MASTER CONTRACT

BETWEEN

THE BOARD OF SCHOOL TRUSTEES

OF THE

PRAIRIE HEIGHTS COMMUNITY SCHOOL CORPORATION

AND

THE PRAIRIE HEIGHTS EDUCATION ASSOCIATION

July 1, 2025 – June 30, 2027

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ARTICLE I

Recognition

1.10 The Board recognizes the Association as the sole and exclusive representative of all certificated school employees under contract by the Board, except for all assignment codes listed as administration and supervision by IDOE or state law. The Board and Association agree that nothing contained in this agreement shall be construed to deny or to restrict the rights any employee may have under Indiana General School laws or other applicable laws and regulations.

1.11 The Association shall be granted a total of eight days annually for use by the Association President or the president's designee to perform work of the Association, including attending the Indiana General Assembly to lobby on matters of education concern. Not more than 2 of these days may be used on any one day that school is in session. The Association shall pay for the sub for half of the days.

ARTICLE II

Fringe Benefits

2.10 Health Insurance

A. During Year 1 and 2 of the contract, certified staff shall receive the following board contribution towards their annual insurance premium.

• Family Plan A - $17,454.00	Single Plan A - $8193.00
• Family Plan B - $17,418.00	Single Plan B - $8181.00
• Family Plan C - $17,388.00	Single Plan C - $8169.00
• Family Plan D - $17,334.00	Single Plan D - $8145.00

B. Beginning teachers during the initial enrollment period may enroll in any available plan.

C. The Board agrees to continue the payment of its premium contribution for teachers on unpaid leave who are already participating in the health insurance program for one month after the end of their paid status.

D. The Board agrees to split any future insurance rate increases 50/50 with the employee. Board contributions for year two will change if there are any changes to insurance rates.

2.11 Dental and Vision Insurance

Teachers may enroll in the dental and vision insurance program at their own expense through payroll deduction.

2.12 Insurance Cafeteria Program

A. Teachers whose current employment commenced prior to July 1, 1999 and are currently enrolled in the School Corporation's Insurance Cafeteria Program may continue to participate in the School Corporation's Insurance Cafeteria Program.

B. The teacher will be eligible to enroll and receive the Two Thousand Five Hundred Dollar ($2,500) yearly contribution to be applied toward the approved Cafeteria Insurance Plan programs, listed below. If such a teacher has enrolled in the health insurance plan, the amount of the Board contribution to those single premium(s) will be deducted from the Two Thousand Five Hundred Dollars ($2,500) allotment for Cafeteria Insurance Plan insurance programs.

1. Health;
2. Dental;
3. Vision;
4. Cancer;
5. Life;
6. Accident;
7. Short-Term Disability;
8. Post-retirement Life (PA life – only for existing participants – no new members)

C. Teachers whose current employment commenced on or after July 1, 1999, shall be entitled only to the Board premium contribution amounts in Section 2.10 if they are enrolled in the health insurance program. Such teacher may, however, elect at their own cost through payroll deductions to participate in the approved Cafeteria Insurance Plan program other than health.

2.13 Each member of the bargaining unit shall be covered by a term life insurance program, through the Paid Up Program with Madison National, paid by the Board that provides a minimum benefit of Fifty Thousand Dollars ($50,000) except when insurance policy guidelines would prohibit payment.

2.14 The Board will provide the full cost (minus one dollar) for a long-term disability insurance plan with the following features: There shall be no more than a ninety (90) calendar day waiting period to qualify for benefits.

A. The maximum covered salary with a benefit level of 66 2/3% of the salary.

B. ISTRF disability payments shall not be offset nor shall increase in social security disability payments.

C. Coverage for nervous and mental disability shall be for at least five years.

D. The plan benefit shall have an annual cost of living adjustment for the full term of the disability period.

2.15 The Board will continue to provide a Section 125 Plan with Generation 1 and 2 features.

2.16 When a teacher incurs a job-related temporary disability or illness for which the teacher received Worker's Compensation insurance benefits, the Board shall pay the teacher the difference between the Worker's Compensation benefits and the basic salary for a period not to exceed ninety (90) calendar days. The teacher may then use accumulated sick leave at the teacher's discretion to make up the difference between the Worker's Compensation benefits and the basic salary for as long as the teacher has accumulated leave.

Sick leave payments under this section, when combined with Worker's Compensation benefits shall not exceed the teacher's basic salary per diem. Sick leave debits shall be calculated by dividing the teacher's per diem pay by the length of the workday. If the major portion of a sick leave day remains unused the expiration of this benefit, the whole day shall be credited to the teacher, and the converse rule shall apply.

2.17 Prairie Heights Retirement Savings Plan

A. The School Corporation will establish and maintain the Prairie Heights Retirement Savings Plan. This Plan will be a 401(a) qualified plan. A teacher shall be fully vested upon completion of at least one (1) year of employment at Prairie Heights Community School Corporation.

B. The School Corporation will contribute to every teacher under regular contract an amount equal to one and a half percent (1.5%) of the teacher's base salary to their account in the Prairie Heights Retirement Savings Program. This account will be separate from the account to receive contribution under Addendum A.

C. The School Corporation's contribution will be made in two (2) payments. The first payment will be on or before January 1st and the second payment will be on or before July 1st.

D. Teachers will have the option of continuing to invest their dollars in 403(B) plans already in existence subject to the strategy contribution limits.

2.18 Teachers authorized to use private automobiles in the conduct of official school business shall be reimbursed at the IRS mileage deduction rate in effect at the start of the school year.

ARTICLE III

Compensation Model

Compensation earned during the previous school year will be paid during the first year of the contract. Compensation earned during the first year of the contract will be paid during the second year of the contract. The Teacher Base Salary Range for this contract is $45,000 to $87,422.

This includes the previous year's base salary plus the value of compensation earned in the that school year for the first year. For year two of the contract, compensation includes the year one base salary plus the value of compensation earned in year one.

Teacher compensation will be based upon performance with teachers earning the following percentages for specific performance in the following defined categories:

A. Teacher Evaluation – 65%

B. Experience – 25% (minimum 120 paid days in the previous school year)

C. Academic Need – 10% (Academic Need is defined as the need to retain teachers important to the district)

Total compensation possible in year one of the contract is $3500. Total compensation possible in year two of the contract is $2000.

Only teachers who are evaluated as Effective or Highly Effective at Prairie Heights are eligible to receive salary increases.

Teachers who complete the Literacy Endorsement will receive a one-time, additional $250.00 added to their base pay. Teachers must submit verification of the endorsement to Central Office prior to July 1 of the contract year. Endorsements earned and verified on or after July 1 will be awarded the following contract year.

Teachers must be under contract the following school year to be eligible for compensation.

The base salary range is provided in Article 3 - COMPENSATION. Teachers may not earn base salaries that exceed the base salary range.

Each teacher shall be paid twice per month, on the 10th and 25th, in twenty-four (24) installments. New teachers will be paid in twenty-five (25) installments. All employees will be compensated by direct deposit of their check.

Stipends

Prairie Heights Community School Corporation recognizes the improvement of the overall performance of the district as concerns standardized testing is due in large part to our teachers and the following annual stipend shall be paid to any teacher or part-time teacher at the end of each school year.

Highly Effective - $475

Effective - $425

Dual Credit Stipends

a. Teachers who submit a plan to the building principal to become certified to teach dual credit courses, actively taking a course towards certification, and teaching a dual credit course will be awarded a $500 stipend per semester.
b. Teachers who have completed the requirements to become certified to teach dual credit courses, and teaching a dual credit class will receive a $1000 stipend per semester.
c. CTE Teachers who teach dual credit courses will be paid $150 per semester.

Salary

Salary Ranges/Hiring Schedule Year 1 and Year 2

Years	Low	High
0-5	$45,000	$51,500
6-10	$49,500	$55,500
11-15	$53,500	$59,500
16-20	$57,500	$63,500
21-25	$61,500	$67,500
26-30	$65,500	$71,500
31+	$69,500	$87,422

At the beginning of the 2025-2026 school year, the salary range of returning full-time teachers was $42,000 - $82,552. After salary increases have been awarded through the compensation plan, the salary range for full-time teachers is $45,000 - $87,422 in compliance with IC 20-28-9-26

The salary ranges reflect increases to base pay and cover the minimum and maximum amounts for Year 1 and Year 2 of the contract.

A. The salary for a retired teacher shall not exceed the zero-five salary range

B. Co-Curricular and Extra-Curricular activity pay schedule is attached as Addendum B.

C. The Superintendent reserves the right to place new hires at an appropriate salary within their specific salary range. If the salary range is deemed insufficient, the Superintendent shall meet with the bargaining team to discuss the situation.

ARTICLE IV

Ancillary Duties

4.10 There will be some training and/or in-service during non-contracted hours (before and after the weekday, weekends, and summers) designed by the School Corporation as voluntary and teachers may participate in such training and will do so without reimbursement. Also, there will be other training &/or in-service during non-contracted hours where the School Corporation offers a stipend. Voluntary activities designated by the School Corporation as having a paid stipend will be paid at $30.00 per hour. The term "voluntary" is the school's policy, was not bargained, and is included for informational purposes only.

4.11 Teachers will be compensated for the following ancillary duties: The subject teacher shall be paid for in-house substitutions at the rate of $30.00 per class period covered, and $30.00 for lunch or recess supervision. In-house mentoring for new teachers will be paid up to ten hours at $30.00 per hour. Teachers assigned as bus drivers for field trips will be paid the same rate as regular route drivers.

4.12 If a teacher is assigned an extra period of teaching duty, at the administrator's and teacher's discretion, they will be compensated at 1/7 of their daily rate to cover the extra assignment. The term "administrator's and teacher's discretion" is the school's policy, was not bargained, and is included for informational purposes only.

ARTICLE V

Leave Policies for Professional Staff

5.10 Sick Leave: A teacher shall be credited with ten (10) days leave without loss of compensation at the beginning of the first year of teaching, and six (6) days sick leave without loss of compensation at the beginning of each school year thereafter. Absences caused by the personal illness of a teacher or a member of the teacher's immediate family shall be debited against such sick leave.

A. A teacher's sick leave days shall not be forfeited due to a leave of absence and shall be credited back to the teacher upon return.

B. Teachers shall be given a written accounting of accumulated sick leave on each pay stub.

C. Unused annual sick leave shall accumulate to not more than ninety (90) days, as per I.C. 20-28-9-9, as of June 30, 2011, for all employees who have ninety (90) days or less carried on the records as of June 30, 2011. For employees who have more than ninety (90) days on the school's records as of June 30, 2011, they shall carry forward on the records said ninety (90) days, and further, one day for every three days on the records more than ninety (90) days. This number shall become that employee's maximum days to be accumulated.

At the start of each school year, a teacher will have their accumulation up to the maximum and any additional leave entitlement for that school year. The maximum limit sick leave will be applied at the end of each school year. Unused days exceeding the maximum of 90 shall be paid to the teacher at the current substitute teacher daily rate resetting the maximum amount of days to 90.

D. A teacher who is granted an unpaid leave of absence during the regular school year shall have sick leave credits for that year reduced by one (1) day for each full month of absence, not to exceed seven (7) days. If the teacher returns from an extended leave of absence before the end of the school year, he/she will receive one sick leave day for each remaining month, not to exceed seven (7) days for one year.

E. A teacher employed under contract for only a portion of the school year shall be entitled to a proportionate number of days of sick leave and unused days shall be cumulative.

F. A teacher who has accumulated one (1) or more sick leave days in another corporation(s) and has not been used to transfer to any other school corporation may transfer those days to the School Corporation on the following basis:

1. The teacher's first and second year at Prairie Heights – transfer up to three (3) days per school year;

2. The teacher's third and fourth year at Prairie Heights – transfer up to four (4) days per school year; and

3. The teacher's fifth and subsequent years at Prairie Heights – transfer up to five (5) days per school year.

G. When a teacher retires, they shall be reimbursed up to twenty (20) sick days at the current substitute teacher daily rate. This will be paid after their retirement notice has been board approved.

5.11 Sick Leave Bank:

Section 1. The Board recognizes a sick leave bank to be administered by a committee with two members appointed by the Board and three members appointed by the Association.

Section 2. The committee established by Section 1 above and the superintendent will formulate through mutual agreement accounting and reporting procedures and negotiations.

Section 3. Teachers may elect to donate two (2) days of his/her annual sick leave days to a sick leave bank. Such election should be in writing and be irrevocable.

Section 4. Any teacher who is unable to work due to personal illness or physical disability, who has exhausted all sick leave accumulation and who is not receiving any public funds or benefits derived from public funds as partial or full compensation for the illness or disability causing the absence and who is not eligible for long term disability, shall be eligible for sick leave bank credits.

Section 5. If the total number of days in the sick leave bank falls to less than sixty (60), additional days may be donated.

Section 6: Any teacher qualifying under the above paragraphs will be eligible for up to thirty (30) days credit out of the sick leave bank in any one year with the approval of the joint committee except under extenuating circumstances and at the discretion of the joint committee additional days in excess of thirty (30) may be granted.

Section 7: In the case of a catastrophic event, a teacher may request the use of sick bank days to care for an immediate family member.

5.12 Bereavement: In case of death to a spouse, child (including loss during pregnancy), or step-child, a teacher shall be entitled to ten (10) days to be taken within 120 days.

In case of death in the immediate family, a teacher shall be entitled to be absent without loss of compensation for not more than five (5) days to be taken within thirty (30) days of the death. Immediate family is defined as: parents, step-parents, grandparents, brother and sisters, grandchildren, or the same relative by marriage, and any legal dependent who was living in the teacher's household at the time of the death.

In case of death of an aunt, uncle, niece, nephew, cousin, or the same relative by marriage, a teacher shall be entitled to be absent without loss of compensation for not more than two (2) days to be taken within thirty (30) days of the death.

5.13 Professional Leave: Within budget limitations, the superintendent may upon a request by a teacher, authorize an allowance for travel, housing and meals. During the contract year, full compensation of daily salary shall be paid to any such teacher who is authorized to be absent for the purpose of attending educational workshops or professional meetings.

5.14 Jury Duty Leave: A teacher who is summoned to and serves on jury duty shall be paid the difference between his/her basic salary and his/her jury duty pay.

5.15 Personal Leave: A teacher shall be granted five (5) days of personal leave without loss of compensation each school year, subject to the following conditions:

A. A request for personal leave shall be made at least two (2) school days prior to such leave, except in cases of demonstrable emergency.

B. Unused personal days shall not accumulate. Unused days will be transferred to the teachers' accumulated sick leave account.

C. Personal days may be used a day before or after a Scheduled Vacation Break (SVB), restricted by these conditions and procedures:

1. For each SVB, there will be five slots available for teachers to use a personal day. The day can be used before or after the SVB, but only five will be allowed per break.
2. Staff may request their name for a slot at any time up to and including 30 calendar days before the SVB. Requests to be placed in a slot will not be accepted after that time.
3. A "Leave List" will be generated at the start of each school year, based on the PHCSC seniority list.
4. Once requests are closed for a given SVB, 29 days prior to the SVB, slots will be filled by referring to the Leave List with those higher on the Leave List placed first into slots.
5. Once placed in a slot, the approval for using a personal day is binding, and that person may not be forcibly removed from a slot.
6. Once placed in a slot, that person's name will then be placed at the bottom of the Leave List, allowing for those with lesser seniority to have faster access to future leave slots.
7. At the start of each school year, the Leave List will revert to the original order, based on PHCSC seniority.

5.16 Temporary Disability: Whenever sick leave is to be taken for hospitalization planned in advance of a teacher's absence, and/or for convalescence or recuperation from a physical disability the teacher's attending physician must certify the cause of the disability and the expected period the teacher will be unable to work because of that disability.

A. The Board also may require a medical certificate of fitness before returning a teacher to his/her normal school duties following illness or physical disability.

B. Female disabilities caused or attributed to a pregnancy, miscarriage, legal abortion, childbirth and recovery there from, shall be treated as temporary disability for all job-related purposes. Accumulated sick leave shall be available to a teacher during periods of such disability when she is unable to work because of her condition. To be eligible for sick leave benefits, a teacher's attending physician must certify that her pregnancy prevents her from performing her normal school duties. However, there will be a presumption that the teacher is disabled for six (6) calendar weeks following the delivery of a child. Should a teacher desire to utilize sick leave beyond this period where there is a presumed disability then the physician certification must be provided.

5.17 Adoptive Leave: Paid Leave – a teacher who legally adopts a child under the age of eighteen (18) shall be able to use up to thirty (30) days of their accumulated sick leave days during the adoptive process or immediately following the adoption. If a teacher, as part of the adoption process, is required to travel outside the United State and Canada, then that teacher will receive up to an additional five (5) accumulated sick leave days. This is contingent upon the teacher having enough accumulated sick leave days to receive paid leave.

5.18 Family Medical Leave Act: Teacher shall have the right to both personal and family sick leave as provided in 5.10, 5.11, 5.12 and/or 5.17 and the appropriate designated benefits provided by the Family and Medical Leave Act ("FMLA)

ARTICLE VI

Effective Date

This agreement shall be effective as of July 1, 2025 and shall continue in effect through June 30, 2027.

This agreement was ratified and entered into as of the 6th day of November, 2025 by and between the Board of Education of the Prairie Heights Community School Corporation and the Prairie Heights Education Association, both of Steuben and LaGrange Counties, Indiana, and so attested to by their duly authorized signatures.

A public hearing was held on September 9, 2025 in compliance with I.C. 20-29-6-1(b), and electronic participation from the parties and/or public was not permitted.

A public meeting was held on October 30, 2025 in compliance with I.C. 20-29-6-19 to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

BOARD OF EDUCATION OF THE PRAIRIE HEIGHTS COMMUNITY SCHOOL CORPORATION

President

Vice-President

Secretary/Treasurer

Board Member

Board Member

11-6-25
Date

PRAIRIE HEIGHTS EDUCATION ASSOCIATION

Bargaining Chair

Bargaining Member Bargaining Member

Bargaining Member Bargaining Member

Bargaining Member Bargaining Member

Bargaining Member Bargaining Member

11-6-25
Date

ADDENDUM A – Retirement Plan for Teachers Hired Prior to July 1, 2003

(Reference the 2004-2007 Master Contract)

A. Entitlement to Retirement Benefits, Vesting Requirements

Upon retirement from the Prairie Heights Community 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:

1. On or before August 1 of the school year of the teacher's anticipated retirement, the retiring teacher must be at least fifty-five (55) years of age. Furthermore, immediately prior to retirement, the teacher must have completed not less than ten (10) full years of service as a professional educator with the Prairie Heights Community School Corporation.

2. When a teacher is considering retirement, such consideration shall be communicated to the Superintendent by the end of May of the teacher's anticipated retirement. The retiring teacher must submit a written unconditional and irrevocable letter of resignation to the Superintendent.

3. The retiring teacher must not terminate employment during the middle of a semester. The date of retirement must be on or after the end of one semester and before the commencement of the next semester unless the teacher must terminate employment during the middle of a semester due to death or due to illness or disability, as substantiated by the statement of a licensed physician.

B. Actuarial determination of Value of Current Retirement Pay and Bridge Benefits

The Board and the Association selected The Nyhart Company ("Nyhart") to determine the present value of the unfunded Retirement Pay and Social Security and Medicare Bridge Benefits, as described in the Agreement immediately before July 1, 2003, ("Retirement Pay"). Nyhart shall prepare the present value calculations for each eligible teacher. By joint determination of the Board and the Association, the calculated totals for each eligible teacher may be incorporated as part of this amendment or maintained as a separate document.

In making the present value determinations, Nyhart shall use the following assumptions and those other assumptions contained on the attached data input form:

1. Mortality, for discounted values, the UP94 (Uninsured Pensioner) mortality table will be used.

2. Interest Rate. The assumed interest rate for purposes of determining the present value is 4.5% for the first three years of the calculations and then 7.0% for each subsequent year thereafter.

3. Turnover. With respect to the eligible teachers for whom present value calculations will be made, there was an assumed rate for termination of employment of 5.4% for each school year.

4. Retirement Pay. The anticipated amount of the Retirement Pay will be determined by using the amount of annual benefit described in Sections 6.16 and 6.17 of the prior Agreement, which are now located in Appendix C of the Master Agreement. Furthermore, the amount determined for Section 6.16 shall be larger of option A or B, as described therein.

5. Retirement Age. It is assumed that a teacher terminates employment at the end of the school year in which the teacher attains age 58 or at the end of the current year, if the individual is already 58 or older. However, if a teacher continues employment after the attainment of age 58 or older, this does not preclude the teacher from sharing in any future forfeiture.

6. Adjustments. Unused accumulated sick leave days and accumulated years of service shall be considered in the determination of the present value of the future Retirement Pay, but subject to the following adjustments:

(a) Each teacher will be deemed to accrue an additional five (5) days of sick leave for the 2003/2004 school year and for each subsequent school year through, but not beyond, the school year in which the teacher would attain age 58. For purposes of these calculations, the deemed accumulation of sick leave shall not exceed the current individual limit on sick leave accumulations. For those teachers who are currently at least age 58, no further accruals of unused accumulated sick days will be assumed to occur.

(b) Each teacher will be deemed to accrue an additional year of service for the current school year and for each subsequent school year through, but not beyond, the school year in which the teacher attains age 58. For those teachers who are currently at least age 58, no further accruals of years of service will be assumed to occur.

(c) The teacher's base salary rate will be increased by assumed years of service, but there shall be no assumed increase for future inflation.

(d) The present value of the future Retirement Pay will be reduced by the Social Security and Medicare taxes (FICA) that would have been payable if the Retirement Pay of Sections 6.16 and 6.17 of the Agreement had subsequently been paid directly to the teacher.

7. Post-Retirement Insurance. Pursuant to other provisions of the Agreement and applicable state and federal law, qualified retired teachers shall be entitled to continue their participation in group health insurance and other insurance programs maintained by the School Corporation at the time of their retirement. However, the School Corporation has no obligation to pay any of the premiums or other costs of a retired teacher's continuing participation in these insurance programs. Therefore, the present value determination shall not include any post- retirement insurance expenses.

8. Excluded Employees. Teachers hired on or after the effective date shall not be entitled to any payment or contribution for the eliminated Retirement Pay or Bridge Benefits. Furthermore, teachers that currently work, on average, less than 50% of the time of a teacher on a full-time contract are not entitled to any payment or contribution for the eliminated Retirement Pay, Bridge Benefits.

9. Rehired Employees. Amounts forfeited upon termination of employment because of the failure to meet the applicable vesting requirements shall not be reinstated or restored if an individual is subsequently rehired or re-employed by the School. However, if the Board shall have approved a leave of absence, such period of leave shall not result in forfeiture provided the teacher shall promptly return to employment following the expiration of the period of leave.
Furthermore, for purposes of this item 9, a teacher shall be deemed to be on an approved leave of absence while the teacher remains on recall status following a reduction in force, but for no more that three (3) school years.

10. Calculation Date. The present value of the Retirement Pay under the Prior Agreement shall be calculated, effective as of June 30, 2003.

C. 401(a) Plan Contributions
The School shall establish a qualified retirement plan as described in section 401(a) of the code (the "401(a) Plan"). The amount calculated in accordance with Subsection C for the Retirement Pay for a particular teacher shall be contributed to by the School to the 401(a) Plan. A committee of the Board and the Association shall select the single investment vendor, for the 401(a) Plan's terms and conditions will be determined by the School Corporation, except that the following applied:

1. Separate Accounts. The amount calculated for each teacher will be invested in a separate account. There will be no commingling of accounts and each teacher may determine how his or her 401(a) Plan account shall be invested among the investment options made available by the selected investment vendor for the 401(a) Plan.

2. Vesting. Until such time that a teacher has retired and satisfied the eligibility requirements set forth in Subsection B of this Section, the teacher shall have no access to the assets held in his or her separate 401(a) Plan account.

3. Forfeiture. If a teacher retires or otherwise terminates employment before satisfaction of the requirements set forth in Subsection B of this Section, for any reason, including, but not limited to death, the terminated

teacher's 401(a) Plan account shall be forfeited. The forfeited amounts shall not be returned to the School Corporation. Instead, forfeited amounts shall be reallocated at the end of each plan year only among the remaining separate 401(a) Plan accounts in the same manner as was used by Nyhart in originally determining the present value of the Retirement Pay. Therefore, the 401(a) Plan accounts of the following employees will not share in the reallocation of a forfeiture of a 401(a) Plan account:

a) Employees who have forfeited their 401(a) Plan accounts in the same year;
b) Employees who previously forfeited their 401(a) Plan accounts; and
c) Employees who have attained age 58 and terminated employment in or before the year of the reallocated forfeiture.

Furthermore, 401(a) Plan accounts of employees who have attained age 58, but not terminated employment may share in the reallocated forfeiture, but on a reduced basis and otherwise determined in the same manner as was used by Nyhart in originally determining the present value of the unfounded Retirement Pay.

These redistributions will be updated quarterly. The School Corporation will provide the Association information concerning the forfeitures and redistribution upon request.

4. Distributions. Following retirement and the satisfaction of the requirements set forth in Subsection B of this Section, a retired teacher may elect to commence distributions from his or her 401(a) Plan account. If a teacher shall die after having satisfied the requirements of Subsection B of this Section, the deceased teacher's 401(a) Plan account shall be distributable to the decedent's designated beneficiary or to his/her estate if no beneficiary designation has been made. At no time may a participant borrow from his/her 401(a) Plan account.

5. Costs. The School Corporation shall not be paid any compensation for its services performed on behalf of the 401(a) Plan. However, to the extent allowed by applicable law, all costs and investment fees incurred in the administration of the 401(a) Plan shall be paid or reimbursed from the 401(a) Plan assets.

6. Additional Plans. The School Corporation may establish other qualified plans as described in section 401(a) of the code, subject to such terms and conditions as the School Corporation shall determine, in its sole discretion, to be appropriate. Such additional plans may be maintained separate from the 401(a) Plan or for administrative convenience maintained as part of the 401(a) Plan.

Addendum B

Extra-Curricular Activity Pay Schedule

***Note: The number of positions was not bargained but is included for informational purposes only.**

Corporation Sponsors	
Special Education Department Chair	$2500 per semester
High School Teacher of Special Education LD/MiMH	$836.74
High School Teacher of Special Education LD/MiMH	$836.74
High School Teacher of Special Education LD/MiMH	$836.74
Middle School Teacher of Special Education LD/MiMH	$836.74
Middle School Teacher of Special Education LD/MiMH	$836.74
Middle School Teacher of Special Education LD/MiMH	$836.74
Elementary School Teacher of Special Education LD/MiMH	$836.74
Elementary School Teacher of Special Education LD/MiMH	$836.74
Elementary School Teacher of Special Education LD/MiMH	$836.74
Teacher of Speech and Hearing	$836.74
Teacher of Hearing Impaired – Middle/Elementary School	$797.15
Website Coordinator	$1070
Spirit Wear Coordinator	$4000

High School Sponsors	
Senior Class Sponsor	$597.06
Senior Class Sponsor	$597.06
Junior Class Sponsor	$597.06
Junior Class Sponsor	$597.06
Sophomore Class Sponsor	$250.38
Sophomore Class Sponsor	$250.38
Freshman Class Sponsor	$250.38
Freshman Class Sponsor	$250.38
Mathematics Department Head	$588.50
English Department Head	$588.50
Social Studies Department Head	$588.50

Science Department Head	$588.50
Special Education Department Head	$588.50
Cultural/Physical Department Head	$588.50
AG Department Head	$588.50
Guidance Department Head	$588.50
Teacher of Hearing Impaired – High School	$797.15
High School School Improvement AIM #1	$449.40
High School School Improvement AIM #2	$449.40
High School School Improvement AIM #3	$449.40
High School School Improvement AIM #4	$449.40
High School Newspaper Sponsor	$789.66
High School Drama Production Fall	$2140
High School Drama Production Winter	$2140
High School Drama Production Spring	$2140
High School Drama Assistant Fall	$1380.30
High School Drama Assistant Winter	$1380.30
High School Drama Assistant Spring	$1380.30
FFA High School	$1498
FFA High School	$1498
National Honor Society Sponsor	$725.46
National Honor Society Sponsor	$725.46
IFEA Sponsor	$630.23
Foreign Language Club Sponsor	$248.24
High School Student Council Sponsor	$1454.13
High School Student Council Sponsor	$1454.13
SADD Sponsor	$467.59
High School Yearbook Sponsor	$1707.72
Academic Competition Coordinator	$446.19
Academic Competition Math Sponsor	$321
Academic Competition Fine Arts Sponsor	$321
Academic Competition English Sponsor	$321
Academic Competition Science Sponsor	$321
Academic Competition Social Studies Sponsor	$321
Academic Competition Spell Bowl Sponsor	$321

Leo Club	$535
APEX Teacher of Record (as needed, per semester)	$133.75

Middle School Sponsors	
FFA Middle School	$1498
Middle School Newspaper Sponsor	$801.43
Middle School Bookstore Sponsor	$749
Middle School Student Council Sponsor	$2171.03
Middle School Spell Bowl Sponsor	$478.29
Middle School Spelling Bee Coordinator	$134.82
Middle School Drama Production Fall	$1177
Middle School Drama Production Winter	$1177
Middle School Drama Production Spring	$1177
Middle School Drama Assistant Fall	$749
Middle School Drama Assistant Winter	$749
Middle School Drama Assistant Spring	$749
Middle School Yearbook Sponsor	$1260.46
Middle School School Improvement AIM #1	$449.40
Middle School School Improvement AIM #2	$449.40
Middle School School Improvement AIM #3	$449.40
Middle School School Improvement AIM #4	$449.40
Middle School School Improvement AIM #5	$449.40
Middle School School Improvement AIM #6	$449.40
Middle School School Improvement AIM #7	$449.40
Middle School Gaming Club Sponsor	$535
Middle School Robotics Club Sponsor	$535

Elementary School Sponsors	
Elementary School School Improvement AIM #1	$449.40
Elementary School School Improvement AIM #2	$449.40
Elementary School School Improvement AIM #3	$449.40
Elementary School School Improvement AIM #4	$449.40

Elementary School School Improvement AIM #5	$449.40
Elementary School School Improvement AIM #6	$449.40
Elementary School School Improvement AIM #7	$449.40
Elementary School School Improvement AIM #8	$449.40
Elementary School Learning Fair	$669.82
Elementary School Learning Fair	$669.82
Elementary School Yearbook	$428
Elementary Summer Reading Coordinator	$321
Elementary Summer Math Coordinator	$321

High School Athletics – Fall Season	
Varsity Football	$6420
Varsity Football Assistant	$2568
Varsity Football Assistant	$2568
Varsity Football Assistant	$2568
Varsity Volleyball	$6420
Varsity Volleyball Assistant	$2889
JV Volleyball	$2889
Freshman Volleyball	$2354
Varsity Co-Ed Cross Country	$3103
Varsity Assistant Co-Ed Cross Country	$1070
Varsity Boys Tennis	$2140
Varsity Boys Tennis Assistant	$963
Varsity Girls Golf	$2140
Varsity Girls Golf Assistant	$963
Varsity Soccer	$3424
Varsity Soccer Assistant	$1070
Varsity/JV Cheerleading Coach Fall	$2140
Varsity/JV Cheerleading Assistant Coach Fall	$1070
Esports Coach	$2140

Middle School Athletics – Fall Season	
7th Grade Football	$2354
7th Grade Football Assistant	$2354
8th Grade Football	$2354
8th Grade Football Assistant	$2354
6th Grade Volleyball	$1605
7th Grade Volleyball	$2354
8TH Grade Volleyball	$2354
Co-Ed Cross Country	$1605
Middle School Soccer	$1605
Middle School Soccer Assistant	$1070
Middle School Cheerleading Coach Fall	$1070
Instrumental Music Director Middle School	$946.95
Vocal Music Director Middle School	$946.95

High School Athletics – Winter Season	
Varsity Boys Basketball	$6420
Varsity Boys Basketball Assistant	$2889
JV Boys Basketball	$2889
Freshman Boys Basketball	$2354
Varsity Girls Basketball	$6420
Varsity Girls Basketball Assistant	$2889
JV Girls Basketball	$2889
Freshman Girls Basketball	$2354
Varsity Head Wrestling Coach	$6420
Varsity Assistant Wrestling Coach	$2568
Varsity Assistant Wrestling Coach	$2568
JV Wrestling Coach	$2568
Varsity/JV Cheerleading Coach Winter	$2140
Varsity/JV Cheerleading Assistant Coach Winter	$1070
Instrumental Music Director High School	$1177
Vocal Music Director High School	$1177
Esports Coach	$2140

Middle School Athletics – Winter Season	
6th Grade Boys Basketball	$1605
7th Grade Boys Basketball	$2354
8th Grade Boys Basketball	$2354
6th Grade Girls Basketball	$1605
7th Grade Girls Basketball	$2354
8th Grade Girls Basketball	$2354
Middle School Wrestling	$2354
Middle School Wrestling Assistant	$1070
Middle School Cheerleading Coach Winter	$1071

High School Athletics – Spring Season	
Varsity Baseball	$4066
Varsity Baseball Assistant	$1819
JV Baseball	$1819
JV Baseball Assistant	$1070
Varsity Softball	$4066
Varsity Softball Assistant	$1819
JV Softball	$1819
JV Softball Assistant	$1070
Varsity Boys Golf	$2140
Varsity Boys Golf Assistant	$963
Varsity Girls Tennis	$2140
Varsity Girls Tennis Assistant	$963
Varsity Boys Track	$2675
Varsity Boys Track Assistant	$1605
Varsity Girls Track	$2675
Varsity Girls Track Assistant	$1605
Pep Band Director High School	$428
Drama Vocal Director High School	$695.50
Drama Instrumental Director High School	$695.50
Esports Coach	$2140

Middle School Athletics – Spring Season	
Boys Track	$1605
Boys Track Assistant	$1070
Girls Track	$1605
Girls Track Assistant	$1070
Golf	$1070
Tennis	$1070

All Year Athletic Positions	
Middle School Athletic Director	$5885
Weight Lifting	$6420