NORTH VERMILLION COMMUNITY SCHOOL CORPORATION

Home of the Falcons

AGREEMENT BETWEEN

THE BOARD OF SCHOOL TRUSTEES OF

THE NORTH VERMILLION COMMUNITY SCHOOL CORPORATION

AND

THE NORTH VERMILLION CLASSROOM TEACHERS ASSOCIATION

July 1, 2025 - June 30, 2027

AGREEMENT

BETWEEN

THE BOARD OF SCHOOL TRUSTEES OF

THE NORTH VERMILLION COMMUNITY SCHOOL CORPORATION

AND

THE NORTH VERMILLION CLASSROOM TEACHERS

ASSOCIATION

ARTICLES OF AGREEMENT

This Agreement is entered into this 20th day of October 2026 by and between the Board of School Trustees of the North Vermillion Community School Corporation, hereinafter called the "Board", and the North Vermillion Classroom Teachers Association, hereinafter called the "Association".

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ARTICLE I

RECOGNITION AND DEFINITIONS

A. RECOGNITION

1. ASSOCIATION RECOGNITION

The Board recognizes the Association as the exclusive bargaining representative for certificated contractual employees of the Board, except the Superintendent, the Principals, Assistant Principals, Athletic Director, Head Basketball Coach, Head Football Coach, Alternative School Director and Corporation Technology Director.

B. DEFINITIONS

1. The term "Association" or "NVCTA" when used in this contract shall refer to the North Vermillion Classroom Teachers Association and any person(s) authorized to act on its behalf.

2. The term "day" when used in this contract shall be considered to mean:

   a. During the school year: Any regularly scheduled teacher workday.

   b. During the summer months: Monday through Friday (July 4 excluded).

ARTICLE II

COMPENSATION AND EXPENSES

Transition of Teachers to the New Salary Scale for the 2025-2026 and 2026-2027 School Years

Senate Enabled Act 146 increases the minimum salary for full-time teachers from $42,000 to $45,000 per year starting with the 2025-2026 school year. All salary levels will be increased by $3,000.00 and given to all teachers (see appendix A). Teachers who were rated effective and highly effective, (except as provided by Indiana Code 20-28-9-1.5) and taught at NVCSC in the 2024-2025 school year will receive an additional $1,000 per level increase for each year of the contract.

A. 1. The 2025-2026 and 2026-2027 school year compensation plan is set forth in Appendix A, with the rules governing the placement of teachers for is set forth in Article II, section A, numbers 3 and 4 below.

1. Eligibility Criteria:
    a. No teacher shall ever be eligible to earn a base salary increase if the teacher receives an evaluation rating of needs improvement or ineffective during the preceding school year. In other words, a teacher rated ineffective or improvement necessary will remain frozen at his/her previous base salary. Effective July 1, 2025, HEA 1002 removed the requirement that schools use a designation of highly effective, effective, improvement necessary, or ineffective for each certified employee. Starting in the 2026-2027 school year, teacher evaluation will have two designations: Recommended for Renewal and Recommended for Non-Renewal. Only those certified teachers who are recommended for renewal will receive the salary increase as listed in this contract.

    b. The teacher must have been employed for at least 120 days by the North Vermillion School Corporation during the prior school year.

School corporations are still required to develop or adopt an annual educator performance evaluation plan, that is not subject to collective bargaining, for each certified employee.

2. Factors and Definitions for the 2025-2026 and 2026-2027 School Years:

    a. EVALUATION: For 2025-2026 school year, the teacher was evaluated as highly effective or effective in the prior school year. For 2026-2027, the teacher was evaluated and recommended for contract renewal.

    b. EXPERIENCE: The teacher was employed for at least 120 days by the North Vermillion School Corporation during the prior school year and returns to employment with the North Vermillion School Corporation in the current school year.

3. Distribution for the 2025-2026 School Year: In addition to the $3,000.00 level increase: Amounts to be added to a teacher's base salary:

- EVALUATION = $500.00

- EXPERIENCE = $500.00 (The amount attributed to this factor does not exceed 50% of the teacher's total base salary increase).

4. Distribution for the 2026-2027 School Year: Amounts to be added to a teacher's base salary:

- EVALUATION = $500.00

- EXPERIENCE = $500.00 (The amount attributed to this factor does not exceed 50% of the teacher's total base salary increase).

B. For the 2025-2026 and the 2026-2027 School Year: Teachers on leave at the beginning of the corresponding school year will not move up the salary schedule until returning to their full-time position, pay will not be retroactive for these teachers; however, their "new rate," will begin on the first date of returning to work.

C. New hires for 2025-2026 and 2026-2027 will be placed on the new salary schedule nearest, but not below the rate that they were approved.

D. The range of salaries prior to base salary increases being applied is $42,000 to $74,000.

1. For the 2025-2026 and 2026-2027 school years, the salary range after base salaries increases are applied is $45,000 - $80,250.

E. The compensation plan and rules governing the placement of teachers on the 2025-2026 and 2026-2027 Extracurricular schedule is set forth in Appendix B.

F. The Board shall pay to the three percent (3%) retirement contribution for all teachers to the Indiana Public Retirement System for all teachers hired prior July 1, 1995 and the State's required percentage for all teachers hired on or after July 1, 1995 (e.g. as of August 1, 2010 that percentage is ten and one half percent (10.5%).

G. For initial placement as a new hire for the North Vermillion School Corporation:

1. Any teacher without any experience shall begin at Level 0. The Superintendent has the right to place teachers with zero years' experience up to Level 3 without discussion with the Association and up to Level 4 with discussions with the Association. The superintendent will be able to at his/her discretion of Level Placement with prior teaching (public, private, or out of state) experience or related work experience when filling "Hard to Fill" teaching positions up to 3 levels without any discussion and 4 or more levels with discussion with the association.
    a. Any "New Teacher" entering North Vermillion with previous years of experience (according to INPRS AND who is not retired and receiving a pension will be placed at a step related to a current teacher at North Vermillion in their "mirror" under the following two principles: 1. That teacher's years of service, (according to the Indiana Public Retirement System AND 2. When possible, that particular teacher's degree.

b. Any Retired teachers receiving an INPRS pension shall not be placed higher than Level 11.

2. New Hire language:
   a. The Superintendent may hire a teacher lower than the mirrored rate if both parties agree AND prior to offering said situation the Superintendent will notify the Association President.
   b. The Superintendent may offer up to $5,000.00 one-time sign on bonus.

3. Teachers will receive their pay by direct deposit.

4. Teachers may elect to receive all remaining monies due for the regular school year on the first pay day following July 1st of that school year, if he/she notifies the NVCSC treasurer, in writing. This provision is waived in any year in which there is a state delayed payment. This request will remain in effect for each consecutive year unless a new election is made. At the end of each school year, the teacher will have the chance to change his/her election for the following year.

ARTICLE III
FRINGE BENEFITS

A. The Board shall provide the contracted teachers a group life insurance protection plan, which shall pay the teacher's designated beneficiary the sums as follows:

   1. Fifty thousand dollars ($50,000).
   2. In the event of an accidental death, a sum of not less than two (2) times the listed amount shall be paid. The Board shall pay but one dollar ($1.00) of the annual premium.

B. The Board shall provide for contracted teachers a health insurance plan for a twelve (12) month period, which provides individual and/or family type medical and hospitalization which includes surgical and major medical benefits, agreed upon by both parties.

   1. The Board shall pay premiums as follows:

      a. Single Plan -The Board shall pay eight thousand, seven hundred and ninety-six dollars ($8,796.00) for a twelve month period. Seven hundred and thirty-three dollars ($733.00) per monthly premium for a single plan-of insurance.

      b. Family Plan - Family Plan - The Board shall pay fifteen thousand, four hundred and thirty-two dollars ($15,432.00) for a twelve month period. One thousand, two hundred and eighty-six dollars ($1,286.00) per monthly premium for a family plan of insurance.

      c. Employees must pay costs that exceed this amount.

      d. During any unpaid approved leave over six weeks in length, the school corporation will not contribute any portion of the teacher's insurance program premium for the entire period of the leave. The teacher shall be allowed to continue in the program for the

period of the leave by making arrangements with the Office of the Superintendent in advance and paying the full group rate premium a week in advance of the due date without reminders from the Office monthly or the policy will be discounted consistent with applicable law. This does not apply to FMLA qualifying leaves.

C. Long Term Disability Insurance:

1. Each contract teacher shall be provided the opportunity to participate in a long term disability insurance program that provides for a minimum benefit of sixty-six percent (66%) salary beginning on the ninety-first (91st) day of disability to age sixty-five (65). The Board shall pay all but one dollar ($1.00) of the premium.

D. Any teacher who retires under the requirements of the Indiana Public Retirement System shall be allowed to participate in the health insurance plan. Such participation shall be at the group rate and at their own expense by making arrangements in advance with the Corporation Business Office and paying each month's premium in advance.

E. 403(b) Plan:

1. The parties to this Agreement agree that the Board's contributions to the 403(b) Matching Annuity Plan shall be two and one half percent (2.5%) for the 2025-2026 school year and three (3%) for the 2026-2027 school year. .

F. Flexible Fringe Benefit Program:

1. The benefits provided to employees by Section 125 of the Internal Revenue Act of 1978 shall be made available to bargaining unit members. The teacher may elect to deduct an amount up to the maximum IRS allowable amount from his/her base salary which shall be set aside for a Section 125 Flexible Fringe Benefit Program which shall include non-taxable benefits of Medical Insurance Disability Insurance, Section 79 Life Insurance, Non-Reimbursed Medical Expenses, Child Care, and/or taxable benefits of cash. Costs as may be incurred by those participating in reimbursement plans are at the expense of the bargaining unit member.

G. When ten or more teachers request payroll deduction for a tax-sheltered annuity with a single carrier, such payroll deduction shall be granted.

ARTICLE IV
SICK AND OTHER SHORT-TERM LEAVES

A. Leave Days

1. Leave days shall be credited annually to certified employees on the following basis:

a. Each teacher shall be granted thirteen days (13) with pay per year while serving as a teacher in the Corporation.

b. All teachers in this School Corporation may accumulate unused leave days to a maximum of 110 days.

c. Each teacher whose leave days accumulation has exceeded the maximum as defined above, shall be compensated at the rate of eighty dollars ($80.00) per day. Such compensation shall be calculated at the end of each school year and be paid to the teacher's 403(b) account on or before August 1.

d. The annual leave (13 days) may be used for any reason; however, a teacher may take no more than five (5) days consecutively more than one time during the school year. Should a teacher request more than three (3) consecutive days after the first occurrence, the request will need administrator approval for those days to be granted. These days shall not be used for the sole and exclusive purpose of extending Fall Break, Christmas Break, Spring Break, or shortening the end of the school year or used to miss the opening of the school year.

e. Sick days up to the maximum allowed by FMLA may be used by a teacher due to the serious illness, as defined by the FMLA, of a child, spouse, and other person residing in the teacher's household at the time of the illness.

B. Bereavement Leave

1. There will be no loss of compensation for five (5) consecutive workdays within seven (7) calendar days due to the death of a spouse, father, mother, brother, sister, child (and each similar relationship by marriage), or one who held similar relationship by residing in the household of the teacher.

2. For grandparents, uncle, aunt, nephew, or niece, two (2) school days within seven (7) calendar days of the death shall be allowed without loss of pay. More days may be added at the discretion of the Superintendent.

C. Serious Illness Leave

1. There will be no loss of compensation for up to five (5) workdays in one (1) year due to serious illness of a spouse, father, mother, brother, sister, child or one who virtually held a similar relationship by residing in the household of the teacher. Serious illness is defined as hospitalization for illness or other unforeseen circumstances requiring immediate medical attention. Routine maternity is excluded. More days may be added at the discretion of the Superintendent.

D. Personal Injury Leave

1. Absence due to injury incurred in the course of the teacher's employment shall not be charged against teacher's sick leave days when said teacher is collecting Worker's Compensation. The Board shall pay such a teacher his/her salary and benefits when Worker's Compensation expires and charge such to his/her sick leave days.

E. Voluntary Sick Bank

1. The purpose of the Voluntary Sick Bank (hereafter referred to as the Bank) is to provide personal illness leave to contributors to the Bank after their accumulated personal illness leave has been exhausted -- and more specifically to provide such leave from the Bank in cases of prolonged illnesses. The Bank rules and guidelines are as follows:

    a. Voluntary Sick Bank Committee

        1. The Bank will be operated on a voluntary basis. A committee shall be formed to administer the Bank and to provide the information whereby the business office of the North Vermillion Community School Corporation will keep the records. This committee shall be empowered to adopt rules and regulations and to make decisions required to administer the Sick Leave Bank, so long as those rules, regulations, and decisions do not modify the agreement contained herein. This committee will be titled the "Voluntary Sick Bank Committee" (hereafter referred to as the SBC).

        2. The SBC shall be composed of the following five (5) persons: Superintendent of Schools of the North Vermillion Community School Corporation or his designee.

        3. The North Vermillion Classroom Teachers Association president or his designee. One North Vermillion Community School Corporation business office or building level administrator. This member is to be appointed by the Superintendent of Schools of the North Vermillion Community School Corporation.

        4. Two bargaining unit members. These members are to be appointed by the North Vermillion Classroom Teachers Association president. Effort should be made with these appointments to provide bargaining unit representation from the elementary, middle, and secondary levels.

    b. Should a vacancy occur on the SBC, a replacement for the vacant position shall be appointed by the authority making the original appointment.

    c. One of the three bargaining unit SBC representatives will be selected to act as chairperson of the SBC. The North Vermillion Classroom Teachers Association president will designate the chairperson prior to the first meeting of the SBC.

    d. The SBC will be responsible for developing the forms needed to operate the Bank.

2. Effective Date

    a. The effective date of the Bank will be the first contract day of the current school year. Enrollment in the Bank by licensed personnel will begin on April 1 of the preceding school year and end September 30 of the current school year, or only during the first four (4) weeks following the first day of employment for any

licensed personnel employed after September 30.

b. The Bank will become operational only after 40% or more of the members of the bargaining unit have shown their willingness to participate in the Bank by contributing the individually required number of days to the Bank. The Individually required number of days is set forth in Rule 3.

3. Membership
   a. The Bank shall be established for all unit members of the North Vermillion Community School Corporation who indicate their desire to participate by contributing the individually required number of days as indicated in Guideline 3.

4. Guidelines

   a. The Bank shall be administered by the SBC in accordance with the following provisions:

      1. The Bank may be used only by the individual contributor for his or her personal Illness.

      2. Days from the Bank may be used only for those workdays that the individual contributor is employed under a Regular Teacher Contract.

      3. Any person desiring to participate in the sick bank must donate at least one (1) day within the 1st 90-days of employment at NVCSC, If the teacher chooses not to participate the first year of employment, the 1st 90-days will apply each and every year before participating in the sick bank. An employee will then give one day every fifth year to remain eligible to participate. (No employee may use the sick leave bank if they have not yet donated) following the time requirements set for in section II, Effective Date, 1 and 2. Additional days will be requested by the SBC as required by Guidelines IV-4.

      4. If the number of days in the Bank falls below 15 days prior May 31 of any year, each participant will be required to donate one (1) additional day of his/her accumulated leave to the Bank. If a member has used all his leave, the additional day will be donated as soon as new leave is granted.

      5. All days once donated to the Bank become the property of the Bank.

      6. The maximum allowed dollar expenditure during each school year is $15,000. The maximum dollar expenditure during the first semester shall be $10,000.

      7. If this amount is reached at any time during the first semester, the Bank will cease to operate for the remainder of that semester. Any dollars unused during the first semester of a school year will rollover into the second semester of that school year and will be added to the $5,000

allocated for the second semester. If this amount is reached at any time during the second semester, the Bank will cease to operate for the remainder of that semester.

8. All requests to receive grants from the Bank must be submitted in writing to the SBC on prescribed Form SBC-1. The earliest effective date shall be the date that Form SBC-1 is received by the SBC.

9. Any person submitting a request to use the Bank must have made his proper contribution and met all eligibility requirements. If a person is physically unable to submit the form, the forms may be submitted by a proxy.

10. A person will not be able to withdraw days from the Bank until his own accumulated personal illness leave is depleted.

11. Days granted from the Bank can only be used for extended illness or disability. An extended illness is one that involves ten (10) or more working days.

12. Periodic reviews by the SBC of all bank use will be made. No use may extend more than ten (10) working days without approval of the SBC.

13. Days granted from the Bank may not be granted for the period of disability when monies are paid to the employee under Workmen's Compensation Law.

14. The SBC will review and present to the North Vermillion Community School Corporation business office approval or denial of all requests to draw on the Bank within ten (10) working days after such request is received by the committee. This information should be received by the Bookkeeping Department on the same day the service records are received from the building principals. The committee will also make its decision known to the applicant within these ten (10) periods.

15. Sick Bank days shall not be used during Summer School employment, normal pregnancy, or for family illness privileges granted in this Agreement.

5. Appeal Board

b. An Appeal Board will be established composed of the following six persons:

1. The Superintendent of the North Vermillion Classroom Community School Corporation or his designee.

2. The North Vermillion Classroom Teachers Association president or his designee.

3. Four (4) members will be appointed - two each by the Superintendent of Schools of the North Vermillion Community School Corporation and the

North Vermillion Classroom Teachers Association president.

4. No appointed member of the SBC may at the same time be a member of the Appeal Board.

c. The North Vermillion Classroom Teachers Association president or his designee will act as chairperson of the Appeal Board.

d. If a request for use of personal illness leave days is denied by the SBC, then the applicant may appeal the committee's decision to the Appeal Board within ten (10) working days after the denial. Any decision by the Appeal Board must be a majority vote. A tie vote will automatically support the SBC decision. All decisions of the Appeal Board are final and binding.

e. The Appeal Board will rule on any appeal within ten (10) working days after receiving the appeal in writing. The Voluntary Sick Bank is excluded from the Grievance Procedure.

6. Members Agreement

f. A member shall be required to furnish a medical report from a licensed physician at any time before or during the time of use of the leave Bank. The medical report will be at the member's expense. The SBC will review each case as required. The SBC reserves the right, if necessary, to limit the number of days granted.

g. In consideration of the benefits of participating in the Bank, each applicant for membership in the Bank and for benefits from the Bank shall, as a condition to such application, agree in writing substantially as follows:

h. "I specifically acknowledge and agree that the granting days from the Voluntary Sick Leave Bank shall be at the sole discretion of the Sick Bank Committee or, in the event of an appeal, the Appeal Board and that all decisions of the Sick Bank Committee or the Appeal Board will be final and binding and not subject to grievance. I further agree to abide by such decision and to indemnify and hold harmless the North Vermillion Community School Corporation and the North Vermillion Classroom Teachers Association, the Sick Bank Committee and the Appeal Board and all of their agents for any loss they may sustain as a result of any claim or legal proceedings I may bring against any of them with respect to a decision made by any of them concerning this application."

i. When an employee donates days to the Bank, he agrees to the above stated rules for administration of the Bank and agrees to abide by the stated rules.

7. Annual Report

j. An annual report of the Bank will be published on or before February 1st for each year the Bank is in operation. This report will be published by the North

Vermillion Classroom Teachers Association and approved by the Superintendent of Schools of the North Vermillion Community School Corporation prior to the publication. The report shall include a statement of the number of days contributed to the Bank, the number of days granted from the Bank, the number of days remaining in the Bank, the total cost of the days granted, and the remaining cash balance available for the Bank.

ARTICLE V
LEAVE OF ABSENCE

A. Staff Development Leave

1. Permission to be absent from duty may be granted by the Superintendent to the teachers for two and one-half (2.5) visiting days in other schools or professional meetings for each school year. A limited number of teachers may be absent at one time to be determined jointly by the building administrator and Superintendent. The teachers shall submit a planned program for the day and the program shall be submitted to the principal for their recommendation.

B. Pregnancy/Childbirth Leave

1. Notice and Length of Leave - 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 in writing at least thirty (30) days before the date on which she desires to start this leave. She shall notify the Superintendent of the expected length of her leave, including with 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 leave, as otherwise provided in this section, immediately upon her request and certification of the emergency from an attending physician.

2. Time of Leave - Temporary disabilities caused by pregnancy shall be governed by the same provisions governing sickness.

3. Use of Sick Leave - All or part of a leave taken by a teacher because of a temporary disability caused by pregnancy may be charged at her discretion, to her available sick days.

C. Court Leave

1. If a teacher is required to appear in court at the request or demand of the Superintendent, that teacher shall be compensated for lost time.

D. Jury Duty

1. When a teacher serves on jury duty, the Board shall pay the teacher the difference between his full daily pay and his jury duty pay for each day of jury service, upon

submission of a letter from the Court showing the jury duty pay received.

E. Paid Parental Leave

1. A non-birth giving teacher may use up to ten (10) days of his/her accumulated sick leave for the birth or adoption of a child. The teacher must provide proof of the birth or adoption at the time he or she seeks to be compensated for this leave.

F. Unpaid Parental Leave

1. A teacher who, during the term of this contract, who gives birth to a child, whose spouse gives birth to a child or who legally adopts a child under the age of ten (10) years may request and receive an unpaid leave of absence for a period of up to one (1) year. The request must state the date for return from leave which coincides with the commencement of a semester. Upon initial application for the adoption, the teacher shall notify the Superintendent in writing of such intent. The period of leave shall commence upon birth of the child or in case of adoption when the child is entrusted to the teacher/parent. The intent of this leave is to allow the teacher/parent an opportunity to afford the child full-time parental care.

ARTICLE VI
RETIREMENT PAY

A. Professional employees of the North Vermillion Community School Corporation, upon their retirement, will be eligible for retirement pay in the amounts as follows:
   1. Forty-five dollars ($45.00) per year for every year of service and additional one hundred ten dollars ($110.00) for every year of service in the North Vermillion Community School Corporation and in addition each teacher shall receive eighty dollars ($80.00) for each day of unused accumulated leave days paid into a post-separation 403(b) account. Should a teacher not have a 403 (b) the above dollars shall be added in the form of a stipend no later than June 30th of said retiring year.

   2. To be eligible for retirement pay, the following requirements must be met:

      a. Must have completed ten (10) years in the North Vermillion Community School Community School Corporation or its components prior to consolidation.

      b. Must be 55 years or older.

      c. Must be eligible for retirement under the Indiana Public Retirement System.

      d. All such retirements must commence with the end of the school year.

      e. Application must be to the Indiana Public Retirement System.

f. A letter shall be submitted by June 1 of the previous year to the Superintendent and School Board requesting retirement pay. For those eligible to retire at the end of the 2025-2026 school year, a letter shall be submitted by December 31, 2025, to be eligible for retirement pay. Same corresponding dates for 2026-2027 school year eligibility.

g. In case of death after a teacher has made an application for retirement pay, retirement pay will be paid to the teacher's estate.

h. In event of total disability of the teacher while in the service of the School Corporation before reaching retirement age and still meeting the retirement requirements the teacher shall receive compensation according to the years of service.

i. In case of death, a teacher qualifying for retirement pay under item one (1) shall have retirement pay paid to that teacher's estate.

j. In addition, each teacher who meets the qualifications and is a participant in the Corporation's medical insurance plan at the time of retirement, the Board will contribute $170 per year ($14.17/mo.) towards the premium(s) of the Corporation's insurance plans each year for a maximum of (10) years; until the participating teacher qualifies for Medicare; or dies, whichever first occurs. This is an addition to any other retirement incentives that may be offered in Article VI 2 M.

k. The teacher may continue under any of the group insurance plans offered by the Corporation during the period the teacher's retirement pay is received. Such coverage is at the teacher's own expense. Arrangements for such insurance must be made with the Corporation's Business Office, in advance, and is subject to the approval of the insurance carrier(s). At the written request of the employee, any insurance premiums will be deducted from the Retirement amount due the employee, with the balance, if any, paid to the teacher.

l. The Board shall continue to insure the participating teacher through the Corporation's life insurance plan. Such insurance shall be at the Board's expense, with the teacher paying one dollar ($1.00) per year. Such insurance shall cease once the retiree turns age 62.

B. EARLY RETIREMENT INCENTIVE LANGUAGE

1. Early Retirement Incentive: If the School Board would decide to offer an early retirement incentive to teachers during 2025-26 school year, then the

superintendent will notify eligible teachers of the terms of the early retirement incentive by no later than March 1, 2026. If an early retirement incentive would be made by the School Board during the 2025-26 school year and an eligible teacher would like to accept the incentive, then such eligible teacher must notify the Administration of his/her intention to accept early retirement incentive by no later June 1, 2026. Same corresponding dates for 2026-2027 school year eligibility.

ARTICLE VII
GRIEVANCE PROCEDURE

Section 1. Purpose and Definition

It is the objective of the Board and the Association to have all grievances as hereinafter defined, resolved informally or at the earliest possible stage of the grievance procedure. However, both parties recognize that the procedure must be available without any fear of discrimination because of its use.

A "Grievance" is any alleged violation or misapplication of this Agreement.

A "Grievant" is any teacher in the bargaining unit covered by this Agreement, or a group of teachers in the bargaining unit on whose behalf a grievance is submitted by the Association, or by the Association itself.

Section 2. Procedure

Informal Procedure
Step One

Within ten (10) teaching days of the time that the grievant knew or reasonably should have known of the grievance, the grievant shall present the grievance to the building principal during non-teaching hours meaning planning periods, duty-free time, lunch periods, and before or after school, at which time the grievant and the building principle may attempt to resolve the grievance informally through discussion. In any event, within three (3) teaching days after presentation of the grievance, the building principal shall answer the grievant.

Formal Procedure
Step Two

A. Within five (5) teaching days of the oral answer, if the grievance is not resolved, it shall be stated in writing, signed by the Grievor and submitted to the building principal on the form supplied by the administration and approved by both the Administration and the Association. (See Appendix "C")

B. The grievance shall: (1) name the grievant involved, (2) state the facts giving rise to the grievance, (3) identify the specific provisions of this Agreement alleged to have been violated or misapplied, (4) include a general statement of the grievance, and

(5) indicate the special relief requested.

C. Within five (5) teaching days after receiving the written grievance, the principal shall communicate his answer, in writing, to the grievant.

Step Three

A. If the grievance is not resolved in Step Two, the grievant may, within five (5) teaching days of receipt of the principal's answer, appeal to the Superintendent by filing the grievance and the principal's answer along with any written response of the grievant(s) to the answer of the principal, with the Office of Superintendent, which shall provide a receipt for the same.

B. In addition to, and not in substitution for, Step Three A above, the Superintendent or his designated representative, shall meet with the grievant within five (5) teaching days of receipt of the written grievance in an effort to resolve the grievance if the grievant requests of the Superintendent or designated representative that such a meeting be held.

C. The Superintendent, or his designated representative, shall give the grievant an answer, in writing, no later than ten (10) teaching days after the later of the following events:

1. receipt of the any written grievance properly filed with the Superintendent's office in which no meeting occurs between the parties, or
2. a meeting between the Superintendent, or his designed representative, as contemplated in Step Three above.

Step Four (Arbitration)

Within five (5) days receipt of the Superintendent's (or designee) written decision, if the Association is not satisfied, the Association shall notify the Board of its intent to appeal the decision to arbitration through the Voluntary Labor Rules of the American Arbitration Association. The Association shall then have five (5) additional days to file for arbitration.

A. The arbitrator's function is to decide cases of alleged violations of the provisions of this Agreement. The arbitrator shall not supplement, enlarge, diminish or alter the scope of meaning of this Agreement and Appendices as it exists, or any provision therein, nor entertain jurisdiction of any subject matter not covered thereby (except to the extent necessary to determine his jurisdiction). The arbitrator cannot consider termination decisions of the Board.

B. All hearings will be held within the Corporation limits, unless the Association and the Board agree to another location.

C. It is the duty of the arbitrator to hear the dispute, draw conclusions and make recommendations to the parties which will be binding on all affected.

D. The arbitrator will provide two (2) copies of this decision to each party within

thirty (30) after the closing of the hearing.

E. No ground or evidence may be presented at an arbitration hearing unless it has been presented at Step Two of the Formal Procedure.

Section 3. Hearings

Hearings shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons, including witnesses, entitled to attend. Hearings shall be conducted during non-school hours unless there is mutual agreement for other arrangements.

Requests for transcripts or recordings of any such hearing under Step Four may be made by the grievant or the Board. The party making such a request shall assume the costs of the same and both parties shall share the costs equally where a joint request is made.

Section 4. Time Limits

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

B. 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.

C. Any grievance not presented in Step One within ten (10} teaching days of the time the grievant knew or reasonably should have known of the grievance shall be deemed waived and shall not be processed.

D. Any grievance not advanced from one step to the next within the time limitation, or within the time limitation as extended shall be deemed resolved by the answer at the previous step.

E. Any grievance which arose prior to the effective date of this Agreement or after the termination date of this Agreement shall not be processed

Section 5. Miscellaneous

A. All documents, written communications and records dealing with the processing of a grievance shall be filed separately from the personal file of the grievant and are not a valid basis for evaluation.

B. The Association may submit a grievance, as heretofore defined. If such grievance is limited to one school building, the grievance shall be submitted to the building principal according to Steps One and Two. Otherwise, such grievances shall be submitted beginning at Step Three.

C. A grievant may have an Association representative present at any step of this procedure.

D. The cost of the arbitration shall be divided equally between the Board and the Association.

ARTICLE VIII
TERM OF AGREEMENT

The term of the CBA is from September 15, 2025, to June 30, 2027. This agreement shall become effective on July 1, 2025 and shall continue in effect through June 30, 2027 with all issues having been considered and agreed upon. However, the salary and benefit increase for year two are subject to the reopener provision in this Agreement for the 2026-2027 school year if: 1) Insurance rates increase by 4% or more, 2) an increase or decrease of enrollment affecting the ADM count by 20 or more students. A reopener was initiated because of both aforementioned provisions. The undersigned attest to the following:

A. A public hearing was held in compliance with IC 20-29-6-1 (b) on September 18, 2026 and electronic participation from the parties and/or public was not permitted; and

B. A public meeting as described in IC 20-29-6-19 was held on September 22, 2026 to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

This agreement is made and entered into October 20, 2026 by and between the Board and the NVCTA, as defined herein, and is attested to by the representatives whose signatures appear below.

Board President

NVCTA President

Board Secretary

NVCTA Bargaining Team Member

Whenever any notice is required to be given either of the parties to this Agreement, to other party, either shall do so by Registered or Certified letter at the following addresses:

If by the Association to the Board, at:
Superintendent
North Vermillion Community School Corporation
5551 North Falcon Drive Cayuga,
IN. 47928

If by the Board to the Association, at:
President
North Vermillion Classroom Teacher Association
Address on File

Appendix A

Compensation Plan for the 2025-2026 & 2026-2027

Level	Salary Scale	Salary Scale B *literacy endorsement*
0	$45,000	$45,250
1	$46,000	$46,250
2	$47,000	$47,250
3	$48,000	$48,250
4	$49,000	$49,250
5	$50,000	$50,250
6	$51,000	$51,250
7	$52,000	$52,250
8	$53,000	$53,250
9	$54,000	$54,250
10	$55,000	$55,250
11	$56,000	$56,250
12	$57,000	$57,250
13	$58,000	$58,250
14	$59,000	$59,250
15	$60,000	$60,250
16	$61,000	$61,250
17	$62,000	$62,250
18	$63,000	$63,250
19	$64,000	$64,250
20	$65,000	$65,250
21	$66,000	$66,250
22	$67,000	$67,250
23	$68,000	$68,250
24	$69,000	$69,250
25	$70,000	$70,250
26	$71,000	$71,250
27	$72,000	$72,250
28	$73,000	$73,250
29	$74,000	$74,250
30	$75,000	$75,250
31	$76,000	$76,250
32	$77,000	$77,250
33	$78,000	$78,250
34	$79,000	$79,250
35	$80,000	$80,250

APPENDIX B

PAY SCHEDULE FOR EXTRA-CURRICULAR DUTIES
2025 - 2026 and 2026-2027

(When numbers are used that are not wages, they are for informational purposes only. The Elementary Athletic Director, Varsity Boys and Girls Head Basketball Coach, and Varsity Head Football Coach are for Informational Purposes only)

		2025-2026 Amount	2026-2027 Amount
Basketball	Varsity Boys & Girls Head Coach	$6,070,00 (each) [board action]	$6,070.00
	Assistant Boys/Girls	$2,585.00	$2,710.00
	2nd Assistant Boys/Girls	$1,975.00	$2,100.00
	Middle School Boys/Girls	$1,835.00	$1,960.00
	Elementary Boys/Girls	$1,135.00	$1,260.00
Football	Varsity Head Coach	$8,700.00 (board action)	$8,700.00
	Assistant Coaches (**3 max)	$2,585.00	$2,710.00
	Middle School (**3 max)	$1,735.00	$1,860.00
***If more than three (3) coaches are eligible to receive the stipend, the stipend for the 3 positions will be combined and then divided by the number of coaches eligible for the stipend. This prorating formula will be applied to the H.S. and M.S. positions separately.*			
	6th Grade	$560.00	$685.00
	5th Grade	$560.00	$685.00
Track	Varsity Boys & Girls Head Coach	$2,875.00 (each)	$3,000.00
	H.S. Assistant Coach**	$1,525.00	$1,650.00
	Middle School Boys/Girls	$1,525.00	$1,650.00
	M.S. Assistant Coach**	$825.00	$950.00
***Numbers must exceed fifteen (15) participants to one (1) coach ratio.*			

		2025-2026 Amount	2026-2027 Amount
Baseball	Varsity Head Coach	$4,085.00	$4,210.00
	Assistant Coach	$2,075.00	$2,200.00
	Ground Crew	$460.00	$585.00
Softball	Varsity Head Coach	$4,085.00	$4,210.00
	Assistant Coach	$2,075.00	$2,200.00
	Ground Crew	$460.00	$585.00
Volleyball	Varsity Head Coach	$4,995.00	$5,120.00
	Assistant Coach	$2,585.00	$2,710.00
	8th Grade Coach	$1,735.00	$1,860.00
	7th Grade Coach	$1,735.00	$1,860.00
	6th Grade Coach	$1,135.00	$1,260.00
Wrestling	Varsity Head Coach	$2,875.00	$3,000.00
	Assistant Coach	$2,085.00	$2,210.00
	Middle School Coach	$1,525.00	$1,650.00
Cross Country	Varsity Head Coach (coed)	$2,875.00	$3,000.00
	Assistant Coach**	$1,135.00	$1,260.00
	Middle School Coach (coed)	$1,525.00	$1,650.00
***Numbers must exceed 25 participants to 1 coach ratio*			
Swimming	Varsity Head Coach (coed)	$2,875.00	$3,000.00

		2025-2026 Amount	2026-2027 Amount
	Assistant Swim/Diving Coach	$1,415.00	$1,540.00
	Middle School Coach (coed)	$1,525.00	$1,650.00
Cheerleading	Varsity Coach	$2,875.00	$3,000.00
	Middle School Coach	$1,135.00	$1,260.00
	Elementary Coach	$1,135.00	$1,260.00
Golf	Varsity Coach	$2,255.00	$2,380.00
Elementary Athletic Director		$5,275.00	$5,400.00
Pool Director		$1,655.00	$1,780.00
Conditioning Coaches	Football, Boys & Girls Basketball	$1,410.00 (for each)	$1,535.00
Music /Arts	H.S. Band Director	$3,125.00	$3,250.00
	Auxiliary Sponsor	$975.00	$1,100.00
	Noteables Director	$3,105.00	$3,230.00
	Elementary Music Director	$1,445.00	$1,570.00
	Choreographer	$535.00	$660.00
	Theatre Director	$3,705.00	$3,830.00
	Theatre Tech. / Build Director	$1,145.00	$1,270.00
	Musical (singing coach)	$645.00	$770.00
Student Council	H.S. Sponsor	$905.00	$1,030.00

		2025-2026 Amount	2026-2027 Amount
	M.S. Sponsor	$625.00	$750.00
	Elementary Sponsor	$625.00	$750.00
Science Fair Coordinator	H.S. Fair Coordinator	$685.00	$810.00
	Elementary Fair Coordinator	$685.00	$810.00
Wellness Coordinator		$625.00	$750.00
Future Farmers of America	FFA Sponsor	$1,445.00	$1,570.00
	Assistant Sponsor	$825.00	$950.00
National Honors Society	H.S. Sponsor	$905.00	$1,030.00
	M.S. Sponsor	$625.00	$750.00
Academic Coach	H.S. Coach	$2,315.00 (split between coaches)	$2,440.00
	E.S Spell Bowl	$675.00	$800.00
	E.S Math Bowl	$675.00	$800.00
Director of Guidance		$2,085.00	$2,210.00
Sponsors	Yearbook	$1,615.00	$1,740.00
	BPA Assistant	$825.00	$950.00
	SADD Sponsor	$735.00	$860.00

		2025-2026 Amount	2026-2027 Amount
	H.S. Club Sponsor**	$562.50	$687.50
	E.S Club Sponsor**	$562.50	$687.50
	9th grade Class Sponsor	$325.00	$450.00
	10th Grade Class Sponsor	$325.00	$450.00
	11th Grade Class Sponsor/Prom Director	$905.00	$1,030.00
	12th Grade Class Sponsor/Graduation	$905.00	$1,030.00
***If more than 1 club or sponsor, the stipend will be divided between the number of sponsors*			
Mentor Stipend	$725.00 or State allocated amount - whichever is greater		$850.00
Concessions	Elementary Manager	$1,000.00	$1,125.00
	High School Manager	$2,000.00	$2,125.00
PLC Coaches	8 per Building Maximum	$375.00	$500.00

If a position is shared by more than one (1) person, the stipend shall be divided on a prorated basis.

BPA (Business Professionals of America)	.054
Journalism	.027
Director of Guidance	.108

The stipends to be paid for these positions are indexed to the salary of the teacher holding the position.

APPENDIX C

GRIEVANCE REPORT FORM
NORTH VERMILLION SCHOOL CORPORATION

Distribution:

1. Superintendent
2. Principal (submit in duplicate)
3. Association
4. Teacher

Name of Grievant(s):

Building and/or Assignment:

Date Filed: _____

STEP II

A. Date Cause of Grievance Occurred: _____

A.

1. Statement of Grievance:

2. Relief Sought:

Date Signature

B. Disposition by Principal:

_____

_____ _____

Date Principal's Signature

C. Position of Grievant and/or Association:

_____

_____

_____ _____

Date Signature

Step III

A. Date Received by Superintendent or Designee: _____

B. Disposition by Superintendent or Designee:

_____ _____

Date Superintendent/Designee's Signature

C. Position of Grievant and/or Association:

_____

Date Signature

STEP IV

A. Date Submitted to Board: _____

B. Disposition of Board: _____

Note: If additional space is needed, attach additional pages to Grievance Report Form.