

**CONTRACT BETWEEN
THE BOARD OF SCHOOL TRUSTEES
OF THE
NORTHWESTERN SCHOOL CORPORATION
AND
THE NORTHWESTERN CORPORATION
EDUCATION ASSOCIATION**

This contract is entered into this
July 1, 2019 by and between
The Board of School Trustees of the Northwestern
School Corporation, hereinafter referred to
as the "Board," and the Northwestern
Corporation Education Association,
hereinafter referred to as the "Association."

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ARTICLE I
ASSOCIATION RECOGNITION

The Board of School Trustees hereby recognizes the Northwestern Corporation Education Association as the exclusive and sole bargaining representative of all certificated employees as defined in I.C. 20-29, except for the Superintendent, Assistant Superintendent, Directors, Principals, and Assistant Principals. The Board agrees not to negotiate with any teachers' organization other than the Northwestern Corporation Education Association for the duration of this agreement. The rights and privileges of the Association, acting as the representative of teachers, as set forth in this Contract, shall be granted only to the Association in accordance with I.C. 20-29.

ARTICLE II
LEAVES

A. Sick Leave

1. Ten (10) days for all teachers serving in the corporation.
2. Teachers who are contracted for at least four weeks of summer school will receive an additional day of sick leave per contracted summer session.
3. Unused sick leave shall accumulate to a total of one hundred seventy-five (175) days—Inclusive of current year. A voluntary sick leave bank shall be established. Rules and regulations concerning the administration of the sick leave bank shall be by mutual consent of the board and the Association. Each new teacher and any teacher who requests a copy will be provided a copy of these rules and regulations by the Association. Upon retirement, 10 days of the teacher's accumulated sick leave is donated to the sick bank unless the teacher notifies the corporation otherwise.

B. Family Illness

Teachers shall be allowed up to ten (10) days per school year (deducted from sick leave) in case of serious illness, major surgery, or serious accident involving a member of the immediate family. The term "immediate family" shall be construed to mean spouse, children, parents, grandparents, grandchildren, mother-in-law, father-in-law, brothers, sisters, and others living in the home with the teacher. In the event emergency conditions arise, an extension of Family Illness Leave shall be determined on individual merit, provided that, in all cases of approved extension by the Superintendent, an application will be submitted before or immediately upon return, stating clearly all details regarding the emergency.

C. Absence Due to Injury

If an accident is incurred while the teacher is performing his assigned professional duties during the school day or at an assigned extracurricular assignment at school, days off will not be charged against the teacher's sick leave days. The Board shall pay the difference between the teacher's salary and benefits received under Worker's Compensation Act, for a period not to exceed one hundred twenty (120) days.

D. Leave for Temporary Disability

A teacher who becomes temporarily disabled will be granted a leave of absence for the duration of such disability as certified by the attending physician but not exceeding one (1) year except in the case of

pregnancy which shall be governed by Indiana Code 20-28-10-5. Child adoption leave will be treated in the same manner as childbirth leave. The teacher may use accumulated sick leave during such leave of absence, but shall not otherwise be entitled to pay. A second full year of leave shall not be granted unless approved by the board due to extenuating circumstances.

E. Bereavement

1. In case of the death of a teacher's spouse, child, parent, or a parent of the teacher's spouse, the teacher shall be allowed seven (7) calendar days leave with pay, in the current school year, excluding weekends and holidays, beginning on the calendar day following the day of death. In case of the death of the following immediate family members, the teacher shall be allowed five consecutive (5) calendar days leave with pay in the current school year, excluding weekends and holidays, beginning on the calendar day following the day of death:

- a grandparent of the teacher or the teacher's spouse,
- a grandchild of the teacher or the teacher's spouse,
- a brother or sister of the teacher or the teacher's spouse,
- a brother-in-law or sister-in-law of the teacher or the teacher's spouse,
- any other person who, at the time of death, was residing in the teacher's home.

In the case of the death of an aunt, uncle, niece, or nephew of the teacher or teacher's spouse, the teacher shall be granted one (1) calendar day leave with pay in the current school year, excluding weekends and holidays for the teacher to attend the funeral.

2. In the event of simultaneous deaths of persons identified above, the applicable leave shall be granted for each decedent.
3. One (1) day leaves may be granted by the Superintendent for funerals of others than members of the immediate family. Such leave shall be deducted from the accumulated sick leave of the teacher. Additional days may be granted by the Superintendent depending upon travel and circumstances.

F. Personal Business Leave

A teacher shall be entitled to three (3) days of personal business leave per year.

1. Unused personal business leave days shall be permitted to accumulate to a total of five (5) days.
2. Days in excess of five (5) days will be transferred to sick leave. These days shall not increase the maximum total accumulated sick leave of one hundred seventy-five (175) days—inclusive of current year.
3. In order to take a personal business leave day on the school day immediately before or immediately after a school break or recess, a teacher shall provide written notice to the Principal. This notice must be received by the Principal or his designee at least three (3) school days prior to the school break or recess. This requirement shall be waived in the event of emergency personal business.

G. Court Leave

Any teacher who is called for jury duty or is a court witness as a direct result of his duties as a teacher in the Northwestern School Corporation shall receive the necessary leave to fulfill his obligation. The school corporation will pay the difference between his regular daily salary and compensation received for jury duty. This leave shall not be deducted from sick leave or personal business leave.

H. Political Leave

A leave of absence without pay for a period of six (6) weeks may be granted to any teacher upon written request for the purpose of personally campaigning for a public office. If the teacher is elected to a public office and the work of the public office would interfere with the task of teaching, the teacher shall be granted a leave of absence without pay for a period of time to enable the teacher to serve one (1) full term in the office to which he was elected.

I. General Leave of Absence

A professional or established teacher may be granted a leave of absence without pay for a maximum of one (1) year for renewal of professional training, travel, or research relative to his profession.

J. Professional Conference Leave

1. A teacher may request up to 4 days of leave to attend approved workshops, clinics, conferences or school visitations. Emergency requests that do not meet the time requirements may be approved by the Superintendent. The requests will be considered by the principal and/or Superintendent.
2. The corporation will pay the approved mileage rate as established by current Internal Revenue Service rates for 2019-2020. Beginning 2020-2021, a teacher will be reimbursed at the current rate established by the Indiana Department of Administration. Registration fees and lodging will be paid by the corporation if approved and deemed necessary.

K. Other Leaves

All other leaves of absence will be decided by the Board individually on the merits of each case.

L. Return from Leave

A teacher returning from a leave of absence shall be given either his former position or another position within the scope of his certificate. The seniority and accumulated benefits held by the teacher prior to the leave shall be frozen for his use upon return. Teachers who intend to return from a year-long leave shall notify the Superintendent no later than March 1st of the year the teacher is on leave.

M. Special Leave

Professional leave not to exceed three (3) days per school year may be granted by the Superintendent to the President of the Association or his representative to lobby or to attend conferences, workshops, or hearings. The Association shall pay the cost of the substitute.

N. Family Leave

A teacher who qualifies for family leave under the provisions of Section 104 of the Family Medical Leave Act, shall be granted a temporary leave of absence without pay. Extensions to such leave may be granted by the Superintendent.

ARTICLE III

COMPENSATION, EXPENSES, FRINGE BENEFITS, AND RETIREMENT

- A. The Compensation Model which is effective July 1, 2019 -June 30, 2021, is set forth in Appendix "A".
- B. Additional pay for Extra Duties and Responsibilities for 2019-2021 set forth in Appendix "B".
- C. A teacher who is authorized by the school Superintendent to use his own automobile in pursuance of assigned duties shall be reimbursed at the current rate established by the Internal Revenue Service rates for 2019-2020. Beginning 2020-2021, a teacher will be reimbursed at the current rate established by the Indiana Department of Administration. A teacher who drives his own automobile five (5) miles or more:
1. From the school at which he teaches to a meeting at which his attendance is required by corporation administrators, or;
 2. From such a meeting to the school at which he teaches.
- D. A teacher shall be compensated at the rate of \$36 per hour for 2019-2020 and \$40 per hour for 2020-2021 for non-classroom instruction related ancillary duties as approved by the superintendent (not considered a function of their job as a regular classroom teacher). These activities shall include, but not be limited to, curriculum writing and homebound instruction.
- E. The school corporation shall pay the cost of 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.
- F. Insurance Benefits

The carrier for the insurance plan shall be determined jointly by the Association and the Board with the understanding that, once a carrier has been agreed upon jointly, any change of said carrier must be approved by both the Association and the Board. A committee is hereby established to oversee the implementation of the insurance programs. The committee shall consist of three (3) members selected by the Association and three (3) members selected by the Board consisting of a Board member and two representatives appointed by the Board. The committee shall make recommendations to both the Board and Association, who must mutually agree on the recommendations. The Board will provide the following insurance benefits:

1. A health insurance plan which provides individual and/or family type medical and hospitalization care and which includes surgical and major medical provisions.
2. The Board will provide a \$100,000 term life policy at the cost of \$1.00 per employee. An additional increment of \$50,000 will be available from the cafeteria plan at the teacher's expense, to the maximum provided by the insurance carrier (unused stipend can be used for additional premium).

3. Income protection plan.
 4. Dental insurance program.
 5. Vision insurance plan.
- G. The board will contribute toward the purchase of insurance benefits. In 2019-2020 through 2020-2021, the corporation stipend toward insurance will be as follows: \$11,985 for teachers who select a family health plan; or \$6,630 for teachers who select a single health plan or do not participate in the group health plan. Those who do not participate in the group health plan can only use the \$6,630 for insurance related products available through the school corporation. School Corporation's Health Savings Plan: Bargaining Unit members electing to participate in the Health Savings Plan shall have 50% of the unused stipend deposited into the Health Savings Plan of the individual teacher prior to the end of the contract year. Current (as of July 1, 2015) married teachers who are both employed by the school corporation may continue to receive two family plans. All teachers married or employed after July 1, 2015 may elect one family plan stipend and the spouse will receive the corporation single stipend. Fringe benefits of sick leave days, personal business, family illness, and insurance benefits shall be prorated for teachers who have contracts of fewer than 184 days or less than a full-time position. All other contractual benefits shall be available for use by these teachers. Teacher participation in insurance programs is dependent upon established eligibility requirements of the insurance carriers (effective March 25, 1993).
- All other contractual benefits shall be available for use during summer school. However, if a summer school teacher misses more than 10% of the scheduled summer school time, the teacher will forfeit the remainder of the summer school contract. Exceptions to this forfeiture may be granted by the Superintendent.
- H. Any teacher employed by the Northwestern School Corporation retiring from teaching in Indiana schools who meets the requirements of the Indiana Retirement Fund for full retirement benefits, or who must retire because of disability or health reasons, shall notify the Superintendent in writing prior to March 1 of said school year.
- I. Any teacher who here after retires from employment from the school corporation and who has at retirement reached fifty-five (55) years of age may after retirement and at his cost continue as a participant in any available insurance programs effective under this article until the last day of the month preceding Medicare eligibility, provided:
1. He chooses to continue as a participant during the first year following said retirement so that there is no break in said participation;
 2. Having terminated his participation he may not thereafter become a participant.
 3. The requirement of fifty-five (55) years of age may be waived by the Board in case of unusual circumstances.
- J. Transitional retirement benefits are outlined as follows:
- The lump sum retirement was translated into a current dollar benefit based upon an actuarial study. This amount was deposited in the 401(a) account of the teachers in the transition group by October 1, 2004, and becomes the property of the teacher upon separation from service with the school corporation. In the

event the teacher separates from employment in the school corporation by resigning pending disciplinary action or is terminated from teaching by school board action, the dollars will revert back to the retirement pension bond fund of the school corporation for future retirement distributions. The Board agrees to maintain this qualified 401 (a) Annuity Plan (hereinafter referred to as the "401 (a) Plan") for all certified employees currently in the 401(a) Plan.

- K. The Board shall also maintain a 403 (b) Plan (hereinafter referred to as the "403 (b) Plan") for all certified employees covered under this collective bargaining agreement. The 403 (b) Plan will include provisions for pre-tax salary reduction contributions which will be matched by equal Board contributions to the 403 (b) Plan. The Board contributions commenced with the 1998-99 contract year and continue each contract year thereafter. In 2019-2021 the maximum contribution that will be made to the 403 (b) Plan by the Board will be \$1,000 per year.
- L. The parties agree that the 401 (a) Plan and the 403 (b) Plan shall replace the Early Retirement Incentive Plan which existed in the previous contracts. An investment committee consisting of three members appointed by the Association and three members appointed by the Board shall review the 403 (b) Plan regularly. Any recommendations for change must be made to both the Board and Association who must mutually agree on any changes. The parties further agree that all contributions made to the 403 (b) Plan by the Board shall be considered as additional funds and be counted as part of any salary increases negotiated for the certified employees. The 403 (b) Plan shall:
1. Be subject to all applicable Internal Revenue regulations.
 2. Have no contract initiation fees charged to the employee.
 3. Have no administrative or Plan Document charge to the Board.

ARTICLE IV

TERM OF AGREEMENT

- A. The Board and the Association subscribe to the principle that differences shall be resolved by peaceful and appropriate means without interruption of the school program. The Association, therefore, agrees that during the life of this Agreement there shall be no strikes as defined in IC 20-29-2-16. The Board agrees that during the life of this Agreement there shall be no lock-out.
- B. This contract supersedes and cancels all previous contracts and agreements, verbal or written or based on alleged past practices between the school employer and the Association, and constitutes the entire agreement between the parties.
- C. The Board and the Association agree that any part of this Agreement may be reopened for bargaining with the mutual consent of the parties.
- D. The Board and the Association agree to work collaboratively during the term of this agreement to address issues related to the salary schedule, compensation, teacher evaluation, and merit pay that may be enacted by the state legislature or Department of Education. The parties agree that additional funds are not available and adjustments must be made from the current compensation levels.

- E. If any provisions of this contract or any application of this contract to any employee or group of employees is held to be contrary to law, then such provisions or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- F. This Agreement shall be effective as of July 1, 2019, and shall continue in effect through June 30, 2021 for all financial benefits and language sections in the contract.
- G. Whenever any notice is required to be given by either of the parties of this Agreement to the other party, either shall do so by registered letter at the following addresses: If by the Association to the Board at: 3075 N. Washington Street, Kokomo, IN 46901. If by the Board to the Association at: President of NCEA, c/o Northwestern School Corporation, 3075 N. Washington Street, Kokomo, IN 46901.

Ratified by the Board of School Trustees of the Northwestern School Corporation

 _____


President of the Board

 _____

Spokesperson of the Board's Negotiating Committee

Date 11-14-19

Ratified by the Northwestern Corporation Education Association

 _____

President of the Association

 _____

Secretary of the Association

Date 11-14-19

APPENDIX A

Northwestern Compensation Model

- Placement on the schedule for 2019-2020. All teachers will be awarded a year of service, if applicable, for the 2018-2019 school year. All returning teachers will be placed on the 2019-20 Salary Schedule based on total years of service providing a veteran teacher retention catch-up amount - to establish the new base salary. A veteran teacher retention catch-up amount is attributed to the academic needs of students which is defined as the need to retain teachers with one or more years' experience making less than a newly hired teacher. If a veteran teacher was already correctly placed on the Salary Schedule, a one-time stipend will be awarded to ensure a minimum of a \$1,100 increase. If a veteran teacher was previously awarded a recurring Academic/Area Need Stipend, the stipend will continue to be awarded annually, ensuring they will not see a decrease in salary. The catch-up adjustment is from \$1100-\$7700, dependent on the number of steps a teacher was off from where a new hire of the same experience and education was placed. Compensation, as well as benefits, is prorated based upon a full time equivalent position.
- For 2020-2021, the scale is adjusted to reflect a new range of \$40,000-\$66,000. The increase to the scale at each step is based on the academic needs of students to attract and retain quality staff. The increases to the step range from \$300 to \$4,000. Teachers will move on the new schedule based on the factors of experience and evaluation. Teachers will move one step on the scale based upon meeting the following criteria: Experience will be worth 25% of the increase and defined as accruing a year of service per INPRS during the previous school year and evaluation will be worth 75% of the increase and is defined as having not received an evaluation rating of ineffective or needs improvement in the previous school year.
- New hire placement: Letters will equate to years of experience for salary placement. (A=0 yrs, B=1 yrs, etc...) The superintendent will be granted flexibility of providing an Academic/Area Need Stipend equivalent in dollars of up to two (2) steps.
- Compensation earned by a teacher on a partial contract will be awarded on a pro-rata basis.
- Teachers who are evaluated as Needs Improvement or Ineffective (bottom 2 categories in the state adopted evaluation model), or Negatively Impacts Student Growth are not eligible to receive any salary increase and will stay at their current individual base salary.
- Money that would have gone to a teacher rated Needs Improvement or Ineffective will be redistributed equally to the teachers who received a qualifying evaluation rating as a one-time stipend.
- The salary range for 2018-2019 was \$36,000-\$65,700. The range for 2019-2020 remains the same. The range for 2020-2021 after increases will be \$40,000-\$66,000. These ranges do not include TRF contributions.

Northwestern School Corporation SALARY SCHEDULE – EFFECTIVE 2019-2020

Salary Range: \$36,000 - \$65,700

Lane	Contract Amt.
A	\$ 36,000.00
B	\$ 37,100.00
C	\$ 38,200.00
D	\$ 39,300.00
E	\$ 40,400.00
F	\$ 41,500.00
G	\$ 42,600.00
H	\$ 43,700.00
I	\$ 44,800.00
J	\$ 45,900.00
K	\$ 47,000.00
L	\$ 48,100.00
M	\$ 49,200.00
N	\$ 50,300.00
O	\$ 51,400.00
P	\$ 52,500.00
Q	\$ 53,600.00
R	\$ 54,700.00
S	\$ 55,800.00
T	\$ 56,900.00
U	\$ 58,000.00
V	\$ 59,100.00
W	\$ 60,200.00
X	\$ 61,300.00
Y	\$ 62,400.00
Z	\$ 63,500.00
AA	\$ 64,600.00
BB	\$ 65,700.00

Northwestern School Corporation SALARY SCHEDULE – EFFECTIVE 2020-2021**Salary Range: \$40,000-\$66,000**

Lane (alpha)	Contract Amount
A	\$ 40,000.00
B	\$ 40,250.00
C	\$ 40,500.00
D	\$ 40,750.00
E	\$ 41,000.00
F	\$ 42,000.00
G	\$ 43,000.00
H	\$ 44,000.00
I	\$ 45,100.00
J	\$ 46,200.00
K	\$ 47,300.00
L	\$ 48,400.00
M	\$ 49,500.00
N	\$ 50,600.00
O	\$ 51,700.00
P	\$ 52,800.00
Q	\$ 53,900.00
R	\$ 55,000.00
S	\$ 56,100.00
T	\$ 57,200.00
U	\$ 58,300.00
V	\$ 59,400.00
W	\$ 60,500.00
X	\$ 61,600.00
Y	\$ 62,700.00
Z	\$ 63,800.00
AA	\$ 64,900.00
BB	\$ 66,000.00

APPENDIX B – EFFECTIVE 2019-2021

**ADDITIONAL PAY FOR EXTRA DUTIES AND RESPONSIBILITIES
NORTHWESTERN SCHOOL CORPORATION**

A freshman team in football must play in order for an assistant freshman coach to receive pay. A "C" assistant coach in high school swimming and track will only be paid if there is a dual head coach working. If a grandfathered rate is applied creating an inequality that violates the Title IX federal civil rights law, the stipend of the opposite gender will be adjusted to not discriminate.

Activity	# of Positions	Stipend	
Future Farmers of America	1	\$1,080.00	
Activities	20	\$70.00	
Honor Society (HS Prin.)	1	\$430.00	
Student Council - HS	2	\$1,075.00	
Stud. Against Driving Drunk	1	\$230.00	
Student Council - MS	1	\$540.00	
Intramural Program. Secondary	2	\$395.00	
Academic Coach - HS Coord.	1	\$540.00	
Academic Coach - HS	6	\$270.00	
Academic Coach - MS Coord.	1	\$540.00	
Academic Coach - MS	6	\$270.00	
Academic Coach - Elem. Math Bowl	2	\$270.00	
Academic Coach - Elem. Spell Bowl	2	\$270.00	
Yearbook - HS	1	\$1,500.00	
Yearbook - MS	1	\$270.00	
Honor Society (MS Princ.)	1	\$215.00	
Fall Drama Production	1	\$1,260.00	
Spring Prod. - Musical Dir.	1	\$1,260.00	
Spring Prod. - Choreographer	1	\$620.00	
Spring Prod. - Instr. Dir./Arr.	1	\$810.00	
Spring Prod. - Vocal Dir./Arr.	1	\$810.00	
Spring Prod. - Assistant	1	\$700.00	
Drama Director - MS	1	\$810.00	
Thespian Sponsor	1	\$540.00	
Auditorium Manager	1	\$2,870.00	
Auditorium Sound/Light Mgr.	1	\$930.00	
Drama Prod. Sponsor - Elem.	4	\$810.00	
Student Council - NES	3	\$300.00	
Student Council - HES	1	\$300.00	
Robotics - Elem.	2	\$540.00	
Robotics - MS	1	\$540.00	
Robotics - Secondary	2	\$1,080.00	
Science Fair Coord. - HS	1	\$3,590.00	
Science Fair Coord. - Elem.	2	\$1,080.00	
Cheerleader Sponsor - MS	1	\$780.00	
Cheerleader Spon. - Var./JV	1	\$2,515.00	
Cheerleader Sponsor - Asst.	1	\$1,250.00	
Cheerleader Sponsor - Fresh.	1	\$800.00	
Athletic Events Super. (50)		N/A	\$75.00/event
Fieldhouse Supervisor		N/A	2 hrs/event @ 0.001 of beginning teacher pay

Conditioning Coord. - Fall	1	\$2,000.00
Conditioning Coord. - Spring	1	\$2,000.00
Conditioning Coord. - Summer	1	\$2,000.00
Detention Super. 180 Days	2	\$680.00
NEO Art & Instr. - Elem.	2	\$475.00
NEO Sel. Choir Instr. - Elem.*	2	\$475.00
Shop Maint. - HS*	1	\$300.00
Team Leader	7	\$1,080.00
Team Leader - MS	2	\$1,080.00
Class Sponsor - Freshman	1	\$250.00
Class Sponsor - Sophomore	1	\$250.00
Class Sponsor - Junior*	2	\$1,250.00
Class Sponsor - Senior	2	\$350.00
Band Dir. 10 Months - HS	1	\$3,950.00
Assistant Band - HS	1	\$2,080.00
Choir Instructor - HS	1	\$2,155.00
Band - MS	1	\$1,080.00
Jazz/Pep Band Director	1	\$1,800.00
Varsity Singers	1	\$2,875.00
Flag Instructor	1	\$1,080.00
Percussion Instructor	1	\$1,080.00
Instructional Coaches	4	\$1,080.00

*Employees hired prior to 2014-2015 will be grandfathered at 2014-2015 rate.

The number of positions is for informational purposes only. The number of positions are non bargainable.

Description	Stipend
Baseball Varsity Coach	\$5,385.00
Baseball Assistant Coach	\$2,875.00
Baseball Junior Varsity Coach	\$2,875.00
Baseball Junior Varsity Asst.	\$1,080.00
Baseball MS Head Coach	\$1,795.00
Baseball MS Assistant	\$1,080.00
Boys' Basketball Varsity Coach*	\$8,255.00
Boys' Basketball Assistant Coach	\$3,950.00
Boys' Basketball Special Assistant	\$2,875.00
Boys' Basketball Freshman Coach	\$2,875.00
Boys' Basketball MS Coach - 8th	\$2,155.00
Boys' Basketball MS Asst. - 8th	\$1,440.00
Boys' Basketball MS Coach - 7th	\$2,155.00
Boys' Basketball MS Asst. - 7th	\$1,440.00
Cross Country Dual Varsity Coach	\$5,925.00
Cross Country Assistant Coach	\$2,515.00
Cross Country MS Coach	\$1,440.00
Cross Country B MS Assistant	\$720.00
Cross Country Separate Head Coach	\$3,950.00
Football Varsity Coach	\$8,255.00
Football Assistant Coach	\$3,590.00
Football Assistant Coach	\$3,590.00
Football Assistant Coach	\$3,590.00

Football Freshman Coach	\$2,515.00
Football Freshman Assistant	\$1,440.00
Football MS Coach - 8th	\$1,795.00
Football MS Assistant - 8th	\$1,080.00
Football MS Coach - 7th	\$1,795.00
Football MS Assistant - 7th	\$1,080.00
Boys' Golf Varsity Coach	\$4,670.00
Boys' Golf Assistant Coach	\$1,795.00
Boys' Soccer Varsity Coach	\$4,310.00
Boys' Soccer Assistant Coach	\$2,515.00
Boys' Soccer Junior Varsity	\$2,515.00
Boys' Soccer Junior Varsity Asst.	\$1,080.00
Co-Ed Soccer MS Head Coach	\$1,795.00
Co-Ed Soccer MS Assistant	\$1,080.00
Boys' Swimming Varsity Coach	\$3,950.00
Boys' Swimming Assistant Coach	\$2,155.00
Swimming Dual Head Coach	\$5,925.00
Boys' Swimming Assistant Coach	\$720.00
Boys' Tennis Varsity Coach	\$3,950.00
Boys' Tennis Assistant Coach	\$1,440.00
Boys' Track Varsity Coach	\$4,310.00
Boys' Track Assistant Coach	\$2,515.00
Boys' Track MS Coach	\$1,440.00
Boys' Track MS Coach	\$1,440.00
Track Dual Head Coach	\$6,465.00
Boys' Track MS Assistant Coach	\$720.00
Wrestling Varsity Coach	\$4,670.00
Wrestling Assistant Coach	\$2,515.00
Wrestling MS Coach	\$1,795.00
Wrestling Assistant Coach	\$1,080.00
Girls' Basketball Varsity Coach*	\$8,255.00
Girls' Basketball Assistant Coach	\$3,950.00
Girls' Basketball Special Assistant	\$2,875.00
Girls' Basketball Freshman Coach	\$2,875.00
Girls' Basketball MS Coach - 8th	\$2,155.00
Girls' Basketball MS Asst. - 8th	\$1,440.00
Girls' Basketball MS Coach - 7th	\$2,155.00
Girls' Basketball MS Asst. - 7th	\$1,440.00
Girls' Golf Varsity Coach	\$4,670.00
Girls' Golf Assistant Coach	\$1,795.00
Gymnastics Varsity Coach	\$4,310.00
Gymnastics Assistant Coach	\$1,440.00
Girls' Soccer Varsity Coach	\$4,310.00
Girls' Soccer Assistant Coach	\$2,515.00
Girls' Soccer Junior Varsity Coach	\$2,515.00
Girls' Soccer Junior Varsity Asst.	\$1,080.00
Softball Varsity Coach	\$5,385.00
Softball Assistant Coach	\$2,875.00
Softball Junior Varsity Coach	\$2,875.00
Softball Junior Varsity Asst.	\$1,080.00
Softball MS Head Coach	\$1,795.00
Softball MS Assistant	\$1,080.00
Softball MS Assistant	\$1,080.00
Girls' Swimming Varsity Coach	\$3,950.00
Girls' Swimming Assistant Coach	\$2,155.00
Girls' Swimming Assistant Coach	\$720.00
Girls' Tennis Varsity Coach	\$3,950.00

Girls' Tennis Assistant Coach	\$1,440.00
Girls' Track Varsity Coach	\$4,310.00
Girls' Track Assistant Coach	\$2,515.00
Girls' Track MS Coach	\$1,440.00
Girls' Track MS Coach	\$1,440.00
Volleyball Varsity Coach	\$4,310.00
Volleyball Assistant Coach	\$2,515.00
Volleyball Special Assistant	\$1,795.00
Volleyball Freshman Coach	\$1,795.00
Volleyball MS Coach - 8th	\$1,440.00
Volleyball MS Coach - 7th	\$1,440.00
Volleyball MS Assistant	\$720.00
Co-Ed MS Tennis Coach	\$1,440.00
Co-Ed MS Tennis Assistant	\$720.00
Co-Ed MS Swimming Coach	\$1,440.00
Co-Ed MS Swimming Assistant	\$720.00
Co-Ed MS Swimming Assistant	\$720.00
Co-Ed MS Golf	\$1,080.00

*Current employee to be grandfathered at 2014-2015 rate.

NORTHWESTERN SCHOOL CORPORATION
MEMORANDUM OF UNDERSTANDING (MOU)
ONE-TIME RETIREMENT INCENTIVE

This Memorandum of Understanding ("MOU") is by and between the Board of School Trustees for the Northwestern School Corporation ("NWSC") and the Northwestern Corporation Education Association ("NCEA"), the exclusive and sole bargaining representative of all certificated employees, except employees designated as administrators (Superintendent, Directors, Principals, and Assistant Principals). Collectively, NWSC and NCEA shall be known as "the parties". The parties agree as follows:

This MOU is intended to address issues affecting salary, wages, and salary and wage related benefits. The purpose of the incentive is to encourage eligible teachers to provide early notice of their intent to retire in the hope of allowing NWSC to have better information in planning and executing possible budget changes to avoid deficit financing. While student enrollment increased, expenses have increased at a higher rate and it is imperative that the school budget avoid future deficit financing and increased class-sizes. The budget impact was not anticipated at the time of collective bargaining. Additional requirements and planning for career pathways are being developed and budget flexibility is needed to implement the pathways.

NWSC will offer this one-time retirement incentive of \$27,000 (\$9,000 per year for three years or \$5,400 per year for five years.) The eligibility of a retiring teaching is defined in the Collective Bargaining Agreement (Master Contract).

A retiring teacher who is enrolled in the major medical insurance trust at the time of retirement, NWSC will contribute up to \$9,000 per year for three years or \$5,400 per year for five years toward the teacher's insurance premiums for coverage under the trust; if the teacher becomes eligible for Medicare prior to the end of the retirement incentive period; any amount remaining to be paid will be made as a post-retirement employment compensation contribution to the teacher's 403(b) plan account. If the major medical premium cost is less than the retirement incentive stipend amount selected, the teacher will have the option to place the remainder each year in either a liability holding account for future increases to the insurance premium or to be made as a post-retirement employment compensation contribution to the teacher's 403(b) plan account. If a stipend balance remains at the end of the 3-year term or 5-term, a contribution will be made to the teacher's 403(b) plan account.

A retiring teacher who is not enrolled in the major medical insurance trust at the time of retirement, NWSC will contribute \$9,000 per year for three years or \$5,400 per year for five years to the teacher's 403(b) plan account as a post-retirement employment compensation contribution.

A teacher who wishes to take advantage of the early retirement incentive must submit a letter to the Superintendent between March 13, 2020 and April 8, 2020. A teacher who issues such a letter may revoke their desire to retire in writing between April 9, 2020 and April 15, 2020. After April 15, 2020, the letter of retirement becomes non-revocable. The retirement will become effective at the end of the 2019-20 contract year. A minimum of five teachers must take advantage of the early retirement incentive program or the MOU will be considered void. If this MOU is denied any approval necessary for implementation, teachers who provided notice of intent to retire in reliance upon the provision of a retirement incentive will be permitted to revoke such notice without prejudice.

The NCEA did not bargain for employees that are outside of the bargaining unit.

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Executed on this 12th day of March 2020.

Northwestern School Corporation

Signature: 

Printed Name: Kristen Bilkey

Title: Superintendent

Board of School Trustees for the Northwestern Corporation

Signature: 

Printed Name: Jonathan Underwood

Title: President

Northwestern Corporation Education Association

Signature: 

Printed Name: Alexander Pier

Title: President

NORTHWESTERN SCHOOL CORPORATION
MEMORANDUM OF UNDERSTANDING (MOU)
ONE-TIME RETIREMENT INCENTIVE
AMENDMENT NO. 1

This Amendment is hereby attached to the original Memorandum of Understanding (MOU) for a one-time retirement incentive executed on March 12, 2020.

This Amendment is intended to address two changes to the original MOU.

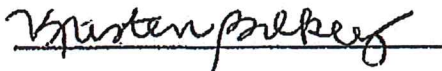
First, it was agreed upon that a minimum of five teachers must have taken advantage of the early retirement incentive program or the MOU would be considered void. This Amendment recognizes that three teachers submitted a letter of Intent to retire on or before April 8, 2020. The determination of five was based on an average savings for eligible teachers. With the three that provided their notice, Northwestern School Corporation (NWSC) will see just a slightly lower savings than the amount based on an average of five. It is agreed to allow the three that submitted their intent to retire on or before April 8, 2020, to receive 100% of the incentive. However, if any of the three revoke their intent, the MOU will be invalid as originally stated in the MOU. The revocation period for the three teachers, that submitted a letter of intent to retire on or before April 8, 2020, have until April 15, 2020, to revoke their intention.

Second, it was agreed upon that a teacher who wished to take advantage of the early retirement incentive must have submitted a letter to the Superintendent between March 13, 2020 and April 8, 2020. A teacher who initially wished to revoke their desire to retire must have submitted a letter between April 9, 2020 and April 15, 2020. Due to conditions outside of anyone's control relating to COVID-19, it is agreed to extend this timeline. A teacher who wishes to take advantage of the early retirement incentive must submit a letter to the Superintendent on or before May 6, 2020. A teacher who issues such a letter of intent to retire after April 8, 2020 and on or before May 6, 2020, may revoke their desire to retire in writing between May 7, 2020 and May 13, 2020. After May 13, 2020, the letter of retirement becomes non-revocable. The retirement will become effective at the end of the 2019-20 contract year.

Executed on this 16th day of April 2020.

Northwestern School Corporation

Signature:



Printed Name: Kristen Bilkey

Title: Superintendent

Board of School Trustees for the Northwestern Corporation

Signature:

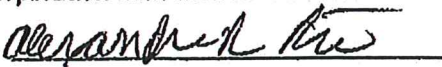


Printed Name: Jonathan Underwood

Title: President

Northwestern Corporation Education Association

Signature:



Printed Name: Alexander Pier

Title: President

NORTHWESTERN SCHOOL CORPORATION
MEMORANDUM OF UNDERSTANDING (MOU)
ONE-TIME STIPEND UTILIZING ESSER II GRANT FUNDS

This Memorandum of Understanding ("MOU") is by and between the Board of School Trustees for the Northwestern School Corporation ("NWSC") and the Northwestern Corporation Education Association ("NCEA"), the exclusive and sole bargaining representative of all certified employees, except employees designated as administrators (Superintendent, Directors, Principals, and Assistant Principals). Collectively, NWSC and NCEA shall be known as "the parties". The parties agree as follows:

This MOU is intended to address issues affecting salary, wages, and salary and wage related benefits. The purpose of this stipend is to reward eligible teachers for the increased amount of work, commitment, stress, and sacrifices made in order to keep the doors to the corporation open and continue the excellence in education for students.

NWSC will offer this one-time stipend not to exceed \$1,000, to be distributed on a prorated full-time teacher equivalent basis for the 2020-21 school year, not to exceed 1.0. The teacher would need to be a current active teacher and on the current active payroll at the time of distribution.

The NCEA did not bargain for employees that are outside of the bargaining unit.

Executed this 13th day of May 2021.

Northwestern School Corporation

Signature: _____

Printed Name:

Kristen Bilkey
Kristen Bilkey

Title:

Superintendent

Board of School Trustees for the Northwestern School Corporation

Signature: _____

Printed Name:

Ted Merrell
Ted Merrell

Title:

President

Northwestern Corporation Education Association

Signature: _____

Printed Name:

Alexander Pier
Alexander Pier

Title:

President