

**TENTATIVE AGREEMENT**  
**BETWEEN**  
**THE BOARD OF EDUCATION**  
**OF THE**  
**NORTH MONTGOMERY**  
**COMMUNITY SCHOOL CORPORATION**  
**AND THE**  
**NORTH MONTGOMERY**  
**TEACHERS ASSOCIATION**

**July 1, 2023 – June 30, 2024**

**Recommendation to the Board for approval**  
**November 3, 2023**

<b><u>INDEX</u></b>		Page
ARTICLE I.	<b><u>Recognition and Definitions</u></b>	3
Section A.	Recognition	3
Section B.	Definitions	3
ARTICLE II.	<b><u>Leaves of Absence</u></b>	3
Section A.	Paid Leaves of Absence	3
Section B.	Maternity Leave	5
Section C.	Parental Leave	6
Section D.	Adoptive Leave	6
ARTICLE III.	<b><u>Professional Compensation</u></b>	6
Section A.	Salaries	6
Section B.	Establishing the Base Salary of a New Teacher	7
Section C.	Deductions for Absences	7
Section D.	Ancillary Duties	7
ARTICLE IV.	<b><u>Fringe Benefits</u></b>	8
Section A.	Life Insurance	8
Section B.	Medical Insurance	8
Section C.	Dental Insurance	8
Section D.	Vision Insurance	8
Section E.	Income Protection Plan	9
Section F.	Workman's Compensation	9
Section G.	Liability Insurance	9
Section H.	Insurance Coverage During Approved Leave of Absence	9
Section I.	Change in Benefits	9
Section J.	Indiana State Teacher's Retirement Fund	10
Section K.	Expanded Criminal History Checks	10
ARTICLE V.	<b><u>January 1, 2002 Retirement Plan (New Plan)</u></b>	10
Section A.	Purpose	10
Section B.	Retirement Qualifications	10
ARTICLE VI.	<b><u>Personal Illness Bank</u></b>	10
Section A.	Purpose	10
Section B.	Structure	10
Section C.	Eligibility	11
Section D.	Administration	11
ARTICLE VII.	<b><u>Evaluation</u></b>	12
ARTICLE VIII.	<b><u>The Agreement</u></b>	12
Section A.	Terms of the Agreement	12
Section B.	Entire Agreement	12
Section C.	Severability	12
Section D.	Printing Agreement	12
SIGNED AGREEMENT		13
<b>PROFESSIONAL</b>		
Appendix 1	Extra-Curricular Schedule <i>for Informational Purposes Only</i>	14

## **ARTICLE 1. Recognition and Definitions**

### **Section A. Recognition**

The North Montgomery Community School Corporation hereby recognizes the North Montgomery Teachers Association as the exclusive bargaining representative of all certificated employees in the School Corporation pursuant to I.C. 20-29-6-4. Such representation shall exclude the Superintendent, Principals, and any other administrative position deemed appropriate for operating the school corporation.

### **Section B. Definitions**

- 1 The term "Teacher," shall refer to all certified personnel employed by the North Montgomery Community School Corporation, excluding the Superintendent, Principals, and any other administrative position deemed appropriate for operating the school corporation.
2. The term "School Corporation," when used in the agreement, shall mean the North Montgomery Community School Corporation (NMCSC) of the County of Montgomery, State of Indiana.
3. The terms "Board" and "Association" shall include the authorized officers and representatives. The term "Board" shall also mean their Designee.
4. The term "NMTA" Executive Board is the elected governing body of the NMTA.
5. The "Superintendent" can also mean his/her Designee.
6. An "established teacher" (who, before July 1, 2012, both served under contract as a teacher in a public school corporation and entered into a teacher's contract for further service with the school corporation) is exempt from the following two paragraphs. I.C. 20-28-6-7.5; I.C. 20-28-6-8.  
A teacher who:
  - (1) serves under contract as a teacher in a public school corporation; and
  - (2) either:
    - a. receives two (2) consecutive annual ratings of ineffective, as determined by the school corporation, on annual evaluation under I.C. 20-28-11.5; or
    - b. is in the teacher's first or second year of full-time teaching in a classroom; and
  - (3) has not at any time before July 1, 2012, entered into a teaching contract for further services with the school corporation; shall be considered a "probationary" teacher.A teacher who is not a probationary teacher and enters into a contract with a school corporation described in I.C. 20-28-6-2 becomes a professional teacher.

## **ARTICLE II. Leaves of Absence**

### **Section A. Paid Leaves of Absence**

1. Personal Illness- Teachers are entitled to be absent from work a total of ten (10) days each year in the School Corporation thereafter for personal illness. These days shall accumulate to one hundred twenty (120) days available to use as sick leave only. In the event a Teacher shall have accumulated one (1) or more days of sick leave in another School Corporation and shall become employed in this School Corporation, up to three (3) days of sick leave shall be added each year until the sixth (6) year when all remaining outside personal illness days may be transferred to the Teacher's personal illness bank. Teachers, who accumulated less than one

hundred twenty (120) days by August 12, 2001, will accumulate to one hundred twenty (120) personal illness days and no more. Teachers who have more than one hundred twenty (120) days will be allowed to continue accumulating to the maximum of one hundred eighty-three (183) personal illness days.

- A. If a Teacher has a catastrophic illness that does not allow him/her to enter into the long-term disability plan, he/she may appeal to the Superintendent for approval for up to an additional thirty (30) days of sick leave and/or tap the Personal Illness Bank.
  - B. Any certified employee who has accumulated a minimum of ninety-three (93) personal illness days, may, with a completed form to the Central Office, once in a twelve (12) month period exchange three (3) personal illness days with the School Corporation for a voucher amounting up to a dollar amount that is equal to two and half (2-1/2) times the highest current daily sub-rate toward an annual individual membership fee at the Health/Fitness Center of the employee's choice. This membership may be used by the employee only and must be reapplied for each year with the same guidelines. Voucher checks will be written directly to the health club of choice. (This clause includes facilities that enhance overall health, fitness, and cardiovascular conditioning that helps employees achieve a more healthful life. It is not the intent of this clause to include facilities or clubs such as weight loss, golfing, or similar recreational or therapeutic enterprises.)
2. **Personal Leave.** Teachers shall be granted three (3) days of personal leave with pay during the school year. Personal leave shall not be considered as personal illness days. The Teacher must give written notification to the Superintendent of Schools. Any unused personal leave days shall accumulate with the Teacher's unused personal illness days. A family illness day may be transferred to a personal leave day if needed, with prior authorization by the Superintendent.
  3. **Family Illness.** A Teacher shall be entitled to be absent for reasons of family illness for a total of four (4) days during a school year. Family shall be defined as immediate family (mother, father, spouse, son, daughter, and guardianships). These days shall not be charged against personal illness days. An immediate family member who is ill is the only use for these days. They are not taken from personal illness days, nor do they accumulate. These are not "personal" leave days. A family illness day may be transferred to a personal leave day if needed. Teachers who believe they have a similar relationship established by marriage or a relative or dependent who at the time is a member of their household may initiate an Emergency Leave provision request. In extreme cases, Teachers who are in need of additional Family Illness days, without loss of compensation, may submit a Letter of Request via email to the Superintendent, for the consideration of a maximum of four (4) additional Family Illness days per year. If approved, these days may be moved from any accumulated Personal Illness days related to the individual Teacher of request and if not used by years' end, will move back into the Personal Illness account for the Teacher. If Personal Illness days are depleted, then the requested days, if approved, would be taken from the Personal Illness Bank, as provided by the Master Contract. (Personal Leave days must have been exhausted before this request may become valid.)
  4. **Death and Bereavement.** A Teacher shall be granted bereavement days in the case of each death in the immediate family without loss of compensation. This leave, at the Teacher's discretion, shall not extend more than five (5) consecutive school days for each death during that school year. Immediate family shall be father, mother, brother, sister, husband, wife, child, and other similar relationship established by marriage, as well as any other relative or dependent who at the time of the death, was a member of the household of the Teacher. Each Teacher shall be granted one (1) day of leave for each death of other family members and friends; to be used within 5 days of the funeral/memorial. Days shall not be charged against personal illness days and do not accumulate.

5. **Emergency Leave.** A Teacher may be granted, with the Superintendent's approval, an emergency leave during the school year. Emergency is defined as a sudden need for immediate attention. Therefore, foreknowledge of an event is not, an emergency. If a crisis does not exist, a personal leave day would be the appropriate choice of a day not an emergency day. If a Teacher granted emergency leave has not used all available personal leave days, the day(s) will be charged to personal leave. If a Teacher granted an emergency leave has used all personal leave days but has not used all illness days, the day will be charged to illness.
6. **Professional Leave.** A Teacher may be entitled to curricular professional leave during either the school year or summer months. The leave shall be for the betterment of the staff/Teacher, students, or School Corporation. The Principal and/or Superintendent shall approve professional leave days. The Principal has the right to approve or not approve professional leave days; however, if a request is denied, the Teacher may appeal the decision to the Superintendent. Costs of professional leave shall be borne by the School Corporation. After an approved leave has been made, an itemized statement of expenses attached to the claim which is submitted for reimbursement (receipts for lodging, transportation, and any miscellaneous expenses). The Teacher shall be responsible to give a brief overview of his/her new learning to the Principal after his/her return and/or at the next regularly scheduled faculty meeting.
7. **Educational Leave.** A Teacher recommended or appointed to represent a school, an area of instructional service or the School Corporation may be granted a leave with pay to attend an educational conference or convention for a period not to exceed five (5) days and shall be allowed the expenses associated with the attendance and travel fare. Application for educational leave must be made in advance for Board approval. After an approved trip has been made, the Teacher must file an itemized statement of expenses and attach to the claim all receipts for lodging, transportation and any other miscellaneous expenses, if applicable.
8. **Jury Duty.** Teachers subpoenaed for jury duty shall be entitled to a leave during the necessary period and shall be paid by the Board the difference between jury duty and regular salary.
9. **Discretionary Leaves.** The Superintendent has the power to grant any additional leaves as deemed necessary. These days do not accumulate and are not to be taken from any personal illness days.

## **Section B. Maternity Leave**

- A Teacher who is pregnant may continue in active employment as late into the pregnancy as she wishes, if she can fulfill the requirement of her position. Temporary disability caused by pregnancy shall be governed by the following:
- (1) Any Teacher who is pregnant shall be granted a leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of her child, if she notifies the Superintendent at least thirty (30) days before the date on which she wishes to start her leave. She shall notify the Superintendent of the expected length of this leave, including with this notice either a physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn, whichever is applicable. However, in case of medical emergency caused by pregnancy, the Teacher shall be granted a leave, as otherwise provided in this section, immediately on her request and the certification of the emergency from an attending physician. The leave of absence shall begin at the end of a grading period to the greatest extent possible allowed under the circumstances. Where the teacher's condition raises any serious problem to the teacher's health in the period prior to the beginning of leave, the corporation may request a statement by the teacher's physician as to the teacher's ability to continue teaching including a diagnosis and prognosis. The initial doctor's statement shall be provided at the teacher's expense. Any

subsequent opinion requested by the Board shall be from a mutually agreed to doctor at the Board's expense.

(2) All or part of a leave taken by a Teacher because of a temporary disability caused by pregnancy may be charged, at her discretion, to her available personal illness days. However, the Teacher is not entitled to take accumulated sick leave days when the Teacher's physician certifies that the Teacher is capable of performing the Teacher's regular teaching duties. The Teacher is entitled to complete the remaining leave without pay.

NOTE - This leave may be taken when a doctor certifies the need--either before or "directly" following the birth of the child. This is directly related to the birth of the child not after a period of vacation time. Personal illness days can only be taken when a doctor certifies temporary disability/recuperation time from the onset of the pregnancy to the birth and following recuperation time.

### **Section C. Parental Leave**

When a child is born the spouse will be granted two (2) school days parental leave with pay. These days must be taken within ten (10) school days following the birth of the child. Additional parental leave shall be granted for up to a period of one (1) year without pay. The Teacher shall notify the Superintendent of the expected length of the leave at least thirty (30) days-prior to the start of leave.

### **Section D. Adoptive Leave**

A Teacher who adopts a child shall be granted two (2) school days adoptive leave with pay. These days must be taken within thirty (30) days of the placement of the child. Additional adoptive leave shall be granted for up to a period of one (1) year without pay. If the necessity for leave is foreseeable based on the expected birth or placement, the Teacher shall provide the Superintendent with not less than thirty (30) days' notice before the leave is to begin, except that the date of birth or placement requires the leave to begin in less than thirty (30) days, the Teacher shall provide such notice as is practicable.

## **ARTICLE III. Professional Compensation**

### **Section A. Salaries**

1. NMCSC teachers employed and performing teaching services for at least one hundred twenty (120) days during school year 2022-2023 who continue employment with NMCSC in 2023-2024 (factor 1- experience) and earn a teacher effectiveness rating of Effective or Highly Effective (factor 2 – evaluation based on 2022-2023 evaluation results) shall receive an additional base salary increase for 2023-2024 of five thousand dollars (\$5,000). Teachers rated ineffective or improvement necessary in the prior school year are not eligible for any salary increase in the current year and will remain at their yearly salary.

<b>Factor</b>	<b>Weight</b>
-Experience	20%
-Evaluation Results	80%

2. Teachers are eligible for a base salary increase if they received an evaluation of Effective or Highly Effective and performed teaching services for the district the previous school year for at least one hundred twenty (120) school days as fixed by the school calendar. Teachers on an approved leave of absence and not providing teaching services

for a minimum of one hundred twenty (120) instructional days, will receive an “incomplete” final summative rating and therefore not eligible for additional compensation.

3. The redistribution will be made to all teachers rated effective and highly effective based on the factors included in the agreement. Redistribution will be paid as an increase to base salary and will be made in the current contract year.

Teachers will receive a prorated sum reflecting the base increase accrued from the start of the new contract term within two (2) payroll cycles of the ratified contract.

1. Teachers shall receive their pay by direct deposit on alternating Fridays. For those electing twenty-six (26) payments, the first (1st) payday of each school year shall be the second (2nd) Friday following the last payday of the previous school year. A Teacher will be paid in twenty-two (22) payments unless the Teacher notifies the Central Office in writing of his/her desire to receive twenty-six (26) payments. A Teacher may receive the remaining portion of his/her Contract the first (1st) pay of June if the Teacher notifies the Central Office, in writing, by May 1.
2. Salary range is \$49,000-\$79,500.

#### **Section B. Establishing the Base Salary of a New Teacher**

1. IC 20-29-6 requires that salary is a mandatory subject of collective bargaining. A teacher’s beginning salary at NMCSA has been discussed by NMCSA and NMTA. Experienced teachers who are hired by NMCSA shall be paid a starting salary that is comparable to a current employee with similar years of experience and education level. If deviation from this amount is necessary to hire a teacher in a high-need area due to the academic needs of students, then the employee may, at the discretion of the Superintendent, be paid an amount greater than that of someone with comparable education and experience. However, the salary cannot exceed the salary of a veteran teacher at the top of the salary range.
2. If a teacher is hired from another district with a previous performance rating of Highly Effective, they will receive a one thousand dollars (\$1,000.00) sign-on stipend.

#### **Section C. Deductions for Absences**

Deductions for Teacher personal absences, which are not covered by the Master Contract, shall be done on a daily basis (annual school year salary less extra-curricular paid assignments divided by the number of days in the school calendar).

#### **Section D. Ancillary Duties**

Teachers conducting ancillary duties (for example, summer school teaching, curriculum planning/work beyond the contract, training that takes place outside of contracted time) may be compensated with a one-time, non-recurring stipend.

### **ARTICLE IV. Fringe Benefits**

**For information purposes only**, teachers must work at least thirty (30) hours per week to be eligible for life insurance, medical, dental, vision insurance, and income protection benefits.

## **Section A. Life Insurance**

The Board shall provide for Teachers a group life insurance protection plan which shall pay the Teacher's designated beneficiary the sum of fifty thousand dollars (\$50,000.00) in the event of death; and in the event of accidental death, a sum of not less than two (2) times that amount shall be paid. The Board shall pay all premiums except for one dollar (\$1.00) per year, which shall be paid by the Teacher.

## **Section B. Medical Insurance**

Teachers may participate in a group health insurance program. The group health insurance program shall provide for twelve (12) months' coverage and shall include full service medical and hospitalization, surgical and major medical provisions. Effective January 1, 2024, the Board will contribute up six thousand seven hundred dollars (\$6,700) toward the annual premium of a single membership plan. The Board will contribute up to eight thousand five hundred-thirty-five dollars and zero cents (\$8,535) toward the annual premium of an employee plus child or employee/spouse membership plan. The Board will contribute up to eleven thousand eight hundred twenty dollars and zero cents (\$11,820) toward the annual premium of a family membership plan. The Board will contribute up to thirteen thousand three hundred twenty dollars and zero cents (\$13,320) toward the annual premium of a double family membership plan. Should both a husband and wife be entitled to participate in this group health insurance program, such persons may, as group insurance participants, elect either (1) to enroll in separate plans, (2) enroll as an employee/spouse (3) to enroll in one family/double family membership plan. The NMTA Insurance Committee has the full authorization to make changes to the health insurance program in conjunction and approval with the Board's designee without the need to vote on the changes with the entire NMTA membership or the full Board.

Teachers who do not apply for coverage when initially eligible may only apply during the open enrollment period. The open enrollment period is the month of October for coverage to begin January 1. When Medical, Dental, and/or Vision insurance is selected, it will take effect on the first day of employment and will terminate on the last day of employment. Retiree coverage will continue through August 30 to coincide with the twenty-six (26) pay periods.

Members of the medical plan will have access to the Health and Wellness Center.

## **Section C. Dental Insurance**

Teachers may participate in a group dental plan. The group dental plan shall provide for twelve (12) months' coverage. The Board will contribute up to two hundred dollars and zero cents (\$200.00) toward the annual premium of a single membership plan. The Board will contribute up to four hundred dollars and zero cents (\$400.00) toward the annual premium of an employee plus child or employee/spouse membership plan. The Board will contribute up to six hundred dollars and zero cents (\$600.00) toward the annual premium of a family/double family membership plan. Should both a husband and wife be entitled to participate in this group health insurance program, such persons may, as group insurance participants, elect either (1) to enroll in separate plans, (2) enroll as an employee/spouse (3) to enroll in one family/double family membership plan.

Teachers who do not apply for coverage when initially eligible may only apply during the open enrollment period. The open enrollment period is the month of October for coverage to begin January 1.

## **Section D. Vision Insurance**

The Board shall provide a group vision plan with the same plan options as health and dental. The Board will contribute twenty-five dollars (\$25.00) toward the premium of any group plan (single, employee plus child, employee plus spouse, or family) approved per ARTICLE IV., Section H. of this Master Contract.



## **Section E. Income Protection Plan**

The Board shall provide an Income Protection Plan (Long Term Disability Plan) in which each Teacher will participate. The Board shall pay all premiums except for \$1.00 per year, which will be paid by the teacher. The remaining cost shall be shared equally by the participants. The plan shall provide an amount equal to sixty-six and two-thirds percent (66 2/3%) of the Teacher's salary. The qualification period shall be ninety (90) calendar days. The LTD policy will reflect language allowing the employee to receive LTD benefits at the end of ninety (90) calendar days, regardless of the number of personal illness days the employee has accumulated. Teachers who are absent due to illness or injury for more than ninety (90) calendar days must apply for LTD coverage until they return to work. Every certified staff member must enroll in this LTD program.

## **Section F. Workman's Compensation**

The Board shall provide Workman's Compensation insurance for each Teacher under Contract. This insurance will cover medical expenses for accidents occurring while on duty. In the event of an accident, the building Principal or Superintendent must be notified immediately or within forty-eight (48) hours of the accident.

## **Section G. Liability Insurance**

The North Montgomery Community School Corporation shall maintain insurance to protect the School Corporation, its Board, its employees, and its students from liability arising from acts in the course of their duties subject to the terms and conditions of the provisions of the applicable policies.

## **Section H. Insurance Coverage during Approved Leave of Absence**

Any Teacher taking an approved leave of absence under this Contract may maintain coverage in the group insurance plans held by the School Corporation, subject to: (1) paying the School Corporation, so as to be current at all times and (2) any applicable rules of the insurance carriers.

## **Section I. Change in Benefits**

The Joint Insurance Committee shall be composed of the Superintendent or designee, the NMCSC Treasurer or the Deputy Treasurer, another administrator in the district, a classified member of the health insurance plan, the NMTA President or his/her designee, and three (3) members of the NMTA chosen by the NMTA. This committee shall be responsible for identifying, analyzing, and evaluating improvements in the insurance benefits provided for employees of the School Corporation.

All health insurance decisions/changes will be made by consensus of at least five (5) of the eight (8) members of the Joint Insurance Committee. No NMCSC Board or NMTA action is required.

## **Section J. Indiana State Teacher's Retirement Fund**

Effective January 1, 1995, the Board will pay the certified employees' contribution to the Indiana State Teacher's Retirement Fund.

## **Section K. Expanded Criminal History Checks**

North Montgomery Community School Corporation will conduct an expanded criminal history check on each employee once every five (5) years and bear the cost of the expanded checks for teachers.

## **ARTICLE V. January 1, 2002 Retirement Plan**

### **Section A. Purpose**

Effective 2021-2022, all Teachers under the retirement plan that took effect on January 1, 1999 will receive a School Corporation matching 403B annuity plan in the amount of one thousand dollars one hundred (\$1,100) per Teacher who elects to participate in the 403B School Corporation match program. The match amount will be prorated based upon full-time equivalent (FTE). Any Teacher who elects to participate in the 403B plan owns 100% of the money placed into the plan plus any accrued interest earned in the plan. All benefits of the money in each Teacher's 403B accounts remains with each Teacher and the School Corporation has no rights to the money in any 403B accounts past, present or future.

### **Section B. Retirement Qualifications**

Retirement qualifications for a Teacher:

- a. Must be full-time employee working a minimum of thirty-seven (37) hours per week;
- b. Must be fifty-five (55) years old at the time of retirement; and
- c. Must have a minimum of fifteen (15) years of work experience at North Montgomery prior to retirement.

A retiring Teacher may elect to participate in any insurance program the School Corporation offers its Teachers until the Teacher reaches Medicare age, provide he/she pays 100% of the premium for each insurance program in which he/she elects to participate. To be eligible for this provision, the retiree of the NMCSC must have been covered under the health plan for at least one (1) year January-December immediately prior to retirement and through final day of employment - retirees may not opt in and out of plan. After a retiree exits the plan, they are no longer eligible for open enrollment.

## **ARTICLE VI. Personal Illness Bank**

### **Section A. Purpose**

The purpose of the Personal Illness Bank is to relieve Teachers from undue financial burdens due to their extended absences from work due to illness, injury, or incapacitation sufficiently severe to make their presence at school inadvisable. The Bank is designed to help teachers with catastrophic illness that is out of the ordinary and not customary. Maternity leave or illness is not an intended purpose for using the Personal Illness Bank unless an unusual circumstance arises with the pregnancy that results in a catastrophic illness.

### **Section B. Structure**

1. The Personal Illness Bank will accumulate to two hundred (200) days. If a Teacher has a catastrophic illness that does not allow them to enter into the long term disability plan, he/she may appeal to the Superintendent and Board for up to thirty (30) days of sick leave and/or tap the Personal Illness Bank.
2. Teachers shall have the opportunity to contribute on a voluntary basis a minimum of one (1) day each year. An enrollment period for Teachers to contribute shall be held during May and must be completed by May 31.
3. Once days have been exhausted from the Personal Illness Bank for that school year, they cannot be replenished until the next school year. The Personal Illness Bank will, however, carry over from one (1) year to the next without loss of accumulated days.

4. Once the Personal Illness Bank maximum number of days has been reached, no more voluntary days will be requested from Teachers at the end of the year.
5. New Teachers shall have the opportunity to voluntarily contribute one (1) day per year beginning with the first year of employment.
6. The Personal Illness Bank will not provide days beyond those necessary for the Teacher to meet the requirements to be eligible for Long Term Disability.

**Section C. Eligibility**

1. The Teacher must have exhausted all personal illness leave and personal leave.
2. The Teacher shall make application in writing to the chairperson of the Personal Illness Bank Committee (Section D). The Committee shall be furnished with medical documentation.
3. Application for days may be made by an authorized representative if the staff member is unable to do so.
4. Days awarded shall commence immediately upon the exhaustion of all personal illness leave and personal leave accumulated.
5. A Teacher may only apply to the Personal Illness Bank if they have taught in the NMCSC for a minimum of six (6) years and have accumulated at least thirty-five (35) personal illness days prior to making application to the Personal Illness Bank due to an expected lengthy absence due to illness.
  - Additional days desired:
  - 6-10 years of service to NMCSC can apply and receive up to five (5) additional days
  - 11-15 years of service to NMCSC can apply and receive up to ten (10) “ “
  - 16-20 years of service to NMCSC can apply and receive up to fifteen (15) “ “
  - 21-25 years of service to NMCSC can apply and receive up to twenty (20) “ “
  - 25 + years of service to NMCSC can apply and receive up to twenty-five (25) “ “

**Section D. Administration**

1. Supervision of the Bank shall be administered by a committee comprised of three (3) NMTA members, one (1) from the elementary level, middle school level, and high school level, appointed by the president of the Association, and two (2) administrative team members appointed by the Superintendent.
2. In the case of a tie vote on a Teacher’s request for use of the bank, such request shall be automatically denied. All votes will be made by secret ballot.
3. The members of this Committee shall elect a Committee Chairperson and a Secretary. The Superintendent shall be exempt from these offices.
4. The Committee shall meet as needed.
5. A majority of the members must be present for official business to be conducted.
6. The Personal Illness Bank Committee may grant, deny, or suspend use of days from the Bank. Teachers and administrators shall receive in writing the reason(s) for denial and shall be allowed to appeal the decision

within two (2) weeks (10 working days) of notification. The Committee's decision shall be final after the appeal process, if necessary. Any grants shall be retroactive, except in the cases of hospitalization, nursing home confinement, or similar types of confinement, in which case the committee may grant days in advance when supported by appropriate medical evidence.

7. Those receiving days will be reimbursed no later than thirty (30) days after application.

## **ARTICLE VII. Evaluation**

See RISE 3.0 Teacher Evaluation Rubric on the NMCSC Google Drive NMNET folder and in Standard for Success (SFS) account. The evaluation rubric was not bargained and the reference to its location is included for informational purposes only.

## **ARTICLE VIII. The Agreement**

### **Section A. Terms of the Agreement**

The agreement will be made available on the Google Drive NMNET folder for North Montgomery teachers to review and shall be posted on the Corporation website after the agreement is signed and presented to all Teachers now employed and hereafter employed. Those considered for employment shall be made aware of the contents before employment.

### **Section B. Entire Agreement**

This Contract shall supersede all other Contracts and/or applicable policies in their entirety. This Contract cannot be amended verbally. All other changes, amendments, or alternations must be agreed upon by both the Board and by the Association Membership.

### **Section C. Severability**

If any provision of the Agreement or any application of the Agreement to any Teacher or group of Teachers is now or at any time held contrary to the law, then such provision or application shall not be deemed valid except to the extent permitted by the law, but all other provisions or applications shall continue in full force.

### **Section D. Printing Agreement**

The agreement shall be posted on the Corporation website and Google Drive NMNET folder within 10 (ten) days after the agreement is signed and presented to all Teachers now employed and hereafter employed. Those considered for employment shall be made aware of the contents before employment.

**Signed Agreement:**

The undersigned attest to the following:

1. A public hearing regarding teacher compensation was held August 28, 2023, in compliance with § 20-29-6-1(b), and electronic participation from a member of the governing body was permitted. There was no electronic participation permitted by the public.
2. A public meeting to discuss the terms of Tentative Agreement **will be held** October 23, 2023, in compliance with I.C. § 20–29–6–19, and electronic participation from the governing body **will be** permitted. There **will be** no electronic participation permitted by the public.
3. A public meeting **will be** held on November 3, 2023. The public **will be** permitted to provide public comment on the ratification of the Teacher contract. The Board **will vote** to ratify the 2023-2024 Teacher Contract. Electronic participation from the governing body **will be** permitted for one member. There **will be** no electronic participation permitted by the public.

Executed at Crawfordsville, Indiana, on this date: November 3, 2023

BOARD OF TRUSTEES by Dr. Colleen Moran, Chief Negotiator

**NORTH MONTGOMERY TEACHERS ASSOCIATION**

\_\_\_\_\_  
Angela Lewis

\_\_\_\_\_  
Carrie Reichert

\_\_\_\_\_  
Mike Melvin

\_\_\_\_\_  
Joy Jarvis

\_\_\_\_\_  
Emily Brooks

**NMTA Co-Presidents**

\_\_\_\_\_  
Megan Oppy

\_\_\_\_\_  
Nancy Bell

**NMCSC BOARD OF SCHOOL TRUSTEES:**

\_\_\_\_\_  
Jess Cain, President

\_\_\_\_\_  
Michael Shepherd, Vice-President

\_\_\_\_\_  
Jarrod Zachary, Secretary

\_\_\_\_\_  
Terresa Hatke

\_\_\_\_\_  
Gary Bohlander

\_\_\_\_\_  
Karin Odle

\_\_\_\_\_  
Darrin Bechtel

The number of positions were not bargained but were included **for informational purposes only.**  
*Extra-Curricular positions that pay less than \$1,000 will be paid at the conclusion of the activity, event, or end of the school year.*

## Extra-Curricular

Building: Elementary  
 2023-2024

<b>Sport/Activity</b>	<b>Contract Amount</b>
Academic Team	550.00
Academic Team	550.00
Art Show	315.00
Backdrop	265.00
Backdrop	265.00
Battle of the Books	300.00
Battle of the Books	300.00
Book Battle Media Specialist	300.00
Circle The State/Choral Festival	315.00
Elementary Leadership Team	300.00
Elementary Leadership Team	300.00
Elementary Leadership Team	300.00
Elementary Leadership Team	300.00
Elementary Leadership Team	300.00
Fine Arts Club	315.00
Musical Club	315.00
Musical Performances	315.00
Musical Performances	315.00
Overnight Camping Trip	150.00
Overnight Camping Trip	150.00
PBIS Team	250.00
PBIS Team	250.00
PBIS Team	250.00
PBIS Team	250.00
SST Leader	600.00
SST/RTI	415.00
SST/RTI	415.00
SST/RTI	415.00
SST/RTI	415.00
Science Fair	315.00
Student Council	375.00
Student Council	375.00
Volleyball	200.00

## Extra-Curricular

Building: Middle School  
2023-2024

<b>Sport/Activity</b>	<b>Contract Amount</b>
Academic Team (Math)	800.00
Academic Team (English)	800.00
Academic Team (Science)	800.00
Academic Team (Social Studies)	800.00
Academic Team (Spell Bowl)	800.00
Academic Team (Robotics)	800.00
Athletic Director	10,500.00
Asst Athletic Coordinator	2000.00
Athletic Fall Supervision	1000.00
Athletic Winter Supervision	1200.00
Athletic Spring Supervision	800.00
Band - Accompanist	300.00
Band - Performance	515.00
Band - Performance	515.00
Basketball 6th Boys	1750.00
Basketball 6th Girls	1750.00
Basketball 6th Boys Asst.	1050.00
Basketball 6th Girls Asst.	1050.00
Basketball 7th Boys	1890.00
Basketball 7th Girls	1890.00
Basketball 7th Boys Asst.	1050.00
Basketball 7th Girls Asst.	1050.00
Basketball 8th Boys	1890.00
Basketball 8th Girls	1890.00
Basketball 8th Boys Asst.	1050.00
Basketball 8th Girls Asst.	1050.00
Cheerleaders 6th	360.00
Cheerleaders 6th	360.00
Cheerleaders 7th	600.00
Cheerleaders 8th	600.00
Circle the State	100.00
Cross Country	800.00
Depart. Chair English	585.00
Depart. Chair Math	585.00
Depart. Chair Health/PE	585.00
Depart. Chair Related Arts	585.00
Depart. Chair Science	585.00
Depart. Chair Social Studies	585.00
Depart. Chair Special Services	585.00
FCA	305.00
Football 7th	1990.00

Football 7th Asst.	1220.00
Football 8th	1990.00
Football 8th Asst.	1220.00
Golf-Boys	800.00
Golf -Girls	800.00
Honor Society	305.00
Honor Society	305.00
Choir Performance 1	515.00
Choir Performance 2	515.00
Musical Accompanist	400.00
Musical/Play Dir	1500.00
Musical/Play Dir Asst.	1000.00
Musical Choreographer	435.00
Musical Theater Instrumental Support	800.00
Choir Show Choreographer	800.00
Dance Team	305.00
Soccer Boys	1500.00
Soccer Boys Asst.	800.00
Soccer Girls	1500.00
Soccer Girls Asst.	800.00
Student Council	305.00
Student Council	305.00
Swimming	1890.00
Swimming Asst.	1010.00
Tennis Boys	800.00
Tennis Girls	800.00
Track Boys	1400.00
Track Girls	1400.00
Track Boys Asst.	800.00
Track Girls Asst.	800.00
Volleyball 6th	1750.00
Volleyball 7th	1890.00
Volleyball 8th	1890.00
Wrestling	1890.00
Wrestling Asst.	1010.00
Yearbook	605.00



<b>Extra-Curricular</b>	
Building: High School	
2023-2024	
<b>Academics</b>	<b>Contract Amount</b>
Academic Team - Coordinator	800.00
Academic Team - Social Studies	800.00
Academic Team - Fine Arts	800.00
Academic Team - Spell Bowl	800.00
Academic Team - English	800.00
Academic Team - Math	800.00
Academic Team - Science	800.00
Dept. Chair, Special Services	1500.00
Dept. Chair, English	900.00
Dept. Chair, Foreign Language	480.00
Dept. Chair, Math	900.00
Dept. Chair, Social Studies	480.00
Dept. Chair, Business	580.00
Dept. Chair, Fine Arts	480.00
Dept. Chair, Health/P.E.	480.00
Dept. Chair, Science	900.00
Dept. Chair, Technical Ed.	480.00
Instructional Coach - English	600.00
Instructional Coach - Math	600.00
Study Table Coordinator	1000.00
Yearbook	3000.00
<b>Clubs</b>	
Art Club	400.00
Class Sponsor 9	400.00
Class Sponsor 10	400.00
Class Sponsor 11	1600.00
Class Sponsor 12	1800.00
Creative Writing	740.00
Drama Club	400.00
FCA	400.00
FFA Assistant	2400.00
FFA Director	5100.00
Honor Society	500.00
Honor Society	500.00
HOSA	1200.00
Robotics	800.00
Robotics	800.00
SADD	800.00
Spanish Club	400.00
Student Council	1050.00
Student Council	1050.00
Key Club	400.00
Key Club	400.00

<b>Performing Arts - Band</b>	
HS Band, Accompanist	300.00
Instrumental Bands	2700.00
Instrument Band Accompanist	300.00
Instrumental Assistant	500.00
Marching Band	1825.00
Marching Band Percussion	400.00
Musical Performances (Fall) - Band	515.00
Musical Performances (Spring) - Band	515.00
Winter Guard	1135.00
Winter Guard Assistant Director	1000.00
Winter Guard Design	1000.00
Winter Percussion Assistant Director	1200.00
Winter Percussion Director	1800.00
<b>Performing Arts - Choir</b>	
Accompanist - Choir	1500.00
HS A Cappella Arranger	300.00
Music - Show Choir Choreographer	1000.00
Music Vocal (Fall Performance)	1000.00
Music Vocal (Spring Performance)	1000.00
Vocal Music Special Performance	875.00
<b>Performing Arts - Musical/Play</b>	
HS Musical Theater Instrumental Asst.	250.00
HS Musical Theater Instrumental Asst.	250.00
HS Musical Theater Instrumental Asst.	250.00
HS Musical Theater Instrumental Asst.	250.00
Musical Choreographer	600.00
Musical, Accompanist	600.00
Musical, Director (Orchestra)	600.00
Musical/Play, Director - Fall	2000.00
Musical/Play, Director - Spring	2500.00
Musical/Play, Director Asst. - Fall	1000.00
Musical/Play, Director Asst. - Spring	1200.00
<b>Misc./Other</b>	
Auditorium Supervisor - total to be split	6000.00
Bratton Adventure Chaperones <3 hr	50.00
Bratton Adventure Chaperones >3 hr	100.00
Bratton Initiative Coordinator	3050.00
Bratton Lead Sponsor	300.00
Bratton Lead Sponsor	300.00
Bratton Lead Sponsor	300.00
Bratton Lead Sponsor	300.00
Bratton Lead Sponsor	300.00
Bratton Lead Sponsor	300.00
District Safety Coordinator	500.00
Fieldhouse Coordinator	600.00
School Counseling Coordinator	1500.00
School Counseling Coordinator	1500.00

<b>Athletics</b>	
Athletic Director, Asst.	3360.00
Athletic Director, Asst.	3360.00
Baseball, Varsity	5200.00
Baseball, Asst.	2420.00
Baseball, Asst.	2420.00
Baseball, Asst.	2420.00
Basketball, Varsity Boys	8800.00
Basketball, Asst. Boys	4840.00
Basketball, Asst. Boys	4840.00
Basketball, Asst. Boys	2700.00
Basketball, Varsity Girls	8800.00
Basketball, Asst. Girls	4840.00
Basketball, Asst. Girls	4840.00
Basketball, Asst. Girls	2700.00
Cheerleading Coach (Football)	2420.00
Cheerleading Coach (Basketball)	2420.00
Cross Country, Varsity	2800.00
Cross Country, Varsity Asst.	1500.00
Dance Team	2420.00
Football, Varsity	8800.00
Football, Asst.	4840.00
Football, Asst.	4840.00
Football, Asst.	4840.00
Football, Asst.	4840.00
Football, Asst.	2700.00
Football, Asst.	2700.00
Football Youth Camp	860.00
Football Youth Camp	860.00
Golf Varsity Boys	2800.00
Golf Varsity Girls	2800.00
Gymnastics	2420.00
Soccer, Varsity Boys	5200.00
Soccer, Asst. Boys	2420.00
Soccer, Varsity Girls	5200.00
Soccer, Asst. Girls	2420.00
Softball, Varsity	5200.00
Softball, Asst.	2420.00
Softball, Asst.	2420.00
Softball, Asst.	2420.00
Summer Athletics	15000.00
Swimming, Varsity	5200.00
Swimming, Asst.	2420.00
Swimming, Asst.	2420.00
Swimming, Asst.	2420.00
Tennis, Varsity Boys	2800.00

Tennis, Asst. Boys	1500.00
Tennis, Varsity Girls	2800.00
Tennis, Asst. Girls	1500.00
Track, Varsity	5200.00
Track, Asst.	2420.00
Track, Asst.	2420.00
Track, Asst.	2420.00
Track, Asst.	2420.00
Track, Asst.	2420.00
Varsity Letter Winners	1500.00
Volleyball, Varsity	7800.00
Volleyball, Asst.	4840.00
Volleyball, Asst.	4840.00
Wrestling, Varsity	7800.00
Wrestling, Asst.	2420.00
Wrestling, Asst.	2420.00