

AGREEMENT BETWEEN

**THE BOARD OF SCHOOL TRUSTEES
OF
MACONAQUAH SCHOOL CORPORATION**

AND

THE MACONAQUAH EDUCATION ASSOCIATION

2021-2023

**AGREEMENT BETWEEN
THE BOARD OF SCHOOL TRUSTEES OF
MACONAQUAH SCHOOL CORPORATION
AND
THE MACONAQUAH EDUCATION ASSOCIATION**

ARTICLES OF AGREEMENT

This Agreement is entered into by and between the Board of School Trustees of Maconaquah School Corporation, hereinafter called the "Board", and the Maconaquah Education Association, hereinafter called the "Association".

TABLE OF CONTENTS

ARTICLE

I	Recognition	3
II	Leaves.....	3
III	Emergency Sick Leave Bank	5
IV	401(a) Plan	7
V	Compensation	8
VI	Fringe Benefits	10
VII	Grievance Procedure.....	11
VIII	Terms of Agreement	14
	Appendix A (Compensation Model).....	15
	Appendix B (Pay Schedule for Extra Duties).....	18
	Appendix C (Grievance Form)	23
	Appendix D (Retirement Severance & Early Retirement Plan).....	24

ARTICLE I
RECOGNITION

The Board recognizes the Association as the exclusive bargaining representative for certificated teachers employed on a regular teaching contract by the Board for the duration of the Agreement, except the superintendent, and other certified central office staff, all principals, all assistant principals, athletic director, head football coach and head boys basketball coach.

ARTICLE II
LEAVES

A. LEAVE DAYS

1. Certified employees may be absent due to personal illness, personal business, or family illness for twelve (12) days during each year of employment without the loss of compensation. Unused leave days shall be accumulated to a total of one hundred fifty (150) days. All teachers who have accumulated the maximum number of leave days are entitled to receive pay for the number of days not used each year times substitute teacher pay. Both parties agree that leave days shall not be used as paid personal vacations. Leave days shall not be used to extend designated school vacations per board adopted school calendar.

a. Personal business days may be used at any time upon the request of the teacher. No reason must be given other than personal business.

If circumstances require 5 or more consecutive days, the request will go before a committee. The committee will be comprised of 2 administrators and 2 teachers.

The members of the committee will not be from the same building as the teacher requesting the days. The committee will make a decision within 10 school days of the teacher's written request.

b. When a teacher requests a leave day, he/she will indicate on the Leave Request Form the type of day requested (i.e. personal illness, family illness, or personal business).

2. It is assumed that a teacher absent because of illness or quarantine will be confined to the home or hospital for the days he/she is out of school. A physician's statement shall be presented for verification, if requested.

3. One (1) day of leave may be earned by full-time summer school staff members. If not used, this is to be added to the teacher's accumulated leave for the regular school year up to the maximum number of leave days permitted per year. Days of leave during the summer school shall be deducted from accumulated leave at the rate of one (1) for each day of absence.

4. Leave days may be taken in no less than one-half ~~($\frac{1}{2}$)~~ ($\frac{1}{2}$) day units.

a. The principal or designee shall be notified of the absence prior to 6:30 a.m. on the day of the absence if one-half ($\frac{1}{2}$) day leaves are to be taken.

B. BEREAVEMENT LEAVE

1. In the case of death in the immediate family, the teacher is entitled to be absent without loss of compensation for a period extending no more than five (5) consecutive school days to be used within six (6) months of the date of death, unless documentation of a need for non-consecutive leave is provided at the time of the request. Immediate family is interpreted as including father, mother, stepfather, stepmother, father-in-law, mother-in-law, brother, sister, husband, wife, child, stepchild, or a person who has been living as a member of the household of the teacher.

2. In the case of death of a sister-in-law, brother-in-law, grandparent, grandchild, son-in-law, daughter-in-law, aunt, uncle, niece, nephew, or cousin, a teacher is entitled to be absent without loss of compensation for a period extending not more than four (4) consecutive school days to be used within six (6) months of the date of death, unless documentation of a need for non-consecutive leave is provided at the time of the request.

C. PROFESSIONAL CONFERENCE LEAVE

A teacher may be granted a leave to attend approved workshops, clinics, or conferences. All requests must be in writing to the office of the superintendent. Prior to taking this leave, approval must be made by the principal and superintendent. The Corporation will pay the approved rate for travel, registration, fees, and lodging if deemed necessary.

D. JURY DUTY

In the event a teacher is called for Jury Duty, such teacher shall submit any check received for such services, excluding payment for meals and transportation, and then the teacher will receive full pay for this day.

E. COURT LEAVE

In the event a teacher is subpoenaed or summoned to appear as a witness in a court during any school day, such teacher shall submit any check received for such services, excluding payment for meals and transportation, and then the teacher will receive full pay for this day. This section shall not apply to a legal proceeding filed by a teacher against the School Corporation, the Association or any agent thereof, or any proceeding arising pursuant to Public Law 217 (Act 1973) or the Uniform Arbitration Act.

F. ASSOCIATION LEAVE (Paid Leave)

The Association president and/or his/her designee shall be entitled to six (6) days (no more than 3 per person) for Association business without the loss of compensation. The Association shall reimburse the school employer for the cost of the substitute when Association leave is taken.

G. MATERNITY LEAVE

Any teacher who is pregnant may continue in active employment as late into pregnancy as she desires, if she is able to fulfill the requirements of her position.

Temporary disability caused by pregnancy will be governed by the same provisions governing illness and by the following:

1. **Definition.** Any teacher who is pregnant is entitled to an unpaid leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of the child. Except in a medical emergency, she must notify the Superintendent at least thirty (30) days before the date on which she desires to start her leave. She will also 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. A waiver of the thirty (30) days notification requirement may be granted in an emergency situation or at the discretion of the Superintendent.
2. **Medical Emergency.** In case of a medical emergency caused by pregnancy, the teacher will be granted a leave immediately upon her request and certification of the emergency from an attending physician as otherwise provided in this section. All or any portion of a leave taken by a teacher because of a temporary disability caused by pregnancy, labor, and delivery shall be charged to her available leave days.
3. **Non-medical Leave.** After her available leave days have been used, the teacher may be absent without pay, subject to subsection 1 of this section. This leave may be taken without

any jeopardy to re-employment, retirement, and salary benefits. A teacher can utilize her accumulated paid leave days for this leave, but is not required to do so.

H. ADOPTION LEAVE

A teacher can be granted a leave of absence without pay not to exceed one (1) year. If the necessity for leave is foreseeable based on the expected placement, the teacher shall provide the Superintendent with not less than thirty (30) days' notice before the date of the leave is to begin, except if placement requires the leave to begin in less than thirty (30) days, the teacher shall provide such notice as is practicable. A teacher can utilize his/her accumulated paid leave days for this leave, but is not required to do so.

**ARTICLE III
EMERGENCY SICK LEAVE BANK**

The purpose of the Bank is to assist teachers in financial problems caused by prolonged absence from work due to illness or injury.

ELIGIBILITY FOR BANK USE

1. Must be an active participant in the Bank.
2. Must have depleted all accumulated leave days.
3. Sick Leave Bank days shall not be used during summer school employment.
4. A teacher is only eligible for Sick Leave Bank days if the teacher would be otherwise entitled to use leave days.
5. The maximum number of days to be granted to a participating member shall be limited to thirty (30) teaching days per school year

STRUCTURE

A. The Bank was initially formed through voluntary participation and by voluntary donations, with written authorization of two (2) full days by participating members. After the first year of membership in the Emergency Sick Leave Bank, a teacher need only contribute one (1) leave day (if contributions are required) to remain a participating member in the Emergency Sick Leave Bank. If a teacher desires to return to the status of participating member after withdrawing from membership in the Emergency Sick Leave Bank, that teacher shall contribute two (2) days in the first year after returning to membership.

1. Teachers presently employed may become members of the Sick Leave Bank by voluntary donation of two (2) full days to the Bank. Written authorization must be made during the first twenty (20) school days of the school year to the Board.
2. New teachers in the Corporation and the bargaining unit shall be given twenty (20) school days following their initial employment to become a member of the Sick Leave Bank.
3. If at the start of the school year there are 360 days in the Emergency Sick Leave Bank, there shall be no contribution to the Sick Leave Bank except for the repayment of days, contributions by teachers returning to membership status, and contributions by new members.
4. Teachers wishing to terminate their participation in the Bank shall notify the superintendent of their intentions during the final twenty (20) school days of the current school year.

B. The Bank will be formulated on a school-year to school-year basis. It will open with each school year and close at the official end of each school year. Unused days in Bank will be carried forward.

C. Application shall be made to a Sick Leave Bank Committee composed of two (2) members appointed by the President of the MEA and two (2) members appointed by the superintendent.

- D. The School Corporation shall not have any liability or obligation to pay sick leave days from the Sick Leave Bank at any time when such Sick Leave Bank has been exhausted.

PROCEDURE

- A. A written application by the participating member of the Bank or a member of his/her family accompanied by a physician's certificate stating the nature, estimated length of disability, and prognosis of the person's condition, is to be submitted to the Sick Leave Bank Committee for information and action.

An applicant must have evidence of being a donating member of the Bank prior to the time of need.

- B. Application for loan may be made by the personal representative in cases where the individual employee is unable to do so.
- C. The Sick Leave Bank Committee will act upon each application and shall inform the applicant, or a member of the family, of the decision. The Sick Leave Bank Committee shall report a written decision to the Corporation bookkeeper.
- D. Each teacher requesting a loan of Emergency Sick Leave Bank days shall consent, (if requested to do so), to submit a medical examination and/or review of his/her medical history at the teacher's expense by a physician or physicians approved by the Sick Leave Bank Committee.
- E. The Sick Leave Bank Committee shall administer the Emergency Sick Leave Bank without discrimination as to membership in any school employee organization.
- F. As to this Emergency Sick Leave Bank, the exclusive representative agrees that it will hold the School Corporation harmless in or against any action or proceeding at law, in equity, or before any administrative or enforcement agencies in which the School Corporation is made a party should such action or proceedings involve questions concerning the propriety of granting or denying emergency leave days.

REPAYMENT PROCEDURE

The recipient who remains in the employment of the Maconaquah School Corporation shall repay the Bank the borrowed days at the rate of three (3) days per school year until the loan has been repaid.

ARTICLE IV 401(a) Plan

(Retirement Severance Plan effective 2002-2003)

(For teachers hired during or after the 2002-2003 school year) The Board agrees to establish and maintain a qualified 401(a) Plan (hereinafter referred to as the 401(a) Plan) for all certified employees hired during or after the 2002-2003 school year and covered under this collective bargaining agreement. The 401(a) Plan contributions will commence with the 2002/2003 contract year and continue each contract year thereafter. The contribution that will be made to the 401(a) Plan by the Board will be 2.1% of the teacher's contracted base salary.

(For teachers hired during or after the 2002-2003 school year) The Parties agree that the 401(a) Plan shall replace the Retirement Severance Pay Plan (Appendix D) and the Early Retirement Plan (Appendix D) that are found in the appendices of this contract. Employees hired for the 2002/2003 school year and thereafter, shall only have the benefit of the 401(a) Plan. All eligible employees shall be fully vested in the 401(a) Plan upon the completion of 10 years of service with this ~~employer-employer~~.

(For teachers hired prior to 2002-2003 school year) The Retirement Severance Pay Plan (Appendix D) and the Early Retirement Plan (Appendix D) will remain in effect until such earlier time as a certified employee receives a greater

return from the value of the new 401(a) Plan than he or she would receive under the Retirement Severance Pay Plan (Appendix D) or the Early Retirement Plan (Appendix D). The value of the 401(a) Plan will be counted as an offset to the amount that the certified employee would have received had he or she retired under one of the current Plans.

(For all teachers) Eligible employees shall receive any benefits not currently in the 401(a) Plan in the form of annual payments into a non-elective Post Separation 403(b) Plan. The first payment shall be deposited no later than January 15 following the date of severance. The payments into the Post Separation 403(b) may be made for a maximum of five years after separation as outlined by current IRS guidelines.

(For all teachers) The 401(a) and Post Separation 403(b) Plans shall:

- a. Be subject to all applicable Internal Revenue regulations.
- b. Have no contract initiation fees charged to the employee.
- c. Have no administrative or Plan Document charge to the Board.
- d. Have a vendor selected by mutual agreement between the parties involved in this contract.

(For all teachers) A teacher meeting the retirement eligibility requirements is entitled to receive severance pay equal to \$25 per day multiplied by the number of accumulated leave days. This money is deposited into the employee's 403(b) January of the following school year.

ARTICLE V COMPENSATION

A. The Compensation Model is set forth in Appendix A.

B. Pay schedule for Extra Duties and Responsibilities is set forth in Appendix B.

C. **VOLUNTARY EXTRA DUTY**

1. (The following sentence is for informational purposes only, and was not bargained.) All paid extra duties which extend the school day shall be voluntary. Once a teacher accepts a paid extra duty, the teacher will perform such responsibilities connected with that paid extra duty until such time notice is provided as required by this section. If a member of the bargaining unit presently is performing a paid extra duty and does not plan to volunteer for said extra duty the ensuing school year, the superintendent shall be notified in writing no later than May 1 of the current school year.
2. (The following sentence is for informational purposes only, and was not bargained.) If only one teacher volunteers for a particular paid extra duty, and the Board declines to employ the teacher for that extra duty, the Superintendent will provide the teacher volunteer with the reason.
3. (The following sentence is for informational purposes only, and was not bargained.) If a teacher volunteer is currently performing a paid extra duty, and the Board and administration do not wish to retain the teacher in said extra duty, the Superintendent shall notify the teacher in writing no later than July 1 of the current school year.
4. [\(The following sentence is for informational purposes only, and was not bargained.\)](#) Sponsors and/or coaches of extracurricular activities are not required but may volunteer to drive buses to scheduled meets, games, and contests, excluding practices.

If a CDL licensed sponsor and/or coach volunteers, he or she will be paid an amount commensurate to the remuneration received by licensed corporation bus drivers for said trips. If a driver is needed, the extracurricular activity fund will pay for the bus driver.

D. **PAY DATES**

Teacher shall be paid in twenty-two (22) or twenty-six (26) equal installments with the first installment being paid on a date decided by the Superintendent and the President of the Association. These parties will set the

date by which a teacher must make his/her payment election. Any new teacher will have the option of 27 pays for the first contract year.

E. TAX SHELTERED ANNUITIES - 403(b)

1. Annuities shall be purchased for any teacher who elects to have a portion of his/her salary set aside for such annuity program.
2. Maconaquah School Corporation currently allows three approved companies to sell annuities and serve as 403B vendors for the Corporation. (This shall be subject to all applicable Internal Revenue regulations.)
3. A teacher desiring to purchase annuities:
 - a. Must have contract adjustments made by August 15, December 15, or April 15.
 - b. Must have monthly annuity payments in multiples of \$10.00.
 - c. Deductions will be made in 22 or 26 pays.
4. A teacher who has participated in this program and who desires to cancel or change the amount to be withheld, must do this in writing and submit this to the Corporation bookkeeper and to company/companies by August 15, December 15, or April 15. The corporation will then deduct the stipulated amount and transfer it to the company/companies.
5. A teacher who has participated in this 403B program and who desires to transfer funds from one company to another, must submit the written request and the approved documentation to the Corporation bookkeeper. All transfers between companies are subject to Internal Revenue regulations. Approved procedures as posted in the Plan Document as of January 2009.
6. A teacher desiring to increase their contribution to TRF must submit the approved forms by August 15, December 15, or April 15. This deduction is irrevocable.

F. 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 Corporation or per IC 20-26-5-10.

G. The parties will form a committee of teachers, administrators, and board members to study the impact of returning to a salary schedule and making changes to Appendix B.

ARTICLE VI
FRINGE BENEFITS

A. HEALTH AND DENTAL INSURANCE

The plan year for the health and dental insurance program shall be established by the North Central Indiana School Insurance Consortium.

The Maconaquah School Corporation will pay towards a health and dental insurance program:

Employee only	\$7,200
Employee/Children	\$12,500
Employee/Spouse	\$16,000
Employee/Family	\$21,000

If the corporation contribution exceeds the cost of the plan chosen by the employee, the excess will be placed in an HSA for the employee.

Teachers retiring from Maconaquah School Corporation may elect to continue a single or employee/spouse health insurance plan from the school corporation at the retiree's cost up until the retiree employee turns 65.

Insurance coverage for a newly hired teacher begins the 1st day of the month after 30 days of employment (for example, a teacher who begins employment on October 1 will obtain insurance coverage on November 1, while a teacher beginning employment later in October/up through October 29 will obtain insurance coverage on December 1).

Insurance coverage for a teacher separating from Maconaquah employment ends the last day of the month containing the last day worked (for example, if a teacher's last date worked is any time in October, insurance coverage ends October 31).

B. GROUP LIFE INSURANCE

It will be the responsibility of the teacher to have the proper application forms completed and on file in the administrative office. Starting time for the new applicants each year is the first of the month, following 31 days of employment.

The Maconaquah School Corporation will pay all but one dollar (\$1.00) of the premium of a \$50,000 Group Life Insurance Policy with double indemnity.

C. WORK RELATED INJURY PAY

1. Any member of the bargaining unit who sustains a compensable injury in the course of his/her employment and is thus entitled to Workmen's Compensation under the Indiana Workmen's Compensation Law shall not lose sick leave after the fifth (5th) day of absence. Anyone who does not have sufficient days of accumulated sick leave will lose a day's pay for each day of absence.
2. Any member of the bargaining unit who is absent because of an injury compensable under the Indiana Workmen's Compensation Law shall be entitled to:
 - a. Pay received from Workmen's Compensation;
 - b. Difference, if any, between Workmen's Compensation and eighty percent (80%) of the regular daily salary. The Board's contribution shall not exceed sixty (60) working days.

D. LONG-TERM DISABILITY

Maconaquah School Corporation will pay all but one dollar (\$1.00) of the premium of a Long-Term Disability Policy with a ninety (90) day qualification period. Starting time for the new applicants each year is the first of the month, following 31 days of employment.

E. SECTION 125

Section 125 benefits will be available for employees affected by this contract. Guidelines and criteria for Section 125 benefits will be determined by a committee of six (6) people [three (3) administrators and three (3) MEA members].

**ARTICLE VII
GRIEVANCE PROCEDURE**

SECTION 1. DEFINITIONS

- A. A "grievance" is an alleged violation or claimed misinterpretation of a specific Article or Section of this Agreement.
- B. The terms "teacher" and "grievant" include any individual or group of individuals in the bargaining unit.

- C. The terms "building supervisor" and "building principal" are interchangeable.
- D. The term "day" when used in this Article shall mean teacher days (as that term is used in the school calendar). During the summer recess, the term shall mean weekdays (Monday through Friday).

SECTION 2. GRIEVANT AND REPRESENTATION

An individual teacher, or group of teachers, may present a grievance and may do so through the exclusive representative, and the exclusive representative may thus be given an opportunity to be present at all stages of the grievance machinery. The adjustment of all grievance shall not be inconsistent with the terms of this Contract.

SECTION 3. PROCEDURE

A. Step One

A grievance may be initiated in one (1) of the following ways:

1. The teacher may approach the building principal concerned and discuss the matter in his own behalf.
2. The teacher may request that a representative of the exclusive representative accompany the teacher and in such case the building supervisor shall not initiate any consultation with the grievant prior to any scheduled meeting at which the representative is to be present.

B. Step Two

In the event the grievance is not resolved in Step One, the grievant may file a formal grievance in writing with the building principal on the form shown in Appendix C.

1. The grievance form shall be filed in quadruplicate with one (1) copy for the exclusive representative, the grievant, the building principal, and the school central office.
2. The grievance shall (1) name the other teacher(s) involved, if any, (2) state the facts giving rise to the grievance, (3) identify the specific provisions of this Agreement alleged to have been violated or misinterpreted, (4) state the contention of the grievant with respect to the grievance, (5) indicate the specific relief requested, and (6) be signed by the grievant(s).
3. The form of grievance should be filed as soon as possible, but any grievance not presented in writing in Step Two within fifteen (15) days of the time the grievant knew, or reasonably should have known, of the grievance shall be deemed waived and shall not be processed.
4. The teacher may request a meeting with the building principal and a representative of the exclusive representative may accompany the grievant. In any event, within five (5) days after receiving the written grievance, the building principal shall communicate his answer in writing to the grievant, and said answer shall be attached to the grievance.

C. Step Three

1. If the grievance is not resolved in Step Two, the teacher may, within five (5) days of receipt of the building principal's answer, appeal to the superintendent, or his designee, by filing the grievance and the principal's answer, along with the written response of the teacher, if desired, with the office of the superintendent, which shall receipt therefor.

Any such response by the grievant shall be attached to the grievance.

2. The teacher may request a meeting with the superintendent, or his designated representative, and a representative of the exclusive representative may accompany the grievant. The superintendent, or his designated representative, shall give the teacher an answer in writing no later than ten (10) days after the receipt of the written grievance properly filed with the office of the superintendent. Such answer shall be attached to the grievance.

D. Step Four

Within five (5) days after receiving the decision of the superintendent, the grievant may appeal the decision to the Maconaquah School Corporation School Board by filing the grievance with the secretary of the Board. Either the grievant or the Maconaquah School Board may request a fact-finding group.

In the event a fact-finding group is requested by either party, this fact-finding group shall be composed of two tenure teachers, two Board members, and a citizen of the school community. The two (2) teachers shall not be employed in the same building as the grievant, and they shall be selected by the Association. The two (2) Board members shall be selected by the Maconaquah School Board. The four (4) shall select the citizen. This citizen shall not be an employee of the school system or related to the grievant; he/she shall serve as the chairperson.

The fact-finding group shall hold private meetings and hearings, shall investigate thoroughly the grievance, and shall submit to the Maconaquah School Board and the grievant their decision and recommendation to resolve the grievance in writing within thirty (30) days after a selection of a chairperson.

The grievant and the Maconaquah School Board have ten (10) days after the receipt of the decision of the fact-finding group to notify each other that he/she or they will or will not accept the decision of the fact-finding group.

If either party rejects the decision of the fact-finding group, a formal hearing on the grievance shall be held in a public meeting before the entire Maconaquah School Board. The grievant and the superintendent may present witnesses and have legal assistance if desired.

E. Step Five

Within fifteen (15) days after the receipt of the decision in Step Four, the exclusive representative, upon written notice to the Board, may submit the grievance to arbitration under and in accordance with the rules of the American Arbitration Association, pursuant to the following procedure:

1. The two (2) parties, the School Board and the exclusive representative, shall attempt to select an arbitrator by mutual agreement, or a method of selecting an arbitrator by mutual agreement. If the two (2) parties cannot agree on the arbitrator or a method of selecting an arbitrator, within ten (10) days after notification is given, the arbitrator shall be selected in accordance with the rules of the American Arbitration Association.

SECTION 4. POWERS OF ARBITRATOR

A. The arbitrator shall have no power:

1. To add to, subtract from, disregard, alter, or modify any of the terms of this Agreement.
2. To rule on the termination of services or failure to re-employ any teacher to a position on the extracurricular schedule.
3. To rule in regard to the dismissal of or the renewal or non-renewal of any contract for any non-tenure teacher.
4. To change any practice, policy, or rule of the Board, unless such practice, policy, or rule shall be in direct conflict with this Agreement.
5. To consider matters outside the scope of the grievance and its attachments.
6. The decision of the arbitrator shall be advisory only.
7. The fees and expenses of the arbitrator shall be shared equally by the Board and the exclusive representative. All other expenses shall be borne by the party incurring them. The fees and expenses of the arbitrator shall be paid by the Board if the Board does not accept the decision of the arbitrator.

SECTION 5. OTHER PROVISIONS RELATING TO THE GRIEVANCE PROCEDURE

- A. At his/her option, a teacher may bypass Step One of this procedure.
- B. No reprisal of any kind shall be taken by or against any participant in the grievance procedure by reason of such participation.
- C. All documents, communications, and records dealing with the processing of a grievance, shall be filed separately from the personnel file of the participant(s) and are not valid bases for evaluations.
- D. Time limits herein may be extended only by mutual agreement, signed by parties.
- E. Time limits herein apply to teachers on leave of absence, other than sick leave, as if such teacher were present and working.
- F. All steps of the grievance procedure shall be conducted during times convenient to all parties.
- G. If there is a failure at any step to communicate the decision on a grievance within the specified time limit, the grievant shall then have the right to appeal at the next step of the procedure.
- H. Any grievance not advanced from one step to the next within the time limits shall be deemed resolved by the answer at the previous step.

Note: Grievance Form is Appendix C

ARTICLE VIII

ATTESTATION AND TERMS OF AGREEMENT

The undersigned attest to the following:

- 1. A public hearing was held in compliance with I.C. § 20-29-6-1(b) on August 25, 2021, and electronic participation from the parties and/or public was not permitted; and
- 2. A public meeting in compliance with I.C. § 20-29-6-19 was held on September 28, 2021 to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

This Agreement shall be effective as of July 1, 202~~10~~²¹ and shall continue in effect up to and including June 30, 202~~21~~²⁴.

This Agreement is so ratified ~~to~~ by the parties whose signatures appear below:

**Board of School Trustees of
Maconaquah School Corporation**

President

Date

Secretary

Date

Maconaquah Education Association

President

Date

Bargaining Chairperson

Date

APPENDIX A

MACONAQUAH SCHOOL CORPORATION TEACHER COMPENSATION MODEL

The salary increase under this agreement will be based on the combination of Academic Needs of Students, Evaluation, and Education (Content-Area Degree) Increases. —Returning teachers (not new hires) who have **not** received a rating of ineffective or ~~improvement or needs improvement necessary~~ for the previous year ~~ar-will-be-eligible-for-a-salary-increase~~ eligible for a step on the schedule. A teacher must also have been employed by the corporation at least 120 days in the prior school year to be eligible for a salary increase, except for the implementation of the salary schedule for the 2021-2022 school year:—Any funds allocated for teachers rated ineffective or improvement necessary will be redistributed to all eligible teachers in the form of a one-time stipend.—

The *Academic Needs* factor, defined as the need to retain effective and highly effective teachers through the provision of an overall competitive salary schedule, will result in a salary increase from the transition to the Salary Schedule shown below, and is a teacher retention catch up. Each eligible teacher will be placed on the salary schedule at the position that rounds up their current base rate to the nearest thousand dollars (not year of experience) plus an additional step on the salary schedule.

The *Evaluation* factor, defined as **not** receiving a rating of ineffective or needs improvement for the previous year, will provide each eligible teacher with an additional (second) step on the salary schedule.

The *Education (Content-Area Degree)* factor, defined as completion of a master's degree with the ability to teach dual credit courses in a DOE content area or a ~~masters~~master's degree in a content-area as defined by DOE, with advanced certification, will move 5 additional steps over the course of five years (1 step per year). Prior to starting a ~~masters~~master's degree, the teacher must complete the attached form for administration approval to receive the 5 step bump. Some of the degrees that may qualify for the five step bump are high ability, ELL, reading specialist, math specialist, or SE.

Masters Approval Form: ~~Masters~~Master's Degree Approval Form

Teachers that earn their masters in a year when funding is NOT available without deficit financing will be compensated for their credentials by moving 2 steps in the next year that funding is available without deficit financing until they have reached the five step compensation level.

No step increase is contemplated for the 2022-2023 school year.

The cap will be adjusted for those currently above the maximum salary, and those who are currently above the maximum salary will be grandfathered in:
Example: \$71,999 salary becomes the ~~following:~~following: \$72,000 (nearest thousand) + 2 steps=\$74,000

Teachers that have capped out will get a \$500 stipend if the Education Fund cash balance is at or above \$3.0 million at the end of the fiscal year (June 30 of each year).

<u>Years of Experience</u>	<u>Steps</u>	<u>Salary</u>
<u>0-5</u>	<u>A</u>	<u>40000</u>
<u>6</u>	<u>B</u>	<u>41000</u>
<u>*7</u>	<u>C</u>	<u>42000</u>
<u>8</u>	<u>D</u>	<u>43000</u>
<u>9</u>	<u>E</u>	<u>44000</u>
<u>10</u>	<u>F</u>	<u>45000</u>
<u>11</u>	<u>G</u>	<u>46000</u>
<u>12</u>	<u>H</u>	<u>47000</u>
<u>13</u>	<u>I</u>	<u>48000</u>
<u>**14</u>	<u>I</u>	<u>49000</u>
<u>15</u>	<u>K</u>	<u>50000</u>
<u>16</u>	<u>L</u>	<u>51000</u>
<u>***17</u>	<u>M</u>	<u>52000</u>
<u>18</u>	<u>N</u>	<u>53000</u>
<u>19</u>	<u>O</u>	<u>54000</u>
<u>20</u>	<u>P</u>	<u>55000</u>
<u>21</u>	<u>Q</u>	<u>56000</u>
<u>22</u>	<u>R</u>	<u>57000</u>
<u>23</u>	<u>S</u>	<u>58000</u>
<u>24</u>	<u>T</u>	<u>59000</u>
<u>25</u>	<u>U</u>	<u>60000</u>
<u>26</u>	<u>V</u>	<u>61000</u>
<u>27</u>	<u>W</u>	<u>62000</u>
<u>28</u>	<u>X</u>	<u>63000</u>
<u>29</u>	<u>Y</u>	<u>64000</u>
<u>30+</u>	<u>Z</u>	<u>65000</u>
<u>Master's Only</u>	<u>AA</u>	<u>66000</u>
<u>Master's Only</u>	<u>BB</u>	<u>67000</u>
<u>Master's Only</u>	<u>CC</u>	<u>68000</u>

<u>Master's Only</u>	<u>DD</u>	<u>69000</u>
<u>Master's Only</u>	<u>EE</u>	<u>70000</u>

***Example 1: An existing teacher in the corporation at step K earns an approved Master's degree in January. They will earn \$52,000 in the next school year. (1 step for attaining an appropriate rating on his/her evaluation and an additional step for a ~~Masters~~Master's degree) This teacher will continue to receive a 2 step increase yearly for until the 5 step increment increase has been met.

The salary ~~range~~ranges for teachers hired at the beginning of 2021-2022 is \$40,000-\$70,000. Placement of newly hired teachers will be based upon the years of experience column.- Teachers coming to the corporation with a ~~Masters~~Master's degree and/or advanced credentialing will be moved 5 places down the years of experience column for credentials.

<u>Years of Experience-For placement of Teachers new to the Corporation</u>	<u>Steps</u>	<u>Salary</u>
<u>0-5</u>	<u>A</u>	<u>40000</u>
<u>6</u>	<u>B</u>	<u>41000</u>
<u>7</u>	<u>C</u>	<u>42000</u>
<u>8</u>	<u>D</u>	<u>43000</u>
<u>9</u>	<u>E</u>	<u>44000</u>
<u>10</u>	<u>F</u>	<u>45000</u>
<u>11</u>	<u>G</u>	<u>46000</u>
<u>12</u>	<u>H</u>	<u>47000</u>
<u>13</u>	<u>I</u>	<u>48000</u>
<u>14</u>	<u>I</u>	<u>49000</u>
<u>15</u>	<u>K</u>	<u>50000</u>
<u>16</u>	<u>L</u>	<u>51000</u>
<u>17</u>	<u>M</u>	<u>52000</u>
<u>18</u>	<u>N</u>	<u>53000</u>
<u>19</u>	<u>O</u>	<u>54000</u>
<u>20</u>	<u>P</u>	<u>55000</u>
<u>21</u>	<u>Q</u>	<u>56000</u>
<u>22</u>	<u>R</u>	<u>57000</u>
<u>23</u>	<u>S</u>	<u>58000</u>
<u>24</u>	<u>T</u>	<u>59000</u>
<u>25</u>	<u>U</u>	<u>60000</u>
<u>26</u>	<u>V</u>	<u>61000</u>

<u>27</u>	<u>W</u>	<u>62000</u>
<u>28</u>	<u>X</u>	<u>63000</u>
<u>29</u>	<u>Y</u>	<u>64000</u>
<u>30+</u>	<u>Z</u>	<u>65000</u>
<u>Master's Only</u>	<u>AA</u>	<u>66000</u>
<u>Master's Only</u>	<u>BB</u>	<u>67000</u>
<u>Master's Only</u>	<u>CC</u>	<u>68000</u>
<u>Master's Only</u>	<u>DD</u>	<u>69000</u>
<u>Master's Only</u>	<u>EE</u>	<u>70000</u>

*Example 2: A teacher hires into the corporation with 7 ~~years experience~~ years' experience. They will be placed at \$42,000.

**Example 3: A teacher hires into the corporation with 9 ~~years experience~~ years' experience and a Master's degree. They will be placed at \$49,000.

Hard to find teachers: ~~the~~The Superintendent may increase a "hard to find" teacher pay up to 5 steps on the scale after discussion of circumstances with the MEA president (limit of 5 per year).

Starting salary for a first year teacher with B.A or B.S. will be \$40,000.

The salary range for full-time teachers, ~~not~~ including increases under this compensation model, will be from \$40,000 to \$78,000.

APPENDIX B

MACONAQUAH SCHOOL CORPORATION PAY SCHEDULE FOR EXTRA DUTIES AND RESPONSIBILITIES 2021~~0~~-2022~~2~~2023~~1~~

The pay for the extra duty positions is to be calculated by multiplying the respective index appearing on this Appendix by \$4037,000. Verification for the experience factor will be determined based on previous experience in the Maconaquah School Corporation. Previous experience is based on each season of coaching in that sport. Experience will not accumulate across gender lines (i.e. boys' to girls' golf; boys' track to girls' track, etc.) and no more than one year's experience can be accumulated in one school year. Lay coaches will be paid on 1st column index and not based on experience factor. [The pay for extra duty positions listed in Appendix B only applies to bargaining unit members. Pay for extra duty positions for non-bargaining unit members is listed for informational purposes only and was not bargained.](#)

All Extra Duty stipends will be paid on the regular payroll schedule (22 or 26 pays, depending on which option teacher selected) through the contract year.

The Board agrees to the creation of an additional stipend for sponsors and/or coaches of extracurricular programs that are involved in extended seasons (e.g. regional, semi-state, or state competition). The extended stipend will be a weekly rate prorated based on the number of weeks in the regular season.

* *This position will be assessed annually based on the number of student participants and quality of the program*

** *The number of positions listed below is for informational purposes only, and was not bargained.*

	0-5 <u>INDEX</u>	6-10 <u>INDEX</u>	11+ <u>INDEX</u>
<u>HIGH SCHOOL BOYS= ATHLETICS</u>			
1. Baseball Coach	.120	.123	.125
Baseball Junior Varsity Head Coach #	.075	.078	.080
Baseball Assistant Varsity Coach	.050	.055	.060
2. Assistant Basketball Coaches			
a. Jr. Varsity Coach / Varsity Asst. #	.120	.123	.125
b. Varsity / Jr. Varsity Asst. Coach	.090	.093	.095
c. Freshman Coach	.075	.078	.080
3. Cross Country Coach (boys/girls)	.080	.085	.090
If Boys' and Girls' Coach is the same person:			
No Assistant	.128	.133	.137
With Assistant	.083	.085	.087
Asst. Cross Country Coach (boys/girls)	.045	.048	.050
4. Football - Varsity Assistant (3)	.100	.110	.120
Football - Junior Varsity Assistant (2) #	.075	.078	.080
5. Golf Coach	.050	.055	.060
<u>HIGH SCHOOL BOYS= ATHLETICS</u>			
6. Soccer Coach	.080	.085	.090
Asst. Soccer	.045	.048	.050
7. Swim Coach			
a. Head Girls	.090	.093	.095
b. Head Boys	.090	.093	.095
c. Diving Coach	.045	.050	.055
If Boys' and Girls' Coach is the same person:			
d. Head Coach	.128	.133	.137
e. Assistant Coach	.060	.065	.070
8. Tennis Coach	.050	.055	.060
9. Head Track Coach	.080	.085	.090
Asst. Track Coach (2)*	.045	.048	.050
10. Wrestling Coach	.120	.123	.125
Asst. Wrestling Coach	.050	.055	.060
Jr. Varsity Wrestling Coach*	.075	.078	.080

	<u>0-5</u>	<u>6-10</u>	<u>11+</u>
	<u>INDEX</u>	<u>INDEX</u>	<u>INDEX</u>
<u>HIGH SCHOOL GIRLS= ATHLETICS</u>			
1. Varsity Basketball Coach	.210	.220	.230
2. Assistant Basketball Coaches			
a. Jr. Varsity Coach/Varsity Asst. #	.120	.123	.125
b. Varsity/Jr. Varsity Asst. Coach	.090	.093	.095
c. Freshman Coach	.075	.078	.080
3. Cheerleader Coach	.045	.050	.055
Asst. Cheerleader Coach	.020	.024	.028
4. Freshman Cheerleader Coach	.020	.024	.028
5. Golf Coach	.050	.055	.060
6. Soccer Coach	.080	.085	.090
Assistant Soccer Coach #	.045	.048	.050
7. Softball Coach	.120	.123	.125
Softball Junior Varsity Head Coach #	.075	.078	.080
Softball Assistant Varsity Coach	.050	.055	.060
8. Tennis Coach	.050	.055	.060
9. Track and Field Coach	.080	.085	.090
Asst. Track and Field (2)*	.045	.048	.050
10. Volleyball Coach	.120	.123	.125
Asst. Volleyball Coach	.050	.055	.060
Freshman Volleyball Coach*	.043	.046	.048

HIGH SCHOOL NON-ATHLETICS

1. Academic Coach	.020	.022	.025
2. Annual Sponsor	.026	.031	.036
3. Art Sponsor/Art Club	.038	.040	.043
4. Auditorium Director	.060	.065	.070
5. Chorus - high school and middle school	.120	.125	.130
6. Class Sponsor			
a. Junior	.035	.038	.040
b. Senior	.035	.038	.040

HIGH SCHOOL NON-ATHLETICS

7. Dramatic Plays (each play 2 or 3 nights)			
Per play maximum 2 Plays	.045	.048	.050
a. Assistant Dramatic Plays			
(each-play 2 or 3 nights)			
Per play maximum 2 Plays	.028	.031	.034
8. Forensic League & Speech Head Coach	.075	.080	.085
Asst. Forensic League Coach (3) #	.050	.055	.060
9. Mac. Pow Wow - Head (2 or 3 nights)	.038	.041	.044
10. Asst. Mac. Pow Wow - Asst. (2 or 3 nights)	.028	.031	.034
11. High School Color Guard	.035	.040	.045
12. National Honor Society	.020	.022	.025
13. Science Fair Coordinator (all schools)	.020	.021	.022
14. Student Council	.020	.022	.025
Asst. Student Council	.015	.017	.020
15. Sunshine Society	.020		
16. Spanish Club	.020		
17. S.A.D.D.	.020		
18. Fellowship of Christian Athletes	.020		
19. French Club	.020		
20. Future Farmers of America	.020		
21. Thespians	.020		

22. Stay in Bounds Coordinator	.015	.017	.020
	<u>0-5</u>	<u>6-10</u>	<u>11+</u>
	<u>INDEX</u>	<u>INDEX</u>	<u>INDEX</u>

MIDDLE SCHOOL BOYS= ATHLETICS

1. 8 th Grade Basketball Coach	.050	.055	.060
Asst. 8 th Grade Basketball Coach #	.041	.044	.046
2. 7 th Grade Basketball Coach	.050	.055	.060
Asst. 7 th Grade Basketball Coach #	.041	.044	.046
3. 6 th Grade Basketball Coach	.041	.044	.046
Asst. 6 th Grade Basketball Coach #	.027	.030	.032
4. 8 th Grade Football Coach	.050	.055	.060
Asst. 8 th Grade Football Coach #	.041	.044	.046
5. 7 th Grade Football Coach	.050	.055	.060
Asst. 7 th Grade Football Coach #	.041	.044	.046
6. 7 th & 8 th Grade Track and Field Coach	.041	.044	.046
Asst. 7 th & 8 th Grade Track and Field Coach #	.035	.038	.040
7. Wrestling Coach	.050	.055	.060
Asst. Wrestling Coach #	.035	.038	.040

MIDDLE SCHOOL GIRLS= ATHLETICS

1. 8 th Grade Basketball Coach	.050	.055	.060
Asst. 8 th Grade Basketball Coach #	.041	.044	.046
2. 7 th Grade Basketball Coach	.050	.055	.060
Asst. 7 th Grade Basketball Coach #	.041	.044	.046
3. 6 th Grade Basketball Coach	.041	.044	.046
Asst. 6 th Grade Basketball Coach #	.027	.030	.032

MIDDLE SCHOOL GIRLS= ATHLETICS

4. Cheerleader sponsor			
a. 8 th Grade	.020	.023	.026
b. 7 th Grade	.020	.023	.026
c. 6 th Grade	.015	.018	.021
5. Track & Field Coach	.041	.044	.046
Asst. Track & Field Coach #	.035	.038	.040
6. 8 th Grade Volleyball Coach	.041	.044	.046
7. 7 th Grade Volleyball Coach	.041	.044	.046
8. 6 th Grade Volleyball Coach*	.041	.044	.046

MIDDLE SCHOOL CO-ED ATHLETICS

1. Cross Country Coach	.041	.044	.046
2. Golf Coach	.041	.044	.046
3. Soccer Coach	.041	.044	.046
Asst. Soccer Coach*	.035	.038	.040
4. Swimming Coach	.050	.055	.060
Asst. Swimming Coach	.041	.044	.046
5. Tennis Coach	.041	.044	.046

MIDDLE SCHOOL NON-ATHLETICS

1. MS Colorguard Color guard		.030	.033	.035
2. National Jr. Honor Society	.020	.022	.025	
3. Student Council	.020	.022	.025	
4. Academic Coach*	.020	.022	.025	
5. Project ED monitor (share with Elementary)	.015	.017	.020	

	0-5 <u>INDEX</u>	6-10 <u>INDEX</u>	11+ <u>INDEX</u>
<u>HIGH SCHOOL/MIDDLE SCHOOL NON-ATHLETICS</u>			
1. Band - High School and Middle School	.120	.125	.130
2. Assist Band - High School and Middle School	.065	.068	.070
<u>HIGH SCHOOL DEPARTMENT HEADS</u>			
1. Art	.010	.011	.0125
2. Business	.020	.022	.025
3. English	.020	.022	.025
4. Foreign Language	.020	.022	.025
5. Guidance	.020	.022	.025
6. Home Arts	.020	.022	.025
7. Industrial Arts	.010	.011	.0125
8. Math	.020	.022	.025
9. Performing Arts	.020	.022	.025
10. Physical Education/Health	.020	.022	.025
11. Science	.020	.022	.025
12. Special Education	.020	.022	.025
13. Social Studies	.020	.022	.025
14. Vocational Agriculture	.010	.011	.0125
<u>MIDDLE SCHOOL DEPARTMENT HEADS</u>			
1. Art	.010	.011	.0125
2. English	.020	.022	.025
3. Guidance — <u>Guidance</u>		.020	.022 .025
4. Home Arts	.020	.022	.025
5. Industrial Arts	.010	.011	.0125
6. Math	.020	.022	.025
<u>MIDDLE SCHOOL DEPARTMENT HEADS</u>			
7. Physical Education/Health	.020	.022	.025
8. Science	.020	.022	.025
9. Social Studies	.020	.022	.025
10. Special Education	.020	.022	.025
<u>ELEMENTARY</u>			
1. Supervisor of Boys' Mini Basketball	.025	.028	.030
2. Supervisor of Girls' Mini Basketball	.025	.028	.030
3. 5 th Grade Boys= Basketball	.027	.030	.032
4. 5 th Grade Girls= Basketball	.027	.030	.032
5. Building Supervisor Pipe Creek	.038	.040	.042
6. Cheerleading Supervisor	.015	.018	.021
7. Volleyball Supervisor	.025	.028	.030
8. Student Council (Mac El)	.020	.022	.025
9. Elementary Wrestling	.027	.030	.032
10. Spellbow <u>Spell bow</u> Coach		.015	.017 .020
11. Chairpersons			
a. Grade Level (one each of K-5)	.020	.022	.025
b. Special Education (shared)	.020	.022	.025
c. Related Arts (shared)	.020	.022	.025
<u>ALL BUILDINGS</u>			
1. Library Corporation Chairperson	.020	.022	.025

This position will be added, based on the following criteria:

MS Boys= Basketball Assistant Coach (Grades 6, 7 and 8): if >9 on the team

MS Girls= Basketball Assistant Coach (Grades 6, 7 and 8): if >9 on the team
 MS Wrestling Assistant Coach: if >15 on the team
 MS Track and Field Assistant Coach (Boys= and Girls=): if >15 on the team
 MS Boys= Football Assistant Coach (Grades 7 and 8): if >20 on the team
 HS Soccer Assistant Coach (Boys= and Girls=): if >12 on the team
 HS Boys= Baseball Junior Varsity Head Coach: if >15 on the team
 HS Girls= Softball Junior Varsity Head Coach: if >15 on the team
 HS Boys= Wrestling Junior Varsity Head Coach: if >15 on the team
 HS Basketball Junior Varsity Head Coach (Boys= and Girls=) if >15 on the team
 HS Football Junior Varsity Assistant: 1 per every 5 students above 25/max 2 JV Asst
 HS Forensic League Assistant Coach: 1 per every 12 students above 15/max 3 Asst

EXTENDED CONTRACTS

The additional time beyond the regular school year shall be scheduled by the school corporation.
 Days listed are for informational purposes only and were not bargained. Compensation for extended contracts shall be at the teacher's daily rate.

<u>Position</u>	<u>Days</u>
Vocational Agriculture	20 additional days
Head Guidance Counselor - high school	18 additional days
Guidance Counselors - high school and middle school	12 additional days
- elementary schools	5 additional days
Librarians - high school & middle school.....	3 additional days
Band Director.....	20 additional days
Assistant Band Director.....	20 additional days
High School Color Guard Sponsor	5 additional days

[Number of positions is included for informational purposes only and was not bargained.](#)

APPENDIX C

Date Filed: _____

Number: _____

**GRIEVANCE FORM
MACONAQUAH SCHOOL CORPORATION**

Name of teacher(s) seeking relief: _____

Name of other employee(s) involved, if any: _____

Identification of specific provisions of agreement violated or misinterpreted: _____

Statement of facts giving rise to the grievance and contention of the grievant with respect to the grievance: _____

Specific relief requested: _____

Signature of teacher(s) seeking relief: _____

APPENDIX D

RETIREMENT SEVERANCE PAY (Applies only to teachers hired prior to 2002-2003)

Retirement severance pay shall be provided to a retiring teacher employed by the Maconaquah School Corporation during the year immediately preceding his/her retirement according to the following requirements and provisions:

- A. Payment for years of service in this School Corporation will be paid upon retirement as stipulated below, provided the retiring teacher has reached the age of 50, and has a minimum of fifteen (15) years of teaching experience in this School Corporation.
- B. Said teacher shall submit to the office of the Superintendent his/her letter of retirement no later than January 1 in the year the teacher plans to retire. This request may not be withdrawn.
- C. Said notification date and minimum age requirements as provided herein may be waived by the School Board in case of permanent retirement due to disability.
- D. Option 1: After fifteen (15) years of service in this corporation, a teacher may receive thirty-three and one-third (33 1/3) percent of accumulated leave days up to a maximum of fifty (50) days. Payment is based on contracted salary for the year of retirement.

Option 2: Upon retirement, after fifteen (15) years of service with this corporation, a teacher may elect to receive three hundred (\$300) dollars per year of service if such benefit is greater than that based on accumulated leave. Said total additional retirement pay under this provision shall not, however, exceed forty (40) years of service in this School Corporation.
- E. A year of service shall be defined as the number of regular teacher contract days.
- F. Teachers electing provisions under this article abrogate all claims to benefits in this contract and release the corporation from claims under applicable unemployment benefit laws.
- G. Teachers retiring from Maconaquah school may elect to ~~purchase-continue~~ a single or employee/spouse health insurance plan from the school corporation at the retiree's cost up until the retiree employee turns 65.

EARLY RETIREMENT (Only applies to teachers hired prior to 2002-2003)

A teacher must be no less than fifty-five (55) years of age to be eligible to participate in the early retirement program. The teacher must also have worked a minimum of fifteen (15) years for Maconaquah schools as a teacher and/or administrator.

Said teacher shall submit to the office of the Superintendent his/her letter of retirement no later than January 1 in the year the teacher plans to retire. This request may not be withdrawn. In the event a teacher is unable to give timely notice of retirement as required and is forced to retire as a result of failing health, accident, or other unforeseen event, the required notice may be waived by the Board on the recommendation of the superintendent.

A. Maconaquah School Corporation will provide, as an option, group health insurance for early retirees and their spouses until early retiree reaches age 65. To participate, a retiring employee must commit to participation at the time of retirement. ~~Retirees~~Early retirees may elect ~~to purchase a single health insurance plan from the school corporation at the retiree's cost.~~
to continue a single or employee/spouse health insurance plan from the school corporation at the early retiree's cost up until the early retiree turns 65.

B. Early retirement payment schedule. Age as of last teacher work day.

<u>AGE</u>	<u>ANNUAL PAYMENT</u>
55	\$8,000 for five years
56	\$7,200 for five years
57	\$6,400 for five years
58	\$5,600 for five years
59	\$4,800 for five years
60	\$4,000 for five years
61	\$4,000 for four years
62	\$4,000 for three years
63	\$4,000 for two years
64	\$4,000 for one year

C. An employee covered under this contract will be eligible to receive benefits from only one of the following: early retirement or retirement severance.

D. A teacher meeting the retirement eligibility requirements is entitled to receive severance pay equal to \$25 per day multiplied by the number of accumulated leave days.

E. Should a teacher who has elected to participate in the Early Retirement Program die prior to receiving full benefits, the remaining benefits shall be paid to the teacher's designated beneficiary or to the teacher's estate.