2026-27 Northeast Dubois TA between
Northeast Dubois CTA and
Northeast Dubois School Corporation

1. 2026-2027 Salary Increase and Factors:
    a. The compensation plan utilizes three factors to determine base salary increase:
        i. Evaluation (defined as receiving an evaluation rating of Effective or Highly Effective) 20%
        ii. Academic Needs (defined as the need to attract and retain highly qualified teachers in a competitive market.) 60%
        iii. Year of service (defined as being employed by the corporation for at least 120 days in the prior school year.) 20%
    b. Distribution: Total Compensation = $2,500
        i. Evaluation = $500 to the base salary
        ii. Academic Needs = $1,500 to the base salary
        iii. Year of Service = $500 to be paid as a stipend

2. Article IV - Letter A - #5 (pg. 6) - Transferred PTO Days:
    a. All PTO days from another corporation will be transferred after the completion of 3rd year at NED

3. Article VI - Professional Compensation - Letter F (pg. 13):
    a. Change language to:
        i. “Sent for deposit prior to August 1”
    b. Certificated Employee will receive notification from the Corporation Office of the deposit

4. Article VI - Professional Compensation - Letter I (pg. 13):
    a. Currently no language of deposit - add language:
        i. “Sent for deposit prior to July 1”

5. Article VIII B - #2 (p.18) - 1% to 401A Account:
    a. Add language:
        i. “Half will be added in November and the other half in March”

6. Article VIII B - #2 (p.18) - VEBA Account:

a. Currently no language of when deposited - add language:
    i. “Sent for deposit prior to July 1”

7. Article III - Grievance Procedure:
    a. Add Appendix F - a form to use for grievance procedures

8. III New Hires:
    a. Remove new hire wording and Appendix A-2
    b. Replace with:
        i. “New teachers with no previous experience shall receive $45,000. Teachers being hired with previous experience shall be placed at a level commensurate with a current teacher at ND Corporation in which they “mirror” years of experience and education/certification. Variations will be discussed and decided upon by agreement from the Superintendent, Association President, and/or the UniServ Director.”

9. Appendix D-1 - Master’s Degree:
    a. Add the following language:
        i. “Degrees completed between July 1 and the end of the summer term of the university conferring the degree will give rise to eligibility for the increase within that school year, while degrees completed in a fall, winter, or spring term will give rise to eligibility for the increase at the beginning of the semester following degree completion."

_____	_____
CTA President	Superintendent
_____	_____
Date	Date
_____	_____
Bargaining Member	Board Member
_____	_____
Date	Date