MASTER CONTRACT

BETWEEN

Plymouth Education Association

and

The Plymouth Community School Corporation

July 1, 2026

to

June 30, 2027

ASSOCIATION RATIFIED: October 22, 2026

BOARD RATIFIED: November 2, 2026

PREAMBLE

This Master Contract entered into this 1st day of July 2026 by and between the PLYMOUTH COMMUNITY SCHOOL CORPORATION, by and through its Board of School Trustees, hereinafter called "Board", and the PLYMOUTH EDUCATION ASSOCIATION, an affiliate of the Indiana State Teachers Association and the National Educational Association, hereinafter called "Association". This contract is established for the 2026-2027 school year.

W I T N E S S E T H:

ARTICLE I
RECOGNITION AND REPRESENTATION

Section 1. Recognition

The Board recognizes the Association as the sole and exclusive bargaining representative in accordance with the provisions of Indiana Code 20-29-1 through Indiana Code 20-29-9, for the purpose of bargaining collectively in accordance with the provisions of the above mentioned Indiana Code, for the certified school employees of the Plymouth Community School Corporation as the term "school employee" is defined by IC 20-29-2-13, but excluding from such representation Superintendents of Schools as defined by IC 20-29-2-18; Assistant Superintendents of Schools as defined by IC 20-29-2-19(3); Principals, Assistant Principals, Administrative Assistants and other Supervisors as defined by IC 20-20-2-19, which supervisors are presently limited to Director of Athletics, Director of High School Guidance, and all other excluded by the terms of IC 20-29-1 through IC 20-29-9. Other exclusions include Fully Certified Speech Language Pathologists and School Psychologists.

Section 2. Intent of Contract

It is the intent of the parties that the provisions of this Contract shall serve as a means for a peaceful and orderly settlement of all disputes that may arise during the life of this Contract and that for its term it embodies the entire agreements of the parties in respect to all subjects bargained collectively. Nothing in this section shall prevent the board and the Association from reaching mutual understanding respecting these matters and as to the application or interpretation of any of the provisions of this Contract.

Section 3. Dues Payroll Deduction

The corporation shall provide a system of payroll deduction for Association membership dues. The authorized amount will be deducted in seventeen (17) equal payments beginning with the first (1st) paycheck in October. The Plymouth Education Association President or a designee appointed by the President will submit a list of Association members participating in payroll deduction.

ARTICLE II
DEFINITIONS

As used herein, the following words and phrases shall be deemed to have the meanings as follows:

A. "School Corporation" shall mean the Plymouth Community School Corporation situated in the County of Marshall, State of Indiana.
B. "Teacher" shall refer to each employee of the School Corporation who is a part of the bargaining unit as herein defined.
C. "Board" shall include its authorized officers, representatives and designated agents of the PCSC Board of Trustees.
D. "Association" shall include its authorized officers, representatives and designated agents of the Plymouth Education Association.

ARTICLE III
COMPENSATION MODEL

Section 1. Salary Range

A. The salary range for returning teachers is $47,000 - $77,848.
B. After the 2026-27 teacher contract ratification, the salary range will be $47,000- $79,848.
C. Once teachers reach $79,848 as their base salary, they will no longer receive a base salary increase but will be eligible for a stipend equivalent to any base salary increases all other teachers receive.

Section 2. General Eligibility

1. Except as provided in B below, a teacher who received an evaluation rating of ineffective or improvement necessary in the prior school year is not eligible for any salary increase and remains at their prior year salary.
2. A teacher who is in the first two full years of instructing students who receives an evaluation rating of improvement necessary or ineffective is eligible for a salary increase.
3. A teacher must work at least 120 days to qualify for a base salary increase.
4. Any increase will not be paid to teachers who are no longer employed by PCSC as full time certified teachers as of the date of ratification.

Section 3. Factors and Distribution

A. Evaluation Rating – Teachers who receive an evaluation rating of Effective or Highly Effective will receive a $1,000 increase to their 2026-2027 base salary.

B. Academic Needs of Students — Teacher Retention Catch-up Increase — For the 2026-2027 school year, any eligible teacher who after the increase for the evaluation rating factor is below the current year beginning salary of a new teacher with the same years of experience will receive an additional pay increase in order to put the teacher at the beginning base salary as listed in Article 3, Section 4-B (New Teachers to PCSC) with the same years of experience as the new teacher. Academic needs of students are based on the need to retain teachers based on the salaries of newly hired teachers. The salary increase for the academic needs factor ranges from $0 to $1,500.

C. Redistribution - Any funds otherwise allocated for teachers rated ineffective or improvement necessary will be equally distributed to all teachers rated effective or highly effective. The redistribution will be paid as a stipend after all salary increases have been awarded for the current contract period.

D. Literacy Endorsement Differential - Teachers who possess a literacy endorsement at the time of Board approval of the contract will receive a $100 increase to their base salary.

Section 4. New Teachers to PCSC

A. New Teachers to PCSC shall be defined as someone who has not been employed by the corporation in a certified position in the last 12 months.

B. All new teachers to the corporation will be recommended by the Superintendent for an initial salary consistent with the academic needs of the corporation. The new teacher shall be brought in at an initial base salary respective to that teacher's years of teaching experience as outlined below. A new teacher can be brought in at no less than the base salary associated with zero years of experience.

Years of Experience	Beginning Base Salary
0	$47,000
1	$48,250
2	$49,500
3	$50,750
4	$52,000
5	$53,250
6	$54,500
7	$55,750
8	$57,000
9	$58,250
10	$59,500
11	$60,750
12	$62,000
13	$63,000
14	$64,000
15	$65,000
16	$66,000
17	$67,000
18	$68,000
19	$69,000
20	$70,000
21	$71,000
22	$72,000
23	$73,000

24	$74,000
25+	$75,000

Section 5. Hiring Retired Teachers

A. When PCSC hires a retired teacher, the teacher's pay shall be up to, but not more than $51,000 per year. If a retired teacher is hired for an entire school year, that teacher shall receive benefits excluding the VEBA, teacher retirement, and medical insurance. That teacher shall receive a stipend of $4,500 to be used for their own medical insurance or supplemental Medicare insurance. If the teacher is hired for part of a year, that teacher shall not receive benefits. If the teacher works for the entire year, but less than a full day, the teacher shall receive a proportionate amount of applicable benefits.

Section 6. Special Assignment

A. The Special Assignment salary range covered by this Contract is set forth on Appendix A, which is attached hereto, and incorporated in this Contract. Such salary shall be the total compensation for the performance of such special assignment regardless of when such services are performed.

Section 7. Deductions

A. Deductions from teachers' salaries for daily absence not covered by provisions listed shall be made at the rate of one nth, where n is the number of teacher days in the school year as determined by the Superintendent.

Section 8. Mileage

A. Teachers required in the course of their work to drive personal automobiles from one school building to another shall receive a care allowance set by the Board at the organization meeting, which will be equal to the IRS rate rounded down to the nearest cent. This same rate will apply to those teachers driving personal cars to approved professional leave meetings. The same allowance shall be given for use of personal cars for field trips or other business of the school corporation when required.

Section 9. Tuition and Required License Exam Reimbursement

A. It is understood that there is often a need for staff members to obtain new credentials to teach classes they are not currently credentialed to teach. This process may include taking additional coursework or taking a required licensing exam. When approved by the building principal and the Superintendent of Schools, a staff member shall receive reimbursement for tuition and a stipend. Conditions of the reimbursement and payment of a stipend are established below:
   i. Any coursework taken must be pre-approved by the building principal and superintendent in order for the staff member to receive reimbursement and the stipend for courses completed and passed.
   ii. Tuition for classes will be paid at the rate of the state university where the class or classes are taken.
   iii. If the classes are not taken at a state university, reimbursement will be limited to the tuition rate at IUSB.
   iv. If the coursework is not available at a state university, the school shall reimburse the total amount of the tuition paid by the teacher.
   v. Tuition reimbursement shall be available upon teacher's enrollment and payment of tuition. The teacher shall complete the course and earn a passing grade. If the teacher fails to complete the course or earn a passing grade, the teacher shall reimburse the school corporation the amount in its entirety.
   vi. Upon completion of the course and attainment of a passing grade, the teacher shall receive a $500 stipend. This can only be earned once each semester and once during the summer if a course is completed and passed during those respective time frames. A teacher may not earn more than $500 for a semester or summer of coursework, regardless of the number of classes taken during those times. The PCSC Calendar, as of the date of its initial adoption by the school board, will be used to determine semester and summer time frames.

B. When approved by the building principal and the Superintendent of Schools, a staff member shall receive reimbursement for the cost of the required licensing exam. Conditions of the reimbursement are established below:
   i. The cost of the required licensing exam shall be reimbursed after the successful completion of the exam.
   ii. Study materials up to $100 shall be reimbursed with appropriate receipts.
   iii. Teachers who successfully complete the required licensing exam will receive a stipend of $500.

C. Funds for tuition and licensure exam reimbursement and stipends for successful course completion as described in this section shall be budgeted in the amount of at least $15,000 a school year through Title II. If Title II funds are no longer available, reimbursement and the stipend for successful course completion will not be available until both parties agree to a source of reimbursement and stipend.

Section 10. Professional Development

When money is available for professional development through grants, teachers shall be paid $20.00 per hour for time spent in training that is approved by the corporation and occurs outside of contracted days or hours.

Section 11. Teachers as In-house Substitutes

A. Effective October 12, 2020, at the request of a building administrator or his/her designee, teachers shall be paid for substitute teaching in place of another instructor during the teacher's own preparation period. Teachers shall be compensated at a rate of $33.87 per hour (hourly rate of a beginning base salary as listed in Article 3, Section 4-B (New Teachers to PCSC)). At the K-6 level, this includes a teacher supervising students who are scheduled for related arts/specials during the teacher's own preparation period or a teacher substitute teaching in place of a related arts/specials instructor during the teacher's own preparation period. This does not include the loss of unassigned periods that may occur due to daily schedule changes including but not limited to school assemblies, field trips, delays, testing, or lost periods.

ARTICLE IV
GRIEVANCE PROCEDURE

Section 1. Definition

A. For the purpose of this Contract, a grievance is defined as a difference, dispute, complaint or misunderstanding regarding the interpretation of a compliance with the provisions of this Contract.

B. The term "day" when used in this Article shall be a regular school teaching day of the School Corporation except that during the summer recess the term "day" shall mean a calendar day excluding Saturdays, Sundays, and legal holidays. Grievances processed hereunder shall be processed immediately in accordance with the provisions herein set forth.

Section 2. Procedure

The grievance procedure shall be as follows:

A. Within ten (10) working days subsequent to the occurrence, or the time the teacher knew of the occurrence of facts giving rise to a grievance, the teacher and an Association representative, if the teacher so desires, may report the matter to the teacher's administrative supervisor and attempt to settle the grievance thereby and such immediate administrative supervisor shall give his/her decision within three (3) days after the presentation of the matter.

B. If the decision of such administrative supervisor is unsatisfactory to the teacher, the teacher and an Association representative, if the teacher so desires, may, within seven (7) days subsequent to such supervisor's decision, submit the matter to the teacher's principal; provided, however, that such submission of the matter will be made by reducing to writing the teacher's grievance in triplicate, on forms made available to the teacher by the Association and one copy will be delivered to the principal, one copy to the Association, and one copy retained by the grievant. The matter will be discussed, within five (5) days, at a meeting among the principal, the teacher and the Association, if the teacher so desires. The principal, within five (5) days after such meeting shall give his/her decision, in writing, a copy of which shall be submitted to the persons processing the grievance.

C. In the event the decision of the principal is unsatisfactory to the teacher, within five (5) days subsequent to such principal's decision, the teacher and the Association representative, if the teacher so desires, may appeal the grievance to the Superintendent and the matter will be discussed by the Superintendent, the teacher and the Association representative, if the teacher so desires, within five (5) days thereafter, and within five (5) days subsequent to such meeting, the Superintendent will give the persons processing the grievance the Superintendent's decision in writing.

D. In the event the decision of the Superintendent is unsatisfactory to the teacher, within five (5) days subsequent to the Superintendent's decision, the teacher and the Association representative, if the teacher so desires, may appeal the grievance to the full Board of School Trustees of the School Corporation and within thirty (30) days thereafter the matter will be discussed by the teacher and the Association representative, if the teacher so desires, and a majority of the full Board of School Trustees of the School Corporation and within seven (7) days thereafter the full Board of School Trustees of the School Corporation will give the persons processing the grievance the decision of the Board of School Trustees in writing.

Section 3. Time for Processing

Grievances shall be processed at times mutually acceptable to the parties. Time limits for the processing of grievances may be extended by mutual consent of the parties. If, after a grievance is timely filed, it is not timely processed by the respective parties, it

shall be deemed to advance the grievance to the next step.

Section 4. General and Special Grievance
When the Association has a grievance, general in nature, which is not related to a particular teacher or teachers of any building, or to a particular administrator, it may be presented in writing by the Association at Step C of the grievance procedure, and subsequently the grievance shall follow the regular steps of the procedure.

Section 5. Summary
The Board and the Association agree that the grievance procedure herein outlined is adequate to provide a fair and final determination of all grievances arising under this Contract.

ARTICLE V
LEAVES OF ABSENCE

Section 1. Illness or Injury
Each teacher shall have eight (8) days sick leave occasioned by illness or accident during such teacher's first year of employment by the School Corporation and six (6) such sick leave each year thereafter. A teacher may accumulate a total of not more than one hundred ninety (190) days of unused sick leave at the end of their contract year. Also, each teacher shall be allowed up to eight (8) days per year of his or her available sick leave in case of serious illness involving a member of the family. Additional days may be taken from available sick leave for a serious illness involving a member of the family upon approval of the Superintendent. Documentation of the extended illness may be required.

The term "family" for such purpose shall be construed to mean a spouse, child, parent, a relative or dependent living in the employee's household, or an individual for whom the teacher is medically responsible. Accumulated sick leave may be used during summer school.

A. In the event any teacher shall have accumulated one (1) or more leave days in another school corporation before being employed by this corporation, then they shall be added for the second and each succeeding year of such employment up to five (5) days of leave until the number of accumulated days to which said teacher was entitled in the last place of employment shall be exhausted.

Section 2. Personal Leave
Personal Leave for the transaction of personal business and/or the conduct of personal or civic affairs shall be granted in accordance with the applicable Indiana Statutes. The following regulations shall also be in effect, except that no regulation, which is contrary to the Statutes, shall be applicable:

A. The leave shall be in keeping with the intent and purpose of the Statutes.
B. During the summer months when the regular school is not in session, a teacher shall be permitted personal leave up to and including the end of summer school without loss of compensation, provided that such leave was not used during the preceding summer or school year. This provision applies only to teachers employed in the School Corporation during the preceding regular school year and teachers who were not under contract the preceding school year are not eligible for leave of absence during the summer months.
C. Personal leave not used and not accumulated as personal days the following year will be added to the employee's cumulative sick leave up to the maximum accumulation of sick leave of one hundred ninety (190) days at the end of their contract year. Five (5) personal leave days shall be granted each year, accumulated to ten (10) days.
D. Personal leave requests must be submitted to a teacher's principal at least 48 hours in advance of the requested leave, except in cases of an emergency.

Section 3. Maternity Leave
Maternity leave shall be granted to teachers in accordance with the provisions of the applicable State Law with respect thereto.

Section 4. Adoption Leave
Except in the case of a child sought to be adopted by a step-parent, a teacher who adopts a preschool child shall be entitled to a leave of absence without pay for a maximum of one (1) school year subsequent to the placement of the child in the teacher's home; provided, however, the adoption leave shall be limited to one (1) teacher per family. The teacher, concurrently with the application for adoption, shall notify the Superintendent of Schools of the expected length of this leave and attach thereto a statement from a duly licensed child placing agency, or the applicable county department of public welfare, certifying that the teacher has made application for adoption. It is mutually understood and agreed that upon the teacher's return from this adoption leave, such return shall be on the first day of a school semester. If there are two teachers in the family, up to five (5) days leave shall be available for the second teacher

for the purpose of adoption. These days of absence with pay must take place within five (5) working days of the adoption. Used adoption leave days for the second teacher will be deducted from the illness leave.

Section 5. Paternity Leave

Up to five (5) days paternity leave shall be available to a teacher immediately following the birth of his child. These days must take place within five (5) working days of the birth or return home from the hospital. Used paternity leave will be deductible from the illness leave.

Section 6. Military Leave

Military Leave shall be granted to teachers in accordance with the provisions of the applicable State and Federal Law with respect thereto.

Section 7. Jury Duty Leave

Upon written application by a teacher and presentation of satisfactory evidence of proof of jury duty, a teacher who is required to serve jury duty shall be paid at the regular rate of pay of such teacher during such jury service, less any and all jury fees or pay received for such service.

Section 8. Professional Leave & In-service

The Board and the Association mutually agree that teachers need professional leave and in-service so that their skills and knowledge can be improved and updated. The Board further agrees that all expenses incurred by teachers while taking professional leave will be reimbursed. Meal reimbursement will be reimbursed at the per diem rate set by the I.R.S. The Board agrees that professional leave days with pay may be granted for the following purposes:

A. Attending and/or participating in professional meetings, educational workshops, seminars, or conferences that promote goals and the mission of the school district.
B. Visitation to other school corporations, educational institutions, businesses, or industry for the purpose of observing instructional techniques, instructional - oriented programs, or acquainting teachers with the needs of the business community.
C. Teachers shall receive written notification in a timely manner, when a request for professional leave is denied. This notification shall state the specific reason or reasons for the denial.
D. A committee of teachers and administrators shall discuss direction of the in-service training. The teachers and administrators on the committee should represent the elementary, middle school, and high school.
E. The Board agrees to budget a minimum thirty-five thousand dollars ($35,000) for certified staff to support the expenses of in-service and professional leave.

Section 9. Bereavement Leave

A. A teacher shall be granted bereavement leave of ten (10) school days within one calendar year for each death in the immediate family, which is defined to mean parent, step-parent, sibling, step-sibling, spouse, child, or step-child.
B. A teacher shall be granted bereavement leave of five (5) school days within one calendar year for each death in the immediate family, which is defined to mean mother-in-law, father-in-law, daughter-in-law, son-in-law, or grandchild.
C. A teacher shall be granted bereavement leave of two (2) days for death of brother-in-law, sister-in-law, grandparent, or grandparent-in-law.
D. A teacher shall be granted a bereavement leave of one (1) day for a friend or other persons not previously defined in Section 9A, 9B, and 9C.
E. A teacher shall be granted bereavement leave of one (1) day in the event the funeral is at least two hundred fifty (250) miles away from the certificated employee's residence.
F. Bereavement leave for other persons or additional days may be approved by the Superintendent of Schools as he/she deems appropriate.

Section 10. Political Leave

Political leave shall be granted to teachers in accordance with the provisions of the applicable State Law with respect thereto.

Section 11. Court Leave

Court leave, without pay, shall be granted to teachers for time necessary to make appearances in any court proceeding; provided, however, that in the event such appearance is required in any matter directly related to the teacher's instructional activities with students, then in that event, such court appearance shall be without loss of pay.

Section 12. Local Association Leave

Upon written request to the Superintendent of the Association President, six (6) days for local association business shall be granted to

the Plymouth Education President and/or designees.

ARTICLE VI
RETIREMENT SEVERANCE BENEFIT

An individual who is employed as a bargaining unit member at the time of retirement or severance from employment will be eligible for the following severance benefits provided the teacher has otherwise satisfied the requirements and conditions described below.

Section 1. Group Health Insurance

Immediately following severance, the teacher and his/her spouse, if any, shall have the option of remaining in the Corporation's current group health insurance plan if all of the following conditions are met as of the date of severance and thereafter:

A. While the retired teacher and spouse, if any, remain enrolled in the health insurance plan, the retired teacher and spouse shall pay the entire insurance premium applicable to the insurance coverage, with the premium payment to be made monthly, said payments to be made on or before the first day of the month. The failure to make a payment when due (including the 30-day grace period) will result in the lapse of coverage or the cancellation of coverage as provided in the insurance plan.
B. Within ninety (90) days of the severance date, the teacher has provided a written request to the School Corporation for continuing insurance coverage for the teacher and spouse, if any. In emergency circumstances, the school corporation may waive the ninety (90) day requirement.
C. The teacher has attained at least fifty-five (55) years of age on the last day of the final year of teaching and is not eligible for Medicare.
D. The teacher was enrolled in the Corporation's group health insurance plan during the school year immediately before severance.

When a retired teacher first becomes eligible for Medicare, the teacher's eligibility to continue to participate in the Corporation's group health insurance plan shall terminate, if not earlier terminated according to applicable law. (The same termination of eligibility shall also apply when a retired teacher's spouse first becomes eligible for Medicare.) It is acknowledged that the parties intend these provisions to comply with applicable federal and state laws that establish an eligible teacher's right to continue health insurance for the teacher and spouse, including if otherwise applicable, Indiana Code 5-10-8-2.6. The right to continue insurance coverage under this article shall be in addition to and not in lieu of rights for continued health insurance coverage under COBRA.

ARTICLE VII
403 (b) ANNUITY PLAN

A. Each teacher may elect to make a salary reduction election and make tax deferred contributions, to a plan described in section 403(b) of the Internal Revenue Code (the "Code") to the maximum limits allowed by the Code. The Board shall forward salary reduction money to the appropriate vendor each month.
B. The school corporation shall maintain a list of approved investment vendors for the salary reduction contributions made to 403(b) Plan.

ARTICLE VIII
RETIREMENT SAVINGS VEBA PLAN

A. The school corporation shall contribute to a voluntary employees' beneficiary association ("VEBA") as described in section 501 (c) (9) of the Code. The Board agrees to contribute one and seventy-five one hundredths of a percent (1.75%) of the teacher's base pay (without adjustment for any extra-curricular pay) to the individual's VEBA as follows:
    a) Medical expense reimbursement account – annually $805.00.
    b) Health insurance premium account – annually 1.75% of a teacher's base pay (without adjustment for any extra-curricular pay) minus $805.00.

    The Board contribution under this provision shall be immediately vested and portable.

B. The Board shall make equal monthly contributions throughout the school year, and will complete its contributions on or before September 1 of each succeeding year. There will be no commingling of accounts and each employee may determine how his or her account shall be invested among the investment options made available by the investment vendor for the VEBA Plan. The single investment vendor for the VEBA plan shall be determined through a mutual agreement between PEA and the

Board.

C. Upon deposit each participant is considered immediately vested in these individual VEBA accounts.

ARTICLE IX
INSURANCE

The Board will sponsor medical insurance, visual insurance, dental insurance, life insurance, and long term disability programs for school employees. Employees may also participate in a salary reduction agreement under Section 125. The insurance policies will be selected by mutual consent of the Board and Association. The master contract is on file in the office of the Superintendent and is available for the review by employees.

Group Insurance: The Board shall offer a group medical insurance program, a group dental insurance program, and a group vision insurance program for all employees. After January 1, 2026 if a teacher chooses PPO Single Plan 1, a maximum of eight thousand eight hundred sixteen dollars and twelve cents ($8,816.12) will be contributed annually toward the cost of a single plan. After January 1, 2026 if a teacher chooses PPO Single Plan 2, a maximum of eight thousand two hundred forty nine dollars ($8,249.00) will be contributed annually toward the cost of a single plan. After January 1, 2027, if a teacher chooses PPO Single Plan 3, a maximum of eight thousand three hundred fifty eight dollars ($8,358.00) will be contributed annually toward the cost of a single plan.

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

After January 1, 2026 if a husband and wife are both full-time employees in the Plymouth Community School Corporation and they choose PPO Family Plan 1,twenty two thousand seven hundred eighty dollars ($22,780.00) will be contributed annually toward a family plan. After January 1, 2026 if a husband and wife are both full-time employees in the Plymouth Community School Corporation and they choose PPO Family Plan 2, twenty thousand one hundred eighty dollars and eighty cents ($20,180.80) will be contributed annually toward a family plan. After January 1, 2026 if a husband and wife are both full-time employees in the Plymouth Community School Corporation and they choose PPO Family Plan 3, twenty one thousand one hundred thirty one dollars and twenty cents ($21,131.20) will be contributed annually toward a family plan.

An employee can elect a single or family plan, but cannot elect both.

The Board shall pay all costs for a Board sponsored group life insurance program. Each employee shall receive fifty thousand dollars ($50,000) single term life insurance coverage with accidental death and dismemberment benefits during the term of the contract.

The Board shall pay all costs for a Board sponsored long-term disability insurance program for the term of this contract. The current LTD Program will remain in effect for the term of this contract.

Salary Reduction Program: The Board will offer the opportunity for employees to participate in a salary reduction agreement under Section 125, including dependent care, cancer insurance, and unreimbursed medical expenses. The Board will pay the initial set-up fees, and teachers shall pay the monthly administrative fee.

The Board shall pay all costs for a Board-sponsored Employee's Assistance Program for the term of this contract.

ARTICLE X
PART-TIME TEACHER

Section 1. Salary Determination

Part-time teachers shall be compensated on a pro-rated basis as determined by their service assignment to the particular building's regular teaching day. Compensation for scheduled in-service days will be included in the teacher's contract.

Section 2. Fringe Benefits

For part-time teachers:

A. The Board shall pay all the cost for the Board sponsored life insurance program.
B. The Board shall pay all the cost for a Board sponsored long-term disability insurance program.

All qualifying part-time teachers will receive the same number of leave days as specified in the contract. However, when a teacher requests to use one of the partial days as scheduled, it will count as one whole day.

Part-time teachers hired after ratification of the 2009-2011 agreement will receive a Board contribution toward health insurance in proportion to the amount of time the teacher is contracted. Those teachers in a part-time position who were employed prior to ratification of the 2009-2011 agreement and receiving a full Board compensation for health insurance will continue to receive the full-time benefit as long as they are contracted at least fifty percent (50%) or more.

When the teachers voluntarily choose to share one job, they will automatically share the health insurance contribution. Thus, each teacher will receive fifty percent (50%) of the medical insurance contribution from the Board.

ARTICLE XI
SICK LEAVE BANK

The School Board and the Plymouth Educational Association agree to a voluntary Sick Leave Bank subject to the following terms, conditions, and procedures.

Section 1. Participation
The Sick Leave Bank Program is open to all classroom teachers as set forth in Article 1 of this contract

Section 2. Structure

A. *The bank will be formed by an initial Board contribution of ten (10) days. In addition, each teacher choosing to participate shall donate one (1) day of personal sick leave.*
   1. No teacher shall be required to participate in the program.
   2. Teachers will be provided with an application form on which they can indicate their desire to participate, or not to participate.
   3. A teacher who does not voluntarily donate one (1) day of sick leave is not qualified to receive benefits from the program.
   4. Participants will donate one (1) day of sick leave only once unless the bank becomes depleted to forty (40) days in which case each participating teacher will be assessed one (1) day of sick leave to replenish the fund.
   5. The bank will be open for enrollment of new participants thirty (30) school days following the opening in the fall.
   6. Teachers new to the system may participate by donating one (1) day of sick leave within thirty (30) days of their first day of work.
   7. All donated days lose their identity.
   8. Upon retirement, retirees may voluntarily donate unused sick days to the sick bank.

B. *The bank will be a continuous year-to-end entity.*

C. *The administration of the bank will be vested in the Sick Leave Bank Committee.*
   1. The Sick Leave Bank Committee shall consist of two Plymouth Educational Association Members appointed by the President of the Association, two administrators appointed by the Superintendent of the Plymouth Community Schools, and the President of the Plymouth Education Association.
   2. The President of the Plymouth Education Association shall serve as the committee chairperson. The chairperson shall vote only in the case of a tie.
   3. An Administrative designee of the Plymouth Community Schools shall present an accounting of the sick leave bank including a list of members, number of days in the bank, number of days used, and number of days repaid, by October 1st of each year to the President of the Plymouth Education Association.

Section 3. Use of the Sick Leave Bank

A. *Application of Need*
   1. Written application by the teacher or a member of his/her family accompanied by a physician's certificate, or other approved medical documentation as determined by the committee, stating the nature, length of disability, and prognosis of the person's condition shall be submitted to the Chairman of the Sick Leave Bank Committee. All medical information concerning an applicant shall be held in strict confidence by the Committee.

2. The Sick Leave Bank shall not be used for maternity unless said maternity results in a medical condition, which prohibits the person from returning to work due to medical reasons.
3. The committee may request the teacher to provide a renewed physician statement, or other approved medical documentation as determined by the committee, as to the nature of the illness or incapacity and a prognosis report for returning to work.

B. Procedure

1. The applicant must have been a donating member of the Sick Leave Bank prior to the time of need.
2. Applications will be acted upon by the Sick Leave Bank Committee. The committee chairperson shall inform the applicant in writing of the decision of the Committee within five (5) working days following the Committee action.
3. Any decision to grant sick leave days to an applicant shall be reported to the Superintendent's office.
4. An applicant must use all of his/her accumulated personal and sick leave days before application may be acted upon by the committee.
5. A maximum of thirty (30) days per teacher can be granted per school year.
6. In cases of chronic illness, the committee may grant up to 30 days of intermittent leave at one time with approved medical documentation as determined by the committee. The committee chairperson and superintendent shall be notified by Human Resources when previously approved intermittent sick bank days are being requested by the applicant.

C. Repayment of Loan

1. The recipient who remains in the employment of the Plymouth Community School Corporation shall repay the bank the borrowed days at a rate of no fewer than two (2) days per school year until the loan has been repaid.
2. A recipient who leaves the Plymouth Community School Corporation and still owes days to the Sick Leave Bank must transfer any accumulated sick leave days to the bank as payment of the loan.
3. Recipients who retire or become totally disabled after borrowing from the Sick Leave Bank and still owe days to the bank are exempt from repayment.

ARTICLE XII
ENTIRE AGREEMENT

This Contract, together with the appendices attached hereto, constitute the entire agreement between parties. In the event any of the provisions of the Contract shall become invalid or unenforceable by reason of any Federal or State law, or by reason of any Executive order now existing or hereafter enacted, such invalidity or unenforceability shall not have any effect on the remaining provisions of this Contract.

ARTICLE XIII
TERM OF AGREEMENT

The foregoing constitutes the contract between the Board and the Association and becomes effective as of the 1st day of July 2026 and shall continue in effect until the 30th day of June 2027 . This contract is effective for the 2026-2027 school year upon the ratification by the Board of School Trustees and the Plymouth Education Association.

The undersigned attest that a public hearing was held in compliance with IC 20-29-6-1(b) on September 1, 2026 and electronic participation from the parties and public was permitted. The undersigned further attest that a public meeting in compliance with IC 20-29-6-19 was held on October 28, 2026 to discuss the tentative agreement and electronic participation from the governing body and public was permitted.

Whenever any notice is required to be given to either of the parties to this contract by the other party either shall do so by registered letter at the following address:

If by the Association to the Board, at:

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

If by the Board to the Association at:

Laura Kruyer, Negotiation Chairperson
Plymouth Education Association
Plymouth High School
#1 Big Red Drive
Plymouth, IN 46563

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals the date first above written.

BOARD OF SCHOOL TRUSTEES OF THE
PLYMOUTH COMMUNITY SCHOOL CORP.

By: Stacey A Patrick — 11/2/2026
Stacey Patrick, Board President — Date

By: Pamela Campbell — 11/2/2026
Pamela Campbell, Superintendent — Date
Chairperson of the Board's Negotiations Team

PLYMOUTH EDUCATION ASSOCIATION

By: Laura Kruyer — 11-2-2026
Laura Kruyer, Negotiations Chairperson — Date

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Appendix A
Special Assignment Schedule

1. Extra-curricular activities experience factor will be based on the years of experience in the position. Teachers may transfer experience from other corporations if the experience is in the same activity. The experience must be equal to or greater than the present position.

2. Exceptions to this will be at the discretion of the Plymouth Board of Education and determined to be in the best interest of the school corporation.

3. Teachers shall never lose experience status in the above-mentioned exception clause.

4. The number of positions listed below were not bargained and is stated for informational purposes only.

Athletics

	Baseball		*Years of Experience*			
			0	**1**	**2**	**3**
1020	PHS Varsity Head Coach	1	$5,349	$5,462	$5,576	$5,690
1022	PHS Varsity Assistant Coach	3	$2,955	$3,018	$3,081	$3,144
1025	Summer Head Coach	1	$1,467	$1,499	$1,530	$1,561
1026	Summer Assistant Coach	1	$1,467	$1,499	$1,530	$1,561
	Basketball		*Years of Experience*			
			0	**1**	**2**	**3**
1010	PHS Boys Head Coach	1	$10,254	$10,472	$10,690	$10,908
1130	PHS Girls Head Coach	1	$10,254	$10,472	$10,690	$10,908
1011	PHS Boys Assistant Varsity Coach	3	$5,177	$5,287	$5,397	$5,507
1131	PHS Girls Assistant Varsity Coach	3	$5,177	$5,287	$5,397	$5,507
1014	PHS Boys Program Director	1	$3,076	$3,141	$3,207	$3,272
1134	PHS Girls Program Director	1	$3,076	$3,141	$3,207	$3,272
2030	LJH Boys 8th Head Coach	1	$3,325	$3,396	$3,466	$3,537
2080	LJH Girls 8th Head Coach	1	$3,325	$3,396	$3,466	$3,537
2031	LJH Boys 7th Assistant Head Coach	1	$2,955	$3,018	$3,081	$3,144
2081	LJH Girls 7th Assistant Head Coach	1	$2,955	$3,018	$3,081	$3,144
2032	LJH Boys Assistant Coach	2	$1,586	$1,620	$1,653	$1,687
2082	LJH Girls Assistant Coach	2	$1,586	$1,620	$1,653	$1,687
3137	RIS Boys Grade 6 Head Coach	1	$1,212	$1,237	$1,263	$1,289
3127	RIS Girls Grade 6 Head Coach	1	$1,212	$1,237	$1,263	$1,289
3138	RIS Boys Grade 6 Assistant Coach	1	$782	$799	$815	$832
3128	RIS Girls Grade 6 Assistant Coach	1	$782	$799	$815	$832
3133	RIS Boys Grade 5 Head Coach	1	$1,212	$1,237	$1,263	$1,289
3123	RIS Girls Grade 5 Head Coach	1	$1,212	$1,237	$1,263	$1,289
3134	RIS Boys Grade 5 Assistant Coach	1	$782	$799	$815	$832

3124	RIS Girls Grade 5 Assistant Coach	1	$782	$799	$815	$832
1015	PHS Summer Boys Head Coach	1	$1,467	$1,499	$1,530	$1,561
1016	PHS Summer Boys Asst. Coach	2	$1,467	$1,499	$1,530	$1,561
1135	PHS Summer Girls Head Coach	1	$1,467	$1,499	$1,530	$1,561
1136	PHS Summer Girls Asst. Coach	2	$1,467	$1,499	$1,530	$1,561
Cheerleading *(Fall & Winter)*		*# of Positions*	*Years of Experience*			
			0	**1**	**2**	**3**
1230	PHS Head Coach	1	$3,002	$3,066	$3,130	$3,194
1231	PHS Assistant Coach	1	$2,150	$2,196	$2,241	$2,287
2090	LJH Head Coach	1	$1,880	$1,920	$1,960	$2,000
1235	PHS Summer Head Coach	1	$1,467	$1,499	$1,530	$1,561
1236	PHS Summer Asst. Coach	1	$1,467	$1,499	$1,530	$1,561
Cross Country (Boys and Girls)		*# of Positions*	*Years of Experience*			
			0	**1**	**2**	**3**
1060	PHS Head Coach	1	$6,881	$7,027	$7,174	$7,320
1061	PHS Assistant Coach	2	$1,974	$2,016	$2,058	$2,100
2020	LJH Head Coach	1	$1,738	$1,775	$1,812	$1,849
2021	LJH Assistant Coach	2	$1,313	$1,341	$1,369	$1,397
1065	PHS Summer Head Coach	1	$1,467	$1,499	$1,530	$1,561
1066	PHS Summer Asst. Coach	1	$1,467	$1,499	$1,530	$1,561
Football			*Years of Experience*			
			0	**1**	**2**	**3**
1000	PHS Head Coach	1	$10,213	$10,430	$10,648	$10,865
1001	PHS Varsity Assistant Coach	6	$5,442	$5,557	$5,673	$5,789
2010	LJH Head Coach	1	$3,132	$3,199	$3,265	$3,332
2011	LJH Assistant Coach	3	$2,401	$2,452	$2,503	$2,554
1005	PHS Summer Football Head Coach	1	$1,467	$1,499	$1,530	$1,561
1006	PHS Summer Football Asst. Coach	3	$1,467	$1,499	$1,530	$1,561
Golf			*Years of Experience*			
			0	**1**	**2**	**3**
1070	PHS Boys Head Coach	1	$3,218	$3,286	$3,355	$3,423
1180	PHS Girls Head Coach	1	$3,218	$3,286	$3,355	$3,423
1071	PHS Boys Assistant Coach	1	$1,579	$1,613	$1,646	$1,680
1181	PHS Girls Assistant Coach	1	$1,579	$1,613	$1,646	$1,680
1075	PHS Boys Summer Head Coach	1	$1,467	$1,499	$1,530	$1,561
1076	PHS Boys Summer Asst. Coach	1	$1,467	$1,499	$1,530	$1,561
1185	PHS Girls Summer Head Coach	1	$1,467	$1,499	$1,530	$1,561
1186	PHS Girls Summer Asst. Coach	1	$1,467	$1,499	$1,530	$1,561
2310	LJH Golf Head Coach (Boys and Girls)	1	$1,523	$1,555	$1,588	$1,620
Gymnastics			*Years of Experience*			
			0	**1**	**2**	**3**
1160	PHS Head Coach	1	$3,394	$3,467	$3,539	$3,611
1161	PHS Assistant Coach	1	$1,663	$1,696	$1,729	$1,762

1165	PHS Summer Head Coach	1	$1,467	$1,499	$1,530	$1,561
Soccer			*Years of Experience*			
			0	**1**	**2**	**3**
1090	PHS Boys Head Coach	1	$4,288	$4,380	$4,471	$4,562
1190	PHS Girls Head Coach	1	$4,288	$4,380	$4,471	$4,562
1091	PHS Boys Assistant Coach	2	$2,535	$2,589	$2,643	$2,697
1191	PHS Girls Assistant Coach	2	$2,535	$2,589	$2,643	$2,697
2092	LJH Boys Head Coach (Spring)	1	$1,718	$1,755	$1,791	$1,828
2192	LJH Girls Head Coach (Spring)	1	$1,718	$1,755	$1,791	$1,828
2093	LJH Boys Assistant Coach	1	$1,006	$1,027	$1,049	$1,070
2193	LJH Girls Assistant Coach	1	$1,006	$1,027	$1,049	$1,070
1092	PHS Boys Summer Head Coach	1	$1,467	$1,499	$1,530	$1,561
1192	PHS Boys Summer Asst. Coach	1	$1,467	$1,499	$1,530	$1,561
1093	PHS Girls Summer Head Coach	1	$1,467	$1,499	$1,530	$1,561
1193	PHS Girls Summer Asst. Coach	1	$1,467	$1,499	$1,530	$1,561
Softball			*Years of Experience*			
			0	**1**	**2**	**3**
1170	PHS Varsity Head Coach	1	$5,349	$5,462	$5,576	$5,690
1171	PHS Varsity Assistant Coach	3	$2,955	$3,018	$3,081	$3,144
1174	PHS Summer Head Coach	1	$1,467	$1,499	$1,530	$1,561
1175	PHS Summer Asst. Coach	1	$1,467	$1,499	$1,530	$1,561
Swimming (Boys and Girls)			*Years of Experience*			
			0	**1**	**2**	**3**
1030	PHS Head Coach	1	$8,985	$9,177	$9,368	$9,559
1031	PHS Varsity Assistant Coach	4	$2,706	$2,764	$2,821	$2,879
1035	PHS Summer Head Coach	1	$1,467	$1,499	$1,530	$1,561
1036	PHS Summer Asst. Coach	2	$1,467	$1,499	$1,530	$1,561
2130	LJH Swim Head Coach	1	$1,289	$1,316	$1,344	$1,371
2131	LJH Asst. Coach	1	$851	$869	$887	$905
Tennis			*Years of Experience*			
			0	**1**	**2**	**3**
1080	PHS Boys Head Coach	1	$3,472	$3,546	$3,620	$3,694
1140	PHS Girls Head Coach	1	$3,472	$3,546	$3,620	$3,694
1081	PHS Boys Assistant Coach	1	$2,029	$2,072	$2,115	$2,158
1141	PHS Girls Assistant Coach	1	$2,029	$2,072	$2,115	$2,158
1085	PHS Boys Summer Head Coach	1	$1,467	$1,499	$1,530	$1,561
1086	PHS Boys Summer Asst. Coach	1	$1,467	$1,499	$1,530	$1,561
1145	PHS Girls Summer Head Coach	1	$1,467	$1,499	$1,530	$1,561
1146	PHS Girls Summer Asst. Coach	1	$1,467	$1,499	$1,530	$1,561
2180	LJH Head Coach (Boys & Girls)	1	$1,289	$1,316	$1,344	$1,371
Track			*Years of Experience*			
			0	**1**	**2**	**3**
1050	PHS Boys Head Coach	1	$4,405	$4,499	$4,592	$4,686

1150	PHS Girls Head Coach	1	$4,405	$4,499	$4,592	$4,686
1052	PHS Boys and Girls Assistant Coach	1	$2,498	$2,551	$2,604	$2,657
1051	PHS Boys Assistant Coach	2	$2,498	$2,551	$2,604	$2,657
1151	PHS Girls Assistant Coach	2	$2,498	$2,551	$2,604	$2,657
2050	LJH Boys Head Coach	1	$1,762	$1,799	$1,837	$1,874
2060	LJH Girls Head Coach	1	$1,762	$1,799	$1,837	$1,874
2052	LJH Boys and Girls Assistant Coach	1	$1,329	$1,357	$1,386	$1,414
2051	LJH Boys Assistant Coach	1	$1,329	$1,357	$1,386	$1,414
2061	LJH Girls Assistant Coach	1	$1,329	$1,357	$1,386	$1,414
1055	PHS Summer Boys Head Coach	1	$1,467	$1,499	$1,530	$1,561
1155	PHS Summer Girls Head Coach	1	$1,467	$1,499	$1,530	$1,561
1056	PHS Summer Boys Assistant Coach	1	$1,467	$1,499	$1,530	$1,561
1156	PHS Summer Girls Assistant Coach	1	$1,467	$1,499	$1,530	$1,561
	Volleyball		*Years of Experience*			
			0	**1**	**2**	**3**
1110	PHS Head Coach	1	$6,875	$7,021	$7,168	$7,314
1111	PHS Varsity Assistant Coach	3	$4,463	$4,558	$4,653	$4,748
2070	LJH Head Coach	2	$2,717	$2,774	$2,832	$2,890
2071	LJH Assistant Coach	2	$2,132	$2,177	$2,223	$2,268
3117	RIS Grade 6 Head Coach	1	$1,212	$1,237	$1,263	$1,289
3118	RIS Grade 6 Assistant Coach	1	$782	$799	$815	$832
3114	RIS Grade 5 Head Coach	1	$732	$748	$763	$779
1115	Summer Head Coach	1	$1,467	$1,499	$1,530	$1,561
1116	Summer Assistant Coach	1	$1,467	$1,499	$1,530	$1,561
	Wrestling (Boys and Girls)		*Years of Experience*			
			0	**1**	**2**	**3**
1040	PHS Varsity Head Coach	1	$7,766	$7,931	$8,096	$8,261
1041	PHS Varsity Assistant Coach	4	$2,955	$3,018	$3,081	$3,144
1045	PHS Summer Head Coach	1	$1,467	$1,499	$1,530	$1,561
1046	PHS Summer Assistant Coach	2	$1,467	$1,499	$1,530	$1,561
2040	LJH Head Coach	1	$2,018	$2,061	$2,104	$2,147
2041	LJH Assistant Coach	2	$1,472	$1,503	$1,535	$1,566
3170	RIS Head Coach	1	$732	$748	$763	$779
	Corporation-Wide		*Years of Experience*			
			0	**1**	**2**	**3**
0500	PHS Fall Athletic Events Coordinator	1	$2,000			
0501	PHS Winter Athletic Events Coordinator	1	$2,000			
0502	PHS Spring Athletic Events Coordinator	1	$2,000			
	Music					
3400	PCSC Orchestra 6-12	1	$5,965	$6,092	$6,219	$6,346
3405	PCSC Orchestra Summer	1	$940	$960	$980	$1,000
1233	PHS Marching Band Percussion Director	1	$3,364	$3,436	$3,507	$3,579
1240	PHS Marching Band Color Guard Director	1	$3,506	$3,581	$3,655	$3,730

1234	PHS Assistant Marching Band Director	1	$1,203	$1,223	$1,242	$1,270
1241	PHS Winter Color Guard Director	1	$2,648	$2,704	$2,761	$2,817
1290	PHS Choral Music Director	1	$4,597	$4,694	$4,792	$4,890
1300	PHS Band Director	1	$6,008	$6,135	$6,263	$6,391
1320	PHS Summer Band Music Director	1	$4,625	$4,723	$4,822	$4,920
1330	PHS Summer Band l Music Asst. Director	2	$2,727	$2,785	$2,843	$2,901
1350	PHS Summer Choral Music Director	1	$1,426	$1,456	$1,487	$1,517
1340	PHS Winter Percussion / Winds Coach	1	$2,194	$2,241	$2,287	$2,334
1345	PHS Pep Band	1	$940	$960	$980	$1,000
2240	LJH Choral Music Director	1	$2,017	$2,060	$2,103	$2,146
2231	LJH Band Director	1	$2,017	$2,060	$2,103	$2,146
2232	LJH Jazz Band Director	1	$837	$860	$885	$900
3300	Elementary Choral	4	$555	$566	$578	$590
	Music Accompanist / Assistant					$20/hr
	Robotics					
1225	PHS Head Coach	1	$5,715	$5,837	$5,958	$6,080
1226	PHS Assistant Coach	2	$1,979	$2,021	$2,063	$2,105
2295	LJH Head Coach	1	$3,561	$3,636	$3,712	$3,788
2298	LJH Assistant Coach	1	$1,410	$1,440	$1,470	$1,500
3180	RIS Head Coach	1	$5,704	$5,825	$5,947	$6,068
3181	RIS Assistant Coach	1	$1,974	$2,016	$2,058	$2,100
3100	Elementary Robotics - Grades 1-2	4	$588	$600	$613	$625
3101	Elementary Robotics - Grades 3-4	4	$752	$768	$784	$800
1227	PHS Summer Head Coach	1	$1,467	$1,499	$1,530	$1,561
1228	PHS Summer Assistant Coach	1	$1,467	$1,499	$1,530	$1,561
	Speech and Debate					
1250	PHS Head Speech and Debate Coach	1	$8,963	$9,154	$9,344	$9,535
1251	PHS Assistant Speech	5	$5,450	$5,566	$5,682	$5,798
2271	LJH Head Speech and Debate	1	$1,579	$1,613	$1,646	$1,680
2270	LJH Ass't Speech Coach	1	$886	$905	$924	$943
1252	PHS Summer Speech Head Coach	1	$1,467	$1,499	$1,530	$1,561
1253	PHS Summer Speech Assistant Coach	2	$1,467	$1,499	$1,530	$1,561
	Theatre and Drama					
1280	PHS Director of Musical/Variety Show	4	$2,079	$2,124	$2,168	$2,212
1310	PHS Musical / Variety Show Accompanist	1	$672	$686	$701	$715
1281	PHS Dir. of Dramatics -Play	1	$3,376	$3,447	$3,519	$3,591
1282	PHS Ass't. Dir. of Dramatics - Play	1	$1,836	$1,875	$1,914	$1,953
2282	LJH Director of Musical	3	$752	$768	$784	$800
	Student Governance					
PHS						
1700	9th and 10th Grade Class Sponsor	2	$300			

	1380	Junior Class Sponsor (divided equally by the number of sponsors)	7	$4,141			
	1800	12th Grade Class Sponsor	2	$471			
	1400	Student Council	2	$673	$687	$702	$716
	1801	Class Officer	1	$673	$687	$702	$716
LJH							
	2290	Student Council	1	$673	$687	$702	$716
RIS							
	3230	Student Council	1	$621			
Elementary							
	3311	Student Council	4	$621			
Other							
PHS							
	1205	Spell Bowl Coach	1	$584	$596	$609	$621
	1206	Bridge Bust	1	$584	$596	$609	$621
	1207	Culinary Director	1	$1000			
	1211	Business Professionals of America	2	$917	$936	$956	$975
	1220	Head FFA Sponsor	1	$3,279	$3,348	$3,418	$3,488
	1221	Asst FFA Sponsor	1	$1,614	$1,648	$1,683	$1,717
	1215	National Honors Society	1	$673	$687	$702	$716
	1232	Pep Club Sponsor	1	$664	$678	$692	$706
	1260	High School Broadcasting	1	$1,856	$1,895	$1,935	$1,974
	1360	Art Consultant	1	$1,528	$1,560	$1,593	$1,625
	1370	Ye Pilgrim	1	$1,459	$1,490	$1,521	$1,552
	1371	Mayflower	1	$1,459	$1,490	$1,521	$1,552
	---	Club Sponsors	15	$300			
	1600	Academic Hall of Fame	3	$300			
	9026	Department Chair	15	$2,000			
	1296	eSports	2	$1,184	$1,210	$1,235	$1,260
	9100	MTSS Team Member	4	$314	$321	$327	$334
	---	Certified Teacher of AP | Dual Credit | CTE course	A certified teacher who teaches any Advanced Placement, Dual Credit, or Career-Technical Education (CTE) course will receive a stipend of $1,000. A teacher is eligible to receive no more than one stipend.				
LJH							
	2200	Yearbook	1	$1,459	$1,490	$1,521	$1,552
	2210	Head Academic Coach	1	$807	$825	$842	$859
	2211	Assistant Academic Coach	3	$558	$570	$582	$594
	2281	Video Director	1	$1,481	$1,512	$1,544	$1,575
	2280	Auditorium Director	1	$1,481	$1,512	$1,544	$1,575
	2285	National Honor Society	1	$716			
	2296	eSports	2	$1,184	$1,210	$1,235	$1,260
	9006	Jr. High Dept. Chair	8	$1,000			

	---	Club Sponsors	6	$621			
	9101	MTSS Team Member	7	$600			
RIS							
	---	Intermediate Club Sponsor	11	$621			
	9060	Intermediate Grade Level Leader	2	$998			
	9102	MTSS Team Member	8	$700			
Elementary							
	3320-	Club Sponsor	16	$621			
	9103	MTSS Team Member	32	$800			
Corporation-Wide							
	004	ESL Certification	$500				
	2283	Lincoln Education Center Auditorium Director	1	$1,481	$1,512	$1,544	$1,575
	---	National Board Certification	$1,000				
	---	Online Course Instructor	A teacher who develops an online two-semester class ready for delivery will receive a stipend of $1000 or a team of teachers who develop an online two-semester class ready for delivery will receive a stipend of $2000 to be split equally. If the principal certifies the class, the teacher will receive the contracted amount when the class is taught.				
	---	Pay for Extra Teaching Duties	$33.87 (hourly rate of a beginning base salary as listed in Article 3, Section 4-B (New Teachers to PCSC)				