

Final Insurance and HSA Agreement

10/31/2025

Beginning January 1, 2026, NPUSC will contribute zero (0) dollars to the total cost of PPO Plan 1.

NPUSC will continue to pay 80% of the total cost of health insurance for current members on PPO Plan 1 who move to either HDHP Plan 1 or HDHP Plan 2 and current members who are currently on HDHP Plan 1 or HDHP Plan 2. In addition, NPUSC will contribute the following to a Health Savings Account for those bargaining unit members currently enrolled in the employer sponsored health insurance plan.

- \$6,000 for a joint spouse plan annually
- \$4,000 for a family plan annually
- \$1,500 for a single plan annually

For employees hired before January 1, 2026, who are not currently taking the insurance and experience a qualifying life event between the dates of July 1 2025 and June 30 2027, NPUSC will pay 80% of the total cost of health insurance for HDHP Plan 1 or HDHP Plan 2. In addition, NPUSC will contribute the following to a Health Savings Account:

- \$4,000 for a family plan annually
- \$1,500 for a single plan annually

For employees hired before January 1, 2026 who are not currently taking the insurance and have not experienced a qualifying life event, NPUSC will pay 80% of the total cost of health insurance for HDHP Plan 1 or HDHP Plan 2. In addition, NPUSC will contribute the following to a Health Savings Account:

- \$1,700 for a family plan annually
- \$1,200 for a single plan annually

For employees hired after January 1, 2026 NPUSC will pay 80% of the total cost of health insurance for HDHP Plan 1 or HDHP Plan 2. In addition, NPUSC will contribute the following to a Health Savings Account:

- \$1,700 for a family plan annually
- \$1,200 for a single plan annually

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NPCTA Proposal #6

October 9, 2025

INSURANCE

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NPUSC will continue to pay 80% of the total cost of health insurance for current members on PPO Plan 1 who move to either HDHP Plan 1 or HDHP Plan 2 and current members who are currently on HDHP Plan 1 or HDHP Plan 2. In addition, NPUSC will contribute the following to a Health Savings Account

- \$6,000 for a joint spouse plan annually
- \$4,000 for a family plan annually
- \$1,500 for a single plan annually

Salary

Appendix A: New Prairie United School Corporation Compensation Model

A. Salary Range

Before Increases 2024-2025 School Year: Salary Range = \$44,115 to \$81,000

After Increases 2025-2026 School Year: Salary Range = \$46,115 to \$81,500

B. Base Salary Increases

Factors for Base Increases

Factor #1

*Academic Needs Factor #1 - This academic needs factor is defined as the need to retain teachers for strong instructional continuity by a teacher retention factor, which is based on years of experience to "Reduce the Gap" of the new median salary of the minimum and maximum salary

The salary increase for experience to reduce the gap:

- Teachers with 1 to 3 years of experience- \$2000 base salary increase
- Teachers with 4 to 25 years of experience- \$4000 base salary increase
- Teachers with 26 + years of experience- \$500 base salary increase, \$2000 stipend

Original Salary Range = \$44,115 to \$81,000

Median Salary (avg of Min & Max) = \$ 62,557.50

Gap = \$18,442.50

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New Range = \$46,115 to \$81,500

New Median Salary (average of Min & Max) = \$63,807.50

New Gap = \$17,692.50

Minimum + reduce the gap increase = \$46,115 (\$44,115 + \$2000)

Maximum + reduce the gap increase = \$81,500 (\$81,000 + \$500)

New Median Salary (average of minimum & maximum) = \$63,807.50

New Gap = \$17,692.50

*The gap has been reduced by \$750. (\$18,442.50 - \$17,692.50 = -\$750)

Factor #2

***Instructional Leadership Factor-** This factor is defined as showing instructional leadership by having on-going possession of an Early Literacy Endorsement on a State of Indiana teaching license, with a value of an additional \$100 added to the base salary of any NPUSC teacher with a literacy endorsement on their Indiana teaching license

Factor #3

***Academic Needs Factor #2-Teacher Retention Catch-Up**

This factor is defined as a teacher retention catch up to retain teachers recently hired with less salary than teachers with similar years of experience/degree after all base salary increases in Factors #1 and #2 in this Compensation Model are applied. This is a differential increase from \$100 to \$9,085. It is the Superintendent's discretion to adjust the salary of a current teacher, if necessary, after Factors #1 and #2 are applied, up to the new amount on the New Teacher Hire Salary Grid for a new teacher with comparable education and experience,

New Hire Chart-see new Hire Chart on Next Page

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New Hire Salary and Current Salary Range

The minimum starting salary for a first-year new hire will be \$45,000 in the 2025-2026 school year based on degree/license held and years of experience. The salary range for new teachers hired for the 2025-2026 school year will be \$45,000 to \$68,000.

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

Yrs of Exp	Licensed Workplace Specialist - No Degree	Bachelor's Degree	Master's Degree
	<u>2025-2026</u>	<u>2025-2026</u>	<u>2025-2026</u>
0	45,000	46,000	48,000
1	45,600	46,600	48,800
2	46,200	47,200	49,600
3	46,800	47,800	50,400
4	47,400	48,400	51,200
5	48,000	49,000	52,000
6	48,600	49,600	52,800
7	49,200	50,200	53,600
8	49,800	50,800	54,400
9	50,400	51,400	55,200
10	51,000	52,000	56,000
11	51,600	52,600	56,800
12	52,200	53,200	57,600
13	52,800	53,800	58,400
14	53,400	54,400	59,200
15	54,000	55,000	60,000
16	54,600	55,600	60,800
17	55,200	56,200	61,600
18	55,800	56,800	62,400
19	56,400	57,400	63,200
20	57,000	58,000	64,000
21	57,600	58,600	64,800
22	58,200	59,200	65,600
23	58,800	59,800	66,400
24	59,400	60,400	67,200
25	60,000	61,000	68,000

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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 (*including miscarriage or stillborn birth*), 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.

MATERNITY LEAVE

Bargaining unit members shall be entitled to maternity leave in accordance with state and federal law. NPUSC will adhere to all provisions of the Family Medical Leave Act (FMLA) related to maternity leave for bargaining unit members who meet the eligibility criteria. Bargaining unit members who meet the criteria for FMLA are also eligible for the maternity benefit outlined below in subparagraph C and extended leave up to one year outlined below in subparagraph F-G.

Bargaining unit members who do not meet eligibility criteria for FMLA shall be entitled to the maternity leave and the maternity benefit as outlined in subparagraph A-G below. Refer to the district FMLA and other related policies for additional information (see policies po3430 and po3430.01)

Maternity Leave and Maternity Benefits Defined:

- A) Maternity leave utilizes the bargaining unit member's accumulated leave days. A separate maternity benefit does not utilize the bargaining unit members accumulated leave days.
- B) Maternity leave commences the day following the birth of a child and continues for six (6) consecutive weeks for traditional birth or eight (8) consecutive weeks for a C-Section. During this 6-week or 8-week period, the bargaining unit member may use all or some of their accumulated leave days. If the bargaining unit member does not have enough days, or chooses not to use their accumulated leave days, then the bargaining unit member may choose to take all or some of the maternity leave days unpaid. During the 6-week or 8-week maternity leave, the district will maintain its financial contribution to the bargaining unit member's health insurance benefits.
- C) The maternity benefit consists of the first thirty (30) consecutive contractual paid days beginning the day after the birth of the child. These days shall not be charged against the bargaining unit member's available accumulated leave days. The maternity benefit days run concurrently with the 6-week or 8-week maternity leave or FMLA leave. Nothing will prevent a bargaining unit member, after exhausting this benefit, from using their own accumulated leave days to be compensated for additional maternity leave days

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or FMLA leave days that they are entitled to under this collective bargaining agreement or law.

- D) For bargaining unit members who do NOT meet the eligibility criteria for FMLA, if the birth of a child occurs during the summer break, subparagraph B referenced above will not be granted if the maternity leave days expire prior to the first contractual day of the new school year. If the provision has not expired over the summer break then the bargaining unit member may use any/all of the residual days, beginning with the first contractual day of school and continuing consecutively. The bargaining unit member will still be entitled to the maternity benefit days as defined in subparagraph C above.
- E) If a bargaining unit member is medically disabled, as verified by a physician's statement, beyond the provision stated in this agreement, then the bargaining unit member may use more of their accumulated leave days to cover the time period of the disability.
- F) A bargaining unit member may take unpaid leave for up to one (1) year following the birth of a child. bargaining unit members do NOT have to qualify for FMLA to qualify for this leave. The bargaining unit member granted such a leave has the right to maintain, at their sole expense (paying the full premium), all insurance benefits in which they were enrolled at the time of the request. A bargaining unit member would be responsible for the full cost of the monthly insurance premium once the leave has extended past the twelve (12) weeks allotted for FMLA. A bargaining unit member on unpaid leave is required to return within one (1) year following the birth of a child.
- G) The bargaining unit member granted such a leave will be returned to the same assignment or one which is comparable or equal in benefits as determined by the administration.
- H) Maternity (childbirth) and new dependent leave will not be "pyramided" (i.e., paid twice for the same type of leave for the same eligible event). Note: multiple births (e.g., twins, triplets, etc.), and multiple children adopted, fostered or assigned guardianship are considered one event. A Teacher may not have more than one period of paid maternity (childbirth) and/or paid parental leave for the same child (e.g., previously fostered or assigned guardianship).

NEW DEPENDENT LEAVE

NPUSC will adhere to all provisions of the FMLA related to the New Dependent Leave who meet the eligibility criteria.

Upon the birth of a child who is a new dependent of a bargaining unit member, the bargaining unit member shall be granted ten (10) consecutive contractual paid days. These days will not be charged against the bargaining unit member's available accumulated leave days and shall commence the first contractual days following the birth of the new dependent child. For

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bargaining unit members who meet the eligibility criteria for FMLA, the ten (10) days will be included in the total number of FMLA leave days allotted. This ten (10) day new dependent leave benefit may be used only one time in a school year. Nothing will prevent a bargaining unit member after exhausting this benefit in a school year, from using their own accumulated leave days.

A bargaining unit member who uses the adoption leave benefit or the maternity leave benefit pursuant to this contract will be ineligible to also take "New Dependent Leave".

ADOPTION/FOSTER LEAVE AND ADOPTION/FOSTER BENEFIT

A leave of absence for adoption or foster shall be granted by the board. This leave may be taken without jeopardy to reemployment, retirement, and salary and benefits.

NPUSC will adhere to all provisions of the FMLA related to adoption or foster leave for bargaining unit members who meet the eligibility criteria. Bargaining unit members who meet the criteria for FMLA are also eligible for the adoption/foster benefit outlined in subparagraph C below.

Bargaining unit members who do not meet the eligibility criteria for FMLA shall be entitled to adoption/foster leave and the adoption/foster benefit as outlined in subparagraphs A – D below. Refer to the school district's FMLA and other related policies for additional information (see policies po3430 and po3430.01).

Adoption/foster leave and adoption/foster benefit will be defined follows:

- A) Adoption/foster leave utilizes the bargaining unit member's accumulated leave days. A separate adoption/foster benefit does not utilize the bargaining unit members accumulated leave days.
- B) Adoption/foster leave commences the day following the placement of the child and continues for six (6) consecutive weeks. During the six (6) week period, the bargaining unit member may use all or some of their accumulated leave days. If the bargaining unit member does not have enough accumulated leave days, or chooses not to use their accumulated leave days, then the bargaining unit member may choose to take all or some of the adoption/foster leave days unpaid. During the six week adoption leave, the district will maintain its financial contribution to the bargaining unit member's health insurance benefits.
- C) The adoption benefit consists of the first thirty (30) days, if the child is five (5) and under, or fifteen (15) days, if the child is over the age of five (5), consecutive contractually paid days beginning the day after the placement of the child. These days shall not be charged against the bargaining unit member's available accumulated leave days and run concurrently with the adoption leave. For bargaining unit members who meet the eligibility criteria for FMLA, the thirty (30) or fifteen (15) days will be included in the total

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number of FMLA leave days allotted. This thirty (30) or fifteen (15) consecutive day adoption/foster benefit may be used only one time in the school year. Nothing will prevent a bargaining unit member after exhausting this benefit in a school year from using their own accrued time off or any time off the bargaining unit member may have available.

- D) For bargaining unit members who do not meet the eligibility criteria FMLA, if the placement of a child occurs during the summer break, subparagraph B referenced above, will not be granted if the adoption leave days expire prior to the first contractual day of the new school year. If the provision has not expired over the summer break, then the bargaining unit member may use any/all of the residual days beginning with the first contractual day of the school year and continuing consecutively. The bargaining unit member will still be entitled to the adoption benefit days as defined in subparagraph C above.

ABSENCE FOR ASSAULT AND BATTERY

Any bargaining unit member who is absent from work as a result of injuries received from assault and battery while properly performing their duties shall receive, in addition to the compensation prescribed by the Indiana Worker's Compensation Act, a sum of money equal to the difference between the bargaining unit member's basic compensation and temporary disability Worker's Compensation benefits for a period of no more than one hundred eighty-six (186) working days or for a period of time equal to the number of contract days the bargaining unit member is entitled to receive temporary disability Worker's Compensation benefits.

ACCUMULATED SICK DAY TRANSFER

For bargaining union members who transfer from another corporation, beginning in the teacher's second year, the employer shall add up to three (3) sick days each year to the number of sick days to which the teacher is entitled under Indiana Code § 20-28-9-10 until the accumulated sick days to which the bargaining union member was entitled in the members last employment are exhausted.

WORK EXPERIENCE

For purposes of new hire salary placement, bargaining unit members with a bachelors or masters degree will receive one (1) year of credited experience for every one (1) year of teaching experience before their date of hire with New Prairie United School Corporation.

For purposes of new hire salary placement, bargaining unit members hired with relevant work experience outside of K-12 education will receive one (1) year of credited experience for every two (2) years of actual relevant work experience for their first ten (10) years of service in the relevant field, and will receive one (1) year of credited experience for every one (1) year of relevant work experience beyond ten (10) years of service in the relevant field from eleven (11)

years of relevant service up to twenty-five (25) years of relevant service if they do not hold a bachelor's degree.

ASSOCIATION LEAVE

The Board will provide the Association President or their designee with ten (10) days of paid release time during the course of the school year in order to conduct Association Business. The Association shall reimburse the Board for the cost of any substitute required as the result of any such released time which exceeds ten (10) days during the course of the school year.

SCHOOL EMPLOYEES ATTENDING EVENTS

Per board policy Po9160.01, The School Board recognizes the positive impact of staff members attending extra-curricular and co-curricular activities. Therefore, all bargaining unit members, along with one (1) guest, will be permitted to attend all extra-curricular and co-curricular activities at all building levels K- 12, by showing their identification badge. All drama programs and IHSAA tournament contests will be excluded from this admittance.

ECA SPONSORS & COACHES DRIVING BUSES

Bargaining unit members, who are an ECA Sponsor and/or Coach with a CDL license, will earn the equivalent wage that a NPUSC bus driver would receive for drive time if they are driving students to an extracurricular activity. Reimbursement for CDL training and licensing up to two (2) attempts will be provided by NPUSC.

Bargaining unit members, who are an ECA Sponsor and/or Coach with training to drive activity buses, when necessary, will earn \$12 per hour for drive time only for extracurricular driving. Activity Bus training will continue to be provided by NPUSC.

CLASS COVERAGE

Classroom coverage payment listed above is capped at 10 hours per week for grading and lesson plan coverage for a teacher on leave.

ECA COACH SUMMER PAY

NPUSC high school head coaches will earn a stipend of \$1500 for summer programming with their sport. High School assistant coaches will earn \$750. This provision will expire on the last day of this contract. 40 hours will be required for a head coach and 20 hours for an assistant coach to receive this stipend.

ECA Positions:

- 1) HS Dance Assistant (\$1,371 half of head coach)
- 2) HS Boys Golf Assistant (\$1,671)
- 3) HS Girls Golf Assistant (\$1,671)
- 4) International Club
 - Foreign Language Club (One per offered language course) *Changed Name
 - \$548 each
- 5) Table Top Gaming Club \$548
- 6) MS Student Council (currently \$274)
 - Increase to \$861 to match yearbook

Informational Purposes Only

Insurance Savings for Purposes of Collective Bargaining

It is understood that by moving to NPUSC paying zero (0) dollars for MASE Insurance Trust PPO 1 health insurance plans, savings are likely to be generated yearly in the short-term and long-term with tiered Health Savings Account contributions.

As a result, a calculation will be conducted yearly of the savings generated by NPUSC no longer paying 80% of the MASE PPO 1 plan. As long as NPUSC is not in deficit financing, the savings generated will be shared in the following format: 65% of savings added to NPCTA Inc bargaining funds available and 35% of savings going to NPUSC Education Fund expenses that are not tied to teacher salary/benefits.