

# TABLE OF CONTENTS

**201819-201920**

***Tentative***

	<b>Page #</b>
<b>Article I – Proposal</b>	<b>1-2</b>
Recognition	1
Definition	1
Negotiation Procedures	1-2
Terms	2
Effective Date	2
<b>Article 2 – Personnel – Leaves/Absences</b>	<b>3-6</b>
Illness Days	3
Sick Leave Bank	3-4
Family Illness/Family Medical Leaves	4
Personal Business	4
Bereavement Leave	5
Professional Leave	5
Court Appearance/Jury Duty/Administrative Hearing	5
Maternity/Paternity/Adoption Leave/Child Rearing	6
Family Medical Leave Applicable Extended Leaves	6
<b>Article 3 – Salaries</b>	<b>7</b>
Compensation Model Definition	7
Extra Pay	7
Supplemental Contracts	7
Additional Compensation	7
VEBA Account	7
<b>Article 4 – Insurance</b>	<b>8</b>
Health/Term Insurance	8
Long Term Disability	8
Section 125 Benefits	8
Carrier	8
<b>Article 5 – Grievance Procedure</b>	<b>9-12</b>
<b>Signature Page</b>	<b>13</b>

## **APPENDIX**

### **Appendix “A”**

#### ***Compensation Model 2018<sup>19</sup>-2019<sup>20</sup>***

Introduction	1
Definitions of Academic Needs	1
Enhanced Professional Credentials	1
Enhanced Professional Credentials Weight	2
Weights for Base Increase	2
Additional Compensation for Ancillary Duties	3
Class Coverage	3
Extended Contract	4
New Hire Salary and Current Salary Range	4
Forms and Procedures	5

### **Appendix “B”**

Academic/Educational Clubs Extra-Curricular Compensation – 2018 <sup>19</sup> -2019 <sup>20</sup>
Athletics Extra-Curricular Compensation – 2018 <sup>19</sup> -2019 <sup>20</sup>

### **Appendix “C”**

Grievance Report Form
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### **Appendix “D”**

NPUSC Salary Grid
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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, 2018~~19~~, and continue in effect through June 30, 2019~~20~~. Amendments to the agreement will be subject to respective Association and Board ratification procedures.

**ARTICLE 2  
PERSONNEL  
LEAVES/ABSENCES**

A. Personal Illness

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 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 Flex Days and Parent Teacher Conferences 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. **The Fall Break, Flex Day, and Parent Teacher Conference 2 for 1 personal day charge will take effect upon the date of NPUSC board contract approval.**

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 shall turn in his/her court appearance, jury duty, administrative hearing pay to the Board/Administrator.

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. 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 2018~~19~~-2019~~20~~, 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 year 2018~~19~~-2019~~20~~, 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 2018~~19~~-2019~~20~~ 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 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.

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: \_\_\_\_\_

NEW PRAIRIE CLASSROOM TEACHERS ASSOCIATION

BY: \_\_\_\_\_  
President

BY: \_\_\_\_\_  
NPCTA Negotiator

Date of NPCTA Contract Ratification: \_\_\_\_\_

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## **Appendix A: New Prairie United School Corporation Compensation Model**

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. A teacher must have received a complete evaluation defined as two observations with a minimum of one observation during the ~~201819-~~ ~~201920~~ school year. A lack of an evaluation or an incomplete evaluation (unless due to the sole action or lack of action on the part of NPUSC administration) will result in the teacher receiving no increase for that respective school year. This teacher will remain at the previous year's salary.

Teachers who have been subject to Reduction in Force or have retired may earn the designated stipend (if negotiated in the collective bargaining agreement) for that respective school year as long as their evaluation was highly effective or effective. Teachers who voluntarily leave the corporation are ineligible for any increase.

The NPUSC Compensation Model recognizes highly effective and effective teachers in the following categories with an increase to the base salary:

- Experience
- Evaluation

The NPUSC Compensation Model recognizes highly effective and effective teachers in the following categories with the payment of a one-time stipend:

- Academic Needs

### **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, 2018<sup>19</sup> to June 30, 2019<sup>20</sup> 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 This benefit will end June 30, 2019<sup>20</sup>.**

Weights for Base Increase

Experience-Employed by NPUSC for at least 120 school days in the prior school year                      350%

Highly Effective/Effective Evaluation Rating                      750%

No more than 350% has been assigned to experience. The amount for base increases will be applied to all eligible teachers who receive an effective or highly effective rating, as well as any other teacher who is eligible to receive an increase under the terms of I.C. 20-28-9-1.5(d), and have been employed by the corporation on January 1 and still employed as of the Board approval date with the exception of teachers subject to Reduction in Force. That figure will be added to the current base salary of the respective teacher.

For the 2018-2019 school year (July 1, 2018 thru June 30, 2019), the amount available for raises to the base pay is \$2,500 per eligible teacher from the General/Education Fund; and the applicable costs for FICA and the Teachers' Retirement Fund Contributions will be paid by New Prairie United School Corporation.

**Additional Compensation for Ancillary Duties**

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	\$17.50 per hour
Professional development ½ day and full day	\$35.00 and \$70.00 respectively

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.

**Extended Contract**

Classroom bargaining unit members who are requested and agree to give up planning/preparation period to teach a needed class will be compensated with an extended contract. The value dollar increase will be adjusted to reflect the master schedule requirements of the particular school building. For example: If the normal number of classes a bargaining unit member teacher is six (6), the compensation will be an additional 1/6 of the regular bargaining unit member’s contract divided equally on the paycheck.

**New Hire Salary and Current Salary Range**

The minimum starting salary for a first year new hire will be \$36,000

All other new hires will be placed by the superintendent on a traditional step and lane system and has columns for Bachelors & Masters. This scale is used only for the placement and only once for each new teacher hired.

Years of Experience	Bachelor’s Degree	Master’s Degree
0	36000	38000
1	36600	38800
2	37200	39600
3	37800	40400
4	38400	41200
5	39000	42000
6	39600	42800
7	40200	43600
8	40800	44400
9	41400	45200
10	42000	46000
11	42600	46800
12	43200	47600
13	43800	48400
14	44400	49200
15	45000	50000
16	45600	50800
17	46200	51600
18	46800	52400
19	47400	53200
20	48000	54000

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

For the 2018~~19~~-2019~~20~~ school year (July 1, 2018~~19~~ thru June 30, 2019~~20~~), the superintendent retains the right to determine salaries for difficult to fill positions as long as it does not exceed the highest salary of any current bargaining unit member in the department in which the new hire is placed.

If the superintendent uses his/her discretion to adjust a salary for a difficult to fill position, the Association will be notified.

2017~~8~~-2018~~9~~ School Year (July 1, 2017~~8~~ to June 30, 2018~~9~~) Base Salary Range of Existing Certified Teaching Staff: \$36,600 - \$67,400.

Amount of raise to the Base Salary for Eligible Certified Staff for the 2018~~19~~-2019~~20~~ School Year: \$1500~~2500~~.

2018~~19~~-2019~~20~~ School Year (July 1, 2018~~19~~- June 30, 2019~~20~~) Current Base Salary Range of Existing Certified Teaching Staff: ~~\$36,000-\$69,900~~.

### **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, 2019 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: 2018-2019 Extra-Curricular Sponsor and Athletic Coach Compensation**

<b>***Number of Positions listed is for informational purposes only</b>			
<b>2018-2019</b>			
<i>School</i>	<i>Title</i>	<i>Number of Positions</i>	<i>Stipend</i>
High School	Art Fair/Competitions	1	502
High School	Assistant Instrumental Director	1	1,575
High School	Audio/Visual Club	1	502
High School	Auxiliary Guard-Dance (Removed POMS)	1	2,184
High School	Back-Up Band Director (Show Choir)	1	1,629
High School	Dept. Chair Business (based on ≤4)	1	802
High School	Dept. Chair Fine Arts (based on 5-6)	1	994
High School	Dept. Chair World Language(based on 5-6)	1	994
High School	Dept. Chair Lang Arts (based on ≥7)	1	1,184
High School	Dept. Chair P.E./Health (based on ≤4)	1	802
High School	Dept. Chair Math (based on ≥7)	1	1,184
High School	Dept. Chair Practical Arts (based on 5-6)	1	994
High School	Dept. Chair Science (based on ≥7)	1	1,184
High School	Dept. Chair Social Sciences (based on ≥7)	1	1,184
High School	Drama Club	1	2,184
High School	Color Guard	2	1,182 x 2
High School	Percussion Instructor	1	1,182
High School	Indoor Percussion Ensemble Director	1	1,629
High School	International Club (French & Spanish)	1	1,003
High School	Freshman Class Sponsor	1	502
High School	FBLA	1	2,184
High School	FFA	1	3,723
High School	Key Club	1	502
High School	Hoosier Academic Super Bowl	1	1,217
High School	Hoosier Spell Bowl	1	250
High School	Hoosier Academic Decathlon	1	1,217
High School	Hoosier Academic Decathlon	1	1,217
High School	HOSA	1	2,1843,723
High School	Instrumental Music Director	1	3,723
High School	Junior Class Sponsor	1	1,325
High School	Letterman Club	1	502
High School	Lunchroom Supervisor	1	2,184
High School	Mock Trial	1	502
High School	National Honor Society	1	680
High School	Pep Band	1	788
High School	Pep Club	1	502
High School	P.L. 221 Chair	1	1,074
High School	Pit Orchestra	1	788
High School	Quiz Bowl	1	717
High School	Robotics Team Head Coach	1	2,1843,723
High School	Robotics Team Assistant Coach	1	1,074
High School	RTI Chair	1	1,074
High School	RTI Member Pool	1	1,074
High School	Science Fair	1	502
High School	Senior Class Sponsor	1	680
High School	Sophomore Class Sponsor	1	502
High School	Student Senate	1	2,184
High School	Vocal Music Director	1	3,723
High School	Yearbook Sponsor	1	1,325

<i>School</i>	<i>Title</i>	<i>Number of Positions</i>	<i>Stipend</i>
Middle School	International Club (French & Spanish)	1	502
Middle School	Hoosier Academic Super Bowl	1	1,217
Middle School	Hoosier Spell Bowl	1	250
Middle School	Instrumental Music Director	1	1,719
Middle School	Mathematics Team	1	502
Middle School	Mathematics Club	1	502
Middle School	Middle School Team Leaders	6	550 x 6
Middle School	P.L. 221 Chair	1	1,074
Middle School	RTI Chair	1	1,074
Middle School	RTI Member Pool	1	1,074
Middle School	Science Fair	1	502
Middle School	Spirit Club	1	502
Middle School	Spirit Club	1	502
Middle School	Student Council	1	250
Middle School	Vocal Music Director	1	1,719
Middle School	Yearbook	1	788
Middle School	Robotics	1	788
Middle School	Lunchroom Supervisor	1	2,184
Middle School	Principal Designee	1	500
Elementary	Elementary Vocal Director	1	680
Elementary	Elementary Vocal Director	1	680
Elementary	History Fair Competitions OTE	1	250
Elementary	History Fair Competitions RPE	1	250
Elementary	History Fair Competitions PVE	1	250
Elementary	Hoosier Spell Bowl OTE	1	250
Elementary	Hoosier Spell Bowl RPE	1	250
Elementary	Hoosier Spell Bowl PVE	1	250
Elementary	Math Bowl Sponsor OTE	1	250
Elementary	Math Bowl Sponsor RPE	1	250
Elementary	Math Bowl Sponsor PVE	1	250
Elementary	P.L. 221 Chair OTE	1	1,074
Elementary	P.L. 221 Chair RPE	1	1,074
Elementary	P.L. 221 Chair PVE	1	1,074
Elementary	RTI Chair OTE	1	1,074
Elementary	RTI Chair RPE	1	1,074
Elementary	RTI Chair PVE	1	1,074
Elementary	RTI Member Pool OTE	1	1,074
Elementary	RTI Member Pool RPE	1	1,074
Elementary	RTI Member Pool PVE	1	1,074
Elementary	Science Fair OTE	1	502
Elementary	Science Fair RPE	1	502
Elementary	Science Fair PVE	1	502
Elementary	Student Council OTE	1	250
Elementary	Student Council RPE	1	250
Elementary	Student Council PVE	1	250
Elementary	Young Astronauts (One per Elem School)	3	250x3
Elementary	PVE Boys BB	1	1,684
Elementary	OTE Boys BB	1	1,684
Elementary	RPE Boys BB	1	1,684
Elementary	PVE Girls BB	1	1,684
Elementary	OTE Girls BB	1	1,684
Elementary	RPE Girls BB	1	1,684
Elementary	PVE Volleyball	1	1,684
Elementary	OTE Volleyball	1	1,684
Elementary	RPE Volleyball	1	1,684
Elementary	PVE Wrestling (Page 2 of 4)	1	1,684

<i>School</i>	<i>Title</i>	<i>Number of Positions</i>	<i>Stipend</i>
Elementary	OTE Wrestling	1	1,684
Elementary	RPE Wrestling	1	1,684
Elementary	Elementary Athletic Supervisor	3	561x3
	*One Supervisor per Elem @ \$561 per...		
<b>Elementary</b>	<b>Principal Designee (one per Elem)</b>	<b>3</b>	<b>500 x 3</b>
High School	Baseball Head Coach	1	3,723
High School	Baseball Assistant	1	1,970
High School	Baseball Assistant	1	1,970
High School	Basketball Boys Head Varsity Coach	1	7,020
High School	Basketball Boys Assistant Varsity	1	3,223
High School	Basketball Boys JV Head Coach	1	3,223
High School	Basketball Boys Freshman Coach	1	3,223
High School	Basketball Girls Head Varsity Coach	1	7,020
High School	Basketball Girls Assistant Varsity	1	3,223
High School	Basketball Girls JV Head Coach	1	3,223
High School	Basketball Girls Freshman Coach	1	3,223
High School	Cheerleading	1	2,184
High School	Cross Country Boys	1	3,723
High School	Cross Country Girls	1	3,723
<b>High School</b>	<b>Cross Country Assistant Boys</b>	<b>1</b>	<b>1,970</b>
High School	Cross Country Assistant B/G Girls	1	1,970
High School	Football Head Coach	1	7,020
High School	Football Assistant Coach	1	3,223
High School	Football Assistant Coach	1	3,223
High School	Football Assistant Coach	1	3,223
High School	Football Assistant Coach	1	3,223
High School	Football Freshman Coach	1	3,223
High School	Football Freshman Coach	1	3,223
High School	Golf Head Boys Coach	1	2,723
High School	Golf head Girls Coach	1	2,723
<b>High School</b>	<b>Soccer Head Girls Coach</b>	<b>1</b>	<b>3,723</b>
<b>High School</b>	<b>Soccer Assistant Girls Coach</b>	<b>1</b>	<b>1,970</b>
<b>High School</b>	<b>Soccer Head Boys Coach</b>	<b>1</b>	<b>3,723</b>
<b>High School</b>	<b>Soccer Assistant Boys Coach</b>	<b>1</b>	<b>1,970</b>
High School	Softball Head Coach	1	3,723
High School	Softball Assistant Coach	1	1,970
High School	Softball Assistant Coach	1	1,970
High School	Swimming Boys Head Coach	1	3,723
High School	Swimming Boys Assistant Coach	1	1,970
High School	Swimming Girls Head Coach	1	3,723
High School	Swimming Girls Assistant Coach	1	1,970
High School	Swimming Dive Coach B/G	1	1,970
High School	Tennis Boys Head Coach	1	2,723
High School	Tennis Boys Assistant Coach	1	1,970
High School	Tennis Girls Head Coach	1	2,723
High School	Tennis Girls Assistant Coach	1	1,970
High School	Track Boys Head Coach	1	3,723
High School	Track Boys Assistant Coach	1	1,970
High School	Track Girls Head Coach	1	3,723
High School	Track Girls Assistant Coach	1	1,970
High School	Volleyball Head Coach	1	3,723
High School	Volleyball Assistant Coach	1	1,970
High School	Volleyball Freshman	1	1,970
<b>High School</b>	<b>Weight Room Supervisor (Fall,Winter,Spring)</b>	<b>3 (1 per season)</b>	<b>1,250</b>
<b>High School</b>	<b>Weight Room Supervisor (Summer)</b>	<b>1</b>	<b>2,500</b>



High School	Wrestling Head Coach	1	3,723
High School	Wrestling Assistant Coach	1	1,970
High School	Wrestling Assistant Coach	1	1,970

<i>School</i>	<i>Title</i>	<i>Number of Positions</i>	<i>Stipend</i>
Middle School	Middle School Athletic Supervisor	1	1,684
Middle School	Boys Basketball Grade 6	1	2,614
Middle School	Boys Basketball Assistant Grade 6	1	1,003
Middle School	Boys Basketball Grade 7	1	2,614
Middle School	Boys Basketball Grade 8	1	2,614
Middle School	Boys Basketball Assistant Grade 7/8	1	1,325
Middle School	Girls Basketball Grade 6	1	2,614
Middle School	Girls Basketball Assistant Grade 6	1	1,003
Middle School	Girls Basketball Grade 7	1	2,614
Middle School	Girls Basketball Grade 8	1	2,614
Middle School	Girls Basketball Assistant Grade 7/8	1	1,325
Middle School	Cheerleading Sponsor	1	1,395
Middle School	Cross Country Head Coach Girls	1	2,149
Middle School	Cross Country Head Coach Boys	1	2,149
Middle School	Football Head Coach	1	2,614
Middle School	Football Assistant Coach	1	2,005
Middle School	Football Assistant Coach	1	2,005
Middle School	Football Assistant Coach	1	2,005
Middle School	Swimming B/G	1	2,149
Middle School	Swimming Assistant B/G	1	1,003
Middle School	Track Head Boys Coach MS	1	2,149
Middle School	Track Head Girls Coach MS	1	2,149
Middle School	Track Assistant Coach Girls MS	1	1,970
Middle School	Track Assistant Coach Boys MS	1	1,970
Middle School	Volleyball Grade 6	1	2,149
Middle School	Volleyball Assistant Grade 6	1	1,003
Middle School	Volleyball Grade 7	1	2,149
Middle School	Volleyball Grade 8	1	2,149
Middle School	Volleyball Assistant Grade 7/8	1	1,003
Middle School	Wrestling Head Coach	1	2,149
Middle School	Wrestling Assistant Coach	1	1,684
Middle School	Wrestling Assistant Coach	1	1,684

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 \_\_\_\_\_

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\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

B. Date Received by the Superintendent \_\_\_\_\_

C. Disposition of the Superintendent \_\_\_\_\_

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\_\_\_\_\_  
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 \_\_\_\_\_

\_\_\_\_\_  
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\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
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

## Appendix D-New Prairie Salary Grid

The following addendum document is a reference *for informational purposes only*. For the 2018-2019 school year, a teacher will move to the grid at the line representing the salary closest but not less than their current salary. This is for placement purposes only.

This reference document is not an obligation, commitment, or “Step & Lane” program to future increased earnings for NPUSC teachers. Any possible future increased earnings for NPUSC teachers will be negotiated at that time with the exclusive representative based on a variety of factors including ADM, new money available for the Education Fund of NPUSC, and other bargained and non-bargained Education & Operations Fund costs for NPUSC. The figures and rows on this reference document may not be changed without the collective, bargained agreement of both the NPUSC Board of Trustees and NPCTA.

### Appendix D

Row	Salary	Row	Salary	Row	Salary	Row	Salary	Row	Salary	Row	Salary
0	36,000	44	40,400	88	44,800	132	49,200	176	53,600	220	58,000
1	36,100	45	40,500	89	44,900	133	49,300	177	53,700	221	58,100
2	36,200	46	40,600	90	45,000	134	49,400	178	53,800	222	58,200
3	36,300	47	40,700	91	45,100	135	49,500	179	53,900	223	58,300
4	36,400	48	40,800	92	45,200	136	49,600	180	54,000	224	58,400
5	36,500	49	40,900	93	45,300	137	49,700	181	54,100	225	58,500
6	36,600	50	41,000	94	45,400	138	49,800	182	54,200	226	58,600
7	36,700	51	41,100	95	45,500	139	49,900	183	54,300	227	58,700
8	36,800	52	41,200	96	45,600	140	50,000	184	54,400	228	58,800
9	36,900	53	41,300	97	45,700	141	50,100	185	54,500	229	58,900
10	37,000	54	41,400	98	45,800	142	50,200	186	54,600	230	59,000
11	37,100	55	41,500	99	45,900	143	50,300	187	54,700	231	59,100
12	37,200	56	41,600	100	46,000	144	50,400	188	54,800	232	59,200
13	37,300	57	41,700	101	46,100	145	50,500	189	54,900	233	59,300
14	37,400	58	41,800	102	46,200	146	50,600	190	55,000	234	59,400
15	37,500	59	41,900	103	46,300	147	50,700	191	55,100	235	59,500
16	37,600	60	42,000	104	46,400	148	50,800	192	55,200	236	59,600
17	37,700	61	42,100	105	46,500	149	50,900	193	55,300	237	59,700
18	37,800	62	42,200	106	46,600	150	51,000	194	55,400	238	59,800
19	37,900	63	42,300	107	46,700	151	51,100	195	55,500	239	59,900

20	38,000	64	42,400	108	46,800	152	51,200	196	55,600	240	60,000
21	38,100	65	42,500	109	46,900	153	51,300	197	55,700	241	60,100
22	38,200	66	42,600	110	47,000	154	51,400	198	55,800	242	60,200
23	38,300	67	42,700	111	47,100	155	51,500	199	55,900	243	60,300
24	38,400	68	42,800	112	47,200	156	51,600	200	56,000	244	60,400
25	38,500	69	42,900	113	47,300	157	51,700	201	56,100	245	60,500
26	38,600	70	43,000	114	47,400	158	51,800	202	56,200	246	60,600
27	38,700	71	43,100	115	47,500	159	51,900	203	56,300	247	60,700
28	38,800	72	43,200	116	47,600	160	52,000	204	56,400	248	60,800
29	38,900	73	43,300	117	47,700	161	52,100	205	56,500	249	60,900
30	39,000	74	43,400	118	47,800	162	52,200	206	56,600	250	61,000
31	39,100	75	43,500	119	47,900	163	52,300	207	56,700	251	61,100
32	39,200	76	43,600	120	48,000	164	52,400	208	56,800	252	61,200
33	39,300	77	43,700	121	48,100	165	52,500	209	56,900	253	61,300
34	39,400	78	43,800	122	48,200	166	52,600	210	57,000	254	61,400
35	39,500	79	43,900	123	48,300	167	52,700	211	57,100	255	61,500
36	39,600	80	44,000	124	48,400	168	52,800	212	57,200	256	61,600
37	39,700	81	44,100	125	48,500	169	52,900	213	57,300	257	61,700
38	39,800	82	44,200	126	48,600	170	53,000	214	57,400	258	61,800
39	39,900	83	44,300	127	48,700	171	53,100	215	57,500	259	61,900
40	40,000	84	44,400	128	48,800	172	53,200	216	57,600	260	62,000
41	40,100	85	44,500	129	48,900	173	53,300	217	57,700	261	62,100
42	40,200	86	44,600	130	49,000	174	53,400	218	57,800	262	62,200
43	40,300	87	44,700	131	49,100	175	53,500	219	57,900	263	62,300

Row	Salary	Row	Salary	Row	Salary
264	62,400	309	66,900	354	71,400
265	62,500	310	67,000	355	71,500
266	62,600	311	67,100	356	71,600
267	62,700	312	67,200	357	71,700
268	62,800	313	67,300	358	71,800
269	62,900	314	67,400	359	71,900
270	63,000	315	67,500	360	72,000
271	63,100	316	67,600	361	72,100
272	63,200	317	67,700	362	72,200
273	63,300	318	67,800	363	72,300

274	63,400	319	67,900	364	72,400
275	63,500	320	68,000	365	72,500
276	63,600	321	68,100	366	72,600
277	63,700	322	68,200	367	72,700
278	63,800	323	68,300	368	72,800
279	63,900	324	68,400	369	72,900
280	64,000	325	68,500	370	73,000
281	64,100	326	68,600	371	73,100
282	64,200	327	68,700	372	73,200
283	64,300	328	68,800	373	73,300
284	64,400	329	68,900	374	73,400
285	64,500	330	69,000	375	73,500
286	64,600	331	69,100	376	73,600
287	64,700	332	69,200	377	73,700
288	64,800	333	69,300	378	73,800
289	64,900	334	69,400	379	73,900
290	65,000	335	69,500	380	74,000
291	65,100	336	69,600	381	74,100
292	65,200	337	69,700	382	74,200
293	65,300	338	69,800	383	74,300
294	65,400	339	69,900	384	74,400
295	65,500	340	70,000	385	74,500
296	65,600	341	70,100	386	74,600
297	65,700	342	70,200	387	74,700
298	65,800	343	70,300	388	74,800
299	65,900	344	70,400	389	74,900
300	66,000	345	70,500	390	75,000
301	66,100	346	70,600	391	75,100
302	66,200	347	70,700	392	75,200
303	66,300	348	70,800	393	75,300
304	66,400	349	70,900	394	75,400
305	66,500	350	71,000	395	75,500
306	66,600	351	71,100	396	75,600
307	66,700	352	71,200	397	75,700
308	66,800	353	71,300	398	75,800



