

MASTER CONTRACT

between the

BOARD OF DIRECTORS

of the

ELDORA-NEW PROVIDENCE
COMMUNITY SCHOOL DISTRICT

and the

ELDORA-NEW PROVIDENCE
EDUCATION ASSOCIATION

2026-2029

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PREAMBLE

The Eldora-New Providence School District, herein and hereafter referred to as the "Employer," and the Eldora-New Providence Education Association, herein and hereafter referred to as the "Association," recognize that the aim of the public schools is to provide a quality education program for children and youth of the school district. The parties further recognize that attainment of this educational objective is a joint responsibility of the Board, the administrative and supervisory staff, the professional teaching personnel of the district, the parents of the students, and the community at large.

Whereas, the two parties have reached certain understandings which they desire to confirm in the provisions of this agreement, which represents the complete and final agreement between the Employer and Association.

It is agreed as follows:

EMPLOYEE SERVICE YEAR

A. Holidays
The employer recognizes the following six (6) paid holidays: Labor Day, Thanksgiving Day, Christmas Day, New Year's Day, Good Friday, and Memorial Day.

B. Vacation Days
Vacation days shall include the day after Thanksgiving. The Christmas-New Year's vacation will include December 24 and January 1. The Monday following Easter will be a vacation day unless needed for snow make-up.

C. School Work Day
A school work day is one of the 192 contract days (193 contract days for new faculty) the sum of which includes student contact days or staff development days, 2 days for parent/teacher conferences, 1 teacher work day for preparing—1/2 work day prior to the beginning of classes and 1/2 work day at the end of the first semester, and the six paid holidays.

HOURS

Employees shall adhere to the school workday, which shall consist of eight (8) hours. Arrival and departure time for all employees shall be determined and designated by the employer.

LEAVES OF ABSENCE

Employees shall receive three (3) paid personal days each contract year. An employee may carry forward two (2) unused personal days to the next year creating a total of five (5) personal leave days. Employees will not be required to cite the reason for personal leave, but arrangements must be made in advance with

the building administrator and permission will be granted if the absence will not impede the progress of the school's program.

Employees shall also receive seventeen (17) days per year for all other paid leaves, excluding professional, jury duty, and association days. Employees may accumulate up to 115 days of leave to be used for personal sick or family illness days only.

Additional terms related to leaves:

1. A statement by a licensed medical provider may be required.
2. An employee may use his or her current year leave allotment as bereavement leave to attend funerals of family members, other relatives, and friends.
3. Employees may use leave for family illness, but such leave is restricted to the following relationships: spouse, son, daughter, brother, sister, stepbrother, stepsister, stepchild, father, mother, stepfather, stepmother, father-in-law, mother-in-law, son-in-law, daughter-in-law, grandparent, grandchild, or a person for whom the employee provides custodial care.
4. Accumulated sick leave days from previous years may be used for family illness leave, up to 20 days each year.
5. Use of leave for illness/disability of family not specifically listed may be considered on a case-by-case basis by the Superintendent.
6. Other temporary leaves may be granted without pay at the discretion of the Superintendent.

WAGES AND SALARIES

A. Schedule
The salary of each employee covered by the salary schedule is set forth in Appendix C.

B. Placement
Each employee will be paid using his/her total years of experience and years of experience with Eldora-New Providence and Hubbard-Radcliffe as of the effective date of this Agreement.

C. Advancement in Salary
Employees shall be granted one (1) year of service for each year of satisfactory service as determined by the employer.

D. Educational Lanes
Employees who move from one educational lane to a higher educational lane shall receive the appropriate Educational Attainment Bonus. Course work taken to advance to the BA+12 lane or any higher lane will be accepted if the hours (1) are of graduate credit related to the work presently performed by the employee, (2) could be credited towards an advanced degree program in an approved college or university, or (3) are approved in writing by the superintendent before the class begins.

A transcript or registration form indicating credit hours are to be filed by September 5 and the annual contract shall be adjusted accordingly.

E. Pay Periods
Each employee will be paid in ten (10) or twelve (12) equal installments on the 25th of each month, the first of which will be made on September 25. When a pay date falls on or during a school holiday, vacation, or weekend, employees will receive their paychecks on the last previous work day. Summer checks shall be mailed to the address designated, banked, or held per instruction of the employee.

New employees to the system will have the option to draw one-half (1/2) of the first paycheck on September 10. Decision for this must be made at the time of signing the original contract.

F. Final Pay
Employees leaving the system have the option of receiving all of their earned contracted salary in the June check.

G. Computing Daily Salary
Daily salaries are computed by dividing the Annual Salary by the basic number of days in the contract.

H. Part-Time Salaries
1. A part-time teacher shall receive the same salary rate as a full-time teacher. The part-time salary will be computed as a ratio of the number of minutes contractually assigned to a part-time teacher to the number of minutes contractually assigned to full-time teachers.
2. Part time teachers will not be assigned any additional responsibilities incurring time outside of the teacher's school day.
3. Each part-time employee will receive preparation periods and free time proportionate to a full-time employee holding a comparable position. The employer may compile any remaining obligated time and assign the employee to other non-teaching duties in order to satisfy the employee's contracted time.
4. A part-time teacher may be hired for any number of full days with the salary computed as a fraction of the normal five-day week.
5. An effort will be made to schedule all part-time teaching assignments either all A.M. or all P.M.

I. Extended Contracts
Employees working an extension of the contract, such as vocational teachers will be paid a per diem rate of the scheduled salary for the extended portion of the contract.

Summer coaching is not an extended contract.

DURATION

THIS AGREEMENT SHALL BECOME EFFECTIVE on August 1, 2026 and shall continue in full force and effect without change until midnight, August 1, 2029.

SIGNATURE CLAUSE

In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents, attested by the respective chief negotiators, and their signatures placed thereon, all on the _____ day of April, 2026.

ELDORA NEW-PROVIDENCE
EDUCATION ASSOCIATION

President

Chief Negotiator

ELDORA-NEW PROVIDENCE
SCHOOL DISTRICT
BOARD OF DIRECTORS

President

Chief Negotiator

APPENDIX C

Base Pay:

Base Pay Year 0-11 = $50,700 (2026-27), $51,400 (2027-28), and $52,100 (2028-29)
Base Pay Year 12+ = $62,700 (2026-27), $63,400 (2027-28), and $64,100 (2028-29)

Bonus Pay:

Years of Experience Bonus:

Years 1-11: $750/ year of paid verifiable teaching experience.
Years 12+: # of years of Experience - (minus) 12 X 750

Years In District Bonus (Accumulated experience in the Eldora-New Providence and Hubbard-Radcliffe Community School District):

Years 1-11: $250/ year of experience in the district.
Years 12+: # of years of Experience - (minus) 12 X 250

Educational Attainment Bonus:
BA +12 = $1,000
BA +24= $2,000
MA= $3,000
MA+12 = $4,000
MA+24 = $5,000
Dr./ Specialist= $6,000

APPENDIX D

Coach & Sponsor Wages:
Base per unit: $340 (2026-27), $350 (2027-28), $365 (2028-29)
Experience Bonus: $100/verified year of paid coaching/sponsorship experience up to 12 years, and $25/year of paid coaching experience in the district (no cap)

ACTIVITY	UNITS	ACTIVITY	UNITS
SCHEDULE A			
High School		Golf	
Football		Head	7.0
Head	10.0	Asst.	6.0
Assistant	6.7	Tennis	
Basketball		Head	7.0
Head	10.0	Cross Country	
Assistant	8.0	Head	8.0
Wrestling		Assistant	6.0
Head	10.0	Baseball	
Assistant	6.7	Head	10.0
Track		Assistant	7.0
Head	8.0	Softball	
Assistant	6.0	Head	10.0
Volleyball		Assistant	7.0
Head	10.0		
Assistant	7.0		

ACTIVITY	UNITS	ACTIVITY	UNITS
SCHEDULE B			
Middle School			
Football			
Head	6.0	Track	
Assistant	4.5	Head	5.5
Basketball		Assistant	3.5
Head	6.0	Volleyball	
Assistant	5.5	Head	5.5
Wrestling		Assistant	4.0
Head	6.0	Softball/Baseball	5.5

ACTIVITY SCHEDULE C	UNITS	ACTIVITY	UNITS
Debs	3.0	Speech	10.0
Vocal Music	10.0	Drama	3.5
Ass't. Vocal Music	2.5	Concessions	3.0
Inst. Music	14.0	Newspaper	2.5
Mid. Sch. Inst.	1.3	Cheerleading	2.5
Mid. Sch. Vocal	1.0	Performance Team	3.0
Ass't. Act Dir.	9.0	Student Council	3.0
Elem. Inst. Music	0.5	MS Newspaper	0.5
Annual	7.5	Mid Sch Cheerleading	1.6
Elem. Vocal Music	0.5	Weight Rm. Supv.	3.0
Musical	3.5	MS Annual	1.0
Auditorium Supervisor	0.5	Technology Assistant	10.0
Academic Decathlon	3.0		

Steps for Schedules A and B are determined by number of years of experience for that activity.

ACTIVITY SCHEDULE D	UNITS	ACTIVITY	UNITS
Timer and Scorekeeper	0.1	Ticket Seller	0.1
Mid. Sch. Timer and Scorekeeper	0.05	Pep Bus Chaperone	0.1
Bus Driver	0.1	Scoreboard Operator	0.1