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2024-2025

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NEW PRAIRIE UNITED SCHOOL CORPORATION
ARTICLE I

A. Recognition

The Board of School Trustees of the New Prairie United School Corporation, hereinafter called the **Board**, hereby recognizes the New Prairie Classroom Teachers Association, Indiana State Teachers Association, National Education Association, hereinafter called the **Association**, as the exclusive bargaining representative in the below described unit for bargaining unit members.

The terms "**Board**" and "**Association**" shall include authorized representative officers and agents.

B. Definition

The term "bargaining unit member" as used in this Agreement shall mean any person who shall have completed the program of teacher education in an institution of higher education, accredited by the Commission on Teacher Training and Licensing of the Indiana State Board of Education or the National Council for Accreditation of Teacher Education, or any person who shall hold the Non-conventional Vocational Certificate and who is employed by the Board under either a Uniform Regular Teacher's Contract, Temporary Contract, or a Supplemental Service Teacher's Contract, except the following who are excluded from the negotiation unit; Superintendent, Assistant Superintendents, Principals, Assistant Principals, Administrative Assistants, Athletic Directors, Curriculum Directors, and other specific exclusions as determined by the Indiana Education Employment Relations Board under its rules.

C. Negotiations Procedures

It is acknowledged that during negotiations which resulted in this agreement, the parties had the unlimited right and opportunity to make demands and proposals with respect to all proper subjects of collective bargaining. Therefore, for the life of this agreement, the parties agree that neither party shall be obligated to bargain collectively with respect to any subject or matter not specifically referred to or covered in this agreement.

The parties mutually agree that the terms and conditions set forth in this contract represent the full and complete understanding and commitment between the parties hereto which may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of the parties in an amendment hereto.

Any individual contract between the Board and any individual bargaining unit member shall be expressly subject to the terms and conditions of this contract or successor contracts.

Copies of the contract shall be distributed by the Board within thirty (30) days after the contract is signed and presented to all bargaining unit members or hereafter employed.

The parties agree that the Association, its agents, and members of the bargaining unit shall not engage in any strike against the Board for the duration of this Agreement.

D. Terms

Any article, section or clause declared illegal by a court of competent jurisdiction shall be deleted from this contractual agreement. All remaining articles, sections and clauses will remain in full force and effect for the duration of the agreement.

E. Effective Date

This agreement will be effective as of July 1, 2024, and continue in effect through June 30, 2025. Amendments to the agreement will be subject to respective Association and Board ratification procedures.

**ARTICLE 2
PERSONNEL
LEAVES/ABSENCES**

A. Personal Illness Days

Section 1. Each bargaining unit member shall be entitled to ten (10) illness days each school year which may be used for personal or family illness. Unused days may accumulate up to a total of two hundred five (205) days.

Section 2. Bargaining unit members new to the New Prairie United School Corporation may have sick leave days transferred from their preceding school corporation at a rate of three (3) days per year.

Section 3. Bargaining unit members employed for summer and evening school will be entitled to the following leave allotments:

- A. Three (3) – six (6) week session = 1 day
- B. Eight (8) – sixteen (16) week session = 2 days

*Unused leave days will be credited to bargaining unit member sick leave accumulation.

Section 4. Sick Leave Bank-The primary purpose of the Sick Leave Bank is to provide teachers with more sick leave days in addition to those provided/accumulated through normal sick leave policy in the event of a personal and serious health condition.

A. Eligibility

- 1. Any member of the bargaining unit is eligible to participate in the Bank.
- 2. A contribution of one (1) sick leave day is required to join the Bank.

A minimum of one day will be required from each member when the total number of days in the Bank falls below two hundred (200). Members may voluntarily donate additional days at that time. Members will be notified by the Central Office of the additional assessment.

3. Newly contracted teachers may join the Sick Leave Bank at the time they are employed. All other teachers who are not members of the Bank may join during the enrollment period from May 1 to the last day of school each year. Joining the Sick Leave Bank requires a one-time sick day contribution from the member.
4. Sick leave days donated to the Bank are considered a permanent donation to the Bank.

B. Family Illness/Family Medical Leaves

Family Illness days may be used for serious health condition of members of the immediate family, or the care of an ill or injured member of the immediate family. Immediate family means husband, wife, mother, father, brother, sister, son, daughter, stepchildren, mother-in-law, father-in-law, son-in-law, daughter-in-law, and/or any other dependent persons residing in the bargaining unit member's home. The superintendent may grant additional time upon written request, up to a total of five (5) additional days if conditions are such that a hardship exists. These days would be deducted from accumulated sick leave of the bargaining unit member.

C. Personal Business

Each bargaining unit member shall be entitled to four (4) days each year for the transaction of personal business without loss of pay. Personal business days requested immediately preceding or after Fall Break, Thanksgiving, Winter Recess, Good Friday immediately preceding Spring Recess, and Spring recess, for the purpose of extending a vacation shall be charged at the rate of two (2) days for every one (1) used. Personal business days requested on Parent Teacher Conferences or NPUSC Professional Day, whichever is planned in the school calendar will also be charged at a rate of two (2) days for every one (1) used. Personal business days may be taken in half-day units. Any unused personal business days shall be credited to the bargaining unit member's sick leave accumulation or redeemed for substitute daily rate of pay.

Application for such personal leave shall be made on the prescribed form as soon as possible and at least twenty-four (24) hours before taking such leave (except in case of emergency). "Personal business" shall be sufficient reason for such request except for days immediately preceding or after the vacation periods listed above. No personal business leave shall be granted for participation in work stoppage.

D. Bereavement Leave

Section 1. In case of death in the immediate family, a bargaining unit member is entitled to be absent without loss of compensation for a period of not more than five (5) work days. Immediate family shall include father, mother, brother, sister, husband, wife, child, mother-in-law, father-in-law, son-in-law, daughter-in-law, stepchild, stepfather, stepmother or any relative who at the time of death is living in the household of the bargaining unit member. A bargaining unit member may use one sick day for a non-family member or family member whose relationship is not listed above.

Section 2. A bargaining unit member is automatically entitled to be absent for one (1) day in the case of death of a grandparent or grandparent of spouse, grandchild, uncle, aunt, first cousin, niece, nephew, brother-in-law and sister-in-law. The superintendent may grant additional time, upon written request, up to a total of five (5) days if conditions are such that a hardship exists. These additional days would be deducted from the accumulated sick leave of the bargaining unit member.

Section 3. A teacher otherwise entitled to bereavement leave under Section 1 or under Section 2 above and who has available sick leave, may, at his/her option, take one (1) additional day of bereavement leave. Such additional leave will be charged against such teacher's sick leave and will reduce the allowable hardship leave provided for in Section 2 above to a maximum of four (4) additional days. Any teacher electing this option shall, as a condition precedent to receiving such leave, provide advance notification to the Superintendent in accordance with the School Corporation's then existing policy governing notification for sick days(s) off.

E. Professional Leaves

Section 1. Professional leave days shall be granted by the superintendent with no loss of salary.

F. Court Appearance/Jury Duty/Administrative Hearing

The Board shall pay the bargaining unit member's full salary for court appearance, jury duty, administrative hearing; and the bargaining unit member will retain their jury duty pay.

G. Maternity/Paternity/Adoption/Child Rearing Leave

1. Paid Leaves

a. Maternity

- (1) Temporary disability caused by pregnancy or recovery there from entitles the bargaining unit member to use sick leave for the period of disability.
- (2) For the period of disability, if sick leave is unavailable or the bargaining unit member chooses not to use such leave, she shall be entitled to an unpaid leave of absence for all or any part of that period.
- (3) Such leave requires thirty (30) day prior notification to the superintendent unless medical necessity prevents the full 30-day notice.

b. Paternity

When a child is born to the spouse of a bargaining unit member, he/she shall be granted the use of three (3) days of accumulated sick leave.

c. Adoption

Refer to FML guideline for leave eligibility.

H. Family Medical Leave Applicable Extended Leaves

For any applicable extended leaves involving the following conditions refer to Family Medical Leave Act Guidelines.

1. The birth of a child and to care for the newborn child within one year of birth;
2. The placement with the employee of a child for adoption or foster care and to care for newly placed child within one year of placement;
3. To care for the employee's spouse, child, or parent who has a serious health condition;
4. A serious health condition that makes the employee unable to perform the essential functions of his or her job;
5. Any qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is a covered military member on "covered active duty,"

ARTICLE 3
SALARIES

A. Compensation Model

The Board of Trustees agrees to compensate bargaining unit members in accordance to the adopted compensation model referred to in Appendix "A".

B. Extra Pay/Special Services

Salary differentials, other than those listed in Appendix "A" shall be found in Appendix "B". Appendix "B" is the salary schedule for co-curricular academics and extra-curricular activities for the school year 2024-2025, which is incorporated into this Agreement the same as set forth fully herein. Any reference to the number of positions contained in Appendix "B" was not bargained and has been included in the agreement for informational purposes only.

C. Supplemental Contracts

All summer school bargaining unit members who teach state reimbursed summer school classes, except driver education teachers or those positions paid on the extra-curricular, co-curricular schedules referenced in Appendix "B", shall be issued a Supplemental Service Teachers' Contract. The hourly salary of a bargaining unit member who serves on a Supplemental Service Teacher's Contract shall be calculated by dividing the individual's base salary amount by 1255.

D. Additional Compensation

The board will cover the full cost of required Expanded Criminal Background Checks and Child Protection Index searches per state requirements (IC-20-26-5-10) once per five years. Newly hired NPUSC employees will pay the cost of their initial Expanded Criminal Background and Child Protection Index as a term of initial employment. Refer to Appendix "A" for compensation for additional non-contracted duties.

E. VEBA Account

For school years 2024-2025, the Board will contribute an amount equal to 1% of the participating teacher's salary as reflected in Appendix "A" to a VEBA account to be established on behalf of such teacher. The Board and Association will confer and agree upon the vendor(s) to be used for such accounts with the understanding that no administrative costs for such accounts will be paid by the Board. This 1% contribution will continue for each school year after 2024-2025 unless and until changed by agreement of the parties.

ARTICLE 4
INSURANCE

A. Health Insurance

The Board shall provide a health insurance program for bargaining unit members. The Board shall contribute annually a sum of money toward the payment of insurance premiums.

The Board will contribute 80% of the Preferred Provider Option or Health Maintenance Organization (HMO) (as provided by the MASE Trust) coverage for single and family participants. The Board will contribute 85% of the Preferred Provider Option or Health Maintenance Organization (as provided by the MASE Trust) for joint participants.

Retired bargaining unit members over the age of fifty-five (55) years shall have the option of continuing this coverage after retirement at their expense until they qualify for Medicare or reach the age of sixty-five (65).

B. Term Insurance

The Board shall provide to each bargaining unit member group term life insurance coverage with a face value of Fifty Thousand and 00/100 Dollars (\$50,000.00). The policy shall have a double indemnity provision for accidental death or dismemberment. The Board shall pay the full premium cost with the exception of \$1.00 which will be charged to the bargaining unit member in the first pay of the calendar year. Teachers retiring from NPUSC after July 1, 2017, who are 55-64 years of age with 20 years of experience in education and at least 10 years of service in NPUSC immediately before retirement will be eligible to continue the Term Insurance policy at \$50,000 in face value (double indemnity provision above applies). The Board will pay the cost of the premium for teachers meeting the criteria listed here. This benefit will discontinue at the end of the month in which a qualifying member reaches the age of 65.

C. Long Term Disability

The Board shall provide to each bargaining unit member long-term disability insurance coverage. The board shall pay the full premium cost. Benefits under the plan shall be equal to sixty-six and two-thirds percent (66 2/3%) of the bargaining unit member's base salary in effect at the time of disability, with an elimination period of ninety (90) days.

D. Section 125 Benefits

The Board shall offer a Section 125 flexible benefits plan for all bargaining unit members.

E. Carrier

The carrier or specifications shall not be changed without mutual agreement and consent of the Board and Association.

ARTICLE 5
GRIEVANCE PROCEDURE

A. Definitions

1. A "Grievance" is a claim by one or more bargaining unit members of a violation, a misapplication, or a misinterpretation of this Contract.
2. The term "bargaining unit member" includes any individual or group of individuals within the bargaining unit.
3. The term "day" when used in this Article shall be a school teaching day. During the summer recess, the term shall mean a weekday.
4. The term "immediate supervisor" as used in this Article shall include those persons that may be designated by the employer to handle grievances on behalf of the employer, and shall not be limited to the immediate supervisor.
5. (a) A general grievance is a disagreement over matters affecting the bargaining unit member body under the supervision of more than one principal. Such grievance will be submitted at Level II of the procedure.

(b) A grievance affecting a group of bargaining unit members may be processed in the name of one person, listing all other persons, providing the Association shall provide notices to all of such persons that said grievance is being processed and that any person desiring to not be included in such grievance may provide within three (3) days a notice to the Board of such intent not to be included by such grievance. Any person not included in such grievance shall waive any further rights that such person might otherwise have to file a grievance on the same subject matter.
6. The grievance procedure cannot be used for teacher dismissals.

B. Intent

The purpose of this grievance procedure is to settle equitably, at the lowest possible administrative level, issues which may arise from time to time with respect to specific claims of violation, misapplication or misinterpretation of the provisions of this Agreement. The parties agree that these proceedings shall be kept as confidential as may be appropriate at each level of the procedure.

C. Individual Rights

Nothing contained herein shall be construed to prevent any individual bargaining unit member from presenting a grievance and having the grievance adjusted if the adjustment is not inconsistent with the terms of this Contract and the Association has been given an opportunity to be present at such hearing.

D. Procedures

The number of days indicated at each level shall be considered as maximum and both parties shall make reasonable efforts to expedite the process when they deem appropriate. The time limits may be extended by mutual consent in writing by authorized representatives of each party. Failure of the administration to hear a grievance or render a decision within the time limits established in this procedure will move the grievance automatically to the next level of the procedure.

- (1) Informal – In the event an aggrieved bargaining unit member believes there is a basis for a grievance, the aggrieved bargaining unit member shall discuss with the immediate supervisor the alleged violation within thirty (30) calendar days following the occurrence giving rise to the grievance. The bargaining unit member may request the presence of the Association faculty representative from the bargaining unit member’s building or within the corporation and/or the ISTA UniServ Director at this discussion. In the event the alleged violation involves more than one building principal, the matter shall be discussed with all building principals concerned.
- (2) Formal – If after the discussion with the immediate supervisor the aggrieved bargaining unit member feels a grievance still exists, then the following grievance steps may be taken.

Step I – Immediate Supervisor

The aggrieved bargaining unit member must within ten (10) working days of the informal meeting submit to the immediate supervisor a completed Grievance Report Form which form is set forth in Appendix “C” and which sets forth the article and section of the contract agreement which are alleged to be violated. It shall be the responsibility of the grievant(s) to notify the Association representative of the grievance. Within ten (10) school days of receipt of the Grievance Report Form, the immediate supervisor or his/her designee shall meet with the grievant and the Association representative in an effort to resolve the grievance. The immediate supervisor shall indicate the disposition of the grievance within ten (10) school days after such meeting by completing Step 1 of the Grievance Report Form and returning it to the teachers. Copies of this form showing the dates(s) of the occurrence and provisions of the contract allegedly violated, and the relief sought shall be forwarded to the Association representative and the superintendent and/or designated representative.

Step II – Superintendent

Within ten (10) school days after receiving the decision of the immediate supervisor, or if the immediate supervisor has made no disposition of the case within the time allotted in Step I, the grievant(s) may appeal the decision to the superintendent and/or designated representative. The appeal shall be on the properly prescribed form and must be accompanied by a copy of the decision at Step I. Within ten (10) school days, the superintendent and/or designated representative shall meet with the grievant(s) and the Association representative. Within ten (10) school days of the meeting, the superintendent and/or designated representative shall indicate in writing on the proper form the disposition of the grievance. A copy of this decision shall be forwarded to the grievant(s), the Association and the supervisor. A settlement at either Step I or Step II with the grievant or the Association shall bind both the Association and the grievant.

Step III – Arbitration

If the grievant(s) and the Association are dissatisfied with the decision at Level II, or if no decision has been rendered within ten (10) school days, the Association shall have the right within the next ten (10) school days to request arbitration according to the voluntary labor arbitration rules of the American Arbitration Association or the Federal Mediation and Conciliation Service (FMCS). The parties may agree to follow the rules of expedited arbitration.

The arbitrator shall as soon as possible after the appointment hold hearings as necessary, and provide adequate opportunity to all parties to testify fully on and present evidence regarding respective positions. Every effort shall be made to avoid interfering with instructional time. The standard rules and regulations of the American Arbitration Association will govern the proceedings. Arbitration hearings shall be conducted at a time and place which will afford fair and reasonable opportunity for all parties to be present.

The decision of the arbitrator shall be limited specifically to interpretation of the existing language in this Agreement and the arbitrator shall not have the power to amend, delete, add to or change any of the terms of this Agreement in any way or to impair any of the rights of the Board not surrendered in this Agreement, either directly or indirectly, nor shall the arbitrator have the power to substitute his/her discretion for that of the Board, nor shall the arbitrator have the power to rule on any contract articles or sections of this Agreement not alleged to have been violated in the grievance form filed in Step I of the grievance procedure.

The arbitrator shall render a decision in writing to both parties within thirty (30) calendar days after the conclusion of the hearing and/or the filing of final briefs or amended by both parties to extend the deadline. The award of the arbitrator shall be final and binding upon the Board, the Association, and the grievant(s) except where the decision may violate state and/or federal statute. The expenses of the arbitrator including the cost of the court reporter shall be borne equally by the Board and the Association.

Step III does not apply to teacher discipline and dismissal.

Hearings Attestation

A public hearing was held in compliance with I.C.20-2-6-1(b) on September 25, 2024, and electronic participation from the governing body and public was not permitted.

A public meeting in compliance with I.C. 20-29-6-19 was on October 23, 2024, to discuss the tentative agreement and electronic participation from the governing body and public was not permitted.

NPUSC Board approved the 2024-2025 Master Teacher Contract/Compensation Model at the regular meeting held October 28, 2024, at least 72 hours following the final Special School Board public Hearing on October 23, 2024.

Signed and Attested: _____ Date: _____
Dr. Paul White, Superintendent

Signed and Attested: _____ Date: _____
Heather O'Connell, NPCTA Co-President

Signed and Attested: _____ Date: _____
Taylor Truster, NPCTA Co-President

Signed and Attested: _____ Date: _____
Phillip King, NPUSC Board President

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

NEW PRAIRIE UNITED SCHOOL CORPORATION

BY: _____
Board President

BY: _____
Board Secretary

Date of NPUSC Board Approval: 10/28/2024

NEW PRAIRIE CLASSROOM TEACHERS ASSOCIATION

BY: _____
NPCTA Co-President

BY: _____
NPCTA Co-President

BY: _____
NPCTA Negotiator

Date of NPCTA Contract Ratification: _____

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Appendix A: New Prairie United School Corporation Compensation Model

2023-2024 School Year (July 1, 2023 to June 30, 2024) base salary range is \$44,500 - \$80,500 for returning full-time teachers.

2024-2025 School Year (July 1, 2024 to June 30, 2025) The salary range is \$44,115 - \$81,000 for returning full-time teachers.

The New Prairie United School Corporation (NPUSC) Compensation Model is designed to award high performing teachers with additional compensation. Only teachers who are designated as highly effective or effective will be eligible to receive awards, stipends, and base salary increases.

Factors for Base Increase

Experience-Employed by NPUSC for at least 120 school days in the prior school year	50%
Highly Effective/Effective Evaluation Rating	50%

No more than 50% has been assigned to experience. The amount for base increases will be applied to all teachers who have satisfied both factors.

For the 2024-2025 school year (July 1, 2024 thru June 30, 2025), the amount available for raises to the base pay is \$500 per eligible returning teacher. A \$1500 stipend will be paid per eligible. The applicable costs for FICA and the Teachers’ Retirement Fund Contributions (TERF) will be paid by New Prairie United School Corporation(NPUSC).

Re-Distribution Plan

Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

- **Definitions of Academic Needs Categories**

Academic Needs #1	<u>Enhanced Professional Credentials</u>	\$300 one-time stipend
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Enhanced Professional Credentials is the obtaining of the identified credential, training, or license that will allow the teacher to be assigned to enhanced and or different duties in the corporation. In order to receive the stipend, the teacher must notify the NPUSC Superintendent and acquire the credential by June 30 of the current calendar year. A Teacher will not be eligible for more than one category in any given school year and will only be eligible upon completion. The teacher will not be eligible for an academic needs stipend if the teacher is paid by NPUSC to attend the qualifying training. The stipend is limited to the following credentials:

- Advanced Placement and Pre-Advanced Placement Endorsement
- Gifted and Talented Credential
- National Board Certification
- English as a Second Language Certification
- Dual Credit if not compensated by the University or College

Academic Needs #2 Enhanced Professional Credentials Weight \$300 one-time stipend

Enhanced professional credentials is defined as any additional licensing, certification, or training attained by the teacher beyond the requirements for employment that enables the teacher to offer additional instruction to New Prairie students. In order to earn the stipend, the credential must be preapproved by the superintendent. Eligible content areas are any content area (as defined by IDOE) in which the teacher currently teaches or any other content area approved by the superintendent. For the payment of the stipend in December (for those teachers employed on January 1 and still employed on the Board ratification date with the exception of those teachers who retired at the end of the respective school year or were subject to Reduction in Force) the pre-approval process will be waived, but the superintendent will still maintain final approval.

Academic Needs #3 Enhanced Professional Credentials Weight \$400 stipend per course

Any teacher completing a master's level course that was needed to maintain Dual Credit credentialing from July 1, 2024 to June 30, 2025 will be eligible to earn a one-time \$400 stipend per course completed to maintain Dual Credit Licensing. Transcripts showing completion of the course to earn Dual Credit Status will be submitted to the Superintendent for approval of the stipend by June 30, 2025.

Additional Compensation for Ancillary Duties

(Any information regarding Ancillary duties other than wage, was not bargained for and is to be used for informational purposes only.)

Tutoring/Remediation/Enrichment	\$20.00 per hour
After School and/or Enrichment and Remediation Programs	\$20.00 or \$25.00 per hour Depending on Funding Source
Homebound based on hourly from individual contract Approved after school committees/training (See below-approved committee list for compensation)	\$20.00 per hour
Professional development ½ day and full day	\$75 and \$150 respectively

Note-For training outside of the school day in-person or virtual online. The Yearly PLC Conference at Adlai Stevenson High School is not subject to this provision.

Mentor for teacher that is a new hire to NPUSC and in the first two years in the profession	\$500 stipend
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Mentor for a teacher new to NPUSC with previous teaching experience of more than two years	\$250 stipend
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Principal Designee – Stipend \$500.00 during the school day. (See Appendix “B”) If the building has multiple designee’s then they will split the stipend. (Also, \$25.00 an hour outside contract time.)

Auditorium Supervisor and Pool Supervisor: \$20.00 an hour for certified/trained staff member/s.

Class Coverage-Compensation will be provided to any bargaining unit member at the rate of 1/1000 of the existing minimum new hire salary if the assignment is induced by the New Prairie United School Corporation and/or needed to provide continuity in the educational program. Classroom coverage induced by the bargaining unit member may not receive this stipend. The added salary would be provided by the paycheck following Board approval.

Approved After School Committees for \$20 per hour:

- Grading Committee
- Teacher Evaluation Committee
- Calendar Committee
- High Ability Committee
- Report Card Committee
- ECA Committee
- District Guiding Coalition
- Safety Team (if meeting outside of contract time)
- Student Handbook Committee
- Heart Safe or Safety Committee

ECA Sponsors & Coaches with a CDL license will earn \$16 per hour for drive time only for extra-curricular trip driving. Reimbursement for CDL training and licensing up to 2 attempts will be provided by NPUSC.

ECA Sponsors & Coaches with training to drive activity buses, when necessary, will earn \$12 per hour for drive time only for extra-curricular trip driving.. Activity Bus training will continue to be provided by NPUSC.

Extended Contract

Classroom bargaining unit members who are assigned to duties during planning/preparation period to teach a needed class will be compensated at that teacher’s hourly rate.

New Hire Salary and Current Salary Range

The minimum starting salary for a first-year new hire will be \$42,500 in the 2024-2025 school year based on degree/license held and years of experience.

All other new hires will be placed by the superintendent on a traditional step and lane system and has columns for Workplace Specialist (no degree), Bachelors & Masters. This scale is used only for the placement and only once for each new teacher hired.

Yrs of Exp	Licensed Workplace Specialist - No Degree	Bachelor’s Degree	Master’s Degree
	<u>2024-2025</u>	<u>2024-2025</u>	<u>2024-2025</u>
0	42,500	44,500	46,500
1	43,100	45,100	47,300
2	43,700	45,700	48,100
3	44,300	46,300	48,900
4	44,900	46,900	49,700
5	45,500	47,500	50,500
6	46,100	48,100	51,300
7	46,700	48,700	52,100
8	47,300	49,300	52,900
9	47,900	49,900	53,700
10	48,500	50,500	54,500
11	49,100	51,100	55,300
12	49,700	51,700	56,100
13	50,300	52,300	56,900
14	50,900	52,900	57,700
15	51,500	53,500	58,500
16	52,100	54,100	59,300
17	52,700	54,700	60,100
18	53,300	55,300	60,900
19	53,900	55,900	61,700
20	54,500	56,500	62,500

The superintendent retains the right to determine salaries for difficult to fill positions per language below.

For the 2024-2025 school year (July 1, 2024 thru June 30, 2025), in order to provide additional flexibility with respect to employing teachers in hard to fill positions, the Superintendent shall have discretion to place new hires no more than four (4) steps higher on the new hire schedule based on experience and degree held. "Hard to Fill" may be defined as any unfilled vacancies which two or fewer appropriately licensed applicants apply prior to the initial interview period. The Superintendent will notify the NPCTA President(s).

Forms and Procedures

All academic needs activities will need to be documented in written form where both the pre-approval and post-approval of the building administrator and superintendent will be documented. All activities must receive prior approval of the building principal and proof of completion provided to the building principal in order to receive compensation. Documentation for the previous school year will be due no later than June 30, 2025 to the central office. Stipends earned through these activities will be paid within one month of submission and approval.

Increases in base pay will begin upon ratification and adoption by the Board of Trustees and will be retroactive to July 1.

Appendix B: 2024-2025 Extra-Curricular Sponsor and Athletic Coach Compensation

(Any information regarding extra-curricula Sponsor and Athletic Coach other than wage,
Was not bargained for and is to be used for informatinal purposes only.)

***Number of Positions listed is for informational purposes only			
2024-2025			
<i>School</i>	<i>Title</i>	<i>Number of Positions</i>	
High School	Art Fair/Competitions	1	548
High School	Art Club	1	548
High School	Assistant Instrumental Director	1	1,721
High School	Audio/Visual Club	1	548
High School	Back-Up Band Director (Show Choir)	1	1,779
High School	Dept. Chair CTE (based on ≥ 7)	1	1,293
High School	Dept. Chair Fine Arts (based on 5-6)	1	1,086
High School	Dept. Chair World Language(based on ≤ 4)	1	876
High School	Dept. Chair Lang Arts (based on ≥ 7)	1	1,293
High School	Dept. Chair P.E./Health (based on ≤ 4)	1	876
High School	Dept. Chair Math (based on ≥ 7)	1	1,293
High School	Dept. Chair Science (based on ≥ 7)	1	1,293
High School	Dept. Chair Social Sciences (based on ≥ 7)	1	1,293
High School	Drama Club	1	2,689
High School	Color Guard	1	1,291
High School	Percussion Instructor	1	1,291
High School	Indoor Percussion Ensemble Director	1	2689
High School	International Club (French & Spanish)	1	1,096
High School	Freshman Class Sponsor	1	548
High School	DECA	1	2,689
High School	FFA	1	4,571
High School	Key Club	1	548
High School	Hoosier Academic Super Bowl	1	1,329
High School	HOSA	1	4,571
High School	Instrumental Music Director	1	4,571
High School	Junior Class Sponsor	1	1,447
High School	Letterman Club	1	548
High School	Lunchroom Supervisor	2 x \$1193	2,386
High School	ModelUN	1	548
High School	International Honor Society	1	548
High School	National Honor Society	1	742
High School	Pep Band	1	861
High School	Pit Orchestra	1	861
High School	Robotics Team Head Coach	1	4,571
High School	Robotics Team Assistant Coach	1	1,174
High School	Senior Class Sponsor	1	742
High School	Sophomore Class Sponsor	1	548
High School	STAND Club Sponsor	1	548
High School	Student Senate	1	2,689
High School	Vocal Music Director	1	4,571
High School	Vocal Music Director (Fall Musical)	1	1,247
High School	Yearbook Sponsor	1	1,447
	<i>(Pg. 1 of 4)</i>		

High School	Auxiliary Guard-Dance	1	2,742
High School	Baseball Head Coach	1	4,662
High School	Baseball Assistant	1	2,504
High School	Baseball Assistant	1	2,504
High School	Basketball Boys Head Varsity Coach	1	8,541
High School	Basketball Boys Assistant Varsity	1	3,900
High School	Basketball Boys JV Head Coach	1	3,900
High School	Basketball Boys Asst. /Freshman Coach	1	3,900
High School	Basketball Girls Head Varsity Coach	1	8,541
High School	Basketball Girls Assistant Varsity	1	3,900
High School	Basketball Girls JV Head Coach	1	3,900
High School	Basketball Girls Asst. /Freshman Coach	1	3,900
High School	Cheerleading	1	2,742
High School	Cross Country Boys	1	4,662
High School	Cross Country Girls	1	4,662
High School	Cross Country Assistant Boys	1	2,504
High School	Cross Country Assistant Girls	1	2,504
High School	Football Head Coach	1	8,541
High School	Football Assistant Coach	1	3,900
High School	Football Assistant Coach	1	3,900
High School	Football Assistant Coach	1	3,900
High School	Football Assistant Coach	1	3,900
High School	Football JV Coach	1	3,900
High School	Football JV Coach	1	3,900
High School	Football Freshman Coach	1	3,900
High School	Football Freshman Coach	1	3,900
High School	Golf Head Boys Coach	1	3,342
High School	Golf Head Girls Coach	1	3,342
High School	Soccer Head Girls Coach	1	4,662
High School	Soccer Assistant Girls Coach	2	2,504
High School	Soccer Head Boys Coach	1	4,662
High School	Soccer Assistant Boys Coach	2	2,504
High School	Softball Head Coach	1	4,662
High School	Softball Assistant Coach	1	2,504
High School	Softball Assistant Coach	1	2,504
High School	Swimming Boys Head Coach	1	4,662
High School	Swimming Boys Assistant Coach	1	2,504
High School	Swimming Girls Head Coach	1	4,662
High School	Swimming Girls Assistant Coach	1	2,504
High School	Swimming Dive Coach B/G	1	2,504
High School	Tennis Boys Head Coach	1	3,342
High School	Tennis Boys Assistant Coach	1	2,504
High School	Tennis Girls Head Coach	1	3,342
High School	Tennis Girls Assistant Coach	1	2,504
High School	Track Boys Head Coach	1	4,662
High School	Track Boys Assistant Coach	1	2,504
High School	Track Girls Head Coach	1	4,662
High School	Track Girls Assistant Coach	1	2,504
High School	Volleyball Head Coach	1	4,662
High School	Volleyball Assistant Coach	1	2,504
High School	Volleyball Asst./Freshman	1	2,504
High School	Weight Room Supervisor (Fall,Winter,Spring)	3 (1 per season)	1,702
High School	Weight Room Supervisor (Summer)	1	2,785
High School	Boys Wrestling Head Coach	1	4,662
High School	Girls Wrestling Head Coach	1	4,662
High School	Wrestling Assistant Coach	1	2,504
High School	Wrestling Assistant Coach	1	2,504

Middle School	Athletic Supervisor	1	1,876
Middle School	Auxiliary Guard-Dance Coach	1	1,554
Middle School	Boys Basketball Grade 6	1	2,912
Middle School	Boys Basketball Assistant Grade 6	1	1,118
Middle School	Boys Basketball Grade 7	1	2,912
Middle School	Boys Basketball Grade 8	1	2,912
Middle School	Boys Basketball Assistant Grade 7/8	1	1,476
Middle School	Girls Basketball Grade 6	1	2,912
Middle School	Girls Basketball Assistant Grade 6	1	1,118
Middle School	Girls Basketball Grade 7	1	2,912
Middle School	Girls Basketball Grade 8	1	2,912
Middle School	Girls Basketball Assistant Grade 7/8	1	1,476
Middle School	Cheerleading Sponsor	1	1,554
Middle School	Cross Country Head Coach Girls	1	2,394
Middle School	Cross Country Head Coach Boys	1	2,394
Middle School	Football Head Coach	1	2,912
Middle School	Football Assistant Coach	1	2,233
Middle School	Football Assistant Coach	1	2,233
Middle School	Football Assistant Coach	1	2,233
Middle School	Swimming B/G	1	2,394
Middle School	Swimming Assistant B/G	1	1,118
Middle School	Track Head Boys Coach MS	1	2,394
Middle School	Track Head Girls Coach MS	1	2,394
Middle School	Track Assistant Coach Girls MS	1	2,195
Middle School	Track Assistant Coach Boys MS	1	2,195
Middle School	Volleyball Grade 6	1	2,394
Middle School	Volleyball Assistant Grade 6	1	1,118
Middle School	Volleyball Grade 7	1	2,394
Middle School	Volleyball Grade 8	1	2,394
Middle School	Volleyball Assistant Grade 7/8	1	1,118
Middle School	Wrestling Head Coach	1	2,394
Middle School	Wrestling Assistant Coach	1	1,876
Middle School	Wrestling Assistant Coach	1	1,876
All NPUSC Schools	PLC Leadership Team	8 (per school)	\$832

APPENDIX C

GRIEVANCE REPORT FORM

Grievance No. _____

Distribution of Form

Building _____

1. Superintendent

2. Principal

Assignment _____

3. Association

4. Teacher

Name of Grievant _____

Date Filed _____

STEP I

A. Date Cause of Grievance Occurred _____

B. 1. Statement of Grievance _____

2. Relief Sought _____

Signature

Date

C. Disposition by Principal _____

Signature

Date

*If additional space is needed in reporting Sections B1 and 2 of STEP I, attach an additional sheet.

GRIEVANCE REPORT FORM

Grievance No. _____

Distribution of Form

Building _____

1. Superintendent

2. Principal

Assignment _____

3. Association

4. Teacher

Name of Grievant _____

Date Filed _____

STEP II

A. Position of Grievant and /or Association _____

Signature

Date

B. Date Received by the Superintendent _____

C. Disposition of the Superintendent _____

Signature

Date

GRIEVANCE REPORT FORM

Grievance No. _____

Distribution of Form

Building _____

1. Superintendent

2. Principal

Assignment _____

3. Association

4. Teacher

Name of Grievant _____

Date Filed _____

STEP III

A. Position of Grievant and/or Association _____

Signature

Date

B. Date Received by Board _____

C. Disposition of Board _____

Signature

Date

GRIEVANCE REPORT FORM

Grievance No. _____

Distribution of Form

Building _____

1. Superintendent

2. Principal

Assignment _____

3. Association

4. Teacher

Name of Grievant _____

Date Filed _____

STEP IV

A. Position of Grievant and/or Association _____

Signature

Date

B. Date Submitted to Arbitration _____

C. Disposition and Award of Arbitrator _____

Signature of Arbitrator

Date of Decision

