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APPENDIX

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Memorandum of Understanding

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 Inc, 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, 2026, and continue in effect through June 30, 2027. Amendments to the agreement will be subject to respective Association and Board ratification procedures.

ARTICLE 2
PERSONNEL
LEAVES/ABSENCES

A. Personal Illness Days

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

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

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

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

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

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

A. Eligibility

1. Any member of the bargaining unit is eligible to participate in the Bank.

2. A contribution of one (1) sick leave day is required to join the Bank.

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

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

4. Sick leave days donated to the Bank are considered a permanent donation to the Bank.

B. Family Illness/Family Medical Leaves

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

C. Personal Business

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

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

D. Bereavement Leave

Section 1. In case of death in the immediate family, a bargaining unit member is entitled to be absent without loss of compensation for a period of not more than five (5) work days. Immediate family shall include father, mother, brother, sister, husband, wife, child (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.

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.

Section 4. Death of Staff Member- Upon the death of a staff member, the building principal, in partnership with the building NPCTA representatives, shall select a committee of three (3) to five (5) teachers to represent the school at the funeral or memorial service. Selected employees shall be provided reasonable release time necessary to attend.

E. Professional Leaves

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

F. Court Appearance/Jury Duty/Administrative Hearing

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

G. 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.

H. 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.

I. Maternity/New Dependent/Adoption/Child Rearing Leave

1. 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 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).

2. <u>New Dependent Leave</u>

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 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".

3. <u>Adoption/Foster Leave & Adoption/Foster Benefit</u>

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).

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

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 will consist of thirty (30) days . This benefit expires 365 days from the date the adoption benefit is commenced. During the thirty (30) day 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. The adoption, or placement of multiple children at the same time is considered the same event and does not increase the amount of Paid Parental Leave. Adoption of a stepchild by a stepparent is eligible for five (5) days under this provision.

C) The adoption benefit consists of thirty (30) days, if the child is five (5) and under as of August 1st of the event year, or fifteen (15) days, if the child is over the age of five (5), as of August 1st of the event year. These would be 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 number of FMLA leave days allotted. This thirty (30) or fifteen (15) 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.

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 2026-2027, which is incorporated into this Agreement the same as set forth fully herein. Any reference to the number of positions contained in Appendix "B" was not bargained and has been included in the agreement for informational purposes only.

C. Supplemental Contracts

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

D. Additional Compensation

The board will cover the full cost of required Expanded Criminal Background Checks and Child Protection Index searches per state requirements (IC-20-26-5-10) once per five years. Newly hired NPUSC employees will pay the cost of their initial Expanded

Criminal Background and Child Protection Index as a term of initial employment. Refer to Appendix "A" for compensation for additional non-contracted duties.

E. VEBA Account

For school years 2026-2027, 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 2026-2027 unless and until changed by agreement of the parties.

F. Longevity Service Award

A bargaining unit member who completes fifteen (15) years of service to the School Corporation shall receive a one-time longevity stipend of Two Thousand Dollars ($2,000.00). An additional one-time stipend of Two Thousand Dollars ($2,000.00) shall be paid upon the completion of each subsequent five (5) year increments of service, including-the twentieth (20), twenty-fifth (25th), thirtieth (30), and thirty-fifth (35th). Each five (5) year increments after the thirty-fifth (35th) year will pay a Longevity Stipend of $4000.

The Longevity Stipend will begin payment based on service years accrued to School Corporation at the conclusion of the 2026-2027 school year. A teacher eligible for a Longevity Stipend that receives a summative evaluation of needs improvement or ineffective will not be eligible for the Longevity Stipend until the next school year that they earn an effective or highly effective summative evaluation.

The stipend shall be paid on the first regular payroll date following the close of the school year in which the milestone is completed, and is subject to all applicable federal, state, and local withholdings. The stipend is not added to base salary, and shall not be used in calculating any percentage increase to base salary in any subsequent year.

A bargaining unit member must be employed by the School Corporation on the payment date to receive the stipend, except that this condition shall not apply where separation results from retirement, death, disability, or a reduction in force. In such cases payment shall be made to the bargaining unit member or, in the event of death, to the bargaining unit member's estate or designated beneficiary.

Service means school years in which the bargaining unit member was employed by the School Corporation and rendered service for at least one hundred twenty (120) full-time contracted days. Service in any certificated teaching position within the School Corporation shall count toward the total. Approved leaves of absence, including leave under the Family and Medical Leave Act and military leave protected under USERRA, shall not break continuity of service; however, unpaid leave exceeding one (1) full school

year shall not be counted toward the service total. A resignation or termination followed by rehire shall restart the service count. Temporary contracts will not count towards any service credit for this provision.

The Superintendent or designee shall maintain a service record for each bargaining unit member and shall notify a bargaining unit member in writing not less than sixty (60) days before an anticipated milestone. A dispute regarding calculation of service shall be resolved through the grievance procedure set forth in Article 5.

G. 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.

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 in the manner listed below.

The Board will contribute zero (0) dollars to the total cost of PPO or HMO Plan 1. The Board will contribute 80% of the premiums for High Deductible Plans only. NPUSC will continue to pay 80% (as provided by the MASE Trust) premium coverage for single and family participants currently on NPUSC sponsored health insurance who move to either High Deductible HDHP Plan 1 or 2 and current members who are currently on HDHP Plan 1 or 2. The Board will contribute 80% (as provided by the MASE Trust) premium coverage for High Deductible plans for joint participants who are currently on NPUSC sponsored health insurance. 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

For employees hired before January 1, 2026, who are not currently taking the insurance and opt into NPUSC sponsored health insurance due to experiencing a qualifying life event between the dates of July 1, 2025 and June 30, 2027, NPUSC will pay 80% of the total premium cost of health insurance for HDHP Plan 1 or 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 but opt into NPUSC sponsored health insurance, NPUSC will pay 80% of the total cost of health insurance for HDHP Plan 1 or 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 premium cost of health insurance for HDHP Plan 1 or 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

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

B. Term Insurance

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

C. Long Term Disability

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

D. Section 125 Benefits

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

E. Carrier

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

ARTICLE 5
GRIEVANCE PROCEDURE

A. Definitions

1. A "Grievance" is a claim by one or more bargaining unit members of a violation, a misapplication, or a misinterpretation of this Contract.

2. The term "bargaining unit member" includes any individual or group of individuals within the bargaining unit.

3. The term "day" when used in this Article shall be a school teaching day. During the summer recess, the term shall mean a weekday.

4. The term "immediate supervisor" as used in this Article shall include those persons that may be designated by the employer to handle grievances on behalf of the employer, and shall not be limited to the immediate supervisor.

5. (a) A general grievance is a disagreement over matters affecting the bargaining unit member body under the supervision of more than one principal. Such grievance will be submitted at Level II of the procedure.

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

6. The grievance procedure cannot be used for teacher dismissals.

B. Intent

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

C. Individual Rights

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

D. Procedures

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

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

(2) Formal – If after the discussion with the immediate supervisor the aggrieved bargaining unit member feels a grievance still exists, then the following grievance steps may be taken.

Step I – Immediate Supervisor

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

Step II – Superintendent

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

Step III – Arbitration

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

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

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

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

Step III does not apply to teacher discipline and dismissal.

Hearings Attestation

A public hearing was held in compliance with I.C.20-2-6-1(b) on September 28, 2026 and electronic participation from the governing body and public was not permitted.

A public meeting in compliance with I.C. 20-29-6-19 was on October 23, 2026, to discuss the tentative agreement and electronic participation from the governing body and public was not permitted.

NPUSC Board approved the 2026-2027 Master Teacher Contract/Compensation Model at the special meeting held October 26, 2026, at least 72 hours following the final Special School Board public hearing on October 23, 2026.

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

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

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

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

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

NEW PRAIRIE UNITED SCHOOL CORPORATION

BY: _____
Board President

BY: _____
Board Secretary

Date of NPUSC Board Approval: _____

NEW PRAIRIE CLASSROOM TEACHERS ASSOCIATION

BY: _____
NPCTA Inc Co-President

BY: _____
NPCTA Inc Co-President

BY: _____
NPCTA Inc Negotiator

Date of NPCTA Inc Contract Ratification: _____

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Appendix A: New Prairie United School Corporation Compensation Model

A. Salary Range

Before Increases 2025-2026 School Year: Salary Range = $46,115 to $81,500
After Increases 2026-2027 School Year: Salary Range = $46,500 to $82,300

B. Base Salary Increases

A base salary increase of $800 per eligible teacher for the 2026-2027 school year that meet the eligibility or factors criteria below:

Factors for Base Increases

Factor #1- The amount for the base salary increase will be applied to all eligible teachers that received an effective or highly effective rating (evaluation) for the 2026-2027 school year and are still employed at NPUSC as a teacher for the 2026-2027 school year.

*Academic Needs-Factor #2 -Academic needs are satisfied by any bargaining unit member who has participated in at least three hours of professional development to improve student outcomes. This factor is valued at 10% of the total possible increase of $800 per eligible teacher.

Factor #3
*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

New Hire Chart-see new Hire Chart; The Superintendent has the discretion to set the new hire salary within the salary range, but the salary cannot exceed the salary of a veteran teacher with similar experience, educational attainment, and possession of the literacy endorsement.

C. Stipend Payment

A one-time stipend payment of $1000 will be paid to teachers employed by NPUSC in the 2025-2026 school year and still employed at NPUSC on 10/1/26. Teachers employed at NPUSC in 2026-2027 submitting a resignation as of 9/28/26 will have this stipend pro-rated to the amount of days served.

Redistribution Plan

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

Definitions of Academic Needs Categories

Academic Needs #1 — Enhanced Professional Credentials — $300 one-time stipend

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, 2026 to June 30, 2027 will be eligible to earn a one-time $400 stipend per course completed to maintain Dual Credit Licensing. Transcripts showing completion of the course to earn Dual Credit Status will be submitted to the Superintendent for approval of the stipend by June 30, 2027.

Additional Compensation for Ancillary Duties

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

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

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

Mentor for teacher that is a new hire to NPUSC stipend and in the first two years in the profession	$500
Mentor for a teacher new to NPUSC with previous stipend teaching experience of more than two years	$250

Principal Designee – Yearly Stipend of $546.00 for school day coverage of building principal when needed. (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. Grading and lesson plan coverage is capped at 10 hours per week for grading and lesson plan coverage for a teacher on a leave of absence.

Approved After School Committees for $20 per hour:

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

ECA Sponsors & Coaches with a CDL license will earn an equivalent rate to NPUSC bus drivers per hour for drive time only for extra-curricular trip driving for both route and activity buses. Reimbursement for CDL training and licensing up to 2 attempts will be provided by NPUSC. Effective 7/1/27 a CDL trained individual will provide 10 (ten) ECA trips for NPUSC over a time period of two (2) consecutive years or pay NPUSC back for CDL training investment in full.

ECA Sponsors & Coaches with training to drive activity buses, when necessary, will earn ($3) less per hour for drive time than an equivalent NPUSC bus driver only for extra-curricular trip driving. Activity Bus training will continue to be provided by NPUSC. 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. Bargaining unit members that are a coach or sponsor will earn a stipend of $300 for every ten (10) ECA trips driven in an activity bus. Bargaining unit members that are a coach or sponsor will earn a stipend of $500 for every ten (10) ECA trips driven in a school bus by a coach or sponsor with a CDL license.

New Hire Salary and Current Salary Range

The minimum starting salary for a first-year new hire will be $45,500 in the 2026-2027 school year based on degree/license held and years of experience. The salary range for new teachers hired for the 2026-2027 school year will be $45,500 to $76,500.

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
	2026-2027	2026-2027	2026-2027
0	45,500	46,500	48,500
1	46,100	47,100	49,300
2	46,700	47,700	50,100
3	47,300	48,300	50,900
4	47,900	48,900	51,700
5	48,500	49,500	52,500
6	49,100	50,100	53,300
7	49,700	50,700	54,100
8	50,300	51,300	54,900
9	50,900	51,900	55,700
10	51,500	52,500	56,500
11	52,100	53,100	57,300
12	52,700	53,700	58,100
13	53,300	54,300	58,900
14	53,900	54,900	59,700
15	54,500	55,500	60,500
16	55,100	56,100	61,300
17	55,700	56,700	62,100
18	56,300	57,300	62,900
19	56,900	57,900	63,700
20	57,500	58,500	64,500
21	58,100	59,100	65,300
22	58,700	59,700	66,100
23	59,300	60,300	66,900
24	59,900	60,900	67,700
25	60,500	61,500	68,500
26	61,100	62,100	69,300
27	61,700	62,700	70,100
28	62,300	63,300	70,900
29	62,900	63,900	71,700
30	63,500	64,500	72,500
31	64,100	65,100	73,300

32	64,700	65,700	74,100
33	65,300	66,300	74,900
34	65,900	66,900	75,700
35	66,500	67,500	76,500

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

For the 2026-2027 school year (July 1, 2026 thru June 30, 2027), in order to provide additional flexibility with respect to employing teachers in hard to fill positions, the Superintendent shall have discretion to place new hires no more than four (4) steps higher on the new hire schedule based on experience and degree held. "Hard to Fill" may be defined as any unfilled vacancies which two or fewer appropriately licensed applicants apply prior to the initial interview period. The Superintendent will notify the NPCTA President(s).

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.

Extended Contract

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

Forms and Procedures

All academic 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, 2027 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: 2026-2027 Extra-Curricular Sponsor and Athletic Coach Compensation

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

School	Title	# of Positions	2026-2027
High School	HS Guiding Coalition 1	1	832
High School	HS Guiding Coalition 2	1	832
High School	HS Guiding Coalition 3	1	832
High School	HS Guiding Coalition 4	1	832
High School	HS Guiding Coalition 5	1	832
High School	HS Guiding Coalition 6	1	832
High School	HS Guiding Coalition 7	1	832
High School	HS Guiding Coalition 8	1	832
High School	Art Fair/Competitions	1	548
High School	Art Club	1	548
High School	Assistant Instrumental Director	1	1721
High School	Audio/Visual Club	1	548
High School	Back-Up Band Director (Show Choir)	1	1779
High School	Dept. Chair CTE (based on >7)	1	1293
High School	Dept. Chair Fine Arts (based on 5-6)	1	1086
High School	Dept. Chair World Language(based on <4)	1	876
High School	Dept. Chair Lang Arts (based on >7)	1	1293
High School	Dept. Chair P.E./Health (based on <4)	1	876
High School	Dept. Chair Math (based on >7)	1	1293
High School	Dept. Chair Science (based on >7)	1	1293
High School	Dept. Chair Social Sciences (based on >7)	1	1293
High School	Drama Club	1	2689
High School	Color Guard	1	1291
High School	Percussion Instructor	1	1291
High School	Indoor Percussion Ensemble Director	1	2689
High School	Foreign Language Club (French)	1	548
High School	Foreign Language Club (Spanish)	1	548
High School	Freshman Class Sponsor	1	548
High School	DECA	1	2689
High School	FFA	1	4571
High School	Key Club	1	548
High School	Hoosier Academic Super Bowl	1	1329
High School	HOSA	1	4571
High School	Instrumental Music Director	1	4571
High School	Junior Class Sponsor	1	1447
High School	Letterman Club	1	548
High School	Lunchroom Supervisor 1	1	1193
High School	Lunchroom Supervisor 2	1	1193
High School	Model UN	1	548

High School	International Honor Society	1	548
High School	National Honor Society	1	742
High School	Pep Band	1	861
High School	Pit Orchestra	1	861
High School	Robotics Team Head Coach	1	4571
High School	Robotics Team Assistant Coach	1	1174
High School	Senior Class Sponsor	1	742
High School	Sophomore Class Sponsor	1	548
High School	STAND Club Sponsor	1	548
High School	Student Senate	1	2689
High School	Tabletop Gaming Club	1	548
High School	Vocal Music Director	1	4571
High School	Vocal Music Director (Fall Musical)	1	1247
High School	Yearbook Sponsor	1	1447
High School	Auxiliary Guard-Dance	1	2742
High School	Dance Assistant	1	1371
High School	Baseball Head Coach	1	4662
High School	Baseball Assistant	1	2504
High School	Baseball Assistant	1	2504
High School	Basketball Boys Head Varsity Coach	1	8541
High School	Basketball Boys Assistant Varsity	1	3900
High School	Basketball Boys JV Head Coach	1	3900
High School	Basketball Boys Assistant/Freshman Coach	1	3900
High School	Basketball Girls Head Varsity Coach	1	8541
High School	Basketball Girls Assistant Varsity	1	3900
High School	Basketball Girls JV Head Coach	1	3900
High School	Basketball Girls Assistant/Freshman Coach	1	3900
High School	Cheerleading Head Coach	1	3900
High School	Cheerleading Assistant	1	1371
High School	Cross Country Boys	1	4662
High School	Cross Country Girls	1	4662
High School	Cross Country Assistant Boys	1	2504
High School	Cross Country Assistant Girls	1	2504
High School	Football Head Coach	1	8541
High School	Football Assistant Coach 1	1	3900
High School	Football Assistant Coach 2	1	3900
High School	Football Assistant Coach 3	1	3900
High School	Football Assistant Coach 4	1	3900
High School	Football JV Coach 1	1	3900
High School	Football JV Coach 2	1	3900
High School	Football Freshman Coach 1	1	3900
High School	Football Freshman Coach 2	1	3900
High School	Golf Head Boys Coach	1	3342

High School	Golf Assistant Boys Coach	1	1671
High School	Golf Head Girls Coach	1	3342
High School	Golf Assistant Girls Coach	1	1671
High School	Soccer Head Girls Coach	1	4662
High School	Soccer Assistant Girls Coach 1	1	2504
High School	Soccer Assistant Girls Coach 2	1	2504
High School	Soccer Head Boys Coach	1	4662
High School	Soccer Assistant Boys Coach 1	1	2504
High School	Soccer Assistant Boys Coach 2	1	2504
High School	Softball Head Coach	1	4662
High School	Softball Assistant Coach	1	2504
High School	Softball Assistant Coach	1	2504
High School	Swimming Boys Head Coach	1	4662
High School	Swimming Boys Assistant Coach	1	2504
High School	Swimming Girls Head Coach	1	4662
High School	Swimming Girls Assistant Coach	1	2504
High School	Swimming Dive Coach B/G	1	2504
High School	Tennis Boys Head Coach	1	3342
High School	Tennis Boys Assistant Coach	1	2504
High School	Tennis Girls Head Coach	1	3342
High School	Tennis Girls Assistant Coach	1	2504
High School	Track Boys Head Coach	1	4662
High School	Track Boys Assistant Coach	1	2504
High School	Track Asst. Coach Boys/Girls (Field Events)	1	2504
High School	Track Girls Head Coach	1	4662
High School	Track Girls Assistant Coach	1	2504
High School	Volleyball Head Coach	1	4662
High School	Volleyball Assistant Coach	1	2504
High School	Volleyball Assistant/Freshman	1	2504
High School	Weight Room Supervisor Fall	1	1702
High School	Weight Room Supervisor Winter	1	1702
High School	Weight Room Supervisor Spring	1	1702
High School	Weight Room Supervisor (Summer)	1	2785
High School	Wrestling Head Coach	1	4662
High School	Wrestling Girls Head Coach	1	4662
High School	Wrestling Assistant Coach	1	2504
High School	Wrestling Assistant Coach	1	2504
High School	Flag Football Girls Head Coach	1	4662
High School	Flag Football Assistant Coach	1	2504

Middle School	MS Guiding Coalition 1	1	832
Middle School	MS Guiding Coalition 2	1	832
Middle School	MS Guiding Coalition 3	1	832

Middle School	MS Guiding Coalition 4	1	832
Middle School	MS Guiding Coalition 5	1	832
Middle School	MS Guiding Coalition 6	1	832
Middle School	MS Guiding Coalition 7	1	832
Middle School	MS Guiding Coalition 8	1	832
Middle School	Foreign Language Club (French)	1	548
Middle School	Foreign Language Club (Spanish)	1	548
Middle School	Hoosier Academic Super Bowl	1	1329
Middle School	Hoosier Spell Bowl	1	274
Middle School	HOSA	1	861
Middle School	Instrumental Music Director	1	1878
Middle School	Mathematics Club	1	548
Middle School	Middle School Team Leaders 1	1	601
Middle School	Middle School Team Leaders 2	1	601
Middle School	Middle School Team Leaders 3	1	601
Middle School	Middle School Team Leaders 4	1	601
Middle School	Middle School Team Leaders 5	1	601
Middle School	Middle School Team Leaders 6	1	601
Middle School	Middle School Team Leaders 7	1	601
Middle School	Robotics Sponsor	1	1878
Middle School	Spirit Club	1	548
Middle School	Spirit Club	1	548
Middle School	Student Council	1	861
Middle School	Vocal Music Director	1	1878
Middle School	Yearbook	1	861
Middle School	Lunchroom Supervisor 1	1	795
Middle School	Lunchroom Supervisor 2	1	795
Middle School	Lunchroom Supervisor 3	1	795
Middle School	Principal Designee	1	546
Middle School	Athletic Supervisor	1	1876
Middle School	Auxiliary Guard-Dance Coach	1	1554
Middle School	Boys Basketball Grade 6	1	2912
Middle School	Boys Basketball Assistant Grade 6	1	1118
Middle School	Boys Basketball Grade 7	1	2912
Middle School	Boys Basketball Grade 8	1	2912
Middle School	Boys Basketball Assistant Grade 7/8	1	1476
Middle School	Girls Basketball Grade 6	1	2912
Middle School	Girls Basketball Assistant Grade 6	1	1118
Middle School	Girls Basketball Grade 7	1	2912
Middle School	Girls Basketball Grade 8	1	2912
Middle School	Girls Basketball Assistant Grade 7/8	1	1476

Middle School	Cheerleading Sponsor	1	1554
Middle School	Cross Country Head Coach Girls	1	2394
Middle School	Cross Country Head Coach Boys	1	2394
Middle School	Football Head Coach 7	1	2912
Middle School	Football Assistant Coach 7	1	2233
Middle School	Football Head Coach 8	1	2912
Middle School	Football Assistant Coach 8	1	2233
Middle School	Swimming B/G	1	2394
Middle School	Swimming Assistant B/G	1	1118
Middle School	Track Head Boys Coach MS	1	2394
Middle School	Track Head Girls Coach MS	1	2394
Middle School	Track Assistant Coach Boys MS	1	2195
Middle School	Track Assistant Coach Girls MS	1	2195
Middle School	Volleyball Grade 6	1	2394
Middle School	Volleyball Assistant Grade 6	1	1118
Middle School	Volleyball Grade 7	1	2394
Middle School	Volleyball Grade 8	1	2394
Middle School	Volleyball Assistant Grade 7/8	1	1118
Middle School	Wrestling Head Coach	1	2394
Middle School	Wrestling Assistant Coach	1	1876
Middle School	Wrestling Assistant Coach	1	1876

Elementary	OTE Guiding Coalition 1	1	832
Elementary	OTE Guiding Coalition 2	1	832
Elementary	OTE Guiding Coalition 3	1	832
Elementary	OTE Guiding Coalition 4	1	832
Elementary	OTE Guiding Coalition 5	1	832
Elementary	OTE Guiding Coalition 6	1	832
Elementary	OTE Guiding Coalition 7	1	832
Elementary	OTE Guiding Coalition 8	1	832
Elementary	PVE Guiding Coalition 1	1	832
Elementary	PVE Guiding Coalition 2	1	832
Elementary	PVE Guiding Coalition 3	1	832
Elementary	PVE Guiding Coalition 4	1	832
Elementary	PVE Guiding Coalition 5	1	832
Elementary	PVE Guiding Coalition 6	1	832
Elementary	PVE Guiding Coalition 7	1	832
Elementary	PVE Guiding Coalition 8	1	832
Elementary	RPE Guiding Coalition 1	1	832
Elementary	RPE Guiding Coalition 2	1	832
Elementary	RPE Guiding Coalition 3	1	832
Elementary	RPE Guiding Coalition 4	1	832

Elementary	RPE Guiding Coalition 5	1	832
Elementary	RPE Guiding Coalition 6	1	832
Elementary	RPE Guiding Coalition 7	1	832
Elementary	RPE Guiding Coalition 8	1	832
Elementary	Elementary Vocal Director	1	742
Elementary	Elementary Vocal Director	1	742
Elementary	Hoosier Spell Bowl OTE	1	274
Elementary	Hoosier Spell Bowl PVE	1	274
Elementary	Hoosier Spell Bowl RPE	1	274
Elementary	Math Bowl Sponsor OTE	1	274
Elementary	Math Bowl Sponsor PVE	1	274
Elementary	Math Bowl Sponsor RPE	1	274
Elementary	Student Council OTE	1	274
Elementary	Student Council PVE	1	274
Elementary	Student Council RPE	1	274
Elementary	Robotics OTE	1	274
Elementary	RoboticsPVE	1	274
Elementary	Robotics RPE	1	274
Elementary	OTE Boys Basketball	1	1876
Elementary	PVE Boys Basketball	1	1876
Elementary	RPE Boys Basketball	1	1876
Elementary	OTE Girls Basketball	1	1876
Elementary	PVE Girls Basketball	1	1876
Elementary	RPE Girls Basketball	1	1876
Elementary	OTE Cross Country	1	530
Elementary	PVE Cross Country	1	530
Elementary	RPE Cross Country	1	530
Elementary	OTE Volleyball	1	1876
Elementary	PVE Volleyball	1	1876
Elementary	RPE Volleyball	1	1876
Elementary	OTE Wrestling	1	1876
Elementary	PVE Wrestling	1	1876
Elementary	RPE Wrestling	1	1876
Elementary	Elementary Athletic Supervisor OTE	1	623
Elementary	Elementary Athletic Supervisor PVE	1	623
Elementary	Elementary Athletic Supervisor RPE	1	623
Elementary	Principal Designee OTE	1	546
Elementary	Principal Designee PVE	1	546
Elementary	Principal Designee RPE	1	546
Elementary	Elementary Athletic Coordinator	1	1500
Elementary	Elementary Athletic Coordinator	1	1500

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.

Informational Purposes Only

Any information listed below was not bargained and is shared for Informational Purposes only.

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.

Insurance Savings

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.

APPENDIX C

GRIEVANCE REPORT FORM

Grievance No._____

Building_____

Assignment_____

Name of Grievant_____

Distribution of Form

1. Superintendent
2. Principal
3. Association
4. Teacher

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._____

Building_____

Assignment_____

Name of Grievant_____

Distribution of Form

1. Superintendent
2. Principal
3. Association
4. Teacher

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._____

Building_____

Assignment_____

Name of Grievant_____

Distribution of Form

1. Superintendent
2. Principal
3. Association
4. Teacher

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

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_____ _____
Signature Date

GRIEVANCE REPORT FORM

Grievance No._____

Building_____

Assignment_____

Name of Grievant_____

Distribution of Form

1. Superintendent
2. Principal
3. Association
4. Teacher

Date Filed_____

STEP IV

A. Position of Grievant and/or Association _____

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Signature

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Date

B. Date Submitted to Arbitration_____

C. Disposition and Award of Arbitrator_____

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Signature of Arbitrator

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Date of Decision

Memorandum of Understanding

2026-2027 Longevity Award Stipend and Retirement Incentive

1) Effective July 1, 2026, all bargaining unit members who have completed fifteen (15) or more years of service to New Prairie United School Corporation shall be awarded a one time $2000 stipend.

   Effective July 1, 2026, all bargaining unit members who have completed twenty (20) or more years of service to New Prairie United School Corporation shall be awarded a one time Two Thousand Five Hundred Dollar stipend ($2500).

   Effective July 1, 2026 all bargaining unit members who have completed forty (40) or more years of service to New Prairie United School Corporation shall be awarded a one time Four Thousand Dollar stipend ($4000)

   Bargaining unit members initially eligible for multiple service levels upon adoption will be eligible for only one initial stipend based on eligibility level.

2) Retirement Incentive

   This incentive is available to bargaining unit members who:

   1. Have reached age fifty-seven (57) by June 30th, 2027; **and**
   2. Have completed twenty (20) years of service with the Corporation.

   A qualifying member must notify the Superintendent's Office in writing by February 1st, 2027 of their intent to retire, effective at the conclusion of that school year. Eligibility is limited to the first **twenty (20)** bargaining unit members who submit qualifying notice in a given year; notices shall be honored in the order received. This retirement incentive expires on July 1, 2027.

   Eligible members shall receive a total incentive of **$10,000**, paid as follows:

   1. $5,000 deposited into the member's existing VEBA account by **July 1** of the year of retirement; **and**
   2. $5,000 deposited into the same VEBA account by **July 1** of the following year.

3.) Longevity Service Award

   Effective July 1, 2026, all bargaining unit members who have completed fifteen (15) or more years of service to New Prairie United School corporation shall be awarded a one time $2000 stipend. Effective July 1, 2026, all bargaining unit members who have completed twenty (20) or more years of service to New Prairie United School corporation shall be awarded a one time Two Thousand Five Hundred Dollar stipend

($2,500) Teachers initially eligible for multiple service levels upon adoption will be eligible for only one initial stipend based on eligibility level.

This MOU agreement, on the previous page, 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 MOU Board Approval: _____

NEW PRAIRIE CLASSROOM TEACHERS ASSOCIATION

BY: _____
NPCTA Inc Co-President

BY: _____
NPCTA Inc Co-President

BY: _____
NPCTA Inc Negotiator

Date of NPCTA Inc MOU Ratification: _____