CONTRACT

between the

BOARD OF SCHOOL TRUSTEES

OF THE

NORTHEAST DUBOIS COUNTY

SCHOOL CORPORATION

and the

NORTHEAST DUBOIS CLASSROOM

TEACHERS ASSOCIATION

2026-2027
contract

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** This Table of Contents is included as an item of information only and shall not be construed in any aspect or manner as a part of this Contract, nor was this Table of Contents bargained between the Board and the Association.*

CONTRACT

BETWEEN THE

BOARD OF SCHOOL TRUSTEES
OF THE
NORTHEAST DUBOIS COUNTY
SCHOOL CORPORATION

AND THE

NORTHEAST DUBOIS CLASSROOM
TEACHERS ASSOCIATION

THIS CONTRACT ENTERED INTO THIS 27 DAY OF OCTOBER 2026 BY AND BETWEEN THE BOARD OF SCHOOL TRUSTEES OF THE NORTHEAST DUBOIS COUNTY SCHOOL CORPORATION, HEREINAFTER CALLED THE "BOARD,"AND THE NORTHEAST DUBOIS CLASSROOM TEACHERS ASSOCIATION HEREINAFTER CALLED THE "ASSOCIATION."

ARTICLE I

RECOGNITION

The Board recognizes the Northeast Dubois Classroom Teachers Association as the exclusive representative of Certificated School Employees in the following bargaining unit.

All full and part-time Certificated Employees, as defined in Indiana Code 20-29, in the Northeast Dubois County School Corporation, except for the following:

Superintendent, Administrative Assistant, Principals, Athletic Director, Employees holding positions not requiring certification.

A Certificated Employee regularly employed less than a full school day or less than a full school week shall be deemed to be a Certificated Employee but shall be entitled to only a pro rata share of benefits accruing under this agreement.

DEFINITIONS

As used in this Contract:

1. The term "Board" and "Association" shall include authorized officers and representatives.

2. The terms "School Corporation" or "School Employer" means the Northeast Dubois County School Corporation of the County of Dubois of the State of Indiana.

3. When references are made to male Certificated Employees it also includes female Certified Employees.

ARTICLE III

GRIEVANCE PROCEDURE

This Grievance Procedure, hereinafter referred to as "Procedure," stipulates the conditions under and the procedures by which grievances alleged by certain Certificated School Employees as defined in this Contract shall be processed. If any such grievances arise, there shall be no stoppage or suspension of work because of such grievances; but such grievances shall be submitted to the following grievance procedures.

1. DEFINITIONS. As used in this Procedure:

(a) "Grievance" means, and shall be limited to, an alleged violation of a specific Article or section of this written Contract.

(b) The term "Certificated Employee" includes any individual or group of individuals in the bargaining unit.

(c) "Superintendent" means the chief administrative officer of the School Corporation, or any person(s) designated by him/her to act on his/her behalf in dealing with Certificated School Employees.

(d) The term "day" when used in this Article. The term "day" shall mean weekdays (Monday through Friday).

(e) "Grievant" means the Certificated School Employee directly affected by the alleged violation making the claim. A grievance involving more than one such Employee may be initiated and processed by the Association; provided at least one certificated school employee is identified as a grievant at the time the grievance is filed.

2. STRUCTURE.

(a) Nothing herein contained shall be construed as limiting the right of any Certificated School Employee having a grievance to proceed independently of this Procedure.

(b) The Grievant may be represented by any person of his own choosing at all formal levels of the Procedure.

3. PROCEDURE.

LEVEL ONE

A grievance may be initiated within ten (10) days of the time the Grievant first knew or should have known of the act or condition upon which said grievance is based in one (1) of the following ways:

(a) The Certificated Employee may approach the building Principal concerned and discuss the matter on his own behalf.

(b) The Certificated Employee may request that a representative of the Association accompany the Certificated Employee and in such case the building supervisor shall not initiate any consultation with the Grievant prior to any scheduled meeting at which the representative is to be present.

LEVEL TWO

In the event the grievance is not resolved in Step One, the Grievant may file a formal grievance in writing with the building Principal on the appropriate form.

(a) The grievance form shall be filed in quadruplicate with one (1) copy for the Association, the Grievant, the building Principal and the school Central Office.

(b) The grievance shall (1) name the Certificated Employee(s) involved, (2) state the facts giving rise to the grievance, (3) identify the specific provisions of this Contract alleged to have been violated, (4) state the contention of the Grievant with respect to the grievance, (5) indicate the specific relief requested, and (6) be signed by the Employee(s).

(c) The written grievance should be filed as soon as possible, but any grievance not presented in writing in Level Two within ten (10) days of the time the Grievant knew, or should have known, of the act or condition upon which said grievance is based shall be deemed waived and shall not be processed.

(d) The Certificated Employee may request a meeting with the building Principal and the Association Representative may accompany the Grievant. The building Principal shall communicate his answer in writing to the Grievant and the Association Representative within five (5) days of receiving the grievance, if no meeting is held, or not later than five (5) days after meeting with the Principal, if the meeting is held.

LEVEL THREE

(a) If the grievance is not resolved in Level Two, the Certificated Employee may, within ten (10) days of receipt of the building Principal's answer, appeal to the Superintendent, or his designee, by filing the grievance and the Principal's answer, along with a written response of the Certificated Employee, if desired, with the Office of the Superintendent. Any such response by the Grievant shall be attached to the grievance.

(b) The Certificated Employee may request a meeting with the Superintendent, or his designated representative, and the Association Representative may accompany the Grievant. The Superintendent, or his designated representative, shall, after meeting with the Certificated Employee and his Representative, if requested, give the Certificated Employee an answer in writing no later than seven (7) days after said meeting. Such answer shall be attached to the grievance.

LEVEL FOUR

If the grievance is not settled at Level Three, it may be appealed within ten (10) days of the written answer or required date thereof, whichever is earlier, to the Board by filing a written notice with the Superintendent, stating the grounds for the appeal. A meeting with the Board or its designated representative(s) shall be held within ten (10) days following the receipt of such notice and the Superintendent shall promptly notify the Grievant and the Association of the date, the time, and the place where such appeal shall be heard, The Board's written decision shall be transmitted to the Grievant and the Association within ten (10) days after the hearing and shall be final.

4. OTHER PROVISIONS RELATING TO THE GRIEVANCE PROCEDURE.

(a) No reprisal of any kind shall be taken by or against any participant in the grievance procedure by reason of such participation in said grievance proceedings.

(b) All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel file of the participant and are not valid basis for evaluations except as to matters otherwise normally considered in the due course of evaluations.

(c) Time limits herein may be extended only by mutual written agreement, signed by the parties.

(d) Time limits herein apply to Certificated Employee on leave of absence, as if such Certificated Employee were present and working, except that said time limits shall be extended for a period equal to that time taken for sick or bereavement leave.

(e) All steps of the grievance procedure shall be conducted during non-assigned work hours.

(f)) Any grievance not advanced from one step to the next within the time limits, shall be deemed resolved by the answer at the previous step and not be the subject of further grievance proceedings.

(g) Any grievance which arose prior to the effective date of this Contract shall not be processed.

ARTICLE IV

LEAVES OF ABSENCE

A. Annual Leave/Personal Time Off

1. Each Certificated Employee employed under Contract shall be entitled to (19) annual leave/personal time off (PTO) days a year. Certified School employees shall notify their Principal, or the principal's designee, as early as possible.

2. Leave may be taken on a one-half (½) day basis. Leave which does not warrant a full absence may be taken in half-day increments. A half day is defined as 3 ½ hours.

3. Certificated Employees on summer employment shall be eligible to use leave on the same basis as is used during the regular school year.

4. Annual leave days shall accumulate in accordance with the provisions of Article VI, paragraph F. up to one hundred sixty (160) days. After five (5) consecutive days the employee may be asked for a doctor's statement. Unused Annual Leave days shall be cumulative up to one hundred sixty (160) days.

5. In the event any Certificated Employee shall have accumulated one (1) or more days of leave in another School Corporation and shall thereupon become employed in the Northeast Dubois County School Corporation, then there shall be added for the first year and each succeeding year of such employment, up to three (3) days of leave. All leave days will be transferred after the completion of the third year in the Northeast Dubois County School Corporation.

6. If a Certificated employee will require more than 10 consecutive days due to surgery, illness, or injury Appendix C-1, Medical Leave Form, will need to be submitted as soon as they become aware of the need for days to the Superintendent's office. In case of a medical emergency, the employee shall be granted leave and documentation can be submitted as soon as the employee is able.

7. Certificated Employees regularly employed less than a full school day or less than a full school week shall be deemed to be a Certificated Employee but shall be entitled to only a prorated share of Annual Leave days under this agreement.

8. A Certificated Employee employed under contract for only a portion of the school year shall be entitled to a prorated number of annual leave days.

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.

B. BEREAVEMENT LEAVE.

In the case of each death of a Certificated Employee's spouse, child, step-child, or miscarriage, a Certificated Employee regularly employed under a valid Certificated Employee's Contract, shall be entitled to be absent without loss of compensation during the seven (7) non-consecutive school days period beginning, at the option of the Certificated Employee, on the date of death or on the days following date of death within a nine (9) month period. In the case of each death of a mother, father, step-mother, step-father, brother, sister, mother-in-law, father-in-law, grandchild, son-in law, daughter-in-law, brother-in-law, sister-in-law, legal guardian or foster parent or foster child or any other relative who at time of death was living as a member of the Certificated Employee household, a Certificated Employee regularly employed under a valid Certificated Employee Contract shall be entitled to be absent without loss of compensation during the seven (7) non consecutive calendar day period beginning, at the option of the Certificated Employee, on the date of death or on the days following date of death within a nine (9) month period.

In the case of each death of a grandparent not living in the household of the Certificated Employee, the Certificated Employee shall be entitled to be absent without loss of compensation for three (3) consecutive calendar days, one (1) such day being the date of burial rites.

A Certificated Employee may use up to two (2) days of bereavement leave up to seven (7) months following the death of a relative for estate work.

In the case of each death of an uncle, aunt, a legal guardian, niece or nephew not living in the household of the Certificated Employees, the Certificated Employee shall be entitled to be absent without loss of compensation for one (1) day; provided however, that if the location of the funeral for said decedent is more than two hundred fifty (250) miles from the Certificated Employee's residence, then the Certificated Employee shall be entitled to be absent without loss of compensation for two (2) days.

In the case of the death of a Certificated Employee, other Certificated Employee teaching in the same building where the decedent taught shall be entitled to be absent without loss of compensation for one-half (½) to one (1) school day in order to attend the funeral. In addition, in the case of the death of a Student who is currently in the class of a Certificated Employee, said Certificated Employee shall be entitled to be absent without loss of compensation for one-half (½) school day in order to attend the funeral.

In all events of bereavement leave, said Certificated Teacher must during said absence attend in person the last burial rites of the stated family member; said burial rites must occur while said Certificated Employee is performing duties as assigned by the School Employer; and said burial rites shall not occur during the time when said Certificated Employee is absent from assigned duties due to annual leave/PTO, which may have been previously granted or approved by the School Employer.

**The superintendent can make an exception for special circumstances under Bereavement Leave.

C. LEGAL LEAVES.

Court leave with pay shall be granted to Certificated Employees for the time necessary to make an appearance or appearances in any court proceeding when requested to so appear or receives a subpoena by the School Corporation or another school corporation, State of Indiana, or any agency acting on the behalf of CASA. A Certified Employee called for jury duty shall, during the period of absence from assigned duty by the School Employer, be paid his full Contract salary required provided that such Certificated Employee agrees to return to the Board immediately upon receipt all pay, except mileage reimbursement, received for serving on jury duty.

D. NATIONAL GUARD OR RESERVE LEAVE.

All Certificated Employees, who are members of the Indiana National Guard or of the reserve components or the retired personnel of the naval, air or ground forces, shall be entitled to leave of absence from their respective duties, without loss of time or pay for such time as the members of the National Guard are in the military service on training duties of the State of Indiana under order of the Governor as commander-in-chief, or as members of any reserve component under order of the component authority thereof, for services not to exceed fifteen (15) days in any one (1) calendar year.

E. PERSONAL INJURY LEAVE.

Absence due to injury incurred in the course of the Certificated Employee's employment and eligibility for benefits under the Indiana Workers' Compensation Act in excess of five (5) days, shall not be charged against the Certificated Employee's PTO days provided however if such absence continues for a period in excess of five (5) days, said Certificated Employee shall have no days of absence charged against that Certificated Employee's sick leave days. For a period not in excess of ninety (90) days, the Board shall pay to such Certificated Employee the difference between his salary and benefits received under the Indiana Workers' Compensation Act and/or other types of benefits received for the duration of such absence.

F. MATERNITY/PATERNITY LEAVE.

1. 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. 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.

b. A female employee shall be granted twenty-six (26) 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. A male employee shall be granted three (3) days of paid Paternity Leave days after the birth of the child.

c. The teacher may not use accumulated PTO 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.

2. 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.

3. 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.

G. BIRTH/ADOPTION LEAVE.

Upon receipt of an adopted child and after delivery of written notice thereof and request for leave to the Superintendent, a Certificated Employee shall receive three (3) days of paid adoption leave days and then will receive adoption leave without pay. It is understood a Certificated Employee may use available PTO days during an adoptive leave or birth leave.

H. HEALTH LEAVE.

Upon a request by a Certificated Employee for an unpaid health leave, the Board and the Association shall meet and mutually agree as to whether said leave is warranted and, if warranted, the terms and conditions of said unpaid health leave.

I. FAMILY CARE LEAVE.

The School Board may grant, upon request by a Certificated Employee, a family care leave without pay for a mutually determined period, not greater than one (1) year nor less than fourteen (14) calendar days for caring for a sick member of the Certificated Employee's immediate family. Immediate family in this instance shall mean spouse, parent or child. Such leave time shall not count toward tenure status, nor shall such leave result in advancement or cause loss of experience classification on the salary schedule. In no event may the Certificated Employee engage in other regular employment during weekdays during said period of leave.

J. STUDY LEAVE.

A leave of absence for up to one (1) year may, at the discretion of the Board, be granted to any Certificated Employee, upon application, for the purposes of engaging in study at an accredited college or university.

K. MILITARY LEAVE.

Military leave shall be granted to any Certificated Employee who is inducted in any branch of the Armed Forces of the United States. Upon return from such leave, and at the beginning of the next school year, a Certificated Employee shall be placed on the salary schedule at the level which he would have achieved had he remained actively employed in the Corporation during the period of his absence; and, furthermore, he shall receive all rights and benefits which generally accrue to any Certificated Employee; provided, however that such Certificated Employee shall not be entitled to an advancement for tenure purposes over that level which he had attained at the date of induction. The Certificated Employee shall have up to sixty (60) days after release from active duty to notify the Board of his intention to return to the Corporation. If National Guard or Reserve encampment or a period of active training due to an emergency situation should occur during the school year, the Certificated Employee required to participate shall be granted a temporary leave of absence without compensation, with the Board being entitled to terminate other direct or indirect monetary benefits after twenty-one (21) consecutive calendar days.

L. ASSOCIATION LEAVE.

Each school year the Board shall provide professional leave for Association business per person with the Board paying for the substitute on the first day and the Association paying for the substitute on the second day. **No more than Five (5) Teachers may take association leave on the same day.** The Superintendent and the Association President shall meet and determine the need for any additional days to be granted with the Board paying the substitute costs for these additional days.

M. GENERAL PROVISIONS.

1. A Certificated Employee returning from leave shall be assigned in accordance with the Board assignment policies and applicable law governing reassignment as though the Certificated Employee had taken no leave. The School Employer shall discuss with the Certificated Employee but reserves the right to solely determine that Certificated Employee's subsequent position and duty assignment(s). The School Employer is under no obligation to assign the Certificated Employee after return from leave to the same school, teaching position, or other assignment(s) occupied or performed prior to taking said leave of absence.

2. A Certification Employee requesting leave shall state the anticipated length of said leave and should advise the School Employer in the event the length required need be extended. The Certificated Employee on leave shall notify the Superintendent, in writing, at least thirty (30) days prior to the date of return.

3. Established Teachers returning from leaves shall retain their established status upon return.

ARTICLE V

SICK LEAVE BANK

A. In addition to Paid Time Off (PTO) into which full-time Certificated Employees employed under Contract shall be entitled under separate paragraph of this Contract, said Teachers may be entitled to be absent from work without loss of compensation on account of personal illness for up to ninety (90) days by use of PTO sick leave days contributed to a sick leave bank. Such bank shall be entitled by the School Employer and administered as follows:

1. Each such Certificated Employee wishing to participate in such bank shall contribute at least one (1) day but not more than three (3) days of unused PTO to such bank which days shall thereupon be deducted from the number of said Certificated Employee's then available PTO; provided, however, that for so long as the total number of accumulated days in the bank exceeds two hundred (200), participants shall not be required to contribute additional days. Regardless of the number of days contained in the bank, additional days shall be contributed by a new participant or by a participant in the year following use of banked days by that participant. In no event shall the Board contribute days to the bank.

2. Said sick leave bank shall be administered by a committee composed of Three (3) individuals: Two (2) participating Certificated Employees selected by the exclusive representative, and One (1) person designated by the Superintendent. All requests for use of days from the bank shall be made, in writing, to the committee and should be ruled upon by the committee within Five (5) days after receipt. The committee shall make the final decision as to distribution and allocation of days to participating applicants.

3. Participating Certificated Employee may be granted days from the bank if the following conditions have been met:

(a) The Certificated Employee has exhausted all Paid Time Off.

(b) The Certificated Employee shall furnish to the Board and committee such physician's statements of need or medical condition as may be required from time to time by either the Board or committee.

(c) The number of days allocated by the committee may be reviewed by the committee from time to time and the committee shall have the authority to decrease or increase the number of days previously granted by the committee; provided, however, that no individual may be granted more than a total of ninety (90) days.

4. The committee shall not grant nor shall a Certificated Employee be entitled to days during periods when such Certificated Employee has elected to receive worker's compensation.

5. Certificated Employees desiring to participate in the sick leave bank shall notify the committee and Superintendent of such determination, and provide the necessary application forms and information on or before September 30 of each school year.

ARTICLE VI

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 2026-27 school year.

B. Certificated Employees shall be paid in twenty-four (24) pay periods. Certificated Employees shall be paid on the 5th and 20th of each month. If the date falls on a weekend or a holiday, the pay day will be the first available business day prior to the holiday or the weekend.

C. Each year of full time military service by a Certificated Employee up to a maximum of four (4) years shall be given credit as the equivalent of one (1) year of teaching experience. If full time service is less than one (1) year, a minimum of six (6) months military service is necessary to qualify for the equivalent of a year of service. The period of probationary successive years of service under a Certificated Employee's Contract, which is a condition precedent to becoming an established Teacher under IC 20-29 , is considered uninterrupted for that Certificated Employee; however, this probationary period may not include the time spent in defense service. The above shall apply to all veterans who took the Oath of Allegiance, wore the uniform, served in either combat or non-combat units of a branch of the United States Armed Services and were honorably discharged. No credit previously given in this system for military service shall be reduced as a result of this Contract.

D. If a Certificated Employee leaves the school system at the end of a school year, said Certificated Employee shall receive, upon request made prior to May 1, all pay to which that Certificated Employee is entitled by a date not later than the first (1st) payday in July; provided, however, that if a Certificated Employee is terminated by the Board, such request is not required.

E. In the event of a death of a Certificated Employee during a school year, the Board shall pay to the surviving spouse or to the minor children of said Certificated Employee, the difference if any between the salary of said Certificated Employee and that salary paid by the Board to the replacement Certificated Employee.

F. Certificated Employees shall annually receive forty dollars **($40.00)** for all accumulated PTO days above one hundred sixty (160) to be sent for deposit prior to July 1 to a 401(a) account for that Certificated Employees, for that school year. Certificated Employees will receive notification from the Corporation Office of the deposit. It is understood that PTO days required to be donated by all participants to the sick leave bank do not cause a Certificated Employee to forfeit this sick leave incentive pay. In addition, Certificated Employees shall receive forty dollars **($40.00)** for all remaining one hundred sixty **(160)** days deposited onto the last pay upon retirement.

G. Certificated Employees who are employed part-time under a regular Certificated Employee's Contract shall be entitled to all benefits extended under this Contract, provided however, that the Board's contribution towards payment for such benefits shall be prorated based upon the proportion of time the Certificated Employee works as compared to a Certificated Employee working full time. Said Certificated Employee's salary shall be prorated in the same manner. Nothing herein, however, shall cause the reduction of any benefits now received by any Certificated Employee without a corresponding reduction in responsibilities under that Certificated Employee's individual Contract.

H. The Board will pay the cost for a Certificated Employee to have any and all expanded criminal history checks and expanded child protection index checks that are required by the School Corporation or per IC 20-26-5-10. New hires will have to pay for a background check to become an employee of Northeast Dubois.

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 sent for deposit prior to July 1 to 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 sent for deposit prior to July 1 to 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/hospitalization insurance plan for a 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 ($1.00).

Maximum Board payment per year per Certificated Employee and effective date:

	2026-2027
Single Coverage	$6,580
Family Coverage	$7,670
Employee & Spouse	$7,670
Employee & Children	$7,750
Husband & Wife In System with Family coverage	$14,250

The Association agrees to participate in the Patoka Valley Network provided by Dunn and Associates. All Northeast Dubois Certified Employees and dependents on the health plan will have all claims paid at Eighty Percent (80%) or higher. It is understood that the out of network Seventy Percent (70%) paid does not apply to these people.

B. The Board shall provide for each Certificated Employee a group term life insurance policy for a twelve (12) month period in the amount of One Hundred Thousand Dollars ($100,000.00) and group accidental death and dismemberment insurance. The Board shall pay for all premiums of said insurance.

C. The Board shall provide for each Certificated Employee a vision insurance plan of the same coverage presently in force. The Board shall pay all premiums for the single or family plan.

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. Said insurance shall contain a minimum lifetime orthodontic benefit of one thousand five hundred ($1,500.00). Said plan will also pay at least Seventy-Five Percent (75%) of the dental bills up to a maximum of one thousand two hundred fifty dollars ($1,250.00) per person per year.

E. The Board shall provide for each Certificated Employee a long-term disability insurance plan, fully paid for by the Board, which will provide for a minimum benefit of Sixty Percent (60%) of salary to age sixty-five (65). The plan shall have a one hundred eighty (180) consecutive calendar day elimination period.

F. Certificated Employees on paid leave shall continue to have Board contributions made according to the level which existed at the time of starting on leave. Certificated Employees on non-paid leave for one (1) month or longer shall have the right to continue any or all of the Board paid programs by paying the premiums themselves to the Board by the date on which the Board is required to make premium payments.

G. When refunds by insurance companies in excess of One Dollar ($1.00) per Certificated Employee are made on insurance policies on which Certificated Employees have paid a portion of required premiums, such refunds shall be kept separate from other school funds and shall be returned to the Certificated Employees who paid the premiums in ratio to the contribution made. The Administration shall notify the Association when such refunds are forthcoming.

H. It is understood and agreed that required changes in coverage/carriers to comply with HB 1260 will be made by the written agreement of the Board and Association. The Board and Association will mutually agree to make changes to carriers and/or plans for health, vision, and dental insurance. The Board can change the carriers of long-term disability insurance and life insurance if the coverage for Certificated Employees is equal to or better than the current coverage.

I. The change in carriers will be discussed with the Association before the change is made.

J. Insurance coverage for Certificated Employees leaving the Corporation shall continue through August of the school year that said Certificated Employee leaves the Corporation.

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 plan 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 plan year.

L. Upon the death of a Certificated Employee, dependent(s) and/or spouse of the employee will remain on current insurance policies 30 days after the employee's death. Dependents can COBRA insurance policies as outlined in the federal law.

ARTICLE VIII A
RETIREMENT SUPPLEMENT

A. ELIGIBILITY.

This section applies only to Certificated Employees employed prior to 2004.

B. BUY-OUT OF RETIREE HEALTH COVERAGE BENEFIT.

The present value of June 30, 2004, the salary benefit shall be determined based on the following:

- One-half (½) of the difference between the base salary of the retiree and the base salary of a beginning Certificated Employee (B.S. - 0), based upon the adopted certified informational salary schedule in effect on the last day of employment of the retiree;

- Assumed Four Percent (4%) for first two (2) years, Six Percent (6%) for next two (2) years, and Seven Percent (7%) ultimate discount rate;

➢ Assumed monthly installment payments;

➢ Assumed retirement age of fifty-seven (57);

➢ Three Percent (3%) salary inflation from 2003-2004 salary schedule;

➢ Assume these payments were made monthly until month eligible for full Social Security benefit;

➢ Payment of Fifty Dollars ($50.00) per day of sick leave accumulated to a maximum ten (10) days;

➢ Reduction for a FICA discount of Seven and Sixty-Five Hundredths Percent (7.65%).

C. FUNDING VEHICLE.

For a Certificated Employee not eligible for benefits under ARTICLE VIII as of June 30, 2004, the positive difference (if any) between the present value calculated under B. above and the present value calculated under ARTICLE X, section B. shall be deposited into a separate 401(a) Plan account on behalf of each eligible Certificated Employee upon receipt of the bond proceeds in 2004.

For a Certificated Employee eligible for benefits under ARTICLE VII as of June 30, 2004, the present value calculated under B. above shall be deposited into a separate 401(a) Plan account upon receipt of the bond proceeds in 2004.

D. VESTING.

This account shall be vested at attainment of fifty-five (55) years of age and completion of at least twenty (20) school years of service, with the last ten (10) school years of service being in the Northeast Dubois County School Corporation. It is understood that military service and public school teaching experience count toward these years but that private school credit does not count.

E. DEATH BENEFIT.

Upon the demise of any Employee who at the time of death:

1. Has been working at Northeast Dubois County School Corporation at least the last ten (10) school years;

2. Is at least age fifty-five (55); and

3. Has completed at least (20) school years of service (as defined in D. above), the Certificated Employee's 401(a) account shall be vested and paid directly in a lump sum to the surviving spouse of the deceased, or to the dependent children, or other such dependent persons as may have been designated by the deceased in writing to Northeast Dubois County School Corporation. When no designation has been submitted (and in the absence of surviving spouse, dependent children, or other dependents), payment will be made to the estate of the deceased.

Retirement Benefit

A. Accumulated PTO leave days will be vested after 10 years of service in the Northeast Dubois County School Corporation in accordance with ARTICLE VI, Letter F.

Retirement Insurance

A. ELIGIBILITY.

This section applies only to Certificated Employees employed in the 2003-2004 school year and prior. To be eligible for benefits under this section, the retiree shall be at least fifty-five (55) years of age and shall have a total of at least twenty (20) school years of service, with the last ten (10) school years of service being in the Northeast Dubois County School Corporation. It is understood that military service and public school teaching experience count toward these years but that private school credit does not count.

B. INSURANCE DURING RETIREMENT.

The Board will provide up to Three Thousand Dollars ($3,000.00) for health insurance provided through the Corporation (single or family plan) each year during retirement until eligibility for Medicare. If the Certificated Employee retires before age fifty-five (55), and not earlier than age fifty-three (53), the Certificated Employee shall be allowed to remain in the insurance programs at his/her own expense with the School Corporation beginning to pay its share of the insurance costs beginning the month following the 55th birthday of the school year when the retiree reaches age fifty-five (55). The retiree shall not be required to substitute teach in order to receive this amount toward insurance. It is understood and agreed to that in the event of the death of the retiree, said retiree's spouse and dependent children at the time of the death of the retiree shall be allowed to remain in the School Corporation insurance plans until said spouse reaches the age of eligibility for Medicare, with the spouse paying One Hundred Percent (100%) of the premium cost.

ARTICLE VIII B

RETIREMENT SUPPLEMENT FOR OTHER EMPLOYEES

1. ELIGIBILITY.

This section applies only to Certificated Employees employed in and after the 2004-2005 school year.

2. A Certificated Employee who is eligible under this section shall be paid the following:

- One Percent (1%) of base salary schedule amount for that school year to a 401(a) account for that Certificated Employee; half will be sent for deposit in November and half will be sent for deposit in March.

- Five Hundred and Twenty Dollars ($520.00) sent for deposit prior to July 1 to a VEBA account for every Certificated Employee.

3. Each account shall be vested at the completion of four (4) school years of service with Northeast Dubois County School Corporation.

4. Accumulated PTO leave days will be vested after 10 years of service in the Northeast Dubois County School Corporation.

ARTICLE IX

EFFECT OF AGREEMENT

A. The parties mutually agree that the terms and conditions set forth in this Contract represent the full and complete understanding and commitment hereto and supersedes and cancels all previous agreements and past practices between the parties which may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of the parties in an amendment hereto. Any amendment or agreement supplemental hereto shall not be binding upon either party unless executed in writing by the parties hereto.

B. Should any Article, section, or clause of this Contract be declared illegal by a court of competent jurisdiction, said Article, section, or clause, as the case may be, shall be automatically deleted from this Contract to the extent that it violates the law, but the remaining Articles, sections, and clauses shall remain in full force and effect for the duration of the Contract, if not affected by the deleted Article, section, or clause.

C. The parties have negotiated concerning all bargainable issues 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.

D. A regular Certificated Employee's Contract entered into between the Board and a member of the bargaining unit shall contain no provisions contrary to the terms of this Contract.

ARTICLE X

TERM OF CONTRACT

A. This Contract shall be effective as of August 10, 2026 and shall continue in effect through June 30, 2027.

B. This Contract is made and entered into at Dubois, Indiana, on this 27th day of October 2026 by and between the Board of School Trustees of the Northeast Dubois County School Corporation, County of Dubois, State of Indiana, party of the first part heretofore referred to as the "Board", and the Northeast Dubois Classroom Teachers Association, party of the second part, heretofore referred to as the "Association".

C. This Contract is so attested to by the parties whose presidents' and secretaries' signatures appear below.

D. The Undersigned attest to the following: 1. A public hearing was held in compliance with I.C. 20-29-6-1(b) September 16th 2026, and electronic participation from the parties and/or public was not permitted. 2. A public meeting in compliance with I.C. 20-29-6-19 was held on October 19, 2026, to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

BOARD OF SCHOOL TRUSTEES OF NORTHEAST DUBOIS CLASSROOM THE NORTHEAST DUBOIS COUNTY TEACHERS ASSOCIATION SCHOOL CORPORATION
Ratified by the CTA on October 12, 2026 Ratified by the Board on October 27, 2026.

BY _____
President

BY _____
President

BY _____
Secretary

BY _____
Secretary

BY _____
Bargaining Spokesperson

BY _____
Bargaining Spokesperson

APPENDIX A-1

Implement a teacher retention catch-up by increasing current teacher salary up to the starting salary of newly-hired teachers with the same qualifications using salary schedule

A. Salary Range

Before Increases: $45,000 to $75,000 / After Increases: $45,000 to $77,000

B. Base Salary Increases

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

III. New Hires

APPENDIX A-2

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.

APPENDIX B-1
2026-2027

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	2026-2027 SALARY
BOYS BASKETBALL	
Head Coach	$7,744
Varsity Assistant	$3,306
Assistant	$3,306
8th Grade	$2,021
7th Grade	$1,867
6th Grade	$1,554
5th Grade	$1,554
BASEBALL	
Head Coach	$4,283
Assistant	$2,760
2nd Assistant	$1,624
SOFTBALL	
Head Coach	$4,283
Assistant	$2,760
2nd 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	2026-2027 SALARY
GIRLS VOLLEYBALL	
Head Coach	$4,283
Assistant	$2,760
2nd Assistant	$1,624
8th Grade	$1,245
7th Grade	$1,245
6th Grade	$420
GIRLS BASKETBALL	
Head Coach	$7,744
Assistant	$3,306
2nd Assistant	$3,306
8th Grade	$2,021
7th Grade	$1,867
6th Grade	$1,554
5th 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

COACHING	2026-2027 SALARY
SWIMMING, VARSITY Boys	$2,053
SWIMMING, VARSITY Girls	$2,053
Middle School Swimming	$1,030
JUNIOR HIGH ATHLETIC DIRECTOR	$1,708
BOYS SOCCER	$2,243
Boys Assistant/J.V. Soccer	$1,280
GIRLS SOCCER	$2,243
Girls Assistant Soccer	$1,236
CHEERLEADING	
High School Cheerleader/Pep Club	$2,084
High School Cheerleader Assistant	$700
Junior High Cheerleader	$713
6th Grade Cheerleaders	$253
5th Grade Cheerleaders	$238

ACTIVITIES	2026-2027 SALARY
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
Fine Arts Coach	$207
Interdisciplinary Academic Coach (Only if advancing to State)	$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

ACTIVITIES	2026-2027 SALARY
Business Club	$534
French Club	$534
Spanish Club	$534
Girls FCA	$534
Boys FCA	$534
FCCLA	$534
FFA	$1,068
High School Beta Club	$1,068
Art Club	$534
Boys Intramural	$937
Drama Club 1st Production	$1,090
Drama Club 2nd 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 5th–8th Grade	$700
Junior High Spelling Bee	$379
Junior High Academic Bowl	$1,904
Junior High Junior Beta	$534
Junior High Student Council	$534

ACTIVITIES	2026-2027 SALARY
Intermediate Yearbook	$534
Intermediate Student Council	$300
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

** Professional Development Stipend requires prior approval from an administrator and does not apply to contracted days nor summer retreats.*
***This amount is doubled when Northeast Dubois hosts the conference competition.*

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.

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.

Anticipated leave days: PAID: _____ leave days (Paid Medical Leave) UNPAID: _____ Other leave days (Additional leave without pay)	Actual leave days: (Office use only) PAID: _____ Maternity Leave Days-per contract _____ PTO Days _____ Sick Bank _____ Transfer Days UNPAID: _____ Other leave days (Additional leave without pay)

***** Make three copies: one for the Principal, one for the Corporation Office, and one for your records.**

APPENDIX D-1

Northeast Dubois County School Corporation
Compensation for Attainment of Master's Degree or Master's +

(Included for Informational Purposes Only-Not Bargained)

Further licensing or certification may be required and beneficial in certain content areas to the teacher and the school corporation. Indiana Code permits school corporations to provide supplemental payment to a teacher in excess of the salary if a teacher earns a master's degree or master's + from an accredited post-secondary educational institution in a content area directly related to the subject matter of:

- a dual credit course; or
- another course; taught by the teacher; or
- is an elementary school teacher who earns a master's degree in math, reading, literacy, or special education

This supplemental payment (pursuant to Indiana Code) is not subject to collective bargaining, but a discussion of the supplement was held with the Association.

Northeast Dubois School Corporation seeks to encourage and compensate teachers to earn master's degrees as described above through additional compensation. Teachers who wish to pursue and attain approved content area master's degrees will receive a one-time additional $3,500 to be added to their current base salary. 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. Teachers who wish to pursue and attain approved content area certification (master's +) will receive a one-time additional $1,750 added to their current base salary at the beginning of the semester following the certification completion.

In order to qualify, teachers **must receive approval** for the course pathway from the building level administrator and the superintendent by **completing a letter of assurance** (Page 31 of the Contract); as well as provide documentation in the form of an official transcript upon completion of the degree. Only course pathways that meet the legal requirements will be considered.

APPENDIX D-2
Northeast Dubois County School Corporation
Letter of Assurance for Master's Degree or Master's +

The parties represented by their agents whose signatures are affixed below, have reached the following understanding:

1. Further licensing or certification may be required and beneficial in certain content teaching areas. Licensing and certification is beneficial to both the teacher and school corporation.

2. Degree programs will be approved by the building level administrator and superintendent.

3. The teacher must finish the agreed upon degree/certification program in order to receive the increase.

4. The teacher must provide an official transcript from an accredited university verifying completion of the degree/certification.

5. 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. Teachers who wish to pursue and attain approved content area certification (master's +) will receive a one-time additional $1,750 added to their current base salary at the beginning of the semester following the certification completion.

Degree or Course Pathway_____

Expected Completion Date_____

_____

(Teacher) (Date)

_____ _____

(Principal) (Date)

_____ _____

(Superintendent) (Date)

APPENDIX E-1

Tuition Assistance

When the Northeast Dubois County School Board has been notified of a need, they may ask for teacher volunteers to become credentialed for dual credit, AP, or other areas which fall under academic needs of students. If necessary, an application process will be used. Northeast Dubois County School Corporation will provide payment for completion of the coursework. A passing grade and prior approval is needed from the superintendent for each class for the teachers to receive payment. The Northeast Dubois County School Board will require a 5-year commitment after obtaining certification in working with the district or the teacher will be responsible for repaying the Corporation any payment received under this provision. The Superintendent and Association President will discuss the amount of payment prior to disbursement.

Requirements of Teacher:

1. A passing grade (C or higher) and prior written approval is needed from the Superintendent for each class for the teacher to receive payment.

2. The teacher must complete all courses in a timely manner to ensure continued course offerings at Northeast Dubois County Schools.

3. Teachers must teach 5 years for Northeast Dubois County Schools after receiving credentialing/reimbursement or pay back the Corporation. (If the teacher leaves after the 1st year, they will reimburse the Corporation 80% of the tuition, 2nd year 60% of the tuition, 3rd year 40% of the tuition, and the 4th year will be a 20% tuition reimbursement.)

APPENDIX E-2

Northeast Dubois County School Corporation
Tuition Assistance Contract

To receive tuition assistance from Northeast Dubois County School Corporation, I agree to the following guidelines. I understand that failing to meet the guidelines will result in classes not being reimbursed. I am also affixing my signature below to acknowledge that I have read and understood the repayment schedule should I leave the Northeast Dubois County School Corporation before fulfilling the five year teaching requirement after I have received tuition assistance.

1. A passing grade (C or higher) and prior written approval is needed from the Superintendent for each class for the teacher to receive payment.

2. The teacher must complete all courses in a timely manner to ensure continued course offerings at Northeast Dubois County Schools.

3. Teachers must teach 5 years for Northeast Dubois County Schools after receiving credentialing/reimbursement or pay back the Corporation. (If the teacher leaves after the 1st year, they will reimburse the Corporation 80% of the tuition, 2nd year 60% of the tuition, 3rd year 40% of the tuition, and the 4th year will be a 20% tuition reimbursement.)

Teacher _____ Date_____

Superintendent_____ Date_____

APPENDIX F
NORTHEAST DUBOIS COUNTY SCHOOL CORPORATION GRIEVANCE FORM

Name of Grievant: Building:

Teaching Assignment: Date Filed:

Name and Address of Representative of Grievant:

Level II

A. Date Cause of Grievance Occured:
   1. Statement of Grievance:

   2. Relief Sought:

_____ _____
Signature of Grievant Date

B. Disposition of Principal:

_____ _____
Signature of Principal Date

Level III

A. Date Transmitted to Superintendent:
B. Disposition of Superintendent:

_____ _____
Signature of Superintendent Date