MADISON CONSOLIDATED SCHOOLS

COLLECTIVE BARGAINING AGREEMENT

July 1, 2025– June 30, 2026

BETWEEN THE BOARD OF SCHOOL TRUSTEES

AND

THE MADISON TEACHERS ASSOCIATION

This contract is entered into by and between the Board of School Trustees of the Madison Consolidated Schools and the Madison Teachers Association.

WITNESSETH:

That in consideration of the mutual covenants and agreements herein contained, the parties agree as follows:

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APPENDICES

PREAMBLE

The parties to the agreement: the Board of School Trustees of Madison Consolidated Schools and the Madison Teachers Association have entered into an agreement encompassing all negotiated areas between the parties relative to the bargaining unit as defined in the certification order of the Indiana Education Employment Relations Board.

ARTICLE I

RECOGNITION

The Board hereby recognizes the Madison Teachers Association as the exclusive representative of all teachers in the school corporation.

DEFINITIONS

~~A.~~ The unit shall include all full-time and part-time certified school employees, as defined in Indiana Code 20-29-2-4, except for the following exclusions: superintendent, assistant superintendent, directors, coordinators and specialists with district-wide responsibilities, interventionists, principals, assistant principals, administrative assistants to the high school principal, and athletic directors.

2. The terms "Board" and "Association" shall include authorized officers, Representatives and agents.

3. The term "School Corporation" when used in this contract shall refer to the Madison Consolidated Schools of the County of Jefferson of the State of Indiana.

ARTICLE II

TEACHERS' RIGHTS – ASSAULT LEAVE

A. Teacher Protection

If not caused by any inappropriate behavior of the teacher, the Board shall provide assault leave to teachers who are absent due to any physical disability caused by an assault which occurs during the course of Board employment (while on duty) for a period approved by the superintendent. Such leave shall not cause any loss in pay, nor be charged against sick leave accumulated by the teacher.

ARTICLE III

ASSOCIATION LEAVE

A. Association President

The Association President or his/her designee shall be released for ten (10) days each school year for Association business without loss of compensation. The Association will reimburse the Board for the cost of the substitute. Request for such professional leave shall be made no less than 48 hours prior to the requested leave and is subject to approval by the Superintendent.

ARTICLE IV

PAID LEAVES OF ABSENCE

A. Sick Leave

A. Sick leave days for teachers shall be granted at the rate of fourteen (14) days per year of employment in the Madison Consolidated Schools, and is subject to use as follows:

A) Personal illness of the teachers.

b) Medical or dental appointments of the teachers that cannot be scheduled outside of the school day.

c) Up to twenty (20) days of accumulated leave days in case of illness in the immediate family. Immediate family in this instance shall be defined as father, mother, husband, wife, father-in-law, mother-in-law, child(ren), (step or natural), grandchildren, or any person regularly domiciled in the teacher's house.

d) Up to five (5) days of family illness days when a child is born to the wife of a male teacher and/or up to five (5) days of family illness days when a child is adopted by a teacher of either gender.

e) Medically-related emergencies related to the immediate family.

Subject to the conditions heretofore described in this section, teachers may use one (1) day per school year of sick leave in multiples of one (1) hour. The one (1) day of sick leave shall entitle a teacher to seven (7) such one (1) hour leaves. If a teacher uses one (1) of the one (1) hour leaves, one (1) day of sick leave shall be charged against the teacher immediately. The remaining one (1) hour multiples may be used during the school year, but will not carry over to the next school year nor will they accumulate as partial days of sick leave.

f) Personal leave is included in the fourteen (14) days of leave granted in this section, and is subject to use as follows:

A) Personal leave is limited to five (5) days per year.

2) Personal leave days are to be used for the transaction of personal business or civic affairs which cannot be scheduled outside of regular working hours.

3) A request for use of a personal leave day shall be made, in writing, at least two (2) work days prior to the day the leave is to be taken, in case of an emergency, the two (2) work-day prior notice may be waived.

4) On the request, the teacher need only state that the leave is being taken for "personal business."

5) Subject to the conditions heretofore described in this section, teachers may use one-half (1/2) day per school year of personal leave in multiples of one (1) hour. The one-half (1/2) day of personal leave shall entitle a teacher to four (4) such one (1) hour leaves. If a teacher uses one (1) of the one (1) hour leaves, one-half (1/2) day of personal leave shall be charged against the teacher immediately. The remaining one (1) hour multiples may be used during the school year, but will not carry over to the next school year nor will they accumulate as partial days of personal leave.

6) Use of Personal Leave Days Around Holidays and School Breaks: If a teacher desires to use personal leave time (whether in half-day or full-day increments) the day immediately preceding or the day immediately following a school break and/or holiday, then the teacher must submit a request via e-mail to the Superintendent and request specific approval to take such personal leave time on such date. The Superintendent will determine whether the teacher's request will be granted or denied subject to the rules stated herein. A maximum of ten (10) teachers Corporation-wide may take personal leave on a day immediately preceding or immediately following a school break or holiday. If more than ten (10) teachers request to take personal leave under this provision, then the Superintendent will grant the request on a first come first served basis, except those teachers who have been granted the opportunity to use personal leave on a day immediately preceding or immediately following a school break or holiday within the three-year time period preceding the teacher's current request will have his/her request denied unless the number of teachers who have requested to be off on the same day falls below the ten teacher maximum for that day. The Superintendent may, in her sole discretion, deviate from the rules set forth herein if she determines that unusual or unique circumstances warrant an exception being made.

2. Such days granted, and unused, shall accumulate up to a maximum of one-hundred ninety (190) days for employees hired prior to May 31, 2013 and one-hundred twenty (120) days for teachers who were hired after May 31, 2013 or had an effective date beginning with the 2013-2014 school year. If a teacher is at his/her applicable accumulation cap and the teacher has unused sick leave days at the end of the school year that exceed the cap, then the unused days above the cap will be bought out at $100 a day, which amount will be deposited into the teacher's 403b account.

3. Sick leave days accumulated by a teacher prior to leave of absence and not used during a leave shall be credited to the teacher upon return.

4. The teacher shall, upon request of the administration, provide to the Superintendent verification of illness. Such verification shall be by a physician selected by the teacher from a list communicated to the teacher by the Superintendent. Costs for such examination shall be borne by the Board.

A) The teacher will comply by making an appointment within one week.

b) The physician's opinion will determine if such leave is granted.

c) Refusal by the teacher to comply with the request of the Superintendent for verification of any future request will result in denial of such leave.

5. Sick Leave Bank

A) A voluntary sick leave bank shall be established whereby bargaining unit employees who are absent from assigned duty due to illness of themselves or of their parents, spouse, or children and who have utilized all of their sick leave, personal leave, and all other paid leave benefits of whatever nature, may petition a committee, as established herein, for sick leave days from the bank under the provisions of this Section. The sick leave bank will be coordinated through Madison Teachers Association to the Superintendent's Office.

b) The following provisions will govern membership in the sick leave bank:

A) Membership in the sick leave bank will be open to all bargaining unit employees of the School Corporation.

2) New employees will have 30 days to elect in writing to join the sick leave bank.

3) After the first year of enrollment, membership will be on a continuing basis so that if a member has previously elected to be a member of the sick leave bank, he/she will remain a member if otherwise eligible until he/she provides written notice of withdrawal from the sick leave bank prior to October 1 of any respective school year.

4) Each participant in the sick leave bank shall contribute one (1) day the first year of his/her membership and one (1) day in the first year of re-enrollment if the employee withdraws or has his/her membership terminated and thereafter chooses to re-enroll.

5) Any time the number of the bank's accumulated days drops below the minimum of fifty (50) days, each member shall donate an additional day. The failure of an employee to have sufficient days to meet this assessment will result in the termination of membership for that school year. The employee would be eligible for re-enrollment the following school year.

c) The member may be granted days from the bank under the following conditions:

A) The member, or in the event of extreme illness the member's designee, must apply in writing to the sick leave bank committee after exhaustion of all paid leave benefits.

2) The certificated employee must have chosen to participate at the beginning of the school year by contributing one (1) sick leave day to the bank and have met any assessments of sick leave days

during the year, and those day(s) contributed shall be non-returnable to the school employee. Employees hired after the start of the school year have 30 days after their first day of employment to join the sick leave bank.

3) The member must have utilized and exhausted all paid leave benefits of whatever nature, including his/her own sick leave, personal and accumulated sick leave. The days allotted by the committee to a certificated employee shall be available for use beginning with the first day of absence after such exhaustion.

4) Submit FMLA paperwork and the prognosis for the participant's return to work.

5) The sick leave bank has not exceeded its maximum for the school year.

d) Any days granted by the committee shall terminate effective the earliest day as hereinafter provided:

A) The day after the date of the term of employment for the school year, or

2) The day after the last date of allotted number of days granted by the committee (maximum of 60 days), or

3) The first day of return to employment subsequent to the granting of days by the committee, or

4) The first day the employee becomes eligible under the policy provisions to receive Long Term Disability benefits under Appendix C Section G.

If the days granted by the committee terminate prior to the use of all such granted days, the excess unused days shall revert back to the Sick Leave Bank.

e) A Sick Leave Bank Committee will be composed of three members appointed by the Association. The Sick Leave Bank Committee may establish and/or revise guidelines which are not in direct conflict with the provisions of this contract. Guidelines or revisions should be forwarded to the Superintendent upon completion. If the committee receives any written request from a member, the committee shall make its decision based upon the guidelines set forth within this contract and the committee's guidelines in effect at the time of the request. The committee shall not grant in the aggregate more than one hundred eighty-five (185) days in any one school year. In the event more than one-hundred eighty-five (185) aggregate days in any one school year are requested, the association can petition the Superintendent for consideration of any extenuating circumstances to surpass the one-hundred eighty-five (185) day cap for the given school year only.

f) All sick bank coordination by the Madison Teachers Association is to occur outside of the instructional day.

g) The sick leave bank is not intended for use during summer school employment.

h) If the teacher wishes to continue hospitalization insurance during the period when there is no compensation, it shall be the responsibility of the teacher to make arrangements in advance with the business office to continue such hospitalization insurance at the individual's expense. A failure to make and follow through with such advance arrangements will result in the individual being dropped from the group plan.

i) A teacher may donate unused sick leave days to the sick leave bank upon retirement.

j) All decisions of the sick leave bank are final and shall not be grievable.

B. Pregnancy Leave

1. Any teacher who is pregnant is entitled to a leave of absence for a maximum of one (1) year anytime between the commencement of her pregnancy and one (1) year following the birth of a child. Except in a case of medical emergency, the Teacher must notify the Superintendent in writing at least thirty (30) days before the date on which she desires to start her leave. She shall notify the Superintendent of the length of this leave, including with this notice either a physician's statement certifying her pregnancy or a copy of the birth certificate of her newborn, whichever is applicable.

2. In the case of medical emergency caused by pregnancy, the teacher shall be granted a leave immediately upon her request and certification of the emergency from an attending physician.

3. All or part of the leave taken by the teacher because of a temporary disability caused by pregnancy shall be charged to her available sick leave days. The teacher is entitled to take accumulated sick leave days when the teacher's physician certifies that the teacher is incapable of performing the teacher's regular teaching duties. After her available sick leave, as heretofore stated, has been used, the teacher may be absent without pay subject to subsections one (1) and two (2) above.

4. Any teacher who takes sick leave for temporary disability due to pregnancy shall furnish, before her return, a statement from a physician certifying her ability to return to work and the termination of the temporary disability.

5. Any teacher who is pregnant may continue in full employment as late into pregnancy as she desires if she is able to fulfill the requirements of the position and furnishes a statement from a physician certifying her ability to continue without jeopardy to her health or that of her unborn child and ability to perform her teaching duties.

6. If a teacher on pregnancy leave desires to return sooner than the date of return set forth in the original notice required in sub-section one (1) of this section, she shall notify the Superintendent, in writing, at least seventeen (17) calendar days prior to the desired date of return. Such days shall be counted beginning with official receipt of the request by the Superintendent.

7. Credit for teaching experience shall not be earned during the period of the leave. Teaching experience credited within any contract year shall be awarded upon the completion of a minimum of one hundred twenty (120) days actual work attendance.

8. A teacher returning from pregnancy leave will not be guaranteed her former position, but will be placed in a position for which she is certified by the State of Indiana and according to applicable regional accrediting regulations.

9. Failure to return at the end of the leave as granted, except where extended by the Superintendent, and/or failure to accept a position offered upon return shall constitute resignation from employment.

10. If the teacher wishes to continue hospitalization insurance during the period where there is not compensation, it shall be the responsibility of the teacher to make arrangements in advance with the business office to continue such hospitalization insurance at the individual's expense. A failure to make and follow through with such advance arrangements will result in the individual being dropped from the group plan.

C. Professional Leave

A. If a meeting is primarily sponsored by a local, state, or national professional school or college agency or any unit thereof, private educational firm or Indiana Department of Education, and if the individual is to attend as a representative of the school system, he/she shall attend with full pay. Teachers also may visit schools in other school corporations. Forms must be completed and submitted for approval by the office of the Superintendent at least forty-eight (48) hours prior to the date(s) of absences if the employee is requesting permission to participate in such meetings or visitations.

2. Approved expenses, local school visitation excepted, will be paid by the school corporation under submission of proper claim forms.

D. Court Leave

Court Leave with pay shall be granted to teachers for the time necessary to make employer approved appearance(s) in any court proceeding resulting from activities relating to the teacher's employment with the school corporation.

E. Jury Duty Leave

A. When requested, a teacher may serve on jury duty. The Board shall pay the teacher his/her full salary equivalent by paying the difference between the jury duty pay received and the employee's regular salary. Payment shall be made at the next regular pay period when possible, provided that the employee substantiates the jury duty appearance in sufficient time for compliance.

2. It is clearly understood that, if the teacher is not placed on duty on any day of the jury duty period, he shall contact his building principal as soon as possible for instructions.

F. Bereavement Leave

A. Summer School is included in bereavement leave. Each member of the unit may be absent form work with pay for a period extending not more than five (5) school days after the death of a member of the immediate family. The five (5) days must be used within 30 calendar days following the date of the death unless otherwise approved by the Superintendent.

Bereavement leave shall apply only during periods that the employee is available for work.

2. Immediate family shall be defined as father, mother, brother, sister, husband, wife, child (including miscarriage and still births), grandparent, grandchild, mother-in-law, father-in-law, daughter-in-law, son-in-law, sister-in-law, brother-in-law, step-parent, step-child, step-sibling or any person domiciled in the teacher's home.

3. One (1) day of absence with pay will be allowed in each case for attending the funeral of any other relative.

4. When attending a funeral requiring travel of 300 miles or more, one way, the teacher will be granted one (1) additional day.

5. Executor/Executrix Leave will be granted in the event that a teacher is named Executor/Executrix of an estate. The teacher may utilize up to four (4) paid leave days within twelve months following the death of the individual.

G. Temporary Active Duty

A. A teacher called into temporary active duty of any unit of the United States Reserves or National Guard shall be granted up to fifteen (15) days temporary leave during this contract year, provided his/her military obligation cannot be fulfilled on the days when school is not in session.

A) Application for this leave shall be made, in writing, at the earliest possible time.

b) A teacher on this leave shall suffer no loss of time or pay.

H. Summer School Sick Leave

A. Summer School

A) Sick leave for summer school teachers shall be granted at the rate of one paid (1) hour for every scheduled twenty (20) hours of contracted instruction for those summer school teachers who teach twenty (20) or more days during a summer school session.

b) Such days may be used on a whole day basis only and only during the period for which it is granted.

A. Family and Medical Leave Act (FMLA)

School employees shall have the right to both the appropriate family and medical leave and the appropriate designated benefits provided by the Family and Medical Leave Act (FMLA). Such leave(s), if applicable, shall be taken concurrently. Any provisions of this contract which constricts any mandatory leave and/or mandatory benefit(s) of the FMLA will not have any effect for any school employee who has a right to a leave and/or benefit under the Act. The school corporation may require a school employee to verify and/or certify any information which an employer may require under the FMLA, and may further elect any option available to it under the Act for any leave or benefit for which a school employee qualifies for under the FMLA but for which the school employee is not entitled under the specific language of this contract.

For record keeping purposes, the twelve (12) month period for FMLA shall be measured forward from the date any employee's first FMLA leave begins.

J. Emergency Personal Day Leave

The Superintendent and the Board may grant additional personal leave days to employees in circumstances deemed emergent. This is including but not limited to snow days and health emergency related circumstances.

K. State of Emergency Leave

In the event a state of emergency is declared, the Superintendent or their designee may grant affected employees paid leave for the duration necessary to ensure the employee's safe return to work. Such leave may be provided until the state of emergency has been lifted.

ARTICLE V

TRAVEL REIMBURSEMENT

A teacher who is not provided with a car and who is authorized to use his own automobile in pursuance of assigned school duties shall be reimbursed for each mile traveled in his/her personal automobile in the pursuit of such teaching duties at the amount set by IRS Guidelines.

ARTICLE VI

INCENTIVE TO RETIRE

The school corporation may elect to offer a retirement buy-out incentive to retirees.

Timely Notice of Retirement

Employees may receive a one-time stipend of $3500 if the employee submits timely notice of retirement to the administration. The one-time payment and deadline of timely notice shall be January 1 of the year of the intended retirement date and will also be limited to the first ten employees to serve notice prior to the January 1 deadline. The Central Office will record the submission date for each employee and will provide that list to the MTA President upon request.

Upon approval of the Superintendent and consultation with Negotiations Committee of the MTA, the deadline for the above incentive may be waived.

ARTICLE VII

RETIREMENT SEVERANCE BENEFIT

An individual who is employed as a bargaining unit member prior to December 31, 2003, will be eligible for the following severance benefits provided the teacher has otherwise satisfied the requirements and conditions described below:

A. Group Health Insurance

An early retiree who satisfies the applicable requirements under Indiana law may continue to participate in the medical plan provided by the School Corporation. See Indiana Code 5-10-8-2.6. Coverage shall terminate in accordance with Indiana law. The School Corporation shall not make any contribution towards the cost of coverage for the early retiree, spouse or dependents.

ARTICLE VIII

403 (b) RETIREMENT 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 the 403(b) Plan.

C. The Board will contribute to a teacher's 403b plan at the rate of a quarter of a percent (.25%) of the teacher's base salary.

ARTICLE IX

BUY OUT OF PRIOR AGREEMENT'S RETIREMENT BENEFITS

A. Elimination of Prior Agreement's Retirement Bridge and Severance Benefit

The Board and the Association specifically reserved the authority to revise or terminate the benefits contained in earlier agreements. Exercising this authority, the Board and the Association now confirm that Article X Retirement Benefit described in same of the prior agreement is terminated and shall not apply to any teacher having announced his/her retirement after the 1st day of January 2004, except as otherwise specifically provided in this Article. Those teachers who retired or severed employment before the effective date shall only be entitled to the retirement benefits contained in the prior agreement as of the time of his or her retirement.

B. Entitlement to Retirement Benefits and Vesting Requirements

Upon retirement from the School Corporation, a teacher shall be fully vested in the retirement benefits described in this Article if the retiring teacher has satisfied the following requirements:

A. A teacher whose 55th birthday falls after the conclusion of the school year, but on or before December 31 of that calendar year, may choose to retire at the conclusion of the school year immediately prior to his/her 55th birthday.

2. Immediately prior to retirement, the teacher must have completed not less than ten (10) full years of service as a professional educator with the School Corporation.

C. Actuarial Determination of Value of the Current Retirement Bridge

The Educational Services Corporation has been selected to determine the buy-out present value of the unfunded retirement bridge benefits described in the prior agreement. In making this present value determination, Educational Services Corporation shall use the following assumptions:

A. The assumed interest rate for the purpose of determining the present value is four percent (4%) for the first three (3) years and seven and one half percent (7.5%) thereafter. However, for post-retirement cash flow purposes, a four percent (4%) interest rate shall be used.

2. It is assumed that an employee terminates employment at the end of the school year in which the employee attains age fifty eight (58), or at the end of the current year if the individual is already age fifty eight (58), or older.

3. The anticipated amount of the retirement bridge shall be determined using the amount of annual benefit described in Article X of the prior agreement. However, it is assumed that individuals do not retire until the later of: (a) the attainment of age fifty-eight (58), or (b) satisfaction of the eligibility

requirements for TRF purposes.

4. Using the method of calculation described in Article X of the prior agreement, the Retirement Benefit for each employee will be determined, subject to the following adjustments:

   A) The present value of the future severance benefits and retirement bridge payments will be reduced by the Social Security and Medicare taxes (FICA) that would have been payable if the severance benefits and retirement bridge had been paid directly to the employee.

   b) Employees hired after December 31, 2003, shall not be entitled to any payment for the eliminated retirement benefit. In other words, no contribution shall be made for individuals hired or rehired on or after December 31, 2003. Teachers who are victims of a Reduction in Force are entitled to a payment for the eliminated retirement benefit and will remain on file as recipients until the recall period had passed or, if they are recalled, until termination of their employment.

   c) The Uninsured Pensioners 1994 Mortality Table shall be used to discount for mortality.

   d) A turnover rate of two point six five percent (2.65%) shall be used to discount for turnover.

   e) Sick Leave accumulation shall be calculated as of December 31, 2003.

   f) The Board's payment toward group health insurance will equal $6,500. Payments will be deemed to terminate when the individual would otherwise be eligible for Medicare. Amounts forfeited upon termination of employment because of the failure to meet the applicable vesting requirements shall not be reinstated or re-credited if an individual is subsequently rehired or reemployed by the school corporation. However, if the Board approves a leave of absence for an employee, such period of leave shall not result in forfeiture, provided the employee shall promptly return to employment following the expiration of the period of leave.

   g) The present value of the severance benefits and Retirement Bridge under the prior agreement shall be calculated, effective as of the last day of December 2003.

   h) To confirm the accuracy of the underlying information to be used in the present value calculations, each teacher shall be provided with his or her basic data that will be used in the calculations, including, but not limited to, the following information as of the last day of December, 2003: base salary, age, years of service, and accumulated sick leave. The Educational Services Corporation shall assist in the preparation of this verification sheet for each teacher. However, the Board will have the responsibility to forward the verification sheets to the respective teachers. Any corrections must be returned to the Board within ten (10) days of receipt as final calculations will be prepared and the contributions hereinafter described will be commenced after such date. Corrections not returned to the Board until after the ten (10) days shall be disregarded.

Using the above assumptions and the other assumptions contained on the buyout spreadsheet, the Educational Services Corporation shall prepare the present value calculations for each teacher prior to ratification and the contributions described hereinafter will be made.

D. Buy Out Contributions

A. 401(a) Plan – The school corporation shall maintain a qualified retirement plan as described in section 401(a) of the Code. The total sum of the amount calculated by Educational Services Corporation as the present value for the years of service and sick leave benefit shall be contributed by the school corporation to the 401(a) plan and the present value of the insurance benefit shall be contributed by the school corporation into the VEBA (Section D.1) within fifteen (15) days of the completion of the sale of bonds under the SEA 199. The single investment vendor for the 401(a) plan shall be only changed by mutual agreement. The 401(a) plan terms and conditions for the administration of the 401(a) plan shall be as follows:

A) The amount calculated for each employee will be invested in a separate account. 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 401(a) Plan.

b) Until such time that an employee has retired and satisfied the eligibility requirements set forth in subsection B of this Article, the employee shall have no access to the assets held in his or her separate 401(a) plan account.

c) If an employee retires or otherwise terminates employment before satisfaction of the requirements set forth in subsection B of this Article, the terminated employee's 401(a) plan account shall be forfeited. Forfeited amounts shall be reallocated at the end of each plan year only among the then remaining separate 401(a) plan accounts with the following employees not sharing in the reallocation of a forfeiture of a 401(a) plan account:

A) Employees who forfeited their 401(a) plan accounts in the same year;

A) Employees who previously forfeited their 401(a) plan accounts;

A) Employees who have both attained the age of fifty-eight (58) in or before the year of the reallocation forfeiture and who have completed not less than ten (10) full years of service as a professional educator with the School Corporation; and

iv) Employees who have attained the age of fifty-five (55) years and have terminated employment in or before the year of the reallocation.

Each employee entitled to a share of a forfeited account shall receive a percentage of the forfeited account based upon the following formula:

d) Amount originally allocated to the member's 401(a) account divided by amount originally allocated to the 401(a) accounts of all employees entitled to share in the forfeited account. Following retirement and the satisfaction of the requirements set forth in subsection B of this Article, a retired employee may elect to commence distributions from his 401(a) plan account. If an employee dies after having satisfied the requirements of subsection B of this Article, the deceased employee's 401(a) plan account shall be distributable to the decedent's designated beneficiary or his/her estate if no beneficiary designation has been made. At no time may a participant borrow from his 401(a) plan account.

e) The school corporation shall not be paid any compensation for its services performed on behalf of the 401(a) plan. All costs incurred in the administration of the 401(a) plan and investment fees shall be paid from the 401(a) plan assets.

2. VEBA – The school corporation may contribute to the voluntary employees' beneficiary association ("VEBA") as described in section 501I(9) of the Code, that amount representing the health care portion of the Retirement Benefit as calculated for all employees under subsection C above. The organization administering the VEBA and serving as the single investment vendor for the VEBA shall only be changed by mutual agreement. The terms and conditions for the administration and operations of the VEBA shall be as follows:

A) The amount calculated for each employee will be invested in a separate account. 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 vendor for the VEBA.

b) Until such time that an employee has retired and satisfied the eligibility requirements set forth in subsection B of this Article, the employees shall have no access to the assets held in his or her separate VEBA account.

c) If an employee retires or otherwise terminates employment before satisfaction of the requirements set forth in subsection B of this Article, the terminated employee's VEBA account shall be forfeited. Forfeited amounts shall be reallocated at the end of each plan year only among the then remaining separate VEBA accounts with the following employees not sharing in the reallocation of a forfeiture of a VEBA account;

A) Employees who forfeited their VEBA accounts in the same year;

A) Employees who previously forfeited their VEBA accounts;

A) Employees who have both attained the age of fifty-eight (58) in or before the year of the reallocation forfeiture and who have completed not less than ten (10) full years of service as a professional educator with the School Corporation; and

iv) Employees who have attained the age of fifty-five (55) years and have terminated employment in or before the year of the reallocation.

Each employee entitled to a share of a forfeited account shall receive a percentage of the forfeited account based upon the following formula:

Amount originally allocated to the member's VEBA account divided by amount originally allocated to the VEBA accounts of all employees entitled to share in the forfeited account.

d) Following retirement and the satisfaction of the requirements set forth in subsection B of this Article, a retired employee may use the amounts held in his/her separate VEBA account to pay all amounts permitted by the IRS and the VEBA carrier including but not limited to, health insurance premiums, term life insurance premiums, and to be reimbursed for un-reimbursed medical expenses of the employee, spouse, and dependents. Furthermore, following the death of an employee who had otherwise satisfied the requirements of subsection B of this Article, any amounts remaining in the deceased employee's VEBA account may continue to be used to pay these premiums and expenses of the employee's spouse and dependents. Should any money remain in the account following the death

of the employee and his/her dependents the remainder shall pass on to the named dependent. At no time may the VEBA make loans to an employee, his/her spouse, or his/he dependents.

e) If an employee retirees or otherwise terminates employment before satisfaction of the requirements set forth in subsection B of this Article the terminated employee's VEBA plan account shall be forfeited. The forfeited amounts shall be reallocated at the end of each plan year only among the then remaining separate VEBA accounts. This reallocation shall be consistent with item I above.

f) The school corporation shall not be paid any compensation for its services performed on behalf of the VEBA. All costs incurred in the administration of the VEBA and investment fees shall be paid from the VEBA assets.

E. Future Adjustments

The parties agree that this Article or any other provision of this Agreement, does not constitute an expectation of receiving the enumerated retirement benefits by any current employee, future employees, prospective employees or applicant beyond the expiration of this Agreement. Therefore, except as otherwise limited by applicable law, it is understood that the Board and Association may in the future bargain modifications of any kind to this provision, provided however, that the future revision of this Article shall not affect the retirement benefits of teachers already receiving benefits pursuant to this Section.

ARTICLE X

RETIREMENT SAVINGS 401(a) ANNUITY PLAN

A. The school corporation shall maintain a qualified retirement plan as described in section 401(a) of the Code.

B. The Board may make a contribution without a match and may match additional contributions into their individual 403(b) accounts.

C. Each bargaining unit member is considered vested in these individual 401(a) accounts upon the completion of five (5) years of service in the corporation.

ARTICLE XI

RETIREMENT SAVINGS VEBA PLAN

A. The school corporation shall maintain a voluntary employees' beneficiary association ("VEBA") as described in section 501I(9) of the Code.

B. The Board may contribute into each individual's separate VEBA account.

C. Each bargaining unit member is considered vested in these individual VEBA accounts upon the completion of five (5) years of service in the corporation.

ARTICLE XII

GRANT RELATED STIPENDS, ANCILLARY DUTY PAY and EXTENDED CONTRACTS

Any information in Article XII that is beyond wages was not bargained and is included for informational purposes only.

A. Grant Related Stipends and Compensation

The Board agrees that, to the extent grant funds are available, it will pay the following: Title I* Grant stipends of $35 for tutoring and $35 per hour for in-service. *The parties understand and agree that these amounts will be paid only for as long as the grant funds are available.

2. Ancillary Duty Compensation Schedule

Position**	Compensation
Summer (including camps covered under the summer school grant), Spring Break, Fall Break,	Hourly pay based on 6.5 hours per day
Curriculum Development, Summer Programming (camps not covered by the summer school grant) or Assessment Development	$35 per hour
Lab Grading or Other	$25 per hour
Required Staff Development Outside contracted Days	$100/whole day $50/half day
Homebound Instruction	Hourly rate up to a cap of $50 per hour based on 7 hours per day.
Field Trips	$35 stipend for 7-15 hours*** $70 stipend for 16-40 hours*** or one overnight $140 stipend for over 40 hours* or more than one night. Hours are actual student contact hours beyond the school day not multiplied by the number of students involved.***
After School Care	$20 per hour
Dean of Students Evening Supervision	$3000 stipend for two semesters

**The positions have not been bargained but are included for informational purposes only.
***The number of hours have not been bargained but are included for informational purposes only.

3. A teacher who forfeits his/her preparation period at the direction of an administrator to cover the class of another teacher will receive the following compensation:

* $25 per period up to 60 minutes.

* $75 for ½ day.
* $150 for full day.

This benefit only applies in circumstances when the Administration would otherwise have to obtain a substitute to cover the class.

4. **Extended Contracts** – A teacher assigned to work extended contract days will be compensated at the teacher's per diem rate of pay. The positions and number of extended contract days set forth below was not bargained but rather is included for informational purposes only.

Position	**Extended Days**
Band Director	20 days or 120 hours per summer school
Summer Agriculture	10 days
Dean of Students	10 days
Guidance	
High School Counselors	20 days*
Junior High Counselors	10 days*

*Represents total days for the department and will be determined by the Superintendent.

Teachers hired and fully or partially compensated by grants may be subject to alternate contract conditions based upon grant requirements.

ARTICLE XIII

INSURANCE

The insurance schedule will be found in Appendices B and C.

ARTICLE XIV

EXTRA-CURRICULAR ACTIVITY PAY SCHEDULE

The extra-curricular salary schedule will be found in Appendix D.

ARTICLE XV

OTHER BENEFITS

1. Tuition Reimbursement

    a. Teachers shall receive a 50% fee reduction for any of their children enrolled in any Madison Consolidated Schools preschool program. This fee reduction only pertains to the preschool programs provided by the School Corporation and is not intended to be applied to any before or after care program.

    b. Teachers whose official residence is not in Indiana may enroll their children in the Madison Consolidated School Corporation on a tuition-free basis for grades K-12. (Normal book fees, lunch fees, etc., apply).

2. Employee Certification Program
The District and MTA agree to provide an Employee Certification Program that will provide a forgivable loan to District employees that will be used to obtain certifications needed by the District. The Employee Certification Program's guidelines and procedures will be as printed in Board Policy.

ARTICLE XVI

GRIEVANCE PROCEDURE

A. DEFINITIONS

A. A "grievance" is a claim by one (1) or more teachers of a violation, a misapplication, or misinterpretation of the contract.

A. The term "teacher" includes any individual or group of individuals within the bargaining unit.

A. The term "day" when used in this item shall be school days during the school year. At other times, the term "day" when used in this item shall be business/work days.

B. The purpose of this grievance procedure is to settle equitably, at the lowest possible administrative level, issues which may arise from time to time with respect to specific claims of a grievance. Both parties agree that these proceedings shall be kept confidential at each level of the procedure.

C. Nothing contained herein shall be construed to prevent any individual teacher from presenting a grievance and having the grievance adjusted if the adjustment is not inconsistent with the terms of the contract, and the Association has been given an opportunity to be present at such hearings if desired by the grievant.

D. PROCEDURE

A. The number of days indicated at each level shall be considered as a maximum and every effort shall be made to expedite the process. The time limits may be extended by mutual consent in writing by authorized representatives of each party.

2. LEVEL ONE – A teacher with a grievance may initiate this procedure in one (1) of the following ways:

A) He may approach the immediate supervisor concerned and discuss the matter in his own half.

b) He may request that a representative of the Association accompany him in approaching his immediate supervisor. In such case, the supervisor shall not initiate any consultation with the grievant prior to any scheduled meeting at which the representative is to be present.

c) In the event that steps "a" and "b" above are unsuccessful, the teacher may file a formal grievance in writing. This form shall be filed in triplicate with one (1) copy to the Association, one (1) copy to the grievant, one (1) copy to the immediate supervisor. A formal grievance (Section D, 2c of this item), shall be filed as soon as possible but in no event longer than five (5) days after the alleged violation has occurred.

d) Within five (5) days of the filing of the formal grievance in writing, a meeting shall take place between the immediate supervisor concerned, the grievant, and the Association representative; and an answer to the grievance shall be given to the grievant in writing within five (5) days.

A. LEVEL TWO – If the grievance is not settled at Level One it may be appealed to the superintendent or his designee in writing within five (5) days stating the grounds for the appeal and the fact of the alleged grievance. The superintendent or his designated representative shall hold a hearing within five (5) days following the receipt of said appeal and an answer give to the grievant in writing within five (5) days. The superintendent shall have the right to investigate, call interviews, etc., as may be necessary.

A. LEVEL THREE – If the grievance is not settled at Level Two it may be appealed to the Board or its designee in writing within five (5) days stating the grounds for appeal and the facts of the alleged grievance. The Board, or its designated representatives, shall hold a hearing after conducting an investigation, etc., as deemed necessary by the Board with the understanding that said hearing shall take place no later than fifteen (15) days after receipt of Board level.

5. All decisions of the Board shall be considered the final step of the Grievance Procedure.

E. Miscellaneous Provisions

A. Any grievance which arose prior to the effective date of this Agreement or after the termination of this Agreement shall continue to be processed through the procedure.

A. All documents, written communications and records dealing with the processing of a grievance shall be filed separately from the personnel file of the grievant.

ARTICLE XVII

TERM OF CONTRACT

This agreement has been ratified by the parties on the dates noted below and shall be effective from July 1, 2025 through June 30, 2026, except those provisions which have, by their own written terms, a different effective date.

This contract shall not be extended orally and it is expressly understood that it shall expire on the date indicated. Whenever any notice is required to be given either of the parties to this contract by the other party, either shall do so by letter at the following addresses:

If by the Association to the Board:

Madison Consolidated Schools
2421 Wilson Avenue
Madison, Indiana 47250
c/o – Superintendent

If by the Board to the Association:

348 Bellaire Drive
Madison, IN 47250
c/o Mrs. Mandy Holcroft
Madison Teachers Association

The undersigned also attest to the following:

A public hearing (Pre-formal Bargaining Hearing) was held in compliance with Indiana law on August 20, 2025. Electronic participation was not available.

A public meeting in compliance with Indiana law was held on October 30, 2025, to discuss the tentative agreement and electronic participation was not available.

Board of School Trustees of Madison Consolidated Schools

President

Secretary

Board Member

Board Member

Board Member

Ratification Date: November 5, 2025

Madison Teachers Association

Mandy Holcroft
President

Negotiating Committee Chairperson

Member

Member

Member

Ratification Date: October 15, 2025

APPENDIX A

COMPENSATION PLAN

ONE-TIME LOYALTY RENTENTION STIPEND FOR 2025-2026 SCHOOL YEAR

A one-time loyalty retention stipend of $1,200 will be given to all returning teachers who were employed by the Corporation on January 1, 2025, and are still employed by the Corporation on November 15, 2025.

Compensation Salary Range:

The salary range before any base salary increases are applied is $45,000 to $75,850. The salary range after base salary increases are applied is 46,500 to $77,350.

Compensation System Description

New Hire Salary Placement

A teacher's initial salary placement in the New Hire Salary Placement Schedule shall be determined by comparing the new teacher's years of experience awarded by the superintendent and their educational level with teachers already teaching at Madison Consolidated Schools at that same level of experience and education. Teachers in difficult to fill areas will be placed at a level that varies from this typical "mirroring" effort by the superintendent after consultation with the MTA President.

In instances where there are multiple salaries within a specified experience and educational level, the highest salary within that cohort of existing teachers will be used for initial placement. An exception to using the highest salary within the cohort shall occur when that cohort's highest salary was awarded as the result of a "difficult to fill" hiring. In that instance, the next highest salary that is not a result of a "difficult to fill" hiring would be used to determine the initial salary placement.

In instances where there are no comparable teachers already employed, the New Hire Salary Placement Schedule shall be used to determine the initial placement.

The superintendent may calculate years of experience for a new teacher's placement by using their public and private years of teaching experience as well as any industry/work-based experience that is relevant to the course of instruction the new teacher will be asked to teach. This will be done in collaboration with the association president.

All new hires who were employed for the 2025-2026 school year prior to the ratification of this contract will have their starting salary adjusted upward by $1,500. New hire bachelor's and master's teachers with prior teaching experience who were employed for the 2025-2026 school year prior to the ratification of this contract will have their starting salaries adjusted upward in an additional amount as is necessary to keep them at the same salary as their mirrored cohort group (with respect to their years of experience and education).

One-Time Hiring Stipends

One-time signing bonuses and retention bonuses in an amount determined by the Superintendent may be offered to teachers by the Superintendent, after consultation with the MTA president.

Factors and Definitions

Academic Needs: The need to retain all returning teachers to ensure educational continuity for students.

Instructional Leadership: A teacher who newly attains a literacy endorsement through the IDOE.

For the 2025-2026 school year only, notification of the Literacy Endorsement credentials must be received by the Human Resources Department by November 15, 2025, for the teacher's base salary to be adjusted accordingly.

Effective June 30, 2025, a teacher who anticipates earning a Literacy Endorsement on their Indiana teaching license which would qualify them for this one-time salary increase should note the following: If the endorsement is completed by August 1 and verification is received by the Human Resources Department by August 30, the teacher's salary will be adjusted according to the contract for that school year.

Distribution Plan: Each eligible teacher will receive a base salary increase pursuant to the following plan:

Academic Needs = $1,500

Instructional Leadership = $200

The maximum base salary increase for returning teachers is $1,700. The increase for the academic needs factor exceeds 10% of the total possible base salary increase ($1,500 / $1,700 = 88%).

Exemplary Teacher Attendance

Teacher absence has a major impact on student learning. When a teacher is absent, the quality of instruction is not at its highest level. Teachers who attend school will receive the following one-time stipend:

Absences* of 5 or fewer days	$500

*Approved professional development, jury duty, or active military leave do not apply towards absences.

Teachers earning the exemplary teacher attendance stipend will receive the stipend by June 30. During a period of time when a declared health emergency requires that teachers stay home from school, the Superintendent and MTA Negotiations Committee may agree to waive the stipend for the Exemplary Teacher Attendance for the year in question.

Teacher Retirement Fund

The corporation will pay the teacher's contribution of 3% to the Indiana State Teacher's Retirement Fund.

APPENDIX A-1

NEW HIRE SALARY PLACEMENT SCHEDULE

**Appendix A-1 is used in instances when there are no teachers already employed with comparable experience and education.

Level	Bachelor's	Master's
0	46,500	47,500
1	47,100	48,400
2	47,700	49,300
3	48,300	50,200
4	48,900	51,100
5	49,500	52,000
6	50,100	52,900
7	50,700	53,800
8	51,300	54,700
9	51,900	55,600
10	53,500	57,700
11	54,100	58,600
12	54,700	59,500
13	55,300	60,400
14	55,900	61,300
15	56,500	62,200
16	57,100	63,100
17	57,700	64,000
18	58,300	64,900
19	58,900	65,800
20	59,500	66,700
21	60,100	67,600

APPENDIX B
INSURANCE

A. General Liability Insurance

1. The Board shall keep in force a liability insurance program which shall include protection for teachers who transport students in their personal automobiles with the prior approval of the Superintendent or his designee.

2. This includes emergency situations which include, but are not limited to, the following:

    a) illness

    b) accident or injury

    c) failure to catch a bus to or from school activity or a school activity

3. It is expressly understood that the liability coverage (in Section 1 of this Article) shall take effect after the limit of the individual teacher's personal coverage is reached.

B. Spousal Carve-Out

Spouses of employees will be excluded from eligibility under the group health insurance plan if they are eligible for employer-sponsored health coverage through their own employer to begin with the September 1, 2015 health insurance plan year.

C. Employee Insurance Options

For each teacher who elects not to participate in the group health insurance plan, the school corporation shall contribute the amount of $800.00 to be applied to voluntary insurance policies* available to MCS employees. The teacher's share of the aforementioned total premiums shall be at least one dollar ($1.00). Should the employee experience a qualifying event that leads to the need for participation in the group health insurance plan, the amount of benefit received for this benefit will be deducted from the Board's share of the health insurance premiums. Teachers must comply with all applicable administrative procedures.

*Subject to participation requirements by carrier.

D. Term Life Insurance

The Board shall keep in force a $50,000 term life insurance program for all teachers at a cost of no more than $1.00 per member. The amount shall be reduced at ages 65 and 70 years old by 25% and 50% respectively to $37,500 and $25,000.

E. Employee Medical Insurance Option

1. For each teacher who elects to participate in the medical insurance option, the school corporation shall contribute in accordance with Appendix C.

2. In case of termination of employment for any reason that occurs prior to the last teacher work day of a school year, insurance coverage (including elective policies) will cease at the end of the month in which the employee last worked at least one day. Life insurance coverage will discontinue on the last day worked for terminations on any of the first fifteen days of the month, and will discontinue at the end of the month for terminations after the fifteenth day of the month. If a teacher: (i) works the last contracted teacher workday of a school year, and (ii) subsequently terminates employment for any reason, and (iii) does not return to Madison the following school year, then the employee's insurance coverage (including elective policies) will end on the last pay date of the contract.

3. Board contributions to the H.S.A. accounts will be prorated and paid on a schedule as determined by the business office.

4. Board contributions to the H.S.A. accounts will end by June 30 annually. Individuals enrolled in Medicare and who are ineligible to receive H.S.A. contributions are responsible for notifying the administration of such ineligibility.

5. Employees and their family members qualify for one board share per family.

6. Employees working a prorated contract will receive an equally reduced school corporation contribution towards medical insurance.

7. When two employees are married with children and are enrolled on a family plan offered by the district, then the Board will pay toward the married couple's family plan health insurance premium an amount equivalent to the Board's contribution of a member plan plus a member/child plan. The married couple's HSA contribution from the Board will be equivalent to the HSA contribution amount paid by the Board for a single plan plus a member/child plan.

8. A premium holiday will be implemented in the event the School Corporation's health insurance provider declares an insurance premium holiday.

F. The Board's contribution toward insurance coverage for new employees will begin on the first day of the month following the date in which the employee first reported for duty.

G. Flexible Fringe Benefit Program

The benefits provided to employees by Section 125 of the Internal Revenue Act of 1978 shall be made available to any bargaining unit members requesting and upon approval by the Internal Revenue service. An amount not to exceed fifty percent (50%) of salary may be set aside by the employee for the selection of benefits under Section 125 of the Internal Revenue Code, which are nontaxable benefits of Medical Insurance, Long and/or short Term Disability Insurance, Section 79 Life Insurance, Cancer Insurance, Non-Reimbursed Medical Expenses, Dependent Care and taxable benefits of cash. The Board shall pay the fees for the Trust Account. Participants in the reimbursement account(s) shall pay the monthly administration fee.

H. Long Term Disability

The Board shall provide a Long Term Disability Plan (Income Protection Insurance Plan) in which each teacher may participate. The Long Term Disability Plan shall provide a benefit of sixty-six and two-thirds (66-2/3%) of the teacher salary with a maximum salary of $66,000 and shall have a ninety (90) day waiting period. The maximum Board Contribution shall be 36 cents per $100 of payroll.

APPENDIX C

MEDICAL INSURANCE PREMIUM DISTRIBUTION

Typically, any increase in health insurance premiums shall be distributed between the School Corporation and the employee in the following manner:

- Premium increases of up to 5% shall be borne entirely by the School Corporation;
- Premium increases of up to 10% shall be borne by the School Corporation for the first 5% and the employee for the remaining increase;
- Premium increases over 10% shall be evenly split between the School Corporation and the employee.

However, for the 2025-2026 contract term, the School Corporation will pick up the entire increase to the cost of premiums, which increase is anticipated to be around 2.25%.

APPENDIX D

EXTRA-CURRICULAR SCHEDULE

THE NUMBER OF POSITIONS IS INCLUDED FOR INFORMATIONAL PURPOSES ONLY AND WAS NOT BARGAINED. ALL PROVISIONS IN APPENDIX D THAT ARE NOT PERMISSIBLE SUBJECTS OF BARGAINING ARE THE SCHOOL'S POLICIES, ARE INCLUDED FOR INFORMATIONAL PURPOSES AND WERE NOT BARGAINED.
*The dual credit stipend is paid per teacher and not per class.

Academic Teams			
Job Title	Location	Stipend	Tier
Academic Competition Director (HS)	High School	$2,762.00	High School- Tier 1
FFA	High School	$2,762.00	High School- Tier 1
FFA Assistant	High School	$1,381.00	High School- Tier 2
Future Problem Solvers (HS)	High School	$1,381.00	High School- Tier 2
Quiz Bowl Coach (2)	High School	$1,381.00	High School- Tier 2
Science Olympiad (2) (HS)	High School	$1,381.00	High School- Tier 2
eSports Coach (HS)	High School	$1,381.00	High School- Tier 3
Super Bowl Coach English (HS)	High School	$1,381.00	High School- Tier 3
Super Bowl Coach Fine Arts (HS)	High School	$1,381.00	High School- Tier 3
Super Bowl Coach Math (HS)	High School	$1,381.00	High School- Tier 3
Super Bowl Coach Science (HS)	High School	$1,381.00	High School- Tier 3
Super Bowl Coach Social Studies (HS)	High School	$1,381.00	High School- Tier 3
Academic Team Coordinator (JR)	Junior High	$1,035.00	Junior High- Tier 1
Junior Quiz Bowl	Junior High	$1,035.00	Junior High- Tier 2
Science Olympiad (2) (JR)	Junior High	$1,035.00	Junior High- Tier 2
Math Bowl - 5th Grade	Junior High	$1,035.00	Junior High- Tier 2
Math Bowl - 6th Grade	Junior High	$1,035.00	Junior High- Tier 2
FFA Junior Advisor	Junior High	$1,035.00	Junior High- Tier 2
eSports Coach (JR)	Junior High	$1,035.00	Junior High- Tier 3
Jr. Super Bowl English Coach	Junior High	$1,035.00	Junior High- Tier 3
Jr. Super Bowl Math Coach	Junior High	$1,035.00	Junior High- Tier 3
Jr. Super Bowl Science Coach	Junior High	$1,035.00	Junior High- Tier 3
Jr. Super Bowl Social Studies Coach	Junior High	$1,035.00	Junior High- Tier 3
Robotics Coach (JR)	Junior High	$1,035.00	Junior High- Tier 3
Science Bowl Coach - 6th Grade	Junior High	$1,035.00	Junior High- Tier 3
Science Bowl Coach - 5th Grade	Junior High	$1,035.00	Junior High- Tier 3
Spell Bowl - Elementary (5/6th)	Junior High	$1,035.00	Junior High- Tier 3
Academic Team Coordinator	Elementary	$518.00	Elementary- Tier 1
Intermediate Spell Bowl - Anderson	Elementary	$518.00	Elementary- Tier 2
Intermediate Spell Bowl - Deputy	Elementary	$518.00	Elementary- Tier 2
Intermediate Spell Bowl - Lydia Middleton	Elementary	$518.00	Elementary- Tier 2
Intermediate Spell Bowl - Rykers' Ridge	Elementary	$518.00	Elementary- Tier 2
Math Bowl - Anderson	Elementary	$518.00	Elementary- Tier 2
Math Bowl - Deputy	Elementary	$518.00	Elementary- Tier 2
Math Bowl - Lydia Middleton	Elementary	$518.00	Elementary- Tier 2
Math Bowl - Rykers' Ridge	Elementary	$518.00	Elementary- Tier 2
Robotics Coach - Anderson	Elementary	$518.00	Elementary- Tier 3

Robotics Coach - Deputy	Elementary	$518.00	Elementary- Tier 3
Robotics Coach - Lydia Middleton (3)	Elementary	$518.00	Elementary- Tier 3
Robotics Coach - Rykers' Ridge	Elementary	$518.00	Elementary- Tier 3
Science Bowl - Anderson	Elementary	$518.00	Elementary- Tier 3
Science Bowl - Deputy	Elementary	$518.00	Elementary- Tier 3
Science Bowl - Lydia Middleton	Elementary	$518.00	Elementary- Tier 3
Science Bowl - Rykers' Ridge	Elementary	$518.00	Elementary- Tier 3
Arts			
Job Title	Location	Stipend	Tier
Marching Band Director	High School	$2,762.00	Music- Tier 1
Color Guard Director	High School	$1,381.00	Music- Tier 2
Choir Director	High School	$1,381.00	Music- Tier 2
Marching Band Assistant Director	High School	$1,381.00	Music- Tier 2
Concert Band Director	High School	$1,381.00	Music- Tier 2
Pep Band Director	High School	$1,381.00	Music- Tier 2
Show Choir Director	High School	$1,381.00	Music- Tier 2
Percussion Director	High School	$1,209.00	Music- Tier 2
Chorus 6th-8th Grade	Junior High	$1,381.00	Music- Tier 2
Band (JR)	Junior High	$1,381.00	Music- Tier 2
Chorus 5th Grade	Junior High	$100.00	Music- Tier 3
Music Evening Program - Anderson (2)	Elementary	$100.00	Music- Tier 3
Music Evening Program - Deputy (2)	Elementary	$100.00	Music- Tier 3
Music Evening Program - Lydia Middleton (2)	Elementary	$100.00	Music- Tier 3
Music Evening Program - Rykers' Ridge (2)	Elementary	$100.00	Music- Tier 3
School Musical	High School	$2,416.00	Theater- Tier 1
School Drama Director (HS)	High School	$1,551.00	Theater- Tier 1
Musical Accompanist	High School	$1,381.00	Theater- Tier 2
School Drama Assistant	High School	$1,381.00	Theater- Tier 2
Auditorium Supervisor/Tech Director	High School	$1,381.00	Theater- Tier 2
School Musical Assistant	High School	$1,209.00	Theater- Tier 2
Class Production Director	High School	$969.00	Theater- Tier 3
Choreographer	High School	$863.00	Theater- Tier 3
Dramatics Junior High Fall Production	Junior High	$750.00	Theater- Tier 3
Dramatics Junior High Fall Assistant Supervisor (2)	Junior High	$300.00	Theater – Tier 3
Dramatics Junior High Spring Production	Junior High	$750.00	Theater- Tier 3
Dramatics Junior High Spring Assistant Supervisor	Junior High	$300.00	Theater – Tier 3
Dramatics Evening Programs 6th Grade (2)	Junior High	$100.00	
Dramatics Evening Programs 7th Grade (2)	Junior High	$100.00	
Dramatics Evening Programs 8th Grade (2)	Junior High	$100.00	
School Newspaper (HS)	High School	$2,072.00	Publication- Tier 1
Yearbook (HS)	High School	$2,072.00	Publication- Tier 1
Newspaper (JR)	Junior High	$1,035.00	Publication- Tier 2
Yearbook (JR)	Junior High	$1,035.00	Publication- Tier 2
Art Academy Director	High School	$1,381.00	Art- Tier 1
Art Club (JR)	Junior High	$1,000.00	Art- Tier 2
Maker's Night Coordinator	Junior High	$1,000.00	Art- Tier 2
Art Evening Program - Anderson	Elementary	$100.00	Art- Tier 3
Art Evening Program - Deputy	Elementary	$100.00	Art- Tier 3

Art Evening Program - Lydia Middleton	Elementary	$100.00	Art- Tier 3
Art Evening Program - Rykers' Ridge	Elementary	$100.00	Art- Tier 3
Athletics- High School			
Job Title	Location	Stipend	Tier
Seasonal Assistant AD Fall	High School & Junior High	$2,244.00	Seasonal AD
Seasonal Assistant AD Spring	High School & Junior High	$2,244.00	Seasonal AD
Seasonal Assistant AD Winter	High School & Junior High	$2,244.00	Seasonal AD
Varsity Boys Basketball Coach	High School	$7,946.00	Varsity- Tier 1
Varsity Football Coach	High School	$7,946.00	Varsity- Tier 1
Varsity Girls Basketball Coach	High School	$7,946.00	Varsity- Tier 1
Varsity Baseball Coach	High School	$5,056.00	Varsity- Tier 2
Varsity Boys Soccer Coach	High School	$5,056.00	Varsity- Tier 2
Varsity Boys Track Coach	High School	$5,056.00	Varsity- Tier 2
Varsity Boys Volleyball Coach	High School	$5,056.00	Varsity- Tier 2
Varsity Boys/Girls Swimming Coach	High School	$5,056.00	Varsity- Tier 2
Varsity Cheerleading Coach	High School	$5,056.00	Varsity- Tier 2
Varsity Girls Soccer Coach	High School	$5,056.00	Varsity- Tier 2
Varsity Girls Track Coach	High School	$5,056.00	Varsity- Tier 2
Varsity Girls Wrestling Coach	High School	$5,056.00	Varsity- Tier 2
Varsity Softball Coach	High School	$5,056.00	Varsity- Tier 2
Varsity Volleyball Coach	High School	$5,056.00	Varsity- Tier 2
Varsity Wrestling Coach	High School	$5,056.00	Varsity- Tier 2
Varsity Boys Cross Country Coach	High School	$2,890.00	Varsity- Tier 3
Varsity Boys Golf Coach	High School	$2,890.00	Varsity- Tier 3
Varsity Boys Tennis Coach	High School	$2,890.00	Varsity- Tier 3
Varsity Girls Cross Country Coach	High School	$2,890.00	Varsity- Tier 3
Varsity Girls Golf Coach	High School	$2,890.00	Varsity- Tier 3
Varsity Girls Tennis Coach	High School	$2,890.00	Varsity- Tier 3
Assistant Boys Basketball Coach Pool	High School	$11,391.00	Assistant- Tier 1 Cap per Coach- $3797
Assistant Football Coach Pool	High School	$15,188.00	Assistant- Tier 1 Cap per Coach- $3797
Assistant Girls Basketball Coach Pool	High School	$11,391.00	Assistant- Tier 1 Cap per Coach- $3797
Assistant Baseball Coach Pool	High School	$7,248.00	Assistant- Tier 2 Cap per Coach- $2416
Assistant Boys Soccer Coach Pool	High School	$2,416.00	Assistant- Tier 2 Cap per Coach- $2416
Assistant Boys Track Coach Pool	High School	$4,832.00	Assistant- Tier 2 Cap per Coach- $2416
Assistant Boys Volleyball Coach Pool	High School	$2,416.00	Assistant- Tier 2 Cap per Coach- $2416
Assistant Boys/Girls Swim Coach Pool	High School	$4,832.00	Assistant- Tier 2 Cap per Coach- $2528
Assistant Girls Soccer Coach Pool	High School	$2,416.00	Assistant- Tier 2 Cap per Coach- $2416
Assistant Girls Track Coach Pool	High School	$4,832.00	Assistant- Tier 2 Cap per Coach- $2416
Assistant Softball Coach Pool	High School	$7,248.00	Assistant- Tier 2 Cap per Coach- $2416
Assistant Volleyball Coach Pool	High School	$7,248.00	Assistant- Tier 2 Cap per Coach- $2416

Assistant Wrestling Coach Pool	High School	$2,416.00	Assistant- Tier 2 Cap per Coach- $2416
Pole Vault Girls/Boys Coach	High School	$2,528.00	Assistant- Tier 2 Cap per Coach- $2528
Assistant Boys Cross Country Coach Pool	High School	$1,445.00	Assistant- Tier 3 Cap per Coach- $1445
Assistant Boys Golf Coach Pool	High School	$1,445.00	Assistant- Tier 3 Cap per Coach- $1445
Assistant Boys Tennis Coach Pool	High School	$1,445.00	Assistant- Tier 3 Cap per Coach- $1445
Assistant Cheerleading Coach Pool	High School	$1,445.00	Assistant- Tier 3 Cap per Coach- $1445
Assistant Girls Cross Country Coach Pool	High School	$1,445.00	Assistant- Tier 3 Cap per Coach- $1445
Assistant Girls Golf Coach Pool	High School	$1,445.00	Assistant- Tier 3 Cap per Coach- $1445
Assistant Girls Tennis Coach Pool	High School	$1,445.00	Assistant- Tier 3 Cap per Coach- $1445
Unified Sports (2)	High School	$863.00	Tier 3
Athletics- Junior High			
Job Title	Location	Stipend	Tier
7th grade Football Coach	Junior High	$2,416.00	Junior High- Tier 1
8th grade Football Coach	Junior High	$2,416.00	Junior High- Tier 1
Boys 7th grade Basketball Coach	Junior High	$2,416.00	Junior High- Tier 1
Boys 8th grade Basketball Coach	Junior High	$2,416.00	Junior High- Tier 1
Girls 7th grade Basketball Coach	Junior High	$2,416.00	Junior High- Tier 1
Girls 8th grade Basketball Coach	Junior High	$2,416.00	Junior High- Tier 1
7th grade Volleyball Coach	Junior High	$1,726.00	Junior High- Tier 2
8th grade Volleyball Coach	Junior High	$1,726.00	Junior High- Tier 2
Jr. High Boys Soccer Coach	Junior High	$1,726.00	Junior High- Tier 2
Jr. High Boys Track Coach	Junior High	$1,726.00	Junior High- Tier 2
Jr. High Girls Soccer Coach	Junior High	$1,726.00	Junior High- Tier 2
Jr. High Girls Track Coach	Junior High	$1,726.00	Junior High- Tier 2
Jr. High Wrestling Coach	Junior High	$1,726.00	Junior High- Tier 2
Jr. High Boys/Girls Cross Country Coach	Junior High	$1,381.00	Junior High- Tier 3
Jr. High Boys/Girls Tennis Coach	Junior High	$1,381.00	Junior High- Tier 3
Jr. High Cheerleading Coach	Junior High	$1,381.00	Junior High- Tier 3
7th grade Baseball Coach	Junior High	$1,035.00	Junior High- Tier 4
7th grade Softball Coach	Junior High	$1,035.00	Junior High- Tier 4
8th grade Baseball Coach	Junior High	$1,035.00	Junior High- Tier 4
8th grade Softball Coach	Junior High	$1,035.00	Junior High- Tier 4
Jr. High Boys/Girls Swimming Coach	Junior High	$1,035.00	Junior High- Tier 4
Jr. High Golf Coach	Junior High	$1,035.00	Junior High- Tier 4
Jr. High Assistant Baseball Coach	Junior High	$863.00	Junior High- Tier 5
Jr. High Assistant Basketball Coach- Boys	Junior High	$863.00	Junior High- Tier 5
Jr. High Assistant Basketball Coach- Girls	Junior High	$863.00	Junior High- Tier 5
Jr. High Assistant Boys/Girls Cross Country Coach	Junior High	$863.00	Junior High- Tier 5
Jr. High Assistant Boys/Girls Swimming Coach	Junior High	$518.00	Junior High- Tier 5
Jr. High Assistant Boys/Girls Tennis Coach	Junior High	$863.00	Junior High- Tier 5
Jr. High Assistant Cheerleading Coach	Junior High	$863.00	Junior High- Tier 5
Jr. High Assistant Football Coach	Junior High	$863.00	Junior High- Tier 5

Jr. High Assistant Golf Coach	Junior High	$863.00	Junior High- Tier 5
Jr. High Assistant Soccer Coach- Boys	Junior High	$863.00	Junior High- Tier 5
Jr. High Assistant Soccer Coach- Girls	Junior High	$863.00	Junior High- Tier 5
Jr. High Assistant Softball Coach	Junior High	$863.00	Junior High- Tier 5
Jr. High Assistant Track Coach - Boys	Junior High	$863.00	Junior High- Tier 5
Jr. High Assistant Track Coach - Girls	Junior High	$863.00	Junior High- Tier 5
Jr. High Assistant Volleyball Coach	Junior High	$863.00	Junior High- Tier 5
Jr. High Assistant Wrestling Coach	Junior High	$863.00	Junior High- Tier 5
Unified Sports	Junior High	$863.00	
Athletics- Elementary			
Job Title	Location	Stipend	Tier
Unified Sports (2)	Elementary	$518.00	
Clubs			
Job Title	Location	Stipend	Tier
Archery Club	High School	$1,035.00	Clubs- Tier 1
Archery Club (JR)	Junior High	$1,035.00	Clubs- Tier 1
Bowling Club (HS)	High School	$1,035.00	Clubs- Tier 1
Archery Club - Anderson	Elementary	$518.00	Clubs- Tier 2
Archery Club - Deputy	Elementary	$518.00	Clubs- Tier 2
Archery Club - Lydia Middleton	Elementary	$518.00	Clubs- Tier 2
Archery Club - Rykers' Ridge	Elementary	$518.00	Clubs- Tier 2
Pep Club- Semester 1	High School	$863.00	Clubs- Tier 2
Pep Club- Semester 2	High School	$863.00	Clubs- Tier 2
Anchor Club	High School	$518.00	Clubs- Tier 3
French Club	High School	$518.00	Clubs- Tier 3
Spanish Club	High School	$518.00	Clubs- Tier 3
Leadership			
Job Title	Location	Stipend	Tier
Program Leader Alternative Education (HS)	High School	$2,327.00	Program Leader- Tier 1
Program Leader Career and Technical Education (HS)	High School	$2,327.00	Program Leader- Tier 1
Program Leader Counselor (HS)	High School	$2,327.00	Program Leader- Tier 1
Program Leader Fine Arts (HS)	High School	$2,327.00	Program Leader- Tier 1
Program Leader Language Arts (HS)	High School	$2,327.00	Program Leader- Tier 1
Program Leader Math (HS)	High School	$2,327.00	Program Leader- Tier 1
Program Leader Science (HS)	High School	$2,327.00	Program Leader- Tier 1
Program Leader Social Studies (HS)	High School	$2,327.00	Program Leader- Tier 1
Program Leader Special Education (HS)	High School	$2,327.00	Program Leader- Tier 1
Elementary Lead Counselor	Elementary	$1,534.00	Program Leader- Tier 2
Team Leader Counseling	Junior High	$1,534.00	Program Leader- Tier 2
Team Leader Grade 5 (2)	Junior High	$1,534.00	Program Leader- Tier 2
Team Leader Grade 6 (2)	Junior High	$1,534.00	Program Leader- Tier 2
Team Leader Language Arts (JR)	Junior High	$1,534.00	Program Leader- Tier 2
Team Leader Math (JR)	Junior High	$1,534.00	Program Leader- Tier 2
Team Leader Science (JR)	Junior High	$1,534.00	Program Leader- Tier 2
Team Leader Social Studies (JR)	Junior High	$1,534.00	Program Leader- Tier 2
Team Leader Special Education (JR)	Junior High	$1,534.00	Program Leader- Tier 2
Team Leader Electives (JR)	Junior High	$1,534.00	Program Leader- Tier 2
Pre-School Team Leader- Anderson	Elementary	$1,000.00	Program Leader- Tier 3

Pre-School Team Leader- Deputy	Elementary	$1,000.00	Program Leader- Tier 3
Pre-School Team Leader- Lydia Middleton	Elementary	$1,000.00	Program Leader- Tier 3
Pre-School Team Leader- Rykers' Ridge	Elementary	$1,000.00	Program Leader- Tier 3
School Improvement Chair (HS)	High School	$1,035.00	School Improvement- Tier 1
School Improvement Chair (JR)	Junior High	$1,035.00	School Improvement- Tier 1
School Improvement Chair - Anderson	Elementary	$518.00	School Improvement- Tier 2
School Improvment Chair - Deputy	Elementary	$518.00	School Improvement- Tier 2
School Improvement Chair - Lydia Middleton	Elementary	$518.00	School Improvement- Tier 2
School Improvement Chair - Rykers' Ridge	Elementary	$518.00	School Improvement- Tier 2
eLeader- Elementary Team eLeader	District	$650.00	Test/Program Coordinator- Tier 1
eLeader- Secondary Team eLeader	District	$650.00	Test/Program Coordinator- Tier 1
EL Coordinator	District	$650.00	Test/Program Coordinator–Tier 1
High Ability Program Leader- Fine Arts	District	$500.00	Test/Program Coordinator- Tier 2
High Ability Program Leader (HS)	High School	$500.00	Test/Program Coordinator- Tier 2
High Ability Program Leader (JR)	Junior High	$500.00	Test/Program Coordinator- Tier 2
High Ability Program Leader- Anderson	Elementary	$500.00	Test/Program Coordinator- Tier 2
High Ability Program Leader- Deputy	Elementary	$500.00	Test/Program Coordinator- Tier 2
High Ability Program Leader- Lydia Middleton	Elementary	$500.00	Test/Program Coordinator- Tier 2
High Ability Program Leader- Rykers' Ridge	Elementary	$500.00	Test/Program Coordinator- Tier 2
Dual Credit	High School	$518.00*	
PLC Leader (50)	Elementary, Junior High, High School	$300.00	
Student Leadership			
Job Title	Location	Stipend	Tier
Junior Class Sponsor	High School	$2,327.00	Student Leadership- Tier 1
Senior Class Sponsor	High School	$2,327.00	Student Leadership- Tier 1
Digital Ambassadors (HS)	High School	$1,381.00	Student Leadership- Tier 2
Digital Ambassadors (JR)	Junior High	$1,035.00	Student Leadership- Tier 2
National Honor Society	High School	$1,381.00	Student Leadership- Tier 2
Sophomore Class Sponsor	High School	$518.00	Student Leadership- Tier 2
Sources of Strength Advisor (HS)	High School	$1,381.00	Student Leadership- Tier 2
Sources of Strenght Advisor (JR)	Junior High	$1,035.00	Student Leadership- Tier 2
Student Advisory Board	High School	$1,381.00	Student Leadership- Tier 2
Freshman Class Sponsor	High School	$518.00	Student Leadership- Tier 3
Mentor Program			
Job Title	Location	Stipend	
Mentor Leader	District	$1,000.00	
Mentor Level 1 – Mentoring a teacher with over 5 years of experience but new to the Corporation.	District	$250.00	
Mentor Level 2 – Mentoring a teacher with less than 5 years of experience and new to the Corporation or grade level.	District	$500.00	
Mentor Level 3 – Mentoring a teacher going through Bloomboard or transition to teaching program.	District	$750.00	
Sources of Strength Assistant Advisor (2) (JR)	Junior High	$518.00	Student Leadership- Tier 3
Student Advisory Board - Anderson	Elementary	$518.00	Student Leadership- Tier 3
Student Advisory Board - Deputy	Elementary	$518.00	Student Leadership- Tier 3
Student Advisory Board - Lydia Middleton	Elementary	$518.00	Student Leadership- Tier 3
Student Advisory Board - Rykers' Ridge	Elementary	$518.00	Student Leadership- Tier 3
USASkills	High School	$1,381.00	Student Leadership- Tier 3