

2024-2025 Northeast Dubois County School Corporation
Tentative Agreement Between
Northeast Dubois County School Corporation
And
Northeast Dubois County School CTA

Annual Leave/Paid Time Off

- a. 9. Annual Leave days can be transferred to another employee. Transferred days will not be returned. Before an employee can receive transferred days, they must have used all annual leave days. Days cannot be transferred for leave covered by the sick bank. No more than 2 days can be transferred at one time, and no employee can receive more than five days in a school year. If an employee believes there is an extenuating circumstance, a request can be brought before the sick bank committee for consideration.

F. Maternity Leave

- A teacher who is pregnant shall be granted a leave of absence and may continue in active employment as late into the pregnancy as she wishes, if she can fulfill the requirements of her position. Maternity leave shall be governed by the following:
 - A letter from the teacher shall be given to the Superintendent as soon as possible stating the beginning of the leave and the expected return date. The teacher shall provide a statement from the doctor certifying the leave.
 - A female employee shall be granted twenty-one (21) consecutive calendar days from the date of birth. The period of leave shall include all holidays which fall during the period of maternity leave. Summer, Fall, Christmas and Spring Break will be counted as holidays. If birth occurs during the summer months, the leave will commence on the date of the birth.
 - The teacher may not use accumulated leave days when the Teacher's physician certifies that the teacher can perform the Teacher's regular teaching duties. The teacher is entitled to complete the remaining days without pay following completion of the Corporation paid leave.
- During unpaid leave, the teacher may maintain coverage in any group insurance program by paying the total premium including the Corporation's share, if any, attributable to the leave period.
- During leave extending into part of the school year, a Teacher shall accumulate leave in accordance with the provisions of the Master Contract in effect at Northeast Dubois County School Corporation in the same proportion which the number of the days the teacher is paid during such year of work or leave bears to the total number of days for which teachers are paid in the corporation.

Under Professional Compensation-

- A. The Board and the Association of the Northeast Dubois County School Corporation agree to negotiate monies for the compensation model at the expiration of the contract. Eligibility, factors, definitions, and distribution are outlined in Appendix A-1 for the 2024-25 School year.
- B. needs the first sentence deleted up to the Certificated Employee shall be paid in 24 pays
- F. Certificated Employees shall annually receive twenty-five dollars (\$25.00) for all accumulated PTO days above one hundred sixty (160) to be deposited into a 401a account for that certified employee prior to July 1, for that school year. In addition, certificated employees shall receive twenty-five dollars (\$25.00) for all remaining one hundred and sixty (160) days deposited onto the last pay upon retirement.
- I. Leave Bonus- In the event that a teacher doesn't use annual leave days/PTO during the course of a school year, a deposit of \$600 will be placed in the Teacher's 401(a) plan. If a teacher misses no more than a total of 2 days of annual leave days/PTO, a deposit of \$450 will be placed in the teacher's 401(a) plan.
- J. CTE teachers may use personal vehicles to pick up necessary classroom and lab supplies and the Corporation will reimburse the mileage using the current IRS rate. The teacher may take a personal car even if the Corporation vehicles are available. If a teacher chooses to use their personal car, the mileage will be reimbursed at one-half the IRS rate. CTE teachers will limit trips to seventeen (17) trips per semester.

Article VII Insurance.

A. Medical/Hospitalization Insurance

The board shall provide for certificated employees a medical insurance plan for twelve (12) month period of the same type presently in force. The board shall pay toward the cost of the applicable premiums the amounts set forth, with each teacher paying not less than one dollar (\$1)

Maximum Board payment per year per certificated employee and effective date:

	2024-2025
Single Coverage	\$6,475
Family Coverage	\$7,500
Employee & Spouse	\$7,500
Employee & Children	\$7,500
Husband & Wife in system with family coverage	\$14,100

- D. The Board shall provide for each certificated employee a dental insurance plan. The board shall pay all the premiums for the single or family plan. The Board shall pay all the premiums for the single or family plan. Said insurance shall contain a minimum lifetime orthodontic benefit of one thousand five hundred (\$1,500). Said plan will also pay at least seventy-five percent of the dental bills up to a maximum of one thousand two hundred fifty dollars (\$1,250) per person per year.
- I- remove all language in this letter and change other letters
- K - Five hundred and fifty dollars (\$550.00) will be provided by the employer for non-health insurance members if the member opts out of coverage for the entire year. The Northeast Dubois County School Corporation will reimburse these individuals by a check issued no later than September 5th subsequent to the completion of the previous plan year.

ECA

2024-2025

**NORTHEAST DUBOIS COUNTY SCHOOL CORPORATION
ADDITIONAL PAY FOR EXTRA DUTIES AND RESPONSIBILITIES**

The number of positions was not bargained, but is for informational purposes only.

COACHING	2024-2025 SALARY
BOYS BASKETBALL	
Head Coach	\$7,744
Varsity Assistant	\$3,306
Assistant	\$3,306
8 th Grade	\$2,021
7 th Grade	\$1,867
6 th Grade	\$1,554
5 th Grade	\$1,554

BASEBALL	
Head Coach	\$4,283
Assistant	\$2,760
2 nd Assistant	\$1,624
SOFTBALL	
Head Coach	\$4,283
Assistant	\$2,760
2 nd Assistant	\$1,624
TRACK	
Head Coach	\$3,463
Assistant	\$2,133
Middle School	\$936
Middle School Assistant	\$530
CROSS COUNTRY	
Head Coach	\$2,243
Assistant	\$1,468
Junior High Head Coach	\$936
Junior High Assistant	\$420

COACHING	2024-2025
	SALARY
GIRLS VOLLEYBALL	
Head Coach	\$3,851
Assistant	\$2,179

8 th Grade	\$1,245
7 th Grade	\$1,245
6 th Grade	\$420
GIRLS BASKETBALL	
Head Coach	\$7,744
Assistant	\$3,306
2 nd Assistant	\$3,306
8 th Grade	\$2,021
7 th Grade	\$1867
6 th Grade	\$1,554
5 th Grade	\$1,554
GIRLS TRACK	
Head Coach	\$3,463
Assistant	\$2,133
Junior High	\$936
Junior High Assistant	\$530
BOYS GOLF	\$1,867
GIRLS GOLF	\$1,867
BOYS TENNIS	\$2,243
Boys Assistant Tennis	\$1,281
Boys Junior High Tennis	\$773
GIRLS TENNIS	\$2,243
Girls Assistant Tennis	\$1,281
Girls Junior High Tennis	\$773
SWIMMING, VARSITY Boys	\$2,053

SWIMMING, VARSITY Girls	\$2,053
Middle School Swimming	\$1030
JUNIOR HIGH ATHLETIC DIRECTOR	\$1,708
BOYS SOCCER	\$1,867
Boys Assistant/J.V. Soccer	\$1,280
GIRLS SOCCER	\$1,867
Girls Assistant Soccer	\$1,236
CHEERLEADING	
High School Cheerleader/Pep Club	\$2,084
High School Cheerleader Assistant	\$700
Junior High Cheerleader	\$713
6 th Grade Cheerleaders	\$253
5 th Grade Cheerleaders	\$238

ACTIVITIES	2024-2025 SALARY
PL 221 Stipend (2 Per Building)	\$217
High School Yearbook	\$1,245
Special Needs Teacher	\$124
ELL	\$1,000
High School Spell Bowl*	\$822
Academic Bowl Coordinator*	\$507
English Coach	\$207
Math Coach	\$207
Science Coach	\$207

Social Studies Coach	\$207
Art Coach	\$207
Music Academic Coach	\$207
Interdisciplinary Academic Coach	\$135
High School Detention Monitor	\$746
Queen Crowning	\$779
Sound and Light	\$504
Summer Band	\$6,222
Band Director	\$2,179
Percussion Director Assistant	\$2,068
First Musical	\$1,245
First Musical Assistant	\$937
Choir Director	\$676
Second Musical Assistant	\$449
Flag and Rifle	\$2,068
High School Student Council	\$970
Business Club	\$534
French Club	\$534
Spanish Club	\$534
Girls FCA	\$534
Boys FCA	\$534
FCCLA	\$534
FFA	\$1068
High School Beta Club	\$1068
Art Club	\$534

Boys Intramural	\$937
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ACTIVITIES	2023-2024 SALARY
Drama Club 1 st Production	\$1,090
Drama Club 2 nd Production	\$1,090
Dual Credit or AP Stipend	\$600
Senior Class Sponsor (2)	\$937
Junior Class Sponsor (2)	\$937
Sophomore Class Sponsor (1)	\$325
Freshman Class Sponsor (1)	\$325
Travel Abroad Stipend	\$665
Spirit Club	\$600
Junior High Spell Bowl 5 th -8 th Grade	\$700
Junior High Spelling Bee	\$379
Junior High Academic Bowl	\$1904
Junior High Junior Beta	\$534
Junior High Student Council	\$534

Junior High Yearbook	\$534
Middle School Lego/Robotics	\$534
Archery	\$534
Natural Helpers	\$534
Elementary Yearbook (2)	\$325
Elementary Spell Bowl	\$516
Elementary Spell Bee	\$379
Elementary Music/Drama	\$325
Professional Development **	\$100.00 per day

**This amount is doubled when Northeast Dubois hosts the conference competition.*

*** Professional Development Stipend requires prior approval from an administrator and does not apply to contracted days nor summer retreats.*

NOTE: ECA positions and pay may be shared by two (2) or more individuals as long as there is agreement to do so between the individuals and the administration.

NOTE: The Board shall also pay the Indiana State Teachers Retirement Fund (ISTRF) an additional Three Percent (3%) of each Certificated Employee's ECA pay as that Certificated Employee's contribution to the ISTRF.

BOARD OF SCHOOL TRUSTEES OF
THE NORTHEAST DUBOIS COUNTY
SCHOOL CORPORATION

NORTHEAST DUBOIS CLASSROOM
TEACHERS ASSOCIATION

BY: _____

Superintendent

BY:

President

Date _____

Date _____

APPENDIX C-1

Northeast Dubois County School Corporation

Medical/Maternity Leave Form

To: Superintendent

From: _____

Subject: Notice of Intent to take Medical/Maternity Leave

Expected Length of Medical/Maternity leave: _____

Date Leave is Planned to Begin: _____

Expected Date of Return: _____

Signature: _____ Date: _____

**Continued on page 29.
Both pages are required.**

Required Documentation for a leave:

- Signed note from physician confirming the medical condition and expected length of leave, including start date
- FMLA Form(s)
- Signed note from physician confirming actual start date.
- Signed documentation from physician starting the actual dates of medical leave and the date you are medically cleared to return to work.

Article IV G.1. (b) states:

All or part of a leave taken by a Certificated Employee because of a temporary disability caused by pregnancy may be charged, at her/his discretion, to her/his available accumulated days. However, the Certificated Employee is not entitled to take accumulated leave days when the Certificated Employee’s physician certifies that the Certificated Employee is capable of performing the Certificated Employee’s regular certificated employee duties. The Certificated Employee is entitled to complete the remaining leave without pay.

<p>Anticipated leave days: PAID: _____ leave days (Paid Medical Leave)</p> <p>UNPAID: _____ Other leave days (Additional leave without pay)</p>	<p>Actual leave days: (Office use only) PAID: _____ Maternity Leave Days- per contract _____ PTO Days _____ Sick Bank _____ Transfer Days</p> <p>UNPAID: _____ Other leave days (Additional leave without pay)</p>
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***** Make three copies: one for the Principal, one for the Corporation Office, and one for your records.**