2025-2027

CONTRACT

Between

The Board of School Trustees of
Benton Community School Corporation
And
Benton Education Association

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CONTRACT
Between
The Board of School Trustees of
Benton Community School Corporation and
Benton Education Association

This contract entered into this 23rd day of October 2025 by and between the Board of School Trustees of the Benton Community School Corporation, hereinafter called the "Board," and Benton Education Association, hereinafter called the "Association." Benton Education Association, an affiliate of the Indiana State Teachers Association and the National Education Association

Article 1 Recognition and Definitions

1. 1 Recognition Clause

For the term of this Contract, the Association is hereby recognized by the Board as the exclusive representative for the purposes of collective bargaining and discussion, for only the following described school employees of the Board as set forth in the following appropriate unit:

INCLUDED: All certificated school employees of the Benton Community School Corporation.

EXCLUDED: Superintendent, Assistant Superintendent, Business Manager, Principals, Assistant Principals, Physical Education Coordinator-Athletic Coordinator, Directors of Vocational and Adult Education, Curriculum Director, Nurses, Attendance Supervisor, Athletic Director, Dean of Students, Secondary Computer/Technology Coordinator, and all other employees who are not certificated school employees.

1.2 Definitions

As used in this Contract:

1.2.1 "Board" means the Board of School Trustees of the Benton Community School Corporation and any person(s) authorized to act for said body in dealing with its employees.

1.2.2 "School Corporation" and "Corporation" mean the Benton Community School Corporation of the Counties of Benton, Tippecanoe, Warren of the State

of Indiana.

1.2.3 "Certificated school employees" and "teacher(s)" mean the certificated personnel employed by the Board in the bargaining unit as defined in Article I of this Contract.

1.2.4 "Association" means the Benton Education Association which has been certified or recognized as the exclusive representative of said certificated school employees, or the person or persons duly authorized to act on behalf of such representative.

1.2.5 The masculine gender shall include the feminine wherever required by the context in which a specific provision of this Contract is applied.

1.2.6 “Per diem” means a teacher’s base salary divided by the number of days identified in the teacher’s Regular Teacher’s contract.

1.2.7 “Hourly wages” means a teacher’s per diem wage divided by six (6).

Article 2 Compensation & Reimbursement

2.1 Compensation Model

2.1.1 Salary Range

The salary range prior to bargained increases is $45,000 - $72,338.

2.1.2 Base Salary Increase Eligibility Requirements

A returning teacher who does not satisfy these eligibility criteria remains at his/her prior year salary.

A. A teacher whose most recent evaluation result is sufficient for the teacher to retain employment with the Corporation is eligible for a salary increase.

B. A returning teacher must have been under contract a minimum of 120 days as defined by the Indiana Public Retirement System in the prior school year and continue to be employed by the Corporation on the date of the first paycheck of the current school year to be eligible for an increase.

2.1.3 Base Salary Increase Factors

Teacher base salaries are based on the following factors:

A. Evaluation – A teacher whose most recent evaluation result is sufficient for the teacher to retain employment with the Corporation.

B. Education – A teacher who has increased the possession of content area degrees and/or credit hours as defined by the Indiana Department of Education as listed on the Salary Grid in Appendix D and Appendix E.

C. Academic Needs of Students – A teacher who possesses an early literacy endorsement.

2.1.4 Movement on the Salary Grid

A. A teacher whose most recent evaluation result is sufficient for the teacher to retain employment with the Corporation shall move from the row on the previous salary grid to the same row on the current year's salary grid. The teacher shall then move down one row.

B. A teacher who has increased the possession of content area degrees and/or credit hours as defined by the Indiana Department of Education will move over one column on the Salary Grid in Appendix D and Appendix E.

C. A teacher who possesses an early literacy endorsement shall advance to the next early literacy column on the Salary Grid in Appendix D and Appendix E.

2.1.5 New Hires

2.1.5.1 New teachers hired in the current school year contract year will be placed on the salary schedule in the Appendix based on their years of experience and education.

2.1.5.2 Experience for a new hire shall be defined as each year the teacher was employed under a teachers contract for one hundred twenty (120) days at an accredited preK-12 or K-12 public or private school. For a new hire with a Workplace Specialist I license or experience in higher education, the teacher shall receive credit for one-half of the teacher's years of experience in the teacher's workplace specialist field or higher education field.

2.1.5.3 The Superintendent will meet with the BEA president or his/her designee prior to making a salary recommendation to hire a teacher at a salary on the salary grid at a level that is above or below the salary commensurate with the teacher's education and experience.

2.1.6.3 When a retired teacher is hired, the teacher shall be placed on the salary at Row E.

2.2 Terminal Row Stipend

A teacher who possesses a BS or BS+15 or BS+30 or MS or MS+15 degree and has obtained row Y on the salary grid for 2025-2026 contract year will be eligible for a $500 stipend. A teacher who possesses a BS or BS+15 or BS+30 or MS or MS+15 degree and has obtained row Y on the salary grid for 2026-2027 contract year will be eligible for a $500 stipend. A teacher who possesses a MS+30 and has obtained row AA on the salary grid for 2025-2026 contract year will be eligible for a $500 stipend. A teacher who possesses a MS+30 and has obtained row AA on the salary grid for 2026-2027 contract year will be eligible for a $500 stipend. This stipend shall not be considered a part of future contracts.

2.3 Summer School Contracts

Teachers of summer school shall be issued a Supplemental Teachers Contract and shall be paid an hourly rate for each hour of instruction based on their regular teacher's contract salary.

2.4 Dual Credit Courses

Certified Teachers who teach one or two Dual Credit Courses, as defined by the participating university, and meet the requirements of the Higher Learning Commission (HLC) will receive a $500 stipend upon successful completion of each semester.

Certified Teachers who teach three or four Dual Credit Courses, as defined by the participating university, and meet the requirements of the Higher Learning Commission (HLC) will receive a $700 stipend upon successful completion of each semester.

Certified Teachers who teach five or more Dual Credit Courses, as defined by the participating university, and meet the requirements of the Higher Learning Commission (HLC) will receive a $900 stipend upon successful completion of each semester.

2.5 Teacher of Record (This is for informational purposes only.)

A Teacher of Record for students who must perform duties for progress monitoring, conference preparation and follow-up, writing individualized education plans or individual learning plans, and paperwork submission shall receive two additional days on their regular teacher contract.

2.6 Wage Payment Agreement

Each teacher shall be paid his/her salary over twenty-six (26) equal pays according to the pay date schedule attached as Appendix B. If the scheduled pay date falls on a banking holiday, the pay date will occur on the day preceding the holiday, with the exception of the January 1st holiday.

2.7 New Teacher Orientation

A teacher who attends the corporation's new teacher orientation day will be paid the teacher's per diem wage.

2.8 Wage Payment Agreement for Extracurricular Activities

2.8.1 Splitting Positions

An employee who request for an extracurricular activity position to be split with another employee may submit their request to the Superintendent and Association President for consideration. Any granted request will only be applicable for the school year in which it was granted. A split stipend shall be divided equally.

2.8.2 Supplemental Contract

A teacher shall receive a supplemental contract for any extra-curricular positions once board approved. At the time of accepting the extra-curricular position the teacher shall elect to receive payment of ECA stipend as follows:

A. Installment payments over 26 pay periods; or
B. Lump sum payment upon completion of ECA duties.

2.8.3 Default Payment Schedule

If members do not return the extra-curricular positions payment form with the recommendation of hire to the school board, the employee will be paid over twenty-six (26) pay periods.

2.9 Background Checks

The Board shall be responsible for the costs of obtaining expanded criminal background checks and expanded child protection index checks for currently

employed teachers.

2.10 Ownership of Work Products

As a wage-related benefit, a teacher will retain ownership of his/her self-created work products.

2.11 Reimbursement for College Coursework

2.11.1 Voluntary Coursework

A teacher shall be reimbursed for college course tuition, fees, and course materials preapproved by the Superintendent not to exceed the cost up to a rate of seven hundred ($700) dollars per credit hour Payment shall occur two times per year at the regular December and May school board meetings. Requests for reimbursements should be turned in by December 1 and May 1. The School Corporation shall pay no more than fifteen thousand dollars ($15,000) for college course tuition reimbursement in any given school year. Approval shall be on a first come - first served basis until the cap of fifteen thousand dollars ($15,000) has been reached. A teacher may not receive reimbursement for more than six (6) credits per year. The Superintendent may approve more than six (6) credits in an emergency.

2.11.2. Required or Requested Coursework

If administration requires or requests that a teacher take additional coursework, the teacher shall receive full reimbursement for approved tuition, fees, and course materials and this shall not count towards the maximum listed in the previous paragraph.

2.12 Reimbursement for Professional Membership Dues

A teacher shall be reimbursed for up to one hundred dollars ($100) per year for membership in one relevant to teaching professional organization of their choice, excluding BEA, ISTA and NEA membership dues. The teacher must submit a claim form and receipt of payment.

2.13 Professional Growth Meetings

The expenses of attending approved professional growth meetings may be paid from school funds and substitutes will be provided, to the extent possible, when needed.

These expenses include lodging, mileage, parking, and $10 for meals for overnight stays.

2.14 Mileage

Teachers whose regular assignments require driving their personal automobiles shall be reimbursed at the I.R.S. allowance per mile on the basis of the regular mileage claim form. This mileage rate shall also be effective under Section 4, above, when mileage reimbursement occurs.

2.15 Athletic Pass

The board shall provide each teacher with an athletic pass that will admit the teacher, without charge, to all K-12 athletic functions sponsored by the corporation, excluding all tournament events (This will be the identification badge that each teacher is required to have and wear). Teacher Family pass may be received by contacting the Corporation Office free of charge to the employee. The school board will pay the athletic department the $25.00 family pass on behalf of the employee.

2.16 Extended Contracts

A teacher on an extended contract shall receive the teacher's per diem wage for each additional day. For informational purposes only, the number of workdays for a regular contract shall be one hundred eighty-four (184). The number of workdays was not bargained.

2.17 Cardiopulmonary Resuscitation

No less than once per year, the Corporation shall offer cardiopulmonary resuscitation training at no cost to teachers.

2.18 Class Coverage

When during a preparation period a teacher performs the ancillary duty of covering an absent teacher's class, taking on additional students, or taking on duties of an absent teacher, the teacher shall be compensated at the hourly rate of Row A Bachelor's/Bachelor's +15 column on the salary grid per class period, not to exceed one (1) period per school day.

2.19 Homebound Instruction

When a teacher provides homebound instruction, the teacher shall be paid the teacher's hourly rate.

Article 3 Leaves of Absence

3.1 Leaves of Absence

The purpose of the following provisions regarding leaves of absence of various kinds is to give a teacher time off for the specific reasons identified in the provisions. The Board shall administer the provisions fairly.

3.2 Personal Business Leave

3.2.1 Annual and Accumulated Personal Business Leave

Each teacher shall be entitled to four (4) days of absence per school year without loss of pay for the transaction of personal business and/or the conduct of personal or civic affairs. If in any one (1) school year the teacher shall be absent for reasons covered in this provision for fewer than four (4) days, the remaining days shall be accumulative to a total of six (6) days, including the current years entitlement, with days in excess of said accumulation transferred to the teacher's accumulated sick leave. If a teacher has reached their maximum balance of sick days and has personal days that are eligible to roll into sick days those personal days will be bought back at the rate of $80 per day and deposited into the teacher's 401 (a) accounts. The Corporation shall notify the teacher when this deposit is made.

3.2.2 Personal Business Leave to Extend a Vacation or School Recess

If a personal business leave request immediately precedes or immediately follows a school recess or vacation period which results in an extension of such a period, for purposes of vacation or holiday activities of the teacher electronic notification of intent to use the personal day should be sent to the Principal and Superintendent at least two (2) days prior to use of such leave.

3.3 Sick Leave.

3.3.1 Annual and Accumulated Personal Business Leave

Each teacher shall be entitled to a total of ten (10) days each school year to be absent from work on the account of illness or quarantine without loss of compensation. These days shall be credited to each teacher at the beginning of each school year. If in any one (1) school year the teacher shall be absent for such illness or quarantine less than the prescribed number of days, the

remaining days shall be accumulative to a total of one hundred thirty (130) days and shall be available for use.

3.3.2 Excess Sick Leave 401(a) Contribution

The Corporation shall pay to each teacher who has accumulated one hundred thirty (130) days of sick leave, and who has not used his or her annual allotment of sick leave days, an amount of money equal to $80 per unused sick leave day over one hundred thirty (130). This payment shall be made to the teacher before July 31st of each year. This money shall be deposited into the teacher's 401(a) account. The Corporation shall notify the teacher when this deposit is made.

3.3.3 Maximum Sick Leave Accumulation

Sick leave days shall not accumulate to more than one hundred thirty (130) days at the end of each school year.

3.3.4 Sick Leave 401(a) Contribution Upon Retirement

Upon retirement each teacher shall receive payment for each unused, accumulated sick leave day at the daily rate of $80 per day to a maximum of one hundred forty (140) days. This money shall be deposited into the teacher's 401(a) account within 60 days from the date of retirement. The Corporation shall notify the teacher when this deposit is made.

3.3.5 Sick Leave for Family Illness

A teacher may use up to ten days from his/her accumulated total sick leave days for family illness of a father, mother, stepfather, stepmother, brother, sister, daughter, stepdaughter, son, stepson, spouse or any other person if such person is domiciled and residing in the teacher's home as a member of such teacher's family. At the discretion of the superintendent, additional sick leave days may be granted to the teacher as family illness days.

3.3.6 Proration of Sick Leave

A teacher employed for only a portion of the school year shall be entitled to a proportionate number of days of sick leave as provided above, and unused days will be accumulative as specified herein.

3.3.7 Transfer of Sick Leave

In the event a teacher employed in the Corporation has one (1) or more days of sick leave accumulated from a previous school employer in this state, the teacher shall be entitled to transfer five (5) days of accumulated sick leave at the beginning of each year of employment, until all days have been transferred.

3.4 Sick Leave Bank

3.4.1 Eligibility

The Sick Leave Bank is open to all persons in the bargaining unit as defined in Article I of this Contract.

3.4.2 Assessment

All persons in the bargaining unit may be asked to donate one sick day at the beginning of the school year. Members will not be assessed more than one (1) sick day per school year for Sick Leave Bank. The maximum number of days in the bank will not exceed five hundred (500).

3.4.3 Record Keeping

By the tenth (10th) of each month during the school year, the Association shall provide monthly statements of account to the Corporation indicating the number of Bank days used during the preceding month, and by whom, as well as the balance of days remaining in the Bank according to Association records.

3.5 Bereavement Leave

3.5.1 Bereavement Leave for Immediate Family and In-Laws

Each teacher shall be entitled to be absent from work on account of death in the immediate family for purposes of bereavement or settlement of the estate for a period extending no more than six (6) school days to be used within six (6) months from the date of death for each death in the immediate family. "Immediate family" is defined as including only father, mother, step-father, step-mother, step-child, brother, sister, daughter, son, spouse, grandparent, grandchild, any other person if such person is domiciled and residing in the teacher's home as a member of such teacher's family, or one for whom the teacher has power of attorney or is executor of the estate. Additionally, the

definition of immediate family in this paragraph shall include when a pregnancy loss is suffered by the teacher or teacher's spouse. Each teacher shall be entitled to be absent from work on account of death for purposes of bereavement or settlement of the estate for the death of a father-in-law, mother-in-law, daughter-in-law, son-in-law, brother-in-law, or sister-in-law for a period extending no more than three (3) school days to be used within six months from the date of death. If bereavement days are not used consecutively and immediately following the date of death then the employee must explain on the request for leave form.

3.5.2 Bereavement Leave for Others

One (1) school day absence will be allowed for the death of an uncle, aunt, a niece or nephew or close friend. In the event a teacher is a funeral participant, he or she shall be released for one day without loss of pay.

3.5.3 Unusual Circumstances

In the event the Superintendent determines that there are unusual circumstances which would justify an additional day(s) of absence for bereavement leave, such day(s) may be granted as solely determined by the Superintendent.

3.5.4 Deductions

Such leave shall not be deducted from the personal leave or sick leave of the teacher.

3.6 Pregnancy Leave

3.6.1 Teacher's Rights

A teacher who is pregnant shall be granted a leave of absence anytime between the commencement of the teacher's pregnancy and one (1) year following the birth of the child. A teacher who is pregnant may continue in active employment as late into the pregnancy as the teacher wishes, if the teacher can fulfill the requirements of the teacher's position.

3.6.2 Notification

The teacher will notify the superintendent at least thirty (30) days before the date

on which the teacher wishes to start the leave. The teacher shall notify the superintendent of the expected length of this leave, including with this notice either: (a) a physician's statement certifying the teacher's pregnancy; or (b) a copy of the birth certificate of the newborn; whichever is applicable. However, in the case of a medical emergency caused by pregnancy, the teacher shall be granted a leave, as otherwise provided in this section, immediately on the teacher's request and the certification of the emergency from the attending physician.

3.6.3 Use of Sick Leave

All or part of a leave taken by a teacher because of a temporary disability caused by pregnancy may be charged, at the teacher's discretion, to the teacher's available sick days. Except as provided above, said leave shall be without pay, and sick leave shall not be granted for the purpose of child care or child rearing.

3.7 Paid Parental Leave

In addition to other applicable leaves in this agreement, when a child is born or adopted, the teacher shall be granted seven (7) days of paid parental leave to be used immediately following the birth or adoption, and a teacher shall provide a copy of the birth certificate of the new born or adoption documents upon request.

3.8 Parental Leave

3.8.1 Unpaid Parental Leave

A teacher who gives birth to a child or whose spouse gives birth to a child or who adopts a child shall be entitled on request to a leave of absence without pay. The leave shall begin at such time as the child is born or is placed in the custody of the teacher. An unpaid parental leave shall not extend longer than two years. A teacher may return from unpaid parental leave at any point in the school year.

3.8.2 Notification of Commencement of Leave

A written notice shall in any event be given thirty (30) days prior to the date on which the leave is to begin or, in the case of adoption, as soon as the adoption agency notifies the teacher as to when the teacher will be receiving the child and shall also state the probable duration of the leave.

3.8.3 Notification of Return from Leave

At least sixty (60) days prior to the beginning of the school year, the teacher shall notify the Superintendent in writing whether or not the teacher intends to return at the previously scheduled return date.

3.9 Family and Medical Leave Act

FMLA is governed by Board policy. Teachers will be provided with a copy of the Board FMLA policy at the beginning of the school year if requested.

3.10 Jury Duty

The Board recognizes that jury duty is one of the responsibilities of all citizens. To enable teachers who are subpoenaed for jury duty to fulfill this responsibility, the following shall apply:

A. For informational purposes only, substitutes will be employed for those actively serving on juries or going through the impaneling process.

B. A teacher called for grand or petit jury duty shall be paid full regular salary during the required period of absence from assigned duties by the Board; provided the total amount of per diem allowance earned by such teacher is remitted to the school corporation business office.

3.11 Court Leave

In the event a teacher is subpoenaed to appear in any court proceeding as a result of activities in carrying out his regular employment by the Board he or she shall be granted a leave of absence with pay for such court proceeding. This provision shall not apply however if the Association, an affiliate, or teacher brings court action against the Board or Corporation or if the Board or Corporation brings action against the Association, an affiliate or teacher.

3.12 Military Leave

The Board recognizes that National Guard or other military reserve services is a valuable contribution to the Community, State and Country. When teachers are ordered by the appropriate officials for National Guard or other military reserve duty, other than for training purposes, the following provisions shall apply:

A. For informational purposes only, substitutes will be employed for those actively on state duty in National Guard or other military reserve

forces.

B. The pay rate for those individuals involved will be reduced by the exact amount of the pay received by the individual from the National Guard or other military reserve services for duty when school is in session for a period not to exceed 30 work days.

3.13 Political Leave

A leave of absence without pay for a period not to exceed six (6) weeks shall be granted to a teacher upon request for the purpose of campaigning for a full-time public office, including a seat in the Indiana General Assembly. If the teacher is elected to the office and the work of the public office would interfere with the task of teaching, the teacher shall be granted a leave of absence without pay for a period of time sufficient to enable the teacher to serve one (1) full term in the office to which he was elected.

3.14 Sabbatical Leave

No more than three (3) teachers per school year shall be eligible for a leave for purposes of professionally-related experience. The three (3) teachers selected must teach in different buildings. The proposed sabbatical leave shall be subject to approval of the Superintendent prior to the granting of the leave. The leave shall not exceed the period of a school year and shall be without pay. Where more teachers apply than are eligible under this section, the leave shall be granted in the order of application.

3.15 Bargaining Leave

The Association's bargaining team members, maximum three (3) members, shall be permitted two (2) days of leave for the purpose of bargaining with the Board's bargaining team during the school day.

3.16 Association Leave

The President and Officers of the Association shall have the use of up to three (3) days per legislative long session and one (1) day during short session as professional leave days. The President of the Association may designate any Association member to utilize those days.

3.18 General Leave

The Board, on written request of a teacher and with the recommendation of the Superintendent, may grant other leaves of absence without pay for a period not exceeding one school year and for a period not less than thirty (30) calendar days. Such a leave of absence shall be without pay and authorized in advance.

Applications for leave of absence must be initiated with the principal and processed through administrative channels.

3.19 General Provisions Covering Leaves of Absences

3.19.1 Notification of Leave

A teacher wishing to take a leave of absence for pregnancy leave, parental leave, political leave, sabbatical leave or general leave shall give notice to the Superintendent's office in writing of the beginning date of the leave at least thirty (30) days prior to the date on which said leave is to begin and the probable duration of the leave. By at least April 25, in reference to the beginning of a school year, or sixty (60) days prior to the beginning of the second semester, whichever is applicable, the teacher shall notify the Superintendent in writing whether he or she intends to return at the beginning of said school year or said second semester. A medical condition involving the health of said teacher which occurs and is established by medical certification that prevents the intended return shall be treated as a new illness and may be charged to sick leave to the extent available.

3.19.2 Return from Leave

A teacher returning from a leave of absence provided herein shall, on his return, be assigned to the same position in the same school if said position is still in existence. If said position is not in existence, he shall be assigned to a position for which he is qualified and senior, if any.

3.19.3 Teaching Service Credit

Teachers returning from a leave of absence shall retain credit for years of teaching service in this school corporation or in any public school, in accordance with Board policy, and in accordance with the rules and regulations of the Indiana

Department of Education.

3.19.4 Position Upon Return from Leave

For informational purposes only, a teacher contracted to fill a position vacated by a teacher on leave shall be notified of this fact and the expected duration of the leave, and the contract duration shall not be for a period longer than that of the expected duration of the leave, in order to insure that the position will be unoccupied when the teacher returns from leave.

3.19.5 Proration of Sick Leave

In case of Pregnancy, Parental, Court, Military, Political, Sabbatical or General Leave, sick leave credits shall be pro-rated on the basis of the teacher's presence and absence during the school year.

3.19.6 Change of Salary, Benefits, and Withholdings Notification

When the school board approves a teachers' leave of absence, the business office shall send a packet through interschool mail to the teacher within seven (7) calendar days of the school board approval of the leave with options for the teacher to review for adjustments to salary, benefits, and withholdings as a result of the leave. This shall include options of how much the teacher will be paid and have withheld for each pay date for the remainder of the contract. The teacher may request an in person meeting with the business office to discuss their options. Exceptions shall be made when an unpaid leave arises out of an emergency.

3.20 Transitional Training

When a teacher requests a leave of absence that will last three (3) or more weeks, the board will require the teacher to provide transitional training to an identified substitute during two (2) regular teacher workdays that precede the commencement of the leave. The teacher shall be entitled to receive no additional compensation over and above the teacher's regular per diem rate for performing this ancillary duty.

Article 4 Insurance Benefits

4.1 Medical Insurance

4.1.1 Contribution Toward Premium

The Board shall pay $9,500 for plan year 2025-2026 towards any single plan offered by WV/WCI School Insurance Trust or pay $17,200 for plan year 2025-2026 towards any family plan offered by the WV/WCI School Insurance Trust. The Board shall pay $9,700 for plan year 2026-27 towards any single plan offered by WV/WCI School Insurance Trust or pay $17,888 for plan year 2026-27 towards any family plan offered by the WV/WCI School Insurance Trust. The employee will be responsible for the difference in premium. The carrier of such insurance shall be determined by the Board, however the extent of coverage shall be a negotiable item between the parties.

4.1.2 Health Savings Account

For calendar year 2026 and 2027 only, the Board will match on a dollar for dollar basis deposits of up to $1,500 in the Health Savings Accounts for employees participating in the single high deductible health plan and deposits of up to $2,500 for employees participating in the family high deductible health plan. Employee contributions must be made through payroll deductions in order to be counted for purposes of the Board's matching contributions.

This matching contribution by the Board will be in effect only from January 1, 2026 through June 30, 2027. This matching Health Savings Contribution by the Board and this contract language will expire on June 30, 2027, and this language will be removed from the contract at that time.

4.1.3 Insurance Trust

The Association shall appoint one member to the board of the insurance trust. The member appointed by the Association shall receive professional leave to attend any insurance trust meetings.

4.1.4 Payment for Not Taking Health Insurance

Any teacher who can provide proof of coverage under another insurance plan

may choose not to participate in the group hospitalization and medical insurance plan and receive a yearly cash payment of three thousand dollars ($3000.00). The teacher shall receive one half of this amount with the first pay in December and the second half of this amount with the first pay in June.

4.1.5 Health Insurance for Eligible Retirees

In accordance with Indiana Code § 5-10-8-2.6, the Corporation shall provide a group health insurance program to each retired employee:

A. Who will have reached fifty-five (55) years of age on or before the employee's retirement date but who will not be eligible on that date for Medicare coverage as prescribed by 42 U.S.C. 1395 et seq.;
B. Who will have completed twenty (20) years of creditable employment with a public employer on or before the employee's retirement date, ten (10) years of which must have been completed immediately preceding the retirement date; and
C. Who will have completed at least fifteen (15) years of participation in the retirement plan of which the employee is a member on or before the employee's retirement date.

To be eligible for this health coverage, the retired employee must request and enroll in coverage within ninety (90) days after the employee's retirement date. The retired employee may elect to have the employee's spouse covered under the health insurance program at the time the employee retires. The retired employee shall be solely responsible for payment of premiums associated with coverage for the retired employee, spouse and any other covered persons.

The coverage for the retired employee shall terminate upon the earliest of the following: (a) when the retired employee becomes eligible for Medicare coverage as prescribed by 42 U.S.C. 1395 et seq. (except to the extent that continuing coverage is required under Medicare relating to end stage renal disease); (b) when the retired employee fails to make timely payment of premiums for the coverage; or (c) when the Corporation terminates the health insurance program. Coverage for the spouse shall terminate as set forth under Indiana law.

The group insurance program offered to retired employees is intended to be consistent with the requirements of Indiana Code § 5-10-8-2.6, but is not intended to provide benefits in excess of those required by Indiana and federal

law.

4.2 Term Life Insurance

Each teacher shall be covered by a term life insurance policy in the amount of fifty thousand dollars ($50,000), with double indemnity. The carrier shall be established through the Wabash Valley Insurance Trust. The Board shall pay the premium for each member's policy minus $1.00 which shall be deducted from the pay of the teacher.

Supplemental life and dependent coverage may be available at the banded group rates for teachers and their dependents through the Business Office.

Maximum Board Payment Per Teacher: Up to $125.00 per year.

4.3 Long Term Disability

Each teacher may participate, through payroll deduction, in a long term disability insurance program. The carrier of such insurance shall be determined by the Board. A teacher who did not enroll during the initial enrollment period may enroll at a later date pending the approval of the vendor.

4.4 Flexible Benefit Plan

Section 125 Flexible Benefit Plans I and II are available through the Business Office.

4.5 Voluntary Insurance Benefit

The Board will contribute a maximum of $1,000 towards current voluntary insurance benefits for a teacher. The teacher may elect to divide the $1,000 up between more than one voluntary insurance benefit or all towards one specific voluntary insurance benefit. The voluntary insurance benefits that will be covered under this contribution will be Dental Insurance, Vision Insurance, Cancer Insurance, Accident Insurance, STD & LTD Insurance, Life Insurance, Health Insurance Premiums and Contribution to Health Savings Account (cannot be used for matching HSA requirement). The school corporation payroll department will provide a form so that each teacher can specify the dollar amount to apply to one or more voluntary insurance benefit premiums, health insurance premiums or H.S.A. contributions to a maximum of $1,000. Instructions on how to apply the voluntary insurance benefit

for premiums will accompany the form from the payroll department. The forms will be due within five (5) business days of the last day of open enrollment for voluntary insurance. No late forms will be accepted.

For informational purposes only: This benefit is being funded by the approved referendum.

Article 5 Retirement Benefits

5.1 403(b) Retirement Savings Plan

This plan will be administered by current vendor. After the employee contributes 0.5% of their base teacher's salary (excluding extracurricular and extended contracts) to this plan the Board will contribute 0.5% of the teacher's base salary to this plan. The teacher contribution may exceed 0.5%, subject to government regulations and guidelines. The Board's contribution is limited to 0.5% of the teacher's base salary.

5.2 401(a) Retirement Plan

5.2.1. Contribution

Effective January 1, 2003, the Board agrees to establish and maintain a qualified retirement plan pursuant to section 401(a) of the U. S. Internal Revenue Code (hereinafter referred to as the "401 (a) plan") for all teachers. Effective August 1, 2013, the Board will contribute an amount equal to two and one half percent (2.5%) of each teacher's base salary annually into the 401 (a) plan on behalf of each teacher. Beginning August 1, 2022, the Board will contribute an amount equal to one and a half percent (1.5%) of each teacher's base salary and for teachers with twenty (20) or greater years of experience, an additional one percent (1%) of each teacher's base salary annually into the 401(a) plan on behalf of each teacher.

5.2.2. Vesting

The contributions to the 40 I (a) plan on behalf of a teacher will vest with that teacher after the teacher completes five (5) years of continuous service with the Benton Community School Corporation. Years of continuous service shall not be broken by time spent on a recall list or an approved leave of absence. For purposes of this Article, one (1) year of service shall be credited upon the completion of one hundred twenty (120) school days in a given school year. If the employment relationship of a teacher is severed with the Benton Community School Corporation prior to the 401(a) account vesting, the amount in the account shall be equally distributed among the remaining 40I (a) accounts.

5.3 Teachers Retirement Fund

The Board shall pay directly to the Teachers Retirement Fund the three percent (3%) contribution required by teachers.

Article 6 Grievance Procedure

6.1 Definition

A grievance is hereby defined as a claim against, or a dispute with, the Board by a teacher or a group of teachers or the Association involving the interpretation or application of the express terms of this Agreement.

6.2 Purpose

The purpose of this grievance procedure is to settle in good faith, at the lowest possible administrative level, issues which may arise from time to time with respect to specific claims of violation, misapplication, or misinterpretation of the provisions of this Agreement. Both parties agree that these proceedings shall be kept as confidential as may be appropriate at each level of the procedure.

6.3 Grievance Filed by an Individual

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

6.4 Procedure

Grievances shall be handled in the following manner:

6.4.1 Step One

The aggrieved teacher shall first present the grievance to the building principal during non-teaching and non-preparation hours. The building principal shall verbally answer the grievance within one (1) working day after it is presented by the aggrieved teacher.

6.4.2 Step Two

If the grievance is not satisfactorily resolved in Step One, it shall be reduced to writing, and submitted to the building principal in a form mutually agreeable to the Board and Association.
It is understood that the grievance shall be presented in writing to the building principal by the aggrieved teacher within thirty (30) working days from the time

that the aggrieved teacher knew of the facts giving rise thereto.

Within five (5) working days after receiving the written grievance, the building principal shall communicate his answer in writing to the aggrieved teacher.

6.4.3 Step Three

If the grievance is not satisfactorily resolved in Step Two, it may be appealed within seven (7) working days to the Superintendent by submitting the written grievance to the Superintendent's office, which shall receipt therefore. Within ten (10) working days after receipt of the appealed grievance, the Superintendent or his designated representative shall communicate his answer in writing to the aggrieved teacher.

6.4.4 Step Four

Within ten (10) working days of receipt of the decision in Step Three, the Association may submit the grievance to advisory, non-binding arbitration. The Association shall notify the Board in writing of its intention to submit the matter to advisory, non-binding arbitration within this ten (10) working day period. After such notification, the following procedures shall be followed:

A. The Arbitrator shall be selected by the American Arbitration Association in accordance with its rules, which shall likewise govern the arbitration hearing. The Arbitrator shall set forth his findings and conclusions on the issues submitted, and issue an advisory opinion on the grievance.
B. The Board and the Association agree that neither party shall be permitted to assert in such arbitration proceeding any ground or to rely on any issues or contentions not previously disclosed to the other party.
C. The fees and expenses of the arbitrator under this Article shall be divided equally between the Board and the Association. All other expenses shall be borne by the party incurring them, and neither party shall be responsible for the fees or expenses of witnesses called by the other.
D. Within thirty (30) days of the receipt of the arbitrator's advisory opinion, the Board shall render its decision to accept or decline to accept such opinion at a regular or special meeting of the Board.

6.4.5 Step Five

Within ten (10) working days of receipt of the decision in Step Three, or if advisory, non-binding arbitration is used, within ten (I 0) working days of: (A) receipt by the Association of the Arbitrator's advisory opinion on the grievance, with which advisory opinion the Association disagrees or (B) receipt by the Association of written notification that the Board has voted to decline to accept the Arbitrator's advisory opinion on the grievance, the Association may file or pursue such grievance in any other forum which it believes is proper and necessary to resolve the grievance.

6.5 Arbitration

The arbitrator's jurisdiction shall be limited to rendering a decision of the grievance as defined in Section I, above. The arbitrator shall have no power to amend, add to, subtract from or supplement provisions of this Agreement.

6.6 Building Visits

The President of the Association, or their designated representative, shall be entitled to visit the building or buildings involved in a grievance to investigate the grievance and to confer with the aggrieved teacher. Such visits shall not be conducted in a manner which would interrupt regular classroom activities or otherwise interfere with teacher assignment at the time. The President or his designee shall report to the building principal before commencing such a visit.

6.7 Additional Provisions

6.7.1 Reprisals Forbidden

No reprisal of any kind shall be taken by or against any participant in the grievance procedure by reason of such participation, nor shall any record or reference to the exercise of the grievance procedure by a teacher be provided to any prospective employer of the teacher.

6.7.2 Violation of Timelines

In the event that a representative of the Board shall fail to respond to a grievance in any of the steps of the grievance procedure within the specified time limit, the grievance shall be deemed advanced to the next step of said procedure. In the

event that a grievance is not presented initially or advanced from one step to the next within the time specified above, it shall be deemed waived, provided, however, that such waiver shall not constitute a precedent with respect to any other grievance.

6.7.3 Definition of Working Day

The term "working days" as used in this Article shall be deemed to mean days on which school is in session during the regular school year. In the event that a grievance arises which cannot be processed in accordance with the time provisions of this Article prior to the termination of the regular school year, the term "working days" shall be deemed to mean the days Monday through Friday thereafter, except for legal holidays.

6.7.4 Grievance Files

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

6.7.5 Release from Duty for Arbitration

In the event that an arbitration hearing is conducted during the hours of the work day, the President of the Association or his designee and any teacher who is a witness shall be released from regular duties without loss of pay for purposes of appearing at the hearing.

6.7.6 Class Action Grievances

Grievances filed on behalf of itself and or a class of teachers shall be signed by the Association representative. When representing a "class" the individual teachers involved will be identified.

6.7.7 When a Grievance Filed Directly with the Superintendent

If a grievance arises that does not involve the exercise of the duties or responsibilities of a building principal, the grievance may be initiated at Step 3. In the event a grievance is initiated under this provision, the Superintendent shall have fifteen (15) working days to answer.

Article 7 Term Of Agreement

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

All benefits contained in this agreement shall be retroactive to the appropriate effective date.

In witness whereof, the parties hereto have duly executed this Agreement this 13th day of October, 2025.

The undersigned attest to the following:

1. A public hearing was held in compliance with I.C. § 20-29-6-1(b) on September 8, 2025, and electronic participation from the parties and/or public was not permitted; and

2. A public meeting in compliance with I.C. § 20–29–6–19 was held October 8, 2025, to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

BEA Representatives

BCSC School Board Trustees

Appendix A Extra Curricular Salary Schedule

Not All Positions Listed Will Be Filled Annually

The number of positions is included for informational purposes only and was not negotiated by the parties.

Program	Number of Pos.	Salary
Math Department Coordinator	1	2,034
English Department Coordinator	1	2,034
Social Studies Dept. Coordinator	1	2,034
Science Department Coordinator	1	2,034
Fine Arts Department Coordinator	1	2,034
Career & Technical Education Dept. Coord	1	2,034
World Languages	1	2,034
Health & Wellness Coordinator	1	2,034
Special Education Coordinator	2	2,034
Corp Speech/Language Coordinator ('25-'26 only)	1	1,975
8th Grade Team Coordinator	1	2,034
7th Grade Team Coordinator	1	2,034
Supply Coordinator ('25-'26 only)	1	1,975
Reading Coordinator ('25-'26 only)	3	1,975
Band Director	1	5,397
Choral Director	1	2,616
Assistant Band Director	1	498
Swing Choir	1	988
Senior Class Sponsor	2	626
Junior Class Sponsor	2	1,162
Sophomore Class Sponsor	2	329
Freshman Class Sponsor	2	329
Senior High Annual & Newspaper Sponsor	1	2,616
Junior High Publications	1	826
Musical-Director/Producer	1	1,321
Musical - Technical /Costume	1	880
Musical - Music Director	1	880
Sr High Play Director/Producer	1	1,321
Sr. High Play Technical /Costume	1	880

Senior High Speech and Debate	1	2,034
Junior High Speech and Debate	1	1,204
Senior High Cheerleading Sponsor	1	3,973
Junior High Cheerleading Sponsor	1	1,204
Multi-School ('25-'26 only)	15	802
Senior High Student Council Sponsor	2	2,000
Junior High Student Council Sponsor	2	626
Sr. & Jr. High Chess Club Sponsor	1	626
Rhythmette Sponsor	1	1,153
Sr High Academic	1	1,376
Competitions Coordinator/Sr. High Academic Superbowl Coaches	5	594
Jr. High Academic Competitions Coordinator	1	396
Jr. High Academic Superbowl Coaches	3	276
Auditorium Director	1	972
Advanced Ed Coordinator ('25-'26 only)	2	2,030
Sunshine/BCDM Sponsor	2	1,153
Spanish Club	1	1,070
French Club	1	1,070
Courage Activities	2	534
Technology Coaches	6	1,314
National Honor Society	2	534
National Junior Honor Society	2	381
Phoenix	1	1,182
FFA	1	1,774
Weight Room Supervisor	1	3,267
Jr. High Athletic Coordinator	1	2,537
High Mileage Club Sponsor	2	2,421
Computer Club	3	1,153
MAGI Club	1	1,153
Science Olympiad Club Sponsor	1	2,033
Science Olympiad Assistant	1	927
Mentor for New Teachers	10	1,100
Color Guard Director	1	1,981
Percussion Director	1	1,541
Jazz Band Director	1	2,033
Spell Bowl Coordinator-Sr. High	1	2,000
Spell Bowl Coordinator-Jr. High	1	1,000

Quiz Bowl Coordinator	2	1,500
Interact Club	1	289
Unified Sports Coach	3	1,048
Elementary Team Coordinator	3	2,034
Elementary Student Council	4	397
Elementary Spell Bowl Coach	4	276
Elementary Math Bowl Coach	4	397
Elementary Yearbook	4	397
Elementary Coding/Robotics	4	397
Elementary Honor Society	4	397
Gay/Straight Alliance Sponsor	1	927
Business Professionals of America Sponsor	1	2,420

Boys Athletic Program			Girls Athletic Program		
Program	**Number of Pos.**	**Salary**	**Program**	**Number of Pos.**	**Salary**
Varsity Boys Football Coach	1	8,187			
Varsity Boys Head Assist Football Coach	1	4,407			
Varsity Boys Assistant Football Coach	3	3,332			
Head JH Boys Football Coach	1	2,767			
JH Head Assistant Football Coach	1	2,306			
Jr. High Boys Assistant Football Coach	2	1,622			
			Varsity Girls Volleyball Coach	1	4,407
			Varsity Girls Assistant Volleyball Coach	1	2,413
			Junior Varsity	1	2,413

			Girls Volleyball Coach		
			9th Grade/Jr Varsity Girls Volleyball Asst Coach	1	2,114
			Jr High Girls Volleyball Coach	2	1,622
			Jr. High Girls Assist. Volleyball Coach	2	943
Varsity Boys Basketball Coach	1	8,187	Varsity Girls Basketball Coach	1	8,187
Varsity Boys Assist. Basketball Coach	1	4,407	Varsity Girls Assistant B-ball Coach	1	4,407
Junior Varsity Boys Basketball Coach	1	4,407	Junior Varsity Girls Basketball Coach	1	4,407
9th Grade Boys Basketball Coach	1	3,332	9th Grade Girls Basketball Coach	1	3,332
9th Grade Boys Assist. B-ball Coach	1	1,795	9th Grade Girls Assist. Basketball Coach	1	1,795
Jr. High Boys Basketball Coach	2	3,033	Jr. High Girls Basketball Coach	2	3,033
Jr. High Boys Assist. Basketball Coach	2	1,622	Jr. High Girls Assist. Basketball Coach	2	1,622
Varsity Boys Tennis Coach	1	3,571	Varsity Girls Tennis Coach	1	3,571
Varsity Boys Assistant Tennis Coach	1	1,645	Varsity Girls Assistant Tennis Coach	1	1,645
Varsity Boys	1	4,407	Varsity Girls	1	4,407

Baseball Coach			Softball Coach		
Varsity boys Assistant Baseball coach	1	2,413	Varsity Girls Assistant Softball Coach	1	2,413
Junior Varsity Boys Baseball Coach	1	2,413	Junior Varsity Girls Softball Coach	1	2,413
Junior Varsity Boys Assist. Baseball Coach	1	2,114	Junior Varsity Girls Assist Softball Coach	1	2,114
Varsity Boys Wrestling Coach	1	4,407	Varsity Girls Wrestling Coach	1	4,407
Varsity Boys Head Assist Wrestling Coach	1	3,607	Varsity Girls Head Assist Wrestling Coach	1	3,607
Varsity Boys Assistant Wrestling Coach	1	2,220	Varsity Girls Assistant Wrestling Coach	1	2,220
Jr High Boys Head Wrestling Coach	1	1,622	Jr High Girls Head Wrestling Coach	1	1,622
Jr. High Assist. Boys Wrestling Coach	1	943	Jr. High Assist. Girls Wrestling Coach	1	943
Varsity Boys Soccer Coach	1	4,407	Varsity Girls Soccer Coach	1	4,407
Head Assistant Soccer Coach	1	2,412	Head Assistant Soccer Coach	1	2,412
Junior Varsity Boys Soccer Coach	1	2,114	Assistant Soccer Coach	1	2,114
Varsity Boys Golf Coach	1	3,571	Varsity Girls Golf Coach	1	3,571
Assistant Boys Golf Coach	1	1,645	Assistant Girls Golf Coach	1	1,645
Senior High Intramurals	2	2,413			
Junior High Intramurals	2	1,622			

Co-Ed Athletic Program		
Program	**Number of Pos.**	**Salary**
Jr. High Co-Ed Golf Coach	1	1,622
Jr High Co-Ed Asst. Golf Coach	1	943
Varsity Co-Ed Cross Country Coach	1	4,407
Asst Cross Country Coach	1	1,645
Jr. High Coed Cross Country Coach	1	1,622
Jr. High Co-Ed Asst. Cross Country Coach	1	943
Varsity Co-Ed Swimming Coach	1	4,952
Varsity Co-Ed Head Assist. Swimming Coach	1	3,411
Co-ed Varsity Assistant Swimming Coach	2	3,191
Jr High Co-ed Swimming Coach	1	2,114
Jr High Assist Co-ed Swimming Coach	1	1,129
Varsity Co-Ed Track Coach	1	4,407
Co-ed Varsity Assistant Track Coach	3	3,191
Jr. High Coed Track Coach	1	2,114
Jr. High Assist. Co-ed Track Coach	3	1,129

Appendix B Wage Payment Schedule

The first for the 2025-2026 contract year will be August 29, 2025 and every two weeks for 26 pay periods.

Pay Dates	
2025-2026	2026-2027
8/29/2025	8/28/2026
9/12/2025	9/11/2026
9/26/2025	9/25/2026
10/10/2025	10/9/2026
10/24/2025	10/23/2026
11/7/2025	11/6/2026
11/21/2025	11/20/2026
12/5/2025	12/4/2026
12/19/2025	12/18/2026
1/2/2026	1/4/2027
1/16/2026	1/18/2027
1/30/2026	2/1/2027
2/13/2026	2/15/2027
2/27/2026	3/1/2027
3/13/2026	3/15/2027
3/27/2026	3/29/2027
4/10/2026	4/12/2027
4/24/2026	4/26/2027
5/8/2026	5/10/2027
5/22/2026	5/24/2027
6/5/2026	6/7/2027
6/19/2026	6/21/2027
7/3/2026	7/5/2027
7/17/2026	7/19/2027
7/31/2026	8/2/2027
8/14/2026	8/16/2027

Appendix C Grievance Form

BENTON COMMUNITY SCHOOL CORPORATION

Date Filed _____
Number _____

Name of teacher (s) seeking relief:

_____

_____

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

_____

_____

Identification of specific provision(s) of the agreement violated or misinterpreted:

_____

_____

_____

_____

_____

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

_____

_____

_____

_____

_____

_____

_____

Specific relief requested:

_____

_____

_____

_____

_____

_____

Signature(s) of teacher(s) seeking relief:

_____

_____

Appendix D 2025-2026 School Year Salary Grid

Row	0.0225 BS Index	BS/BS+15	$ 250 BS/BS+15 With E.Lit	Early Literacy MS Index	BS+30/MS/MS+15/MS+30	BS+30/MS/MS+15/MS+30 With E.Lit
A	1.0000	$ 46,575	$ 46,825	1.0225	$ 47,623	$ 47,873
B	1.0225	$ 47,623	$ 47,873	1.0450	$ 48,671	$ 48,921
C	1.0450	$ 48,671	$ 48,921	1.0675	$ 49,719	$ 49,969
D	1.0675	$ 49,719	$ 49,969	1.0900	$ 50,767	$ 51,017
E	1.0900	$ 50,767	$ 51,017	1.1125	$ 51,815	$ 52,065
F	1.1125	$ 51,815	$ 52,065	1.1350	$ 52,863	$ 53,113
G	1.1350	$ 52,863	$ 53,113	1.1575	$ 53,911	$ 54,161
H	1.1575	$ 53,911	$ 54,161	1.1800	$ 54,959	$ 55,209
I	1.1800	$ 54,959	$ 55,209	1.2025	$ 56,006	$ 56,256
J	1.2025	$ 56,006	$ 56,256	1.2250	$ 57,054	$ 57,304
K	1.2250	$ 57,054	$ 57,304	1.2475	$ 58,102	$ 58,352
L	1.2475	$ 58,102	$ 58,352	1.2700	$ 59,150	$ 59,400
M	1.2700	$ 59,150	$ 59,400	1.2925	$ 60,198	$ 60,448
N	1.2925	$ 60,198	$ 60,448	1.3150	$ 61,246	$ 61,496
O	1.3150	$ 61,246	$ 61,496	1.3375	$ 62,294	$ 62,544
P	1.3375	$ 62,294	$ 62,544	1.3600	$ 63,342	$ 63,592
Q	1.3600	$ 63,342	$ 63,592	1.3825	$ 64,390	$ 64,640
R	1.3825	$ 64,390	$ 64,640	1.4050	$ 65,438	$ 65,688
S	1.4050	$ 65,438	$ 65,688	1.4275	$ 66,486	$ 66,736
T	1.4275	$ 66,486	$ 66,736	1.4500	$ 67,534	$ 67,784
U	1.4500	$ 67,534	$ 67,784	1.4725	$ 68,582	$ 68,832
V	1.4725	$ 68,582	$ 68,832	1.4950	$ 69,630	$ 69,880
W	1.4950	$ 69,630	$ 69,880	1.5175	$ 70,678	$ 70,928
X	1.5175	$ 70,678	$ 70,928	1.5400	$ 71,726	$ 71,976
Y	1.5400	$ 71,726	$ 71,976	1.5625	$ 72,773	$ 73,023
Z		MUST HAVE MS+30		1.5850	$ 73,821	$ 74,071
AA				1.6075	$ 74,869	$ 75,119

Appendix E 2026-2027 School Year Salary Grid

Row	0.0225 BS Index	BS/BS+15	$ 250 BS/BS+15 With E.Lit	Early Literacy MS Index	BS+30/MS/ MS+15/MS+ 30	BS+30/MS/MS+15/MS+30 With E.Lit
A	1.0000	$ 47,507	$ 47,757	1.0225	$ 48,576	$ 48,826
B	1.0225	$ 48,576	$ 48,826	1.0450	$ 49,645	$ 49,895
C	1.0450	$ 49,645	$ 49,895	1.0675	$ 50,714	$ 50,964
D	1.0675	$ 50,714	$ 50,964	1.0900	$ 51,783	$ 52,033
E	1.0900	$ 51,783	$ 52,033	1.1125	$ 52,852	$ 53,102
F	1.1125	$ 52,852	$ 53,102	1.1350	$ 53,920	$ 54,170
G	1.1350	$ 53,920	$ 54,170	1.1575	$ 54,989	$ 55,239
H	1.1575	$ 54,989	$ 55,239	1.1800	$ 56,058	$ 56,308
I	1.1800	$ 56,058	$ 56,308	1.2025	$ 57,127	$ 57,377
J	1.2025	$ 57,127	$ 57,377	1.2250	$ 58,196	$ 58,446
K	1.2250	$ 58,196	$ 58,446	1.2475	$ 59,265	$ 59,515
L	1.2475	$ 59,265	$ 59,515	1.2700	$ 60,334	$ 60,584
M	1.2700	$ 60,334	$ 60,584	1.2925	$ 61,403	$ 61,653
N	1.2925	$ 61,403	$ 61,653	1.3150	$ 62,472	$ 62,722
O	1.3150	$ 62,472	$ 62,722	1.3375	$ 63,541	$ 63,791
P	1.3375	$ 63,541	$ 63,791	1.3600	$ 64,610	$ 64,860
Q	1.3600	$ 64,610	$ 64,860	1.3825	$ 65,678	$ 65,928
R	1.3825	$ 65,678	$ 65,928	1.4050	$ 66,747	$ 66,997
S	1.4050	$ 66,747	$ 66,997	1.4275	$ 67,816	$ 68,066
T	1.4275	$ 67,816	$ 68,066	1.4500	$ 68,885	$ 69,135
U	1.4500	$ 68,885	$ 69,135	1.4725	$ 69,954	$ 70,204
V	1.4725	$ 69,954	$ 70,204	1.4950	$ 71,023	$ 71,273
W	1.4950	$ 71,023	$ 71,273	1.5175	$ 72,092	$ 72,342
X	1.5175	$ 72,092	$ 72,342	1.5400	$ 73,161	$ 73,411
Y	1.5400	$ 73,161	$ 73,411	1.5625	$ 74,230	$ 74,480
Z		MUST HAVE MS+30		1.5850	$ 75,299	$ 75,549
AA				1.6075	$ 76,368	$ 76,618