

MASTER CONTRACT

BETWEEN

Plymouth Education Association

and

The Plymouth Community School Corporation

July 1, 2023

to

June 30, 2024

RATIFIED: October 23, 2023

BOARD APPROVED: November 7, 2023

PREAMBLE

This Master Contract entered into this 1st day of July 2023 by and between the PLYMOUTH COMMUNITY SCHOOL CORPORATION, by and through its Board of School Trustees, hereinafter called "Board", and the PLYMOUTH EDUCATION ASSOCIATION, an affiliate of the Indiana State Teachers Association and the National Educational Association, hereinafter called "Association". This contract is established for the 2023-2024 school year.

W I T N E S S E T H:

ARTICLE I RECOGNITION AND REPRESENTATION

Section 1. Recognition

The Board recognizes the Association as the sole and exclusive bargaining representative in accordance with the provisions of Indiana Code 20-29-1 through Indiana Code 20-29-9, for the purpose of bargaining collectively in accordance with the provisions of the above mentioned Indiana Code, for the certified school employees of the Plymouth Community School Corporation as the term "school employee" is defined by IC 20-29-2-13, but excluding from such representation Superintendents of Schools as defined by IC 20-29-2-18; Assistant Superintendents of Schools as defined by IC 20-29-2-19(3); Principals, Assistant Principals, Administrative Assistants and other Supervisors as defined by IC 20-20-2-19, which supervisors are presently limited to Director of Athletics, Director of High School Guidance, and all other excluded by the terms of IC 20-29-1 through IC 20-29-9. Other exclusions include Fully Certified Speech Language Pathologists and School Psychologists.

Section 2. Intent of Contract

It is the intent of the parties that the provisions of this Contract shall serve as a means for a peaceful and orderly settlement of all disputes that may arise during the life of this Contract and that for its term it embodies the entire agreements of the parties in respect to all subjects bargained collectively. Nothing in this section shall prevent the board and the Association from reaching mutual understanding respecting these matters and as to the application or interpretation of any of the provisions of this Contract.

Section 3. Dues Payroll Deduction

The corporation shall provide a system of payroll deduction for Association membership dues. The authorized amount will be deducted in seventeen (17) equal payments beginning with the first (1st) paycheck in October. The Plymouth Education Association President or a designee appointed by the President will submit a list of Association members participating in payroll deduction.

ARTICLE II DEFINITIONS

As used herein, the following words and phrases shall be deemed to have the meanings as follows:

- A. "School Corporation" shall mean the Plymouth Community School Corporation situated in the County of Marshall, State of Indiana.
- B. "Teacher" shall refer to each employee of the School Corporation who is a part of the bargaining unit as herein defined.
- C. "Board" shall include its authorized officers, representatives and designated agents of the PCSC Board of Trustees.
- D. "Association" shall include its authorized officers, representatives and designated agents of the Plymouth Education Association.

ARTICLE III COMPENSATION MODEL

Section 1. Salary Range

- A. The salary range for returning teachers is \$46,000 - \$74,848.
- B. After the 2023-2024 teacher contract ratification, the salary range will be \$46,000 - \$75,848.
- C. Once teachers reach \$75,848 as their base salary, they will no longer receive a base salary increase but will be eligible for a stipend equivalent to any base salary increases all other teachers receive.

Section 2. General Eligibility

- A. Except as provided in B below, a teacher who received an evaluation rating of ineffective or improvement necessary in the prior school year is not eligible for any salary increase and remains at their prior year salary.
- B. A teacher who is in the first two full years of instructing students who receives an evaluation rating of improvement necessary or ineffective is eligible for a salary increase.
- C. A teacher must work at least 120 days to qualify for a base salary increase.
- D. Any increase will not be paid to teachers who are no longer employed by PCSC as full time certified teachers as of the date of ratification.

Section 3. Factors and Distribution

- A. Evaluation Rating – Teachers who receive an evaluation rating of Effective or Highly Effective will receive a \$1000 increase to their 2022-2023 base salary.
- B. Academic Needs of Students — Teacher Retention Catch-up Increase — For the 2023-2024 school year any eligible teacher, who after the increase for the evaluation factor is below the current year beginning salary of a new teacher with the same years of experience, will receive an additional pay increase in order to put the teacher at the beginning base salary as listed in Article 3, Section 4-B (New Teachers to PCSC) with the same years of experience as the new teacher. Academic needs of students is based on the need to retain teachers based on the salaries of newly hired teachers. The salary increase for the academic needs factor ranges from \$0 to \$1,500.
- C. Redistribution — Any funds otherwise allocated for teachers rated ineffective or improvement necessary will be equally distributed to all teachers rated effective or highly effective. The redistribution will be paid as a stipend after all salary increases have been awarded for the current contract period.

Section 4. New Teachers to PCSC

- A. New Teachers to PCSC shall be defined as someone who has not been employed by the corporation in a certified position in the last 12 months.
- B. All new teachers to the corporation will be recommended by the Superintendent for an initial salary consistent with the academic needs of the corporation. The new teacher shall be brought in at an initial base salary respective to that teacher’s years of teaching experience as outlined below. A new teacher can be brought in at no less than the base salary associated with zero years of experience.

<u>Years of Experience</u>	<u>Beginning Base Salary</u>
0	\$46,000
1	\$47,250
2	\$48,500
3	\$49,750
4	\$51,000
5	\$52,250
6	\$53,500
7	\$54,750
8	\$56,000
9	\$57,250
10	\$58,500
11	\$59,750
12	\$61,000
13	\$62,000
14	\$63,000
15	\$64,000
16	\$65,000
17	\$66,000
18	\$67,000
19	\$68,000
20	\$69,000
21	\$70,000
22+	\$71,000

Section 5. Hiring Retired Teachers

- A. When PCSC hires a retired teacher, the teacher's pay shall be up to, but not more than \$51,000 per year. If a retired teacher is hired for an entire school year, that teacher shall receive benefits excluding the VEBA, teacher retirement, and medical insurance. That teacher shall receive a stipend of \$4,500 to be used for their own medical insurance or supplemental Medicare insurance. If the teacher is hired for part of a year, that teacher shall not receive benefits. If the teacher works for the entire year, but less than a full day, the teacher shall receive a proportionate amount of applicable benefits.

Section 6. Special Assignment

- A. The Special Assignment salary range covered by this Contract is set forth on Appendix A, which is attached hereto, and incorporated in this Contract. Such salary shall be the total compensation for the performance of such special assignment regardless of when such services are performed.

Section 7. Deductions

- A. Deductions from teachers' salaries for daily absence not covered by provisions listed shall be made at the rate of one nth, where n is the number of teacher days in the school year as determined by the Superintendent.

Section 8. Mileage

- A. Teachers required in the course of their work to drive personal automobiles from one school building to another shall receive a care allowance set by the Board at the organization meeting, which will be equal to the IRS rate rounded down to the nearest cent. This same rate will apply to those teachers driving personal cars to approved professional leave meetings. The same allowance shall be given for use of personal cars for field trips or other business of the school corporation when required.

Section 9. Tuition and Required License Exam Reimbursement

- A. It is understood that there is often a need for staff members to obtain new credentials to teach classes they are not currently credentialed to teach. This process may include taking additional coursework or taking a required licensing exam. When approved by the building principal and the Superintendent of Schools, a staff member shall receive reimbursement for tuition and a stipend. Conditions of the reimbursement and payment of a stipend are established below:
 - i. Any coursework taken must be pre-approved by the building principal and superintendent in order for the staff member to receive reimbursement and the stipend for courses completed and passed.
 - ii. Tuition for classes will be paid at the rate of the state university where the class or classes are taken.
 - iii. If the classes are not taken at a state university, reimbursement will be limited to the tuition rate at IUSB.
 - iv. If the coursework is not available at a state university, the school shall reimburse the total amount of the tuition paid by the teacher.
 - v. Tuition reimbursement shall be available upon teacher's enrollment and payment of tuition. The teacher shall complete the course and earn a passing grade. If the teacher fails to complete the course or earn a passing grade, the teacher shall reimburse the school corporation the amount in its entirety.
 - vi. Upon completion of the course and attainment of a passing grade, the teacher shall receive a \$500 stipend. This can only be earned once each semester and once during the summer if a course is completed and passed during those respective time frames. A teacher may not earn more than \$500 for a semester or summer of coursework, regardless of the number of classes taken during those times. The PCSC Calendar, as of the date of its initial adoption by the school board, will be used to determine semester and summer time frames.
- B. When approved by the building principal and the Superintendent of Schools, a staff member shall receive reimbursement for the cost of the required licensing exam. Conditions of the reimbursement are established below:
 - i. The cost of the required licensing exam shall be reimbursed after the successful completion of the exam.
 - ii. Study materials up to \$100 shall be reimbursed with appropriate receipts.
 - iii. Teachers who successfully complete the required licensing exam will receive a stipend of \$500.
- C. Funds for tuition and licensure exam reimbursement and stipends for successful course completion as described in this section shall be budgeted in the amount of at least \$15,000 a school year through Title II. If Title II funds are no longer available, reimbursement and the stipend for successful course completion will not be available until both parties agree to a source of reimbursement and stipend.

Section 10. Professional Development

When money is available for professional development through grants, teachers shall be paid \$20.00 per hour for time spent in training that is approved by the corporation and occurs outside of contracted days or hours.

Section 11. Teachers as In-house Substitutes

- A. Effective October 12, 2020, at the request of a building administrator or his/her designee, teachers shall be paid for substitute teaching in place of another instructor during the teacher's own preparation period. Teachers shall be compensated at a rate of \$33.15 per hour (hourly rate of a beginning base salary as listed in Article 3, Section 4-B (New Teachers to PCSC)). At the K-6 level, this includes a teacher supervising students who are scheduled for related arts/specials during the teacher's own preparation period or a teacher substitute teaching in place of a related arts/specials instructor during the teacher's own preparation period. This does not include the loss of unassigned periods that may occur due to daily schedule changes including but not limited to school assemblies, field trips, delays, testing, or lost periods.

ARTICLE IV GRIEVANCE PROCEDURE

Section 1. Definition

- A. For the purpose of this Contract, a grievance is defined as a difference, dispute, complaint or misunderstanding regarding the interpretation of a compliance with the provisions of this Contract.
- B. The term "day" when used in this Article shall be a regular school teaching day of the School Corporation except that during the summer recess the term "day" shall mean a calendar day excluding Saturdays, Sundays, and legal holidays. Grievances processed hereunder shall be processed immediately in accordance with the provisions herein set forth.

Section 2. Procedure

The grievance procedure shall be as follows:

- A. Within ten (10) working days subsequent to the occurrence, or the time the teacher knew of the occurrence of facts giving rise to a grievance, the teacher and an Association representative, if the teacher so desires, may report the matter to the teacher's administrative supervisor and attempt to settle the grievance thereby and such immediate administrative supervisor shall give his/her decision within three (3) days after the presentation of the matter.
- B. If the decision of such administrative supervisor is unsatisfactory to the teacher, the teacher and an Association representative, if the teacher so desires, may, within seven (7) days subsequent to such supervisor's decision, submit the matter to the teacher's principal; provided, however, that such submission of the matter will be made by reducing to writing the teacher's grievance in triplicate, on forms made available to the teacher by the Association and one copy will be delivered to the principal, one copy to the Association, and one copy retained by the grievant. The matter will be discussed, within five (5) days, at a meeting among the principal, the teacher and the Association, if the teacher so desires. The principal, within five (5) days after such meeting shall give his/her decision, in writing, a copy of which shall be submitted to the persons processing the grievance.
- C. In the event the decision of the principal is unsatisfactory to the teacher, within five (5) days subsequent to such principal's decision, the teacher and the Association representative, if the teacher so desires, may appeal the grievance to the Superintendent and the matter will be discussed by the Superintendent, the teacher and the Association representative, if the teacher so desires, within five (5) days thereafter, and within five (5) days subsequent to such meeting, the Superintendent will give the persons processing the grievance the Superintendent's decision in writing.
- D. In the event the decision of the Superintendent is unsatisfactory to the teacher, within five (5) days subsequent to the Superintendent's decision, the teacher and the Association representative, if the teacher so desires, may appeal the grievance to the full Board of School Trustees of the School Corporation and within thirty (30) days thereafter the matter will be discussed by the teacher and the Association representative, if the teacher so desires, and a majority of the full Board of School Trustees of the School Corporation and within seven (7) days thereafter the full Board of School Trustees of the School Corporation will give the persons processing the grievance the decision of the Board of School Trustees in writing.

Section 3. Time for Processing

Grievances shall be processed at times mutually acceptable to the parties. Time limits for the processing of grievances may be extended by mutual consent of the parties. If, after a grievance is timely filed, it is not timely processed by the respective parties, it shall be deemed to advance the grievance to the next step.

Section 4. General and Special Grievance

When the Association has a grievance, general in nature, which is not related to a particular teacher or teachers of any building, or to a particular administrator, it may be presented in writing by the Association at Step C of the grievance procedure, and subsequently the grievance shall follow the regular steps of the procedure.

Section 5. Summary

The Board and the Association agree that the grievance procedure herein outlined is adequate to provide a fair and final determination of all grievances arising under this Contract.

ARTICLE V LEAVES OF ABSENCE

Section 1. Illness or Injury

Each teacher shall have ten (10) days sick leave occasioned by illness or accident during such teacher's first year of employment by the School Corporation and eight (8) days such sick leave each year thereafter. A teacher may accumulate a total of not more than one hundred ninety (190) days of unused sick leave at the end of their contract year. Also, each teacher shall be allowed up to eight (8) days per year of his or her available sick leave in case of serious illness involving a member of the family. Additional days may be taken from available sick leave for a serious illness involving a member of the family upon approval of the Superintendent. Documentation of the extended illness may be required.

The term "family" for such purpose shall be construed to mean a spouse, child, parent, a relative or dependent living in the employee's household, or an individual for whom the teacher is medically responsible. Accumulated sick leave may be used during summer school.

Section 2. Personal Leave

Personal Leave for the transaction of personal business and/or the conduct of personal or civic affairs shall be granted in accordance with the applicable Indiana Statutes. The following regulations shall also be in effect, except that no regulation, which is contrary to the Statutes, shall be applicable:

- A. The leave shall be in keeping with the intent and purpose of the Statutes.
- B. During the summer months when the regular school is not in session, a teacher shall be permitted personal leave up to and including the end of summer school without loss of compensation, provided that such leave was not used during the preceding summer or school year. This provision applies only to teachers employed in the School Corporation during the preceding regular school year and teachers who were not under contract the preceding school year are not eligible for leave of absence during the summer months.
- C. Personal leave not used and not accumulated as personal days the following year will be added to the employee's cumulative sick leave up to the maximum accumulation of sick leave of one hundred ninety (190) days at the end of their contract year. Three (3) personal leave days shall be granted each year, accumulated to five (5) days.
- D. Personal leave requests must be submitted to a teacher's principal at least 48 hours in advance of the requested leave, except in cases of an emergency. Only 3 personal leave days can be used consecutively.

Section 3. Maternity Leave

Maternity leave shall be granted to teachers in accordance with the provisions of the applicable State Law with respect thereto.

Section 4. Adoption Leave

Except in the case of a child sought to be adopted by a step-parent, a teacher who adopts a preschool child shall be entitled to a leave of absence without pay for a maximum of one (1) school year subsequent to the placement of the child in the teacher's home; provided, however, the adoption leave shall be limited to one (1) teacher per family. The teacher, concurrently with the application for adoption, shall notify the Superintendent of Schools of the expected length of this leave and attach thereto a statement from a duly licensed child placing agency, or the applicable county department of public welfare, certifying that the teacher has made application for adoption. It is mutually understood and agreed that upon the teacher's return from this adoption leave, such return shall be on the first day of a school semester. If there are two teachers in the family, up to five (5) days leave shall be available for the second teacher for the purpose of adoption. These days of absence with pay must take place within five (5) working days of the adoption. Used adoption leave days for the second teacher will be deducted from the illness leave.

Section 5. Paternity Leave

Up to five (5) days paternity leave shall be available to a teacher immediately following the birth of his child. These days must take place within five (5) working days of the birth or return home from the hospital. Used paternity leave will be deductible from the

illness leave.

Section 6. Military Leave

Military Leave shall be granted to teachers in accordance with the provisions of the applicable State and Federal Law with respect thereto.

Section 7. Jury Duty Leave

Upon written application by a teacher and presentation of satisfactory evidence of proof of jury duty, a teacher who is required to serve jury duty shall be paid at the regular rate of pay of such teacher during such jury service, less any and all jury fees or pay received for such service.

Section 8. Professional Leave & In-service

The Board and the Association mutually agree that teachers need professional leave and in-service so that their skills and knowledge can be improved and updated. The Board further agrees that all expenses incurred by teachers while taking professional leave will be reimbursed. Meal reimbursement will be reimbursed at the per diem rate set by the I.R.S. The Board agrees that professional leave days with pay may be granted for the following purposes:

- A. Attending and/or participating in professional meetings, educational workshops, seminars, or conferences that promote goals and the mission of the school district.
- B. Visitation to other school corporations, educational institutions, businesses, or industry for the purpose of observing instructional techniques, instructional - oriented programs, or acquainting teachers with the needs of the business community.
- C. Teacher's shall receive written notification in a timely manner, when a request for professional leave is denied. This notification shall state the specific reason or reasons for the denial.
- D. A committee of teachers and administrators shall discuss direction of the in-service training. The teachers and administrators on the committee should represent the elementary, middle school, and high school.
- E. The Board agrees to budget a minimum thirty-five thousand dollars (\$35,000) for certified staff to support the expenses of in-service and professional leave.

Section 9. Bereavement Leave

- A. A teacher shall be granted bereavement leave of ten (10) school days within one calendar year for each death in the immediate family, which is defined to mean parent, step-parent, sibling, step-sibling, spouse, child, or step-child.
- B. A teacher shall be granted bereavement leave of five (5) school days within one calendar year for each death in the immediate family, which is defined to mean mother-in-law, father-in-law, daughter-in-law, son-in-law, or grandchild.
- C. A teacher shall be granted bereavement leave of two (2) days for death of brother-in-law, sister-in-law and grandparent.
- D. A teacher shall be granted a bereavement leave of one (1) day for a friend or other persons not previously defined in Section 9A, 9B, and 9C.
- E. A teacher shall be granted bereavement leave of one (1) day in the event the funeral is at least two hundred fifty (250) miles away from the certificated employee's residence.
- F. Bereavement leave for other persons or additional days may be approved by the Superintendent of Schools as he/she deems appropriate.

Section 10. Political Leave

Political leave shall be granted to teachers in accordance with the provisions of the applicable State Law with respect thereto.

Section 11. Court Leave

Court leave, without pay, shall be granted to teachers for time necessary to make appearances in any court proceeding; provided, however, that in the event such appearance is required in any matter directly related to the teacher's instructional activities with students, then in that event, such court appearance shall be without loss of pay.

Section 12. Local Association Leave

Upon written request to the Superintendent of the Association President, four (4) days for local association business shall be granted to the Plymouth Education President and/or designees.

ARTICLE VI RETIREMENT SEVERANCE BENEFIT

An individual who is employed as a bargaining unit member at the time of retirement or severance from employment will be eligible

for the following severance benefits provided the teacher has otherwise satisfied the requirements and conditions described below.

Section 1. Group Health Insurance

Immediately following severance, the teacher and his/her spouse, if any, shall have the option of remaining in the Corporation's current group health insurance plan if all of the following conditions are met as of the date of severance and thereafter:

- A. While the retired teacher and spouse, if any, remain enrolled in the health insurance plan, the retired teacher and spouse shall pay the entire insurance premium applicable to the insurance coverage, with the premium payment to be made monthly, said payments to be made on or before the first day of the month. The failure to make a payment when due (including the 30-day grace period) will result in the lapse of coverage or the cancellation of coverage as provided in the insurance plan.
- B. Within ninety (90) days of the severance date, the teacher has provided a written request to the School Corporation for continuing insurance coverage for the teacher and spouse, if any. In emergency circumstances, the school corporation may waive the ninety (90) day requirement.
- C. The teacher has attained at least fifty-five (55) years of age on the last day of the final year of teaching and is not eligible for Medicare.
- D. The teacher was enrolled in the Corporation's group health insurance plan during the school year immediately before severance.

When a retired teacher first becomes eligible for Medicare, the teacher's eligibility to continue to participate in the Corporation's group health insurance plan shall terminate, if not earlier terminated according to applicable law. (The same termination of eligibility shall also apply when a retired teacher's spouse first becomes eligible for Medicare.) It is acknowledged that the parties intend these provisions to comply with applicable federal and state laws that establish an eligible teacher's right to continue health insurance for the teacher and spouse, including if otherwise applicable, Indiana Code 5-10-8-2.6. The right to continue insurance coverage under this article shall be in addition to and not in lieu of rights for continued health insurance coverage under COBRA.

**ARTICLE VII
403 (b) ANNUITY PLAN**

- A. Each teacher may elect to make a salary reduction election and make tax deferred contributions, to a plan described in section 403(b) of the Internal Revenue Code (the "Code") to the maximum limits allowed by the Code. The Board shall forward salary reduction money to the appropriate vendor each month.
- B. The school corporation shall maintain a list of approved investment vendors for the salary reduction contributions made to 403(b) Plan.

**ARTICLE VIII
RETIREMENT SAVINGS VEBA PLAN**

- A. The school corporation shall contribute to a voluntary employees' beneficiary association ("VEBA") as described in section 501 (c) (9) of the Code. The Board agrees to contribute one and seventy-five one hundredths of a percent (1.75%) of the teacher's base pay (without adjustment for any extra-curricular pay) to the individual's VEBA as follows:
 - a) Medical expense reimbursement account – annually \$805.00 and an additional one-time contribution of \$193.00 for the 2023-2024 school year.
 - b) Health insurance premium account – annually 1.75% of a teacher's base pay (without adjustment for any extra-curricular pay) minus \$805.00.

The Board contribution under this provision shall be immediately vested and portable.

- B. The Board shall make equal monthly contributions throughout the school year, and will complete its contributions on or before September 1 of each succeeding year. There will be no commingling of accounts and each employee may determine how his or her account shall be invested among the investment options made available by the investment vendor for the VEBA Plan. The single investment vendor for the VEBA plan shall be determined through a mutual agreement between PEA and the Board.
- C. Upon deposit each participant is considered immediately vested in these individual VEBA accounts.

ARTICLE IX INSURANCE

The Board will sponsor medical insurance, visual insurance, dental insurance, life insurance, and long term disability programs for school employees. Employees may also participate in a salary reduction agreement under Section 125. The insurance policies will be selected by mutual consent of the Board and Association. The master contract is on file in the office of the Superintendent and is available for the review by employees.

Group Insurance: The Board shall offer a group medical insurance program, a group dental insurance program, and a group vision insurance program for all employees. After January 1, 2022 if a teacher chooses PPO Single Plan 1, a maximum of seven thousand five hundred sixty eight dollars and twelve cents (\$7,568.12) will be contributed annually toward the cost of a single plan. After January 1, 2022, if a teacher chooses PPO Single Plan 2, a maximum of seven thousand two hundred fifty three dollars (\$7,253.00) will be contributed annually toward the cost of a single plan. After January 1, 2022, if a teacher chooses PPO Single Plan 3, a maximum of six thousand nine hundred ninety five dollars (\$6,995.00) will be contributed annually toward the cost of a single plan.

After January 1, 2023 if the teacher chooses PPO Family Plan 1, a maximum of thirteen thousand two hundred forty five dollars and eighty eight cents (\$13,245.88) will be contributed annually toward the cost of a family plan. After January 1, 2022, if the teacher chooses PPO Family Plan 2, twelve thousand three hundred thirty two dollars and sixty eight cents (\$12,332.68) will be contributed annually toward the cost of a family plan. After January 1, 2022 if the teacher chooses PPO Family Plan 3, twelve thousand twenty nine dollars and eight cents (\$12,029.08) will be contributed annually toward the cost of a family plan.

After January 1, 2023 if a husband and wife are both full-time employees in the Plymouth Community School Corporation and they choose PPO Family Plan 1, nineteen thousand four hundred fifty six dollars (\$19,456.00) will be contributed annually toward a family plan. After January 1, 2022 if a husband and wife are both full-time employees in the Plymouth Community School Corporation and they choose PPO Family Plan 2, seventeen thousand four hundred ninety eight dollars and eighty cents (\$17,498.80) will be contributed annually toward a family plan. After January 1, 2022 if a husband and wife are both full-time employees in the Plymouth Community School Corporation and they choose PPO Family Plan 3, eighteen thousand eight hundred twenty seven dollars and twenty cents (\$18,827.20) will be contributed annually toward a family plan.

An employee can elect a single or family plan, but cannot elect both.

The Board shall pay all costs for a Board sponsored group life insurance program. Each employee shall receive fifty thousand dollars (\$50,000) single term life insurance coverage with accidental death and dismemberment benefits during the term of the contract.

The Board shall pay all costs for a Board sponsored long-term disability insurance program for the term of this contract. The current LTD Program will remain in effect for the term of this contract.

Salary Reduction Program: The Board will offer the opportunity for employees to participate in a salary reduction agreement under Section 125, including dependent care, cancer insurance, and unreimbursed medical expenses. The Board will pay the initial set-up fees, and teachers shall pay the monthly administrative fee.

The Board shall pay all costs for a Board-sponsored Employee's Assistance Program for the term of this contract.

ARTICLE X PART-TIME TEACHER

Section 1. Salary Determination

Part-time teachers shall be compensated on a pro-rated basis as determined by their service assignment to the particular building's regular teaching day. Compensation for scheduled in-service days will be included in the teacher's contract.

Section 2. Fringe Benefits

For part-time teachers:

- A. The Board shall pay all the cost for the Board sponsored life insurance program.
- B. The Board shall pay all the cost for a Board sponsored long-term disability insurance program.

All qualifying part-time teachers will receive the same number of leave days as specified in the contract. However, when a teacher requests to use one of the partial days as scheduled, it will count as one whole day.

Part-time teachers hired after ratification of the 2009-2011 agreement will receive a Board contribution toward health insurance in proportion to the amount of time the teacher is contracted. Those teachers in a part-time position who were employed prior to ratification of the 2009-2011 agreement and receiving a full Board compensation for health insurance will continue to receive the full-time benefit as long as they are contracted at least fifty percent (50%) or more.

When the teachers voluntarily choose to share one job, they will automatically share the health insurance contribution. Thus, each teacher will receive fifty percent (50%) of the medical insurance contribution from the Board.

ARTICLE XI SICK LEAVE BANK

The School Board and the Plymouth Educational Association agree to a voluntary Sick Leave Bank subject to the following terms, conditions, and procedures.

Section 1. Participation

The Sick Leave Bank Program is open to all classroom teachers as set forth in Article 1 of this contract

Section 2. Structure

- A. *The bank will be formed by an initial Board contribution of ten (10) days. In addition, each teacher choosing to participate shall donate one (1) day of personal sick leave.*
 - 1. No teacher shall be required to participate in the program.
 - 2. Teachers will be provided with an application form on which they can indicate their desire to participate, or not to participate.
 - 3. A teacher who does not voluntarily donate one (1) day of sick leave is not qualified to receive benefits from the program.
 - 4. Participants will donate one (1) day of sick leave only once unless the bank becomes depleted to forty (40) days in which case each participating teacher will be assessed one (1) day of sick leave to replenish the fund.
 - 5. The bank will be open for enrollment of new participants thirty (30) school days following the opening in the fall.
 - 6. Teachers new to the system may participate by donating one (1) day of sick leave within thirty (30) days of their first day of work.
 - 7. All donated days lose their identity.
 - 8. Upon retirement, retirees may voluntarily donate unused sick days to the sick bank.

- B. *The bank will be a continuous year-to-end entity.*

- C. *The administration of the bank will be vested in the Sick Leave Bank Committee.*
 - 1. The Sick Leave Bank Committee shall consist of two Plymouth Educational Association Members appointed by the President of the Association, two administrators appointed by the Superintendent of the Plymouth Community Schools, and the President of the Plymouth Education Association.
 - 2. The President of the Plymouth Education Association shall serve as the committee chairperson. The chairperson shall vote only in the case of a tie.
 - 3. An Administrative designee of the Plymouth Community Schools shall present an accounting of the sick leave bank including a list of members, number of days in the bank, number of days used, and number of days repaid, by October 1st of each year to the President of the Plymouth Education Association.

Section 3. Use of the Sick Leave Bank

- A. *Application of Need*
 - 1. Written application by the teacher or a member of his/her family accompanied by a physician's certificate, or other approved medical documentation as determined by the committee, stating the nature, length of disability, and prognosis of the person's condition shall be submitted to the Chairman of the Sick Leave Bank Committee. All medical information concerning an applicant shall be held in strict confidence by the Committee.
 - 2. The Sick Leave Bank shall not be used for maternity unless said maternity results in a medical condition, which prohibits the person from returning to work due to medical reasons.
 - 3. The committee may request the teacher to provide a renewed physician statement, or other approved medical documentation as determined by the committee, as to the nature of the illness or incapacity and a prognosis report for returning to work.

B. Procedure

1. The applicant must have been a donating member of the Sick Leave Bank prior to the time of need.
2. Applications will be acted upon by the Sick Leave Bank Committee. The committee chairperson shall inform the applicant in writing of the decision of the Committee within five (5) working days following the Committee action.
3. Any decision to grant sick leave days to an applicant shall be reported to the Superintendent's office.
4. An applicant must use all of his/her accumulated personal and sick leave days before application may be acted upon by the committee.
5. A maximum of thirty (30) days per teacher can be granted per school year.

C. Repayment of Loan

1. The recipient who remains in the employment of the Plymouth Community School Corporation shall repay the bank the borrowed days at a rate of no fewer than two (2) days per school year until the loan has been repaid.
2. A recipient who leaves the Plymouth Community School Corporation and still owes days to the Sick Leave Bank must transfer any accumulated sick leave days to the bank as payment of the loan.
3. Recipients who retire or become totally disabled after borrowing from the Sick Leave Bank and still owe days to the bank are exempt from repayment.

**ARTICLE XII
ENTIRE AGREEMENT**

This Contract, together with the appendices attached hereto, constitute the entire agreement between parties. In the event any of the provisions of the Contract shall become invalid or unenforceable by reason of any Federal or State law, or by reason of any Executive order now existing or hereafter enacted, such invalidity or unenforceability shall not have any effect on the remaining provisions of this Contract.

**ARTICLE XIII
TERM OF AGREEMENT**

The foregoing constitutes the contract between the Board and the Association and becomes effective as of the 1st day of July 2023 and shall continue in effect until the 30th day of June 2024. This contract is effective for the 2023-2024 school year upon the ratification by the Board of School Trustees and the Plymouth Education Association.

The undersigned attest that a public hearing was held in compliance with IC 20-29-6-19b) on September 5, 2023 and electronic participation from the parties and public was permitted. The undersigned further attest that a public meeting in compliance with IC 20-29-6-19 was held on October 30, 2023 to discuss the tentative agreement and electronic participation from the governing body and public was permitted.

Whenever any notice is required to be given to either of the parties to this contract by the other party either shall do so by registered letter at the following address:

If by the Association to
the Board, at:

Board of School Trustees
Plymouth Community School Corp.
611 Berkley Street
Plymouth, IN 46563

If by the Board to the
Association at:

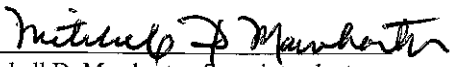
Laura Kruyer, Negotiation Chairperson
Plymouth Education Association
Plymouth High School
#1 Big Red Drive
Plymouth, IN 46563

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals the date first above written.

BOARD OF SCHOOL TRUSTEES OF THE
PLYMOUTH COMMUNITY SCHOOL CORP.

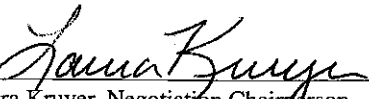
By: 
Allison Shook, Board President

11/7/23
Date

By: 
Mitchell D. Mawhorter, Superintendent
Chairperson of the Board's
Negotiation Team

11-7-23
Date

PLYMOUTH EDUCATION ASSOCIATION

By: 
Laura Kruyer, Negotiation Chairperson

11-7-23
Date

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Appendix A
Special Assignment Schedule

1. Extra-curricular activities experience factor will be based on the years of experience in the position. Teachers may transfer experience from other corporations if the experience is in the same activity. The experience must be equal to or greater than the present position.
2. Exceptions to this will be at the discretion of the Plymouth Board of Education and determined to be in the best interest of the school corporation.
3. Teachers shall never lose experience status in the above-mentioned exception clause.
4. The number of positions listed below were not bargained and is stated for informational purposes only.

Athletics					
Baseball	<i>Years of Experience</i>				
	0	1	2	3	
1020 PHS Varsity Head Coach	1	\$5,349	\$5,462	\$5,576	\$5,690
1022 PHS Varsity Assistant Coach	3	\$2,955	\$3,018	\$3,081	\$3,144
1025 Summer Head Coach	1	\$1,467	\$1,499	\$1,530	\$1,561
1026 Summer Assistant Coach	1	\$1,467	\$1,499	\$1,530	\$1,561
Basketball	<i>Years of Experience</i>				
	0	1	2	3	
1010 PHS Boys Head Coach	1	\$10,254	\$10,472	\$10,690	\$10,908
1130 PHS Girls Head Coach	1	\$10,254	\$10,472	\$10,690	\$10,908
1011 PHS Boys Assistant Varsity Coach	3	\$5,177	\$5,287	\$5,397	\$5,507
1131 PHS Girls Assistant Varsity Coach	3	\$5,177	\$5,287	\$5,397	\$5,507
1014 PHS Boys Program Director	1	\$3,076	\$3,141	\$3,207	\$3,272
1134 PHS Girls Program Director	1	\$3,076	\$3,141	\$3,207	\$3,272
2030 LJH Boys 8th Head Coach	1	\$3,325	\$3,396	\$3,466	\$3,537
2080 LJH Girls 8th Head Coach	1	\$3,325	\$3,396	\$3,466	\$3,537
2031 LJH Boys 7th Assistant Head Coach	1	\$2,955	\$3,018	\$3,081	\$3,144
2081 LJH Girls 7th Assistant Head Coach	1	\$2,955	\$3,018	\$3,081	\$3,144
2032 LJH Boys Assistant Coach	2	\$1,586	\$1,620	\$1,653	\$1,687
2082 LJH Girls Assistant Coach	2	\$1,586	\$1,620	\$1,653	\$1,687
3137 RIS Boys Grade 6 Head Coach	1	\$1,212	\$1,237	\$1,263	\$1,289
3127 RIS Girls Grade 6 Head Coach	1	\$1,212	\$1,237	\$1,263	\$1,289
3138 RIS Boys Grade 6 Assistant Coach	1	\$782	\$799	\$815	\$832
3128 RIS Girls Grade 6 Assistant Coach	1	\$782	\$799	\$815	\$832
3133 RIS Boys Grade 5 Head Coach	1	\$1,212	\$1,237	\$1,263	\$1,289
3123 RIS Girls Grade 5 Head Coach	1	\$1,212	\$1,237	\$1,263	\$1,289
3134 RIS Boys Grade 5 Assistant Coach	1	\$782	\$799	\$815	\$832
3124 RIS Girls Grade 5 Assistant Coach	1	\$782	\$799	\$815	\$832
1015 PHS Summer Boys Head Coach	1	\$1,467	\$1,499	\$1,530	\$1,561

1016 PHS Summer Boys Asst. Coach	2	\$1,467	\$1,499	\$1,530	\$1,561
1135 PHS Summer Girls Head Coach	1	\$1,467	\$1,499	\$1,530	\$1,561
1136 PHS Summer Girls Asst. Coach	2	\$1,467	\$1,499	\$1,530	\$1,561
Cheerleading (Fall & Winter)	# of Positions	0	1	2	3
		<i>Years of Experience</i>			
1230 PHS Head Coach	1	\$3,002	\$3,066	\$3,130	\$3,194
1231 PHS Assistant Coach	1	\$2,150	\$2,196	\$2,241	\$2,287
2090 LJH Head Coach	1	\$1,880	\$1,920	\$1,960	\$2,000
1235 PHS Summer Head Coach	1	\$1,467	\$1,499	\$1,530	\$1,561
1236 PHS Summer Asst. Coach	1	\$1,467	\$1,499	\$1,530	\$1,561
Cross Country (Boys and Girls)	# of Positions	0	1	2	3
		<i>Years of Experience</i>			
1060 PHS Head Coach	1	\$6,881	\$7,027	\$7,174	\$7,320
1061 PHS Assistant Coach	2	\$1,974	\$2,016	\$2,058	\$2,100
2020 LJH Head Coach	1	\$1,738	\$1,775	\$1,812	\$1,849
2021 LJH Assistant Coach	2	\$1,313	\$1,341	\$1,369	\$1,397
1065 PHS Summer Head Coach	1	\$1,467	\$1,499	\$1,530	\$1,561
1066 PHS Summer Asst. Coach	1	\$1,467	\$1,499	\$1,530	\$1,561
Football		0	1	2	3
		<i>Years of Experience</i>			
1000 PHS Head Coach	1	\$10,213	\$10,430	\$10,648	\$10,865
1001 PHS Varsity Assistant Coach	6	\$5,442	\$5,557	\$5,673	\$5,789
2010 LJH Head Coach	1	\$3,132	\$3,199	\$3,265	\$3,332
2011 LJH Assistant Coach	3	\$2,401	\$2,452	\$2,503	\$2,554
1005 PHS Summer Football Head Coach	1	\$1,467	\$1,499	\$1,530	\$1,561
1006 PHS Summer Football Asst. Coach	3	\$1,467	\$1,499	\$1,530	\$1,561
Golf		0	1	2	3
		<i>Years of Experience</i>			
1070 PHS Boys Head Coach	1	\$3,218	\$3,286	\$3,355	\$3,423
1180 PHS Girls Head Coach	1	\$3,218	\$3,286	\$3,355	\$3,423
1071 PHS Boys Assistant Coach	1	\$1,579	\$1,613	\$1,646	\$1,680
1181 PHS Girls Assistant Coach	1	\$1,579	\$1,613	\$1,646	\$1,680
1075 PHS Boys Summer Head Coach	1	\$1,467	\$1,499	\$1,530	\$1,561
1076 PHS Boys Summer Asst. Coach	1	\$1,467	\$1,499	\$1,530	\$1,561
1185 PHS Girls Summer Head Coach	1	\$1,467	\$1,499	\$1,530	\$1,561
1186 PHS Girls Summer Asst. Coach	1	\$1,467	\$1,499	\$1,530	\$1,561
2310 LJH Golf Head Coach (Boys and Girls)	1	\$1,523	\$1,555	\$1,588	\$1,620
Gymnastics		0	1	2	3
		<i>Years of Experience</i>			
1160 PHS Head Coach	1	\$3,394	\$3,467	\$3,539	\$3,611
1161 PHS Assistant Coach	1	\$1,663	\$1,696	\$1,729	\$1,762
1165 PHS Summer Head Coach	1	\$1,467	\$1,499	\$1,530	\$1,561
Soccer		0	1	2	3
		<i>Years of Experience</i>			
1090 PHS Boys Head Coach	1	\$4,288	\$4,380	\$4,471	\$4,562
1190 PHS Girls Head Coach	1	\$4,288	\$4,380	\$4,471	\$4,562

1091 PHS Boys Assistant Coach	2	\$2,535	\$2,589	\$2,643	\$2,697
1191 PHS Girls Assistant Coach	2	\$2,535	\$2,589	\$2,643	\$2,697
2092 LJH Boys Head Coach (Spring)	1	\$1,718	\$1,755	\$1,791	\$1,828
2192 LJH Girls Head Coach (Spring)	1	\$1,718	\$1,755	\$1,791	\$1,828
2093 LJH Boys Assistant Coach	1	\$1,006	\$1,027	\$1,049	\$1,070
2193 LJH Girls Assistant Coach	1	\$1,006	\$1,027	\$1,049	\$1,070
1092 PHS Boys Summer Head Coach	1	\$1,467	\$1,499	\$1,530	\$1,561
1192 PHS Boys Summer Asst. Coach	1	\$1,467	\$1,499	\$1,530	\$1,561
1093 PHS Girls Summer Head Coach	1	\$1,467	\$1,499	\$1,530	\$1,561
1193 PHS Girls Summer Asst. Coach	1	\$1,467	\$1,499	\$1,530	\$1,561

Softball

Years of Experience

0 1 2 3

1170 PHS Varsity Head Coach	1	\$5,349	\$5,462	\$5,576	\$5,690
1171 PHS Varsity Assistant Coach	3	\$2,955	\$3,018	\$3,081	\$3,144
1174 PHS Summer Head Coach	1	\$1,467	\$1,499	\$1,530	\$1,561
1175 PHS Summer Asst. Coach	1	\$1,467	\$1,499	\$1,530	\$1,561

Swimming (Boys and Girls)

Years of Experience

0 1 2 3

1030 PHS Head Coach	1	\$8,985	\$9,177	\$9,368	\$9,559
1031 PHS Varsity Assistant Coach	4	\$2,706	\$2,764	\$2,821	\$2,879
1035 PHS Summer Head Coach	1	\$1,467	\$1,499	\$1,530	\$1,561
1036 PHS Summer Asst. Coach	2	\$1,467	\$1,499	\$1,530	\$1,561
2130 LJH Swim Head Coach	1	\$1,289	\$1,316	\$1,344	\$1,371
2131 LJH Asst. Coach	1	\$851	\$869	\$887	\$905

Tennis

Years of Experience

0 1 2 3

1080 PHS Boys Head Coach	1	\$3,472	\$3,546	\$3,620	\$3,694
1140 PHS Girls Head Coach	1	\$3,472	\$3,546	\$3,620	\$3,694
1081 PHS Boys Assistant Coach	1	\$2,029	\$2,072	\$2,115	\$2,158
1141 PHS Girls Assistant Coach	1	\$2,029	\$2,072	\$2,115	\$2,158
1085 PHS Boys Summer Head Coach	1	\$1,467	\$1,499	\$1,530	\$1,561
1086 PHS Boys Summer Asst. Coach	1	\$1,467	\$1,499	\$1,530	\$1,561
1145 PHS Girls Summer Head Coach	1	\$1,467	\$1,499	\$1,530	\$1,561
1146 PHS Girls Summer Asst. Coach	1	\$1,467	\$1,499	\$1,530	\$1,561
2180 LJH Head Coach (Boys & Girls)	1	\$1,289	\$1,316	\$1,344	\$1,371

Track

Years of Experience

0 1 2 3

1050 PHS Boys Head Coach	1	\$4,405	\$4,499	\$4,592	\$4,686
1150 PHS Girls Head Coach	1	\$4,405	\$4,499	\$4,592	\$4,686
1052 PHS Boys and Girls Assistant Coach	1	\$2,498	\$2,551	\$2,604	\$2,657
1051 PHS Boys Assistant Coach	2	\$2,498	\$2,551	\$2,604	\$2,657
1151 PHS Girls Assistant Coach	2	\$2,498	\$2,551	\$2,604	\$2,657
2050 LJH Boys Head Coach	1	\$1,762	\$1,799	\$1,837	\$1,874
2060 LJH Girls Head Coach	1	\$1,762	\$1,799	\$1,837	\$1,874
2052 LJH Boys and Girls Assistant Coach	1	\$1,329	\$1,357	\$1,386	\$1,414
2051 LJH Boys Assistant Coach	1	\$1,329	\$1,357	\$1,386	\$1,414

2061 LJV Girls Assistant Coach	1	\$1,329	\$1,357	\$1,386	\$1,414
1055 PHS Summer Boys Head Coach	1	\$1,467	\$1,499	\$1,530	\$1,561
1155 PHS Summer Girls Head Coach	1	\$1,467	\$1,499	\$1,530	\$1,561
1056 PHS Summer Boys Assistant Coach	1	\$1,467	\$1,499	\$1,530	\$1,561
1156 PHS Summer Girls Assistant Coach	1	\$1,467	\$1,499	\$1,530	\$1,561
Volleyball		<i>Years of Experience</i>			
		0	1	2	3
1110 PHS Head Coach	1	\$6,875	\$7,021	\$7,168	\$7,314
1111 PHS Varsity Assistant Coach	3	\$4,463	\$4,558	\$4,653	\$4,748
2070 LJV Head Coach	2	\$2,717	\$2,774	\$2,832	\$2,890
2071 LJV Assistant Coach	2	\$2,132	\$2,177	\$2,223	\$2,268
3117 RIS Grade 6 Head Coach	1	\$1,212	\$1,237	\$1,263	\$1,289
3118 RIS Grade 6 Assistant Coach	1	\$782	\$799	\$815	\$832
3114 RIS Grade 5 Head Coach	1	\$732	\$748	\$763	\$779
1115 Summer Head Coach	1	\$1,467	\$1,499	\$1,530	\$1,561
1116 Summer Assistant Coach	1	\$1,467	\$1,499	\$1,530	\$1,561
Wrestling		<i>Years of Experience</i>			
		0	1	2	3
1040 PHS Varsity Head Coach	1	\$5,177	\$5,287	\$5,397	\$5,507
1041 PHS Varsity Assistant Coach	2	\$2,955	\$3,018	\$3,081	\$3,144
2040 LJV Head Coach	1	\$2,018	\$2,061	\$2,104	\$2,147
2041 LJV Assistant Coach	2	\$1,472	\$1,503	\$1,535	\$1,566
3170 RIS Head Coach	1	\$732	\$748	\$763	\$779
1045 PHS Summer Head Coach	1	\$1,467	\$1,499	\$1,530	\$1,561
1046 PHS Summer Assistant Coach	1	\$1,467	\$1,499	\$1,530	\$1,561
Corporation-Wide		<i>Years of Experience</i>			
		0	1	2	3
0500 PHS Fall Athletic Events Coordinator	1		\$2,000		
0501 PHS Winter Athletic Events Coordinator	1		\$2,000		
0502 PHS Spring Athletic Events Coordinator	1		\$2,000		
Music					
3400 PCSC Orchestra 6-12	1	\$5,965	\$6,092	\$6,219	\$6,346
3405 PCSC Orchestra Summer	1	\$940	\$960	\$980	\$1,000
1233 PHS Marching Band Percussion Director	1	\$3,364	\$3,436	\$3,507	\$3,579
1240 PHS Marching Band Color Guard Director	1	\$3,506	\$3,581	\$3,655	\$3,730
1241 PHS Winter Color Guard Director	1	\$2,648	\$2,704	\$2,761	\$2,817
1290 PHS Vocal Music Director	1	\$4,597	\$4,694	\$4,792	\$4,890
1300 PHS Instrumental Director	1	\$6,008	\$6,135	\$6,263	\$6,391
1320 PHS Summer Instrumental Music Director	1	\$4,625	\$4,723	\$4,822	\$4,920
PHS Summer Instrumental Music Asst.					
1330 Director	2	\$2,727	\$2,785	\$2,843	\$2,901
1350 PHS Summer Choral Music Director	1	\$1,426	\$1,456	\$1,487	\$1,517
1340 PHS Winter Percussion / Winds Coach	1	\$2,194	\$2,241	\$2,287	\$2,334
1345 PHS Pep Band	1	\$940	\$960	\$980	\$1,000
2240 LJV Vocal Music Director	1	\$2,017	\$2,060	\$2,103	\$2,146

2230 LJV Instrumental Music Director	1	\$4,057	\$4,143	\$4,230	\$4,316
3300 Elementary Choir	4	\$555	\$566	\$578	\$590
Music Accompanist / Assistant				\$20/hr	

Robotics

1225 PHS Head Coach	1	\$5,715	\$5,837	\$5,958	\$6,080
1226 PHS Assistant Coach	2	\$1,979	\$2,021	\$2,063	\$2,105
2295 LJV Head Coach	1	\$3,561	\$3,636	\$3,712	\$3,788
2298 LJV Assistant Coach	1	\$1,410	\$1,440	\$1,470	\$1,500
3180 RIS Head Coach	1	\$5,704	\$5,825	\$5,947	\$6,068
3181 RIS Assistant Coach	1	\$1,974	\$2,016	\$2,058	\$2,100
3100 Elementary Robotics - Grades 1-2	4	\$588	\$600	\$613	\$625
3101 Elementary Robotics - Grades 3-4	4	\$752	\$768	\$784	\$800
1227 PHS Summer Head Coach	1	\$1,467	\$1,499	\$1,530	\$1,561
1228 PHS Summer Assistant Coach	1	\$1,467	\$1,499	\$1,530	\$1,561

Speech and Debate

1250 PHS Head Speech and Debate Coach	1	\$8,963	\$9,154	\$9,344	\$9,535
1251 PHS Assistant Speech	5	\$5,450	\$5,566	\$5,682	\$5,798
2271 LJV Head Speech and Debate	1	\$1,579	\$1,613	\$1,646	\$1,680
2270 LJV Ass't Speech Coach	1	\$886	\$905	\$924	\$943
1252 PHS Summer Speech Head Coach	1	\$1,467	\$1,499	\$1,530	\$1,561
1253 PHS Summer Speech Assistant Coach	2	\$1,467	\$1,499	\$1,530	\$1,561

Theatre and Drama

1280 PHS Director of Musical/Variety Show	4	\$2,079	\$2,124	\$2,168	\$2,212
1310 PHS Musical / Variety Show Accompanist	1	\$672	\$686	\$701	\$715
1281 PHS Dir. of Dramatics -Play	1	\$3,376	\$3,447	\$3,519	\$3,591
1282 PHS Ass't. Dir. of Dramatics - Play	1	\$1,836	\$1,875	\$1,914	\$1,953
2282 LJV Director of Musical	3	\$752	\$768	\$784	\$800

Other

PHS

1205 Spell Bowl Coach	1	\$584	\$596	\$609	\$621
1206 Bridge Bust	1	\$584	\$596	\$609	\$621
1211 Business Professionals of America	2	\$917	\$936	\$956	\$975
1220 Head FFA Sponsor	1	\$3,279	\$3,348	\$3,418	\$3,488
1221 Asst FFA Sponsor	1	\$1,614	\$1,648	\$1,683	\$1,717
1215 National Honors Society	1	\$673	\$687	\$702	\$716
1232 Pep Club Sponsor	1	\$664	\$678	\$692	\$706
1260 High School Broadcasting	1	\$1,856	\$1,895	\$1,935	\$1,974
1360 Art Consultant	1	\$1,528	\$1,560	\$1,593	\$1,625
1370 Ye Pilgrim	1	\$1,459	\$1,490	\$1,521	\$1,552
1371 Mayflower	1	\$1,459	\$1,490	\$1,521	\$1,552
1380 Junior Class Sponsor (Divided equally by the number of sponsors)	7		\$4,141		
1400 Student Council	2	\$673	\$687	\$702	\$716
--- Club Sponsors	15		\$300		

1600 Academic Hall of Fame	3		\$300		
1700 9th & 10th Class Sponsor	2		\$300		
1800 12th Class Sponsor	2		\$471		
9026 Department Chair	13		\$2,000		
1296 eSports	2	\$1,184	\$1,210	\$1,235	\$1,260
9100 MTSS Team Member	4	\$314	\$321	\$327	\$334

--- Certified Teacher of AP | Dual Credit | CTE course

A certified teacher who teaches any Advanced Placement, Dual Credit, or Career-Technical Education (CTE) course will receive a stipend of \$1,000. A teacher is eligible to receive no more than one stipend.

LJH

2200 Yearbook	1	\$1,459	\$1,490	\$1,521	\$1,552
2210 Head Academic Coach	1	\$807	\$825	\$842	\$859
2211 Assistant Academic Coach	3	\$558	\$570	\$582	\$594
2281 Video Director	1	\$1,481	\$1,512	\$1,544	\$1,575
2280 Auditorium Director	1	\$1,481	\$1,512	\$1,544	\$1,575
2285 National Honor Society	1		\$716		
2290 Student Council	1	\$673	\$687	\$702	\$716
2296 eSports	2	\$1,184	\$1,210	\$1,235	\$1,260
9006 Jr. High Dept. Chair	8		\$1,000		
--- Club Sponsors	6		\$621		
9101 MTSS Team Member	7		\$600		

RIS

--- Intermediate Club Sponsor	11		\$621		
9060 Intermediate Grade Level Leader	2		\$998		
9102 MTSS Team Member	8		\$700		

Elementary

3311 Student Council	4		\$621		
3320- Club Sponsor	16		\$621		
9103 MTSS Team Member	32		\$800		

Corporation-Wide

004 ESL Certification			\$500		
Lincoln Education Center Auditorium					
2283 Director	1	\$1,481	\$1,512	\$1,544	\$1,575
--- National Board Certification			\$1,000		

--- Online Course Instructor

A teacher who develops an online two-semester class ready for delivery will receive a stipend of \$1000 or a team of teachers who develop an online two-semester class ready for delivery will receive a stipend of \$2000 to be split equally. If the principal certifies the class, the teacher will receive the contracted amount when the class is taught.

--- Pay for Extra Teaching Duties

\$33.15 (hourly rate of a beginning base salary as listed in Article 3, Section 4-B (New Teachers to PCSC))