New Palestine Community Schools
and
Classroom Teachers Association

Master Teachers Contract
2025-2026

CONTRACT

BETWEEN

THE BOARD OF TRUSTEES

OF

NEW PALESTINE COMMUNITY SCHOOLS

AND

NEW PALESTINE CLASSROOM TEACHERS ASSOCIATION

This contract entered into this 27th day of October, 2025 , by and between the board of trustees of New Palestine Community Schools, hereinafter called the "School Employer", and the New Palestine Classroom Teachers Association, hereinafter called the "Association".

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ARTICLE I

Recognition

The school employer recognizes the New Palestine Classroom Teachers Association as the exclusive representative of certificated school employees in the following bargaining unit:

All certificated employees, as defined in PL 217, in New Palestine Community Schools, except for:

· Superintendent

· Assistant Superintendent

· Building Principals

· Building Assistant Principals

· Director of Instructional Services

· Director of Student Services

ARTICLE II

A. Additional Training

1. **National Certification**
   Any teacher covered by this agreement who is certified by the National Board for Professional Teaching Standards shall be reimbursed up to $2,000 for the costs upon completion of the program. No more than two (2) teachers per year will qualify for this reimbursement.

B. Retirement Savings Plan

1. The Corporation shall contribute .5% of the employee's scheduled salary into a 401(A) plan.

2. Teachers under a temporary contract are not eligible for this benefit.

3. The company selected to implement this program will be selected by the employer.

4. To be vested, the employee must have a minimum of ten (10) years teaching experience in this school corporation.

5. To be vested in the 403b Buyout Retirement/Severance Plan, the employee must be at least fifty-five (55) years of age, have at least twenty (20) years of total teaching experience, and have a minimum of ten (10) years teaching experience in this school corporation. These benefits are not available to any teacher hired after 2001.

ARTICLE III
Salary and Wage Related Fringe Benefits

A. Health and Hospitalization Insurance

The school employer will pay up to the following listed amounts annually toward the cost of hospital, surgical, and medical care type insurance for each full-time teacher employed under regular or temporary contract and enrolled in the school corporation's group plan effective January 01:

Any increase and or reduction in the premium above said Board's annual contribution shall be shared equally between the Board and teacher. Up to the amount specified will be paid to such insurance company or companies as is determined and selected solely by the school employer with said teacher paying not less than one dollar ($1.00) annually. No change in the policy or benefits shall be made during the term of this contract.

Should both spouses, who are employed in a certified position, be entitled to participate in this insurance plan, such persons may elect to:

A. enroll in two (2) separate single plans,

B. enroll in one (1) family membership, or

C. enroll in one (1) single plan and one (1) employee and child(ren) plan

B. Life Insurance

The school employer shall pay up to the amount specified below toward the cost of term life insurance in the amount of $50,000 coverage per full-time teacher employed under regular or temporary contract and enrolled in the school corporation's group plan, with the teacher paying not less than one dollar ($1.00).

Maximum school employer payment per teacher:

· up to $130.00 in 2025-2026

C. Supplemental Term Life Insurance

Supplemental term life insurance will be available with the teacher paying the full cost of this coverage. The school employer and the Association will mutually agree upon the coverage provided and the insurance company.

D. Long Term Disability Insurance

The school employer shall pay up to the amount specified below toward the costs of a long-term disability insurance plan per full-time teacher employed under regular or temporary contract and enrolled in the school corporation's group plan, with the teacher paying not less than one dollar ($1.00).

- up to $280.00 in 2025-2026

The insurance company will be selected by the school employer. The school employer and the Association will mutually agree upon the coverage provided.

E. Dental Insurance

The school employer shall pay up to the amount specified below toward the costs of a dental insurance plan per full-time teacher employed under regular or temporary contract and enrolled in the school corporation's group plan, with the teacher paying not less than one dollar ($1.00).

- up to $1,295.00 in 2025-2026

The insurance company will be selected by the school employer. The school employer and the Association will mutually agree upon the coverage provided.

F. Vision Insurance

The school employer shall pay up to the amount specified below toward the costs of a vision insurance plan per full-time teacher employed under regular or temporary contract and enrolled in the school corporation's group plan, with the teacher paying not less than one dollar ($1.00).

- up to $530.00 in 2025-2026

The insurance company will be selected by the school employer. The school employer and the Association will mutually agree upon the coverage provided.

G. Section 125

Effective January 01, 1996, an Internal Revenue Code Section 125 will be implemented for all employees. This program will be Part I, which includes premiums for health insurance, vision insurance, dental insurance, and term life insurance. Enrollment will be based on the "automatic method." This method requires forms only for those who waive participation in the plan. The employee must notify the employer prior to December 01 to waive participation. Changes in enrollment are limited to one time per year.

H. Sick Days

Each full-time teacher employed under regular or temporary contract shall be entitled to be absent from work on account of personal illness or quarantine for a total of ten (10) days for first year employees and for all others, nine (9) days without loss of compensation. If in any one school year the teacher shall be absent for such illness or quarantine less than the prescribed number of days, the remaining days shall be accumulative to a total of 196 days. Sick days, as defined above, may also be used for illness of spouse, children, father, mother, legal guardian, brother, sister, father-in-law, mother-in-law, son-in-law, daughter-in-law, any member of the step family, grandchildren, grandparent or others living in the home with the employee, or for medical and dental appointments. A teacher employed under regular or temporary contract for only a portion of the school year shall be entitled to a proportionate number of days of sick leave, and unused days will be accumulative as specified herein. Verification of illness by a physician's statement may be required at the sole discretion of the school employer.

I. Summer School Sick Days

A teacher working during the summer on a supplemental contract will be allowed to be absent due to illness one (1) summer day per summer session. This leave will not count against a teacher's accumulated sick leave and if not used, will be added to the teacher's accumulated leave at the rate of one (1) summer school day equals one-half (1/2) day on the accumulated leave total.

J. Personal Business Leave

Each full-time teacher employed under regular or temporary contract shall be entitled to four (4) days of absence per school year without loss of pay for family emergency or for the transaction of personal business and/or the conduct of personal or civic affairs. If in any one school year the teacher shall be absent for reasons covered in this provision for fewer than four (4) days, the remaining days shall accumulate to a total of seven (7) days. Days accumulated beyond seven (7) shall be transferred to the teacher's accumulated sick leave. A teacher employed under regular or temporary contract for only a portion of the school year shall be entitled to only a proportionate number of personal leave days. On days immediately prior to or following vacation days, no more than three (3) staff members in any one building will be granted leave on the same date. The total granted district wide, on any one date immediately prior to or following vacation days, will not exceed fifteen (15) people.

K. Bereavement Leave

In the case of death in the immediate family of a full-time teacher or teacher's spouse employed under a regular, temporary, or supplemental service contract, the teacher shall be granted a bereavement leave of up to five (5) school days per occurrence for the purpose of attending the funeral, making necessary arrangements for the funeral, or serving as administrator/executor of the estate of a member of the teacher's immediate family. This leave shall begin on a date determined by the teacher; if the teacher needs to take leave days which are nonconsecutive, the leave shall end at the conclusion of the current school year. This leave will be approved provided that said burial rites do not occur during the time when said teacher is absent from assigned duties due to vacation, or leaves of absence, or sick leaves, or leaves for personal business, which may have been previously granted or approved by the school employer. (School holidays falling in this period shall be counted as school days.) "Immediate family" is interpreted as including only father, mother, legal guardian, brother, sister, husband, wife, child, father-in-law, mother-in-law, son-in-law, daughter-in-law, any member of the step family, grandparent, and grandchild. Any other relative who at the time of death was living as a member of the teacher's household will be considered as a member of the immediate family.

In the case of death of a family member as listed herein, not living in the household of the teacher, the full-time teacher is entitled to be absent up to the number of days indicated herein, provided, however, said teacher does attend in person the last burial rites of the said family member; that said burial rites occur while said teacher is performing duties as assigned by the school employer under a valid teacher's contract; and that said burial rites do not occur during the time when said teacher is absent from assigned duties due to vacation, or leaves of absence, or sick leave, or leaves for personal business, which may have been previously granted or approved by the school employer:

- Brother-in law or sister-in-law --- up to four (4) days;
- Uncle, aunt, first cousin, niece or nephew, grand-parent-in-law --- up to two (2) days
- Other family members or that of close friend(s) --- one (1) day
- Summer School Bereavement – A teacher working during the summer on a supplemental contract will be allowed to be absent due to bereavement leave, one (1) summer day per session.

L. Jury and Witness Duty

A teacher called for grand or petit jury duty shall, during the required period of absence from assigned duty by the school employer, be paid full regular salary less the total amount of per diem allowance earned by such teacher for jury duty.

During the term of a valid teacher's contract, leave with pay shall be granted to a teacher for the time necessary to testify in court proceedings, provided the teacher is called concerning the relating to their professional duties as an employee of New Palestine Community Schools.

M. Parental Leave

1. Maternity Leave
   A birthing parent may request maternity leave. A teacher shall utilize up to thirty (30) days of accumulated sick leave, or up to forty (40) days of accumulated sick leave for c-section for medical recovery. Available paid sick leave shall be exhausted before incurring unpaid time off. These days must be taken immediately following the birth of the child. If the birth occurs during a break or intercession and the birthing parent cannot utilize thirty (30) days of accumulated sick leave, birthing parent may request a leave for care and bonding that would allow them to utilize a total of thirty (30) consecutive days of accumulated sick leave while school is in session. Available paid sick leave shall be exhausted before incurring unpaid time off. These days must be taken within the first twelve (12) weeks following the birth of the child. If a teacher is eligible for FMLA, additional unpaid leave may be available. Per state statute, teachers are allowed to take concurrent unpaid leave for one (1) year following the birth of the child.

2. Parental Leave
   A non-birthing parent may request parental leave for the birth or adoption of a child. A teacher shall utilize up to thirty (30) days of accumulated sick leave for care and bonding while school is in session. Available paid sick leave shall be exhausted before incurring unpaid time off. These days must be taken within the first twelve (12) weeks following the birth or adoption of the child. If a teacher is eligible for FMLA, additional unpaid leave may be available. Teachers are allowed to take concurrent unpaid leave for up to one (1) year following the birth of the child.

P. Sick Leave Bank

A voluntary sick leave bank shall be established whereby a certificated contracted school employee, who is absent from assigned duties due to personal illness and who has utilized all of his sick leave may petition a committee, as established herein, for sick leave days from the bank under the following conditions:

1. The number of accumulated sick days in the bank shall not exceed two hundred fifty (250) days, provided, however, that (a) a veteran teacher who is not a current member of the bank may become a member by contributing one (1) sick leave day to the bank not earlier than August 01 nor later than September 15 of any school year; and (b) a teacher who is newly hired in the school corporation shall have fifteen (15) days from the date of initial duty assignment, or until September 15 of any school year, whichever is later, during which time he may choose to participate in the bank by contributing one (1) sick leave day, even though such contribution by such veteran or newly hired teacher would cause an accumulation of days in excess of the maximum number specified herein

P. Sick Leave Bank, (cont'd)

2. Said employees may be granted days from the bank under the following conditions:

   a. He must have chosen to become a current member of and participate in such bank by contributing one (1) sick leave day to the bank not earlier than August 01 nor later than September 15 each year, such day contribution shall be non-returnable to the employee. However, in the event that the number of accumulated days in the bank at the beginning of a school year is of sufficient number that a contribution of one (1) sick leave day by all teachers who are current members of the bank would cause the maximum number of days specified herein above in Paragraph One to be exceeded, the current year's contribution by all such current members be suspended.

   b. He must have utilized and exhausted all his own accumulated sick leave.

   c. He must provide written certification from his physician substantiating his illness and certifying that his absence will continue during a period of at least ten (10) consecutive assigned duty days following the utilization and exhaustion of all said paid leave benefits as provided herein.

   d. Written application must be made no later than ten (10) days after exhaustion of said paid leave benefits.

   e. He must have been absent for at least one (1) day after exhaustion of said paid leave benefits.

   f. Upon resumption of employment after using days from the bank, he shall repay the number of days owed to the bank (number of days borrowed minus number of days contributed) at the rate of three (3) sick leave days per year, plus he shall continue to contribute this one (1) day per year as provided herein above in Paragraph 2(a).

   g. A recipient who leaves the employment of New Palestine Community Schools and still owes days to the sick bank, must transfer any accumulated sick leave days and/or personal leave days to the bank as payment towards the loan. If the days are insufficient to cover the number of days owed the bank, the corporation will deduct the costs of days not paid, from the recipient's remaining pay. If there is no pay remaining, the corporation will bill the teacher for the balance due.

P. Sick Leave Bank, (cont'd)

h. In the event of death or permanent disability of the recipient, repayment shall be waived.

3. Any days granted by the committee to an individual shall terminate effective the earliest date as hereinafter provided:

   a. The day after the last day of the term of employment for the school year, or

   b. The day after the last day of allotted number of days granted by the committee, or

   c. The first day of return to employment subsequent to the granting of days by the committee.

4. Any employee that has been granted days from the Sick Leave Bank will not be eligible to reapply for additional days until all of the borrowed days have been repaid.

5. A waiver for eligibility for sick leave prior to having repaid the borrowed days will be considered by the committee in instances where the illness or injury is life-threatening, requiring extended hospitalization, or intensive medical intervention.

Q. Continuation of Group Insurance

If allowed by the insurance carrier, a teacher who has attained the age of 55, has at least twenty (20) years of total teaching experience and has at least ten (10) years of teaching service in this school corporation, and who permanently retires from teaching while in service in this school corporation, may choose to continue in the school corporation's group medical, dental, vision, and/or term life insurance program provided the teacher remits full, total monthly premiums to the school corporation's business office prior to the due date of each month. Such teacher's participation as a member of said group program shall be terminated upon his/her attaining the age eligible for Medicare.

R. Association Leave Days

The Association shall be granted a total of four (4) days annually to perform work of the Association on matters of educational concern.

ARTICLE IV
Terms and General Provisions

This Contract shall be effective as of July 1, 2025 and shall continue in effect through June 30, 2026.

The parties agree that the effective date of certain schedules and benefits contained in Article III and Article V, if different than the effective date of this Contract, shall be as provided and stated on said benefits individually.

This Contract supersedes and cancels all previous contracts or agreements, verbal or written or based on alleged past practices, between the school employer and the Association, and constitutes the entire agreement between the parties. All bargainable issues have been discussed during the bargaining leading to this Contract, and no additional bargaining on said issues will be conducted on any item, whether contained herein or not, during the life of this Contract, unless the parties, by supplemental written agreement hereto, agree to conduct additional bargaining on said issues.

If any Article or Section of this Contract or of any rider thereto shall be held invalid by operation of law or by any tribunal or competent jurisdiction, or if compliance with or enforcement of any Article or Section should be restrained by such tribunal pending a final determination as to its validity, the remainder of this Contract and of any rider thereto, or the application of such Article or Section to persons or circumstances other than those as to which it has been held invalid or as to which compliance with or enforcement of has been restrained, shall not be affected thereby.

Certificated school employees shall have the right to form, join, or assist employee organizations, to participate in collective bargaining with the school employer through representatives of their own choosing and to engage in other activities, individually or in concert for the purpose of establishing, maintaining, or improving salaries, wages, hours, salary and wage related fringe benefits and other matters as defined in PL 217, Sections 4 and 5.

The school employer construes and the Association recognizes the specific provisions of this Contract as constituting limitations and being the only limitations upon the school employer's right, power, authority, duties and responsibilities to manage and direct the operation and activities of this school corporation to the full extent authorized by law.

This Contract is made and entered into at New Palestine, Indiana, on this 27th day of October, 2025, by and between the Board of Trustees of New Palestine Community Schools, County of Hancock, State of Indiana, party of the first part, heretofore referred to as the "school employer", and the New Palestine Classroom Teachers Association, party of the second part, heretofore referred to as the "Association".

ATTESTATION

The undersigned attest to the following:

1. A public hearing was held in compliance with I.C. 20-29-6-1(b) on 9-11-2025 , and electronic participation from parties and/or public was not permitted; and
2. A public meeting in compliance with I.C. 20-29-6-19 was held on 10-13-2025 to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

This Contract is so attested to by the parties whose signatures appear below:

Board of Trustees of
New Palestine Community Schools

Laura J Haeberle

President, Board of Trustees,
Laura Haeberle

Secretary, Board of Trustees,
Jon Hooker

Sarah Gizzi

Chief Negotiator of the School
Employer's Negotiating Team, Sarah Gizzi

Team Members:

Dr. Gina Pleak
Katy Eastes

New Palestine Classroom Teachers Association

Kent L Gish

President, Classroom Teachers Association,
Kent Gish

Kent L. Gish

Chief Negotiator of the
Association, Kent Gish

Team Members:

Stephanie Benson
Lindsey Koontz
Cathy Purciful
Justin Sass
Karly Adams
Nancy Workman

NEW PALESTINE COMMUNITY SCHOOLS
Compensation Model

Total available increase of $650 for teachers new this school year hired at zero years of service and $800 for all others for 2025-2026, with $80 attributed to Academic Needs and $720 attributed to Evaluation, as described below.

1. **Academic Needs of Students – 10% of available salary increase**

   Academic Needs of Students is defined as the need to retain certain teachers important to the school corporation, and includes all eligible special education teachers/professionals, content area secondary teachers, elementary teachers, and student services professionals who are members of the bargaining unit.

2. **Evaluation Results – 90% of available salary increase**

   Evaluation Results are defined as having received an evaluation rating of effective or highly effective.

   - ➢ Any teacher having an evaluation result of “Improvement Necessary” or “Ineffective” will receive no raise.
   - ➢ Any teacher employed on less than a full time basis (1 FTE) shall receive compensation for the two factors of the compensation model on a prorated basis, in proportion to the percentage of one full time equivalent (1 FTE) for which the teacher is employed.
   - ➢ The base salaries of teachers is set forth in Appendix A.
   - ➢ The salary increase awarded to teachers using the performance factors set forth above will be added to their base salaries unless the teacher has reached the maximum base salary of $87,900 . Those teachers who have reached this maximum base salary limit will receive the salary increase of $800.00.
   - ➢ Teachers receiving a salary increase based on performance factors will not exceed the maximum of $88,700.

NEW PALESTINE COMMUNITY SCHOOLS
Appendix A

BASE SALARY SCHEDULE 2025-2026
(183 days - Informational Purposes Only)

Years Exp.	B.S.	M.S.	M.S. + 18
0	$52,650	$55,650	$57,150

SALARY RANGE
$52,000-$87,900
(Prior to any increased negotiations in this contract.)

LITERACY ENDORSEMENT
(Added to Salary Base)
$200

New Hire Salary Provision
The Superintendent shall reserve the right to place employees at appropriate salary levels within the range, in the best interest of the school corporation.

NEW PALESTINE COMMUNITY SCHOOLS
Appendix B

EXTRACURRICULAR PAY SCHEDULE

Teachers, if assigned to the extra duty positions as determined solely by the school employer and further provided herein, shall be paid in addition to their basic salaries the amount or amounts stipulated herein for services as designated by the school employer. The stipend provided herein includes pay for services rendered before school starts, during vacation periods, and after school closes, according to the assignment of the school employer.

A teacher's appointment to an extra duty assignment(s) shall be on a year-to-year basis at the sole discretion of the school employer. The following sentence was not bargained and is included here for informational purposes only. A teacher may request to be relieved of an extracurricular assignment, and the school employer will make every effort to find a replacement.

SPORT/ACTIVITY	POSITION	2025-26
ATHLETICS, BOYS		
Baseball:	Varsity Coach	6,000
	Varsity Assistant Coach	3,000
	JV Head Coach	2,200
	Freshman Coach	1,800
	8th Grade Coach	1,722
	7th Grade Coach	1,722
Basketball:	Varsity Coach	12,200
	Varsity Asst. Coach	4,500
	JV Head Coach	3,200
	Freshman Coach	2,800
	8th Grade Coach	2,782
	7th Grade Coach	2,782
	8th Grade Asst. Coach	1,600
	7th Grade Asst. Coach	1,600
Football:	Varsity Coach	12,200
	Assistant Coach, 4 *	4,500
	JV Head Coach	3,000
	Freshman Coach	2,800
	8th Grade Coach	2,782
	7th Grade Coach	2,782
	Junior High Asst. Coach, 2 *	1,800
Golf:	Varsity Coach	3,600
	Varsity Asst. Coach	1,200
	Junior High Coach	2,000
Soccer:	Varsity Coach	6,000
	Varsity Asst. Coach	3,000
	JV Head Coach	2,200
	Junior High Coach	2,400

Appendix B, continued

SPORT/ACTIVITY	POSITION	2025-26
Swimming:	Varsity Coach	6,000
	Varsity Asst. Coach	3,000
	Junior High Coach	2,500
Tennis:	Varsity Coach	4,000
	JV Coach	1,700
	Junior High Coach	1,606
	Junior High Assistant Coach	1,200
Track:	Head Boys Coach	5,000
	Boys Assistant Coach	3,000
	Junior High Coach	2,500
	Junior High Assistant Coach	1,200
Wrestling:	Varsity Coach	6,000
	Varsity Asst. Coach	3,000
	JV Head Coach	2,000
	Junior High Coach	1,978
	Junior High Assistant Coach, 2*	1,200
Volleyball:	Varsity Coach	6,000
	Varsity Asst. Coach	3,000
	JV Head Coach	2,200
	Freshman Coach	2,000
ATHLETICS, GIRLS		
Basketball:	Varsity Coach	12,200
	Varsity Asst. Coach	4,500
	JV Head Coach	3,200
	Freshman Coach	2,800
	8th Grade Coach	2,782
	7th Grade Coach	2,782
	8th Grade Asst. Coach	1,600
	7th Grade Asst. Coach	1,600
Golf:	Varsity Coach	3,600
	Varsity Asst. Coach	1,200
	Junior High Coach	2,000
Gymnastics:	Varsity Coach	3,500
Soccer:	Varsity Coach	6,000
	Varsity Asst. Coach	3,000
	JV Head Coach	2,200
	Junior High Coach	2,400

Appendix B, continued

SPORT/ACTIVITY	POSITION	2025-26
Softball:	Varsity Coach	6,000
	Varsity Asst. Coach	3,000
	JV Head Coach	2,200
	8th Grade Coach	1,722
	7th Grade Coach	1,722
Swimming:	Varsity Coach	6,000
	Varsity Asst. Coach	3,000
	Junior High Coach	2,500
Tennis:	Varsity Coach	4,000
	JV Coach	1,700
	Junior High Coach	1,606
	Junior High Assistant Coach	1,200
Track:	Head Girls Coach	5,000
	Girls Assistant Coach	3,000
	Junior High Coach	2,500
	Junior High Assistant Coach	1,200
Volleyball:	Varsity Coach	6,000
	Varsity Asst. Coach	3,000
	JV Head Coach	2,200
	Freshman Coach	2,000
	8th Grade Coach	1,918
	7th Grade Coach	1,918
Wrestling:	Varsity Coach	6,000
	Varsity Asst. Coach	3,000
	JV Head Coach	2,000
ATHLETICS, CO-ED		
Cross Country:	Varsity Coach	4,400
	Varsity Asst. Coach	1,756
	Assistant Coach	1,200
	Junior High Coach	1,610
	Junior High Assistant Coach	1,200
Swimming:	Varsity Coach (If combined co-ed)	9,000
Track	Varsity Coach (If combined co-ed)	7,500
	Boys & Girls Assistant Coach	1,200

Appendix B, continued

SPORT/ACTIVITY	POSITION	2025-26
SPONSORS/OTHER ACTIVITIES		
Department Heads:	High School Business	625
	High School English	625
	High School Foreign Language	625
	High School Math	625
	High School Physical Education	625
	High School Special Education	625
	High School Science	625
	High School Social Studies	625
	High School Early College	625
	High School Performing and Visual Arts	625
Team Leaders:	Brandywine Elementary, 6 *	625
	New Palestine Elementary, 7 *	625
	Preschool	625
	Sugar Creek Elementary, 7 *	625
	New Palestine Intermediate, 8*	625
	Junior High, 7*	625
Music Activities: (School Year)	High School Instrumental	7,000
	High School Asst. Instrumental, 3*	2,300
	Junior High Instrumental	1,600
	Vocal, High School	5,000
	Junior High Choir	1,200
	Junior High Jazz Band	1200
	Junior High Pep Band	600
	DRUM, SCE	750
	Hand Chime Ensemble, Elem,3 *	750
	Hand Chime Ensemble, NPI	750
	Visions Music, Elem, 3 *	900
	Visions Music, NPI	900
Archery Club, Junior High		1,200
Archery Club, NPI		1,200
Battle of the Books, Junior High		300
Best Buddies, HS		300
Book Club, BWE		600
Cheerleader Sponsor, HS, Fall, 2 *		1,750
Cheerleader Sponsor, HS, Winter		2,000
Cheerleader Sponsor, JH, Fall		1,600
Cheerleader Sponsor Assistant, JH, Fall		1,200
Cheerleader Sponsor, JH, Winter		1,800
Chess Club, NPI		750
Class Cup, NPHS		400
Environmental Club, SCE		750
Environmental Club, NPE		750
Environmental Club, NPI		750
French Honor Society, HS		300
Fresh Start, HS		200
Haunted Trail, Junior High		300

SPORT/ACTIVITY	POSITION	2025-26
HS Thespians, Drama Director, 2 *		1,750
HS Thespians, Musical Director, 2 *		1,750
Drama Coach, NPI		1,200
Drama Coach, Junior High, 2 *		1,200
Junior Class Sponsor		2,000
Math Bowl Sponsor, Elem., 3 *		1,000
Math Bowl Sponsor, NPI		1,000
National Honor Society Sponsor		750
Newspaper, NPI		750
Quiz Bowl Sponsor, HS		1,500
Reader's Theater Club, NPE		600
Robotics, Elem., first semester, 3 *		750
Robotics, Elem., second semester, 3 *		750
Robotics, NPI		1,500
Robotics, Junior High		1,500
Robotics, HS		2,500
Robotics Assistant, HS		1,500
Running Club, Elem., 3 *		500
Running Club, NPI		500
Science Club, Junior High		300
Science Club, HS		300
Senior Class Sponsor		750
Sign Language Club, BWE		300
Spanish Club, NPI		750
Spanish Honor Society, HS		300
Speech Team Sponsor, HS		750
Spell Bowl Sponsor, Elem., 3 *		1,000
Spell Bowl Sponsor, NPI		1,000
Spell Bowl Sponsor, Junior High		1,000
Spell Bowl Sponsor, HS		1,000
Student Council Sponsor, Elem., 3 *		750
Student Council Sponsor, NPI		750
Student Council Sponsor, Junior High		750
Student Council Sponsor, HS		2000
Student Council Sponsor Assistant, HS		300
Super Bowl Sponsor, HS, 5 *		300
Talent Search, Junior High		300
Unified Track, HS		1,500
Unified Track Assistant, HS		300
Visions Art, Elem., 3 *		1,200
Visions Art, NPI		1,200
Yearbook Sponsor, NPI		900
Yearbook Sponsor, Junior High		900
Yearbook Sponsor, HS		1,700
Corporation Stipends:		
½ Day		$65.00
Full Day		$130.00
Community Recreation		$23.58
Student Open Gym		$23.58
Weight Room Supervision		$23.58

*The number of positions was not bargained, but included for informational purposes.