

# **MASTER CONTRACT**

BETWEEN

**Plymouth Education Association**

and

**The Plymouth Community School Corporation**

**July 1, 2025**

**to**

**June 30, 2026**

ASSOCIATION RATIFIED: October 27, 2025

BOARD RATIFIED: November 4, 2025

## **PREAMBLE**

This Master Contract entered into this 1<sup>st</sup> day of July 2025 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 2025-2026 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 (1<sup>st</sup>) 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 \$47,000 - \$77,848.
- B. Once teachers reach \$77,848 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. For the 2025-26 school year, the parties have bargained that there will be no base salary increase (except for those teachers possessing a literacy endorsement).
- D. Literacy Endorsement Differential - Teachers who possess a literacy endorsement at the time of Board approval of the contract will receive a \$100 increase to their base salary.

## 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                          | \$47,000                     |
| 1                          | \$48,250                     |
| 2                          | \$49,500                     |
| 3                          | \$50,750                     |
| 4                          | \$52,000                     |
| 5                          | \$53,250                     |
| 6                          | \$54,500                     |
| 7                          | \$55,750                     |
| 8                          | \$57,000                     |
| 9                          | \$58,250                     |
| 10                         | \$59,500                     |
| 11                         | \$60,750                     |
| 12                         | \$62,000                     |
| 13                         | \$63,000                     |
| 14                         | \$64,000                     |
| 15                         | \$65,000                     |
| 16                         | \$66,000                     |
| 17                         | \$67,000                     |
| 18                         | \$68,000                     |
| 19                         | \$69,000                     |
| 20                         | \$70,000                     |
| 21                         | \$71,000                     |
| 22+                        | \$72,000                     |
| 23                         | \$73,000                     |
| 24                         | \$74,000                     |
| 25+                        | \$75,000                     |

## 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 \$33.87 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.

### **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, grandparent, or grandparent-in-law.
- 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.
  - 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, 2026 if a teacher chooses PPO Single Plan 1, a maximum of eight thousand eight hundred sixteen dollars and twelve cents (\$8,816.12) will be contributed annually toward the cost of a single plan. After January 1, 202~~26~~ if a teacher chooses PPO Single Plan 2, a maximum of eight thousand two hundred forty nine dollars (\$8,249.00) will be contributed annually toward the cost of a single plan. After January 1, 2026, if a teacher chooses PPO Single Plan 3, a maximum of seven thousand eight hundred forty seven dollars (\$7,847.00) will be contributed annually toward the cost of a single plan.

After January 1, 2026 if the teacher chooses PPO Family Plan 1, a maximum of sixteen thousand five hundred sixty nine and eighty eight cents (\$16,569.88) will be contributed annually toward the cost of a family plan. After January 1, 2026, if the teacher chooses PPO Family Plan 2, fifteen thousand fourteen dollars and sixty eight cents (\$15,014.68) will be contributed annually toward the cost of a family plan. After January 1, 2026 if the teacher chooses PPO Family Plan 3, fourteen thousand three hundred thirty three and eight cents (\$14,333.08) will be contributed annually toward the cost of a family plan.

After January 1, 2026 if a husband and wife are both full-time employees in the Plymouth Community School Corporation and they choose PPO Family Plan 1, twenty two thousand seven hundred eighty dollars (\$22,780.00) will be contributed annually toward a family plan. After January 1, 2026 if a husband and wife are both full-time employees in the Plymouth Community School Corporation and they choose PPO Family Plan 2, twenty thousand one hundred eighty dollars and eighty cents (\$20,180.80) will be contributed annually toward a family plan. After January 1, 2026 if a husband and wife are both full-time employees in the Plymouth Community School Corporation and they choose PPO Family Plan 3, twenty one thousand one hundred thirty one dollars and twenty cents (\$21,131.20) 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.
6. In cases of chronic illness, the committee may grant up to 30 days of intermittent leave at one time with approved medical documentation as determined by the committee. The committee chairperson and superintendent shall be notified by Human Resources when previously approved intermittent sick bank days are being requested by the applicant.

*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 1<sup>st</sup> day of July 2025 and shall continue in effect until the 30<sup>th</sup> day of June 2026. This contract is effective for the 2025-2026 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 20-29-6-1(b) on September 2, 2025 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 29, 2025 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:

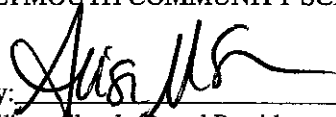
Board of School Trustees  
Plymouth Community School Corp.  
611 Berkley Street  
Plymouth, IN 46563

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

11/4/25  
Date

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

11-4-25  
Date

PLYMOUTH EDUCATION ASSOCIATION

By:   
Laura Kruyer, Negotiations Chairperson

11-5-25  
Date

## **TABLE OF CONTENTS**

|                                                            |          |
|------------------------------------------------------------|----------|
| <b>MASTER CONTRACT</b>                                     | <b>0</b> |
| <b>PREAMBLE</b>                                            | <b>1</b> |
| <b>ARTICLE I</b>                                           | <b>1</b> |
| <b>RECOGNITION AND REPRESENTATION</b>                      | <b>1</b> |
| Section 1. Recognition                                     | 1        |
| Section 2. Intent of Contract                              | 1        |
| Section 3. Dues Payroll Deduction                          | 1        |
| <b>ARTICLE II</b>                                          | <b>1</b> |
| <b>DEFINITIONS</b>                                         | <b>1</b> |
| <b>ARTICLE III</b>                                         | <b>1</b> |
| <b>COMPENSATION MODEL</b>                                  | <b>1</b> |
| Section 1. Salary Range                                    | 1        |
| Section 2. General Eligibility                             | 2        |
| Section 3. Factors and Distribution                        | 2        |
| Section 4. New Teachers to PCSC                            | 2        |
| Section 5. Hiring Retired Teachers                         | 2        |
| Section 6. Special Assignment                              | 3        |
| Section 7. Deductions                                      | 3        |
| Section 8. Mileage                                         | 3        |
| Section 9. Tuition and Required License Exam Reimbursement | 3        |
| Section 10. Professional Development                       | 3        |
| Section 11. Teachers as In-house Substitutes               | 3        |
| <b>ARTICLE IV</b>                                          | <b>4</b> |
| <b>GRIEVANCE PROCEDURE</b>                                 | <b>4</b> |
| Section 1. Definition                                      | 4        |
| Section 2. Procedure                                       | 4        |
| Section 3. Time for Processing                             | 4        |
| Section 4. General and Special Grievance                   | 4        |
| Section 5. Summary                                         | 4        |
| <b>ARTICLE V</b>                                           | <b>5</b> |
| <b>LEAVES OF ABSENCE</b>                                   | <b>5</b> |
| Section 1. Illness or Injury                               | 5        |
| Section 2. Personal Leave                                  | 5        |
| Section 3. Maternity Leave                                 | 5        |

|                                            |    |
|--------------------------------------------|----|
| Section 4. Adoption Leave                  | 5  |
| Section 5. Paternity Leave                 | 5  |
| Section 6. Military Leave                  | 5  |
| Section 7. Jury Duty Leave                 | 6  |
| Section 8. Professional Leave & In-service | 6  |
| Section 9. Bereavement Leave               | 6  |
| Section 10. Political Leave                | 6  |
| Section 11. Court Leave                    | 6  |
| Section 12. Local Association Leave        | 6  |
| ARTICLE VI                                 | 6  |
| RETIREMENT SEVERANCE BENEFIT               | 6  |
| Section 1. Group Health Insurance          | 6  |
| ARTICLE VII                                | 7  |
| 403 (b) ANNUITY PLAN                       | 7  |
| ARTICLE VIII                               | 7  |
| RETIREMENT SAVINGS VEBA PLAN               | 7  |
| ARTICLE IX                                 | 7  |
| INSURANCE                                  | 8  |
| ARTICLE X                                  | 8  |
| PART-TIME TEACHER                          | 8  |
| Section 1. Salary Determination            | 8  |
| Section 2. Fringe Benefits                 | 8  |
| ARTICLE XI                                 | 9  |
| SICK LEAVE BANK                            | 9  |
| Section 1. Participation                   | 9  |
| Section 2. Structure                       | 9  |
| Section 3. Use of the Sick Leave Bank      | 9  |
| A. Application of Need                     | 9  |
| B. Procedure                               | 9  |
| C. Repayment of Loan                       | 10 |
| ARTICLE XII                                | 10 |
| ENTIRE AGREEMENT                           | 10 |
| ARTICLE XIII                               | 11 |
| TERM OF AGREEMENT                          | 11 |
| Appendix A                                 | 14 |
| Special Assignment Schedule                | 14 |

**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.

| <b>Athletics</b>  |                                    |   |                            |          |          |          |
|-------------------|------------------------------------|---|----------------------------|----------|----------|----------|
| <b>Baseball</b>   |                                    |   | <i>Years of Experience</i> |          |          |          |
|                   |                                    |   | <b>0</b>                   | <b>1</b> | <b>2</b> | <b>3</b> |
| 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  |
| <b>Basketball</b> |                                    |   | <i>Years of Experience</i> |          |          |          |
|                   |                                    |   | <b>0</b>                   | <b>1</b> | <b>2</b> | <b>3</b> |
| 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 | Years of Experience |          |          |          |
|                                |                                   |                | 0                   | 1        | 2        | 3        |
| 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 | Years of Experience |          |          |          |
|                                |                                   |                | 0                   | 1        | 2        | 3        |
| 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                       |                                   |                | Years of Experience |          |          |          |
|                                |                                   |                | 0                   | 1        | 2        | 3        |
| 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                           |                                   |                | Years of Experience |          |          |          |
|                                |                                   |                | 0                   | 1        | 2        | 3        |
| 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  |
| <b>Gymnastics</b>                |                                      |   | <i>Years of Experience</i> |          |          |          |
|                                  |                                      |   | <b>0</b>                   | <b>1</b> | <b>2</b> | <b>3</b> |
| 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  |
| <b>Soccer</b>                    |                                      |   | <i>Years of Experience</i> |          |          |          |
|                                  |                                      |   | <b>0</b>                   | <b>1</b> | <b>2</b> | <b>3</b> |
| 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  |
| <b>Softball</b>                  |                                      |   | <i>Years of Experience</i> |          |          |          |
|                                  |                                      |   | <b>0</b>                   | <b>1</b> | <b>2</b> | <b>3</b> |
| 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  |
| <b>Swimming (Boys and Girls)</b> |                                      |   | <i>Years of Experience</i> |          |          |          |
|                                  |                                      |   | <b>0</b>                   | <b>1</b> | <b>2</b> | <b>3</b> |
| 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    |
| <b>Tennis</b>                    |                                      |   | <i>Years of Experience</i> |          |          |          |
|                                  |                                      |   | <b>0</b>                   | <b>1</b> | <b>2</b> | <b>3</b> |
| 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  |
| <b>Track</b>                      |                                        |   | <i>Years of Experience</i> |          |          |          |
|                                   |                                        |   | <b>0</b>                   | <b>1</b> | <b>2</b> | <b>3</b> |
| 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                              | LJH 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  |
| <b>Volleyball</b>                 |                                        |   | <i>Years of Experience</i> |          |          |          |
|                                   |                                        |   | <b>0</b>                   | <b>1</b> | <b>2</b> | <b>3</b> |
| 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                              | LJH Head Coach                         | 2 | \$2,717                    | \$2,774  | \$2,832  | \$2,890  |
| 2071                              | LJH 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  |
| <b>Wrestling (Boys and Girls)</b> |                                        |   | <i>Years of Experience</i> |          |          |          |
|                                   |                                        |   | <b>0</b>                   | <b>1</b> | <b>2</b> | <b>3</b> |
| 1040                              | PHS Varsity Head Coach                 | 1 | \$7,766                    | \$7,931  | \$8,096  | \$8,261  |
| 1041                              | PHS Varsity Assistant Coach            | 4 | \$2,955                    | \$3,018  | \$3,081  | \$3,144  |
| 1045                              | PHS Summer Head Coach                  | 1 | \$1,467                    | \$1,499  | \$1,530  | \$1,561  |
| 1046                              | PHS Summer Assistant Coach             | 2 | \$1,467                    | \$1,499  | \$1,530  | \$1,561  |
| 2040                              | LJH Head Coach                         | 1 | \$2,018                    | \$2,061  | \$2,104  | \$2,147  |
| 2041                              | LJH Assistant Coach                    | 2 | \$1,472                    | \$1,503  | \$1,535  | \$1,566  |
| 3170                              | RIS Head Coach                         | 1 | \$732                      | \$748    | \$763    | \$779    |
| <b>Corporation-Wide</b>           |                                        |   | <i>Years of Experience</i> |          |          |          |
|                                   |                                        |   | <b>0</b>                   | <b>1</b> | <b>2</b> | <b>3</b> |
| 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 |
| 1234              | PHS Assistant Marching Band Director   | 1 | \$1,203 | \$1,223 | \$1,242 | \$1,270 |
| 1241              | PHS Winter Color Guard Director        | 1 | \$2,648 | \$2,704 | \$2,761 | \$2,817 |
| 1290              | PHS Choral Music Director              | 1 | \$4,597 | \$4,694 | \$4,792 | \$4,890 |
| 1300              | PHS Band Director                      | 1 | \$6,008 | \$6,135 | \$6,263 | \$6,391 |
| 1320              | PHS Summer Band Music Director         | 1 | \$4,625 | \$4,723 | \$4,822 | \$4,920 |
| 1330              | PHS Summer Band I Music Asst. 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              | LJH Choral Music Director              | 1 | \$2,017 | \$2,060 | \$2,103 | \$2,146 |
| 2231              | LJH Band Director                      | 1 | \$2,017 | \$2,060 | \$2,103 | \$2,146 |
| 2232              | LJH Jazz Band Director                 | 1 | \$837   | \$860   | \$885   | \$900   |
| 3300              | Elementary Choral                      | 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              | LJH Head Coach                         | 1 | \$3,561 | \$3,636 | \$3,712 | \$3,788 |
| 2298              | LJH 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              | LJH Head Speech and Debate             | 1 | \$1,579 | \$1,613 | \$1,646 | \$1,680 |
| 2270              | LJH 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               | LJH Director of Musical                                          | 3                                                                                                                                                                                                             | \$752   | \$768   | \$784   | \$800   |
| Student Governance |                                                                  |                                                                                                                                                                                                               |         |         |         |         |
| PHS                |                                                                  |                                                                                                                                                                                                               |         |         |         |         |
| 1700               | 9th and 10th Grade Class Sponsor                                 | 2                                                                                                                                                                                                             | \$300   |         |         |         |
| 1380               | Junior Class Sponsor (divided equally by the number of sponsors) | 7                                                                                                                                                                                                             | \$4,141 |         |         |         |
| 1800               | 12th Grade Class Sponsor                                         | 2                                                                                                                                                                                                             | \$471   |         |         |         |
| 1400               | Student Council                                                  | 2                                                                                                                                                                                                             | \$673   | \$687   | \$702   | \$716   |
| 1801               | Class Officer                                                    | 1                                                                                                                                                                                                             | \$673   | \$687   | \$702   | \$716   |
| LJH                |                                                                  |                                                                                                                                                                                                               |         |         |         |         |
| 2290               | Student Council                                                  | 1                                                                                                                                                                                                             | \$673   | \$687   | \$702   | \$716   |
| RIS                |                                                                  |                                                                                                                                                                                                               |         |         |         |         |
| 3230               | Student Council                                                  | 1                                                                                                                                                                                                             | \$621   |         |         |         |
| Elementary         |                                                                  |                                                                                                                                                                                                               |         |         |         |         |
| 3311               | Student Council                                                  | 4                                                                                                                                                                                                             | \$621   |         |         |         |
| Other              |                                                                  |                                                                                                                                                                                                               |         |         |         |         |
| PHS                |                                                                  |                                                                                                                                                                                                               |         |         |         |         |
| 1205               | Spell Bowl Coach                                                 | 1                                                                                                                                                                                                             | \$584   | \$596   | \$609   | \$621   |
| 1206               | Bridge Bust                                                      | 1                                                                                                                                                                                                             | \$584   | \$596   | \$609   | \$621   |
| 1207               | Culinary Director                                                | 1                                                                                                                                                                                                             | \$1000  |         |         |         |
| 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 |
| ---                | Club Sponsors                                                    | 15                                                                                                                                                                                                            | \$300   |         |         |         |
| 1600               | Academic Hall of Fame                                            | 3                                                                                                                                                                                                             | \$300   |         |         |         |
| 9026               | Department Chair                                                 | 15                                                                                                                                                                                                            | \$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   |         |         |         |
| 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

|       |                  |    |       |  |  |  |
|-------|------------------|----|-------|--|--|--|
| 3320- | Club Sponsor     | 16 | \$621 |  |  |  |
| 9103  | MTSS Team Member | 32 | \$800 |  |  |  |

## Corporation-Wide

|      |                                              |                                                                                                                                                                                                                                                                                                                                                                |         |         |         |         |
|------|----------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|---------|---------|---------|
| 004  | ESL Certification                            | \$500                                                                                                                                                                                                                                                                                                                                                          |         |         |         |         |
| 2283 | Lincoln Education Center Auditorium 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                | \$33.87 (hourly rate of a beginning base salary as listed in Article 3, Section 4-B (New Teachers to PCSC))                                                                                                                                                                                                                                                    |         |         |         |         |