

CONTRACT

Between

The Board of Education

Of the

Metropolitan School District of North Posey County

And

NEA North Posey

Effective, July 1, 2025, to June 30, 2027

## **Collective Bargaining Agreement**

### Article I – Introduction

The parties to this Agreement are the Board of Education of the Metropolitan School District of North Posey County, Indiana (School Corporation or Board), the School Employer, and NEA of North Posey County, Indiana (Association), the School Employee Organization.

A. Recognition Clause / Composition of Bargaining Unit

The Board hereby recognizes the NEA North Posey as the exclusive representative of all teachers in the School Corporation.

The bargaining unit for this contract shall refer to all certificated employees, as defined in I.C. 20-29-2-4 in the Metropolitan School District of North Posey County, Indiana, except for Central Office administrators, building principals, assistant principals, and any other school employee whose employment is not dependent upon the holding of a license or permit as provided in IC 20-29-2-11.

B. Definitions

The terms “Board” and “Association” shall include authorized officers, representatives, and agents.

The term “School Corporation”, when used in this contract, shall refer to the Metropolitan School District of North Posey County, in the State of Indiana.

“Days” shall mean calendar days.

C. Entire Agreement. This agreement represents the entire agreement of the parties and supersedes all prior and contemporaneous agreements, representations, and understandings, whether oral or written. No amendment or modification of this Agreement shall be valid unless in writing and signed by both parties.

D. Severability. If any provision of this Agreement is held to be invalid, illegal, or unenforceable in any respect under any applicable law or rule, such invalidity, illegality, or unenforceability shall not affect any other provision of this Agreement, and the Agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein.

### Article II – Salary / Wages

A. 2025-2026 School Year

1. Salary Range

- a. Before salary range: \$41,000 to \$76,500
- b. After salary range: \$45,000 to \$82,500

2. Base Salary Increases – Factors and Definitions

a. Academic Needs

- i. The School Corporation has an academic need to retain its current high quality Teachers. A Teacher who had an MSD North Posey Teacher Evaluation the previous school year and returns to the School Corporation is a high quality Teacher.
- ii. A Teacher whose salary is less than the statutory minimum of \$45,000. The School Corporation has an academic need to retain high quality Teachers.

b. Instructional Leadership – A Teacher possesses the required literacy endorsement under IC 20-28-5-19.7 on his/her instructional license.

c. Experience/Teacher Retention – the need to retain all Teachers employed in School Corporation and catch-up those Teachers with a salary adjustment in comparison to the starting base salaries of new Teachers (\$45,000) and the new hire salary range below pursuant to IC 20-28-9-1.5(d)(2)

d. Experience – the need to retain high quality experienced Teachers employed in School Corporation.

3. Distribution – Amounts to be added to Teacher’s current base salary

a. Academic Needs

- i. A Teacher who had an MSD Teacher Evaluation the previous school year and returns to the School Corporation shall be paid \$2,000.
- ii. A Teacher whose salary is less than the statutory minimum of \$45,000 after the salary increase in 3(a)(i) has been applied shall be paid the difference up to \$2,000.

b. Instructional Leadership - Literacy Endorsement

- i. A Teacher who possesses the literacy endorsement as of October 20, 2025, by 3:00 PM shall be paid \$500.

c. Experience/Teacher retention catch-up – A Teacher with at least seven (7) years of overall teaching experience AND at least three (3) years of experience with the School Corporation AND had a base salary of \$45,000 to \$50,000 in the 2024-2025 school year shall be paid \$1,000.

d. After the salary increases above are applied, the Teacher shall be placed on the schedule below at the salary closest to their new salary, without a loss of salary. Said placement will result in a bump of up to \$500.00 for the Teachers at the high end of the salary range which will be attributed to the experience factor.

e. The 2025-2026 Salary Schedule is attached as Exhibit A.

4. Itemized Compensation Requirements

a. The total possible base salary increases available to Teachers under this compensation plan is \$6,000.

b. 50% maximum

- i. Education: None.
- ii. Experience: The \$1,000 available increase for years of experience is a statutorily approved Teacher catch up increase pursuant to Ind. Code IC 20-28-9-1.5(d)(2) and does not count toward the 50% maximum.
- iii. Experience: The potential increase for Teachers at the top of the salary range to be placed on the salary schedule is \$500.
- iv.  $\$500/\$6000 = 8\%$

- c. 10% minimum. Academic needs accounts for \$4,000 of the \$6,000 increase which is more than 10% of the salary increase.
- d. A differentiated salary increase for the literacy endorsement is included in the total possible increase.

B.2026-2027 School Year

- 1. Salary Range
  - a. Before salary range: \$45,000 to \$82,500
  - b. After salary range: \$45,500 to \$83,000
- 2. Base Salary Increases – Factors and Definitions
  - a. Academic Needs - The School Corporation has an academic need to retain its current high quality Teachers. A Teacher who had an MSD North Posey Teacher Evaluation the previous school year and returns to the School Corporation is a high quality Teacher.
  - b. Instructional Leadership - Teacher newly obtains the required literacy endorsement under IC 20-28-5-19.7 on his/her instructional license on or before August 1, 2026.
  - c. Experience/Teacher Retention – the need to retain all Teachers employed in School Corporation and catch-up those Teachers with a salary adjustment in comparison to the starting base salaries of new Teachers (\$45,000) and the new hire salary range below pursuant to IC 20-28-9-1.5(d)(2)
  - d. Experience – the need to retain high quality experienced Teachers employed in School Corporation.
- 3. Distribution – Amounts to be added to Teacher’s 2025-2026 base salary
  - a. Academic Needs  
A Teacher who had an MSD North Posey Teacher Evaluation the previous school year and returns to the School Corporation shall move to the 2026-2027 salary schedule at the salary closest to their current salary without a loss of salary (\$500) and move down one (1) step (\$1,000) (total \$1,500).
  - b. Instructional Leadership - Literacy Endorsement  
A Teacher who newly obtains the literacy endorsement as of August 1, 2026, will move horizontally to the instructional leadership column (\$500).
  - c. Experience/Teacher retention catch-up  
A Teacher with at least seven (7) years of overall teaching experience AND at least three (3) years of experience with the School Corporation AND had a base salary of \$45,000 to \$50,000 in the 2024-2025 school year will move down one (1) step (\$1,000).
  - d. The 2026-2027 Salary Schedule is attached as Exhibit A.
- 4. Itemized Compensation Requirements
  - a. The total possible base salary increases available to Teachers under this compensation plan is \$3,000.

- b. 50% maximum
  - i. Education: None.
  - ii. Experience: The \$1,000 available increase for years of experience is a statutorily approved Teacher catch up increase pursuant to Ind. Code IC 20-28-9-1.5(d)(2) and does not count toward the 50% maximum.
  - iii. Experience: The potential increase for Teachers at the top of the salary range to be placed on the salary schedule above is \$500.
  - iv.  $\$500/\$3500 = 14\%$
- c. 10% minimum. Academic needs accounts for \$1,500 of the \$3,000 increase which is more than 10% of the salary increase.
- d. A differentiated salary increase for the literacy endorsement is included in the total possible increase.

### C. New Hire Salaries

New hires will be placed on the salary schedule in Appendix A based on their years of experience and level of education. Following discussion with the Association President, the Superintendent or designee shall have the authority to recommend employment of a teacher at an increased rate of no more than an additional \$4,000 based upon the needs of the school corporation and the availability of qualified teachers for the position. In addition, following discussion with the Association President, the Superintendent or designee shall have the authority to recommend employment of a teacher of Math, Science, English, or Special Education at an increased rate of no more than an additional \$5,000 based upon the needs of the school corporation and the availability of qualified teachers for the position. For purposes of this paragraph, “experience” shall mean years of experience teaching in a public school. Up to four (4) years of military service will be recognized as experience for a new hire.

### E. Other Compensation

#### 1. Dual Credit

A Teacher who instructs students in dual credit courses will receive a \$500.00 stipend per course up to a maximum of \$2,000 for the school year. The stipend will be paid following submission of semester grades and dependent on 75% or more of the students in the class earning a “C” or better on the higher ed transcript.

#### 2. Extracurricular or Co-Curricular Activity

The pay Schedule attached as Appendix B is fully incorporated herein and shall be applicable for the 2025-2026 and 2026-2027 school years. Coaching stipends can be split 25%/50%/75% as requested by the Athletic Director or Superintendent.

## Article III – Voluntary Sick Leave Bank

### A. Voluntary Sick Leave Bank

The Association shall be permitted to establish a voluntary sick leave bank. Rules and regulations for the governing of the affairs of this voluntary sick leave bank shall be as established by the Association, provided, however, that certain minimum requirements shall be included in such rules and regulations which shall provide that a Teacher must have used all accumulative sick leave days before application can be made to the bank (provided, however, a Teacher shall not be allowed to use sick leave bank days when such Teacher is eligible to qualify for payment under the School Corporation’s long-term disability insurance program) that the Teacher must have been sick five (5) consecutive days or ten (10) non-consecutive days beyond the amount of current sick leave

during one (1) contract year and that the Teacher must furnish a doctor's certificate as proof of illness or injury.

The conduct of the affairs of the voluntary sick leave bank shall be under a committee or board appointed by the Association. When possible, the committee shall advise the Board of its meeting dates, and if desired by the Board, a representative of the Board may sit in on meetings of the committee as a non-voting member.

Upon retirement, a Teacher may elect to donate up to 10 unused sick leave days if they are in excess of the number of days that were bought out as listed in Attachment 1.

The maximum number of days allowed in the Sick Leave Bank at any time is 500.

#### Article IV – Fringe Benefits

##### A. Indiana State Teachers' Retirement Fund

The amounts contained in the salary schedules attached as Appendix A do not include the three percent (3.00%) contribution to the Indiana State Teachers' Retirement Fund by the Board on behalf of Teachers for payment of their annuity share of such retirement contribution. Thus, the individual Teacher's contract for salary shall be written for the amount of compensation payable and said three percent (3.00%) is paid by the Board over and above that amount.

The amounts contained in the extra-duty pay schedule attached as Appendix B include three percent (3.00%) of said amounts to be paid directly to the Indiana State Teachers' Retirement Fund by the Board on behalf of each affected Teacher for payment of the Teacher's annuity share of such retirement contribution. Thus, the individual Teacher's contract for each affected Teacher shall be written for the amount of compensation payable, which is less the said three percent (3.00%).

##### B. Payments

Salaries and wages to be paid under this contract shall be paid in twenty-six (26) pays with pays on alternate Fridays of each month, beginning in September, provided, however, that the number and dates of pays may be adjusted so that (1) no more than twenty-six (26) pays are made in any school year or calendar year, and (2) no more than nine (9) pays are made from the start of a teaching contract year through December 31 of said year. The method of payment shall not be changed during any school year except in the case of a separation from service or the Teacher takes an unpaid leave of absence. The final payment, less deductions, shall be made within 30 days of separation from employment.

##### C. Job-Connected Accident or Disability

A teacher physically unable to work due to a job-connected accident or disability will be paid:

- (1) the teacher's full salary, less the total amount of Worker's Compensation, from the teacher's total accumulation of sick leave days, or
- (2) at the teacher's request, only the Worker's Compensation for such days; in this case, the teacher's accumulated sick leave days would not be used and the teacher would be paid by the School corporation the difference, if any, between what is received from Worker's Compensation and 66% of the teacher's daily rate of pay for each working day missed.

If the Teacher is enrolled in the School's health, term life, long-term disability or cafeteria program(s) at the time of the job-connected accident or disability, the Board will contribute its share of the premium(s) during the period of time the employee is absent from work due to a compensable injury for a period not to exceed one (1) year.

D. Liability Insurance

The Board carries worker's compensation and liability insurance on all Teachers. All work related injuries should be reported immediately to the Office of the Superintendent.

E. Excess Liability Insurance

The Board shall, if obtainable, provide "excess liability insurance/coverage" to give additional protection to Teachers from personal loss when Teachers are transporting students to approved school activities or are engaged in other school business.

F. Term Life Insurance

The Board shall pay for a term life insurance and accidental death and dismemberment policy for each full-time Teacher with a policy limit of Fifty Thousand Dollars (\$50,000).

G. Health Insurance

1. High-Deductible Plans Only: The Board shall annually contribute up to \$5,870.00 toward the cost of the standard single membership in the group health provider's medical group plan adopted for the School Corporation for those Teachers who participate in the single plan or up to \$12,600.00 for those Teachers who participate in such family plan.
  - a. Teachers who work less than half time are not eligible for this benefit. Teachers who work between half time and full time shall receive a prorated contribution toward health insurance based on percentage of time worked.
  - b. Spouses who are both employed by the School Corporation may elect to take no health plan, or each a single plan, or two-family plans with different dependents.
2. Health Savings Account Contribution: For each year of the Contract, the Corporation shall fund the health savings account for the HDHP insurance plans in the amount of seven hundred fifty dollars (\$750.00) for individual plans and one thousand five hundred dollars (\$1,500.00) for family plans. These contributions shall be payable in February of the contract year.

H. Long Term Disability Insurance

If a Full-Time Teacher elects coverage under the School's Long Term Disability Insurance, the Board shall pay the premium. The premium will be averaged over the participants enrolled.

I. Supplemental Health Benefit

All Teachers will have access to the North Posey Wellness Clinic.

J. Payroll Deduction Programs

1. New insurance benefits must be purchased from carriers who have participation of at least twenty percent (20%) of the Teachers. Annuities (403b) must be with companies in the School Corporation's Plan Document. It is the responsibility of the participant to arrange the billing procedure with the corporation's bookkeeper.
2. Enrollment shall be the responsibility of each carrier, including the preparation of premiums owed and deductions to be made. It shall be the responsibility of the carrier to accomplish all selling, policy delivery, and servicing in an ethical and timely manner.
3. Enrollment in such plans will be determined by the carrier.
4. Tax sheltered annuities purchased by salary reduction only will still have an enrollment deadline date of August 1 or February 1.

K. Insurance Upon Resignation or Retirement

Any Teacher who resigns or retires effective at the end of the school year shall be permitted to remain a part of the insurance program through August 31 of the year within which the school year

ended. The School Corporation shall continue to pay its monthly share of the insurance premiums up to the total amount agreed to provided that such Teacher makes arrangements and pays the Teacher's share of the premiums owed.

L. Insurance Upon Termination of Employment

Upon severing of employment by a Teacher, the Board agrees to pay its premium share for those policies for which it has already been paying,

- (1) until the beginning of the next school year after which termination occurred; or
- (2) for thirty (30) days from the date of termination, if occurring during the school year and for which at least a thirty (30)-day notice is given by the Teacher prior to severing of employment.

M. Insurance

Subject to approval, procedures, and all requirements of the insurance carrier(s) (1) a Teacher who permanently retires from teaching while in service to this School Corporation, or (2) a Teacher who has been granted an unpaid leave of absence by the Board and who was a member of this School Corporation's group health insurance plan and/or group term life insurance plan at the time of such retirement or leave of absence may continue the Teacher's coverage in such plan(s) at the Teacher's own expense as follows:

1. Retiree – health insurance and life insurance coverage may continue until the Teacher is eligible for Medicare. The retiree's spouse may continue on the plan as permitted by state and federal law. All retirement provisions as provided in Article V shall apply.
2. Leave of Absence – Coverage may continue until expiration of such leave. Such Teacher shall be solely responsible for remitting the entire (total) premium(s) due in accordance with procedures and requirements as established by this School Corporation.

N. Professional Leave

Teachers who wish to attend workshops, conferences, and educational or professional meetings or who have made cooperative arrangements with the institution to be visited for the purpose of observing instruction techniques or other instruction-oriented programs shall make formal request in advance to the superintendent for leave of absence with pay to attend such meetings. The Teacher, as a part of the request for leave, may request payment/reimbursement for necessary expenses, noting any reimbursement forthcoming from sources other than the School Corporation. Reimbursement to Teacher will be at the sole discretion of the Superintendent.

O. Jury Duty

Teachers who are subpoenaed for jury duty will receive their regular scheduled pay.

P. Court Leave

Court leave with pay shall be granted to Teachers for the time necessary to make appearances in any court proceeding resulting from activities relating to the Teacher's employment with the School Corporation, except for appearances in any litigation arising from an action brought by the Teacher or the Association or its affiliates against the Board or the Metropolitan School District of North Posey County, Indiana, or arising from an action brought by the Board or the School Corporation against the Teacher or the Association or its affiliates.

Q. Bereavement Leave

1. Teachers may be absent from work with pay not to exceed five (5) school days from the time of the death of a member of the immediate family (parent, legal guardian, spouse, brother, sister, child, current father-in-law, current mother-in-law, current son-in-law, current daughter-in-law) and any other relative domiciled in the Teacher's home. The five (5) days do not have

- to be taken consecutively but may be spread over one (1) year following the death of a member of the immediate family, as described above.
2. In case of the death of a (an) uncle, aunt, cousin, niece, nephew, current brother-in-law, current sister-in-law, not domiciled in the home of the Teacher, the Teacher is entitled to be absent two (2) consecutive school days without loss of compensation.
  3. In case of the death of a grandparent or grandchild, the Teacher is entitled to be absent three (3) consecutive school days without loss of compensation.
  4. If the Teacher has been named executor of the deceased's estate, the leave may be taken on nonconsecutive days within one (1) year of the death.

R. Paid Time Off (PTO)

All Teachers shall be allowed sixteen (16) annual PTO days per year. After three (3) consecutive days the Teacher may be asked for a doctor's statement. A Teacher can bank thirteen (13) unused PTO days if they have not reached the max of 192 days. A Teacher may also buy back up to ten (10) unused or unbanked PTO days per year. A Teacher employed under regular contract for only a portion of the school year shall be entitled to a prorated number of PTO days and those days may be used as otherwise described herein.

Teachers may take PTO days in one-half (1/2) day units, said one-half (1/2) days to be either before or after the noon break.

A Teacher who exercises a PTO day before or after a school holiday, shall be charged with using two (2) PTO days unless the time off is due to a documented medical condition or is for Bereavement Leave, Professional Leave, Court Leave, or Jury Duty as defined herein. The school holidays for purposes of this section are: First and last day of school, Fall Break, Thanksgiving Break, Winter Break, Spring Break, Labor Day, MLK Day, and President's Day.

To incentivize Teachers to work the days before and after a school holiday (as defined in the previous paragraph), the School Corporation is offering the following Attendance Incentive Program (AIP).

- i. The School Corporation budgets \$150,000.00 annually for substitute teacher costs. Should the total actual expenditure for substitute teachers fall below \$140,000.00 in any school year, the difference between the actual expenditure and \$140,000.00 shall be designated as the Attendance Incentive Fund (AIF).
- ii. At the end of the school year, each Teacher's unused, unbanked, and unredeemed PTO days for that year shall be totaled for conversion into the AIF.
- iii. The converted PTO days shall be aggregated across the entire bargaining unit and divided by the number of total converted PTO days, establishing a per-day value.
- iv. Each Teacher who converted PTO days into the AIF will receive a payment equal to their number of converted PTO days multiplied by the per-day value determined in step iii.
- v. Payment shall be made, at the participating Teacher's election, in the form of a check subject to standard payroll deduction or as a direct contribution to the Teacher's 403(b) plan.

The AIP is a one (1) year pilot program for the 2025-2026 school year. Whether to continue the AIP in the 2026-2027 school year will be at the Superintendent's sole discretion.

S. Accumulated Sick Leave

Up to thirteen (13) unused PTO days may be accumulated for sick leave up to a maximum of 192 days. A Teacher's PTO days shall be added at the start of the school year and must be exhausted before the use of any accumulated sick leave days. Accumulated sick leave days may be used in one-half (1/2) day units, said one-half (1/2) days to be either before or after the noon break.

T. Long-Term Leave

A Teacher will be entitled to long-term leave, unless for good cause shown (not related to the reason for the leave) the Board intended to non-renew the Teacher's contract before the leave was requested. Long-term leave is available to a Teacher who has given birth to a child and may extend up to one (1) year. The leave shall begin at such time as is determined by the Teacher. Long-term leave shall be without pay, but all or any portion of a leave taken by a Teacher because of medical disability connected with or resulting from the pregnancy or childbirth may, at the option of the Teacher, be charged to the Teacher's available sick leave.

U. Leaves of Absence – General Provisions

Any leave of absence which may be granted to a Teacher by the Board shall be subject to the following provisions:

1. Such leave request shall include the beginning and ending dates for the leave;
2. Return Prior to Termination Date

The Teacher may return to full-time employment prior to the termination date of leave, provided said Teacher

- a. notifies the Office of the Superintendent, in writing, of the Teacher's intended return (a) at least sixty (60) days prior to the date the Teacher wishes to return if such return is at the beginning of the next ensuing school year, or (b) at least ten (10) days prior to the date the Teacher wishes to return, if such return is during the school year, and
- b. if requested by the Board, furnishes a written statement from the Teacher's physician attesting to the Teacher's ability to resume the full performance of the duties and responsibilities to which the Teacher may be assigned, and
- c. there is a classroom teaching position open on the staff for which the Teacher is qualified.

In the event the Teacher gives notice of the Teacher's intention to return prior to the termination date of the leave and furnishes the physician's statement, as provided herein, and no position is open, the Teacher will be offered a position for which the Teacher is qualified no later than the beginning of the next ensuing school year.

3. Return After Termination Date

The Teacher may return to full-time employment the next assigned duty day after the termination date of the leave, provided said Teacher

- a. notifies the Office of the Superintendent, in writing, of the Teacher's intended return (a) at least sixty (60) days prior to the termination date of the leave, if such return is at the beginning of the next ensuing school year, or (b) at least ten (10) days prior to the termination date of the leave, if such return is during the school year, and
- b. if requested by the Board, furnishes a written statement from the Teacher's physician attesting to the Teacher's ability to resume the full performance of the duties and responsibilities to which the Teacher may be assigned.
- c. It is understood that for subsection C of this section, the Office of the Superintendent shall notify such Teacher of the deadline for the Teacher's notice of intent to return after the termination date of the leave, by certified mail, to the

Teacher's address upon the records of the School Corporation at least ten (10) days prior to such deadline.

4. If said Teacher
  - a. fails to notify the Office of the Superintendent of the Teacher's intended return as provided above, or
  - b. if requested by the Board, fails to furnish a written statement from the Teacher's physician as provided above, or
  - c. provides notice and fails to return to employment the first assigned duty day from the date of termination of the leave, or
  - d. fails to accept an offered position for which the Teacher is qualified, the Teacher shall be deemed to have resigned and the obligation of the School Corporation to provide a position to the Teacher will cease.
5. If said leave extends beyond the first day of May of any year, the granting of said leave by the Board shall not prevent the Board from serving notice to said Teacher on or before May 1 that said Teacher's contract will not be renewed, nor will the granting of said leave prevent the Board from invoking, initiating, and utilizing the procedures established by law for the cancellation of any indefinite contract with a Teacher.

#### V. Family and Medical Leave

A teacher who qualifies as an "eligible employee" under the Family and Medical Leave Act of 1993 (FMLA) is entitled to up to twelve (12) workweeks of unpaid, job-protected leave in a designated 12-month period for qualifying family and medical reasons. In certain cases, such as caring for a covered servicemember with a serious injury or illness, eligible employees may take up to twenty-six (26) workweeks of leave.

While FMLA leave is generally unpaid, an eligible employee may elect to use available paid leave (such as PTO or sick days) concurrently with FMLA leave. (See Board approved policy for additional details regarding FMLA eligibility.)

#### W. Mileage

Travel when possible, should be done utilizing School Corporation vehicles. When authorized by the Superintendent, reimbursement for authorized travel shall be at the rate set by the IRS.

#### X. Section 125

Each teacher may participate in the Section 125 Generation I Plan. A Section 125 Flexible Benefit Plan shall also be available.

#### Y. Dental Insurance

An optional group dental insurance program will be available to Teachers. Payment will be through payroll deduction. The provider will be mutually determined by the parties.

#### Z. Longevity Stipend

Upon written request by March 1 to the Superintendent by a Teacher who has:

- a. a minimum of 15 years of service in the School Corporation; or
- b. reached age 55 and is retiring from the School Corporation as evidenced by application to the Indiana State Teachers Retirement Fund, the following will apply.

For Teachers hired before March 15, 2004, the School Corporation shall pay a two thousand dollar (\$2,000) longevity stipend to the retiring individual payable in June following their service up to and including the last Teacher record day in the preceding school year. A \$1,000 stipend will be available for qualifying Teachers who provide notice by October 1 with intent to retire at the

conclusion of the first semester, provided that the Teacher serves up to and including the last Teacher record day in the first semester.

Provided, however, the retiring Teacher shall have the longevity stipend reduced by \$50 for each day that the accumulated sick leave is less than the accumulated sick leave listed in Attachment 1. These provisions shall not reduce the individual's respective salary detailed in Article II.

For Teachers hired after March 15, 2004, the School Corporation shall pay \$50.00 for each day of accumulated leave up to a maximum of \$2,000, payable in June following their retirement and service up to and including the last Teacher record day in the preceding school year. A \$1,000 stipend will be available for qualifying Teachers who provide notice by October 1 with intent to retire at the conclusion of the first semester, provided that the Teacher serves up to and including the last Teacher record day in the first semester.

Failure to notify the superintendent by October 1 for end of first semester retirements or March 1 for end of year retirements will result in forfeiture of the longevity stipend. The Superintendent may waive the notice requirement as a result of the Teacher's serious ill health, serious accident or unforeseen emergency.

#### AA. Matching Annuity Program

The School Corporation shall contribute a match of up to one and one-quarter (1.25%) percent of the Teacher's contract base salary, excluding extra-duty pay to a 401(a). The 401(a) vendor shall be mutually selected by the Board and Association. The Teacher shall be immediately vested in the 401(a) contribution. The Teacher shall not have access to, nor shall the monies be available for loans or hardship withdrawals until the Teacher has resigned or retired. The Teacher's matching salary reduction may be contributed to the approved 403(b) vendor with payroll deduction.

#### BB. Background Checks

For existing employees, the School Corporation shall pay for the background checks required by law every five (5) years.

### Article V – Retirement Liquidation

#### A. Terms and Conditions for Administration of the Section 401(a) and VEBA.

The single source provider's administration of the Section 401(a) and of the VEBA generated by the liquidation of retirement assets shall be governed by the following terms and conditions.

1. For the Section 401(a) and for the VEBA, the following shall govern each, separately:
  - a. Funds of each certificated school employee shall be maintained and accounted for separately, and there shall not be any co-mingling of accounts. An employee's Section 401(a) account under this section shall be accounted for separately from any other Section 401(a) and Section 403(b) account provided for now or in the future.
  - b. The School Corporation shall not be paid for any administrative costs it may incur to facilitate the accounts, neither shall any account costs be assessed to the School Corporation.
  - c. All costs for the administration of the programs and the individual accounts shall be paid from the respective account's assets, including investment charges.

2. In addition to the above, the VEBA shall not at any time allow loans or cash withdrawals for the certificated school employee, the spouse or dependent(s).
3. Investment and vesting issues are governed by Section C.

B. Teacher's Tax Vehicle Allocation Plan(s)

Teachers shall select a single plan for the retirement liquidation amounts. After this single limited plan selection, assets may not be reallocated by the individual employee at any time.

C. Retirement Liquidation Default, Redistribution, and Vesting

1. Upon completion of fifteen (15) years of employment with the School Corporation, a Teacher shall be fully vested in the retirement liquidation assets including earnings. A retiring Teacher who is:
  - a. at least fifty-five (55) years of age with less than fifteen (15) years in the School Corporation; and
  - b. retiring from the School Corporation shall have full access to the funds in the retirement liquidation assets including earnings. Retirement is evidenced by application to the Indiana State Teachers Retirement Fund.
2. Prior to vesting and after vesting, the Teacher shall be allowed to invest retirement liquidation assets in VEBA and Sec. 401(a) in accord with the vendor's plans' provisions. When vested, upon resignation or retirement, the Section 401(a) account shall be fully portable, subject to loans, hardship withdrawals, or withdrawals subject to IRS Code restrictions; when vested, upon resignation or retirement the employee shall have access to the funds in the VEBA, however, loans or withdrawals shall not be allowed from the VEBA. During active employment with the School Corporation the funds shall remain in the single source vendor's 401(a) and VEBA.
3. If the individual dies in service after satisfying sub-section 1, or 1(a) and (b), and before separation from employment, all liquidated retirement assets including earnings shall vest in the named beneficiaries of the respective plans in accord with the vendor's plans' provisions.
4. (a) A certificated school employee participating in the liquidated retirement program defaults the VEBA and/or Sec. 401(a) assets, including earnings, upon submission of resignation or termination prior to vesting as provided in subsection (1) above. Being subject to reduction in force and being on the recall list is not default.  
  
(b) Once each plan year, no later than the month of October, each vendor shall redistribute the defaulted amounts. Each remaining active certificated employee will receive a percentage of the redistribution of defaults, equal to the total funds for each certificated school employee at the time of liquidation, regardless of plan selection, divided by the total liquidated funds at the time of liquidation of the remaining active participants. The individual amounts are provided in Attachment 2. VEBA defaults, and/or Section 401(a) defaults, shall be redistributed only to active participants of the respective defaulted fund/s.  
  
(c) Time on the RIF recall list shall not be counted for vesting, however, that time accumulated before separation by reduction in force shall be used to establish vesting when the certificated school employee is recalled and returns to active service.

Amounts forfeited upon separation from employment before vesting shall not be reinstated if the Teacher is subsequently rehired by the School Corporation. Board approved leave of absence shall not be a default event; however, it shall become one and cause forfeiture if the individual fails to return to employment following the expiration of the leave period.

#### Article IV – Grievance Procedure

##### Section 1 - Definition

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

##### Section 2 – Procedure

###### Step One

Within ten (10) calendar days of the time that the grievant knew, or reasonably should have known, of the grievance, the grievant shall present the grievance to the principal during non-teaching hours. Within three (3) working days after presentation of the grievance, the principal shall orally answer the grievant.

###### Step Two

Within three (3) working 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 principal on the form provided by the administration. The grievance shall

- (a) name the employee involved;
- (b) state the facts giving rise to the grievance;
- (c) identify the specific provisions of this contract alleged to be violated;
- (d) state the contention of the grievant with respect to the grievance; and
- (e) indicate the specific relief requested.

Within five (5) working days after receiving the written grievance, the principal shall communicate the principal's answer in writing to the grievant.

###### Step Three

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 the grievance 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, which shall issue a receipt, therefore. The superintendent, or the superintendent's designated representative, shall give the grievant an answer in writing no later than ten (10) working days after receipt of any written grievance properly filed with the Office of the Superintendent.

###### Step Four

Within ten (10) working days after receiving the decision of the superintendent, an appeal of the decision may be made to the Board. The Board shall hold a hearing on the grievance at the next regular meeting, or a prior special meeting, and render its decision in writing to the grievant within five (5) working days after the hearing.

The Board may not consider any material, allegation, or remedy that was not presented in Step Three.

##### Section 3 – Hearings

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

Section 3 – Hearings

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

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 the grievance within the specified time limit, the grievant shall have the right to appeal at the next step of the procedure in accordance with the time limits therein.
- (c) Any grievance not advanced from one step to the next step within the time limits shall be deemed resolved by the answer at the previous step.
- (d) Any grievance which arose prior to the effective date of this contract or after the termination date of this contract shall not be processed.
- (e) Any grievance not presented in Step One within ten (10) calendar days of the time the grievant knew, or reasonably should have known, of the grievance or any grievance not submitted in writing in Step Two within six (6) working days of the submission in Step One shall be deemed waived and shall not be processed.

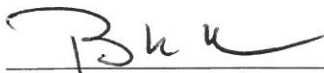
Article V – CBA Ratification

- A. The contract term is July 1, 2025 to June 30, 2027. The parties agree to reopen the contract during the statutory bargaining window in 2026 if either of the following occur:
  - a. student enrollment falls below 1,380 as of October 1, 2026, or
  - b. the Full-Time Teacher count falls below 106 as of August 15, 2026.
- B. Public Hearing and Meeting Attestations
  - 1. A public hearing pursuant to Ind. Code 20-29-6-1 was held on October 6, 2025 and electronic participation was not permitted.
  - 2. A public hearing pursuant to Ind. Code 20-29-6-19 to discuss the tentative agreement was held on October 7, 2025 and electronic participation was permitted.
  - 3. A board meeting was held on October 20, 2025 to ratify the tentative agreement.
- C. Contract Attest

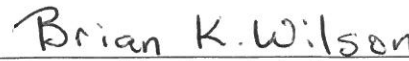
Board of Education  
Metropolitan School District  
Of North Posey County, by

NEA North Posey County, Indiana, by

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Chairperson of the Board's  
Negotiating Team

  
\_\_\_\_\_  
Chairman of the Association's  
Negotiating Team

Appendix A  
Salary Schedules

<b>2025-2026</b>				
<b>New Hire Placement w/Bachelors (by years of service credit)</b>	<b>New Hire Placement w/Masters+ (by years of service credit)</b>	<b>Step</b>	<b>Salary without Instructional Leadership</b>	<b>Salary with Instructional Leadership</b>
0		A	\$45,000	\$45,500
1		B	\$46,000	\$46,500
2	0	C	\$47,000	\$47,500
3	1	D	\$48,000	\$48,500
4	2	E	\$49,000	\$49,500
5	3	F	\$50,000	\$50,500
6	4	G	\$51,000	\$51,500
7	5	H	\$52,000	\$52,500
8	6	I	\$53,000	\$53,500
9	7	J	\$54,000	\$54,500
10	8	K	\$55,000	\$55,500
11	9	L	\$56,000	\$56,500
12	10	M	\$57,000	\$57,500
13	11	N	\$58,000	\$58,500
14	12	O	\$59,000	\$59,500
15	13	P	\$60,000	\$60,500
16	14	Q	\$61,000	\$61,500
17	15	R	\$62,000	\$62,500
18	16	S	\$63,000	\$63,500
19	17	T	\$64,000	\$64,500
20+	18	U	\$65,000	\$65,500
	19	V	\$66,000	\$66,500
	20+	W	\$67,000	\$67,500
		X	\$68,000	\$68,500
		Y	\$69,000	\$69,500
		Z	\$70,000	\$70,500
		AA	\$71,000	\$71,500
		AB	\$72,000	\$72,500
		AC	\$73,000	\$73,500
		AD	\$74,000	\$74,500
		AE	\$75,000	\$75,500
		AF	\$76,000	\$76,500
		AG	\$77,000	\$77,500
		AH	\$78,000	\$78,500
		AI	\$79,000	\$79,500
		AJ	\$80,000	\$80,500
		AK	\$81,000	\$81,500
		AL	\$82,000	\$82,500

2026-2027				
New Hire Placement w/Bachelors (by years of service credit)	New Hire Placement w/Masters+ (by years of service credit)	Step	Salary without Instructional Leadership	Salary with Instructional Leadership
0		A	\$45,500	\$46,000
1		B	\$46,500	\$47,000
2	0	C	\$47,500	\$48,000
3	1	D	\$48,500	\$49,000
4	2	E	\$49,500	\$50,000
5	3	F	\$50,500	\$51,000
6	4	G	\$51,500	\$52,000
7	5	H	\$52,500	\$53,000
8	6	I	\$53,500	\$54,000
9	7	J	\$54,500	\$55,000
10	8	K	\$55,500	\$56,000
11	9	L	\$56,500	\$57,000
12	10	M	\$57,500	\$58,000
13	11	N	\$58,500	\$59,000
14	12	O	\$59,500	\$60,000
15	13	P	\$60,500	\$61,000
16	14	Q	\$61,500	\$62,000
17	15	R	\$62,500	\$63,000
18	16	S	\$63,500	\$64,000
19	17	T	\$64,500	\$65,000
20+	18	U	\$65,500	\$66,000
	19	V	\$66,500	\$67,000
	20+	W	\$67,500	\$68,000
		X	\$68,500	\$69,000
		Y	\$69,500	\$70,000
		Z	\$70,500	\$71,000
		AA	\$71,500	\$72,000
		AB	\$72,500	\$73,000
		AC	\$73,500	\$74,000
		AD	\$74,500	\$75,000
		AE	\$75,500	\$76,000
		AF	\$76,500	\$77,000
		AG	\$77,500	\$78,000
		AH	\$78,500	\$79,000
		AI	\$79,500	\$80,000
		AJ	\$80,500	\$81,000
		AK	\$81,500	\$82,000
		AL	\$82,500	\$83,000

Appendix B  
Extra Duty Pay Schedule

Any information other than the title of the position and the amount of the stipend is included for informational purposes only and was not bargained.

<b>NORTH POSEY HIGH SCHOOL Non-Athletic</b>	<b>2025- 2027</b>
Academic Competition Coaches (5) Fine Arts, Mathematics, Social Studies, Language Arts, Science	\$1,450
Academic Head Coach	\$1,650
Class Sponsors-Junior (2)	\$1,850
Class Sponsors-Senior (2)	\$850
Club Sponsors: Up to Nine (9) clubs to be paid each year and are subject to change upon agreement between Superintendent and Association.	\$450
Debate Coach	\$1,200
Department Chairpersons (5)	\$825
National Honor Society	\$1,500
Play/Musical Director	\$2,600
Robotics Coach	\$2,050
Social Media/School Website Manager	\$2,300
Sound & Light Technicians (2)	\$1,400
Speech Coach	\$2,300
Spell Bowl Coach	\$2,300
Student Council	\$2,000
Vocational Club Sponsors (BPA, HOSA, FFA, Robotics)	\$1,500
Winter Guard	\$1,200
Yearbook Sponsor	\$1,350
Zero Period (per semester)	\$1,550
<b>NORTH POSEY HIGH SCHOOL Athletic</b>	<b>2025- 2027</b>
Athletic Director	\$7,000
Athletic Director, Assistant	\$5,200
Baseball Coach	\$6,500
Baseball Coach-Assistant	\$3,400
Basketball Boys' Coach	\$7,750
Basketball Boys' Coach-Assistant (2)	\$4,000
Basketball Girls' Coach	\$7,750
Basketball Girls' Coach-Assistant (2)	\$4,000
Cheerleader Coach (1 Year)	\$3,000
Cheerleader Coach- Assistant or Dance	\$1,500
Cross Country Coach	\$3,000
Football Coach	\$8,000
Football Coach-Assistant (4)	\$4,000

Golf Boys' Coach	\$3,000
Golf Girls' Coach	\$3,000
Soccer Boys Coach	\$4,750
Soccer Boy's Asst	\$1,000
Soccer Girl's Coach	\$4,750
Soccer Girl's Asst	\$1,000
Softball Coach	\$6,500
Softball Coach-Assistant	\$3,400
Tennis Boys' Coach	\$3,000
Tennis Girls' Coach	\$3,000
Track Boy's Coach	\$4,000
Track Boy's Asst Coach	\$2,400
Track Girls Coach	\$4,000
Track Girls Asst Coach	\$2,400
Volleyball Coach	\$6,000
Volleyball Coach-Assistant	\$3,400
Freshman Coach	\$1,400
Weight Trainer-Summer	\$1,500
Wrestling	\$5,500
Wrestling Assistant Coach	\$2,500
Girls Wrestling	\$3,000
Season extender per championship (regional, sectional, etc.) for head coaches who take a team to postseason competition	\$250
<b>NORTH POSEY JUNIOR HIGH Non-Athletic</b>	
Academic Area Coach (4)	\$1,450
Academic Head Coach	\$1,650
National Junior Honor Society Sponsor	\$1,425
Robotics Coach	\$1,525
Social Media/School Website Manager	\$2,300
Spell Bowl Coach	\$2,300
Student Council Sponsor	\$1,500
Yearbook Sponsor	\$750
<b>NORTH POSEY JUNIOR HIGH Athletic</b>	
Activities Coordinator	\$6,500
Basketball Boys' Coach (2)	\$2,600
Basketball Girls' Coach (2)	\$2,600
Cheerleader Coach	\$1,000
Cross Country Coach	\$1,500
Football Coach (3)	\$2,500
Track Boys' Coach (2)	\$1,000
Track Girls' Coach (2)	\$1,000
Volleyball Coach (2)	\$2,000

Wrestling Coach	\$1,300
Wrestling Coach-Assistant	\$800
<b>HIGH SCHOOL &amp; JUNIOR HIGH Combined</b>	<b>2025- 2027</b>
Band Director	\$4,400
Band Director, Assistant	\$2,250
Vocal Music	\$2,250
<b>ELEMENTARY SCHOOLS Non-Athletic</b>	<b>2025- 2027</b>
Social Media/School Website Manager-1 per school	\$2,300
Spell Bowl – 1 per school	\$700
Student Council - 1 per school	\$1,300
Robotics Coach – 1 per school	\$1,350
<b>ELEMENTARY SCHOOLS Athletic</b>	<b>2025- 2027</b>
Basketball Elementary Girls (1 per school)	\$2,900
Basketball Elementary Boys (1 per school)	\$2,900
Cheerleading Coach – 1 per school	\$650
Volleyball Elementary Coach (2)	\$2,900

ATTACHMENT 1  
Sick Leave Days

Employee Number	Sick Days	Sick Days at Buy-Out on 6/30/04 Estimating 7/year until Age 55	Employee Number	Sick Days	Sick Days at Buy-Out on 6/30/04 Estimating 7/year until Age 55
149.0	192	192	257.0	62.5	125.5
122.0	192	192	908.0	64.5	155.5
170.0	133.5	147.5	160.0	192	192
150.0	192	192	424.0	61.5	159.5
324.0	187	187	341.0	192	192
166.0	177	177	188.0	176	176
171.0	192	192	190.0	192	192
608.0	41.5	167.5	135.0	164	192
270.1	31	94	161.0	192	192
123.0	192	192	588.0	145	145
174.0	108	157	700.0	125.5	192
551.0	46	179	192.0	192	192
176.0	174	174	194.0	121.5	149.5
431.0	111	192	195.0	169.5	176.5
127.0	192	192	377.0	46.5	130.5
378.0	128	192	483.0	157	192
935.0	6	192	169.0	0	35
825.0	82	192	287.0	86.5	86.5
707.0	41	192	975.0	50	176
177.0	158.5	158.5	198.0	148.5	192
152.0	182	189	603.0	13.5	167.5
909.0	9	184	871.0	70.5	140.5
463.0	69.5	69.5	290.0	192	192
178.0	192	192	976.0	18	192
179.0	192	192	726.0	35	175
180.0	88.5	95.5	162.0	180.5	192
826.0	85.5	192	212.0	192	192
182.0	87.5	143.5	644.0	99.5	141.5
155.0	144	151	200.0	192	192
974.0	20	192	815.0	96	192
126.0	192	192	163.0	192	192
862.1	42	192	374.0	192	192
793.0	57.5	169.5	202.0	192	192
411.0	182.5	182.5	508.0	46	158
156.0	192	192	559.0	51	184
157.0	192	192	440.0	31.5	45.5
129.0	37	44	869.0	56.5	192
132.0	192	192	110.0	192	192
164.0	132.5	167.5	203.0	191	191

Employee Number	Sick Days	Sick Days at Buy-Out on 6/30/04 Estimating 7/year until Age 55
145.0	99	99
616.0	96.5	96.5
833.1	13.5	192
788.0	66	192
867.0	164	192
172.0	192	192
186.0	150	192
506.0	95	192
107.0	121.5	170.5
481.0	163	192
824.0	108	192
375.0	153.0	153
209.0	7.5	35.5
459.0	77.5	182.5
822.0	42	105
112.0	192	192
356.0	158	158
1099	7.0	119
1031	85.5	183.5
909	112.5	133.5
1034	21.5	112.5
1100	7.0	182
1033	7.0	192
1021.1	8.0	192
973.2	7.0	112
1055	9.5	192
1000	8.0	192
1102	56.5	192
515.1	7.0	63
1029	39.0	192
1114	7.0	192
741	27.5	90.5

\*Employee Number is available on paystub.

## ATTACHMENT 2

<u>*EMP.NUMBER</u>	AMOUNT OF FUNDS PROVIDED IN LIQUIDATION (not divided by tax vehicle)	<u>*EMP.NUMBER</u>	AMOUNT OF FUNDS PROVIDED IN LIQUIDATION (not divided by tax vehicle)
149.0	\$24,869.00	341.0	\$22,543.16
122.0	\$43,882.00	188.0	\$41,129.44
170.0	\$33,683.25	190.0	\$31,739.60
150.0	\$37,803.10	135.0	\$31,858.60
324.0	\$45,888.00	161.0	\$34,021.89
166.0	\$42,081.20	588.0	\$42,288.00
171.0	\$32,215.60	700.0	\$18,294.30
608.0	\$13,451.84	192.0	\$43,132.00
270.1	\$19,308.29	194.0	\$29,938.60
123.0	\$37,379.10	195.0	\$37,354.10
174.0	\$25,785.31	377.0	\$18,385.87
551.0	\$13,177.81	483.0	\$22,124.16
176.0	\$42,381.20	169.0	\$23,966.17
431.0	\$17,723.07	287.0	\$33,804.44
127.0	\$35,262.25	975.0	\$13,337.84
378.0	\$22,460.16	198.0	\$23,895.29
935.0	\$7,868.74	603.0	\$10,821.13
825.0	\$9,441.25	871.0	\$19,849.16
707.0	\$11,161.13	290.0	\$26,450.31
177.0	\$40,404.44	976.0	\$8,340.59
152.0	\$37,520.10	726.0	\$12,041.93
909.0	\$9,278.25	162.0	\$28,248.65
463.0	\$19,883.20	212.0	\$37,520.10
178.0	\$41,479.44	644.0	\$25,199.65
179.0	\$29,650.00	200.0	\$43,581.20
180.0	\$33,676.10	815.0	\$9,970.32
826.0	\$14,602.77	163.0	\$35,663.25
182.0	\$23,902.63	374.0	\$22,460.16
155.0	\$36,152.10	202.0	\$34,021.89
974.0	\$8,840.72	508.0	\$15,223.45
126.0	\$44,031.20	559.0	\$13,012.81
862.1	\$7,897.74	440.0	\$27,408.25
793.0	\$14,858.45	869.0	\$10,490.18
411.0	\$45,213.00	110.0	\$47,788.00
156.0	\$40,191.00	203.0	\$45,882.08
157.0	\$39,141.00	145.0	\$37,729.44
129.0	\$31,104.10	616.0	\$35,956.20
132.0	\$31,977.60	833.1	\$8,371.59
164.0	\$29,476.17	788.0	\$10,569.18
257.0	\$22,105.29	867.0	\$18,084.30
908.0	\$17,157.30	172.0	\$40,371.17
160.0	\$42,079.44	186.0	\$28,248.65
424.0	\$16,341.07	506.0	\$13,392.81

<u>*EMP.NUMBER</u>	AMOUNT OF FUNDS PROVIDED IN LIQUIDATION (not divided by tax vehicle)
107.0	\$26,234.31
481.0	\$15,892.45
824.0	\$18,154.30
375.0	\$39,832.00
209.0	\$25,898.60
459.0	\$16,709.86
822.0	\$19,988.29
112.0	\$43,581.20
356.0	\$39,481.20
1099	\$14,320.86
1031	\$16,673.07
909	\$17,724.00
1034	\$15,938.30
1100	\$9,045.25
1033	\$8,309.59
1021.1	\$5,923.63
973.2	\$14,112.86
1055	\$7,423.15
1000	\$7,780.74
1102	\$10,254.18
515.1	\$13,766.00
1029	\$8,309.59
1114	\$6,279.42
741	\$19,204.29

\*Employee Number is available on pay stub.