



COLLECTIVE BARGAINING AGREEMENT

**between Manchester Teachers Association
and Manchester Community Schools**

July 1, 2021 - June 30, 2022

TABLE OF CONTENTS

I.	RECOGNITION	2
II.	TERMS OF AGREEMENT	2
III.	LEAVES OF ABSENCE	3
	A. Personal Injury	3
	B. Graduate Study	3
	C. Family, Personal Illness and Personal Days	3
	D. Sick Leave Bank	3
	E. Bereavement Leave	5
	F. Maternity Leave	5
	G. Paternity/Adoptive Leave	6
	H. Legal Leave	6
	I. Professional Leave/Meetings/Workshops	6
IV.	INSURANCE BENEFITS	7
	A. Board Contribution Toward Annual Premiums	7
	B. Long Term Disability and Term Life	9
	C. Board Contribution Toward Annual Premiums for Less Than Full-Time Teachers	9
	D. Section 125 Generation II	9
V.	RETIREMENT BENEFITS	10
	A. Regular Retirement Benefits	10
	B. Buy-Out of Early Retirement Plan	11
	C. Ongoing Contributions	12
	D. Plan I Protection	12
VI.	PROFESSIONAL COMPENSATION	13
	A. Salary of Existing Teachers	13
	B. Extra-Curricular Pay Schedule	13
	C. Credit Reimbursement	14
	D. New Teacher Salary	14
VII.	SUMMER SCHOOL EMPLOYMENT	15
	A. Certification and Compensation	15
VIII.	RATIFICATION	16
	EXHIBIT A - TEACHER COMPENSATION MODEL	17
	EXHIBIT B - EXTRA-CURRICULAR PAY SCHEDULE	18

MANCHESTER COMMUNITY SCHOOLS COLLECTIVE BARGAINING AGREEMENT

I. RECOGNITION

The Manchester Teachers Association, the Exclusive Representative, is hereby recognized by the Board of School Trustees of the Manchester Community Schools, the School Employer, as the bargaining agent for the certified staff members, except Superintendent, Business Manager, Curriculum Director, Principals, Assistant Principals, Athletic Directors, Assistant Superintendents, Social Services Personnel and Substitute Teachers.

It is understood by both parties that this agreement sets forth the terms and conditions to which each party agrees to be bound, and that such agreement has been reached voluntarily without undue or unlawful coercion of force by either party.

II. TERMS OF AGREEMENT

The terms of this agreement shall be in full force and effect from July 1, 2021 through June 30, 2022, Individuals on extended contracts shall be paid according to the individual's contract as executed.

III. LEAVES OF ABSENCE

A. Personal Injury

Any absence due to injury incurred in the course and scope of the Teacher's employment shall not be charged against any of the Teacher's sick leave days or affect his or her contract rights.

Once the waiting period for the Board approved long-term disability insurance is met, that benefit will pay the Teacher according to the schedule in effect and the Board will not be liable for additional payment.

B. Graduate Study

The Board of School Trustees will grant, upon request, a maximum number of Leaves of Absence for Graduate Study that would equal five percent (5%) of the total certificated staff. Requests for leave must be submitted to the Board on or before April 1 of the calendar year the leave is to commence, and the Board must be informed on or before April 1 of the calendar year of the Teacher's intent to return to the staff. A Teacher may request a renewal of the Leave of Absence for a second consecutive year after April 1 provided the Board has been informed that an application has been made for a second year of graduate study prior to April 1.

A committee composed of Administrators and Manchester Teachers Association members shall be appointed and make recommendations to the Board when requests from one building or one department might impair the educational program of that department or building.

C. Family, Personal Illness and Personal Days

Each Teacher shall have ten (10) days their first two years and eight (8) each year thereafter to use for personal illness or family illness. Family is defined as the Teacher's spouse, children, grandchildren, stepchildren, parents or stepparents, wards (children for whom the Teacher is the legal guardian), or grandparents. Family also includes in-laws living in the home of the Teacher. Unused days will continue to accumulate. Each Teacher will have three (3) days their first two years and five (5) days each year thereafter for personal leave. These days do not accumulate. Any unused personal days will roll-over into accumulated sick days.

A teacher must have superintendent approval to use more than three (3) personal days on consecutive school days. Any personal day used to extend fall break, winter break, spring break, or summer break will cost two (2) personal days unless otherwise approved by the superintendent.

D. Sick Leave Bank

1. Purpose: To provide additional sick, accidental, or bereavement benefits beyond normal leave for staff members who are unable to perform their normal duties.
2. Participants: All certified staff members unless exceptions are requested in writing.
3. Structure:
 - a. Beginning with the 1994-95 school year, any certified staff member new to Manchester Community Schools will place one-half (.5) day in the Bank and become a member of the Bank at the time a contract is signed with Manchester Community Schools. The Board of School Trustees shall place in the Bank the

same number of days as the total number contributed by all certified staff members. Anyone who does not want to become a member will have to notify the Superintendent in writing at the time the contract is signed. These days shall be used for the purpose of providing a bank of days upon which certified staff members may borrow in cases of extended medical leave.

- b. A Sick Leave Bank Committee shall be composed proportionally of persons appointed by the Superintendent and persons appointed by the President of the Manchester Teachers Association per current State statute governing committee membership.
- c. To begin the 1987-1988 school year, the Bank shall have 150 days for loan, and will accumulate new days only as new members join.

4. Procedures for Illness:

- a. All sick leave days accumulated by the individual must be exhausted.
- b. Application shall be made to the Sick Leave Bank Committee. The Committee shall make recommendations to the Superintendent for approval of loans. Applicants who are denied approval by either the Committee or the Superintendent shall have the right to appeal to the Board of School Trustees.
- c. Application shall be made in writing to the Superintendent and shall be accompanied by a physician's statement describing the nature of the disability, the treatment being rendered, and the prognosis for a return to work. Application for a loan may be made by a personal representative in cases where the individual staff member is unable to do so.
- d. A maximum of fifteen (15) teacher days will be allowed for any one individual annually.
- e. Following a return to work, all earned sick leave days remaining at the end of each school year to the borrower's credit shall be paid back to the Bank until the loan has been repaid.
- f. The Sick Leave Bank Committee may recommend to the Superintendent a waiver of any of the above criteria.
- g. The Corporation shall be responsible for maintaining the Bank records from year to year.

5. Procedures for Bereavement:

- a. Application shall be made to the Sick Leave Bank Committee. The Committee shall make recommendations to the Superintendent for approval of loans. Applicants who are denied approval by either the Committee or the Superintendent shall have the right to appeal to the Board of School Trustees.
- b. Application shall be made in writing to the Superintendent. Application for a loan may be made by a personal representative in cases when the individual staff member is unable to do so.

- c. A maximum of fifteen (15) teacher days will be allowed for any one individual annually.
- d. Following a return to work, all earned sick leave days remaining at the end of each school year to the borrower's credit shall be paid back to the Bank until the loan has been repaid.
- e. The Sick Leave Bank Committee may recommend to the Superintendent a waiver of any of the above criteria.
- f. The Corporation shall be responsible for maintaining the Bank records from year to year.

If an individual leaves Manchester Community Schools prior to repaying the days borrowed from the Bank, the individual will have the amount paid for the substitute teachers for the days remaining unpaid deducted from his/her last payroll check and those repaid days will then be credited to the total days remaining in the sick leave bank.

E. Bereavement Leave

The Board shall grant each staff member, without loss of pay, five (5) school days per year for each death in the immediate family (spouse of the Teacher, the Teacher's or spouse's parent, grandparent, child or child's spouse, brother, sister or grandchild).

The Board shall grant each staff member, without loss of pay, two (2) days per year for death other than immediate family.

F. Maternity Leave

A Teacher who is pregnant shall be entitled, upon request, to a leave of absence to begin at any time between the commencement of her pregnancy and one (1) year after a child is born to her.

A teacher who elects to extend a maternity leave beyond twelve weeks is responsible for the payment of their health insurance premiums (employer cost + employee cost) beginning with the 13th week of maternity leave. The employee is also responsible for payment of any additional premiums for dental and eye care at the beginning of the 13th week of maternity leave.

1. Said Teacher shall notify the Superintendent, in writing, of her desire to take such leave, the expected duration of the leave, and, if possible, shall give such notice at least thirty (30) days prior to the date on which her leave is to begin. She shall include with such notice either a physician's statement certifying her pregnancy or a copy of the birth certificate of her child, whichever is applicable. A Teacher who is pregnant may continue in active employment as late into her pregnancy as she desires provided she is able to properly perform her regular teaching duties. All or any portion of a leave taken by a Teacher because of a medical disability connected with, or resulting from her pregnancy may, at her option, be charged to her sick leave days. Her intention to use her accumulated sick days shall be included with her notice and the physician's statement.
2. a. Upon return to work, the Teacher shall be assigned to the same position which she held at the time the leave commenced or to a substantially equivalent position.

- b. It is the intent of the School Board that this policy comply with State and Federal laws. Accordingly, should there be any change in said State or Federal laws, then this policy shall automatically incorporate by reference, said changes without the necessity for the Board of School Trustees to amend this policy.

G. Paternity/Adoptive Leave

A teacher will be granted a leave of absence, upon request, without pay not to exceed twelve (12) weeks up to one year after the child is born. The teacher shall notify the Superintendent, in writing, of his/her desire to take such leave, the expected duration of the leave, and, if possible, shall give such notice at least thirty (30) days prior to the date on which the leave is to begin.

H. Paid Leave during Maternity/Paternity/Adoptive Leave

A teacher who has been employed with MCS for a year prior to taking a maternity/paternity/adoptive leave can take up to ten (10) days of paid leave (in addition to sick days, when applicable). These days must be taken within the first twelve (12) weeks following the birth or adoption of the child. These days will be paid at the teacher's daily rate.

I. Legal Leave

A Teacher called for jury duty or subpoenaed, as a witness will be paid the Teacher's regular daily salary. Any payment (not including mileage, meals, and lodging) received shall be remitted to Manchester Community Schools.

J. Professional Leave/Meetings/Workshops

1. Professional leave days with pay may be granted for the following purposes:
 - a. Attending and/or participating in professional meetings related to education, such as workshops, seminars or conferences sponsored by industry, subject matter groups, colleges, universities or governmental agencies concerned with public school matters.
 - b. Visitation to other school corporations or educational institutions for the purpose of observing instructional techniques or other instructional oriented programs.
2. The board will pay the Teacher's registration fees, mileage, and lodging for approved professional leaves.
 - a. The board will pay up to \$35.00 per day meal allowance when the teacher attends the activities listed in paragraphs 1(a) and 1(b) above.
 - b. To qualify for any meal allowance the professional leave must involve overnight attendance. The only exception to this qualifier will be where a Teacher was asked to attend a professional meeting on a non-work day and meals were not included in the registration fees.

IV. INSURANCE BENEFITS

A. Board Contribution Toward Annual Premiums

The Corporation sponsored Health Insurance Plan will have two options:

Option A: Traditional PPO Plan

Option B: High Deductible Plan

Option C: High Deductible Plan

Both options will include the following service components: medical, prescription, dental, and vision. Married employees may select different plan options. However, no employee and/or dependent(s) may be covered dependents on both plan options.

Option A: The Board's contribution toward the annual premium cost of the traditional plan will be 70% for Employee and Employee +1 and 74% for Family. (e.g. Employee, Employee + 1, and Family).

Effective January 1, 2022, teachers who select Option A shall contribute the following amounts per pay period to the premiums for Option A:

Employee	\$138.00
Employee + 1	\$234.00
Family	\$298.00

Corporation will pay up to the following amounts, and not more than 70% of Option A Plan for 2021:

Single - \$8,351.00
Employee +1 - \$14,199.00
Family - \$21,995.00

Option B: For employees choosing this option, the Board's contribution will be 70%. However, the Board's contribution will be applied to the annual premium cost of the high deductible plan. In addition, the remaining balance will be deposited into a Health Savings Account (HSA) to cover a portion of the deductible. This deposit will be made according to the following schedule: 50% of the contribution will be funded by January 15. The remaining 50% will be funded in ten (10) equal monthly installments beginning in February and ending in November.

Effective January 1, 2022, teachers who select Option B shall contribute the following amounts per pay period to the premiums for Option B:

Employee	\$123.00
Employee + 1	\$208.00
Family	\$266.00

Corporation will pay up to the following amounts, and not more than 70% of Option B Plan for 2021:

- Single - \$7,483.00
- Employee +1 - \$12,679.00
- Family - \$19,609

2021 HSA Corporation Contribution
 Single \$750
 Employee +1/Family \$1,500

Option C:

For employees choosing this option, the Board’s contribution will be 70%. However, the Board’s contribution will be applied to the annual premium cost of the high deductible plan. In addition, the remaining balance will be deposited into a Health Savings Account (HSA) to cover a portion of the deductible. This deposit will be made according to the following schedule: 50% of the contribution will be funded by January 15. The remaining 50% will be funded in ten (10) equal monthly installments beginning in February and ending in November.

Effective January 1, 2022, teachers who select Option C shall contribute the following amounts per pay period to the premiums for Option C:

Employee	\$113.00
Employee + 1	\$185.00
Family	\$243.00

Corporation will pay up to the following amounts, and not more than 70% of Option C Plan for 2021:

- Single - \$6,855.00
- Employee +1 - \$11,272.00
- Family - \$17,964.00

2021 HSA Corporation Contribution
 Single \$1,500
 Employee +1/Family \$3,000

Any employee electing not to choose either Option A, B, or C will be compensated at zero (\$0) dollars.

If any part of the Health Insurance Plan and/or its related expenses violates State law, this section will be immediately opened for renegotiation upon written notice by the Corporation to the Association. The contract will be opened to negotiate this Article only.

B. Long-Term Disability and Term Life

The Board will pay all but \$1.00 of the cost of a Long-Term Disability program and all but \$1.00 toward the cost of a \$40,000.00 Term Life policy until the teacher reaches age 65. At that time, the subject benefit amount will be reduced in accordance with the reduction schedule set forth in the current Long-Term Disability program and Term Life policy.

C. Board Contribution Toward Annual Premiums for Less Than Full-time Teachers

The Board will pay for the cost of health insurance premiums in Article IV (A) for any teacher who meets or exceeds 30 hours per week.

D. Section 125 Generation II

This paragraph IV (E) will apply only to employees new to the Manchester Community Schools beginning with the 1992-93 year.

The benefits provided to employees by Section 125 of the Revenue Act of 1978 shall be made available to any Teacher who is eligible to participate. An amount of the individual's salary, not to exceed the IRS guidelines, may be set aside by the employee for the selection of benefits under Section 125 of the Internal Revenue Code, which are non-taxable benefits of major medical and dependent care. This plan shall be administered by a vendor recommended to the School Board by the Insurance Committee. All administration fees will be paid by the Board.

Those electing Option B, high deductible plan, are prohibited by IRS Guidelines from participating in a Section 125 plan.

V. RETIREMENT BENEFITS

A. Regular Retirement Benefits

1. This Section applies to teachers employed for the 2003/2004 school year.
2. The net present value of each eligible teacher's buy-out of regular retirement benefits will be calculated using the following:
 - a. Use actual years of teaching experience in the Manchester Community Schools as of June 1, 2003, and projected years of teaching experience to assumed retirement age.
 - b. Use projected daily rate of pay with a 3% salary inflation factor.
 - c. Use a formula equal to:
 - Projected daily rate of pay times the number of accumulated sick and personal leave days at assumed retirement date (using the individual teacher's accumulated rate at June 30, 2003 as that teacher's projected accumulated rate) times 15% **PLUS**
 - Projected daily rate of pay times the years of teaching experience in the Manchester Community Schools at assumed retirement date
 - d. Assume retirement date at later of attainment of age 60 and completion of ten or more years of employment with Manchester Community Schools, but in no event earlier than when eligible for an unreduced TRF benefit.
 - e. Use discount rate of 4% for first two years and 7% thereafter.
 - f. Subtract 7.65% from gross present value to obtain benefit net of FICA taxes.
 - g. The current daily rate of pay for all teachers not on extended contract is figured by dividing the current contractual salary by the number of teacher attendance days in the school calendar.
 - h. If a teacher has an extended contract, the current daily rate of pay will be the summation of:
 - The amount derived by dividing the current contractual salary minus the extra-curriculum and hour remuneration by the number teacher attendance days on the teacher's contract **PLUS**
 - The amount derived by dividing the contractual remunerations for extra-curricular sponsorships and hours by the number of teacher attendance days in the school calendar
3. The net present value, discounted for expected years until assumed retirement date and adjusted for any offset for on-going contributions in Section C below, will be deposited for that teacher in 2004 as follows:
 - a. 50% into a 401 (a) plan account, and
 - b. 50% into an individual VEBA account

4. The 401 (a) plan account and the VEBA account will vest at the completion of ten (10) years of teaching service with Manchester Community Schools and attainment of age fifty-five (55).
5. Upon the death of a teacher while employed by Manchester Community Schools, the teacher's 401 (a) account and VEBA account created under this Section will be 100% vested. The vested accounts will be payable respectively to the teacher's designated beneficiary under the 401 (a) plan and to the teacher's spouse and dependents under the VEBA.
6. Upon the qualification of a teacher for disability benefits (regular or classroom) under the Indiana State Teachers' Retirement Fund, the teacher's 401(a) account and VEBA account will be 100% vested.

B. Buy-Out of Early Retirement Plan

1. This Section applies only to teachers employed for the 2003/2004 school year. Eligible teachers chose either Plan I or Plan II within 30 days after they were employed at Manchester Community Schools, or by August 20, 2001 if later.
2. For each teacher who selected Plan I or Plan II, the net present value of each eligible teacher's buy-out of the bridge benefit will be calculated using the following:
 - a. Use 16% of the teacher's projected last annual contract salary at assumed retirement date.
 - b. Assume retirement date at attainment of age 60 and completion of ten or more years of employment with Manchester Community Schools, but in no event earlier than when eligible for unreduced TRF benefit.
 - c. Use discount rate of 4% for first two years and 7% thereafter.
 - d. Subtract 7.65% from gross present value to obtain benefit net of FICA taxes.
3. The net present value, discounted for expected years until assumed retirement date and adjusted for any offset for on-going contributions in Section C below, will be deposited for that teacher in 2004 as follows:
 - a. 50% into a 401 (a) plan account, and
 - b. 50% into an individual VEBA account
4. The 401(a) plan account and the VEBA account will vest at the completion of ten (10) years of teaching service with Manchester Community Schools and attainment of age fifty-five (55).
5. Upon the death of a teacher while employed by Manchester Community Schools, the teacher's 401(a) account and VEBA account created under this Section will be 100% vested. The vested accounts will be payable respectively to the teacher's designated beneficiary under the 401(a) plan and to the teacher's spouse and dependents under the VEBA.
6. Upon the qualification of a teacher for disability benefits (regular or classroom) under the Indiana State Teachers' Retirement Fund, the teacher's 401(a) account and VEBA account will be 100% vested.

C. On-Going Contributions

1. This Section applies to all teachers.
2. By the completion of the 2004/2005 school year, Manchester Community Schools shall contribute 1% of the teachers' contractual salary for that school year as follows:
 - a. 50% into a 401(a) plan account, and
 - b. 50% into an individual VEBA account
3. By the completion of each school year beginning with the 2005/2006 school year, Manchester Community Schools shall contribute 3.75% of the teacher's contractual salary for that school year divided up as follows:
 - a. 3% into a 401(a) plan account, and
 - b. 0.75% into an individual VEBA account
4. The 401(a) plan account and the VEBA account will be vested upon the completion of five (5) years of teaching service with Manchester Community Schools.
5. Upon the death of a teacher while employed by Manchester Community Schools, the teacher's 401(a) account and VEBA account created under this section will be 100% vested. The vested accounts will be payable respectively to the teacher's designated beneficiary under the 401(a) plan and to the teacher's spouse and dependents under the VEBA.
6. Upon the qualification of a teacher for disability benefits (regular or classroom) under the Indiana State Teachers' Retirement Fund, the teacher's 401(a) account and VEBA account will be 100% vested.
7. Each teacher shall have the option of investing, by a salary reduction agreement in a 403(b) annuity plan established and maintained by the School Corporation per Internal Revenue Service (IRS) regulations. Each teacher exercising this option may invest to the maximum amount allowed by law. The 403(b) annuity plan accounts will be 100% vested.

D. Plan I Protection

1. For each teacher who chose Plan I, at that teacher's actual retirement after attaining age 55 and completing ten (10) years of teaching service with Manchester Community Schools, the Manchester Community Schools will calculate an amount (if any) equal to 16% of the teacher's last annual contract salary for each whole year (but limited to a maximum of two years) by which the teacher actually retired prior to age sixty (60).

That amount will be deposited as follows:

- a. 50% into a 401(a) plan account, and
 - b. 50% into an individual VEBA account
2. Those amounts will be 100% vested.

VI. PROFESSIONAL COMPENSATION

A. Salary of Existing Teachers

The salary of existing Teachers covered by this contract shall be their salary earned from the Teacher Compensation Model (Exhibit A) included within this contract.

The employer shall also pay the 3% teacher contribution to the Teacher Retirement Fund administered by the State of Indiana.

The salary range for returning teachers prior to increases for the 2021-2022 school year is \$36,800 to \$67,600. The salary range for teachers after increases for 2021-2022 school year is \$39,600-\$70,400.

B. Extra-Curricular Pay Schedule

The Extra-Curricular Pay Schedule shall be administered as shown in Exhibit B. The base salary for the extra-curricular pay schedule is \$39,600.

The parties did not bargain the following language. Instead, it is included for informational purposes only. – Effective with the next school year, ECA stipends will be paid in two equal installments, with the exception of year-round positions. The first installment will be paid at the beginning of the ECA sport or activity, and the second installment will be paid at the end of the ECA sport or activity. An ECA committee will be formed to conduct an in-depth review the ECA schedule and make a recommendation to the bargaining teams before the next round of bargaining.

If a sport or activity listed on the Extracurricular Pay Schedule is suspended or canceled at any time for any reason by any local, state, or federal governmental entity or any organization or association that conducts, organizes, sanctions, or sponsors the sport/activity, MTA and MCS will meet to consider the situation.

C. Credit Reimbursement

1. The Board shall pay \$300.00 for each approved college credit hour up to sixty (60) semester hours. The approved hours shall be directly related to the Teacher's current teaching assignment or other content area(s) approved by the Superintendent. The payment is for one year only and shall be paid upon receipt of evidence of satisfactory completion of the course. No individual shall receive payment for more than six (6) semester hours in each contract year. Individuals wishing to receive payment must have the Superintendent's prior approval to enroll in the course. In the case of Teachers who receive grants and/or other stipends, the Board payment will be the difference between monies received and the contracted amount under this agreement. Maximum credit allowed for those Teachers affected by both plans will be sixty (60) semester hours for each Teacher.
2. A Teacher who expects to qualify for payment must submit the appropriate request for approval by June 1, September 1, or January 1 for the ensuing term of study. An official transcript will be necessary before the following June 30 to indicate satisfactory completion of the course and to receive payment.

D. New Teacher Salary

New teachers to MCS enter at a salary determined by the superintendent upon approval of the board. The Superintendent, or designee, will evaluate the training and experience of all certified teachers new to Manchester Community Schools. Experience will be evaluated and credit will be allowed for prior teaching experience. The Superintendent, or designee, will evaluate the experience of the teacher and determine the teacher's base salary at the time of initial hiring. This base salary will not deviate significantly from that of teachers at a similar level of experience and expertise; provided, however, that a new teacher may be placed at no more than one (1) level higher on the pay scale than a teacher with similar experience and education, and will not exceed the top of the scale.

An earned Master's degree will be recognized when an applicant's salary is set. The teacher acknowledges that the determination of his or her initial salary shall continue to remain in place for all future years. The teacher acknowledges that there will be no future retroactive determination of actual experience for purposes of advancing the teacher in the Compensation Model.

VII. SUMMER SCHOOL EMPLOYMENT

A. Certification and Compensation

Teachers employed for the instruction of summer school classes must be certified by the Indiana Department of Education and will be issued a Supplemental Service Teacher's contract. The Teacher will be paid according to the Superintendent's recommendation based upon the teacher's current hourly rate.

VIII. RATIFICATION

This Agreement shall be effective as of July 1, 2021, upon ratification by the parties and shall continue in effect until June 30, 2022.

Made and entered into in Wabash County by and between the Board of School Trustees of the Manchester Community Schools and the Manchester Teachers Association, both of Wabash County, Indiana and so attested to by their signatures below.

The undersigned attest to the following:

- 1. A public hearing was held in compliance with I.C. 20-29-6-1(b) on August 17, 2021, and electronic participation from the parties and/or public was not permitted; and
- 2. A public meeting in compliance with I.C. 20-29-6-1(b) was held on November 8, 2021 to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.
- 3. A public meeting in compliance with I.C.20-29-6-1(b) was held by the Board on the date set forth below for ratification of the tentative agreement. Electronic participation was not available.

**BOARD OF TRUSTEES OF THE
MANCHESTER COMMUNITY
SCHOOLS**

**MANCHESTER TEACHERS
ASSOCIATION**

Date of Board Ratification: _____

Date of Association Ratification: _____

President, MCS School Board of Trustees

MTA Chief Negotiator

MCS Superintendent

MTA Negotiator

MCS Business Manager

MTA Negotiator

Witness/Attest

Date

Teacher Compensation Model: Manchester Community Schools

The compensation model will consist of two major factors:

- II. Evaluation** *(Not receiving a rating of ineffective or needs improvement, except those who qualify per IC 20-28-9-1.5 (f))*
- III. Academic Needs:** *The need to retain teachers important to the corporation to ensure educational continuity.*

Row	2021-2022 Base Salary
A	\$39,600
B	\$41,000
C	\$42,400
D	\$43,800
E	\$45,200
F	\$46,600
G	\$48,000
H	\$49,400
I	\$50,800
J	\$52,200
K	\$53,600
L	\$55,000
M	\$56,400
N	\$57,800
O	\$59,200
P	\$60,600
Q	\$62,000
R	\$63,400
S	\$64,800
T	\$66,200
U	\$67,600
V	\$69,000
W	\$70,400

- A. For 2021-2022, Teachers who meet the evaluation and academic needs factors will receive the \$2,800 increase to the salary schedule. Beginning teacher's salary will be \$39,600 with a maximum of \$70,400.
- B. ECA salaries are not included in a teacher's salary cap.
- C. Deficit financing will result in no compensation for that year and could result in a decrease.
- D. Teachers who receive an evaluation rating of ineffective or needs improvement on their MCS evaluation for the prior school year shall not be eligible to transition to the 2021-2022 salary schedule, shall not be eligible to receive any base salary increase, or any other additional compensation for the current school year, except those who qualify per IC 20-28-9-1.5(f), and shall continue to receive their 2020-2021 base salary.
- E. Any money allocated to teachers who received an evaluation rating of ineffective or improvement necessary on their prior year evaluation will be redistributed in equal stipends to all teachers receiving an evaluation rating of effective or highly effective on their prior year evaluation. These stipends will be distributed before the end of the contract term.

	ECA			Exhibit B
Maximum Number of Sponsors that may be Hired	TEAM SPORT		Base	Pay
			\$39,600	
	H.S. Athletics (Boys)			
1	Head Football		0.248	\$9,821
3	Asst. Football		0.114	\$4,514
1	Head Basketball		0.24	\$9,504
2	Asst. Basketball		0.114	\$4,514
1	Head Baseball		0.12	\$4,752
2	Asst. Baseball		0.054	\$2,138
1	Head Soccer		0.12	\$4,752
1	Asst. Soccer		0.036	\$1,426
1	Head Tennis		0.12	\$4,752
1	Asst. Tennis		0.036	\$1,426
1	Head Golf		0.12	\$4,752
1	Asst. Golf		0.036	\$1,426
1	Head Wrestling		0.12	\$4,752
1	Asst. Wrestling		0.036	\$1,426
	H.S. Athletics (Boys/Girls)			
1	Head Cross Country		0.144	\$5,702
2	Asst. Cross Country		0.036	\$1,426
1	Head Swimming		0.18	\$7,128
2	Asst. Swimming		0.054	\$2,138
1	Head Track		0.144	\$5,702
4	Asst. Track		0.054	\$2,138
1	Unified Sport Director		0.032	\$1,267
1	Unified Sport Assistant		0.018	\$713
1	Athletic Support/Supervision (\$883 per season)		0.024	\$950
	H.S. Athletics (Girls)			
1	Head Basketball		0.24	\$9,504
2	Asst. Basketball-JV		0.114	\$4,514

1	Head Volleyball	0.12	\$4,752
2	Asst. Volleyball	0.054	\$2,138
1	Head Soccer	0.12	\$4,752
1	Asst. Soccer	0.036	\$1,426
1	Head Softball	0.12	\$4,752
2	Asst. Softball	0.054	\$2,138
1	Head Golf	0.12	\$4,752
1	Asst. Golf	0.036	\$1,426
1	Head Tennis	0.12	\$4,752
1	Asst. Tennis	0.036	\$1,426
1	Head Cheerleading	0.072	\$2,851
1	Asst. Cheerleading	0.036	\$1,426
	H.S. Other Positions		
1	Drama Director	0.042	\$1,663
1	Asst. Director - Drama	0.018	\$713
1	Musical Director	0.054	\$2,138
2	Asst. Director - Musical	0.032	\$1,267
1	Instrumental Musical Director	0.032	\$1,267
1	Yearbook	0.09	\$3,564
1	Academic Club	0.012	\$475
2	Senior Class Sponsor	0.024	\$950
2	Junior Class Sponsor	0.018	\$713
1	After Prom	0.012	\$475
1	National Honor Society Sponsor	0.018	\$713
1	Key Club Sponsor	0.018	\$713
2	Student Council Sponsor	0.018	\$713
1	HS Robotics	0.018	\$713
2	E-Sports	0.018	\$713
1	Head Science Olympiad	0.054	\$2,138
1	Assistant Science Olympiad	0.032	\$1,267
1	Diversity Council Sponsor	0.018	\$713
1	Speech	0.018	\$713
1	Academic Super Bowl	0.018	\$713

1	Curricular-Related Club Sponsor	0.012	\$475
2	Icarian Plunge Sponsor	0.012	\$950
1	Instrumental Music (Performances/Marching Band - HS)	0.144	\$5,702
1	Asst. Instrumental Music	0.032	\$1,267
1	FFA Sponsor	0.09	\$3,564
1	Vocal Music (Performances - HS)	0.09	\$3,564
1	Asst. Vocal Music	0.032	\$1,267
1	Pep Band (Min of 10 basketball games)	0.032	\$1,267
1	Color Guard	0.036	\$1,426
1	Winter Guard	0.036	\$1,426
1	Friday Night School Supervisor		\$25.40
	J.H. Athletics (Boys)		
1	Head Football Gr. 8	0.09	\$3,564
1	Asst. Football Gr. 8	0.036	\$1,426
1	Head Football Gr. 7	0.09	\$3,564
1	Asst. Football Gr. 7	0.036	\$1,426
1	Head Basketball Gr. 8	0.09	\$3,564
1	Head Basketball Gr. 7	0.09	\$3,564
1	Head Wrestling	0.054	\$2,138
1	Asst. Wrestling	0.018	\$713
	J.H. Athletics (Boys/Girls)		
1	Head Track	0.09	\$3,564
3	Asst. Track	0.032	\$1,267
1	Head Golf	0.054	\$2,138
1	Asst. Golf	0.018	\$713
1	Head Soccer	0.054	\$2,138
1	Asst. Soccer	0.018	\$713
1	Head Tennis	0.054	\$2,138
1	Asst. Tennis	0.018	\$713
	J.H. Athletics (Girls)		
1	Head Volleyball Gr. 8	0.09	\$3,564
1	Head Volleyball Gr. 7	0.09	\$3,564
1	Head Basketball Gr. 8	0.09	\$3,564

1	Head Basketball Gr. 7	0.09	\$3,564
1	Cheerleading	0.024	\$950
	J.H Other Positions		
1	Instrumental Music (Performances Gr 5-8)	0.072	\$2,851
1	Vocal Music (Performances Gr 5-8)	0.072	\$2,851
2	Chicago Trip Coordinator	0.018	\$713
1	Academic Super Bowl	0.018	\$713
2	Academic Super Bowl Assistants	0.013	\$515
1	Spell Bowl/Spelling Bee	0.018	\$713
1	Geography Bee	0.018	\$713
1	Musical Director	0.054	\$2,138
1	Junior National Honor Society Sponsor	0.018	\$713
2	Asst. Director - Musical	0.032	\$1,267
	MES/MIS Athletics		
4	Soccer (Coed)	0.018	\$713
4	Volleyball (Coed)	0.018	\$713
4	Basketball (Boys)	0.018	\$713
4	Basketball (Girls)	0.018	\$713
	MES/MIS Other Positions		
2	Student Council - 1 MIS & 1 MES	0.012	\$475
1	MES Choir Performance Director	0.013	\$515
2	After School Computer Lab Supervisor - MES	0.018	\$713
1	Overnight Camp Coordinator-6th Grade	0.018	\$713
1	High Ability Test Administrator		
1	Robotics (MES)	0.018	\$713
1	Spell Bowl/Spelling Bee (MIS)	0.018	\$713
1	Science Bowl (MIS)	0.018	\$713
1	Robotics Lead (MIS)	0.018	\$713
1	Robotics Assistant (MIS)	0.012	\$475
1	Math Bowl (MIS)	0.018	\$713
	Traveling Teacher		
	2 Buildings	0.02	\$792
	3 Buildings	0.03	\$1,188

	If one of the above is MIS add	0.007	\$277
	MCS Other Positions		
	Department Chair (1-2+ FTE)	0.018	\$713
	Department Chair (3-4+ FTE)	0.032	\$1,267
	Department Chair (5+ FTE)	0.042	\$1,663
2	Specials Department Head (MES, MIS)	0.018	\$713
4	Digital Learning Coach	0.012	\$475
7	Grade Level Coordinators	0.042	\$1,663
	Writing Curriculum		
	Vocal Music Accompanist		
In the event of insufficient student participants or other justifiable reasons, the MCS Administration will consult with MTA and may make a decision not to fill positions on this schedule. The decision of the Superintendent would not be grievable.			
***Maximum number of positions is for information only			