AGREEMENT BETWEEN

THE BOARD OF SCHOOL
TRUSTEES OF
MACONAQUAH SCHOOL
CORPORATION

AND

THE MACONAQUAH EDUCATION

ASSOCIATION 2025-2027

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

ARTICLES OF AGREEMENT

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

TABLE OF CONTENTS

ARTICLE

ARTICLE I
RECOGNITION

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

ARTICLE II
LEAVES

A. LEAVE DAYS

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

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

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

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

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

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

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

4. Leave days may be taken in no less than one-half (1/2) day units.
    a. The principal or designee shall be notified of the absence prior to 6:30 a.m. on the day of the absence if one-half (1/2) day leaves are to be taken.

B. BEREAVEMENT LEAVE

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

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

C. PROFESSIONAL CONFERENCE LEAVE

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

D. JURY DUTY

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

E. COURT LEAVE

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

F. ASSOCIATION LEAVE (Paid Leave)

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

G. MATERNITY LEAVE

Any teacher who is pregnant may continue in active employment as late into pregnancy as she desires, if she is able to fulfill the requirements of her position. Temporary disability caused by pregnancy will be governed by the same provisions governing illness and by the following:

1. Definition. Any teacher who is pregnant is entitled to an unpaid leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of the child. Except in a medical emergency, she must notify the Superintendent at least thirty (30) days before the date on which she desires to start

her leave. She will also notify the Superintendent of the expected length of this leave, including with this notice either a physician's statement certifying her pregnancy, or a copy of the birth certificate of the newborn, whichever is applicable. A waiver of the thirty (30) days notification requirement may be granted in an emergency situation or at the discretion of the Superintendent.

2. Medical Emergency. In case of a medical emergency caused by pregnancy, the teacher will be granted a leave immediately upon her request and certification of the emergency from an attending physician as otherwise provided in this section. All or any portion of a leave taken by a teacher because of a temporary disability caused by pregnancy, labor, and delivery shall be charged to her available leave days.

3. Non-medical Leave. After her available leave days have been used, the teacher may be absent without pay, subject to subsection 1 of this section. This leave may be taken without any jeopardy to re-employment, retirement, and salary benefits. A teacher can utilize her accumulated paid leave days for this leave, but is not required to do so.

H. ADOPTION LEAVE

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

I. Leave Day Cash-In Option – 2025–2027

1. Eligibility and Election Date

   On or before December 1, 2025 for the 2025-26 contract and October 1 of each contract year thereafter, a teacher may elect to cash in up to five (5) unused Leave days for a stipend of $100 per day.

2. Stipend Payment

   The total stipend amount for the Leave days cashed in under paragraph 1 set forth above will be paid during the first payroll cycle in January for the 2025-26 contract and the first payroll cycle November of the contract year thereafter.

3. Procedure for Election

   Teachers wishing to participate in the Leave cash-in program must submit their request via the form in staff access to the Corporation Office no later December 1 2025 for the 2025-26 contract and October 1 of each contract year thereafter. Late submissions will not be honored.

4. Restrictions

   - Only leave days earned and unused as of October 1 are eligible.
   - Cashed-in days will be deducted from the teacher's leave balance upon processing.

ARTICLE III
EMERGENCY SICK LEAVE BANK

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

ELIGIBILITY FOR BANK USE

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

STRUCTURE

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

   1. Teachers presently employed may become members of the Sick Leave Bank by voluntary donation of two (2) full days to the Bank. Written authorization must be made during the first twenty (20) school days of the school year to the Board.

   2. New teachers in the Corporation and the bargaining unit shall be given twenty (20) school days following their initial employment to become a member of the Sick Leave Bank.

   3. If at the start of the school year there are 360 days in the Emergency Sick Leave Bank, there shall be no contribution to the Sick Leave Bank except for the repayment of days, contributions by teachers returning to membership status, and contributions by new members.

   4. Teachers wishing to terminate their participation in the Bank shall notify the superintendent of their intentions during the final twenty (20) school days of the current school year.

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

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

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

PROCEDURE

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

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

B. Application for loan may be made by the personal representative in cases where the individual employee is unable to do so.

C. The Sick Leave Bank Committee will act upon each application and shall inform the applicant, or a member of the family, of the decision. The Sick Leave Bank Committee shall report a written decision to the Corporation bookkeeper.

D. Each teacher requesting a loan of Emergency Sick Leave Bank days shall consent, (if requested to do so), to submit a medical examination and/or review of his/her medical history at the teacher's expense by a physician or physicians approved by the Sick Leave Bank Committee.

E. The Sick Leave Bank Committee shall administer the Emergency Sick Leave Bank without discrimination as to membership in any school employee organization.

F. As to this Emergency Sick Leave Bank, the exclusive representative agrees that it will hold the School Corporation harmless in or against any action or proceeding at law, in equity, or before any administrative or enforcement agencies in which the School Corporation is made a party should such action or proceedings involve questions concerning the propriety of granting or denying emergency leave days.

REPAYMENT PROCEDURE

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

ARTICLE
IV
401(a) Plan
(Retirement Severance Plan effective 2002-2003)

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

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

(For teachers hired prior to 2002-2003 school year) The Retirement Severance Pay Plan (Appendix D) and the Early Retirement Plan (Appendix D) will remain in effect until such earlier time as a certified employee receives a greater return from the value of the new 401(a) Plan than he or she would receive under the Retirement Severance Pay Plan (Appendix D) or the Early Retirement Plan (Appendix D). The value of the 401(a) Plan will be counted as an offset to the amount that the certified employee would have received had he or she retired under one of the current Plans (For all teachers) Eligible employees shall receive any benefits not currently in the 401(a) Plan in the form of annual payments into a non-elective Post Separation 403(b) Plan. The first payment shall be deposited no later than January 15 following the date of severance. The payments into the Post Separation 403(b) may be made for a maximum of five years after separation as outlined by current IRS guidelines.

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

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

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

ARTICLE V
COMPENSATION

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

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

C. VOLUNTARY EXTRA DUTY

1. (The following sentence is for informational purposes only, and was not bargained.) All paid extra duties which extend the school day shall be voluntary. Once a teacher accepts a paid extra duty, the teacher will perform such responsibilities connected with that paid extra duty until such time notice is provided as required by this section. If a member of the bargaining unit presently is performing a paid extra duty and does not plan to volunteer for said extra duty the ensuing school year, the superintendent shall be notified in writing no later than May 1 of the current school year.

2. (The following sentence is for informational purposes only, and was not bargained.) If only one teacher volunteers for a particular paid extra duty, and the Board declines to employ the teacher for that extra duty, the Superintendent will provide the teacher volunteer with the reason.

3. (The following sentence is for informational purposes only, and was not bargained.) If a teacher volunteer is currently performing a paid extra duty, and the Board and administration do not wish to retain the teacher in said extra duty, the Superintendent shall notify the teacher in writing no later than July 1 of the current school year.

4. (The following sentence is for informational purposes only, and was not bargained.) Sponsors and/or coaches of extracurricular activities are not required but may volunteer to

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

D. PAY DATES

Teacher shall be paid in twenty-two (22) or twenty-six (26) equal installments with the first installment being paid on a date decided by the Superintendent and the President of the Association. These parties will set the date by which a teacher must make his/her payment election. Any new teacher will have the option of 27 pays for the first contract year.

E. TAX SHELTERED ANNUITIES - 403(b)

1. Annuities shall be purchased for any teacher who elects to have a portion of his/her salary set aside for such annuity program.

2. Maconaquah School Corporation currently allows three approved companies to sell annuities and serve as 403B vendors for the Corporation. (This shall be subject to all applicable Internal Revenue regulations.)

3. A teacher who has participated in this program and who desires to cancel or change the amount to be withheld, must do this in writing and submit this to the Corporation bookkeeper and to company/companies by August 15, December 15, or April 15. The corporation will then deduct the stipulated amount and transfer it to the company/companies.

4. A teacher who has participated in this 403B program and who desires to transfer funds from one company to another, must submit the written request and the approved documentation to the Corporation bookkeeper. All transfers between companies are subject to Internal Revenue regulations. Approved procedures as posted in the Plan Document as of January 2009.

5. A teacher desiring to increase their contribution to TRF must submit the approved forms by August 15, December 15, or April 15. This deduction is irrevocable.

F. The school corporation shall pay the cost of any and all expanded criminal history checks and expanded child protection index checks that are required by the Corporation or per IC 20-26- 5-10.

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

ARTICLE VI
FRINGE BENEFITS

A. HEALTH AND DENTAL INSURANCE

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

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

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

If the corporation contribution exceeds the cost of the plan chosen by the employee, the excess will be placed in an HSA for the employee. The Maconaquah School Corporation agrees to contribute a matching amount to each eligible employee's HSA on a dollar-for-dollar basis, up to a maximum of $1,000.00 per employee per year. Such contributions shall be made in accordance with applicable IRS rules and regulations governing HSAs. Eligibility and administration of the HSA shall be consistent with the requirements of the health insurance plan offered by the Maconaquah School Corporation.

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

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

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

B. GROUP LIFE INSURANCE

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

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

C. WORK RELATED INJURY PAY

1. Any member of the bargaining unit who sustains a compensable injury in the course of his/her employment and is thus entitled to Workmen's Compensation under the Indiana Workmen's Compensation Law shall not lose sick leave after the fifth (5th) day of absence. Anyone who does not have sufficient days of accumulated sick leave will lose a day's pay

for each day of absence.

2. Any member of the bargaining unit who is absent because of an injury compensable under the Indiana Workmen's Compensation Law shall be entitled to:
   a. Pay received from Workmen's Compensation;
   b. Difference, if any, between Workmen's Compensation and eighty percent (80%) of the regular daily salary. The Board's contribution shall not exceed sixty (60) working days.

D. LONG-TERM DISABILITY

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

E. SECTION 125

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

ARTICLE VII
GREIVANCE PROCEDURE

SECTION 1. DEFINITIONS

A. A "grievance" is an alleged violation or claimed misinterpretation of a specific Article or Section of this Agreement.
B. The terms "teacher" and "grievant" include any individual or group of individuals in the bargaining unit.
C. The terms "building supervisor" and "building principal" are interchangeable.
D. The term "day" when used in this Article shall mean teacher days (as that term is used in the school calendar). During the summer recess, the term shall mean weekdays (Monday through Friday). Federally recognized holidays do not constitute a day.

SECTION 2. GRIEVANT AND REPRESENTATION

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

SECTION 3. PROCEDURE

Ahead of the formal grievance process, the grievant is encouraged to informally resolve their grievance by approaching the relevant building principal and discuss the matter on their own behalf. Alternatively, the teacher may request that a representative of the exclusive representative accompany the teacher to discuss the informal grievance with the building principal and teacher in an effort to resolve the matter before proceeding to the formal grievance process.

A. Step One

In the event the grievance is not resolved in the informal stage set forth above, the grievant may file a formal grievance in writing with the building principal on the form shown in Appendix C.

1. The grievance form shall be filed with the building principal, in writing. The form may be emailed to the building principal or delivered directly to the building principal in person.
2. The grievance shall (1) name the other teacher(s) involved, if any, (2) state the facts giving rise to the grievance, (3) identify the specific provisions of this Agreement alleged to have been violated or misinterpreted, (4) state the contention of the grievant with respect to the grievance, (5) indicate the specific relief requested, and (6) be signed by the grievant(s).
3. The form of grievance should be filed as soon as possible, but any grievance not presented in writing in Step One within fifteen (15) days of the time the grievant knew, or reasonably should have known of the grievance shall be deemed waived and shall not be processed.
4. In conjunction with the delivery of the grievance form, the teacher may request a meeting with the building principal and a representative of the exclusive representative may accompany the grievant to discuss the grievance and attempt to resolve the matter.
5. Within five (5) days after receiving the written grievance, the building principal shall communicate their answer in writing to the grievant, and said answer shall be attached to the grievance form provided to the building principal. The building principal's written determination may be provided to the grievant via email or delivered in person.

B. <u>Step Two</u>

1. If the grievance is not resolved in Step One, the teacher may, within five (5) days of receipt of the building principal's determination, appeal to the superintendent, or designee, by filing the grievance and the principal's written determination, along with a written response of the teacher stating the basis of the appeal with the office of the superintendent. The appeal packet may be emailed to the superintendent or delivered directly to the office of the superintendent in person.
2. The teacher may request a meeting with the superintendent, or the superintendent's designated representative, and a representative of the exclusive representative may accompany the grievant. The superintendent, or designated representative, shall give the teacher an answer in response to the written appeal in writing no later than ten (10) days after the receipt of the written grievance appeal packet properly filed via email to the superintendent or in person with the office of the superintendent. Such determination from the superintendent shall be attached to the grievance appeal packet.

C. <u>Step Three</u>

Within five (5) days after receiving the determination of the superintendent, the grievant may appeal the decision to the Maconaquah School Corporation School Board by filing the grievance with the secretary of the Board. The appeal packet may be emailed to the Board Secretary.

The Maconaquah School Board will hold a hearing on the grievance in a public meeting before the entire Maconaquah School Board. The grievant and the superintendent may present witnesses and have legal assistance if desired. Within thirty (30) days of the hearing on the grievance, the Maconaquah School Board shall submit their decision on the grievance in writing to the grievant, the exclusive representative, the building principal, and the superintendent or designee. The decision of the Maconaquah School Board shall be binding.

ARTICLE VIII
ATTESTATION AND TERMS OF AGREEMENT

The undersigned attest to the following:

1. A public hearing was held in compliance with I.C. § 20-29-6-1(b) on September 3 2025, and electronic participation from the parties and/or public was permitted; and
2. A public meeting in compliance with I.C. § 20-29-6-19 was held on October 15, 2025 to discuss the tentative agreement and electronic participation from the governing body and/or public was permitted.

This Agreement shall be effective as of July 1, 2025 and shall continue in effect up to and including June 30, 2027.
This Agreement is so ratified by the parties whose signatures appear below:

Board of School Trustees of Maconaquah School Corporation

_______________ President	10-29-25 Date
_______________ Secretary	10-29-25 Date

Maconaquah Education Association

_______________ President	10-29-25 Date
_______________ Bargaining Chairperson	10-29-25 Date

APPENDIX A

MACONAQUAH SCHOOL CORPORATION
TEACHER COMPENSATION MODEL

Salary Range

The salary range for 2025-2026 before increase will be $45,000-$78,000. The salary range after increases for 2025-2026 will be $46,000-78,000

The salary range for 2026-2027 will be $47,000-$78,000.

Eligibility Criteria 2025-2026 and 2026-2027

To be eligible for a salary increase in the current contract year, returning teachers must not have been rated ineffective or improvement necessary in the prior school year and were employed with the Maconaquah School corporation for a least 120 days. Newly hired teachers will not be eligible for a salary increase for their first year of employment unless the increase is needed to bring the teacher's salary to the minimum of the above-referenced salary range or to credit the teacher's education and years of experience.

The salary increase under this agreement will be based on the combination of the following factors for a total available increase of up to $2300 per each contract year (2025-2026 and 2026—2027): Evaluation Rating and Academic Needs.

1. Evaluation Rating (44% or $1000)- Teacher must have received a rating of effective or highly effective for the previous contract year.
2. Academic Needs-(Each Academic Needs subfactor dual credit course is 43% ($1000) and subfactor literacy endorsement is 13% ($300)which accounts for a total of 56% ($1300.00))- Academic Needs is defined as the need to retain certain teachers important to the Maconaquah School Corporation, including those bargaining unit members who teach dual credit courses and those who have obtained their literacy endorsement.
   a. Dual Credit Courses: Teachers instructing dual credit courses during the current contract school year will receive a $250.00 stipend per course taught. Total stipend shall not exceed $1000 per year. Dual credit courses shall include, but are not limited to: Courses taught through Ivy Tech Community College; Advanced College Project (ACP) courses; or other dual credit courses as approved in writing by the Superintendent.
   b. Literacy Endorsement: Teachers that obtain a literacy endorsement during the current contract school year will receive a $300.00 base increase. Teachers must be in their first year of possessing the literacy endorsement to receive this base salary increase.

      Teachers must provide official verification by submitting an updated Indiana teaching license reflecting the literacy endorsement to the Maconaquah School Corporation office. Documentation must be submitted no later than December 1 for 2025 and by July 1 of the year in which the teacher becomes eligible for the base increase thereafter. The base salary increase will be applied in the teachers elected pay schedule (26, 27 or 22) provided all documentation requirements are met by the stated deadline.

Placement of New Teachers on the New Teacher Salary Schedule 2025-2026 and 2026-2027

A teacher in the initial year of employment with the Maconaquah School Corporation will be paid based on the New Teacher Salary Schedule. New teachers will be placed on the salary schedule according to his/her years of experience and education(applicable only in the last five steps).

Teachers who are hired under a workplace specialist license in a CTE field may be compensated for their documented years of experience in industry. The documented experience must match the field in which the employee is hired to teach.

The salary of teachers that are below the new teacher salary schedule will be adjusted to reflect the New Teacher Salary Schedule, will be placed on the scale at their years of experience and education (applicable only in the last five steps) upon implementation of this agreement.

Teachers that were above the top of the new teacher salary schedule($70,000) and received a stipend will have that stipend amount added to his/her base salary for the 2025-2026 school year. Teachers that are above the new teacher salary schedule will not eligible for any additional increase for the 2025-2027 contract.

For informational purposes only-The superintendent may use supplemental contracts at his/her discretion under IC 20-28-9-1.5.

2025-26 New Teacher Salary Schedule

0	$ 46,000.00
1	$ 47,000.00
2	$ 48,000.00
3	$ 49,000.00
4	$ 50,000.00
5	$ 51,000.00
6	$ 52,000.00
7	$ 53,000.00
8	$ 54,000.00
9	$ 55,000.00
10	$ 56,000.00
11	$ 57,000.00
12	$ 58,000.00
13	$ 59,000.00
14	$ 60,000.00
15	$ 61,000.00
16	$ 62,000.00
17	$ 63,000.00
18	$ 64,000.00
19	$ 65,000.00
20	$ 66,000.00
21	$ 67,000.00
Masters Only22	$ 68,000.00
Masters Only23	$ 69,000.00
Masters Only24	$ 70,000.00
Masters Only25	$ 71,000.00
Masters Only26	$ 72,000.00

2026-27 New Teacher Salary Schedule

0	$ 47,000.00
1	$ 48,000.00
2	$ 49,000.00
3	$ 50,000.00
4	$ 51,000.00
5	$ 52,000.00
6	$ 53,000.00
7	$ 54,000.00
8	$ 55,000.00
9	$ 56,000.00
10	$ 57,000.00
11	$ 58,000.00
12	$ 59,000.00
13	$ 60,000.00
14	$ 61,000.00
15	$ 62,000.00
16	$ 63,000.00
17	$ 64,000.00
18	$ 65,000.00
19	$ 66,000.00
20	$ 67,000.00
Masters Only21	$ 68,000.00
Masters Only22	$ 69,000.00
Masters Only23	$ 70,000.00
Masters Only24	$ 71,000.00
Masters Only25	$ 72,000.00

APPENDIX B

MACONAQUAH SCHOOL
CORPORATION
PAY SCHEDULE FOR EXTRA DUTIES AND
RESPONSIBILITIES 2025-2027

The pay for the extra duty positions is to be calculated by multiplying the respective index appearing on this Appendix by $40,000. Verification for the experience factor will be determined based on previous experience in the Maconaquah School Corporation. Previous experience is based on each season of coaching in that sport. Experience will not accumulate across gender lines (i.e. boys' to girls' golf; boys' track to girls' track, etc.) and no more than one year's experience can be accumulated in one school year. Lay coaches will be paid on 1st column index and not based on experience factor. The pay for extra duty positions listed in Appendix B only applies to bargaining unit members. Pay for extra duty positions for non-bargaining unit members is listed for informational purposes only and was not bargained.

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

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

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

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

	HIGH SCHOOL BOYS ATHLETICS	0-5 INDEX	6-10 INDEX	11+ INDEX
1	Baseball Coach	0.12	0.123	0.125
	Baseball Junior Varsity Head Coach #	0.075	0.078	0.08
	Baseball Assistant Varsity Coach	0.05	0.055	0.06
2	Assistant Basketball Coaches			
	a. Jr. Varsity Coach / Varsity Asst. #	0.12	0.123	.125
	b. Varsity / Jr. Varsity Asst. Coach	0.09	0.093	0.095
	c. Freshman Coach	0.075	0.078	0.08
3	Cross Country Coach (boys/girls)	0.08	0.085	0.09
	If Boys' and Girls' Coach is the same person:			
	No Assistant	0.128	0.133	0.137
	With Assistant	0.083	0.085	0.087
	Asst. Cross Country Coach (boys/girls)	0.045	0.048	0.05
4	Football - Varsity Assistant (3)	0.1	0.11	0.12
	Football - Junior Varsity Assistant (2) #	0.075	0.078	0.08
5	Golf Coach	0.05	0.055	0.06

6	Soccer Coach	0.08	0.085	0.09
	Asst. Soccer	0.045	0.048	0.05
7	Swim Coach			
	a. Head Girls	0.09	0.093	0.095
	b. Head Boys	0.09	0.093	0.095
	c. Diving Coach	0.045	0.05	0.055
	If Boys' and Girls' Coach is the same person:			
	d. Head Coach	0.128	0.133	0.137
	e. Assistant Coach	0.06	0.065	0.07
8	Tennis Coach	0.05	0.055	0.06
9	Head Track Coach	0.08	0.085	0.09
	Assistant Track Coach(2)	0.045	0.048	0.05
10	Wrestling Coach	0.12	0.123	0.125
	Assistant Wrestling Coach	0.05	0.055	0.06
	Jr. Varsity Wrestling Coach*	0.075	0.078	0.08

HIGH SCHOOL GIRLS ATHLETICS		**0-5 INDEX**	**6-10 INDEX**	**11+ INDEX**
1	Varsity Basketball Coach	0.21	0.22	0.23
2	Assistant Basketball Coaches			
	a. Jr. Varsity Coach/Varsity Asst. #	0.12	0.123	0.125
	b. Varsity/Jr. Varsity Asst. Coach	0.09	0.093	0.095
	c. Freshman Coach	0.075	0.078	0.08
3	Cheerleader Coach	0.045	0.05	0.055
	Asst. Cheerleader Coach	0.02	0.024	0.028
4	Freshman Cheerleader Coach	0.02	0.024	0.028
5	Golf Coach	0.05	0.055	0.06
6	Soccer Coach	0.08	0.085	0.09
	Assistant Soccer Coach #	0.045	0.048	0.05
7	Softball Coach	0.12	0.123	0.125
	Softball JV Head Coach	0.075	0.078	0.08
	Softball Assistant Varsity Coach	0.05	0.055	0.06
8	Tennis Coach	0.05	0.055	0.06
9	Track and Field Coach	0.08	0.085	0.09
	Asst. Track and Field (2)*	0.045	0.048	0.05
10	Volleyball Coach	0.12	0.123	0.125

	Asst. Volleyball Coach	0.05	0.055	0.06
	Freshman Volleyball Coach*	0.043	0.046	0.048

	HIGH SCHOOL NON-ATHLETICS	**0-5 INDEX**	**6-10 INDEX**	**11+ INDEX**
1	Academic Coach	0.02	0.022	0.025
2	Annual Sponsor	0.026	0.031	0.036
3	Art Sponsor/Art Club	0.038	0.04	0.043
4	Auditorium Director	0.06	0.065	0.07
5	Chorus - high school and middle school	0.12	0.125	0.13
6	Class Sponsor			
	a. Junior	0.035	0.038	0.04
	b. Senior	0.035	0.038	0.04
7	Dramatic Plays (each play 2 or 3 nights) Per play maximum 2 Plays	0.045	0.048	0.05
	a. Assistant Dramatic Plays			
	(each-play 2 or 3 nights) Per play maximum 2 Plays	0.028	0.031	0.034
8	Forensic League & Speech Head Coach	0.075	0.08	0.085
	Asst. Forensic League Coach (3) #	0.05	0.055	0.06
9	Mac. Pow Wow - Head (2 or 3 nights)	0.038	0.041	0.044
10	Asst. Mac. Pow Wow - Asst. (2 or 3 nights)	0.028	0.031	0.034
11	High School Color Guard	0.035	0.04	0.045
12	National Honor Society	0.02	0.022	0.025
13	Science Fair Coordinator (all schools)	0.02	0.021	0.022
14	Student Council	0.02	0.022	0.025
	Asst. Student Council	0.015	0.017	0.02
15	Sunshine Society	0.02		
16	Spanish Club	0.02		
17	S.A.D.D.	0.02		
18	Fellowship of Christian Athletes	0.02		
19	French Club	0.02		
20	Future Farmers of America	0.02		
21	Thespians	0.02		
22	Stay in Bounds Coordinator	0.015	0.017	0.02

MIDDLE SCHOOL BOYS= ATHLETICS		0-5 INDEX	6-10 INDEX	11+ INDEX
1	8th Grade Basketball Coach	0.05	0.055	0.06
	Asst. 8th Grade Basketball Coach #	0.041	0.044	0.046
2	7th Grade Basketball Coach	0.05	0.055	0.06
	Asst. 7th Grade Basketball Coach #	0.041	0.044	0.046
3	6th Grade Basketball Coach	0.041	0.044	0.046
	Asst. 6th Grade Basketball Coach #	0.027	0.03	0.032
4	8th Grade Football Coach	0.05	0.055	0.06
	Asst. 8th Grade Football Coach #	0.041	0.044	0.046
5	7th Grade Football Coach	0.05	0.055	0.06
	Asst. 7th Grade Football Coach #	0.041	0.044	0.046
6	7th & 8th Grade Track and Field Coach	0.041	0.044	0.046
	Asst. 7th & 8th Grade Track and Field Coach #	0.035	0.038	0.04
7	Wrestling Coach	0.05	0.055	0.06
	Asst. Wrestling Coach #	0.035	0.038	0.04

MIDDLE SCHOOL GIRLS= ATHLETICS		0-5 INDEX	6-10 INDEX	11+ INDEX
1	8th Grade Basketball Coach	0.05	0.055	0.06
	Asst. 8th Grade Basketball Coach #	0.041	0.044	0.046
2	7th Grade Basketball Coach	0.05	0.055	0.06
	Asst. 7th Grade Basketball Coach #	0.041	0.044	0.046
3	6th Grade Basketball Coach	0.041	0.044	0.046
	Asst. 6th Grade Basketball Coach #	0.027	0.03	0.032
4	Cheerleader sponsor			
	a. 8th Grade	0.02	0.023	0.026
	b. 7th Grade	0.02	0.023	0.026
	c. 6th Grade	0.015	0.018	0.021
5	Track & Field Coach	0.041	0.044	0.046
	Asst. Track & Field Coach #	0.035	0.038	0.04
6	8th Grade Volleyball Coach	0.041	0.044	0.046
7	7th Grade Volleyball Coach	0.041	0.044	0.046

8	6th Grade Volleyball Coach*	0.041	0.044	0.046

	MIDDLE SCHOOL CO-ED ATHLETICS	**0-5 INDEX**	**6-10 INDEX**	**11+ INDEX**
1	Cross Country Coach	0.041	0.044	0.046
2	Golf Coach	0.041	0.044	0.046
3	Soccer Coach	0.041	0.044	0.046
	Asst. Soccer Coach*	0.035	0.038	0.04
4	Swimming Coach	0.05	0.055	0.06
	Asst. Swimming Coach	0.041	0.044	0.046
5	Tennis Coach	0.041	0.044	0.046
6	Asst. Tennis Coach	0.035	0.038	0.04

	MIDDLE SCHOOL NON-ATHLETICS	**0-5 INDEX**	**6-10 INDEX**	**11+ INDEX**
1	MS Color guard	0.03	0.033	0.035
2	National Jr. Honor Society	0.02	0.022	0.025
3	Student Council	0.02	0.022	0.025
4	Academic Coach*	0.02	0.022	0.025
5	Project ED monitor (share with Elementary)	0.015	0.017	0.02

	HIGH SCHOOL/MIDDLE SCHOOL NON-ATHLETICS	**0-5 INDEX**	**6-10 INDEX**	**11+ INDEX**
1	Band - High School and Middle School	0.12	0.125	0.13
2	Assist Band - High School and Middle School	0.065	0.068	0.07

	HIGH SCHOOL DEPARTMENT HEADS	**0-5 INDEX**	**6-10 INDEX**	**11+ INDEX**
1	Art	0.01	0.011	0.0125
2	Business	0.02	0.022	0.025
3	English	0.02	0.022	0.025
4	Foreign Language	0.02	0.022	0.025
5	Guidance	0.02	0.022	0.025

6	Home Arts	0.02	0.022	0.025
7	Industrial Arts	0.01	0.011	0.0125
8	Math	0.02	0.022	0.025
9	Performing Arts	0.02	0.022	0.025
10	Physical Education/Health	0.02	0.022	0.025
11	Science	0.02	0.022	0.025
12	Special Education	0.02	0.022	0.025
13	Social Studies	0.02	0.022	0.025
14	Vocational Agriculture	0.01	0.011	0.0125

MIDDLE SCHOOL DEPARTMENT HEADS		0-5 INDEX	6-10 INDEX	11+ INDEX
1	Art	0.01	0.011	0.0125
2	English	0.02	0.022	0.025
3	Guidance	0.02	0.022	0.025
4	Home Arts	0.02	0.022	0.025
5	Industrial Arts	0.01	0.011	0.0125
6	Math	0.02	0.022	0.025
7	Physical Education/Health	0.02	0.022	0.025
8	Science	0.02	0.022	0.025
9	Social Studies	0.02	0.022	0.025
10	Special Education	0.02	0.022	0.025

ELEMENTARY		0-5 INDEX	6-10 INDEX	11+ INDEX
1	Supervisor of Boys' Mini Basketball	0.025	0.028	0.03
2	Supervisor of Girls' Mini Basketball	0.025	0.028	0.03
3	5th Grade Boys= Basketball	0.027	0.03	0.032
4	5th Grade Girls= Basketball	0.027	0.03	0.032
5	Building Supervisor Pipe Creek	0.038	0.04	0.042
6	Cheerleading Supervisor	0.015	0.018	0.021
7	Volleyball Supervisor	0.025	0.028	0.03
8	Student Council (Mac El)	0.02	0.022	0.025
9	Elementary Wrestling	0.027	0.03	0.032
10	Spell bowl Coach	0.015	0.017	0.02

11 Chairpersons			
a. Grade Level (one each of K-5)	0.02	0.022	0.025
b. Special Education (shared)	0.02	0.022	0.025
c. Related Arts (shared)	0.02	0.022	0.025

ALL BUILDINGS	**0-5 INDEX**	**6-10 INDEX**	**11+ INDEX**
1 Library Corporation Chairperson	0.2	0.22	0.25

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

EXTENDED CONTRACTS

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

Position	**Days**
Vocational Agriculture (2)	20 additional days
Head Guidance Counselor - high school	18 additional days
Guidance Counselors - high school and middle school	12 additional days
- elementary schools	5 additional days
Librarians - high school & middle school	3 additional days
Band Director	20 additional days
Assistant Band Director	20 additional days
High School Color Guard Sponsor	5 additional days

Number of positions is included for informational purposes only and was not bargained.

APPENDIX C

Date Filed: ____________________ Number: _

GRIEVANCE FORM MACONAQUAH SCHOOL CORPORATION

Name of teacher(s) seeking relief: ____

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

Identification of specific provisions of agreement violated or misinterpreted: ____________

____

____

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

____

____

____

____

Specific relief requested: ____

____

Signature of teacher(s) seeking relief:

APPENDIX D

(For teachers hired prior to 2002-2003 school year) The Retirement Severance Pay Plan (Appendix D) and the Early Retirement Plan (Appendix D) will remain in effect until such earlier time as a certified employee receives a greater return from the value of the new 401(a) Plan than he or she would receive under the Retirement Severance Pay Plan (Appendix D) or the Early Retirement Plan (Appendix D). The value of the 401(a) Plan will be counted as an offset to the amount that the certified employee would have received had he or she retired under one of the current Plans.

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

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

A. Payment for years of service in this School Corporation will be paid upon retirement as stipulated below, provided the retiring teacher has reached the age of 50, and has a minimum of fifteen (15) years of teaching experience in this School Corporation.

B. Said teacher shall submit to the office of the Superintendent his/her letter of retirement no later than January 1 in the year the teacher plans to retire. This request may not be withdrawn.

C. Said notification date and minimum age requirements as provided herein may be waived by the School Board in case of permanent retirement due to disability.

D. Option 1: After fifteen (15) years of service in this corporation, a teacher may receive thirty-three and one-third (33 1/3) percent of accumulated leave days up to a maximum of fifty (50) days. Payment is based on contracted salary for the year of retirement.

Option 2: Upon retirement, after fifteen (15) years of service with this corporation, a teacher may elect to receive three hundred ($300) dollars per year of service if such benefit is greater than that based on accumulated leave. Said total additional retirement pay under this provision shall not, however, exceed forty (40) years of service in this School Corporation.

E. A year of service shall be defined as the number of regular teacher contract days.

F. Teachers electing provisions under this article abrogate all claims to benefits in this contract and release the corporation from claims under applicable unemployment benefit laws.

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

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

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

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

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

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

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

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

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

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