. The Board will have available hospitalization and surgical insurance with major medical for each certified employee under contract. The carrier shall be mutually chosen by the Board and the Association.

A. For each currently employed full-time certified employee under regular contract, the Board shall pay the amounts specified below for the 2026-2027 medical insurance plan. In addition, the Board will contribute $500 into a health savings account for a teacher who selects a single high deductible health plan or $1,000 into a health savings account for a teacher who selects a family high deductible health plan. ½ shall be paid in January with the second ½ to be paid in July for active teachers. Retirees and Teachers who are subject to a Reduction in Force shall also receive the July contribution. There shall be only one HSA contribution per family. The parties agree that should any of these contributions create a violation of HEA 1260, the contributions will be adjusted through mutual agreement to assure compliance with this law.

WVWCI – Health Insurance Rates Effective 10/01/2026

Plan 8	Plan Rates	Corp Pays	Emp Pay/Mo
Single	$1,154.00	$909.16	$244.84
Family	$2,631.00	$1,864.20	$766.80

Health Savings Account

Plan 6	Plan Rates	Corp Pays	Emp Pay/Mo	Corp HSA Contribution
Single	$948.00	$808.30	$139.70	$500.00
Family	$2,164.00	$1,662.96	$501.04	$1,000.00

Plan 7	Plan Rates	Corp Pays	Emp Pay/Mo	Corp HSA Contribution
Single	$821.00	$700.00	$121.00	$500.00
Family	$1,753.00	$1,349.54	$403.46	$1,000.00

HSA Contributions 1/2 in January and 1/2 in July
Only 1 HSA Contribution per household

B. Each certified employee under temporary contract for one (1) full year will be eligible for coverage and board payment of the premium as those under a full-time regular contract. Part-time certified employees on regular or temporary contract who are contracted for less than seven and one-half (7 ½) hours per day but more than three (3) hours per day including relief, lunch and preparation time in proportion to their schedules who work for ninety (90) or more days in a school year, are entitled to receive board payments for health insurance the same as full-time regular contract employees. Part-time employees on regular or temporary contract who are contracted for three (3) hours or less per day including relief time, lunch time and preparation time in proportion to their schedules or less than ninety (90) days in a school year, are entitled to receive fifty percent (50%) of the board payments for health insurance that full time certified employees receive.

C. Health insurance coverage for eligible new Certified Employees shall be effective on the first work day, or the date that the enrollment application is returned to the superintendent's office, as long as the application is completed and received within 31 days of the eligibility date.

Section 2. After payment of one dollar ($1.00), the Board shall provide for each employee a life insurance policy with a face amount of seventy thousand dollars ($70,000) with an additional seventy thousand dollars ($70,000) for accidental death and dismemberment. Each bargaining unit member shall have the option of purchasing additional life insurance of up to $130,000 in $5,000 increments at the same group life rate.

Section 3. A complete description of the group health plan will be available at each building as supplied by the carrier.

Section 4. Unless otherwise specified herein, termination of the Board's contribution toward coverage under these programs will fall two (2) months after the last teaching month of teachers retiring, resigning, or being dismissed.

Section 5. Teachers granted unpaid leaves of absence beyond twelve (12) weeks, may continue in the group insurance program(s) by paying the total premium during the remainder of the leave of absence.

Section 6. The benefits provided to employees by Section 125 of the Revenue Act of 1978 shall be made available to any bargaining unit members so requesting. An amount not to exceed 50% of salary may be set aside by the employee for the selection of benefits, under Section 125 of the Internal Revenue Code, which are non-taxable benefits of major medical, long-term disability (90-day elimination period), short term disability, Section 79 life, non-reimbursed medical, and dependent care. All administration fees shall be paid by the board.

Section 7. The Board shall provide a dental plan for each teacher and his/her immediate family. A maximum school employer payment per teacher will be all but $1.00 per year of the single premium or eighty-five percent (85%) of the family plan premium. The plan shall pay 100% of Preventive and Diagnostic, 80% of Restorative, subject to the current deductible, 50% Prosthodontics, subject to the current deductible and maximums, and 50% Orthodontic subject to the current deductible and maximums. The carrier shall be mutually chosen by the Board and the Association.

Section 8. Each employee shall be covered by a long term disability insurance program fully paid for by the Board that provides for a minimum benefit of 66 2/3% of salary to age sixty-five (65) for the first five (5) full continuing years of disability, and 90% of salary thereafter to age 65. The plan shall have a ninety (90) day elimination period. The plan shall carry a Consumer Price Index-W yearly escalator for those on disability and shall not coordinate with teacher retirement disability.

The plan shall also contain a Social Security Freeze, a successive disability benefit, and a recurrent disability clause. The plan shall contain a five-year "Own Occupation definition of 'total disability'" meaning that during the first five (5) years, the employee is unable to perform the substantial duties of his/her regular occupation. The five-year requirement begins from the date the waiting period is satisfied. The carrier shall be mutually chosen by the Board and the Association.

Section 9. Vision Insurance

Each employee and his/her immediate family shall be covered by a vision care program paid for by the Board that provides for eye examinations, lenses and frames every year with no deductible. Employees and their dependents will be entitled to receive a prepaid or paid in full coverage from a participating network of providers. The network of providers must be extensive enough to conveniently serve recipients regardless of their geographic location. The recipients who select a participating provider will be entitled to full coverage for a comprehensive examination and quality glasses. Recipients must have the ability to freely select any provider to receive vision care services. Consequently, those who seek a non-participating provider will be reimbursed according to a set schedule of allowances to be determined. Coverage for necessary contact lenses and a cosmetic contact allowance should be available both from participating and non-participating providers. The Participating Provider Network should consist of individual doctors practicing in their own offices versus a clinic approach. The carrier or specifications shall not be changed without mutual agreement, and the plan shall have a ten dollar ($10.00) deductible. The carrier shall be mutually chosen by the Board and the Association.

Section 10. Expanded Criminal History Background Checks

Consistent with the terms of I.C. 20-26-5-10, the Board shall pay the cost of any and all expanded criminal history background checks that veteran Teachers are required to undergo.

ARTICLE VI
SEVERANCE AND RETIREMENT PAY PROVISIONS

Section 1. Severance Annuity Program

The school board shall establish a 401(a) account for each certified staff member with the Principal Financial Group as the vendor (or a mutually agreed upon vendor). This shall be an employer funded non-matched annuity for each certified staff member.

Each month, the school board shall deposit two percent (2%) of each certified staff member's gross Appendix A monthly salary into each member's 401(a) account. These monthly deposits shall be made no later than the twelfth calendar day of the following month.

Certified staff members become fully vested in this severance annuity program upon completion of five (5) years of Northeast School Corporation experience. Certified staff members receive twenty percent (20%) vesting for each completed year of Northeast School Corporation experience. Should any certified staff member leave Northeast before being one hundred percent (100%) vested in this program, the money remaining in the certified staff member's account shall be returned to the school corporation and shall be added to the revenue available at the bargaining table in the next round of bargaining as money available for a new contract settlement.

A certified staff member shall also be fully vested and eligible to access this severance annuity benefit when the certified staff member has been receiving the LTD benefit provided in this collective bargaining agreement for twelve (12) consecutive months. The certified staff member would receive the percentage of vesting he/she had at the time he/she began receiving the LTD benefit.

Section 2. Retirement Bonus

A bargaining unit member's written election to receive the Retirement Bonus in the amount of $1,822 per year must be submitted on or before July 1st. The Retirement Bonus begins at the beginning of the school year after the teacher provides written notice to the superintendent's office.

In order to qualify for the retirement bonus, a teacher must have fifteen (15) years of credited teaching experience in the Northeast School Corporation under a regular or temporary contract, and have twenty (20) total years of credited teaching experience.

No teacher shall be eligible to receive more than seven (7) years of the retirement bonus.

Section 3. Retirement Program

A. Notice of Retirement

Employees electing to retire will give their notice in writing to the school corporation no later than February 1. The employee's notice shall include a letter of resignation to be effective at the end of the final teaching contract, or to be effective the day after his fifty- fifth (55th) birthday if the employee is not yet fifty-five (55) years of age. In the event an eligible teacher

is unable to give the required notice of retirement and is forced to retire as a result of an accident or ill health, or other unforeseen event, the School Board may waive the required notice of retirement and pay the retirement pay by appropriate adjustment of the teacher's current contract

B. SEA 199 Agreement

Effective Date: The following amendments are made to the Master Contract between the Northeast School Corporation and the Northeast Classroom Teachers Association, hereinafter the "Board" and the "Association" respectively, and signed the 13th day of March, 2006. These amendments shall be effective with respect to any teacher retiring after the signed date of this Master Agreement.

C. Buyout of Retirement Benefits

1. Elimination of Prior Agreement's Retirement Benefits - The Board and the Association specifically reserved the authority to revise or terminate the retirement benefits contained in earlier Master Contracts. Exercising this authority, the Board and the Association now confirm that Article XII, Section 2, entitled "Retirement Program", contained in the Master Contract immediately before this amendment's effective date are terminated and shall not apply to any teacher retiring from this school corporation on or after this amendment's effective date.

2. Vesting Requirements – A teacher shall be fully vested in the retirement benefits described in this Section if the retiring teacher has satisfied the following requirements: has fifteen (15) years of teaching service with Northeast School Corporation, and is at least fifty-five (55) years of age during the calendar year of retirement. If an employee wishes to retire, but is not fifty-five (55) at the conclusion of a school year, but will be fifty-five (55) by the end of the calendar year, the employee may take an unpaid leave of absence and retire effective the day after his fifty-fifth (55th) birthday.

A certified staff member shall also be fully vested and eligible to access this severance annuity benefit when the certified staff member has been receiving the LTD benefit provided in this collective bargaining agreement for twelve (12) consecutive months.

3. Actuarial Determination of Value of the Current Retirement Benefits

The Educational Services Company has been selected to determine the present value of the unfunded retirement benefits described in the prior Master Contract. In making this present value determination, the Educational Services Company shall use the following assumptions:

a. Interest Rate. The assumed interest rate for the purpose of determining the present value is four percent (4%) in the first two (2) years of the plan, and seven and one-half (7.5%) each year thereafter. However, for post-retirement cash flow purposes, a four percent (4%) interest rate shall be used.

b. Retirement Age. It is assumed that an employee terminates employment at the end of the school year in which the employee attains age fifty-eight (58), or at the end of the current school year, if the individual is already age fifty-eight (58) or older. If an employee does continue employment after the attainment of age fifty-eight (58), the employee does continue to receive all ongoing Board contributions to the annuity to which the employee is entitled.

c. Termination Assumption. The Termination Assumption shall be calculated using the Sarinson T3 Actuarial Table agreed to on the Buyout summary sheet.

(i) Retiree Health Insurance. For purposes of calculating the value of the retirement health insurance found in Article XII, Section D of the 2003-2005 Master Contract, the parties agree to use an assumed annual post-retirement group health insurance cost of eight thousand dollars ($8,000.00) for the single premium, with an assumed annual inflation rate of zero percent (0%). The parties assumed that the retiree received this benefit from the time of retirement until the date the retiree becomes eligible for Medicare. The present value of the retiree health insurance benefit was calculated assuming that teachers do not retire until the teacher has met the requirements outlined in Section 2, Vesting Requirements, above.

(ii) Group Health Insurance. Immediately following retirement, the teacher, and his/her spouse, shall have the option of remaining in the Board's current group health insurance plan if all of the following conditions are met as of the date of retirement and thereafter:

(a) While the retired teacher, spouse and eligible dependents, if any, remain enrolled in the health insurance plan, the retired teacher and spouse shall pay the entire insurance premium applicable to the insurance coverage.

(b) Within ninety (90) days of the retirement date, the teacher has provided a written request to the Board for insurance coverage for the teacher, spouse and eligible dependents, if any.

(iii) When a retired teacher first becomes eligible for Medicare, the teacher's eligibility to continue to participate in the Board's group health insurance plan shall terminate, if not earlier terminated according to applicable law. This same termination of eligibility shall also apply when a retired teacher's spouse first becomes eligible for Medicare. It is acknowledged that the parties intend these provisions to comply with applicable federal and state laws that establish an eligible teacher's right to health insurance for the teacher and spouse, including if otherwise applicable, Indiana Code 5-10-8-2.6. Therefore, this right to extended coverage shall not override any rights to continuing health care coverage as required by COBRA

(iv) Other Insurances. Employees retiring after age fifty-four (54) shall be able to remain on the school corporation's group dental and/or vision insurance plans as long as there is no lapse in coverage until the employee reaches the age when eligible for Medicare. Beginning with the third month after the last month in which the employee worked, the employee is responsible for paying the full premium each year. The group term life insurance may be converted to an individual life policy with the employee responsible for paying the full premium each year beginning the third month after the last month in which the employee worked

d. Sick Day Buyout.

(i) As part of the Buyout Program, in the 2005-06 school year, teachers who have accumulated over one hundred fifty (150) sick leave days as of June 30, 2005, shall have those sick leave days in excess of one hundred fifty (150) bought on a present value basis of one hundred twenty-five dollars ($125.00) per day.

(ii) The benefit regarding payment for accumulated sick leave days between zero (0) and one hundred fifty (150) days will be paid to teachers who give notice of retirement, in accordance with Section 2. A. Notice of Retirement above, at a rate of one hundred twenty dollars ($120.00) per day. This amount will be paid prior to the retiring teacher's effective retirement date. Of this amount, two thousand dollars ($2,000.00) shall be reported by the Board to the Indiana State Teachers Retirement Fund on behalf of the retiring teacher prior to his/her effective retirement date. All monies due the retiring teacher shall be paid into the teacher's 401(a) account.

e. FICA. The present value of future retirement benefits will be reduced by the Social Security and Medicare taxes (FICA) that would have been payable by the teacher if the benefits would have been paid directly.

f. Exclusion of Employees. Teachers hired after the effective date of this Master Contract shall not be entitled to any payment for retirement benefits. In other words, no contribution shall be made for individuals whose first contractual day is after the effective date of this Master Contract.

g. Mortality. A mortality discount using the Uninsured Pensioners 1994 Table shall be applied.

h. Using the above assumptions and the other assumptions contained on the buyout spreadsheet, the Educational Services Company shall prepare the present value calculations for each teacher and the contributions described herein shall be made into each teacher's 401(a) annuity and VEBA accounts. Said 401(a) annuity and VEBA accounts shall be administered by a mutually agreed upon vendor.

D. Buyout Contributions

1. VEBA. The school corporation shall contribute to a voluntary employee's beneficiary association ("VEBA") as described in section 501(c)(9) of the Code, that amount representing the present value of those benefits as calculated in Section 2. C. d. Retiree Health Insurance above. The terms and conditions for the administration and operation of the VEBA shall be as follows:

a. The amount calculated for each teacher will be invested in a separate account. There will be no commingling of accounts and each teacher may determine how his/her account shall be invested among the investment options made available by the vendor for the VEBA.

b. Until such time that a teacher has retired and satisfied the eligibility requirement set forth in this Section, the teacher shall have no access to the assets held in his/her separate VEBA accounts. A certified staff member shall also be fully vested and eligible to access this severance annuity benefit when the certified staff member has been receiving the LTD benefit provided in this collective bargaining agreement for twelve (12) consecutive months.

c. If a teacher retires, or otherwise terminates employment, before satisfaction of the requirements set forth in this Section, the terminated teacher's VEBA account shall be forfeited. Teachers whose positions are eliminated by a reduction in force shall not forfeit their individual VEBA account assets until their rights to recall have expired. Teachers who are reduced and who are eligible for and fully vested in the retirement benefits buyout shall be entitled to all monies in his or her buyout at the time he or she is removed from the recall list. Forfeited amounts shall be reallocated at the end of each plan year only among the then remaining separate VEBA accounts. This reallocation shall be in a manner similar to that used by the Educational Services Company in initially determining the present value calculations. Therefore, the VEBA accounts of the following teachers will not share in the reallocation of a forfeiture of a VEBA account:

(i) Teachers who forfeited their VEBA accounts in the same year;
(ii) Teachers who previously forfeited their VEBA accounts; and
(iii) Teachers who have attained the age of fifty-eight (58) before the year of the reallocated forfeiture.

d. Following retirement and the satisfaction of the requirements set forth in this Section, a retired teacher may use the amounts held in his/her separate VEBA account to pay health insurance premiums, group term life insurance premiums, and to be reimbursed for un-reimbursed medical expenses of the teacher, spouse, and dependents. Furthermore following the death of a teacher who had otherwise satisfied the requirements of this Section, any amounts remaining in the deceased teacher's VEBA account may continue to be used to pay these premiums and expenses of the teacher's spouse, and tax dependents. At no time, may the VEBA make loans to a teacher, his/her spouse, or his/her dependents.

e. The school 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.

2. 401(a) Plan. The school corporation shall establish a qualified retirement plan as described in section 401(a) of the Code. The amount calculated by Educational Services Corporation as the present value of those benefits as calculated in Section 2.

3. c. 1 and 2 (Non-excess sick day benefit amount and Excess sick day benefit amount) above shall be deposited in said 401(a) account. The single investment vendor for the 401(a) plan shall be a vendor mutually agreed upon by both parties. The 401(a) plan's terms and conditions for the administration of the 401(a) plan shall be as follows:

a. The amount calculated for each teacher will be invested in a separate account. There will be no commingling of accounts and each teacher may determine how his/her account shall be invested among the investment options made available by the investment vendor for the 401(a) plan.

b. Until such time that a teacher has retired and satisfied the eligibility requirements set forth in this Section, the employee shall have no access to the assets held in his/her separate 401(a) plan account. A certified staff member shall also be fully vested and eligible to access this severance annuity benefit when the certified staff member has been receiving the LTD benefit provided in this collective bargaining agreement for twelve (12) consecutive months.

c. If a teacher retires or otherwise terminates employment before satisfactions of the requirements set forth in this Section, the terminated employee's 401(a) plan account shall be forfeited. Teachers whose positions are eliminated by a reduction in force shall not forfeit their individual account assets until their recall rights have expired. The forfeited amounts shall be reallocated at the end of each plan year only among the then remaining separate 401(a) plan accounts in a manner similar to that used in initially determining the present value calculations. However, a teacher who is reduced, and who is eligible for and fully vested in the severance pay buyout, shall be entitled to all monies in his/her 401(a) account at the time he/she is removed from the recall list. Therefore, the 401(a) plan accounts of the following teachers will not share in the reallocation of a forfeiture of a 401(a) plan account:

(i) Teachers who forfeited their 401(a) plan accounts in the same year;
(ii) Teachers who previously forfeited their 401(a) plan accounts; and
(iii) Teachers who have attained the age of fifty-eight (58) before the year of the reallocated forfeiture.

d. Following retirement and the satisfaction of the requirements set forth in this Section, a retired teacher may elect to commence distributions from his/her 401(a) plan account. Following the death of a teacher who had otherwise satisfied the requirements of this Section, the deceased employee's 401(a) plan account shall be distributed to the deceased teacher's designated beneficiary or to his/her estate, if no beneficiary designation has been made. At no time may a participant borrow from his/her 401(a) plan account.

e. The school corporation shall not be paid any compensation for its services performed on behalf of the 401(a) plan. All costs incurred in the administration of the 401(a) plan and investment fees shall be paid from the 401(a) assets.

f. The parties agree that this Section, or any other provision of this Master Agreement, does not constitute an expectation of receiving the enumerated retirement benefits by any current teacher, future teacher, prospective teacher or applicant beyond the expiration of this Master Contract. Therefore, except as otherwise limited by applicable law, it is understood 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 this Section shall not affect the retirement benefits of teachers already receiving benefits pursuant to this Section.

ARTICLE VII
GRIEVANCE PROCEDURE

Section 1. Definitions

1. A "grievance" is an alleged violation or claimed misinterpretation of a specific article or section of this Agreement.

2. The term "teacher" includes any individual or group of individuals in the bargaining unit.

3. The term "day" when used in this Article shall mean teacher work days. During the summer recess, the term shall mean weekdays (Monday through Friday).

Section 2. Grievant and Representation

An individual employee, or group of employees, may present a grievance and may do so through the exclusive representative, and the exclusive representative may thus be given an opportunity to be present at all stages of the grievance machinery. The adjustment of all grievances shall not be inconsistent with the terms of this Contract.

Section 3. Procedure

Step One

A grievance may be initiated in one (1) of the following ways:

1. Within seven (7) working days of the time a teacher has actual knowledge of a grievance, the teacher may approach the building principal concerned and discuss the matter in his own behalf.

2. The teacher may request that a representative of the Association accompany the teacher and in such case the building supervisor shall not initiate any consultation with the grievant prior to any scheduled meeting at which the representative is to be present. Within four (4) working days after presentation of the grievance, the principal shall give his answer orally to the teacher.

Step Two

In the event the grievance is not resolved in Step One, the grievant within five (5) working days of receipt of this answer, may file a formal grievance in writing with the building principal. Any grievance not so represented in writing in Step Two shall be deemed waived and shall not be processed.

1. The grievance form shall be filed in quadruplicate with one (1) copy for the Association, the grievant, the building principal, and the school central office.

2. The grievance form (included as Appendix D), shall (1) name the employee(s) involved, (2) state the facts giving rise to the grievance, (3) identify the specific provisions of this Agreement alleged to have been violated or misinterpreted, (4) state the contention of the grievant with respect to the grievance, (5) indicate the specific relief requested, and (6) be signed by the employee(s).

3. The teacher may request a meeting with the building principal and the Association representative may accompany the grievant. In any event, within five (5) days after receiving the written grievance, the building principal shall communicate his answer in writing to the grievant and the Association representative, and said answer shall be attached to the grievance.

Step Three

1. If the grievance is not resolved in Step Two, the teacher may, within five (5) days of receipt of the building principal's answer, appeal to the superintendent, or his designee, by filing the grievance and the principal's answer, along with a written response of the teacher, if desired, with the Office of the Superintendent, which shall receipt therefore. Any such response by the grievant shall be attached to the grievance.

2. The teacher may request a meeting with the superintendent, or his designated representative, and the Association representative may accompany the grievant. The

superintendent, or his designated representative, shall give the teacher an answer in writing no later than ten (10) days after receipt of the written grievance properly filed with the Office of the Superintendent. Such answer shall be attached to the grievance.

Step Four

In the event the grievance is not resolved at Step Three, the Association may appeal to the Board within twenty (20) days after receipt of the decision in Step Three, pursuant to the following procedure:

1. The teacher may request a meeting with the Board, and the Association may accompany the grievant to this meeting, where the teacher may present his grievance in an informal manner to the Board.

2. The ultimate decision on the grievance will thereafter be rendered by the Board, and its decision shall be final and binding on the Association, its members, the employee or employees involved.

Section 4. Other Provisions Relating to the Grievance Procedure

1. At his option, a teacher may bypass Step One of this procedure.

2. No reprisal of any kind shall be taken by or against any participant in the grievance procedure by reason of such participation.

3. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel file of the participant and are not valid basis for evaluation.

4. Time limits herein may be extended only by mutual agreement, signed by the parties.

5. Time limits herein apply to teachers on leave of absence, other than sick leave, as if such teacher were present and working.

6. No steps of the grievance procedure shall be conducted during the time the teacher has any assigned duties.

7. If there is a failure at any step to communicate the decision on a grievance within the specified time limit, the grievant shall then have the right to appeal at the next step of the procedure.

8. Any grievance not advanced from one step to the next within the time limits, shall be deemed resolved by the answer at the previous step.

ARTICLE VIII
ATTESTATIONS AND TERM OF AGREEMENT

The Board and its designated representatives have met with representatives of the Association and entered into extended deliberate negotiations and the Board and the Association recognize and declare that providing quality education for the children of the Northeast School Corporation is their mutual aim.

A public hearing was held in compliance with I.C. 20-29-6-1(b) on September 14, 2026, and electronic participation from the parties and/or public was not permitted; and
A public meeting in compliance with I.C. 20-29-6-19 was held on October 26, 2026, and electronic participation from the governing body and/or public was not permitted.

This Contract shall be effective as of July 1, 2026 and shall continue in effect through June 30, 2027. This Contract shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

This Contract is so attested to by the parties whose signatures appear below.

Board of School Trustees Northeast School Corporation

President

Superintendent

Date of Ratification: November 9, 2026

Northeast Classroom Teachers Association

Co-President

Co-President

Date of Ratification: October 23, 2026

Appendix A
Salary Schedules

2026-2027		
Placement Row	Level 1	Level 2
0	45,000	45,749
1	45,758	46,755
2	46,515	47,757
3	47,273	48,759
4	48,030	49,764
5	48,788	50,766
6	49,545	51,859
7	50,303	52,947
8	51,060	54,036
9	51,818	55,124
10	52,575	56,325
11	53,333	57,447
12	54,090	58,573
13	54,848	59,696
14	55,979	60,827
15	57,341	62,189
16	58,611	63,459
17	59,858	64,706
18	61,097	65,945
19	62,338	67,186
20	65,525	70,373

2026-2027 With Literacy Endorsement		
Placement Row	Level 1	Level 2
0	45,200	45,949
1	45,958	46,955
2	46,715	47,957
3	47,473	48,959
4	48,230	49,964
5	48,988	50,966
6	49,745	52,059
7	50,503	53,147
8	51,260	54,236
9	52,018	55,324
10	52,775	56,525
11	53,533	57,647
12	54,290	58,773
13	55,048	59,896
14	56,179	61,027
15	57,541	62,389
16	58,811	63,659
17	60,058	64,906
18	61,297	66,145
19	62,538	67,386
20	65,725	70,573

Any movement on the scale beyond the 2026-2027 school year will be subject to future collective bargaining between the Board and the Association. Beyond 2026-2027, level increases will only be given in years in which the Northeast School Corporation has the money to support this move and as long as it is compliant with the Indiana Code regarding Deficit Financing and IEERB guidance.

Appendix A continued

1) **One year contract**

2) **Salary Range**: The salary range is $45,000 to $70,573, not including TRF contributions.

3) **Salary**: For 2026-2027, the parties have bargained that there will be no base salary increase or increment.

4) **Literacy Endorsement Base Salary Differentiation**

A teacher with a teaching credential from the Indiana Department of Education that includes the literacy endorsement required by Indiana statute moves to the "With Literacy Endorsement" column of the salary schedule contained in Appendix A of this Agreement in the year the teacher attains the endorsement. A teacher who moves to the "With Literacy Endorsement" column of the salary schedule remains in that column for the duration of their employment with the school corporation. This $200 base salary adjustment is in addition to any other movement on the salary schedule described in Appendix A of this Agreement. Teachers must provide an updated license demonstrating attainment of the required literacy endorsement within the first week of student attendance to receive this base salary adjustment.

5) **Stipends**

Staff will be paid a stipend in the amounts listed below based on their completed years of NESC service as of the start of the 2026-2027 school year. The stipend will be paid on December 18, 2026.

a. 0-5 years of completed NESC service: $500
b. 6-10 years of completed NESC service: $1,000
c. 11-15 years of completed NESC service: $1,500
d. 16+ years of completed NESC service: $2,000

The amounts of the above stipends are exclusive of any fixed costs associated with teacher salaries for the Board, including but not limited to TRF and FICA.

6) **New Hire Salary Placement**

New hires will be hired at a base rate comparable to those already in the position and based on equivalent years and experience. New hires with a Bachelors degree are placed in Level 1 and new hires with a content area Masters degree are placed in Level 2 of the salary schedules. Pursuant to *Jay Classroom Teachers Ass'n v. Jay Sch. Corp.*, 55 N.E.3d 813 (Ind. 2016), the Superintendent shall have the discretion to hire hard to fill positions at a base salary within the salary range, not to exceed a salary of a teacher with five additional years of experience. The Superintendent's discretion shall be based upon the needs of the school corporation and the availability of qualified teachers for the position. When exercising this discretion the Superintendent agrees to discuss this decision with the Union President.

Appendix B
Extra Duty Assignments

Northeast School Corporation Extra-Curricular Pay

School Years (–2026 - 2027)

Based on Salary of ◄ $45,000►

Coaches must have a FULL team by the 1st Game to receive the FULL stipend

Athletic Director		0.2	$9,000	
Asst. Athletic Director		0.15	$6,750	
Baseball				
Varsity Coach		0.1	$4,500	.01 per day of Reg Addendum related to IHSAA tourney after
Assistant Coach		0.06	$2,700	
Middle School Coach		0.03	$1,350	
Basketball				
Boys Varsity Coach		0.2	$9,000	
Boys 1st Assistant Coach		0.12	$5,400	
Boys 2nd Assistant Coach		0.09	$4,050	Need enough for a JV team
Girls Varsity Coach		0.2	$9,000	
Girls 1st Assistant Coach		0.12	$5,400	
Girls 2nd Assistant Coach		0.09	$4,050	Need enough for a JV team
Boys 7th & 8th Grade Coach		0.08	$3,600	
.04 per team with 2 team max				
Girls 7th & 8th Grade Coach		0.08	$3,600	
.04 per team with 2 team max				
Boys 5th & 6th Grade Coach		0.05	$2,250	
.025 per team with 2 team max				
Girls 5th & 6th Grade Coach		0.05	$2,250	
.025 per team with 2 team max				
Boys Biddy Basketball Program		0.02	$900	minimum of five activities
Girls Biddy Basketball Program		0.02	$900	minimum of five activities
Cross Country	5 athletes			
Boys/Girls Varsity Coach .05 per team		0.1	$4,500	
Middle School Coach		0.02	$900	
Football				
Varsity Coach		0.18	$8,100	
1st Assistant Coach		0.11	$4,950	
2nd Assistant Coach		0.08	$3,600	
Flag Football Coach		0.06	$2,700	

Middle School Coach	0.04	$1,800	
Middle School Assistant Coach	0.02	$900	
Weight Program Director	0.02	$900	12 wks - 3 days/wk
			1 - 1 1/2 hrs per day
Archery *	0.02	$900	2 total (1 boys, 1 girls)
Archery Nationals *	0.02	$900	2 total (1 boys, 1 girls)
Trap Shooting			
Trap Shooting Fall *	0.02	$900	2 total (1 boys, 1 girls)
Trap Shooting Spring *	0.02	$900	2 total (1 boys, 1 girls)
Special Olympics Coach	0.01	$450	taking NESC kids to an event
Intramurals - High School			
Director	0.03	$1,350	IBA Tourney & Powder Puff Game
Softball			
Varsity Coach	0.1	$4,500	.01 per day of Reg Add related to IHSAA tourney after end of school
Assistant Coach	0.06	$2,700	
Middle School Coach	0.03	$1,350	
Volleyball			
Varsity Coach	0.11	$4,950	
1st Ass't Coach	0.06	$2,700	
Middle School Coach	0.03	$1,350	
Biddy Volleyball Program	0.02	$900	minimum of five activities
Track			
Boys/Girls Varsity Coach	0.1	$4,500	.01 per day of Reg Add related to IHSAA tourney after end of school
Boys Varsity Coach	0.08	$3,600	
Girls Varsity Coach	0.08	$3,600	
Boys Assistant Coach	0.04	$1,800	(need a minimum of 15 athletes)
Girls Assistant Coach	0.04	$1,800	
Boys Middle School Coach	0.02	$900	
Girls Middle School Coach	0.02	$900	
Golf 4 players			
Varsity Boys	0.07	$3,150	.01 per day of Reg Add related to IHSAA tourney after end of school
Varsity Girls	0.07	$3,150	
Soccer			

Junior High Soccer	0.03	$1,350	
Wrestling			
Girls Varsity Coach	0.10	$4,500	
Boys Varsity Coach	0.10	$4,500	
E-Sports			
E-Sports Fall	0.03	$1,350	
E-Sports Spring	0.03	$1,350	
Summer Athletics			
Any Varsity Sport - one stipend per sport	0.0175	$788	
minimum of 15 practices			
Principal/A.D. and Varsity Coach to set the schedule for summer athletics			
Sponsorships	2 stipends for each class sponsor		
Senior Class Sponsor	0.02	$900	
Junior Class Sponsor	0.03	$1,350	
Sophomore Class Sponsor w/Fundraising	0.005	$225	
Freshman Class Sponsor w/Fundraising	0.005	$225	
H.S. Cheerleader Sponsor	0.05	$2,250	football and basketball
Middle School Cheerleader Sponsor	0.02	$900	boys - Home games
5th & 6th Grade Cheerleader Sponsor	0.01	$450	boys - Home games
Director of School Play	0.02	$900	
Yearbook Sponsor *	0.04	$1,800	High School
	0.03	$1,350	Junior High School
	0.05	$2,250	If only 1 teacher for both HS & JH *
	0.01	$450	Elem. Sponsor - 1 per building
Beta Club *	0.02	$900	1 per school *
Beta Summer Convention *	0.02	$900	1 per club * 4 Total
Music			
Summer Band	0.05	$2,250	Minimum of 15 group practices or events (i.e. parades)
H.S./M.S. Band Director	0.11	$4,950	$198 per event (football game, basketball game, concert, graduation) up to a maximum of 25 events
Choral Director - H.S./M.S.	0.066	$2,970	$198 per event, up to a maximum of 15 events
Corps Director-Thunderettes	0.06	$2,700	
Extended Contracts - per teaching contract			
(This item was not bargained but is included solely for informational purposes.) **			

H.S. & M.S. Counselor - up to 1 week at per diem **			
Director of Chapter 1 - up to 1 week at per diem **			
Other Positions			
Dean of Students	0.03	$1,350	
Guidance Counselor H.S & M.S.	0.03	$1,350	
Special Education *	0.03	$1,350	TOR with caseload of 40 or more students at any point throughout the school year.
Dual Credit Teacher Stipend *	0.02	$900	8 total stipends: 1 per teacher
ALL Dual-credit teachers must go through Ivy Tech for Certification for the 25-26 school year			
Attendance Officer	0.02	$900	
FFA	0.02	$900	
Gifted-Talented Broad-Based Committee	0.01	$450	
Student Council	0.005	$225	
Student Council w/Food Drive/Homecoming	0.01	$450	
Academic Competitions	0.01	$450	
w/Evening & Saturday obligations			
Saturday School/Detention Supervision	Regular Hourly Rate		
In-Service	$36 per hour for 2025-2026		

Note: Addendum equals amount of contract x ".01" x # days

**Additional information unrelated to salary, wages, and benefits was not bargained and is included for informational purposes only.*

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

Rules Governing Extra-Duty Schedule

1. All extra duty assignments will be made upon the recommendation of the building principal and Superintendent of Schools and approved by the Board of School Trustees, and such assignments are to be supervised by the building principal or principals involved.

2. Indicates the following adjustments will be made:

*1 - Subject to Principal - Athletic Director assignment
*2 - Will be reduced $50.00 when using same sponsor and same practice time.

3. All payments for ECA positions are to be paid, at the teacher's option, in one of the following ways:

a. full payment in June,
b. divided over all 21 or 26 pay periods, or
c. full payment in the paycheck following completion of the position.

4. Assignment or acceptance of multiple sponsors (unless designated as "assistant") shall require scheduled payment to each person so designated.

Appendix C
Grievance Form

NAME OF TEACHER (S) SEEKING RELIEF:

_____

_____

NAME OF OTHER EMPLOYEE (S) INVOLVED, IF ANY:

_____

_____

IDENTIFICATION OF SPECIFIC PROVISIONS OF AGREEMENT VIOLATED OR MIS-INTERPRETED:

_____

_____

STATEMENT OF FACTS GIVING RISE TO THE GRIEVANCE AND CONTENTION OF THE GRIEVANT WITH RESPECT TO THE GRIEVANCE:

_____

_____

_____

_____

_____

_____

RELIEF BEING SOUGHT: _____

_____

_____

SIGNATURE OF TEACHER (S) SEEKING RELIEF

_____

_____

_____

Appendix D
Application For Personal Leave Time

Teacher's name you did the substituting for or special class cancelled

_____

_____

_____

Date _____

Time or Class Period _____

Name of Class _____

Amount of Time to be Allowed _____

Signature _____

Date Submitted _____

(Make a copy for your own file!)

Appendix E
Staff Development Leave Form

TO: Superintendent of Schools

FROM: _____

SUBJECT: Application for Staff Development Leave

PURPOSE _____

_____ _____
DATES PLACE WHERE HELD

_____ _____
SIGNATURE TITLE

_____ _____
DEPARTMENT SCHOOL

ESTIMATED EXPENSES:

Mode of travel (train, plane, car, bus) _____

Distance _____ (round trip)

Fare _____ (round trip)

Lodging _____

Other costs

Is a substitute needed? Yes _____ No _____ If yes, for how many days? _____

DATE RECEIVED IN SUPERINTENDENT'S OFFICE _____

TOTAL AMOUNT APPLIED FOR _____

AMOUNT APPROVED _____

_____
SUPERINTENDENT OF SCHOOLS

Appendix F
Personal Leave Form

TO: Superintendent of Schools

FROM: _____

SUBJECT: Request For Personal Leave

Date Request is Made _____

Date and Time to Be Absent _____ (1/2 Day or Full Day)

_____ _____

Principal's Signature Superintendent's Signature