MASTER CONTRACT

between the

BOARD OF SCHOOL TRUSTEES

of

MITCHELL COMMUNITY SCHOOLS

and the

MITCHELL EDUCATION ASSOCIATION

2025-2026

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MASTER CONTRACT

BETWEEN

THE BOARD OF SCHOOL TRUSTEES

OF MITCHELL COMMUNITY SCHOOLS

AND

THE MITCHELL EDUCATION ASSOCIATION

Agreement made on October 1, 2025 between the Board of School Trustees of Mitchell Community Schools of Mitchell, County of Lawrence, State of Indiana, hereinafter referred to as "School Employer", and the Mitchell Education Association of Mitchell, County of Lawrence, State of Indiana, hereinafter referred to as "Association". The reference to any person or organization in any gender shall refer to the masculine, feminine, or neutral as required by the context. The parties to this Contract in consideration of the agreements and stipulations set out herein agree as follows:

ARTICLE I
DEFINITIONS

"School Employer" refers to the Board of School Trustees of Mitchell Community Schools and any person(s) authorized to act for said body in dealing with its employees. "School Corporation" refers to Mitchell Community Schools, Mitchell, Lawrence County, Indiana.

"School employee" and "teacher" refers to a full-time classroom teacher as certified by the Indiana Professional Standards Board and employed under regular contract by the School Employer. Supervisors, confidential employees, and non-certified employees shall be excluded from the meaning of school employees.

ARTICLE II
RECOGNITION

The Board recognizes the Mitchell Education Association as the exclusive representative of the school employees as certified by the Indiana Education Employment Relations Board for the term of this Contract in accordance with Public Law 217.

ARTICLE III
WAGE RELATED FRINGE BENEFITS

A. Insurance

1. Medical Insurance

The amount specified below, limited however to the cost of the applicable premium, will be paid by the School Employer toward the cost of medical insurance for each teacher enrolled in the School Corporation's group medical plan, with the teacher paying not less than $1.20 per year.

A unit employee first employed after June 15, 2011, will be eligible only for the Plan #3 and Plan #4 coverage.

Health insurance for new employees will begin on their first day of employment.

Health Insurance Rates Effective January 1, 2026
[See Rate Charts on the Following Page]

2026 Anthem HealthSync HSA: #2

Deductible: Single/Family: Tier 1: $1,700/$3,400 Tier2: $3,400/$6,000 Tier 3: $8,000/$16,000

HSA Account Contribution: (Single) $800 annually-$66.67 monthly / (Family) $1,600 annually-$133.34 monthly

2026	2026	2026	2026	2026	2026
Plan	Total Monthly Premium Amount	School Corporation Monthly Amount	Employee Monthly Contribution Amount	Employee (24) Pays Contribution Amount	18 Pay Aides
Single	$882.40	$538.67	343.73	171.87	$229.15
Employee/ Children	$1,532.18	$948.74	583.44	291.72	
Employee / Spouse	$1,898.68	$1,154.65	744.03	372.02	
Family	$2,494.56	$1,527.55	967.01	483.51	
Both Teachers at MCS					
Employee/ Spouse	$1,898.68	$1,316.92	581.76	290.88	
Family	$2,494.56	$1,744.41	750.15	375.08	

2026 Anthem HealthSync HSA: #5

DEDUCTIBLE SINGLE/FAMILY: Tier 1:$4,000/$8,000 Tier: 2 $6,750/13,500 Tier 3: $15,000/$30,000

2026	2026	2026	2026	2026	2026
Plan	Total Monthly Premium Amount	School Corporation Monthly Amount	Employee Monthly Contribution Amount	Employee (24) Pays Contrbution Amount	18 Pay Aides
Single	$844.91	$684.49	160.42	80.21	106.95
Employee/ Children	$1,557.27	$830.42	726.85	363.42	
Employee / Spouse	$1,790.90	$882.24	908.66	454.33	
Family	$2,453.70	$1,052.20	1401.50	700.75	
Both Teachers at MCS					
Employee/ Spouse	$1,790.90	$882.24	908.66	454.33	
Family	$2,453.70	$1,052.20	1401.50	700.75	

Grandfathered Plan: Hire Date BEFORE 06/15/2011

2026 Anthem HealthSync PPO: #1

DEDUCTIBLE Single/Family: Tier #1 $500/$1,000 Tier 2: $1,000/$2,000 Tier 3: $2,000/$4,000

2026	2026	2026	2026	2026	2026
Plan	Total Monthly Premium Amount	School Corporation Monthly Amount	Employee Monthly Contribution Amount	Employee (24) Pays Contribution Amount	18 Pay Aides
Single	$1,168.50	$818.56	349.94	174.97	233.29
Employee/ Children	$2,179.56	$1,504.88	674.68	337.34	
Employee / Spouse	$2,769.32	$1,840.55	928.77	464.39	
Family	$3,495.08	$2,454.58	1040.50	520.25	
Both Teachers at MCS					
Employee/ Spouse	$2,769.32	$2,017.98	751.34	375.67	
Family	$3,495.08	2,593.46$	901.62	450.81	

Total Monthly Premium based on "Milliman" calculations per JA Benefits

In the event both a teacher and spouse are employed as teachers in this School Corporation, such persons may choose either:

(A) Two (2) such single plans with the School Employer's maximum payment per teacher as specified above, or

(B) one (1) such family plan with the School Employer's maximum payment per teacher as specified above. For the life of the contract, the School Employer will pay sixty percent (60%) of the premium increase, if any, with the teacher paying the balance.

There shall be no change in benefits during the term of this agreement except by negotiation between and mutual agreement of the parties.

The School Employer shall contribute annually the following amounts to the health savings accounts for all participants in Plan #3.

- Single eight hundred dollars ($800.00)
- All Family Plans one thousand six hundred dollars ($1,600.00)
- Both one thousand six hundred dollars ($1,600.00) (one (1) contribution only)

2. Dental Insurance

The amount specified below, limited however to the cost of the applicable premium, will be paid by the School Employer toward the cost of dental insurance for each teacher enrolled in the School Corporation's group dental plan, with the teacher paying not less than one dollar twenty cents ($1.20) per year.

Maximum School Employer Payment per Teacher:

a. Employee Single Coverage - twenty-two dollars ($22.00) per month;

b. Employee Family Coverage - fifty dollars ($50.00) per month.

In the event both a teacher and spouse are employed as teachers in this School Corporation, such persons may choose (1) two (2)such single plans with the School Employer's maximum payment per teacher as specified above, or (2) one (1) such family plan with the School Employer's maximum payment of sixty dollars ($60.00) per month, with each such teacher paying not less than one dollar twenty cents ($1.20) per year.

For the life of the contract, the School Employer will pay sixty percent (60%) of the premium increase, if any, with the teacher paying the balance.

There shall be no changes in benefits during the term of this agreement except by negotiation between and mutual agreement of the parties.

3. Term Life Insurance

The School Employer will pay the premium minus $1.20 of a term life insurance policy with a face value of one hundred thousand dollars ($100,000) for each teacher enrolled in the School Corporation's group term insurance plan.

4. Vision Insurance

The amount specified below, limited however to the cost of the applicable premium, will be paid by the School Employer toward the cost of vision insurance for each teacher enrolled in the School Corporation's group vision insurance plan, with the teacher paying not less than one dollar and twenty cents ($1.20) per year.

Maximum School Employer Payment Per Teacher: thirteen dollars ($13.00) per month.

There shall be no change in benefits during the term of this agreement except by negotiation between and mutual agreement of the parties.

5. Long-Term Disability Insurance

The amount specified below, limited however to the cost of the applicable premium, will be paid by the School Employer toward the cost of long-term disability insurance for each teacher enrolled in the School Corporation's group LTD insurance plan, with the teacher paying not less than one dollar and twenty cents ($1.20) per year.

Maximum School Employer Payment Per Teacher: twelve dollars and fifty cents ($12.50) per month.

There shall be no change in benefits during the term of this agreement except by negotiation between and mutual agreement of the parties.

6. The carrier(s) shall be recommended by a committee of two (2) school employees, two (2) administrators, and one (1) school board member and shall be approved by the School Employer.

7. A school employee may elect to discontinue participation and payroll deduction in the plans described herein by submitting a signed statement clearly indicating such intent, and any payroll deduction will cease as soon as practicable following receipt of the statement.

B. Section 125

The School Employer shall provide an opportunity for enrollment in Section 125, Generation I. Each school employee shall elect on forms provided by the School Employer to receive a portion of their salary (to a maximum of fifty percent

(50%) of their salary) as a part of the contract amount (cash) or defer any amount thereof to pay the school employees' share of all IRS eligible insurance costs to the employee which shall be included in Section 125 benefit under Generation I.

The School Employee shall receive the difference between the total I.R.S. eligible benefits selected under Generation I and the total amount of non-taxable benefits as a part of their contract which shall be subject to all income and F.I.C.A. taxes.

The School Employer shall provide an opportunity for enrollment in Section 125, Generation II. Generation II will be a managed service with enrollment and benefits determined in the plan document as determined by service manager and employer.

C. 403(b)

Mitchell Community Schools shall offer each teacher the opportunity to participate in a 403(b) retirement plan. The School Employer shall provide a workshop explaining the options to teachers and facilitating completion of paperwork.

D. Matching 401a/403b Retirement Plan

Effective with the 2025-2026 school year the Mitchell Community Schools will institute a matching 401a/403b for all teachers with the corporation contributing one and one half (1.5) percent to the teachers 401a account, with a mandatory match of one and one half (1.5) percent from the teacher to their 403b account. In order to receive the corporation contribution into the 401a account, the teacher must make their matching contribution to their 403b account. Teachers may contribute more than the one and one half (1.5) percent to their 403b account, but only one and one half (1.5) percent will be matched by the corporation.

ARTICLE IV
SALARY AND WAGES

Teachers will be compensated based on the Salary Schedule in Appendix A-1 based on experience and education.

Salaries of newly hired teachers will be determined per the Salary Compensation model in Appendix A-1.

ARTICLE V
LEAVES

A. Sick Leave

Sick leave of twelve (12) days per year shall be granted to all school employees and these days can be used in the event of family illness, accident, and/or emergency.

All unused sick leave days shall be cumulative to a maximum of one hundred eighty-five (185) days. School employees who use no sick leave days for any purpose permitted in this Article (Sick Leave) during the school year shall receive a one- time payment of one hundred eighty dollars ($180.00) to be deposited into the teacher's 401(A) account no later than August 1 following the end of the school year. School employees who use no more than two (2) sick leave days for any purpose permitted in this Article (Sick Leave) during the school year shall receive a one- time payment of seventy-five dollars ($75.00) to be deposited into the teacher's 401(A) account no later than August 1 following the end of the school year.

All days used under Article V (Sick Leave) for personal illness, family illness, accident, and/or emergency shall be deducted from accumulated sick leave.

At the end of the school year all school employees who have accumulated at least 90 days in their accumulated sick leave will have the option of selling back up to 4 sick leave days to the school corporation at the current rate paid to a certified substitute teacher. They will receive a one-time payment to be deposited into the teacher's 401(A) account no later than August 1 following the end of the school year.

Teachers who leave the school corporation and then at some point return, will have any sick days that were left in their accumulated sick leave from their previous employment with the corporation restored, minus any days that may have been transferred to another school corporation.

B. Personal Business Leave

Each school employee shall be granted four (4) days during the school year of employment for transaction of personal or civic affairs. School employees shall request the use of personal business on Ready Sub or as requested by the principal.

Requests for Personal Business Leave with pay shall be made to the Office of the Principal at least one (1) school day in advance. Should extenuating circumstances occur, the teacher may request personal business leave in the same manner as sick leave with the understanding that the necessary leave forms will be completed upon return to school. Personal Business Days may be taken as full days or half days.

Personal Business Leave shall not be granted prior to or after school vacation when used by a school employee as additional vacation time rather than for business.

Unused Personal Business Days, upon the written election of the school employee at the end of the school year, will be allocated to the school employee's credit as follows:

1. School employees may choose to roll over one (1) personal business leave days to the following school year, with a maximum accumulation of five (5) days. If the teacher has more than one (1) personal leave day left then those days will roll over to the teacher's accumulated sick leave. If the teacher chooses to roll the days to accumulated sick leave they would not be eligible for number 3 below.

2. If the school employee opts not to roll over a personal business leave day, and has used no personal business leave days during the school year they will receive a one-time payment of one hundred eighty dollars ($180.00) to be deposited into the teacher's 401(A) account no later than August 1 following the end of the school year

3. If the school employee opts to roll over a personal business leave day, and has used no personal business leave days during the school year, or if the school employee opts not to roll over a personal business leave day and has used no more than one personal business leave day, they will receive a one-time payment of seventy-five ($75.00) to be deposited into the teacher's 401(A) account no later than August 1 following the end of the school year.

C. Unused Paid Leave Bonus

Teachers that use a total of five (5) or fewer paid leave days (sick, emergency, family illness, personal) during the school year will be awarded a four hundred dollars ($400.00) stipend. The stipend will be paid on the last pay date of the school year cycle.

D. Bereavement Leave

A school employee shall be entitled to be absent from duty without loss of compensation for death in the immediate family for a period extending not more than five (5) school days beyond such death. The immediate family shall be defined as father, mother, brother, sister, child, wife, husband, mother-in-law, father-in-law, brother-in-law, sister-in-law, daughter-in-law, son-in-law, step-father, step-mother, step-child or one domiciled in the same home. This provision would also include an employee or spouse experiencing stillbirth or miscarriage. Should the teacher not use a total of five (5) school days at the time of the bereavement, one (1) day remaining of the five (5) school days shall be available during the school year for the teacher to settle estate matters. For the death of a grandparent, grandchild, or grandparent-in-law, three (3) school day's absence may be allowed without deduction in salary. For the death of a relative no farther removed than first cousin, aunt-in-law, uncle-in-law, and first cousin-in-law, one (1) school day's absence may be allowed without deduction in salary. For the death of a colleague or student of Mitchell Community Schools, a teacher may be excused to attend funeral services.

E. Military Leave

Any regular school employee who may be called into military service by the United States of America shall be granted a military leave without pay. He shall be reinstated in the school system provided he is fully qualified for said position.

F. Professional Leave

Professional leave may be granted for qualified school employees to attend conferences and shall be based upon professional interest and leadership, subject to the approval of the Principal and/or Superintendent. Requests for professional leave must be submitted on forms provided by the Office of the Principal. Professional leaves for periods longer than one (1) day must have the approval of the Board of School Trustees of Mitchell Community Schools.

G. Maternity/Paternity/Adoption Leave

1. A Teacher who is pregnant shall be granted a leave of absence and may continue in active employment as late into the pregnancy as she wishes, if she can fulfill the requirements of her position. Teachers adopting a child not yet age eligible to be enrolled in school shall qualify for the same benefits as a natural birth. This provision does not apply to adoption of stepchildren by the stepparent. Maternity and adoption leave shall be governed by the following:

    a. A letter from the Teacher shall be given to the Superintendent as soon as possible stating the beginning date of the leave and the expected date of return. The teacher shall provide a statement from the doctor certifying the leave, or a letter from the adoption agency that the adoption is in process.

    b. A female employee shall be granted Forty-Two (42) consecutive paid maternity leave days. The period of leave shall include all weekends and holidays which fall during the period of the leave, including, but not limited to fall break, holiday break, spring break, etc. all of which will be counted as holidays. If birth or adoption occurs during the summer months., the leave will commence on the date of the birth or adoption.

    c. The Teacher may not use accumulated leave days when the Teacher's physician certifies that the Teacher can perform the Teacher's regular teaching duties.

    d. Temporary disability caused by pregnancy shall be governed by the same provisions governing sickness and by the following: (a) any school employee who is pregnant is entitled to a leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of the child, excepting a medical emergency, if she notifies the Superintendent of Schools in writing at least thirty (30) days before the date on which she desires to start her leave. She also shall notify 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.

In case of a medical emergency caused by pregnancy, the school employee shall be granted a leave, as otherwise provided in this section immediately upon her request and certification of the emergency from an attending physician. (b) All or any portion of a leave taken by a school employee because of a temporary disability caused by pregnancy may be charged, at her discretion, to her available sick leave. After her available sick leave has been used, the school employee may be absent without pay, subject to the certification requirements contained in subsection (a) of this section. This leave may be taken without jeopardy to re-employment, retirement and salary benefits, tenure and seniority rights.

2. During unpaid leave, the Teacher may maintain coverage in any group insurance program by paying the total premium, including the Corporation's share, if any, attributable to the leave period.
3. During leave extending into a part of a school year, a Teacher shall accumulate leave in accordance with the provisions of the Master Contract in effect at the Mitchell Community Schools in the same proportion which the number of days the Teacher is paid during such year of work or leave.
4. Male teachers shall be granted a leave of absence upon the birth, or adoption of a child. Teachers adopting a child not yet age eligible to be enrolled in school shall qualify for the same benefits as a natural birth. This provision does not apply to adoption of stepchildren by the stepparent. Paternity leave will be governed by the following:

    a. A letter from the Teacher shall be given to the Superintendent stating the anticipated beginning date of the leave and the expected date of return. The Teacher shall provide a statement from the doctor certifying the leave, or a letter from the adoption agency that the adoption is in process.
    b. The Teacher will be granted Forty-Two (42) paid consecutive days, and must be used withing 6 weeks of the birth or adoption of the child. The period of the leave shall include all weekends and holidays which fall during the period of the break including, but not limited to fall break, holiday break, and spring break. If birth or adoption occurs during the summer months, the leave will commence on the date of the birth or adoption.

H. Jury Duty Leave

When a school employee is called to serve on jury duty, the Board of School Trustees of Mitchell Community Schools shall pay their regular salary and the school employee shall remit to the School Corporation the amount received for their jury duty service less payment for mileage expenses. The school employee shall notify the building principal with a certification from the court of this jury duty service.

I. Parental Leave

A parental leave of absence without pay may be granted to a male or female school employee under the following conditions:

1. For the purpose of rearing such school employee's child during the child's first year.

2. In the case of an adopted child or a contemplated adoption

(a) for the purpose of establishing parental contact with a minor child during the first year after receiving custody of such child and/or

(b) when legally necessary in order to fulfill the requirements for adoption; provided that no parental leave shall exceed one (1) school year in length.

J. Leave of Absence

1. A teacher may be granted a leave of absence, without pay or benefits, for a period of up to one (1) year.

2. If approved by the insurance carrier(s), a teacher who is granted a leave of absence may choose to remain in the School Corporation's group medical and term life program(s) during the leave of absence provided the teacher remits the full, total premium to the School Corporation's business office prior to the date due each month.

K. Critical Medical Emergency Leave

Each teacher may use up to thirty (30) days of that teacher's own sick leave as critical medical emergency leave during a school year after all other family illness, accident, emergency, and/or personal business leave has been exhausted. A "critical medical emergency" is defined as a life threatening illness or injury (verified by a written doctor's certification) to a teacher's spouse, child, parent, stepchild living in the teacher's home, or a parent-in-law where the teacher is the primary care giver for that person.

The teacher must apply for critical medical emergency leave by providing the Superintendent or their designee with a completed request form. A Critical Medical Emergency Review Committee will be formed and shall be comprised of the Superintendent of Schools or their designee, and a non-administrator member appointed by the Board of Trustees of Mitchell Community Schools and one teacher appointed by the Mitchell Education Association President. The Committee shall consider and review all requests to ensure that all applications submitted are in accordance with the provisions of the contract. The Critical Medical Emergency Review Committee shall grant a critical medical emergency leave only when the application conforms to the provision of the contract.

L. FMLA Leave

FMLA Leave eligibility will be calculated on a calendar year (January 1-December 31) basis. (This is for informational purposes only)

M. Presidential Release Time

The Association President shall be allowed released time as outlined below:

The Association President will be provided with three (3) days with pay for the transaction of Association business. When there are two (2) or more Association Presidents four (4) paid leave days will be provided for the transaction of Association business.

N. Association Release Time

The Association President or designee will be granted three (3) days of release time with pay for the transaction of association business, if the Association reimburses the school corporation for the cost of a substitute teacher.

O. Sick Leave Bank

1. The School Employer shall continue a sick leave bank subject to the following conditions:

a. The sick leave bank shall apply to all persons employed by the School Corporation under the provisions of a "Regular Teachers" Contract whose employment requires the holding of a license issued by the Indiana Professional Standards Board.

b. A current teacher who has elected to participate shall contribute one (1) sick leave day for the school year only when the bank falls below one hundred (100) days. A teacher new to the School Corporation who elects to participate shall contribute one (1) sick leave day to the bank no later than ten (10) days after the first date of duty assignment in order to become a participant. Eligibility for participation in the bank shall be established through contribution of a sick leave day as provided herein on a form provided by the Office of the Superintendent through the office of the Principal.

c. Each participant shall be eligible to withdraw days from the sick leave bank as provided in the chart below after the participant has first used their accumulated sick leave days plus an additional waiting period of four (4) school days. In addition, the participant shall be eligible to withdraw days upon the condition that the participant provides a committee composed of the Superintendent of Schools, a non-administrator member appointed by the Board of School Trustees of Mitchell Community Schools, and a member appointed by the Mitchell Education Association with a written doctor's certification that the participant's incapacity prevents them from performing their regularly assigned duties. The committee shall approve all sick bank withdrawals before they may be withdrawn.

SCHEDULE

Years Exp. at MCS	Number of Days
0-7	50
8-13	70
14+	85

d. If at any point in time the total number of sick leave bank days available (based on school employees' contributions only) are exhausted, then the benefits shall be terminated.

e. When a teacher has met the “rule of 85” or “60 plus 15” and is eligible for retirement, and retires from the Mitchell Community Schools, they may donate up to 15 days of their accumulated sick leave to the sick leave bank upon their retirement.

ARTICLE VI

RETIREMENT SEVERANCE BENEFITS

A. Supplemental Retirement Plan - The School Employer shall establish a new retirement plan qualified under Section 401(a) of the Internal Revenue Code of 1986, as amended ("New Plan").

1. Category Classifications of School Employees. Under the terms of the New Plan, a school Employee will be placed into one of the following categories depending on the school Employee's age and years of service

according to the Indiana State Teachers' Retirement Fund ("ISTRF") as of June 30, 2001.

a. Category I: To be eligible for Category I status, a School Employee must have been eligible for a normal unreduced retirement benefit from ISTRF as determined under IC 5-10.2-4-1(b) on or before June 30, 2001 and must have more than ten (10) years of continuous service with Mitchell Community Schools as of June 30, 2001.

b. Category II: To be eligible for Category II status, a School Employee must not be eligible for Category I status, must be eligible for a normal unreduced retirement benefit from ISTRF as determined under IC 5-10.2-4-1(b) on or before June 30, 2011, and must have more than ten (10) years of continuous service with Mitchell Community Schools as of June 30, 2001.

c. Category III: To be eligible for Category III status, A School Employee must not be eligible for either Category I or Category II status and must have more than ten (10) year of continuous service with Mitchell Community Schools as of June 30, 2001.

d. Category IV: To be eligible for Category IV status, a School Employee must not be eligible for Category I status, Category II status, or Category III status and must have less than ten (10) years of continuous service with Mitchell Community Schools as of June 30, 2001. All School Employees hired after June 30, 2001, shall be eligible only for Category IV status.

2. Tier I: Severance Benefits

a. This subsection shall apply to School Employees who are classified in Category I, Category II, Category III, or Category IV status. A present value of each eligible School Employee's unused sick days accumulated as of June 30, 2001, if any (up to a maximum of one hundred seventy-five (175) days) shall be calculated pursuant to the formula agreed to by the parties. The School Employer shall make five (5) equal annual contributions to the School Employee's account in the New Plan in an amount sufficient to amortize that present value.

b. This subsection shall apply to School Employees who are classified in Category I or II. For Category I School Employees, a present value of each such eligible School Employees* projected unused sick days projected to be accumulated between July 1, 2001, and June 30, 2003, (up to a maximum of one hundred seventy five (175) days, counting both the days used in subsection (a) and this subsection) shall be calculated pursuant to the formula agreed to by the parties. For Category II School Employees, a present value of each such eligible School Employees' projected unused sick days projected to be accumulated between July 1, 2001, and the date that the Employee would be eligible for a normal unreduced retirement benefit from ISTRF as determined under IC 5-10.2-4-1(b) (up to a maximum of one hundred seventy-five (175) days, counting both the days used in subsection (a) and this subsection) shall be calculated pursuant to the formula agreed to by the parties. The School Employer shall make five (5) equal annual contributions to the School Employee's account in the New Plan in an amount sufficient to amortize that present value.

c. A School Employee shall vest in the contributions under subsections (a) and (b) at the attainment age fifty-four (54) and completion of ten (10) years of service with Mitchell Community Schools.

d. If a School Employee retires or dies during this amortization period, the School Employer shall pay to the New Plan in the Employee's year of retirement or death any remaining amortization payments, subject to applicable limits set by the Internal Revenue Service. Any amount in excess of those IRS limits shall be paid by the School Employer to the School Employee (or in the case of death, to the School Employee's ISTRF beneficiary/ies) in a single lump sum at retirement or death.

3. Tier II: Early Retirement Benefits

a. This section shall apply to School Employees who are classified in Category I or Category II status. A present value of each eligible Category I or Category II School Employees' benefits due under Article IV, Section D of the Contract as of June 30, 2001, shall be calculated pursuant to the Formula agreed to by the parties. The School Employer shall make five (5) equal annual contributions to the Category I or Category II School Employee's account in the New Plan in an amount sufficient to amortize that present value.

b. Every Category I School Employee is vested in the benefits under Tier II. A Category II School Employee will vest in the benefits under Tier II at the attainment of eligibility for a normal unreduced retirement benefit from the Indiana State Teacher's Retirement Fund as determined under IC 5-10.2-4-1(b).

c. If a Category I or Category II School Employee retires or dies during this amortization period, the School Employer shall pay to the New Plan in the School Employee's year of retirement or death any remaining amortization payments, subject to applicable limits set by the Internal Revenue Service. Any amount in excess of those IRS limits shall be paid by the School retirement or death.

4. Tier III: Annual Contribution

This Tier shall apply to School Employees who are classified in Category III status. The School Employer shall make an annual contribution to every Category III School Employee's account in the New Plan in an amount equivalent to one percent (1%) of the Category III School Employee's annual Salary and Wages as determined under Article IV. Each Category III School Employee shall vest in the benefits under Tier III upon the completion of ten (10) continuous years of service with Mitchell Community Schools.

5. Tier IV: Annual Contribution

This Tier shall apply to School Employees who are classified in Category IV Status. The School Employer shall make an annual contribution to every Category IV School Employee's account in the New Plan in an amount equivalent to one-half percent (.5%) of the Category IV School Employee's annual Salary and Wages as determined under Article IV. Each Category IV School Employee shall vest in the benefits under Tier IV upon the completion of ten (10) continuous years of service with Mitchell Community Schools.

6. Calculations

In each case in this Section where reference is made to the present value of the formula agreed to by the parties, the parties understand and agree that means the value using the data and assumptions agreed to by the parties, the discounts and the manner of applying those discounts agreed to by the parties and the amortization agreed to by the parties, all as evidenced in the final sheets prepared by the actuary concurrent with signing this Contract.

7. School Employee Direction of Individual Account in New Plan

Upon adoption of this Contract, the Vendor Committee shall conduct a search for an outside vendor to administer the New Plan. The search shall be conducted by submitting a Request for Proposals to all vendors deemed qualified under criteria set exclusively by the Vendor Committee. Upon receiving all qualified proposals, the Vendor Committee shall recommend the appropriate vendor to the School Board for approval; with the assistance of outside counsel should it be deemed necessary, according to criteria established solely by the Vendor Committee. The Vendor Committee shall consist of a committee of two (2) School Employees (appointed by the Mitchell Education Association President), two (2) administrators (appointed by the Superintendent or their designee), and one (1) School Board member (appointed by the Board). Every School Employee eligible to participate in the New Plan shall have individual accounts to receive contributions from the School Employer. The School Employee shall have the authority to direct the investment of the amounts contributed to their individual accounts pursuant to administrative guidelines established by the Plan.

B. Health Insurance - Retirement

1. This section applies to School Employees employed by Mitchell Community Schools on June 30, 2002, and who are in Category I or II. Such eligible School Employees who retire under ISTRF from Mitchell Community Schools and who have been employed by Mitchell Community Schools the previous ten (10) consecutive years may choose to remain in the School Employer's group medical insurance program until the age of Medicare eligibility

with the School Employer contributing a maximum of ninety percent (90%) of the same premium payment provided for the School Employee.

2. This section applies to School Employees employed by the Mitchell Community Schools on June 30, 2002, and who are in Category III or IV. Such eligible School Employees who retire under ISTRF from Mitchell Community Schools and who have been employed by Mitchell Community Schools the previous ten (10) consecutive years may choose to remain in the School Employer's group medical insurance program until the age of Medicare eligibility with the School Employer contributing a maximum of the lesser of ninety percent (90%) of the same premium payment provided for the School Employee or three thousand five hundred dollars ($3,500) in the case of single coverage or in the case of a retiree where their spouse is employed by Mitchell Community Schools, six thousand dollars ($6,000) in the case of family coverage, or eight thousand dollars ($8,000) in the case of employment of both spouses.

ARTICLE VII
GRIEVANCE PROCEDURE

This Grievance Procedure, hereinafter referred to as "Procedure", stipulates the conditions under the procedures by which grievances alleged by certain school employees as defined in Article I of this Contract shall be processed. If any such grievances arise, there shall be no stoppage or suspension of work because of such grievances; but such grievances shall be submitted to the following grievance procedures.

A. DEFINITIONS

As used in this Procedure:

1. "grievance" means, and shall be limited to, an alleged violation of an express Article or Section of this written Contract, except where such Article or Section is exempt from this Procedure;

2. "Superintendent" means the chief administrative officer of the School Corporation, or any person(s) designated by them to act in their behalf in dealing with school employees;

3. "grievant" means the teacher or teachers directly affected by the alleged violation making the claim;

4. "days" means calendar days.

B. STRUCTURE

1. Nothing herein contained shall be construed as limiting the right of

any teacher having a grievance to proceed independently of this Procedure.

2. The grievant may choose to be represented by the Association at all levels of the Procedure, limited, however, to a total of two (2) such representatives. Nothing contained herein shall be construed to prevent a teacher from presenting a grievance and having the grievance adjusted if the adjustment is not inconsistent with the terms of this Contract and the Association has been given the opportunity to be present at such adjustment.

3. There shall be no additional evidence, material, allegation, or remedy submitted by the grievant or their representative during the grievance process, once a formal grievance has been filed at Formal Level One, provided, however, that the Superintendent shall waive the restrictions on additional evidence or material stipulated herein upon request of the grievant provided that the Superintendent determines said additional evidence or material was either not known or not available to the grievant at the time said grievance was filed at Formal Level One.

C. PROCEDURE

The number of days indicated at each level should be considered as maximum. The time limits specified may, however, be extended by mutual agreement of the grievant and School Employer.

D. FORMAL GRIEVANCE

1. Level One

a. Within seven (7) days of the time the grievant first knew or should have known of the act or condition upon which it is based, the grievant shall file the grievance with the principal, or their designee, in writing, signed by the grievant, on the appropriate grievance form. The written grievance shall name the teacher involved, shall state the facts giving rise to the grievance, shall identify by specific reference all express Articles or Sections of this Contract alleged to be violated, shall state the contention of the grievant with respect to the provision(s) of said Articles or Sections, and shall indicate the specific relief requested. The grievant may be accompanied by a representative as provided as provided herein, provided their principal is informed in advance of the grievant's desire to have a representative present.

b. Within seven (7) days after receiving the written grievance, the principal, or their designee, shall communicate their answer in writing to the grievant.

2. Level Two

a. In the event that the grievance is not resolved at Level One, or if no written decision has been rendered within the time limit provided, the grievant may appeal the decision to Level Two provided said appeal is filed with the Superintendent within ten (10) days of receipt of the written answer at Level One, or within seventeen (17) days after presentation of the grievance at Level One if no written answer has been rendered. The appeal shall include a copy of all materials and evidence previously submitted and a copy, at the same time, shall be given to the principal involved.

b. The grievant shall submit the written claim, signed by them, to the Superintendent. Within ten (10) days from the receipt of the grievance the Superintendent shall render a written decision to the grievant as to the resolution of the grievance. The Superintendent shall hold a meeting with the grievant prior to the rendering of the written decision, and an additional fourteen (14) days beyond the ten (10) days shall be allowed if the Superintendent determines further investigation is necessary.

3. Level Three

In the event the grievance is not resolved at Level Two, or if no written decision has been rendered within the time limit provided, the grievant may submit the grievance to the School Employer provided the grievant files said written appeal with the School Employer within seven (7) days of receipt of the Superintendent's written answer, or if no written decision has been rendered by the Superintendent, either within seventeen (17) days or within thirty-one (31) days after presentation of the grievance at Level Two, whichever is applicable. Within thirty (30) days from receipt of the grievance, the School Employer shall hold a hearing to consider and finally rule on the disposition of the grievance. Such final decision shall be communicated to the grievant, in writing, within five (5) days.

A. GRIEVANCE PROCEDURE MISCELLANEOUS

1. Decisions rendered at Formal Level One, Level Two, and Level Three of this Procedure shall be in writing.

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

3. All necessary forms for grievance procedures set forth in this Procedure shall be provided by the Superintendent.

4. Any grievance not filed within the time limit specified in Level One shall not be processed.

5. Failure at any level of this Procedure to render the decision on a grievance within the specified time limits shall permit the grievant to proceed to the next level, unless said time limits are extended by mutual consent of both parties. However, the grievance must be appealed by the grievant to the next level within

the specified time limit for that level or said grievance shall be deemed resolved by the School Employer's answer at the previous level and abandoned.

6. Any hearing at the Informal Level and at Formal Level One, Level Two and Level Three shall be held during nonteaching hours unless otherwise directed by the School Employer.

7. No teacher shall use this Procedure to appeal any decision by the School Employer or administration for which there is another remedial procedure or forum established by law or by regulation having the force of law.

8. No teacher shall use this Procedure to appeal any decision by the School Employer or administration if such decision is applicable to a State or Federal Regulatory Commission or Agency.

9. Teachers shall follow all written and oral directives of the School Employer, even if such directives are allegedly in conflict with this Contract. Compliance with such directives will not in any way prejudice the teacher's right to file a grievance within the time limits herein, nor shall compliance affect the ultimate resolution of the grievance.

10. Any grievance which arose prior to the effective date of this Contract shall not be processed.

11. This Procedure supersedes and cancels all previous grievance policies or procedures, oral or written or based on alleged past practices or procedures, and constitutes the entire procedure for the processing of grievances.

ARTICLE VIII
MISCELLANEOUS

A. Criminal Background Checks

The School Employer will pay criminal background check fees.

B. Ancillary Duty Pay

The purpose of ancillary duty pay is to compensate teachers when they are asked by an administrator or a person authorized by an administrator to take on duties that would normally be considered outside the scope of the teacher's regular duties during the contract day, or for duties outside the contract day. These would include, but not be limited to covering a class for another teacher during their normal prep time, absorbing students from other classes into their class time, or attending conferences etc. For purposes of ancillary duty those attending conferences, etc. would only be compensated if the conference were held on a non-contracted time. (summer, weekend, evening, etc.) No ancillary duty compensation would be given for outside conferences held on a school day.

Losing prep time for normal accepted teacher duties during the day, (pep rallies, field trips, fire drills, etc.) would not be eligible for compensation under ancillary duty pay.

In order to qualify for ancillary duty pay the following criteria would need to be met.

1. An administrator or an authorized agent of the administrator (building secretary, etc.) initiated the request for the teacher to do the extra duty.
2. The teacher's prep time was used for this duty, or the teacher was requested to complete a duty outside the normal contracted day, except for when a teacher is asked to absorb students from another teacher's classroom for whatever reason (normally a lack of a sub). In that case, the teacher would be eligible for compensation for the amount of time that the students were assigned to them, regardless of whether or not there was prep time involved, because the duty is outside the scope of the teacher's normal workload.
3. The duty was more than the better portion of one hour of a course period. If a teacher is asked to cover for less than 30 minutes or to take another teacher's students for less than 30 minutes, there would be no ancillary duty compensation.

An ancillary duty pay timesheet should be completed by the teacher and administrator. Both parties should sign the timesheet. The timesheet will also be signed by a district administrator. This timesheet will meet the requirements for payroll and the Indiana State Board of Accounts.

Ancillary duty pay will be given in the amount of $200 per day, $100 per half day or $34 per hour.

C. Dual Credit Stipends

Teachers teaching AP and dual credit courses will receive a $1,000 stipend per semester that the course is taught.

D. COSMOS Shared Courses

Teachers teaching students from Orleans or Shoals Schools as part of COSMOS will receive $50 per Orleans/Shoals student for non-dual credit courses per semester and $100 per Orleans/Shoals student for dual credit courses per semester.

E. Multilingual Learner Teacher of Record Stipend & Interpreter Stipend

Compensation for additional roles and responsibilities in addition to contracted duties per the MCS Master Teacher Contract would be as follows:

- $50 per EL student per semester

*Note: EL student must have been enrolled for half or more of the semester to count for compensation

Compensation for assisting office staff during enrollment, family meetings, etc. as an interpreter for multilingual students/families will be paid at the ancillary duty pay rate of $34 per hour. An ancillary duty pay timesheet should be completed by the interpreter and signed by building administration and district administration.

F. Deaf/Hard of Hearing Stipend

Com pensation for additional roles and responsibilities in addition to contracted duties per the MCS Master Teacher Contract would be as follows:

- $7,500 per year

The DHH teacher must have a valid and current Indiana Deaf/Hard of Hearing license from the Indiana Department of Education.

G. Work Product

Any work product created by a teacher for use in their classroom would be the property of that teacher and could be sold or disseminated at the discretion of the teacher.

ARTICLE IX
SEVERABILITY CLAUSE

Should any Article, Section or Clause of this Contract be declared illegal by a court of competent jurisdiction, said Article, Section or Clause as the case may be, shall be automatically deleted from this Contract to the extent that it violates the Law, but the remaining Articles, Sections and Clauses shall remain in full force and effect for the duration of this Contract, if not affected by the deleted Article, Section, or Clause.

ARTICLE X
TERM OF CONTRACT

The term of this Contract shall be for a period of one (1) year, beginning July 1, 2025, and terminating June 30, 2026, on all sections of this Contract.

There shall be no guarantee of future row/column movement on the salary schedule expressed or implied outside the terms of this contract. Movement or lack thereof on the salary schedule shall be determined with each bargaining cycle.

IN WITNESS WHEREOF, the parties hereto have executed the 2025-2026 Compensation Grid (Appendix "A-1"), the 2025-2026 Compensation Model (Appendix "A-2") and the 2025-2026 Extra-Curricular Schedules (Appendix "B") of this Contract at Mitchell, IN on October 1, 2025.

The undersigned also attest to the following:

A public hearing (Pre-formal Bargaining Hearing) was held in compliance with Indiana Statute on August 27, 2025. Electronic participation was not available.

A public meeting in compliance with Indiana Statute was held on September 26, 2025 to discuss the tentative agreement. Electronic participation was not available.

A public meeting in compliance with Indiana Statute was held on October 1, 2025 for Board ratification of the tentative agreement. Electronic participation was not available.

Mitchell Education Association	Board of School Trustees Mitchell Community Schools
Crystal Boins	[signature]
President MEA	President of the Board
Amy Pleasant	Chris Shaw
Bargaining Chair MEA	Secretary of the Board

APPENDIX A-1
2025-2026 COMPENSATION GRID

	1	2	3	4
A	$45,000	$45,150	$47,253	$47,403
B	$46,000	$46,150	$48,253	$48,403
C	$47,000	$47,150	$49,253	$49,403
D	$48,000	$48,150	$50,253	$50,403
E	$49,000	$49,150	$51,253	$51,403
F	$50,000	$50,150	$52,253	$52,403
G	$51,000	$51,150	$53,253	$53,403
H	$52,000	$52,150	$54,253	$54,403
I	$53,000	$53,150	$55,253	$55,403
J	$54,000	$54,150	$56,253	$56,403
K	$55,000	$55,150	$57,253	$57,403
L	$56,000	$56,150	$58,253	$58,403
M	$57,000	$57,150	$59,253	$59,403
N	$58,000	$58,150	$60,253	$60,403
O	$59,000	$59,150	$61,253	$61,403
P	$60,000	$60,150	$62,253	$62,403
Q	$61,000	$61,150	$63,253	$63,403
R			$64,253	$64,403
S			$65,253	$65,403
T			$66,253	$66,403
U			$67,253	$67,403
V			$68,253	$68,403
W			$69,253	$69,403
X			$70,253	$70,403
Y			$71,253	$71,403
Z			$72,253	$72,403
AA			$73,253	$73,403
BB			$74,253	$74,403
CC			$75,253	$75,403
DD			$76,253	$76,403

This compensation grid does not, nor is it intended to, represent years of experience or service.

Columns 2 & 4 are only for teachers who possess the Indiana Literacy Endorsement.

Salaries listed on this grid include the three percent (3%) teacher contribution to ISTRF.

The number of teacher work days in the 2025-2026 school year is 184. (For informational purposes only)

APPENDIX A-2
COMPENSATION MODEL

The compensation model bargained between the Mitchell Community School Corporation and the Mitchell Education Association is set forth below. A compensation model must use a combination of at least two (2) of the following factors: Possession of content area degrees and content area credit hours beyond the requirements for employment and years of experience (which cannot account for more than fifty percent (50%) of a teacher's salary increase); teacher evaluation; instructional leadership roles; and meeting academic needs of students. This model uses teacher experience/education and meeting the academic needs of students as criteria to earn a base salary increase. Definitions of these factors are set forth below.

The parties have agreed that teachers will receive base salary increases during the 2025-2026 school year in accordance with the compensation model set forth below.

<u>General Eligibility Criteria:</u>

In order to be eligible for an increase in pay, the teacher must have been employed by the Mitchell Community Schools for at least 120 days for the 2024-2025 school year.

<u>Factors and Definitions:</u>

Experience/Education: The teacher was employed with the Mitchell Community Schools for at least 120 days in the prior school year, and/or possesses an additional content area degree.

Meeting Academic Needs Definition #1: The importance of retaining all teachers in the Corporation to provide educational continuity for students.

Meeting Academic Needs Definition #2: This salary increase for academic needs is a teacher retention catch-up, defined as the adjustment of the salary of a returning teacher whose current salary is $1,000 or more below the starting salary of a new teacher with equivalent experience and education.

<u>Distribution Plan:</u>

For the 2025-2026 school year the Salary grid will be increased across the board by $1,605 which will move the beginning teacher salary to the mandated minimum of $45,000. All teachers who satisfy the eligibility criteria by having been employed at least on hundred twenty (120) days in the prior school year will receive this with referenced above increase with $802.50 attributed to Experience/Education (not exceeding 50%) and the remaining $802.50 attributed to Academic needs definition #1.

In addition, all eligible teachers who are not at the top of the salary grid and satisfy the general eligibility criteria will move one step on the salary grid for an increase of $1,000.

$500 of that increase will be attributed to experience/education (not exceeding 50%) and $500 of that increase will be attributed to meeting academic needs definition #1.

In addition, eligible teachers who satisfy the meeting academic needs definition #2 will receive an additional increase in their base salary in them amount of $1,000, $2,000 or $3000 depending on the groupings below:

$1,000- teachers 2125, 2285,2289,2581,2271,2126,2148,2447,2587,2283,2133.
$2,000- teachers 2480, 51462, 51425
$3,000- teachers 2132, 2143, 2164

Because the teacher retention catch-up increase under the meeting academic needs definition #2 is a salary adjustment made in comparison to new teacher salaries, they are exempt from the 50% limitation on experience and education.

Returning teachers at the top of the salary grid who have no step to move up to will receive a one-time stipend in the sum of $1,000.

Literacy Endorsement

Columns 2 & $ of the Compensation Grid (A-1) are for teachers who possess the Indiana Literacy Endorsement and are $150 higher than those on that step who do not.

Placement of New Teachers on the New Hire Salary Schedule

The superintendent will use their best judgment in placing each new teacher on the salary schedule in a step that is fair and equitable to the closest current employees. Teachers hired before the implementation of this contract at a level below the new minimum salary level will be placed at the new minimum salary level.

All state accredited public school and/or private school experience will be considered when hiring new teachers. (effective school year 2025-2026)

Shortage of qualified applicants: When a shortage of qualified applicants occurs as determined by the superintendent, the superintendent will have the discretion to establish a starting salary of no more than two (2) steps above where the teacher would normally fall on the salary grid without consultation with the Association president. Any deviation of more than two (2) steps will require consultation with the Association president before establishing a salary.

Lack of Funding

If sufficient funding is not available in any future year to fund complete movement on the salary schedule of all teachers who would otherwise meet the requirements to move on the schedule, then the parties will negotiate an alternative compensation arrangement that is compliant with Indiana law and comports with the funding available (if any) at that time.

Salary Range

The salary range before implementation of this contract for the 2025-2026 school year is $43,395 - $73,648 including the three percent (3%) ISTRF contribution.

The salary range after implementation of this contract for the 2025-2026 school year is $45,000 - $76,403. This will make the beginning salary compliant with the $45,000 minimum salary mandate.

APPENDIX B
Extra-Curricular Schedule

2025-2026

*Numbers listed in “Names of Positions” & “Positions in Category” are for informational purposes only and were not bargained.
Indices are computed on a base of $7708

Category	Name of Position	Positions in Category	Index Value	Dollar Value	-3% TRF	Contract Amount
A		**4**	**1.000**	**$7,708**	**(231.00)**	**$7,477**
	Varsity Basketball - Boys					
	Varsity Football					
	Varsity Basketball - Girls					
	Varsity Volleyball					
B		**1**	**0.750**	**$5,781**	**(173.00)**	**$5,608**
	Strength Coach					
C		**9**	**0.580**	**$4,471**	**(134.00)**	**$4,337**
	Asst. Varsity Basketball/Junior Varsity - Boys					
	Asst. Varsity Football (2)					
	Varsity Cross Country - Boys & Girls					
	Varsity Baseball					
	Varsity Girls Softball					
	Asst. Varsity Basketball - Girls					
	Assistant Varsity Volleyball					
	Varsity Soccer					
D		**4**	**0.480**	**$3,700**	**(111.00)**	**$3,589**
	Junior Varsity Football (2)					
	Varsity Track - Boys & Girls					
	Varsity Wrestling Boys					
	Varsity Wrestling Girls					
E		**6**	**0.430**	**$3,314**	**(99.00)**	**$3,215**
	Cheerleader Sponsor - MHS					
	Dance Team - MHS					
	High School C Team - Boys					
	Varsity Golf - Boys					
	Varsity Golf - Girls					
	eSports Coach					
F		**2**	**0.400**	**$3,083**	**(92.00)**	**$2,991**
	Summer Band					

	Varsity Singers					
G		**1**	**0.340**	**$2,621**	**(79.00)**	**$2,542**
	Regular Band					
H		**18**	**0.330**	**$2,544**	**(76.00)**	**$2,467**
	Asst. Varsity Track - Boys					
	8th Grade Basketball - Boys					
	8th Grade Football					
	Asst. Baseball					
	Asst. Wrestling Boys					
	Asst. Wrestling Girls					
	Asst. Varsity Track - Girls					
	7th Grade Basketball - Boys					
	7th Grade Football					
	Asst. Softball					
	7th Grade Girls Basketball					
	8th Grade Girls Basketball					
	7th Grade Volleyball					
	8th Grade Volleyball					
	7th Grade Baseball Coach					
	8th Grade Baseball Coach					
	7th Grade Softball Coach					
	8th Grade Softball Coach					
	MJHS Soccer					
I		**15**	**0.200**	**$1,542**	**(46.00)**	**$1,495**
	Junior High Track - Boys					
	Junior High Track - Girls					
	Student Council - MJHS					
	Student Council - MHS					
	Play or Musical Performance					
	Cheerleader Sponsor - MJHS					
	Dance Team Sponsor - MJHS					
	High School SADD					
	Robotics Coach (3)					
	HOSA					
	FFA					
J		**14**	**0.160**	**$1,233**	**(37.00)**	**$1,196**
	6th Grade Basketball - Boys					
	6th Grade Basketball - Girls					
	5th Grade Basketball - Boys					
	5th Grade Basketball - Girls					
	Jr. High Cross Country -					

	Boys					
	Asst. Jr. High Football					
	Junior High Wrestling					
	Publications - MHS					
	Publications - MJHS					
	6th Grade Volleyball					
	Head Color Guard Coach					
	Head Winter Guard Coach					
	Bass Fishing					
K		**3**	**0.143**	**$1,102**	**(33.00)**	**$1,069**
	Asst. Junior High Track					
	Prom Chairman (2)					
L		**1**	**0.110**	**$848**	**(25.00)**	**$822**
	Senior Class Sponsor - Chairman					
	Asst. Winter Guard Coach					
M		**5**	**0.104**	**$802**	**(24.00)**	**$778**
	Boys Basketball Concessions - funds go to Prom					
	MJHS Golf					
	Table Top Club Sponsor (2)					
	Beez Dance					
N		**1**	**0.085**	**$655**	**(20.00)**	**$636**
	Academic Team - MHS					
O		**3**	**0.08**	**$617**	**(18.00)**	**$598**
	Senior Class Sponsor - Support (3)					
P		**3**	**0.065**	**$501**	**(15.00)**	**$486**
	Hoosier Academic Spell Bowl - MJHS					
	Math Bowl - BES					
	Story Book STEAM					
Q		**8**	**0.062**	**$478**	**(14.00)**	**$464**
	National Honor Society - MHS					
	Junior Honor Society - MJHS					
	Tri-Hi-Y - MHS					
	Art Club Sponsor (3)					
	Science Club					
	Key Club					
	Fellowship of Christian Athletes (FCA) (2)					
R		**0**	**0.058**	**$447**	**(13.00)**	**$434**
	No current positions					

NOTE: Sponsors of all non-credit programs not on the ECA schedule will be paid twenty-five dollars ($25.00) per hour, less three percent (3%) to pay their share of the Indiana State Teachers' Retirement Fund contribution.

Three percent (3%) shall be deducted from the pay of each school employee (teacher) to pay their share of the Indiana State Teachers' Retirement Fund (ISTRF) contribution.