New Palestine Community Schools
and
Classroom Teachers Association



Master Teachers Contract
2026-2027

CONTRACT

BETWEEN

THE BOARD OF TRUSTEES

OF

NEW PALESTINE COMMUNITY SCHOOLS

AND

NEW PALESTINE CLASSROOM TEACHERS ASSOCIATION

This contract entered into this 26th day of October, 2026, 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".

TABLE OF CONTENTS

ARTICLE I.....Page 2
Recognition.....Page 2

ARTICLE II.....Page 3
A. Additional Training.....Page 3
B. Retirement Savings Plan.....Page 3

ARTICLE III, Salary and Wage Related Fringe Benefits.....Page 4
A. Health and Hospitalization Insurance.....Page 4
B. Life Insurance.....Page 4
C. Supplemental Term Life Insurance.....Page 4
D. Long Term Disability Insurance.....Page 5
E. Dental Insurance.....Page 5
F. Vision Insurance.....Page 5
G. Section 125.....Page 6
H. Sick Days.....Page 6
I. Summer School Sick Days.....Page 6
J. Personal Business Leave.....Page 6
K. Bereavement Leave.....Page 7
L. Jury and Witness Duty.....Page 7
M. Parental Leave.....Page 8
N. Sick Leave Bank.....Page 8
O. Continuation of Group Insurance.....Page 10
P. Association Leave.....Page 10

ARTICLE IV, Terms and General Provisions.....Page 11

COMPENSATION MODEL.....Page 13

APPENDIX A.....Page 15
Extracurricular Pay Schedule.....Page 15

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 2026-2027

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 2026-2027

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 2026-2027

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 2026-2027

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 anytime between the commencement of the pregnancy and 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 anytime between the commencement of the pregnancy and 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 catastrophic/acute illness (i.e., heart attack, cancer, and stroke) or injury and who has utilized all of employee's sick leave may petition a committee, as established herein with representatives from administration and the NPCTA, 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 employee 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.

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

   a. Employee must have chosen to become a current member of and participate in such a 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. Employee must have utilized and exhausted all employee's own accumulated sick leave.

c. Employee must provide written certification from employee's physician substantiating employee's illness and certifying that employee's absence will continue during a period of at least ten (10) assigned duty days following the utilization and exhaustion of all said paid leave benefits as provided herein. Such days may be consecutive or, when medically necessary due to a catastrophic/acute illness (i.e., heart attack, cancer, and stroke), injury requiring ongoing or intermittent medical treatment, nonconsecutive. The need for intermittent leave must be certified in writing by the employee's physician.

d. Written application must be made no later than ten (10) days after exhaustion of said paid leave benefits. For approved intermittent medical treatment, the committee may approve the use of Sick Leave Bank days based upon the anticipated treatment schedule or medical need identified in the physician's certification.

e. Employee 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 Sick Leave Bank, repayment shall begin with the school year immediately following the withdrawal of days from the Bank. The employee shall repay the number of days owed to the Bank (the number of days borrowed minus the number of days contributed) at a minimum rate of three (3) sick leave days per year, in addition to the required annual contribution of one (1) sick leave day as provided 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.

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, except when the committee has approved intermittent use of Sick Leave Bank days pursuant to Paragraph 2(c). In such cases, the grant shall remain in effect for the period approved by the committee or until the allotted number of days has been exhausted, whichever occurs first.

4. Any employee who 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, except as provided in Paragraph 5.

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, including ongoing or intermittent medical treatment. A waiver may also be considered for continued treatment of the same illness or injury for which Sick Leave Bank days were previously granted. The employee must provide updated written certification from the employee's physician substantiating the continued need for leave. Any additional days granted shall be added to the employee's existing repayment obligation.

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 employee 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, 2026 and shall continue in effect through June 30, 2027.

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,, 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 26thday of October2026, 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 09-09-2026, 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 10-05-2026 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

President, Board of Trustees,
Dan Walker

Secretary, Board of Trustees,
Brian McKinney

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

New Palestine Classroom Teachers Association

President, Classroom Teachers Association,
Kent Gish

Chief Negotiator of the
Association, Kent Gish

Team Members:

Dr. Gina Pleak
Nicholas Mitchaner

Team Members:

Stephanie Benson
Lindsey Koontz
Cathy Purciful

Karly Adams
Nancy Workman

NEW PALESTINE COMMUNITY SCHOOLS
Compensation Model

A. Salary Range

$52,650 to $88,700 not including current year increases or TRF contributions.

B. Literacy Endorsement Base Salary Differential

Prior to receipt of increases described in Section C, the base salary of teachers who possess a literacy endorsement will be adjusted, as needed, to reflect a $200 differential (in comparison to the base salary of teachers who otherwise have the same credentials but do not possess the literacy endorsement).

C. Base Salary Increases

1. Factors and Definitions

    a. Evaluation: teachers received a highly effective or effective evaluation in the prior school year.

    b. Academic Needs: 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. Distribution

    a. Evaluation = Highly Effective or Effective: $1,000

    b. Academic Needs =
        i. $900 for those in salary range of $52,650 to $88,699
            1. Teachers will not exceed the maximum salary of $90,100
        ii. $400 for those with salary above $88,700

3. Itemized Compensation Requirements

    Calculation of Total Possible Base Salary Increases Available to Teachers Under the Compensation Plan = $1,900

    a. Increase attributable to Evaluation = $1,000

    b. Increase attributable to Academic Needs = Range of $400 - $900

D. New Hire Salaries

a. Base Salary Schedule (183 days - Informational Purposes Only)

Years Exp.	B.S.	M.S.	M.S. + 18
0	$53,550	$56,550	$58,050

b. New Hire Salary Provision

a. 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 A

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	2026-27
ATHLETICS, BOYS		
Baseball:	Varsity Coach	6,180
	Varsity Assistant Coach	3,090
	JV Head Coach	2,266
	Freshman Coach	1,854
	8th Grade Coach	1,774
	7th Grade Coach	1,774
Basketball:	Varsity Coach	12,566
	Varsity Asst. Coach	4,635
	JV Head Coach	3,296
	Freshman Coach	2,884
	8th Grade Coach	2,865
	7th Grade Coach	2,865
	8th Grade Asst. Coach	1,648
	7th Grade Asst. Coach	1,648
Football:	Varsity Coach	12,566
	Assistant Coach, 4*	4,635
	JV Head Coach	3,090
	Freshman Coach	2,884
	8th Grade Coach	2,865
	7th Grade Coach	2,865
	Junior High Asst. Coach, 2*	1,854
Golf:	Varsity Coach	3,708
	Varsity Asst. Coach	1,236
	Junior High Coach	2,060
Soccer:	Varsity Coach	6,180
	Varsity Asst. Coach	3,090
	JV Head Coach	2,575
	Junior High Coach	2,472

Appendix A, continued

SPORT/ACTIVITY	POSITION	2026-27
Swimming:	Varsity Coach	6,180
	Varsity Asst. Coach	3,090
	Junior High Coach	2,575
Tennis:	Varsity Coach	4,120
	JV Coach	1,751
	Junior High Coach	1,654
	Junior High Assistant Coach	1,236
Track:	Head Boys Coach	5,150
	Boys Assistant Coach	3,090
	Junior High Coach	2,575
	Junior High Assistant Coach	1,236
Wrestling:	Varsity Coach	6,180
	Varsity Asst. Coach	3,090
	JV Head Coach	2,060
	Junior High Coach	2,037
	Junior High Assistant Coach, 2*	1,236
Volleyball:	Varsity Coach	6,180
	Varsity Asst. Coach	3,090
	JV Head Coach	2,266
	Freshman Coach	2,060
ATHLETICS, GIRLS		
Basketball:	Varsity Coach	12,566
	Varsity Asst. Coach	4,635
	JV Head Coach	3,296
	Freshman Coach	2,884
	8th Grade Coach	2,865
	7th Grade Coach	2,865
	8th Grade Asst. Coach	1,648
	7th Grade Asst. Coach	1,648
Golf:	Varsity Coach	3,708
	Varsity Asst. Coach	1,236
	Junior High Coach	2,060
Gymnastics:	Varsity Coach	3,605
Soccer:	Varsity Coach	6,180
	Varsity Asst. Coach	3,090
	JV Head Coach	2,575
	Junior High Coach	2,472

Appendix A, continued

SPORT/ACTIVITY	POSITION	2026-27
Softball:	Varsity Coach	6,180
	Varsity Asst. Coach	3,090
	JV Head Coach	2,266
	8th Grade Coach	1,774
	7th Grade Coach	1,774
Swimming:	Varsity Coach	6,180
	Varsity Asst. Coach	3,090
	Junior High Coach	2,575
Tennis:	Varsity Coach	4,120
	JV Coach	1,751
	Junior High Coach	1,654
	Junior High Assistant Coach	1,236
Track:	Head Girls Coach	5,150
	Girls Assistant Coach	3,090
	Junior High Coach	2,575
	Junior High Assistant Coach	1,236
Volleyball:	Varsity Coach	6,180
	Varsity Asst. Coach	3,090
	JV Head Coach	2,266
	Freshman Coach	2,060
	8th Grade Coach	1,976
	7th Grade Coach	1,976
Wrestling:	Varsity Coach	6,180
	Varsity Asst. Coach	3,090
	JV Head Coach	2,060
ATHLETICS, CO-ED		
Cross Country:	Varsity Coach	4,532
	Varsity Asst. Coach	1,809
	Assistant Coach	1,236
	Junior High Coach	1,658
	Junior High Assistant Coach	1,236
Swimming:	Varsity Coach (If combined co-ed)	9,270
Track	Varsity Coach (If combined co-ed)	7,725
	Boys & Girls Assistant Coach	1,236

Appendix A, continued

SPORT/ACTIVITY	POSITION	2026-27
SPONSORS/OTHER ACTIVITIES		
Department Heads:	High School Business	644
	High School English	644
	High School Foreign Language	644
	High School Math	644
	High School Physical Education	644
	High School Special Education	644
	High School Science	644
	High School Social Studies	644
	High School Early College	644
	High School Performing and Visual Arts	644
Team Leaders:	Brandywine Elementary, 8*	644
	New Palestine Elementary, 8*	644
	Preschool, 1	644
	Sugar Creek Elementary,8*	644
	Junior High, 9*	644
Music Activities: (School Year)	High School Instrumental	7,210
	High School Asst. Instrumental, 3*	2,369
	Junior High Instrumental	1,648
	Vocal, High School	5,150
	Junior High Choir	1,236
	Junior High Jazz Band	1,236
	Junior High Pep Band	618
	DRUM, SCE	773
	Hand Chime Ensemble, Elem,3*	773
	Hand Chime Ensemble, JH	773
	Visions Music, Elem, 3*	927
	Visions Music, JH	927
Archery Club, JH		1,236
Archery Club, HS		1,236
Battle of the Books, JH		309
Book Club, BWE		618
Cheerleader Sponsor, HS, Fall, 2*		1,803
Cheerleader Sponsor, HS, Winter		2,060
Cheerleader Sponsor, JH, Fall		1,648
Cheerleader Sponsor Assistant, JH, Fall		1,236
Cheerleader Sponsor, JH, Winter		1,854
Chess Club, JH		773
Chess Club, SCE		515
Class Cup, HS		412
DND Club, JH		515
Environmental Club, Elem., 3*		773
New Pal Pals, HS		309
HS Thespians, Drama Director, 2*		1,803
HS Thespians, Musical Director, 2*		1,803

Appendix B, continued

SPORT/ACTIVITY	POSITION	2026-27
Drama Coach, JH, 2*		1,236
Junior Class Sponsor		2,060
Math Bowl Sponsor, Elem., 3*		1,030
Math Bowl Sponsor, JH		1,030
National Honor Society Sponsor		773
News Crew, SCE		515
Newspaper, JH		773
Quiz Bowl Sponsor, HS		1,545
Reader's Theater Club, NPE		618
Robotics, Elem., first semester, 3*		773
Robotics, Elem., second semester, 3*		773
Robotics, JH2*		1,545
Robotics, HS		2,575
Robotics Assistant, HS		1,545
Running Club, Elem., 3*		515
Science Club, JH		309
Science Club, HS		309
Senior Class Sponsor		773
Spanish Club, JH		773
Spanish Honor Society, HS		309
Speech Team Sponsor, HS		773
Spell Bowl Sponsor, Elem., 3*		1,030
Spell Bowl Sponsor, JH		1,030
Spell Bowl Sponsor, HS		1,030
Student Council Sponsor, Elem., 3*		773
Student Council Sponsor, JH		773
Student Council Sponsor, HS		2,060
Student Council Sponsor Assistant, HS		773
Super Bowl Sponsor, HS, 5*		309
Unified Track, HS		1,545
Unified Track Assistant, HS		309
Visions Art, Elem., 3*		1,236
Visions Art, JH		1,236
Yearbook Sponsor, JH		927
Yearbook Sponsor, HS		1,751
Corporation Stipends:		
½ Day		66.95
Full Day		133.90
Community Recreation		24.29
Student Open Gym		24.29
Weight Room Supervision		24.29

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