MASTER CONTRACT
BETWEEN
THE BOARD OF EDUCATION
OF THE
NORTH MONTGOMERY
COMMUNITY SCHOOL CORPORATION
AND THE
NORTH MONTGOMERY
TEACHERS ASSOCIATION

July 1, 2026 – June 30, 2027

Board Approved
November 6th, 2026

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ARTICLE 1. Recognition and Definitions

Section A. Recognition

The North Montgomery Community School Corporation hereby recognizes the North Montgomery Teachers Association as the exclusive bargaining representative of all certificated employees in the School Corporation pursuant to I.C. 20-29-6-4. Such representation shall exclude the Superintendent, Principals, and any other administrative position deemed appropriate for operating the school corporation.

Section B. Definitions

1. The term "Teacher," shall refer to all certified personnel employed by the North Montgomery Community School Corporation, excluding the Superintendent, Principals, and any other administrative position deemed appropriate for operating the school corporation.

2. The term "School Corporation," when used in the agreement, shall mean the North Montgomery Community School Corporation (NMCSC) of the County of Montgomery, State of Indiana.

3. The terms "Board" and "Association" shall include the authorized officers and representatives. The term "Board" shall also mean their Designee.

4. The term "NMTA" Executive Board is the elected governing body of the NMTA.

5. The "Superintendent" can also mean his/her Designee.

IC 20-28-6-7.5 Probationary teacher; professional teacher

Sec. 7.5. (a) A teacher who is subject to section 8 of this chapter is not subject to this section.

(b) A teacher who:

(1) serves under contract as a teacher in a public-school corporation;
(2) is in the teacher's first or second year of full-time teaching in a classroom; and
(3) has not at any time before July 1, 2012, entered into a teaching contract for further service with the school corporation;

shall be considered a probationary teacher.

(c) A teacher who:

(1) is not a probationary teacher under subsection (b); and
(2) enters into a contract described in section 2 of this chapter;

becomes a professional teacher.

As added by P.L.90-2011, SEC.29. Amended by P.L.200-2023, SEC.13; P.L.214-2025, SEC.122.

IC 20-28-6-8 Indefinite contract; established teacher

Sec. 8. (a) An individual who:

(1) serves under contract as a teacher in a public-school corporation before July 1, 2012; and
(2) at any time before July 1, 2012, enters into a teacher's contract for further service with the school corporation;

becomes, by entering into the contract described in subdivision (2), an established teacher of the school corporation. When a contract between the school corporation and an established teacher expires by the contract's terms, the contract is considered to continue indefinitely as an indefinite contract, subject to IC 20-28-7.5.

(b) An indefinite contract remains in force until the indefinite contract is:
(1) replaced by a new contract signed by both parties; or
(2) canceled as provided in IC 20-28-7.5.
[Pre-2005 Elementary and Secondary Education Recodification Citation: 20-6.1-4-9.]
As added by P.L.1-2005, SEC.12. Amended by P.L.43-2010, SEC.1; P.L.90-2011, SEC.30.

A teacher who:
(1) serves under contract as a teacher in a public-school corporation; and
(2) either:
a. receives two (2) consecutive annual ratings of ineffective, as determined by the school corporation, on annual evaluation under I.C. 20-28-11.5; or
b. is in the teacher's first or second year of full-time teaching in a classroom; and
(3) has not at any time before July 1, 2012, entered into a teaching contract for further services with the school corporation; shall be considered a "probationary" teacher.
A teacher who is not a probationary teacher and enters into a contract with a school corporation described in I.C. 20-28-6-2 becomes a professional teacher.

ARTICLE II. Leaves of Absence

Section A. Paid Leaves of Absence

1. Personal Illness. Teachers are entitled to be absent from work a total of ten (10) days each year in the School Corporation thereafter for personal illness. These days shall accumulate to one hundred twenty (120) days available to use as sick leave only. In the event a Teacher shall have accumulated one (1) or more days of sick leave in another School Corporation and shall become employed in this School Corporation, up to three (3) days of sick leave shall be added each year until the sixth (6) year when all remaining outside personal illness days may be transferred to the Teacher's personal illness bank. Teachers, who accumulated less than one hundred twenty (120) days by August 12, 2001, will accumulate to one hundred twenty (120) personal illness days and no more. Teachers who have more than one hundred twenty (120) days will be allowed to continue accumulating to the maximum of one hundred eighty-three (183) personal illness days.

   A. If a Teacher has a catastrophic illness that does not allow him/her to enter into the long-term disability plan, he/she may appeal to the Superintendent for approval for up to an additional thirty (30) days of sick leave and/or tap the Personal Illness Bank.
   B. Any certified employee who has accumulated a minimum of ninety-three (93) personal illness days, may, with a completed form to the Central Office, once in a twelve (12) month period exchange three (3) personal illness days with the School Corporation for a voucher amounting up to a dollar amount that is equal to two and half (2-1/2) times the highest current daily sub-rate toward an annual individual membership fee at the Health/Fitness Center or online health/fitness program, application (app), or subscription of the employee's choice. Only one (1) program may be funded per teacher per contract year. This membership may be used by the employee only and must be reapplied for each year with the same guidelines. Voucher checks will be written directly to the health club of choice. (This clause includes facilities that enhance overall health, fitness, and cardiovascular conditioning that helps employees achieve a more healthful life. It is not the intent of this clause to include facilities or clubs such as weight loss, golfing, or similar recreational or therapeutic enterprises.)

2. Personal Leave. Teachers shall be granted three (3) days of personal leave with pay during the school year. Personal leave shall not be considered as personal illness days. The Teacher must give written notification to the Superintendent of Schools. Any unused personal leave days shall accumulate with the Teacher's unused personal illness days. A family illness day may be transferred to a personal leave day if needed, with prior authorization by the Superintendent.

3. Family Illness. A Teacher shall be entitled to be absent for reasons of family illness for a total of four (4) days during a school year. Family shall be defined as immediate family (mother, father, spouse, son, daughter, and guardianships). These days shall not be charged against personal illness days. An immediate family member who is ill is the only use for these days. They are not taken from personal illness days, nor do they accumulate. These are not "personal" leave days. Teachers who believe they have a similar relationship established by marriage or a relative or dependent who at the time is a member of their household may initiate an Emergency Leave provision request. In extreme cases, Teachers who are in need of additional Family Illness days, without loss of compensation, may submit a Letter of Request via email to the Superintendent, for the consideration of a maximum of four (4) additional Family Illness days per year. If approved, these days may be moved from any accumulated Personal Illness days related to the individual Teacher of request and if not used by years' end, will move back into the Personal Illness account for the Teacher. If Personal Illness days are depleted, then the requested days, if approved, would be taken from the Personal Illness Bank, as provided by the Master Contract. (Personal Leave days must have been exhausted before this request may become valid.) A family illness day may be transferred to a personal leave day if needed.

4. Death and Bereavement. A Teacher shall be granted bereavement days in the case of each death in the immediate family without loss of compensation. This leave, at the Teacher's discretion, shall not extend more than five (5) consecutive school days for each death during that school year. Immediate family shall be father, mother, brother, sister, husband, wife, child, and other similar relationship established by marriage, as well as any other relative or dependent who at the time of the death, was a member of the household of the Teacher. Each Teacher shall be granted one (1) day of leave for each death of other family members and friends; to be used within five (5) days of the funeral/memorial. Days shall not be charged against personal illness days and do not accumulate.

5. Emergency Leave. A Teacher may be granted, with the Superintendent's approval, an emergency leave during the school year. Emergency is defined as a sudden need for immediate attention. Therefore, foreknowledge of an event is not an emergency. If a crisis does not exist, a personal leave day would be the appropriate choice of a day not an emergency day. If a Teacher granted emergency leave has not used all available personal leave days, the day(s) will be charged to personal leave. If a Teacher granted an emergency leave has used all personal leave days but has not used all illness days, the day will be charged to illness.

6. Professional Leave. A Teacher may be entitled to curricular professional leave during either the school year or summer months. The leave shall be for the betterment of the staff/Teacher, students, or School Corporation. The Principal and/or Superintendent shall approve professional leave days. The Principal has the right to approve or not approve professional leave days; however, if a request is denied, the Teacher may appeal the decision to the Superintendent. Costs of professional leave shall be borne by the School Corporation. After an approved leave has been made, an itemized statement of expenses attached to the claim which is submitted for reimbursement (receipts for lodging, transportation, and any miscellaneous expenses). The Teacher shall be responsible to give a brief overview of his/her new learning to the Principal after his/her return and/or at the next regularly scheduled faculty meeting.

7. Educational Leave. A Teacher recommended or appointed to represent a school, an area of instructional service or the School Corporation may be granted a leave with pay to attend an educational conference or convention for a period not to exceed five (5) days and shall be allowed the expenses associated with the attendance and travel fare. Application for educational leave must be made in advance for Board approval. After an approved trip has been made, the Teacher must file an itemized statement of expenses and attach to the claim all receipts for lodging, transportation and any other miscellaneous expenses, if applicable.

8. Jury Duty. Teachers subpoenaed for jury duty shall be entitled to a leave during the necessary period and shall be paid by the Board the difference between jury duty and regular salary.

9. Discretionary Leaves. The Superintendent has the power to grant any additional leaves as deemed necessary. These days do not accumulate and are not to be taken from any personal illness days.

Section B. Maternity Leave

A Teacher who is pregnant may continue in active employment as late into the pregnancy as she wishes, if she can fulfill the requirements of her position. Temporary disability caused by pregnancy shall be governed by the following:
(1) Any Teacher who is pregnant shall be granted a leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of her child, if she notifies the Superintendent at least thirty (30) days before the date on which she wishes to start her leave. She shall notify the Superintendent of the expected length of this leave, including with this notice either a physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn, whichever is applicable. However, in case of medical emergency caused by pregnancy, the Teacher shall be granted a leave, as otherwise provided in this section, immediately on her request and the certification of the emergency from an attending physician. The leave of absence shall begin at the end of a grading period to the greatest extent possible allowed under the circumstances. Where the teacher's condition raises any serious problem to the teacher's health in the period prior to the beginning of leave, the corporation may request a statement by the teacher's physician as to the teacher's ability to continue teaching including a diagnosis and prognosis. The initial doctor's statement shall be provided at the teacher's expense. Any subsequent opinion requested by the Board shall be from a mutually agreed to doctor at the Board's expense.
(2) All or part of a leave taken by a Teacher because of a temporary disability caused by pregnancy may be charged, at her discretion, to her available personal illness days. However, the Teacher is not entitled to take accumulated sick leave days when the Teacher's physician certifies that the Teacher is capable of performing the Teacher's regular teaching duties. The Teacher is entitled to complete the remaining leave without pay.

NOTE - This leave may be taken when a doctor certifies the need--either before or "directly" following the birth of the child. This is directly related to the birth of the child not after a period of vacation time. Personal illness days can only be taken when a doctor certifies temporary disability/recuperation time from the onset of the pregnancy to the birth and following recuperation time.

Section C. Parental Leave

When a child is born the spouse will be granted two (2) school days parental leave with pay. These days must be taken within ten (10) school days following the birth of the child. Additional parental leave shall be granted for up to a period of one (1) year without pay. The Teacher shall notify the Superintendent of the expected length of the leave at least thirty (30) days-prior to the start of leave.

Section D. Adoptive Leave

A Teacher who adopts a child shall be granted two (2) school days adoptive leave with pay. These days must be taken within thirty (30) days of the placement of the child. Additional adoptive leave shall be granted for up to a period of one (1) year without pay. If the necessity for leave is foreseeable based on the expected birth or placement, the Teacher shall provide the Superintendent with not less than thirty (30) days' notice before the leave is to begin, except that the date of birth or placement requires the leave to begin in less than thirty (30) days, the Teacher shall provide such notice as is practicable.

ARTICLE III. Professional Compensation

Section A. Salaries

1.NMCSC teachers employed and performing teaching services for at least one hundred twenty (120) days during school year 2025-2026 who continue employment with NMCSC in 2026-2027.

A.Base Salary Increases: The parties have bargained no increase or increment for the 2026-2027 contract period.

B. Literacy Endorsement Base Salary Differentiation: The base salary of teachers who possess a Literacy Endorsement will be adjusted, as needed, to reflect a $300 differential (in comparison to the base salary of teachers who otherwise have the same credentials but do not possess the literacy endorsement).

C. New Hire Salaries
1. The salary for newly hired teachers with no experience or additional educational attainment is $49,000.
2. The salary for new hires with no experience who possess a literacy endorsement is $49,300.
3. The salary for the highest year of experience teacher who does not possess a literacy endorsement is $80,500.
4.The salary for the highest year of experience teacher who possesses a literacy endorsement is $80,800.
5. The salary for new hires with verified teaching experience or additional educational attainment will be determined by the Superintendent within the salary range identified in Section A, above.

Factor	Weight
-Experience	10%
-Evaluation Results	80%
-Academic Need	10%

2.This item was not bargained and is only for information purposes, teachers on an approved leave of absence and not providing teaching services for a minimum of one hundred twenty (120) instructional days, will receive an "incomplete" final summative rating and therefore not eligible for additional compensation.

Teachers determined eligible for the literacy endorsement will receive their one-time salary adjustment will take effect starting in January's payroll.
Teachers shall receive their pay by direct deposit on alternating Fridays. For those electing twenty-six (26) payments, the first (1st) payday of each school year shall be the second (2nd) Friday following the last payday of the previous school year. A Teacher will be paid in twenty-two (22) payments unless the Teacher notifies the Central Office in writing of his/her desire to receive twenty-six (26) payments. A Teacher may receive the remaining portion of his/her Contract the first (1st) pay of June if the Teacher notifies the Central Office, in writing, by May 1.

1. Salary range is $49,000.00-$80,800.00.

Section B. Establishing the Base Salary of a New Teacher

1. IC 20-29-6 requires that salary is a mandatory subject of collective bargaining. A teacher's beginning salary at NMCSC has been discussed by NMCSC and NMTA. The salary of teachers without prior teaching or work-base experience will reflect the base rate of the salary range. Experienced teachers who are hired by NMCSC shall be paid a starting salary that is comparable to a current employee with similar years of experience and education level. If deviation from this amount is necessary to hire a teacher in a high-need area due to the academic needs of students, then the employee may, at the discretion of the Superintendent, be paid an amount greater than that of someone with comparable education and experience. However, the salary cannot exceed the salary of a veteran teacher at the top of the salary range.

Section D. Ancillary Duties

Teachers conducting ancillary duties (for example, summer school teaching, curriculum planning/work beyond the contract, training that takes place outside of contracted time) may be compensated with a one-time, non-recurring stipend.

ARTICLE IV. Fringe Benefits

Teachers must work at least thirty (30) hours per week to be eligible for life insurance, medical, dental, vision insurance, and income protection benefits.

Section A. Life Insurance

The Board shall provide for Teachers a group life insurance protection plan which shall pay the Teacher's designated beneficiary the sum of fifty thousand dollars ($50,000.00) in the event of death; and in the event of accidental death, a sum of not less than two (2) times that amount shall be paid. The Board shall pay all premiums except for one dollar ($1.00) per year, which shall be paid by the Teacher.

Section B. Medical Insurance

Teachers may participate in a group health insurance program. The group health insurance program shall provide for twelve (12) months' coverage and shall include full service medical and hospitalization, surgical and major medical provisions. Effective January 1, 2027, the Board will contribute up to eight thousand dollars and zero

cents($ 8000.00) toward the annual premium of a single membership plan. The Board will contribute up to eight thousand dollars and zero cents ($ 8,000.00) toward the annual premium of an employee/child membership plan. The Board will contribute up to eleven thousand dollars and zero cents ($11,000.00) toward the annual premium of an employee/spouse membership plan. The Board will contribute up to fifteen thousand dollars and zero cents ($15,000.00) toward the annual premium of a family membership plan. The Board will contribute up to sixteen thousand five hundred dollars and zero cents ($16,500.00) toward the annual premium of a double family membership plan for high-deductible plans only. Should both a husband and wife be entitled to participate in this group health insurance program, such persons may, as group insurance participants, elect either (1) to enroll in separate plans, (2) enroll as an employee/spouse (3) to enroll in one family/double family membership plan. The NMTA Insurance Committee has the full authorization to make changes to the health insurance program in conjunction and approval with the Board's designee without the need to vote on the changes with the entire NMTA membership or the full Board.

Teachers who do not apply for coverage when initially eligible may only apply during the open enrollment period. The open enrollment period is October 25th through November 15th for coverage to begin January 1. When Medical, Dental, and/or Vision insurance is selected, coverage is effective the next due date (1st of the month) following date of hire if the application form is completed and received within 31 days of the eligibility date. and will terminate on the last day of the month following termination . Retiree coverage will continue through August 30 to coincide with the twenty-six (26) pay periods.

Members of the medical plan will have access to the Health and Wellness Center.

Section C. Dental Insurance

Teachers may participate in a group dental plan. The group dental plan shall provide for twelve (12) months' coverage. The Board will contribute up to eighty-five dollars and zero cents ($85.00) toward the annual premium of a single membership plan. The Board will contribute up to five hundred dollars and zero cents ($500.00) toward the annual premium of an employee/child membership plan. The Board will contribute up to one hundred and fifty dollars and zero cents ($150.00 of an employee/spouse membership plan. The Board will contribute up to seven hundred dollars and zero cents ($700.00) toward the annual premium of a family membership plan. Should both a husband and wife be entitled to participate in this group health insurance program, such persons may, as group insurance participants, elect either (1) to enroll in separate plans, (2) enroll as an employee/spouse (3) to enroll in one family/double family membership plan.
Teachers who do not apply for coverage when initially eligible may only apply during the open enrollment period. The open enrollment period is the month of October for coverage to begin January 1.

Section D. Vision Insurance

The Board shall provide a group vision plan with the same plan options as health and dental.
The Board will contribute thirty-five dollars and zero cents ($35.00) toward the premium of a single membership plan. The Board will contribute seventy dollars and zero cents ($70.00) toward the premium of an employee/child membership plan. The Board will contribute fifty-five dollars and zero cents ($55.00) toward the premium of an employee/spouse membership plan. The Board will contribute ninety-one dollars and zero cents ($91.00) toward the premium of a family membership plan. approved per ARTICLE IV., Section B. of this Master Contract.

Section E. Income Protection Plan

The Board shall provide an Income Protection Plan (Long Term Disability Plan) in which each Teacher will participate. The Board shall pay all premiums except for $1.00 per year, which will be paid by the teacher. The remaining cost shall be shared equally by the participants. The plan shall provide an amount equal to sixty-six and two-thirds percent (66 2/3%) of the Teacher's salary. The qualification period shall be ninety (90) calendar days. The LTD policy will reflect language allowing the employee to receive LTD benefits at the end of ninety (90) calendar days, regardless of the number of personal illness days the employee has accumulated. Teachers who are absent due to illness or injury for more than ninety (90) calendar days must apply for LTD coverage until they return to work. Every certified staff member must enroll in this LTD program.

Section F. Workman's Compensation

The Board shall provide Workman's Compensation insurance for each Teacher under Contract. This insurance will cover medical expenses for accidents occurring while on duty. In the event of an accident, the building Principal or Superintendent must be notified immediately or within forty-eight (48) hours of the accident.

Section G. Liability Insurance

The North Montgomery Community School Corporation shall maintain insurance to protect the School Corporation, its Board, its employees, and its students from liability arising from acts in the course of their duties subject to the terms and conditions of the provisions of the applicable policies.

Section H. Insurance Coverage during Approved Leave of Absence

Any Teacher taking an approved leave of absence under this Contract may maintain coverage in the group insurance plans held by the School Corporation, subject to: (1) paying the employee cost to the School Corporation, so as to be current at all times and (2) any applicable rules of the insurance carriers.

Section I. Change in Benefits

The Joint Insurance Committee shall be composed of the Superintendent or designee, the NMCSC Treasurer or the Deputy Treasurer, another administrator in the district, a classified member of the health insurance plan, the NMTA President or his/her designee, and three (3) members of the NMTA chosen by the NMTA. This committee shall be responsible for identifying, analyzing, and evaluating improvements in the insurance benefits provided for employees of the School Corporation.

All health insurance decisions/changes will be made by consensus of at least five (5) of the eight (8) members of the Joint Insurance Committee. No NMCSC Board or NMTA action is required.

Section J. Indiana State Teacher's Retirement Fund

Effective January 1, 1995, the Board will pay the certified employees' contribution to the Indiana State Teacher's Retirement Fund.

Section K. Expanded Criminal History Checks

North Montgomery Community School Corporation will conduct an expanded criminal history check on each employee once every five (5) years and bear the cost of the expanded checks for teachers.

ARTICLE V. January 1, 2002 Retirement Plan

Section A. Purpose

Effective 2021-2022, all Teachers under the retirement plan that took effect on January 1, 1999 will receive a School Corporation matching 403B annuity plan in the amount of one thousand dollars one hundred ($1,100.00) per Teacher who elects to participate in the 403B School Corporation match program. The match amount will be prorated based upon full-time equivalent (FTE). Any Teacher who elects to participate in the 403B plan owns 100% of the money placed into the plan plus any accrued interest earned in the plan. All benefits of the money in each Teacher's 403B accounts remains with each Teacher and the School Corporation has no rights to the money in any 403B accounts past, present or future.

Section B. Retirement Qualifications

Retirement qualifications for a Teacher:

a. Must be full-time employee working a minimum of thirty-seven (37) hours per week;
b. Must be fifty-five (55) years old at the time of retirement; and
c. Must have a minimum of fifteen (15) years of work experience at North Montgomery prior to retirement.

A retiring Teacher may elect to participate in any insurance program the School Corporation offers its Teachers until the Teacher reaches Medicare age, provide he/she pays 100% of the premium for each insurance program in which he/she elects to participate. To be eligible for this provision, the retiree of the NMCSC must have been covered under the health plan for at least one (1) year January-December immediately prior to retirement and through final day of employment - retirees may not opt in and out of plan. After a retiree exits the plan, they are no longer eligible for open enrollment.

ARTICLE VI. Personal Illness Bank

Section A. Purpose

The purpose of the Personal Illness Bank is to relieve Teachers from undue financial burdens due to their extended absences from work due to illness, injury, or incapacitation sufficiently severe to make their presence at school inadvisable. The Bank is designed to help teachers with catastrophic illness that is out of the ordinary and not customary. Maternity leave or illness is not an intended purpose for using the Personal Illness Bank unless an unusual circumstance arises with the pregnancy that results in a catastrophic illness.

Section B. Structure

1. The Personal Illness Bank will accumulate to two hundred (200) days. If a Teacher has a catastrophic illness that does not allow them to enter into the long-term disability plan, he/she may appeal to the Superintendent and Board for up to thirty (30) days of sick leave and/or tap the Personal Illness Bank.

2. Teachers shall have the opportunity to contribute on a voluntary basis a minimum of one (1) day each year. An enrollment period for Teachers to contribute shall be held during May and must be completed by May 31.

3. Once days have been exhausted from the Personal Illness Bank for that school year, they cannot be replenished until the next school year. The Personal Illness Bank will, however, carry over from one (1) year to the next without loss of accumulated days.

4. Once the Personal Illness Bank maximum number of days has been reached, no more voluntary days will be requested from Teachers at the end of the year.

5. New Teachers shall have the opportunity to voluntarily contribute one (1) day per year beginning with the first year of employment.

6. The Personal Illness Bank will not provide days beyond those necessary for the Teacher to meet the requirements to be eligible for Long Term Disability.

Section C. Eligibility

1 The Teacher must have exhausted all personal illness leave and personal leave.

2. The Teacher shall make application in writing to the chairperson of the Personal Illness Bank Committee (Section D). The Committee shall be furnished with medical documentation.

3. Application for days may be made by an authorized representative if the staff member is unable to do so.

4. Days awarded shall commence immediately upon the exhaustion of all personal illness leave and personal leave accumulated.

5. A Teacher may only apply to the Personal Illness Bank if they have taught in the NMCSC for a minimum of six (6) years and have accumulated at least thirty-five (35) personal illness days prior to making application to the Personal Illness Bank due to an expected lengthy absence due to illness.

    Additional days desired:
    6-10 years of service to NMCSC can apply and receive up to five (5) additional days
    11-15 years of service to NMCSC can apply and receive up to ten (10) " "
    16-20 years of service to NMCSC can apply and receive up to fifteen (15) " "
    21-25 years of service to NMCSC can apply and receive up to twenty (20) " "
    25 + years of service to NMCSC can apply and receive up to twenty-five (25) " "

Section D. Administration

1. Supervision of the Bank shall be administered by a committee comprised of three (3) NMTA members, one (1) from the elementary level, middle school level, and high school level, appointed by the president of the Association, and two (2) administrative team members appointed by the Superintendent.

2. In the case of a tie vote on a Teacher's request for use of the bank, such request shall be automatically denied. All votes will be made by secret ballot.

3. The members of this Committee shall elect a Committee Chairperson and a Secretary. The Superintendent shall be exempt from these offices.

4. The Committee shall meet as needed.

5. A majority of the members must be present for official business to be conducted.

6. The Personal Illness Bank Committee may grant, deny, or suspend use of days from the Bank. Teachers and administrators shall receive in writing the reason(s) for denial and shall be allowed to appeal the decision within two (2) weeks (10 working days) of notification. The Committee's decision shall be final after the appeal process, if necessary. Any grants shall be retroactive, except in the cases of hospitalization, nursing home confinement, or similar types of confinement, in which case the committee may grant days in advance when supported by appropriate medical evidence.

7. Those receiving days will be reimbursed no later than thirty (30) days after application.

ARTICLE VII. Evaluation

See RISE 3.0 Teacher Evaluation Rubric on the NMCSC Google Drive NMNET folder and in the Education Advanced platform. The evaluation rubric was not bargained and the reference to its location is included for informational purposes only.

ARTICLE VIII. The Agreement

Section A. Terms of the Agreement

The agreement will be made available on the Google Drive NMNET folder for North Montgomery teachers to review and shall be posted on the Corporation website after the agreement is signed and presented to all Teachers now employed and hereafter employed. Those considered for employment shall be made aware of the contents before employment.

Section B. Entire Agreement

This Contract shall supersede all other Contracts and/or applicable policies in their entirety. This Contract cannot be amended verbally. All other changes, amendments, or alterations must be agreed upon by both the Board and by the Association Membership.

Section C. Severability

If any provision of the Agreement or any application of the Agreement to any Teacher or group of Teachers is now or at any time held contrary to the law, then such provision or application shall not be deemed valid except to the extent permitted by the law, but all other provisions or applications shall continue in full force.

Section D. Printing Agreement

The agreement shall be posted on the Corporation website and Google Drive NMNET folder within 10 (ten) days after the agreement is signed and presented to all Teachers now employed and hereafter employed. Those considered for employment shall be made aware of the contents before employment.

Signed Agreement:

The undersigned attest to the following:
1. A public hearing regarding teacher compensation was held September 1st, 20265, in compliance with § 20-29-6-1(b), and electronic participation from a member of the governing body was permitted. There was no electronic participation permitted by the public.
2. A public meeting to discuss the terms of the Tentative Agreement was held October 26, 2026, in compliance with I.C. § 20–29–6–19, and electronic participation from the governing body was permitted. There was no electronic participation permitted by the public.
3. A public meeting was held on November 6th, 2026. The public was permitted to provide public comment on the ratification of the Teacher Contract. The Board ratified the 2026-2027 Teacher Contract. Electronic participation from the governing body was permitted. There was no electronic participation permitted by the public.

Executed at Crawfordsville, Indiana, on this date: November 6th, 2026
BOARD OF TRUSTEES by Dr. Anthony Tharp, Chief Negotiator

NORTH MONTGOMERY TEACHERS ASSOCIATION

Angela Lewis

Nikki Stigall

Bailey Mann

Alec Asbury

Emily Brooks

NMTA Co-Presidents

Megan Oppy

Donnell Rogers

NMCSC BOARD OF SCHOOL TRUSTEES:

Michael Shepherd, President

Darrin Bechtel, Vice-President

Karin Odle, Secretary

Terresa Hatke

Gary Bohlander

Jarrod Zachary

Jess Cain

The number of Extra Curricular positions were not bargained but were included **for informational purposes only.** *Extra-Curricular positions that pay less than $1,000 will be paid at the conclusion of the activity, event, or end of the school year.*

Extra-Curricular

Building: Elementary

2026-2027

Sport/Activity	Contract Amount
Academic Team	$550.00
Academic Team	$550.00
Art Show	$315.00
Backdrop	$265.00
Backdrop	$265.00
Battle of the Books	$300.00
Battle of the Books	$300.00
Book Battle Media Specialist	$300.00
Circle The State/Choral Festival	$415.00
Elementary Leadership Team	$300.00
Elementary Leadership Team	$300.00
Elementary Leadership Team	$300.00
Elementary Leadership Team	$300.00
Elementary Leadership Team	$300.00
Fine Arts Club	$315.00
Musical Club	$415.00
Musical Performances	$415.00
Musical Performances	$415.00
Overnight Camping Trip	$150.00
Overnight Camping Trip	$150.00
PBIS Team	$250.00
PBIS Team	$250.00
PBIS Team	$250.00
PBIS Team	$250.00
SST Leader	$600.00
SST/RTI	$415.00
SST/RTI	$415.00
SST/RTI	$415.00
SST/RTI	$415.00
Science Fair	$315.00
Student Council	$375.00
Student Council	$375.00
Volleyball	$200.00

Extra-Curricular

Building: Middle School
2026-2027

Academics	Contract Amount
Academic Team (Math)	$800.00
Academic Team (English)	$800.00
Academic Team (Science)	$800.00
Academic Team (Social Studies)	$800.00
Academic Team (Spell Bowl)	$800.00
Academic Team (Robotics)	$800.00
Depart. Chair English	$585.00
Depart. Chair Math	$585.00
Depart. Chair Health/PE	$585.00
Depart. Chair Related Arts	$585.00
Depart. Chair Science	$585.00
Depart. Chair Social Studies	$585.00
Depart. Chair Special Services	$585.00
Clubs	**Contract Amount**
FCA	$305.00
Honor Society	$305.00
Honor Society	$305.00
Pep Club	$305.00
Student Council	$305.00
Student Council	$305.00
Yearbook	$605.00
Performing Arts - Band	**Contract Amount**
Band - Accompanist	$300.00
Band - Performance	$515.00
Band - Performance	$515.00
Performing Arts - Choir	**Contract Amount**
Circle the State	$100.00
Choir Performance 1	$515.00
Choir Performance 2	$515.00
Choir Show Choreographer	$800.00
Performing Arts – Musical/Play	**Contract Amount**
Musical Accompanist	$400.00
Musical Choreographer	$435.00
Musical/Play Dir Asst.	$1000.00
Musical/Play Dir	$1500.00
Musical Theater Instrumental Support	$800.00
Athletics	**Contract Amount**

Athletic Director	$12,700.00
Athletic Fall Supervision	$1000.00
Athletic Winter Supervision	$1200.00
Athletic Spring Supervision	$800.00
Baseball	$2300.00
Basketball 6th Boys	$1750.00
Basketball 6th Girls	$1750.00
Basketball 6th Boys Asst.	$1050.00
Basketball 6th Girls Asst.	$1050.00
Basketball 7th Boys	$1890.00
Basketball 7th Girls	$1890.00
Basketball 7th Boys Asst.	$1050.00
Basketball 7th Girls Asst.	$1050.00
Basketball 8th Boys	$1890.00
Basketball 8th Girls	$1890.00
Basketball 8th Boys Asst.	$1050.00
Basketball 8th Girls Asst.	$1050.00
Cheerleaders 6th	$360.00
Cheerleaders 6th	$360.00
Cheerleaders 7th	$600.00
Cheerleaders 8th	$600.00
Cross Country	$800.00
Dance Team	$305.00
Football 7th	$1990.00
Football 7th Asst.	$1220.00
Football 8th	$1990.00
Football 8th Asst.	$1220.00
Golf-Boys	$800.00
Golf -Girls	$800.00
Soccer Boys	$1500.00
Soccer Boys Asst.	$800.00
Soccer Girls	$1500.00
Soccer Girls Asst.	$800.00
Softball	$2300.00
Swimming	$1890.00
Swimming Asst.	$1010.00
Tennis Boys	$800.00
Tennis Girls	$800.00
Track Boys	$1400.00
Track Girls	$1400.00
Track Boys Asst.	$800.00
Track Girls Asst.	$800.00
Volleyball 6th	$1750.00
Volleyball 7th	$1890.00

Volleyball 8th	$1890.00
Wrestling	$1890.00
Wrestling Asst.	$1010.00

Extra-Curricular	
Building: High School	
2026-2027	
Academics	**Contract Amount**
Academic Team - Coordinator	$800.00
Academic Team - Social Studies	$800.00
Academic Team – Business Professionals of America	$800.00
Academic Team - Fine Arts	$800.00
Academic Team - Spell Bowl	$800.00
Academic Team - English	$800.00
Academic Team - Math	$800.00
Academic Team - Science	$800.00
Dept. Chair, Special Services	$1500.00
Dept. Chair, English	$900.00
Dept. Chair, Foreign Language	$480.00
Dept. Chair, Math	$900.00
Dept. Chair, Social Studies	$480.00
Dept. Chair, Business	$580.00
Dept. Chair, Fine Arts	$480.00
Dept. Chair, Health/P.E.	$480.00
Dept. Chair, Science	$900.00
Dept. Chair, Technical Ed.	$480.00
Study Table Coordinator	$1000.00
Yearbook	$3000.00
Clubs	
Art Club	$400.00
Class Sponsor 9	$400.00
Class Sponsor 10	$400.00
Class Sponsor 11	$1600.00
Class Sponsor 12	$1800.00
Creative Writing	$740.00
Drama Club	$400.00
FCA	$400.00
FFA Assistants	$2985.00
FFA Director	$5100.00
Honor Society	$500.00
Honor Society	$500.00
HOSA	$1200.00
Key Club	$400.00
Key Club	$400.00
Robotics	$800.00

Robotics	$800.00
SADD	$800.00
Spanish Club	$400.00
Student Council	$1050.00
Student Council	$1050.00
Performing Arts - Band	
Instrumental Bands	$2700.00
Marching Band	$1825.00
Marching Band Percussion	$400.00
Musical Performance – Fall – Band	$515.00
Musical Performance – Spring – Band	$515.00
Winter Guard	$1135.00
Winter Percussion Director	$1000.00
Jazz Band	$1250.00
Winter MCU – November thru May	$2500.00
Summer MCU – June thru October	$2500.00
Performing Arts - Choir	
Accompanist - Choir	$1500.00
HS A Cappella Arranger	$300.00
Music - Show Choir Choreographer	$1000.00
Music Vocal (Fall Performance)	$1000.00
Music Vocal (Spring Performance)	$1000.00
Vocal Music Special Performance	$875.00
Performing Arts - Musical/Play	
HS Musical Theater Instrumental Asst.	$250.00
HS Musical Theater Instrumental Asst.	$250.00
HS Musical Theater Instrumental Asst.	$250.00
HS Musical Theater Instrumental Asst.	$250.00
Musical Choreographer	$600.00
Musical, Accompanist	$600.00
Musical, Director (Orchestra)	$600.00
Musical/Play, Director - Fall	$2000.00
Musical/Play, Director - Spring	$2500.00
Musical/Play, Director Asst. - Fall	$1000.00
Musical/Play, Director Asst. - Spring	$1200.00
Misc./Other	
Auditorium Supervisor - total to be split	$6000.00
Bratton Adventure Chaperones <3 hr	$50.00
Bratton Adventure Chaperones >3 hr	$100.00
Bratton Initiative Coordinator	$3050.00
Bratton Lead Sponsor	$300.00
Bratton Lead Sponsor	$300.00
Bratton Lead Sponsor	$300.00
Bratton Lead Sponsor	$300.00
Bratton Lead Sponsor	$300.00
Bratton Lead Sponsor	$300.00
District Safety Coordinator	$500.00

Fieldhouse Coordinator	$600.00
School Counseling Coordinator	$1500.00
School Counseling Coordinator	$1500.00
Athletics	
Athletic Director, Asst.	$3360.00
Athletic Director, Asst.	$3360.00
Baseball, Varsity	$5200.00
Baseball, Asst.	$2420.00
Baseball, Asst.	$2420.00
Baseball, Asst.	$2420.00
Basketball, Varsity Boys	$8800.00
Basketball, Asst. Boys	$4840.00
Basketball, Asst. Boys	$4840.00
Basketball, Asst. Boys	$2700.00
Basketball, Varsity Girls	$8800.00
Basketball, Asst. Girls	$4840.00
Basketball, Asst. Girls	$4840.00
Basketball, Asst. Girls	$2700.00
Cheerleading Coach (Football)	$2420.00
Cheerleading Coach (Basketball)	$2420.00
Cross Country, Varsity	$2800.00
Cross Country, Varsity Asst.	$1500.00
Dance Team	$2420.00
Football, Varsity	$8800.00
Football, Asst.	$4840.00
Football, Asst.	$4840.00
Football, Asst.	$4840.00
Football, Asst.	$4840.00
Football, Asst.	$2700.00
Football, Asst.	$2700.00
Football Youth Camp	$860.00
Football Youth Camp	$860.00
Golf Varsity Boys	$2800.00
Golf Varsity Girls	$2800.00
Gymnastics	$2420.00
Soccer, Varsity Boys	$5200.00
Soccer, Asst. Boys	$2420.00
Soccer, Varsity Girls	$5200.00
Soccer, Asst. Girls	$2420.00
Softball, Varsity	$5200.00
Softball, Asst.	$2420.00
Softball, Asst.	$2420.00
Softball, Asst.	$2420.00
Summer Athletics	$15000.00

Swimming, Varsity	$5800.00
Swimming, Asst.	$2420.00
Swimming, Asst.	$2420.00
Swimming, Asst.	$2420.00
Tennis, Varsity Boys	$2800.00
Tennis, Asst. Boys	$1500.00
Tennis, Varsity Girls	$2800.00
Tennis, Asst. Girls	$1500.00
Track, Varsity	$5200.00
Track, Asst.	$2420.00
Track, Asst.	$2420.00
Track, Asst.	$2420.00
Track, Asst.	$2420.00
Track, Asst.	$2420.00
Varsity Letter Winners	$1500.00
Volleyball, Varsity	$7800.00
Volleyball, Asst.	$4840.00
Volleyball, Asst.	$4840.00
Wrestling, Varsity	$7800.00
Wrestling, Asst.	$2420.00
Wrestling, Asst.	$2420.00
Wrestling, Asst.	$4840.00