A CONTRACT BETWEEN

THE BOARD OF SCHOOL TRUSTEES OF THE

NEW CASTLE COMMUNITY SCHOOL CORPORATION AND THE

NEW CASTLE EDUCATION ASSOCIATION

July 1, 2026 through June 30, 2027

This contract is entered into this 9th day of November, 2026 by and between the Board of School Trustees of the New Castle Community School Corporation, hereinafter called the "Board," and the New Castle Education Association, an affiliate of the Indiana State Teachers Association and the National Education Association, hereinafter called the "Association".

ARTICLE I **3**
I. RECOGNITION 3
II. DEFINITIONS 3
ARTICLE II **3**
I. COMPENSATION PLAN 3
II. RE-HIRING RETIRED TEACHERS 5
III. STIPENDS 5
IV. SIGNING BONUS 5
V. CLASS COVERAGE 6
VI. EXTRA-CURRICULAR PAY SCHEDULE 6
VII. BACKGROUND CHECK 6
VIII. ADDITIONAL WAGE-RELATED INFORMATION 6
ARTICLE III **6**
I. INSURANCE PROGRAMS 7
II. RETIREMENT SAVINGS PLAN 8
III. LEAVES OF ABSENCE 9
IV. WORKER'S COMPENSATION 13
ARTICLE IV **13**
I. GRIEVANCE PROCEDURE 13
ARTICLE V **15**
I. TERMS OF AGREEMENT 15
Appendix A: Salary Scale Chart 17
Appendix B: Extra-Curricular Pay Schedules 17

ARTICLE I

I. RECOGNITION

The Board recognizes the New Castle Education Association as the exclusive representative of all certified personnel except for those employed in administrative positions.

II. DEFINITIONS

A. The term "teacher" when used in this Contract shall refer equally to both sexes.

B. "Board", "School Employer", and "Employer" mean the Board of School Trustees of the New Castle Community School Corporation.

C. "School Corporation" means the New Castle Community School Corporation.

D. "Certified School Personnel" and "teacher(s)" mean the certified personnel employed by the school employer in the bargaining unit defined in Article I, Item I of this Master Contract.

E. "Exclusive Representative" means the New Castle Education Association or any person(s) authorized to act for said body in dealing with the school employer in this Master Contract.

F. "Grievance" shall mean an allegation by a teacher or group of teachers on the bargaining unit that there has been a violation, misinterpretation, or inequitable application of a specific provision of the Master Contract.

G. "Newly Hired Teacher" shall mean a teacher with less than 120 days of experience with the New Castle School Corporation as of the beginning of the 2026-2027 school year.

ARTICLE II

I. COMPENSATION PLAN

A. Indiana State Teacher Retirement (ISTRF) Payment by Employer: In addition to the compensation provided to teachers pursuant to the Contract, the Board agrees to pay directly to ISTR the 3% ISTRF contribution required of teachers, but not to exceed 3% of said compensation.

B. Salary Range: The salary range prior to any increases provided pursuant to this agreement is $49,500-$78,000 excluding ISTRF contributions. The salary range for this school year after increases negotiated for this agreement will be $49,500-$79,500 excluding ISTRF contributions. The Salary Scale Chart is attached to this Agreement as Appendix "A"

C. Eligibility: Any teacher rated "Improvement Necessary" or "Ineffective" shall not be eligible to receive any base salary increase.
   1. Any Teacher rated "Ineffective" shall not be eligible to receive any base salary increase (or salary step).
   2. Any teacher rated no higher than "Improvement Necessary" for two consecutive years shall not be eligible to receive any base salary increase (or salary step).
   3. Newly Hired Teachers with prior experience will be placed on the salary scale chart at the same education and experience on the Salary Scale Chart as a current teacher at the education and experience.

D. Statutory Factors for Salary Increase:
   1. Evaluation: The Evaluation factor shall be defined as a teacher who is rated "Effective" or "Highly Effective" in the previous year.
   2. Academic Needs factor shall be defined as the ability of the Corporation to effectively recruit and retain certified teachers with a bachelor's degree and appropriate licensure who work/teach in the following subject areas:

      a. Dental
      b. Engineering
      c. Health Occupations
      d. Machine Trades
      e. Vet Science
      f. Welding
      g. Secondary Science (including Agriculture)
      h. Life Skills
      i. Deaf/Hard of Hearing
      j. Blind/Low Vision
      k. Diagnostician
      l. EMT
      m. Fire/Rescue
      n. Secondary Math

E. Salary Increase Amount:
   i. The total available increase is $1,500. Increase amounts for each factor are:
      1. Evaluation: Returning teachers who meet the evaluation factor in 2025/26 shall be permitted to move one row/step on the Salary Scale Chart and have their base salary increased by $1,500 ($1,000 base increase and $500 step).
      2. Academic Needs of Students: Returning teachers who met the academic need factor for licensed secondary math shall be permitted to have their base salary increased by $5,000, whereas all other teachers meeting the academic need factor under Article II, section 1, item D.2, are permitted to have their base salary increased by $3,000.

F. A New Castle Career Center Teacher will receive one year of teaching credit on the Salary Scale Chart for every two years of work experience. Once teaching experience has been established, the newly hired New Castle Career Center teacher will be placed on the same step on the Salary Scale Chart as a current teacher with a Bachelor's degree and the equivalent experience.

G. Literacy Endorsement Differential: All teachers, whether newly hired or returning, who possess an early literacy endorsement will have their base salary differentiated by $500 as compared with similarly credentialed teachers who do not possess a literacy endorsement. The teacher shall provide proof of the endorsement to the corporation treasurer prior to July 31 of the effective school year in order to qualify for this differential.

H. Teachers receiving base salary increase allocations due to academic need will receive prorated increase allocations in the event they teach less than 5 classes at the middle school or 6 classes at the high school.

I. Newly hired teachers with a Masters Degree in education or pertaining to their field of instruction shall be paid according to the salary chart.

II. RE-HIRING RETIRED TEACHERS

The salary range for a rehired retired teacher will be within a range of $51,000-$63,500. The Superintendent has the discretion to set the re-hired retired teacher salary within this range based on the critical needs of the school corporation.

III. STIPENDS

F. Stipends will be paid to teachers (High School only) who teach dual credit and Advanced Placement (AP)/Advance College Project (ACP) courses at the following amounts:

1. $750 per dual credit class taught per semester (one half the stipend will be paid the second pay in December and one half paid the second pay in May)
2. $750 per AP/ACP class taught per semester (one half the stipend will be paid the second pay in December and one half paid the second pay in May)

G. A $500 stipend will be paid to teachers (High School Only) who simultaneously teach two different courses within the same class period.

H. The Superintendent may offer the Association President/Co-Presidents, or designee, one period of release time each day without loss of compensation for the transaction of Association business. In the event that the needs of students demand that the Association President teach all periods each day, the corporation may pay a maximum of a $5,000 stipend to the Association President/Co-Presidents in lieu of release time.

I. The superintendent may offer up to $10,000 as a one-time signing bonus for appropriately licensed select hard-to-fill positions. Signing bonuses will be paid in four equal installments at the end of each semester over 2 years (4 semesters). If the teacher separates from employment prior to the conclusion of four (4) consecutive semesters, the teacher will forfeit all unpaid amounts of the signing bonus as of the date of termination of employment.

J. The superintendent may provide a one-time signing bonus of $500 to a teacher hired to teach in a Title I school.

IV. CLASS COVERAGE

F. Middle and High School Teachers who cover classes during their preparation period will be compensated at a rate of $20 for each class period covered. Elementary and Secondary teachers who double up classes (teach two classes concurrently) for the entire day will be compensated $75 for the day. Class coverage stipends will be paid quarterly.

V. EXTRA-CURRICULAR PAY SCHEDULE

The extra-curricular pay schedule is set forth in Appendix B which is attached hereto and made a part hereof. The Board retains its right to assign, discontinue any extracurricular position, and add any extra-curricular position within the limits of Indiana law.

VI. BACKGROUND CHECK

The Board will pay for the costs associated with obtaining one expanded criminal background check per current employee every five (5) years. As required by I.C. 20-26-5-10.

VII. ADDITIONAL WAGE-RELATED INFORMATION

Teachers will be paid for the "school year" in which they are contracted in twenty-six (26) payments.

ARTICLE III

FRINGE BENEFITS FOR LICENSED TEACHERS UNDER A TEACHING CONTRACT IN THIS CORPORATION. Each teacher employed under a regular contract for less than a full day shall be entitled to benefits on a prorated basis.

I. INSURANCE PROGRAMS

A. Group Hospitalization
The school corporation will pay toward the cost of group hospitalization insurance for each licensed teacher in the Corporation who enrolls for this insurance.

Health Insurance Corp Contributions are the following for the 2026/27 school year. In the event of annual premium increases, the corporation will contribute an additional amount to the fixed contributions equivalent to 90% of the HDHP Single Plan's annual increase and apply this amount to all four tiers of coverage. The employee shall have the option of choosing from the two medical plans with the employer paying the same fixed contribution for both the HDHP and PPO plan. For the 2026/27 plan year only, the Corporation will pay the additional amount towards the health insurance premium for those enrolled in the PPO plan.

Employer Contribution HDHP 2026/27
$9,815.00
$14,684.00
$17,518.00
$18,865.00

Employer Contribution PPO 2026/27
$8,518
$15,584
$19,296
$20,880

For a husband and wife both employed by New Castle Community School Corporation and qualifying for the Family Plan under this agreement, the employer will pay the employer contributions of the Single Plan and the Employee + Children Plan. The employees will choose which spouse is covered under which plan.

The school corporation will not pay any amount of insurance premium if the teacher is insured with a similar health insurance group or plan. Deductions will be made from twenty-six (26) paychecks beginning with the first paycheck. Effective date of the policy is September 1 of each contract year and continues through August 31 of each contract year. These dates may be changed by mutual consent of the Corporation and the Bargaining Unit Representative provided that a change does not interrupt the coverage of the employee group, subject to premium payments. No change in the group hospitalization insurance carrier or in the specified plan will occur without the agreement of the Association representative and the Board.

B. Health Insurance Benefit for Retired Teachers
An individual who is employed as a bargaining unit member at the time of retirement or severance from employment will be eligible for the following severance benefits provided the teacher has otherwise satisfied the requirements and conditions described below.

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

1. The Teacher was enrolled in the Corporation's group health insurance plan during the school year immediately before severance.
2. While the retired teacher and spouse, if any, remain enrolled in the health insurance plan, the retired teacher and spouse shall pay the entire insurance premium prior to the due date each month. Payment must be made to the school corporation's business office.
3. And meets the entitlement of vestment in New Article VI Section B.

C. Group Term Life Insurance
A group term life insurance policy in the amount of fifty thousand dollars ($50,000) shall be available for all contracted teachers.

In the event of accidental death, the insurance will be double the specified amount. Each member will contribute one dollar ($1.00) toward the cost of the premium, which will be deducted from the teacher's first paycheck of the current school year's contract. This insurance becomes effective September 1, 2026, subject to obtaining a policy with a carrier, and continues through June 30, 2027.

D. Group Long-Term Disability Insurance
The Board shall provide a group Long-Term Disability Insurance Policy which shall be available for each licensed teacher. The teacher will contribute one dollar ($1.00) toward the cost of the premium which will be deducted from the teacher's first paycheck of the current school year's contract. This insurance becomes effective September 1, 2026, subject to obtaining a policy with a carrier, and continues through June 30, 2027.

E. The Board's liabilities for all insurance programs will be limited to the provisions of the policies and to existing laws.

F. Section 125 of the Internal Revenue Code will be available to all employees of the School Corporation.

II. RETIREMENT SAVINGS PLAN

A. Each employee shall have the option of investing in a 403(b) plan up to the maximum allowable under Federal law. The Board shall match such employee contributions on a dollar basis up to three percent (3%).

B. The employer shall deposit employer contributions for each employee into an individual account for the employee in the tax-deferred annuity program sponsored by a mutually agreed upon provider. The school corporation shall maintain a list of approved investment vendors for the salary reduction contributions made to 403(b) Plan. Such deposits will be made on a monthly basis.

C. The corporation's provider or its agents shall be the sole administrator of employer contributions to the Tax-Deferred Annuity program.
D. School employees will have the option of investing their dollars in a 403(b) plan(s), including a ROTH option, offered by the corporation's provider. A teacher who desires to retire at the end of a school year may give notice in writing to the Superintendent on or before September 1 of the school year at the end of which the retirement will occur. In such an event, the School may pay the 3% calculated in Section II.A. above on or after that September I to the teacher directly in a single lump sum at the teacher's retirement date instead of contributing this amount to the 403(b) Plan.

III. LEAVES OF ABSENCE

A. Illness of Teacher

Effective August of 2026, teachers under contract shall receive nine (9) days at full pay for absence because of personal illness during the first year of employment and seven (7) days per year for each consecutive year thereafter. If in a school year a teacher is absent for personal illness for fewer than the applicable number of days allowed, the remaining days shall be accumulated to an unlimited amount. Unused personal illness days for teachers hired by the Board for the 2014-2015 school year and thereafter shall be allowed to accumulate to a maximum of one hundred (100) days.

If a teacher who qualifies for the long-term disability benefit has exhausted all current and accumulated sick leaves, the school corporation will provide upon written request by the teacher one-half (1/2) pay until the waiting period under the long-term disability policy has been fulfilled. If a teacher using this provision returns to work, the half-days received by the teacher shall be reimbursed to the school corporation as the teacher is eligible for current sick leave days.

B. Sick Leave Payout for–2026/27
   i. Each employee using a total of 5 or fewer sick, personal, and/or family illness days combined, during the 2026-2027 school year, are eligible to receive a one-time payment in the amount of $500 for the payout of five sick days ($100/day). Five sick days will be subtracted from the employee's sick day account.
   ii. Eligible employees electing to participate in the payout must notify CEC in writing on or before Friday, May 28th, 2027.
   iii. Five sick days will be deducted from the employee's sick balance at the time the stipend is paid in June 2027.
   iv. Payouts will not be reported to INPRS or count towards TRF calculations.

v. The Sick Leave Payout provision is to be agreed upon annually through negotiations and will terminate after the 2026/2027 school year unless both parties agree to extend the provision for the 2027/28 school year.

C. Bereavement

Teachers shall be granted bereavement leave up to five (5) days. The five (5) work days shall be taken within thirty (30) calendar days after a death in the immediate family. The immediate family is defined as being a grandparent, grandchild, father, mother, brother, sister, wife, husband, child (and each similar relationship established by marriage), foster child, or a blood relative residing in the household of the absent teacher.

In addition to the five (5) days provided in the paragraph above, in the event of the death of an uncle, aunt, niece, nephew, or cousin (and each similar relationship established by marriage) one (1) day's absence, without loss of compensation, will be permitted (this is to provide time off to attend funeral services, if such are held on a school day).

Neither the five (5) days nor the one (1) day mentioned can be accumulated.

D. Family Illness

There will be no loss of compensation not to exceed a total aggregate of five (5) work days if taken at the time of serious illness, major surgery, or serious accident of a father, father-in-law, mother, mother-in-law, brother, sister, wife, husband, child, step-parent, step-child, foster child, grandparent, grandchild, foreign exchange student residing in the household, any individual to whom a medical power-of-attorney is legally recognized, or a blood relative residing in the household of the absent teacher. Two (2) of the five (5) days in this provision may be used for maternity and/or paternity leave and adoptive leave. One (1) of the five (5) days of this provision may be used for the birth of a child or grandchild in the immediate family. These days are not cumulative.

When a family member covered by this provision has a life-threatening illness as documented by a physician with an unlimited license to practice medicine, a teacher may, upon approval by the superintendent, use up to a maximum of fifteen (15) days of accumulated sick leave in addition to the five (5) family illness days. All documentation shall be submitted to the superintendent prior to any days granted.

E. Temporary Closing of School

If, during the term of a teacher's contract the school or schools are closed by order of the New Castle Community School Corporation, or by order of the health authorities, or if, through no fault of the teacher, school cannot be held, such teacher shall receive regular payments during such time the school or schools are closed.

When a school or schools are closed for a full day(s) under this provision, a teacher requesting paid or unpaid leave day(s) shall not have the leave day(s) charged to the teacher unless the teacher is absent for ten (10) or more consecutive days.

When a school or schools are closed for less than a full day under this provision, paid or unpaid leave day shall be charged to the teacher.

F. Professional Meetings and Visits

Teachers may be excused with pay to attend professional meetings, visit other schools or school systems, or attend activities which by their nature should contribute to the professional development of the teacher. These meetings and visits shall be subject to the approval of the building principal and the superintendent.

G. Sabbatical

Opportunities may be given to staff to study or gain work experience during the regular school year. Compensation may be granted.

H. Organizational

A representative appointed by the NCEA President will be granted leave to attend conferences of mutual interest to the school corporation and the professional staff, not to exceed a total aggregate of five (5) days. In addition, one (1) organizational day may be granted to a representative from each building for attendance at the General Assembly for legislative concerns of mutual interest to the school corporation and the professional staff.

I. Jury Duty

Any school employee covered by this Master Contract who is called to jury duty is permitted to fulfill this civic obligation and will be paid his/her regular wages for days lost from work less the amount received for jury duty.

J. Court Leave

Court leave with full compensation shall be granted to contracted teachers for any school day(s) to make appearance(s) in any court proceeding resulting from activities relating to their employment with the School Corporation except when the contracted teacher is the plaintiff.

K. Personal Leave

Effective August 2026, each teacher will receive five (5) days personal leave each school year. The intent of this provision is to provide the teacher with time, without loss of compensation, to conduct personal business which could not be done on non-school time. Leave shall be granted upon written request to the superintendent through the building principal. The request should be on file in advance of the date to be used when at all possible. Teachers are urged to use this leave judiciously and to avoid dates at the beginning or close of school or vacations. A teacher shall be allowed to carry over one (1) unused personal leave day to a maximum of six (6) in the 2026/2027 school year, Any other unused personal leave days shall be added to the total of unused cumulative sick leave.

L. Maternity

In accordance with Indiana Code 20-28-l 0-5, the following shall be in effect: Any teacher who is pregnant may continue in active employment as late into pregnancy as she desires, if she is able to fulfill the requirements of her position. Temporary disabilities caused by pregnancy shall be governed by the same provisions governing sickness and by the following:

i. Any teacher who is pregnant is entitled to a leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of the child, if, except in a medical emergency, she notifies the superintendent of the school corporation in which she teaches at least thirty (30) days before the date on which she desires to start her leave. She shall also notify the superintendent of the expected length of this leave, including with this notice either a physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn, whichever is applicable. In case of a medical emergency caused by pregnancy, the teacher shall be granted a leave, as otherwise provided in this section, immediately upon her request and certification of the emergency from an attending physician.
ii. All or any portion of leave taken by a teacher because of a temporary disability caused by pregnancy may be charged, at her discretion, to her available sick leave. However, the teacher is not entitled to take accumulated sick days when the teacher's physician certifies that the teacher is capable of performing the teacher's regular teaching duties. The teacher is entitled to complete the remaining leave without pay. After her available sick leave has been used, the teacher may be absent without pay, subject to subsection i of this section.
iii. This leave may be taken without jeopardy to re-employment, retirement and salary benefits, permanent status, and seniority rights.

M. Paternity

The teacher may be permitted to utilize up to eight (8) personal earned sick days along with the current two (2) family illness days, and may take additional time away from work, subject to the provisions of FMLA.

N. Adoption

The teacher may use accumulated sick leave days up to twenty-five (25) school days for paid adoption leave, which must be taken within a period of fifteen (15) calendar days before receiving the child to forty-five (45) calendar days after receiving the child. In a situation where both parents are teachers in the School Corporation, they may use only thirty (30) paid sick days collectively for adoption leave.

IV. WORKER'S COMPENSATION

All licensed personnel are insured through Worker's Compensation. However, an accident report should be completed and filed within forty-eight (48) hours following any said accident which is incurred while on duty.

Physicians required appointments for follow-up care relative to injuries sustained while on the job within the scope of the employee's responsibilities will be allowed without loss of pay or reduction of sick leave benefits.

ARTICLE IV

V. GRIEVANCE PROCEDURE

A grievance is a dispute concerning the interpretation, application or alleged violation of a specific article or section of this agreement. A grievance may be filed by an individual on his/her own behalf or by individuals on their own behalf. If two (2) or more teachers file a grievance, each teacher must sign the grievance form. No disciplinary action will be taken because a teacher files a grievance.

Procedure: All grievances shall be disposed of in the following manner: When the term "days" is used in the grievance procedure, it shall mean teacher days during the regular school year and weekdays following the end of the regular school year until the beginning of the next school year.

Step One - Immediate Supervisor or Principal

Within five (5) days of the time that the grievant knew, or reasonably should have known of the grievance, the grievant shall present the grievance orally to the immediate supervisor or principal at a time when the grievant does not have students under direct supervision. Within five (5) days after presentation of grievance, the immediate supervisor or principal shall orally answer the grievance.

Step Two - The Principal

A. Within five (5) days of the oral answer, if the grievance is not resolved, it shall be stated in writing, signed by the grievant and submitted to the building principal with a copy to the Association President on the form GP-2-a.
B. The grievance shall (l) name the employee involved, (2) identify the specific provisions of this agreement alleged to be violated, (3) state the facts giving rise to the grievance, and (4) indicate the specific relief requested.

C. Within five (5) days after receiving the written grievance, the principal shall meet with the grievant and the grievant's own representative in an effort to resolve the grievance. The principal shall indicate his/her disposition of the grievance to the grievant, in writing, within five (5) days of such meeting using form GP-2-b.

Step Three - The Superintendent

A. If the grievance is not resolved in Step Two, the grievant may, within five (5) days of receipt of the principal's answer, appeal to the Superintendent by filing form GP-3-a and the principal's answer, along with any written response of the grievant to the answer of the principal, with the office of the Superintendent. The Superintendent, on form GP-3-b, shall notify the grievant of the time and date the grievant's appeal will be heard.
B. The Superintendent, or his designated representative, shall meet with the grievant and grievant's own representative to hear the grievance within ten (10) days after receipt of any written grievance properly filed with the Superintendent's office and shall render his/her decision using form GP-3-c within ten (l 0) days after such hearing.

Step Four- The Board of School Trustees

A. If the grievance is not resolved in Step Three, the grievant may, within five (5) days of receipt of the Superintendent's answer, appeal to the Board of School Trustees through the Superintendent's office using form GP-4-a. The Board, no later than its next regular meeting or three (3) calendar weeks, whichever shall be later, shall in executive session hold a hearing concerning the grievance. The grievant and the grievant's own representative shall be permitted to be present and participate in the hearing. Written notice of the hearing date and time shall be given to the grievant using form GP-4-b.
B. Within ten (10) days after the scheduled executive session, the Board of School Trustees or its designee using form GP-4-c shall respond to the grievant the disposition of the grievance.

Implementing the Grievance Procedure

A. In the event the grievant(s) fails to exhaust its remedies under the grievance procedure provided above, or fails to abide by the time limits with respect to each step, the grievance shall be presumed to be abandoned and the matter shall be settled in accordance with the Administration' last answer thereto. All meetings and discussions necessary to implement Step 3 and Step 4 shall be conducted after school hours or on non-school days. The grievant(s) must exhaust all steps in the grievance procedure before seeking any other type of relief.
B. If the administrator fails to abide by the time limits with respect to each step, the grievance shall be advanced to the next step of the grievance procedure by the grievant's filing the appropriate forms with the proper official.
C. Time limits provided in the grievance procedure shall be strictly observed but may be extended by a written agreement between the parties.
D. All documents, communications, and records dealing with processing of a grievance shall be filed separately from the personnel file of the participants.

ARTICLE V

I. TERMS OF AGREEMENT

A. This contract shall be in effect as of November 9, 2026. Base pay increases shall be retroactive to July 1, 2026 and continue in effect through June 30, 2027.
B. This contract supersedes and cancels all previous agreements, verbal or written or based on alleged past practices which are contrary to or inconsistent with the terms recorded herein between the School Corporation and the Association and constitutes the entire agreement between the parties. This agreement is not binding until ratified by a vote of both parties involved; likewise, any future amendments or additions are not binding until ratified by both parties.
C. Should any section or provision of this agreement be declared, by a government agency or a court of proper jurisdiction, to be invalid, such decision shall not affect the validity of the agreement as a whole, or any portion thereof, other than the portion so declared to be invalid.
D. This contract shall not be extended orally but may be extended by mutual written consent and ratification of both parties and it is expressly understood that it shall expire on the date indicated.
E. The undersigned attest to the following:
    a. A public hearing was held in compliance with IC 20-29-6-1(b) to open pre-negotiations on Thursday, September 3, 2026. Public comment was permitted and electronic participation was permitted.
    b. A public hearing was held on Friday, October 30, 2026 in compliance with IC 20-29-6-19 to discuss the collective bargaining tentative agreement. Public comment and electronic participation was permitted.

c. A public meeting in compliance with IC 20-29-6-19 was held on Monday, November 9, 2026 to discuss and approve the collective bargaining agreement. Public comment and electronic participation were permitted prior to the Board vote.

F. This contract is made and entered into this 9th day of November 2026 by and between the Board of School Trustees of the New Castle Community School Corporation and the New Castle Education Association, an affiliate of the Indiana Teachers Association and the National Education Association.

This contract is so attested to by the parties whose signatures appear below:

BOARD OF SCHOOL TRUSTEES OF THE NEW CASTLE COMMUNITY SCHOOL CORPORATION

_____ (President)

_____ (~~Ch~~airman of the Board's Negotiating Team)

NEW CASTLE EDUCATION ASSOCIATION

_____ (President)

_____ (President)

_____ (Chief Negotiator of NCEA)

Appendix A:

2026-2027 SALARY CHART $500 STEP					Base Increase
B	M	M+30		Salary	$1,000.00
0			A	$51,000	
1	0		B	$51,500	
2	1	0	C	$52,000	
3	2	1	D	$52,500	
4	3	2	E	$53,000	
5	4	3	F	$53,500	
6	5	4	G	$54,000	
7	6	5	H	$54,500	
8	7	6	I	$55,000	
9	8	7	J	$55,500	
10	9	8	K	$56,000	
11	10	9	L	$56,500	
12	11	10	M	$57,000	
13	12	11	N	$57,500	
14	13	12	O	$58,000	
15	14	13	P	$58,500	
16	15		Q	$59,000	
17	16	14	R	$59,500	
18			S	$60,000	
19	17	15	T	$60,500	
20			U	$61,000	
21	18	16	V	$61,500	
22			W	$62,000	
23	19	17	X	$62,500	
24			Y	$63,000	
25	20	18	Z	$63,500	
26			AA	$64,000	

27	21	19	BB	$64,500
28			CC	$65,000
29	22	20	DD	$65,500
30			EE	$66,000
31+	23	21	FF	$66,500
			GG	$67,000
	24	22	HH	$67,500
			II	$68,000
	25	23	JJ	$68,500
			KK	$69,000
	26	24	LL	$69,500
			MM	$70,000
	27	25	NN	$70,500
			OO	$71,000
	28	26	PP	$71,500
			QQ	$72,000
	29	27	RR	$72,500
			SS	$73,000
	30	28	TT	$73,500
			UU	$74,000
	31	29	VV	$74,500
			WW	$75,000
	32	30	XX	$75,500
			YY	$76,000
	33	31	ZZ	$76,500
			AAA	$77,000
	34	32	AAB	$77,500
			AAC	$78,000
	35+	33	AAD	$78,500
			AAE	$79,000
		34+	AAF	$79,500

Appendix B:

Extra-Curricular Pay Schedules

ACADEMICS 2026/27	Base	Divided by I.03 ISTR
Yearbook (NCHS)	2,423.00	2,352.43
Yearbook (NCMS)	1,639.00	1,591.26
Newspaper (NCHS)	2,168.00	2,104.85
Newspaper (NCMS)	1,639.00	1,591.26
Drama (NCHS)	4,000.00	3883.5
Spring ESports (NCHS)	718.00	697.09
Fall ESports (NCHS)	718.00	697.09
Spring ESports (NCMS)	718.00	697.09
Fall ESports (NCMS)	718.00	697.09
Assistant Drama (NCHS)	2,250.00	2,184.47
Middle School Drama	1,261.00	1,224.27
Assistant Drama (Music)	600.00	582.52
Assistant Drama (Technical)	1,750.00	1,699.03
Speech (NCHS)	2,400.00	2,330.10
FFA Sponsor	4,000.00	3,993.50
Assistant Speech (NCHS)	1,350.00	1,310.68
Debate (NCHS)	2,400.00	2,330.10
Elementary Lead Teacher	718.00	697.09
Speech and Debate (NCMS)	718.00	697.09
Marching Band Director (NCHS)	5,650.00	5,485.44
Assistant Marching Band Director (NCHS)	3,650.00	3,543.69
Concert Band Director (NCHS)	3,950.00	3,834.95
Assistant Concert Band Director (NCHS)	2,182.00	2,118.45
Percussion - Fall	2,000.00	1,941.75
Color Guard	2,000.00	1,941.75
Winter Guard	2,000.00	1,941.75
Percussion - Winter	4,000.00	3,883.50
Instrumental Jazz Ensemble (NCHS)	1,261.00	1,224.27
Instrumental Jazz Ensemble (NCMS)	1,261.00	1,224.27
Choir Director (HS)	3,950.00	3,834.95
Competitive Show Choir (HS)	5,650.00	5,485.44
Choir Director (MS)	2,182.00	2,118.45
Choreographer - Choir	2,000.00	1,941.75
Uni-Voice Show Choir (HS)	3,650.00	3,543.69
Jazz/Madrigal Choir (HS)	2,250.00	2,184.47

MS Swing Choir	1,261.00	1,224.27
Photography (NCMS)	887.00	861.17
Student Government (NCHS)	1,086.00	1,054.37
Freshman Class Sponsor (NCHS)	500.00	485.44
Sophomore Class Sponsor (NCHS)	500.00	485.44
Junior Class Sponsor (NCHS)	887.00	861.17
Senior Class Sponsor (NCHS)	887.00	861.17
Recognitions Day Chairperson (NCHS)	887.00	861.17
Homecoming Coordinator (NCHS)	887.00	861.17
Renaissance (NCHS)	1,250.00	1,213.59
Student Council (NCMS)	600.00	582.52
National Honor Society Sponsor (NCMS)	600.00	582.52
Elementary Computer/Tech. Inclusion Coordinator	1074.00	1042.71
Middle School Computer/Tech. Coordinator	5,000.00	4,854.37
High School Computer/Tech Coordinator	6,500.00	6,310.68
Communication Liaison	5,000.00	4,854.37
National Honor Society Sponsor (NCHS)	1,250.00	1,213.59
Unified Track Sponsor HS	500.00	485.44
Achievement Day Coordinator	887.00	861.17
Academic Competition Coordinator	1,254.00	1,217.48
Corporation Reading Specialist	3,000.00	2,912.62
High Ability Coordinator	3,000.00	2,912.62
Junior Honor Society Sponsor (Elementary)	500.00	485.44
Academic Coaches: (MS & HS)		
Language Arts	1,250.00	1,213.59
Mathematics	1,250.00	1,213.59
Science	1,250.00	1,213.59
Social Studies	1,250.00	1,213.59
Fine Arts	1,250.00	1,213.59
Middle School Robotics Team	1,000.00	970.09
Spell Bowl	718.00	697.09
Academic Super Bowl	718.00	697.09
Middle School Robotics Club	718.00	697.09
Elementary Academic Coaches:		
Spell Bowl	718.00	697.09
Math Bowl	718.00	697.09
Robotics Club	718.00	697.09
Robotics Team	1,000.00	970.87
Data Coaches:		
Elementary	2,000.00	1,941.75
NCMS	2,000.00	1,941.75

NCHS	2,000.00	1,941.75
New Teacher Mentor	718.00	697.09
Business Professionals of America	3,000.00	2,912.62
Trojan Enterprises Department Chair	1,543.00	1,498.06
Early College Coordinator	1,500.00	1,463.31
Sports Communication Coordinator	5,000.00	4,854.37

Department Chair:

With the equivalent of six (6) or more full-time teachers in the department 1,543 1,498.06

With less than the equivalent of six (6) full-time teachers in the department 965 936.89

Elementary Gifted/Talented:

Saturday Program (from grants only) $28.14/hr

NCMS Saturday Tutoring Program (only when grant money is available) $28.14/hr

High School Friday Evening School $21.65/hr

ATHLETICS 2026-2027

		(Divided by 1.03 for ISTR If Applicable)
Middle School Athletic Director	12,000	11,650.48
Asst. Athletic Director (NCHS)	7,500	7,281.55
Asst. Athletic Director (NCMS)	5,000	4,854.36
Weight Lifting – Fall (effective Fall 2021)	4,000	3,883.50
Weight Lifting – Spring (effective Spring 2022)	4,000	3,883.50
Athletic Trainer (NCHS)	8,722	8,516.50
Cheerleading Sponsors:		
Varsity (NCHS)	5,000	4,854.36
Reserve (NCHS)	1,500	1,456.31
6/7/8 Grade Fall (NCMS)	1,100	1,067.96
6/7/8 Grade Spring (NCMS)	1,100	1,067.96
Coaching Staff:		
BASEBALL – HEAD COACH	4,933	4,789.32
Assistant Varsity	2,182	2,118.45
Junior Varsity	2,182	2,118.45
Middle School 7th	1,948	1,891.26
Middle School 8th	1,948	1,891.26
BASKETBALL – HEAD COACH	13,349	12,960.19
(Boys) Assistant Varsity	4,110	3,990.29
Junior Varsity	4,110	3,990.29
Freshmen	2,720	2,640.78
7th Grade – Green Team	2,565	2,490.29
7th Grade – White Team (as needed)	1,283	1,245.63
8th Grade – Green Team	2,565	2,490.29
8th Grade – White Team (as needed)	1,283	1,245.63
6th Grade	1,948	1,891.26
BASKETBALL – HEAD COACH	13,349	12,960.19
(Girls) Assistant Varsity	4,110	3,990.29
Junior Varsity	4,110	3,990.29
Freshmen	2,720	2,640.78
7th Grade – Green Team	2,565	2,490.29
7th Grade - White Team (as needed)	1,283	1,245.63
8th Grade – Green Team	2,565	2,490.29
8th Grade – White Team (as needed)	1,283	1,245.63
6th Grade	1,948	1,891.26
CROSS COUNTRY		

HEAD COACH (BOYS)	3,813	3,701.94
HEAD COACH (GIRLS)	3,813	3,701.94
HEAD COACH (BOTH)	7,500	7,281.55
MS Head Coach 1 (1-20 students)	1,948	1,891.26
MS Associate Head Coach 2 (21+students)	1,948	1,891.26
FOOTBALL – HEAD COACH	12,161	11,806.80
Assistant Varsity	3,571	3,466.99
Junior Varsity	3,571	3,466.99
Freshmen	2,359	2,290.29
7th Grade	2,272	2,205.83
8th Grade	2,272	2,205.83
Middle School Coordinator	425	412.62
GOLF		
HEAD COACH (BOYS)	3,813	3,701.94
Assistant Coach if 10 or more members	1,948	1,891.26
HEAD COACH (GIRLS)	3,813	3,701.94
Assistant Coach if 10 or more members	1,948	1,891.26
GYMNASTICS – HEAD COACH	3,813	3,701.94
Assistant Varsity	2,182	2,118.45
SOCCER – HEAD COACH (BOYS)	3,958	3,842.72
Assistant Varsity	2,182	2,118.45
Junior Varsity	2,076	2,015.53
SOCCER – HEAD COACH (GIRLS)	3,958	3,842.72
Assistant Varsity	2,182	2118.45
Junior Varsity	2,076	2,015.53
MIDDLE SCHOOL SOCCER		
Boys	1,948	1,891.26
Girls	1,948	1,891.26
SOFTBALL – HEAD COACH	4,933	4,789.32
Assistant Varsity	2,182	2,118.45
Junior Varsity-1	1,960	1,902.91
Middle School 7th	1,948	1,891.26
Middle School 8th	1,948	1,891.26
SWIMMING – HEAD COACH (BOYS)	3,813	3,701.94
Assistant Varsity	2,182	2,118.45
SWIMMING – HEAD COACH (GIRLS)	3,813	3,701.94
Assistant Varsity	2,182	2,118.45
SWIMMING – HEAD COACH (BOTH)	7,500	7,281.55
SWIMMING –		

MS Head Coach 1 (1-20 students)	2,272	2,205.82
MS Associate Head Coach 2 (21+ students)	1,948	1,891.26
TENNIS		
HEAD COACH (BOYS)	4,082	3,963.11
HEAD COACH (GIRLS)	4,082	3,963.11
Assistant Varsity	2,182	2,118.45
Middle School (Girls)	1,948	1,891.26
Middle School (Boys)	1,948	1,891.26
TRACK – HEAD COACH (BOYS)	4,444	4,314.56
Assistant Varsity	2,182	2,118.45
MS Head Coach 1 (1-25 students)	1,948	1,891.26
MS Associate Head Coach 2 (26+ students)	1,948	1,891.26
TRACK – HEAD COACH (GIRLS)	4,444	4,314.56
Assistant Varsity	2,182	2,118.45
MS Head Coach 1 (1-25 students)	1,948	1,891.26
MS Associate Head Coach 2 (26+ students)	1,948	1,891.26
TRACK – HEAD COACH (BOTH)	8,000	7,766.99
VOLLEYBALL – HEAD COACH (Girls)	7,500	7,281.55
Assistant Varsity (Girls)	2,182	2,118.45
Junior Varsity (Girls)	2,076	2,015.53
6th Grade (Girls only)	1,948	1,891.26
7th Grade (Girls only)	1,948	1,891.26
8th Grade (Girls only)	1,948	1,891.26
VOLLEYBALL – HEAD COACH (Boys)	7,500	7,281.55
Assistant Varsity (Boys)	2,182	2,118.45
Junior Varsity (Boys)	2,076	2,015.53
WRESTLING – HEAD COACH	4,722	4,584.47
Assistant Varsity	2,182	2,118.45
Junior Varsity	2,182	2,118.45
MS Head Coach 1 (1-20 students)	1,948	1,891.26
MS Associate Head Coach 2 (21+students)	1,948	1,891.26

Extra-Curricular Longevity Stipend

The Extra-Curricular Longevity Stipend will be frozen at the 2015-2016 level. There will be neither an increase in an employees' number of years nor an increase in the amount that they received in 2015-2016. An employee (certified staff) who has worked continuously for ten (10) or more years in the same sport in the Athletics Program (i.e. Football, Girls' Basketball, Boy's Track & etc.) the same program area in Academics, (i.e. Band, Chorale, Speech/Debate & etc.), or the same position in Academics where no specific program exists, shall receive an additional stipend based on the following formula:

Year 11-15: 10% of the salary denoted on the EC Schedule to a maximum of $500
Year 16-20: 20% of the salary denoted on the EC Schedule to a maximum of $1,000
Year 21-25: 30% of the salary denoted on the EC Schedule to a maximum of $1,500
Year 26-30: 40% of the salary denoted on the EC Schedule to a maximum of $2,000
Year 31+: 50% of the salary denoted on the EC Schedule to a maximum of $2,500

To be eligible for the Extra Curricular Longevity Stipend, the individual must be employed as a teacher under a regular teacher's contract.

The consecutive years' experience will not be broken if the teacher is granted an approved leave as a teacher by the Board for a school year and the teacher returns to the extra-curricular position the following year. (e.g.: military, maternity, etc.)

The Superintendent may provide a one-time stipend of up to $5,000 for an ECA. It is agreed that this item provision, if implemented, will be discussed with the Corporation's ISTA representative.