Monroe-Gregg Schools



CONTRACT

BY AND BETWEEN THE BOARD OF TRUSTEES AND THE MONROE-GREGG TEACHER'S ASSOCIATION

2026-2027

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PREAMBLE

THIS CONTRACT ENTERED INTO BY AND BETWEEN THE BOARD OF SCHOOL TRUSTEES OF THE MONROE-GREGG SCHOOL DISTRICT, HEREINAFTER CALLED THE "BOARD" AND THE MONROE-GREGG TEACHER'S ASSOCIATION, HEREINAFTER CALLED THE "ASSOCIATION".

ARTICLE I

A. RECOGNITION

The Board hereby recognizes the Monroe-Gregg Teachers Association as the exclusive representative of the teachers in the School District except the following:

1. Superintendent
2. Assistant Superintendent
3. Principals
4. Assistant Principals
5. Athletic Director
6. Administrative Assistants (Non-Teaching)
7. Substitute Teachers not on temporary contract
8. School Nurse
9. Attendance Officer
10. Dean of Students
11. Auditorium and Communications Director
12. All employees not on a standard or temporary teacher's contract
13. Director of Student Services and Guidance
14. Social Workers

B. DEFINITIONS

Bargaining Unit – shall refer to the certificated personnel employed by the Monroe-Gregg School District except for those excluded in Article I, Letter A)

Collective Bargaining –a process of negotiation between employers or their representatives and a union/professional association on salary, wages and other wage-related fringe benefits

Day-shall refer to calendar days and not weekends unless school was in session on the weekend

Exclusive Representative – an employee organization which has the right to solely represent the bargaining unit for purposes of collective bargaining

M-GTA- refers to the Monroe-Gregg Teacher’s Association

Sick Bank –a bank of days that exists to provide sick leave to its members after their accumulated sick leave has been exhausted, and to provide such leave in cases of prolonged illness

Sick Bank Committee- the body charged with the administration of the Sick Bank

Status Quo Contract – a teacher will remain under a status quo contract until negotiations have been finalized and at that time a new current contract has been ratified.

Temporary Contract –a contract issued to a teacher who is replacing a Monroe-Gregg teacher on a Board-approved leave of absence

VEBA – Voluntary Employee Beneficiary Association

Daily rate - calculated as the teacher's annual salary divided by 184.

Hourly rate - calculated as the teacher's daily rate divided by 7.5.

ARTICLE II

CONTRACT INTERPRETATION PROVISIONS

A. Entire Agreement

This Contract supersedes and cancels any and all previous contracts or agreements between the Board and the Association and constitutes the entire agreement between parties.

B. Waiver

All bargainable issues have been discussed during the bargaining leading to this Contract, and no additional bargaining on said issues will be conducted on any items, whether contained herein or not, during the life of this Contract.

C. Severability

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

D. Individual Teaching Contract

Any individual teaching contract between the Board and an individual teacher shall be consistent with the terms and conditions of this Contract. If any individual teaching contract made subsequent to this Contract contains any language inconsistent with this contract, this Contract shall prevail.

ARTICLE III

COMPENSATION AND EXPENSES

Section 1 - Compensation

A. The parties agree that the regular salary of each teacher shall be in accordance with the Compensation Model set forth in Appendix A.

B. The parties agree that the extra-curricular salaries shall be in accordance with the schedule in Appendix B.

C. Pay Dates

1. Teachers shall be paid twenty-six (26) times a year, typically every other Friday, unless the pay date falls on a holiday or in a manner that would result in twenty-seven (27) pays within the calendar year. Pay dates falling on a holiday will be paid on the day before the holiday. Teachers newly hired by the corporation may receive twenty-five (25) pays their first year of service, as they will not be paid for any periods that fell before their start date. The pay dates for the contract year can be found in appendix F.

2. Except as otherwise specifically provided hereinafter, but otherwise in accordance with section 409A of the Internal Revenue Code and the Treasury Regulations thereto ("409A"), the time or schedule of any payment of salary will not be accelerated.

   a) A teacher who severs employment during or at the end of the school year will receive a lump sum pay on the pay date for the pay period in which the last day of work occurred.

   b. Teachers who die and have remaining pays to be paid, the school district will prepare the lump sum check for the pay date in which the teacher passed away and will be submitted pursuant to Indiana Law.

   The foregoing provisions shall be construed and administered in a manner to comply with 409A and shall not be amended or terminated in a manner that would cause a teacher's salary to be subject to early inclusion in income as provided in 409A.

D. All adjustments to salary, as a result of additional training within the teacher's content area shall be effective at the beginning of each school year. A certificate of additional training must be on file in the Superintendent's office by September 1.

E. Teachers on part time contracts of 50% or more will receive compensation and benefits at a rate commensurate with the amount of time the contract is for. The salaries and benefits for teachers employed on a supplemental service contract shall be determined by the Superintendent.

F. The Board will pay the teachers' three percent (3%) contribution to the Indiana State Teachers' Retirement Fund.

G. Each contract year, every teacher will receive an estimated compensation worksheet. The parties acknowledge this is an estimated worksheet that provides an estimate. With the payroll computer system, there may have been a minor rounding and further adjustment in the last check.

H. Compensation for teachers teaching in State approved summer school programs shall be computed at the teacher's hourly rate.

I. Teachers on an extended contract approved by the Superintendent and the Board, will receive compensation to cover additional hours worked. The number of additional hours shall be determined by the Superintendent and the Board. The rate of pay shall be commensurate with the teachers contracted daily rate. (The reference to hours herein has not been bargained by the parties but rather is included for information purposes only.)

J. The Board will provide a 403(b) (or 401(a) if allowed by IRS regulations) matching annuity program of up to two percent (2.0%) of each teacher's salary on the salary schedule.

K. Teacher of Blind and Low Vision (TBLV) will provide services to Blind/Low Vision students in surrounding school districts, with which M-GSD has an agreement. TBLV will continue to be employed on a Regular Teacher Contract, but will receive reimbursement to cover the expenses of a cell phone (at the approved corporation rate), mileage (at the approved corporation rate), and the additional hours worked due to traveling and differing school schedules. Should this assignment end, TBLV will retain a full-time teaching position and benefits in the Monroe-Gregg School District. The assignment and retention provisions herein for the TBLV was not bargained and is included for informational purposes only.

L. When a teacher is requested by the Board to attend a meeting outside the school district, reimbursement for approved expenses will be made. Mileage will be paid at the current IRS rate.

Section 2 – Expenses

A. The Corporation will pay for mandatory background checks for any current employee.

B. Annual Buydown of Leave Days - Beginning with the 2008-09 school year, the new maximum accumulation of Leave Days shall be one hundred and twenty (120) days. If a teacher reaches the cap of

one hundred and twenty (120) days in any given year, that teacher shall also receive the annual allotment of ten (10) days. Unused leave days will be available to be sold in the Annual Buydown by June 15.

1. The Board will buy such unused leave days at the end of each school year at the rate of one hundred dollars ($100.00) per day for teachers with an unused leave accumulation of more than one hundred and twenty (120) days. No deductions will be made for FICA or any other tax. This benefit is currently being funded from the pension bond proceeds.

2. The money shall be deposited into the individual teacher's 401 (a) account with the 401(a) provider, which has been established by the Board for each teacher. Said 401 (a) shall be immediately vested. The teacher can also elect for the money to be deposited into a teacher's 403(b) account if allowed by IRS regulations.

3. Teachers will be notified by the central office at the beginning of the school year the number of days purchased in the Annual Buydown and will be instructed as to how to set up a 401(a) account if they do not already have one from the original Pension Bond Buyout which only affected teachers hired prior to January 1, 2006. (This language has not been bargained, but is included for informational purposes only.)

Section 3 – Association Rights

Membership shall be on a continuing basis unless revoked, in writing, by the employee through the Association between the dates of August 1st and August 31st. This provision is the Association's policy, was not bargained, and is included for informational purposes only.

ARTICLE IV

LEAVES

The parties agree that teachers will use leaves in this section only for the purposes stated within this contract.

Section 1 - Sick Leaves and Personal Leaves

A. Sick Leave

Sick leave shall be credited annually to each teacher.

1. Ten (10) days per year.

2. Sick leave days shall accumulate to a total of 120 days. (See Article III, Section 2 for Buy Down of Days).

3. Sick leave accumulated by a teacher prior to a leave of absence shall be credited to the teacher upon return.

4. The sick leave credited to a teacher may be used for family illness. The "immediate family" is interpreted to include only spouse, father, mother, stepparents, son, daughter, sister, brother, grandparent, mother-in-law, father-in-law, grandchildren, stepchildren, son-in-law and daughter-in-law, brother-in-law, sister-in-law and fiancé of the teacher or others residing in the immediate household. If a teacher or teacher's spouse miscarries a child, then the teacher will be permitted to use sick leave days under this provision.

5. The number of personal and sick leave days of each teacher will appear on the record portion of the direct deposit advice statement. (This language has not been bargained, but is for informational purposes only.)

6. Teachers who have accumulated sick leave in another Indiana school corporation and who are transferring into Monroe-Gregg Schools for the first year will be permitted to transfer 3 days per year of accumulated sick leave to this school corporation until they have taught at Monroe-Gregg Schools for five years, after which they will be permitted to transfer 5 days per year of accumulated sick leave.

B. Sick Leave Bank

The volunteer Sick Leave Bank for teachers permits a teacher, as defined herein in Article 1, who is absent from assigned duties due to catastrophic personal illness, injury, or incapacitation of the teacher, teacher's spouse/fiancé, or a teacher's child living in the household and who had utilized all sick leave, personal leave, and all other paid leave benefits of whatever nature may petition a committee, as established herein, for sick leave days from the Bank under the following conditions:

1. The number of accumulated days in the Bank shall not exceed one hundred fifty (150) days, provided, however, that

a. a veteran teacher who is not a current member of the Bank may become a member by contributing one (1) sick day to the Bank not earlier than August 1st nor later than August 15th of any school year, and

b. a teacher who is newly hired in the School District shall have fifteen (15) days from the first day of work. During which time, such teacher may choose to participate in the Bank by contributing one (1) sick leave day, even though such contribution by such veteran or newly hired teacher would cause an accumulation of days in excess of the maximum specified herein.

c. In the event that the number of accumulated days in the Bank at the beginning of a school year is of sufficient number that a contribution of one (1) sick leave day by all teachers who are current members of the Bank would cause the maximum number of days specified herein above in Paragraph One (1) to be exceeded, the current year's contribution by all such current members shall be suspended.

d. In the case the Bank reaches a balance of 20 days during the school year, the current year's contribution can be assessed at that time. This decision will be made by the Sick Leave Bank Committee.

2. Said teachers may be granted days from the Bank under the following conditions:

a. The teacher must have chosen to become a current member of and participate in such Bank by contributing one (1) sick leave day to the Bank between August 1st and August 15th each year. This contribution is nonrefundable to the employee. Once membership is established for any certified personnel, said membership shall continue from year to year unless the participant makes a request in writing that the membership be canceled.

b. The teacher must have utilized and exhausted all paid leave benefits including said teacher's own accumulated sick leave and personal leave;

c. Days from the Bank shall be granted for catastrophic or critical illness, injury, or incapacitation, which necessitates an absence from work for five (5) consecutive days or longer except as otherwise provided herein. If a teacher has exhausted all of his/her sick leave days, and the teacher has follow-up medical appointments related to an original illness that prompted the need to take sick leave and such appointments need to be taken on a non-consecutive basis, then the teacher will be permitted to take sick leave bank days on a non-consecutive day basis provided such sick leave bank days are used within 365 days from the date of the original illness and the teacher provides medical certification that the non-consecutive days off are connected to the original illness.

d. Written certification substantiating the illness must be provided from said teacher's physician. The Committee reserves the right to require a second medical opinion at the expense of the applicant and the physician may be named by the Sick Leave Bank Committee.

e. Written application must be made no later than twenty (20) days after exhaustion of said paid leave benefits.

f. Effective 2007-2008, upon resumption of employment after using days from the Bank, said teacher shall repay the number of days owed to the Bank at the rate of two (2) days per year for one (1) to ten (10) days borrowed, three (3) days per year for eleven (11) to twenty (20) days borrowed, and four (4) days per year for twenty-one (21) to thirty (30) days borrowed; this amount is in addition to continuing to contribute one (1) day per year as provided herein above in Paragraph 2(a).

g. If a participant remains an employee of the Monroe-Gregg School District and decides to withdraw from the Bank, any days donated remain the property of the Bank, and any days owed the Bank shall be deducted the same as if the person was continuing to be an active member until these days are repaid.

h. A recipient who leaves the School Corporation and still owes days to the Sick Leave Bank must transfer accumulated sick leave or personal business leave days, if available, to the Bank as repayment toward the days granted.

i. A recipient of days from the Bank who leaves the employment of the Monroe-Gregg School District shall be required to repay any accumulated sick days to the Bank as payment of the days owed. A recipient who retires or becomes totally disabled still owing the Bank must repay the Bank any accumulated sick days up to the number owed prior to applying for retirement. The estate of a recipient who dies still owing the Bank is not required to repay the Bank as stated above.

j. If a participant is granted a board-approved leave of absence for an entire school year, the participant will not be required to repay the Bank days during that leave. Upon return from leave, the participant will resume repayment to the Bank as specified in Paragraph (g) above.

3. A five (5) member Sick Leave Bank Committee shall be established to receive written requests and allot days from the Bank according to the provisions herein, under guidelines established by the committee. The committee shall be composed of three (3) persons appointed by the Association and two (2) persons appointed by the superintendent. Days allotted by the committee to an individual teacher shall be available for use after exhaustion of the teacher's said paid leave benefits, and such allotment to a teacher by the committee shall not exceed a maximum total of thirty (30) days. The committee shall be limited to a total allotment for all teachers of one hundred fifty (150) days per year.

4. Any days granted by the committee to an individual teacher shall terminate effective the earliest date as hereinafter provided:

a. The day after the last day of the term of employment for the school year, or

b. The day after the last day of allotted number of days granted by the committee, or

c. The first day of return to employment subsequent to the granting of days by the committee.

5. Teachers who are retiring may donate accumulated sick days to the Bank at retirement without limit.

6. The Bank is excluded from the grievance process.

C. Personal Leave

Teachers shall be granted three (3) days leave per school year for the conducting of personal business with pay.

1. This leave is to be used for matters, which cannot be scheduled outside regular school hours.

2. Unused personal days shall accumulate to six (6) days. Any days accumulated over six (6) days shall revert to sick leave. No more than one personal leave day shall be used by teachers during State-mandated testing/achievement testing, or by teachers involved in giving final exams at the end of each semester unless the Principal approves that the teacher may take additional personal leave days. No more than one personal leave day may be used immediately before or after Christmas, Thanksgiving, Spring Break, or Fall Break. At no other time can more than five (5) personal days be taken consecutively.

3. Notification of personal leave should be made one (1) day prior to such leave except in cases of emergency.

4. The applicant's reason for taking personal leave shall be to state that he is taking it under the provisions of this contract.

5. Teachers shall be permitted to take one-half (1/2) days of personal leave which shall be recorded as one-half (1/2) days of personal leave upon approval of building principal.

D. Family Bereavement Leave

1. Each teacher shall be granted six (6) work days of absence after a death in the immediate family. These days need not be used consecutively, but must be used within six months (6), unless the teacher provides written proof that he/she is the executor of the relative's estate, in which case the leave must be used within one (1) calendar year of the death. In the event of a multiple death involving spouse/fiancé and/or children, two (2) additional days will be allowed.

2. The "immediate family" is interpreted to include only spouse, fiancé, father, mother, stepparents, son, daughter, child of fiancé, sister, brother, grandparent, mother-in-law, father-in-law, grandchildren, stepchildren, son-in-law and daughter-in-law or others residing in the immediate household. These days are above and beyond sick and emergency leave. The term "immediate family" will also include miscarriage of a teacher's unborn child.

3. Each teacher shall be granted two (2) work days of absence after a death in the extended family. The "extended family" is interpreted to include aunt, uncle, niece, nephew, brother-in-law, sister-in-law, and first cousin.

Section 2 - Maternity, Paternity and Adoption Leave

A. Maternity Leave - In Accordance with IC 20-28-10-1 and 20-28-10-5.

B. Paid Parental Leave

Upon a teacher becoming a parent, whether through birth or adoption, the teacher shall be granted up to five (5) consecutive days of sick leave which will not be charged against the teacher's available sick leave and shall commence on the first contractual day following the birth or adoption of the child.

C. Adoption Leave

1. The Board shall grant an adoption leave of absence to a teacher, without pay or benefits, for a period not to exceed one (1) year.

2. During an adoption leave, a teacher may use up to six weeks of available sick leave days. If the teacher has fewer than thirty (30) available sick leave days, the teacher may choose to take the remainder of the six weeks as an unpaid leave.

    a. If both parents are members of the bargaining unit, only one parent may use the adoption leave.

3. Upon initial application by the teacher to adopt the child, the teacher shall notify the Superintendent, in writing of such teacher's intent to adopt. The written requests to the Board shall submitted at the time that the teacher first knows of the date the teacher wishes to commence said leave, and such request shall state the teacher's desires concerning the beginning and ending dates for such leave.

Section 3 – Staff Leaves

A. Staff Development Leave

Teachers may be granted up to three (3) days with pay for the purpose of visiting other schools or attending meetings or conferences of an educational nature upon approval of the Principal and Superintendent. Approved expenses may also be allowed. Additional days may be approved by the Superintendent and Principal.

B. Personal Injury Leave

Absence up to (10) days due to injury incurred in the course of the teacher's employment shall not be charged against the teacher's sick leave. The Board shall pay to such teacher the difference between his salary and benefits received under the Indiana Workmen's Compensation Act for the duration of such absence.

C. Emergency Leave

After exhausting all personal days or yearly allotted immediate family sick leave, each teacher may be granted a total of two (2) days of absence with pay per year, non-accumulative, for serious illness in the immediate family and/or death not covered above, and/or for catastrophic events, subject to the approval of the Superintendent.

D. Sabbatical Leave

A teacher may apply for a sabbatical leave following these provisions:

1. Teacher must complete 5 years of employment before he is able to apply for a one year sabbatical.

2. Applications are due by April 1, for the following August. The Board will notify the applicant of their decision by May 1.

3. Applications are due by November 1, for a leave beginning second semester. The Board will notify applicant of their decision by Dec 1.

4. Time restrictions may be waived by the Board.

5. The teacher on leave will receive no salary but may continue benefits by paying for them.

6. Teachers returning from Sabbatical leave will be assigned to a teaching position for which he is licensed. If vacancies are filled, they will be filled on a temporary basis. This paragraph is included for informational purposes only and was not bargained.

E. Association Leave

No more than five (5) days of Association leave shall be allotted to the Association President or designee for Association business. The Association shall assume the cost of the substitute teacher. The President shall schedule these days off at least one day ahead of the leave. This expectation is waived in case of emergency.

F. Emergency Donor Leave.

The Board may grant to a teacher a paid leave for the time necessary for the teacher to serve as an emergency life-saving blood, bone marrow or organ donor. The leave of absence may not exceed:

Two working days in a school year to serve as a blood donor;
Five working days in a school year to serve as a bone marrow donor; or
Thirty working days in a school year to serve as an organ donor.

This type of leave is provided in addition to other leave benefits, does not count toward the twelve-week period of the Family Medical Leave Act provision, requires medical certification prior to approval of the leave, and guarantees the teacher's position will be available upon return.

Other emergency life-saving leave requests not specifically defined previously may arise. In such situations, the teacher shall submit a written request to the superintendent explaining the specific situation along with the required medical certification. The Board may grant to the teacher a paid leave for the time necessary for the teacher to serve as an emergency life-saving donor in such situations.

The superintendent has the authority to approve additional days with compensation for a previously approved emergency donor leave if necessary in his/her judgment. The determination of the superintendent is final and not subject to any grievance.

Section 4 – Civic Leaves

A. Jury Duty Leave

When a teacher serves on jury duty, the teacher shall provide the Board any pay received serving on the jury duty.

B. Witness Leave

Witness leave, with pay, shall be granted to teachers for the time necessary to make appearance(s) in any court proceeding resulting from activities relating to the teacher's employment with the School District except when the teacher is the plaintiff or in a court proceeding to enforce the Collective Bargaining Act.

ARTICLE V

RETIREMENT/SEVERANCE BENEFIT

A. Accumulated Sick Leave

1. To be eligible for the accumulated sick leave benefit described herein, the teacher must give notice of retirement by April 1 of the teacher's last year of employment with the School Corporation. The Superintendent is permitted to waive the April 1 deadline in his sole discretion if exceptional circumstances exist justifying a waiver.

2. To be eligible for the accumulated sick leave benefit described herein, a teacher must either: (a) have 10 years of teaching experience working for the Monroe-Gregg School District and be at least age 55 at the time retirement from the School District; or (b) have 25 years of teaching experience working for the Monroe-Gregg School District and be at least age 50 at the time of retirement from the School District.

3. In the last year of employment, the Board will buy any accumulation of days between one (1) and one hundred thirty-six (136) at the rate of fifty dollars ($50.00) per day. Of this amount, as provided in the first sentence, it will be paid directly as compensation through direct deposit up to the ISTRF maximum for inclusion of the severance benefits as salary. If there is any excess in the calculated amount beyond the ISTRF maximum, then the excess amount shall be deposited into the retiring teacher's 401(a) account. The corporation shall make payment to the vendor by August 1st and will notify the teacher if days have been added and instruct teacher how to set up account if they have no 401(a) account at that time. (This language was not bargained, but is for informational purposes only.) The School Corporation will have an actuarial study conducted to ensure adequate funding is available for this benefit. Any aspect of this provision that is not a salary, wage or wage-related fringe benefit is included for informational purposes only and was not bargained.

4. Teachers who are retiring may donate accumulated sick days to the Bank at retirement without limit.

ARTICLE VI

403(b) Matching Annuity

1. All teachers shall have the option of investing in the 403(b) (or 401(a) if allowed by IRS regulations) plan up to the maximum allowable under Federal Law. The Board will match such teacher contributions on a dollar for dollar basis in a Section 403(b) (or 401(a) if allowed by IRS regulations) Plan account up to two percent (2%) of the teacher's Gross Pay salary.

2. The Board shall deposit its contributions into an individual account for each teacher enrolled in the 401 (a) /403(b) program chosen by the Board and the Association. Such deposits shall be made on a monthly basis.

3. Teachers will have the option of investing their dollars in the program chosen by the Board and the Association, or continuing to invest their dollars in tax deferred annuities for which money is already being deducted from the teacher's salary, if any.

4. Each eligible teacher shall be immediately 100% vested in his or her salary reduction contribution and the Board's matching contribution at the time of the contribution.

ARTICLE VII

INSURANCE COVERAGE

A. Insurance Committee

An insurance committee will be appointed by the Board and Association to review, investigate and consider rebidding the following insurance programs. Any programs recommended by this committee shall require the agreement of the Board and Association. In the event the insurance carrier is a trust, the teacher selected to serve, as the representative will have no leave subtracted for days used for Trust Business.

B. Health Insurance

The Board will contribute per month the following:

PPO	Single:	$538.04
	Parent:	$746.98
	Couple:	$951.42
	Family:	$1189.93
PPO 2	Single:	$527.48
	Parent:	$733.45
	Couple:	$932.64
	Family:	$1165.72
HDHP 1	Single:	$431.26
	Parent:	$630.81
	Couple:	$823.47
	Family:	$1051.23
HDHP 2	Single:	$718.89
	Parent:	$622.71
	Couple:	$813.66
	Family:	$1038.45

(***This amount will be adjusted annually in the HDHP 2 plan according to the Affordable Care Act guidelines.)

The Board will contribute $1,000.00 annually into the health savings account of each teacher participating in the HDHP 1 or the HDHP 2 during the current school year. The HSA contribution will be prorated for new hires and qualifying events. The HSA deposit will be made in two installments, once in September and once in February. Teachers who are eligible to receive this deposit must have their health savings account information (i.e., their financial institution information and account number) submitted to Central Office by no later than August 30. Teachers who are hired after the start of the school year will have 30 days from their date of hire to submit their health savings account information (i.e., their financial institution information and account number) to Central Office. Teachers who fail to meet these deadlines will be disqualified from receiving any HSA deposit.

C. Long Term Disability

The Board will contribute all but $1.00 toward the cost of long term disability insurance with coverage to begin on the 91st consecutive calendar day following the date of disability.

D. Term Life Insurance

The Board will contribute all but $1.00 toward the cost of a $50,000.00 term life insurance policy including accidental death and dismemberment.

E. Dental and Vision Insurance

The Board will contribute $282.00 annually toward the cost of a single and family dental insurance plan.

The Board will contribute the following amounts annually toward the cost of the vision insurance plan:

Single - $24.00
Parent - $46.00
Couple - $42.00
Family - $68.00

F. Health Insurance Enrollment

All current teachers who are under contract at the beginning of the current school year shall be enrolled in any of the above coverage's no later than August 15. All teachers will be subject to HIPAA regulations in regard to enrollment. In no instance will the School District pay more than 99% of the total monthly premium.

G. Retired Participation

Certified personnel who retire at 55 years of age or older may continue in the group insurance plan until they become eligible for Medicare by paying their own premiums if any. In order to enroll in group insurance upon retirement, the teacher must either:

1. be enrolled in the group insurance during the last year of the teacher's employment; or

2. was not enrolled during the last year of employment but meets all the following criteria:

    a. had a HIPAA qualifying event;

    b. timely (30 days) and properly provided enrollment notice for that HIPAA qualifying event; and

    c. that notice was not more than ninety (90) days following the teacher's last day of employment prior to retirement.

H. Insurance Premium Withholdings

Employee's premium contributions shall be withheld equally from the first 2 pays each month.

I. 403(B) Plan Tax Sheltered Annuities - IRS Code 403(b)

The Board shall provide each employee the opportunity to participate in a voluntary tax-sheltered 403(b) program, consistent with the 403(b) Plan, adopted by the Board and agreed upon by the Association. The Board and the Association agree that the Plan will not be changed without agreement in bargaining.

In addition, at such time that a plan has fewer than 5 participants, the Board may close withholding for said plan sixty days after notification is given to the plan participants. In addition, the Board agrees to add a carrier if 10 or more employees request it.

J. Section 125 Provision

Provision of Section 125 of the Internal Revenue Code shall be implemented and offered to all employees.

K. Health Care Reform

Regarding health care benefits, if any state or federal legislation is enacted during the term of this Contract, which provides an increase in the benefits available to members of the bargaining unit or to the employer under this Contract, negotiations will be reopened on all provisions related to such benefits.

L. Health Insurance/Annuity Committee

The parties will form a committee to discuss and review matters related to health insurance benefits and annuity benefits. This provision is included for informational purposes and was not bargained.

ARTICLE VIII

GRIEVANCE PROCEDURE

SECTION I

A. Definitions

1. A "grievance" is a claim by one (1) or more teachers of a violation, a misapplication, or a misinterpretation of this Contract.

2. The term "teacher" includes any individual or groups of individuals within the bargaining unit.

3. The term "day" when used in this Article shall be school teaching days. During the summer recess, the term shall mean weekdays.

4. A grievant shall have the right to be represented by the Association at all levels of this procedure.

B. The purpose of this grievance procedure is to settle equitably, 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 Contract. Both parties agree that these proceedings shall be kept as confidential as may be appropriate at each level of the proceedings.

C. 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 the Contract and the Association has been given an opportunity to be present at such hearings.

SECTION II

Level One

A. Within twelve (12) days of the time that the grievant first knew, or should have known of the grievance, the grievant shall present the grievance to the building principal during non-teaching hours. Within five (5) days after presentation of the grievance, the building principal shall orally answer the grievant.

B. Within five (5) days of the oral answer, if the grievance is not resolved, it shall be stated in writing, signed by the grievant and submitted to the building principal on the appropriate form. Within five (5) days of the filing of the formal grievance in writing, a meeting may take place and an answer to the grievance shall be given in writing to the grievant.

Level Two

A. If the grievance is not resolved in Level One, the grievant may, within five (5) days of receipt of the principal's answer, appeal to the Superintendent by filing the grievance and the principal's answer, along with any written response of the grievant to the answer of the principal, with the Office of the Superintendent, which shall receipt thereof.

B. The Superintendent, or his designated representative, shall give the grievant an answer in writing no later than ten (10) days after receipt of any written grievance properly filed with the Superintendent's office.

Level Three

A. Within ten (10) days after receiving the decision of the Superintendent, an appeal from the decision may be made to the Board. The Board shall hold a hearing on the grievance at a regular, special, or executing meeting and render its decision in writing to the grievant.

B. The hearing shall be held within fifteen (15) days of receipt of the appeal.

C. The Superintendent shall promptly notify the grievant of the date, the time, and the place were such appeal shall be heard.

D. The Board's written decision is final and shall be transmitted to the grievant within five (5) days after the hearing. The Board's written decision will be final.

SECTION III - Hearings

Hearings shall be conducted at a time and place, which will afford a fair, and reasonable opportunity for all persons, including witnesses, entitled to be present to attend. Hearings shall be conducted during nonschool hours, unless there is a mutual agreement for other arrangements.

SECTION IV - Other Provisions

A. Time limits herein may be extended only by mutual agreement, signed by the parties. If there is a failure at any step to communicate the decision on a grievance within the specified time limit, the grievant shall then have the right to appeal at the next step of the procedure.

B. Any grievance not advanced from one step to the next within the time limits, shall be deemed resolved by the answer at the previous step.

C. Any grievance, which arose prior to the effective date of this Contract or after the termination date of this Contract, shall be processed under the contract in effect at the time of the grievance.

D. No reprisal of any kind shall be taken by or against any participant in the grievance procedure by reason of such participation.

E. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel file of the participant and are not valid basis for evaluation or consideration of awarding any professional advantage to such a teacher.

F. The form provided in Appendix F will be used when filing a grievance.

ARTICLE IX

TERM OF AGREEMENT

This contract shall be effective as of July 1, 2026, and shall continue in effect until June 30, 2027. This Contract shall not be extended orally and it is expressly understood that it shall expire on the date indicated. Whenever any notice is required to be given either of the parties to this contract to the other party, either shall do so by registered letter at the following address:

If by the Association to the Board, at	Monroe-Gregg School District 135 South Chestnut Street Monrovia, IN 46157
If by the Board to the Association, at	Monroe-Gregg Teachers Association 395 S. Chestnut Monrovia, IN 46157

This Contract is made and entered into at Monrovia, Indiana by and between the Board of School Trustees of the Monroe-Gregg School District, County of Morgan, State of Indiana, party of the first part, heretofore referred to as the "Board", and the Monroe-Gregg Teachers Association, affiliated with the Indiana State Teachers' Association and the National Education Association, party of the second part, heretofore referred to as the "Association".

The undersigned also attest to the following:

A public hearing (Pre-formal Bargaining Hearing) was held in compliance with Indiana law on August 10, 2026. Electronic participation was not available.

A public Board meeting in compliance with Indiana law was held on October 27, 2026 to discuss the tentative agreement and electronic participation was not available.

A public meeting in compliance with Indiana law was held by the Board on the date set forth below for ratification of the tentative agreement. Electronic participation was not available.

This Contract is so attested to by the parties whose signatures appear below:

[SIGNATURE PAGE FOLLOWS ON THE NEXT PAGE]

BOARD OF SCHOOL TRUSTEES OF THE
MONROE-GREGG SCHOOL DISTRICT

Brock Sears, President

Kevin Blundell, Vice-President

Ky Kizzee, Secretary

Tom Kennedy, Member

Jack Elliott, Member

Ratified on: November 9, 2026

MONROE-GREGG TEACHERS
ASSOCIATION

Casey Honkomp, Chief Spokesperson

Jennifer Armour, Member

Christy Brenner, Member

Shelby Dye, Member

Julie Dimmack, Member

Ashley Stephens, Member

Ratified on: October 23, 2026

Appendix A
Monroe-Gregg School District
Compensation Model

The parties have bargained that there will be no base salary increases for the term of the contract. The only parts of this Appendix A that are in use for this 2026-2027 contract are Salary Range, Placement of New Hires, Stipends, and Literacy Endorsement. The parties will bargain a compensation plan pursuant to the new legal developments the next time they bargain base salary increases.

SALARY RANGE

$45,000 to $77,000, not including current year increases or TRF contributions.

LITERACY ENDORSEMENT BASE SALARY DIFFERENTIATION

Each teacher who newly possesses an Early Literacy Endorsement on their license shall receive a one-time $200 added to their base salary. To receive the $200 literacy endorsement base salary differential for the 2026-2027 school year, teachers must submit evidence of the literacy endorsement on their license by the date of ratification. Effective June 30, 2027, teachers must provide proof of possession of the literacy endorsement prior to the date of ratification of each respective school year to receive the literacy endorsement base salary differential.

A. GENERAL ELIGBILITY

1. Except as provided in #2 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 school years of instructing students who receives an evaluation rating of improvement necessary is eligible for a salary increase.

B. FACTORS AND DEFINITIONS

1. Evaluation rating – The teacher cannot receive an evaluation rating of needs improvement or ineffective for the prior year.

2. Education - The teacher has newly attained a master's degree in a content area as defined by the Indiana Department of Education.

C. BASE SALARY INCREASE AND DISTRIBUTION DESCRIPTION

Evaluation -

Education -

Total maximum possible raise: . The education factor does not exceed more than 50% of a teacher's total salary increase.

D. REDISTRIBUTION PLAN

Any funds otherwise allocated for teachers rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

E. PLACEMENT OF NEW HIRES

Except as otherwise set forth below, any teacher newly employed with the Monroe-Gregg School District will be placed on the salary schedule in Appendix A according to recognized teaching experience (as recognized by INPRS) mirroring the salary and placement of current employees with the same degree and number of years of experience.

Any teacher newly employed with the Monroe-Gregg School District who has prior years of public school teaching experience in another State other than Indiana, and whose out-of-State teaching experience can be verified in writing through the other State's public school teacher retirement plan, will be credited with such verified years of experience up to a maximum cap of 5 years for purposes of placing the teacher in the salary schedule in Appendix A. It is the teacher's responsibility to obtain the documentary proof from the other State's public school teacher retirement plan, and such documentation must be provided to the Superintendent's Office within the first 90 days following the teacher's first day of work with the Monroe-Gregg School District. A new hire's years of experience with charter and private schools will be counted the same as out-of-State years of experience up to the same combined maximum 5-year cap with out-of-State experience and will be subject to the same documentation requirements. For clarity, the total cap for years of experience that may be credited for out-of-State, charter school and private school experience collectively combined is a maximum of 5 years. For placement of new hires, half years of experience will be rounded up, and two half years will make one whole year.

Any new hire who previously retired through INPRS and is hired by the Monroe-Gregg School District will be placed in the salary schedule in Appendix A at Level L in the teacher's applicable degree column.

A new hire employed on a part-time teaching contract will be compensated at his/her hourly rate of pay.

Each new hire who possesses an Early Literacy Endorsement on their license shall receive a one-time $200 added to their base salary.

F. STIPENDS

All teachers will receive a $500 stipend for the 2026-2027 school year.

APPENDIX A

SALARY SCHEDULE

2026-2027

Levels	Bachelors	Masters
A	$45,000	$47,000
B	$46,000	$48,000
C	$47,000	$49,000
D	$48,000	$50,000
E	$49,000	$51,000
F	$50,000	$52,000
G	$51,000	$53,000
H	$52,000	$54,000
I	$53,000	$55,000
J	$54,000	$56,000
K	$55,000	$57,000
L	$56,000	$58,000
M	$57,000	$59,000
N	$58,000	$60,000
O	$59,000	$61,000
P	$60,000	$62,000
Q	$61,000	$63,000
R	$62,000	$64,000
S	$63,000	$65,000
T	$64,000	$66,000
U	$65,000	$67,000
V	$66,000	$68,000
W	$67,000	$69,000
X	$68,000	$70,000
Y	$69,000	$71,000
Z	$70,000	$72,000
AA	$71,000	$73,000
BB	$72,000	$74,000
CC	$73,000	$75,000
DD	$74,000	$76,000
EE	$75,000	$77,000

Appendix B-1
ECA Schedule

The number of positions is included for informational purposes only and has not been bargained.

High School

Fine Arts	
Band Director	3,792
Assistant Band Director	3,102
Flag Corp	1,364
Winter Guard	1,364
Show Choir Director	2,225
Assistant Show Choir	1,000
Drama Sponsor	1,220*
Assistant Drama	600*
Summer Band	5,000
Jazz Band	2,619
Clubs	
Spell Bowl	500
Math Bowl	500
Super Bowl	500
Brain Game/Quiz Bowl (2)	1,451
Robotics Team	500
Club	225
SADD (2)	500
FCA	511
Student Government (3)	500
Yearbook	1,610
National Honor Society	500
Newspaper	667
Duties	
Department Chair (8)	511
Mentoring	600
MTSS (RTI)	465
Dismissal/Arrival Duty (2)	266
Academic Awards Coordinator	266
Class Sponsor-11th Prom	1,078
Class Sponsor- 11th	266
Class Sponsor- 12th Graduation	775
Class Sponsor- 12th	532

Middle School

Fine Arts	
Drama Sponsor	1,220*
Assistant Drama	600*
Clubs	
Club	225
Spell Bowl	500
Math Bowl	500
Super Bowl	500
Robotics Team	500
Newspaper	500
Yearbook	1,148
National Junior Honor Society	500
Student Government	500
SADD	500
FCA	511
Duties	
Department Chair (5)	511
Mentoring	600
Nature Center Coordinator (2)	385
MTSS (RTI) (2)	465
Dismissal/Arrival Duty	266

Elementary

Fine Arts	
Drama	1,220*
Assistant Drama	600*
Choir	750
Duties	
Department Chair (7)	511
Mentoring	600
MTSS (RTI) (3)	465
Dismissal/Arrival Duty	266
Clubs	
Student Council (2)	500
Spell Bowl (2)	500

Math Bowl (2)	500
Robotics Team (2)	500
Technology/Media Club (2)	500
Garden Club (2)	225
Chess Team (2)	500
Running Club	500
Manners Club	225
Club	225

The extracurricular and staff duties stipends above are in effect until June 29, 2027. The extracurricular and staff duties stipends below are in effect starting June 30, 2027.

(For ECA to apply all clubs must be approved by the building administrator)

(All teams and bowls must compete in a competition.)

*The ECA stipend for drama only applies to full productions.

For all buildings, the $266 Dismissal/Arrival Duty stipend is only one stipend (and not an AM and PM stipend).

APPENDIX B-2

Athletics ECA Schedule

Football			
HS Varsity	$7,666	8th Gr	$2,100
HS Assistant	$3,000	7th Gr	$2,100
HS Assistant	$3,000	8th Gr Asst	$1,400
HS Assistant	$3,000	7th Gr Asst	$1,400
HS Assistant	$3,000		
HS Assistant	$3,000		

Boys' Basketball		Girls' Basketball	
HS Varsity	$7,666	HS Varsity	$7,666
HS Assistant	$3,000	HS Assistant	$3,000
HS Assistant	$3,000	HS Assistant	$3,000
HS Assistant	$3,000	HS Assistant	$3,000
8th Gr	$2,100	8th Gr	$2,100
7th Gr	$2,100	7th Gr	$2,100

Boys' Volleyball		Girls' Volleyball	
HS Varsity	$3,600	HS Varsity	$3,600
HS Assistant	$2,100	HS Assistant	$2,100
HS Assistant	$2,100	HS Assistant	$2,100
		8th Gr	$1,400
		7th Gr	$1,400

Boys' Soccer		Girls' Soccer	
HS Varsity	$3,600	HS Varsity	$3,600
HS Assistant	$2,100	HS Assistant	$2,100

Baseball		Softball	
HS Varsity	$3,600	HS Varsity	$3,600
HS Assistant	$2,100	HS Assistant	$2,100
HS Assistant	$2,100	HS Assistant	$2,100
8th Gr	$1,400	8th Gr	$1,400
7th Gr	$1,400	7th Gr	$1,400

Cheerleading		Wrestling	
HS Varsity	$3,600	HS Var Boys	$3,600
HS Assistant	$2,100	HS Var Girls'	$3,600
MS	$1,800	HS Assistant	$2,100
MS Assistant	$1,000	MS	$1,800
		MS Assistant	$1,000

Track & Field		Cross Country	
HS Varsity	$3,600	HS Varsity	$3,000
HS Assistant	$2,100	HS Assistant	$1,800
HS Assistant	$2,100	MS	$1,400
HS Assistant	$2,100	MS Assistant	$1,000
MS	$1,800		
MS Assistant	$1,000		
MS Assistant	$1,000		
MS Assistant	$1,000		

Boys' Golf		Girls' Golf	
HS Varsity	$3,000	HS Varsity	$3,000
MS	$1,000	MS	$1,000

Additional Athletic Positions	
HS Event Coordinator	$4,500
MS Athletic Coordinator	$6,000
MS Event Coordinator	$2,500
Strength Coach (4 Seasons) ***	$3,750 (per season)

(For ECA to apply all clubs must be approved by the building administrator)
(All teams and bowls must compete in a competition.)

Athletic Assistant Coach positions will be filled on a needs basis related to team size and supervision requirements. This provision is for informational purposes only and has not been bargained.

**If one individual coaches 7th and 8th grade in a sport, they get 1 ½ x ECA stipend.

***The number of seasons has not been bargained and is for informational purposes only.

APPENDIX B-3

Extra Curricular/ Staff Duties – Effective June 30, 2027

High School Extra Curriculars/Additional Staff Duties

Student Extra Curriculars	
HS Band	$4,000.00
HS Assistant Marching Band	$3,000.00
HS Summer Band	$5,000.00
HS Jazz Band	$3,000.00
HS Flag Corp	$1,500.00
HS Winter Guard	$1,500.00
HS Show Choir Director	$3,500.00
HS Assistant Show Choir:	$1,500.00
HS Drama Sponsor*	$2,500.00
HS Assistant Drama*	$1,000.00
HS Assistant Drama*	$1,000.00
HS Brain Game/QuizBowl:	$1,500.00
HS Class Sponsor 11 Prom	$1,000.00
HS Class Sponsor 11 Prom	$1,000.00
HS Newspaper	$1,000.00
HS Class Sponsor 12th/ Graduation	$800.00
HS Class Sponsor 12th/ Graduation	$800.00
HS Spell Bowl	$500.00
HS Math Bowl	$500.00
HS Super Bowl	$500.00
HS Robotics	$500.00
HS SADD / LEO	$500.00
HS SADD / LEO	$500.00
HS FCA	$500.00
HS FCA	$500.00
HS Student Government	$500.00
HS Student Government	$500.00
HS National Honor Society	$500.00
HS National Honor Society	$500.00
HS Club	$250.00

Additional Staff Duties	
HS Mentoring	$600.00
HS MTSS/RTI:	$500.00
HS MTSS/RTI:	$500.00
HS Academic Awards Coordinator	$500.00
HS Department Chair: ELA	$500.00
HS Department Chair: Science	$500.00
HS Department Chair: Social Studies	$500.00
HS Department Chair: Math	$500.00
HS Department Chair: World Language	$500.00
HS Department Chair: Fine Arts / PE	$500.00
HS Department Chair: AG/ Business/ CTE	$500.00
HS Department Chair: SPED	$500.00

(For ECA to apply all clubs must be approved by the building administrator)

(All teams and bowls must compete in a competition.)

Middle School Extra Curriculars/Additional Staff Duties

Student Extra Curriculars	
MS: Drama Sponsor *	$2,000.00
MS Assistant Drama*	$1,000.00
MS Yearbook	$1,250.00
MS Yearbook	$1,250.00
MS National Junior Honor Society	$750.00
MS Spell Bowl	$500.00
MS Math Bowl	$500.00
MS Robotics	$500.00
MS Student Government/ Student Council	$500.00
MS SADD:	$500.00
MS: ESPORTS	$500.00
MS Ambassadors	$500.00
MS Super Bowl	$500.00
MS Super Bowl	$500.00
MS Super Bowl	$500.00
MS Super Bowl	$500.00
MS FCA	$500.00
MS FCA	$500.00
MS Nature Center Coordinator	$250.00
MS Club	$250.00

Additional Staff Duties	
MS Mentoring	$600.00
MS Department Chair: ELA	$500.00
MS Department Chair: Science	$500.00
MS Department Chair: Social Studies	$500.00
MS Department Chair: Math	$500.00
MS Department Chair: Special Ed/MLL	$500.00
MS MTSS/RTI:	$500.00
MS MTSS/RTI:	$500.00
MS MTSS/RTI:	$500.00
MS MTSS/RTI:	$500.00

(For ECA to apply all clubs must be approved by the building administrator)

(All teams and bowls must compete in a competition.)

***If a combined HS/MS drama production occurs only one drama sponsor and two (2) assistant drama sponsors will receive a stipend.**

Elementary School Extra Curriculars/Additional Staff Duties

Student Extra Curriculars	
ES: Drama	$2,000.00
ES: Assistant Drama	$1,000.00
ES: Assistant Drama	$1,000.00
ES: Choir	$750.00
ES: Running Club	$500.00
ES: Running Club	$500.00
ES: Chess Club	$500.00
ES: Technology/Media Club	$500.00
ES: Robotics	$500.00
ES: Robotics	$500.00
ES: Student Council	$500.00
ES: Student Council	$500.00
ES: Math Bowl	$500.00
ES: Math Bowl	$500.00
ES: Spell Bowl	$500.00
ES: Spell Bowl	$500.00
Club	$250.00

Additional Staff Duties	
ES: Mentoring	$600.00
ES: MTSS/RTI	$500.00
ES: MTSS/RTI	$500.00
ES: MTSS/RTI	$500.00
ES: MTSS/RTI	$500.00
ES: Department Chair Kindergarten	$500.00
ES: Department Chair First Grade	$500.00
ES: Department Chair Second Grade	$500.00
ES: Department Chair Third Grade	$500.00
ES: Department Chair Fourth Grade	$500.00
ES: Department Chair Fifth Grade	$500.00
ES: Department Chair Specials	$500.00
ES: Department Chair Special Education/MLL	$500.00
ES: Dismissal/Arrival Duty**	$250.00
ES: Dismissal/Arrival Duty**	$250.00
ES: Dismissal/Arrival Duty**	$250.00
ES: Dismissal/Arrival Duty**	$250.00
ES: Dismissal/Arrival Duty**	$250.00
ES: Dismissal/Arrival Duty**	$250.00
ES: Dismissal/Arrival Duty**	$250.00
ES: Dismissal/Arrival Duty**	$250.00

(For ECA to apply all clubs must be approved by the building administrator)

(All teams and bowls must compete in a competition.)

** For all buildings, the $250 Dismissal/Arrival Duty stipend is only one stipend (and not an AM and PM stipend).

APPENDIX C

Pension Bond Buyout

March 13, 2006

The provisions below apply only to those teachers who were covered by the Pension Bond Buyout during the 2005-2006 school year at the Monroe-Gregg School District. Once the last teacher covered by the 2005-2006 Pension Bond Buyout is retired, this Appendix C will be editorially deleted from the contract.

A. Elimination of Prior Agreement's Retirement Pay, Buy Back of Sick Leave and Social Security and Medicaid Bridge Benefits

The Board and the Association specifically reserved the authority to revise or terminate the retirement benefits contained in earlier agreements. Exercising this authority, the Board and the Association confirm that Article VI, Sections A (Retirement Severance Pay), B (Buy Back of Sick Leave), and C (Social Security and Medicare Bridge Benefits) found in the 2003-2004 collective bargaining agreement ("Prior Agreement") between the Monroe-Gregg School Corporation and the Monroe-Gregg Teachers Association are terminated and shall not apply to any teacher retiring or severing employment with the School Corporation on or after the effective date of these provisions. Those teachers who retired or severed employment before the effective date of these provisions shall only be entitled to the retirement benefits contained in the collective bargaining agreement in effect at the time he or she retired, but as may be otherwise revised from time to time.

B. Entitlement to Retirement Severance Benefits, Vesting Requirements

Upon retirement from the Monroe-Gregg School Corporation, a teacher shall be fully vested in the retirement benefits described in this Article if the retiring teacher has satisfied the following requirements:

1. The retiring teacher must have been employed by the Monroe-Gregg School Corporation on or before January 1, 2006.

2. The retiring teacher must have notified the Superintendent in writing of the intent to retire on or before February 1, in the year of retirement. The Board may waive timely notice for good reason.

3. Immediately prior to retirement, the retiring teacher must meet one of the following:

   a. Completion of not less than ten (10) consecutive years of service with the Monroe-Gregg School District and reached the age of fifty-five (55) on or before September 1 following the last school year of employment, or

   b. Completion of not less than twenty-five (25) years of service with the Monroe-Gregg School District and reached the age of fifty (50) on or before September 1 following the last school year of employment.

C. Actuarial Determination of Value of Current Retirement Bridge and Severance Benefits

The Educational Services Corporation has been selected to determine the present value of the unfunded Retirement Severance Pay Benefits and the Social Security and Medicare Bridge Benefits described in the Prior Agreement. In making the present value determination, ESC shall use the following assumptions:

1. Interest Rate. The assumed short-term interest rate for the first two (2) years for purposes of determining the present value is (4%), and the assumed long term interest rate for purposes of determining the present value is 7.25%.

2. Retirement Age. It is assumed that an employee terminates employment at the end of the school year in which the employee attains age fifty-eight (58) or at the end of the current year, if the individual is already fifty-eight (58) years of age or older.

3. Retirement Pay. The anticipated amount of the Retirement Bridge for Social Security and Medicare shall be determined as follows:

    a. Teachers hired in the Monroe-Gregg School District before August 1, 1999, shall receive Social Security Bridge Benefit amounts as outlined in Article VI Section C (1) and C (2) of the prior agreement.

    b. Teachers hired before August 1, 1999, shall receive Medicare Bridge Benefits as follows:

        (1.) Teachers currently enrolled in the district health insurance plan and who had fifteen (15) or more years of teaching experience as of July 1, 1998, shall receive an annualized benefit of $2,500.00.

        (2.) Teachers currently enrolled in the district health insurance and who had less than fifteen (15) years of teaching experience as of July 1, 1998, shall receive an annualized benefit of $1,250.00.

        (3.) Teachers not currently enrolled in the district health insurance plan and who had fifteen (15) or more years of teaching experience as of July 1, 1998, shall receive an annualized benefit of $1,112.00.

        (4.) Teachers not currently enrolled in the district health insurance plan and who had less than fifteen (15) years of teaching experience as of July 1, 1998, shall receive an annualized benefit of $556.00.

4. Severance Pay. The severance benefit for each employee will be determined using the method of calculation described in Article VI, Section A of the Prior Agreement.

5. FICA. The present value of the future Retirement Severance Pay Benefits and Early Retirement Program Plan benefits will be reduced by the Social Security

and Medicare taxes (FICA) that would have been payable if the Severance Benefits and Retirement Bridge had been paid directly to the employee.

6. Exclusion of Employees. Employees hired after January 1, 2006, shall not be entitled to any payment for the eliminated Retirement Severance Pay benefits or Social Security and Medicare Bridge Benefits provided by the Prior Agreement.

7. Rehired Employees. Amounts forfeited upon termination of employment because of the failure to meet the applicable vesting requirements shall not be reinstated or re-credited if an individual is subsequently rehired or re-employed by the School Corporation. However, if the Board shall have approved a leave of absence of not more than one (1) fiscal year for an employee, such period of leave shall not result in forfeiture provided the employee shall promptly return to employment following the expiration of the period of the leave.

8. Calculation Date. The present value of the Retirement Severance Pay benefits and the Social Security and Medicare Bridge Benefits under the Prior Agreement shall be calculated, effective as of January 31, 2006.

Using the above assumptions and the other assumptions contained on the Buy Out Spread Sheet attached hereto and incorporated herein as Appendix E, ESC shall prepare the present value calculations for each teacher and the contributions described hereinafter will be made.

D. 401(a) Plan

The School Corporation shall establish a qualified retirement plan as described in section 401 (a) of the Code (the "401 (a) Plan"). Up to $2000.00 of the amount calculated by ESC as the present value for the Retirement Severance Pay, Social Security Bridge and Medicare Bridge shall then be contributed by the School Corporation to each individual teacher's Section 401 (a) Plan maintained by the Board.

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

2. Forfeiture. If an employee retires or otherwise terminates employment before satisfaction of the requirements set forth in Subsection B of this Article for any reason, the terminated employee's 401 (a) Plan account shall be forfeited. The redistribution list of teachers shall be determined on July 1st of each year. The forfeited amounts shall be reallocated at the end of each plan year only among the then remaining Separate Shares of the 401 (a) Plan in the same manner as was used by ESC in originally determining the present value of the unfunded benefits. Therefore, the 401 (a) Plan accounts of the following teachers will not share in the reallocation of a forfeiture of a Separate Share:

a. Teachers who have forfeited their 401 (a) Plan accounts in the same year;

b. Teachers who previously forfeited their 401 (a) accounts; and

c. Teachers who have attained age fifty-eight (58) and terminated employment in or before the year of the reallocated forfeiture. Furthermore, Separate Shares of teachers who have attained age fifty-eight (58) but not terminated employment may share in the reallocated forfeiture.

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

4. Costs. The School Corporation shall not be paid any compensation for its services performed on behalf of the 401 (a) Plan. All costs incurred in the administration of the 401 (a) Plan and investment fees shall be paid from the 401 (a) Plan assets.

E. VEBA. The School Corporation shall contribute to a voluntary employees' beneficiary association ("VEBA"), as described in section 501 (c)(9) of the Internal Revenue Code, the amount over and above $2,000.00 as calculated by ESC as the present value for the Retirement Severance, Social Security and Medicare Bridge Benefits for each individual teacher. The single investment Vendor for the VEBA Plan shall be the Security Benefit Indiana. Additional terms and conditions for the administration and operations of the VEBA shall be as follows:

1. Vesting. Until such time that an employee has retired and satisfied the eligibility requirements set forth in Section B of this Article, the employee shall have no access to the assets held in his or her separate VEBA account.

2. Forfeiture. If an employee retires or otherwise terminates employment before satisfaction of the requirements set forth in Section B of this Article for any reason, the terminated employee's VEBA account shall be forfeited. Forfeited amounts shall be reallocated at the end of each plan year only among the then-remaining separate VEBA accounts. Therefore, the VEBA accounts of the following employees will not share in the reallocation of a forfeiture of a VEBA account:

a. Employees who have forfeited their VEBA accounts in the same year;

b. Employees who previously forfeited their VEBA accounts; and

c. Employees who have terminated employment in or before the year of the reallocated forfeiture.

3. Distributions. Following retirement and the satisfaction of the requirements set forth in Section B of this Article, a retired employee may use the amounts held in his/her separate VEBA account to pay health insurance premiums, term life

insurance premiums and unreimbursed medical expenses of the employee, spouse and dependents. Furthermore, following the death of the employee who had otherwise satisfied the requirements of Section B of this Article, any amounts remaining in the deceased employee's VEBA account may continue to be used to pay these premiums and expenses of the employee's spouse and dependents. Any amounts not distributed to or for the benefit of the employee, spouse, and/or dependents shall be forfeited and reallocated to the remaining VEBA plan participants as provided for in D. 401(a)3. (At no time may the VEBA make loans to an employee, his/her spouse, or dependents.)

4. Costs. The School Corporation shall not be paid any compensation for its services performed on behalf of the VEBA. All costs incurred in the administration of the VEBA and investment fees shall be paid from the VEBA assets.

APPENDIX D

Stipends and Ancillary Duties

Any information in Appendix D beyond wages was not bargained and is included for informational purposes only.

A. In the event a teacher is asked by the administration to substitute for another teacher, such teacher shall be provided the appropriate form and present it to the Principal's office or designee within three (3) days. The teacher may choose one of the following options for credit:

   a. For the middle school and high school and elementary specials teachers, the teacher will be credited with pay at the rate of $25.00 per class period for the amount of time such teacher acted as a substitute.
   b. For the elementary, the teacher will be credited with pay at the rate of $50.00 per day if the teacher has students added to their classroom for a full day due to another teacher being absent for a full day or at a pro-rata amount if the teacher provides less than full-day coverage.

   Compensation due to a teacher pursuant to this provision will be paid on the next payroll following the teacher performing the duty. Portions of this provision unrelated to wages are the School's policy, were not bargained, and are included for informational purposes only.

B. The Board may pay stipends for summer in-services, curriculum development activities, study tables, and Saturday school, which are scheduled outside of a regular school day or regular school hours at $20 per hour. A teacher may not be required to perform duties contained in this section. Portions of this provision unrelated to wages are the School's policy, were not bargained and are included for informational purposes only.

C. Teachers shall be granted an additional ½ day personal leave to compensate for participating in Parent-Teacher Conferences.

D. Faculty members will receive sports passes for admission to extra-curricular activities for themselves and their spouse/partner for $1.00 each. Faculty members will receive a family sport pass for admissions to extra-curricular activities for their spouse/partner and dependent children for $20.00.

E. The teacher who provides math remediation for State testing, outside of school hours, will be paid a stipend of $500 per semester.

F. The teacher who provides language arts remediation for State testing, outside of school hours, will be paid a stipend of $500 per semester.

G. The night school teachers will be paid a stipend of $5760 per year.

H. The AP Computer Science teacher will be paid a stipend of $1000.

I. The IEP Administrator will be paid a stipend of $600.

J. The Title I Coordinator will be paid a stipend of $3000.

K. FFA will be paid a stipend of $3,000 per semester and in the summer.

L. DECA will be paid a stipend of $3,000 for the school year.

M. Teacher of Blind and Low Vision will be paid a stipend of $5000 per year.

N. Teacher coordinating the CPI Training will be paid a stipend of $600.

O. The Performing Arts Center Director will be paid an annual stipend of $2,500.00 for work performed at the Performance Arts Center. The Performing Arts Center Assistant Director will be paid an annual stipend of $1,000.00 for work performed at the Performance Arts Center.

Effective June 30, 2027, the Performing Arts Center Director will be paid an annual stipend of $1,500 for work performed at the Performance Arts Center. The Performing Arts Center Assistant Director will be paid an annual stipend of $750 for work performed at the Performance Arts Center.

P. The teacher who provides AP test prep will be paid a stipend of $275 per subject.

Q. Teachers possessing a terminal degree related to the field of education will receive a stipend payment in the sum of $500.00 for each terminal degree they possess. For purposes of this provision, a terminal degree is defined as a degree in the field of education that is a master's degree or higher (for example, a masters, masters + 15, doctorate, Ed.S., National Board Certification, etc.). To illustrate, if a teacher possesses a master's degree and masters + 15 in the education field, then that teacher would qualify to receive a stipend in the sum of $1,000.00 (with $500.00 being attributable to the master's degree and $500.00 being attributable to the masters + 15). To further illustrate, if a teacher possesses a master's degree, a master's + 15, and a Ph.D., all in the field of education, then the teacher would receive a stipend in the sum of $1,500.00 (with $500.00 being attributable to the master's degree, $500.00 being attributable to the masters + 15, and $500.00 being attributable to the Ph.D.). To qualify for a stipend under this provision, the teacher must provide documentation to the Superintendent establishing the teacher does in fact possess the terminal degree(s) for which the teacher is seeking a stipend payment.

R. Homebound teachers will receive their hourly rate of pay, including but not limited to up to 15 minutes of time they spend waiting for a student to arrive for services. (The amount of waiting time stated herein is the School's policy, is for informational purposes only, and has not been bargained.)

S. Teachers who conduct professional development that has been pre-approved by the teacher's building principal prior to the professional development being conducted will receive compensation as follows:

Full day (defined as 6 hours or more in a day) of conducting professional development training: $250.00 flat rate.

Less than 6 hours of professional development training in a day but more than 1 hour of professional development training in a day: $100.00 flat rate.

To receive compensation under this provision, the professional development training being conducted by the teacher must have been pre-approved by the teacher's building principal in advance of the training being conducted.

The references to hours and days in this provision is the School's policy, is included for informational purposes only, and has not been bargained.

T. Technology Resource Providers – $600. Teachers assigned to this position will be trained in their specific area. The School Corporation will pay for the cost of training. Any teacher assigned to hold this position will provide training to other teachers in their specific area. The training and duties described herein is for informational purposes and was not bargained.

U. MLL Community Outreach – One-half (½) day personal leave earned for each event (must be a minimum 2-hour event), up to a maximum of 2 personal leave days.

V. Cadet Teacher Supervisor: If an additional hour is added by the Administration, then additional compensation will be paid using the following calculation: Teacher's daily rate divided by 7 then multiplied by 184 days.

Effective June 30, 2027, a Cadet Teacher Supervisor will receive a stipend based on student participation. The Supervisor will receive $100 per student per semester.

W. Class Coverage: If a teacher gives up their preparation period to cover 2 weeks or more in an unfilled position in a semester, then the teacher will receive an ancillary duty pay that will be calculated based upon the teacher's hourly rate of pay.

X. Teacher Mentor: A teacher assigned to mentor a transition to teach new hire will receive a $1,200 stipend per mentee not to exceed four semesters .

APPENDIX E

MONROE-GREGG SCHOOL DISTRICT

GRIEVANCE REPORT

Date File_____ Building_____

_____

_____

_____

Name of Grievant_____

Assignment_____

Date Cause of Grievance Occurred_____

_____

_____

Statement of Grievance:

Relief Sought:

Disposition by_____

(SUBMIT IN DUPLICATE)

APPENDIX F – PAY ROLL

Monroe-Gregg School District
Payroll Calendar
2026-2027

July 26

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

August 26

Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September 26

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October 26

Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November 26

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December 26

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

January 27

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

February 27

Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

March 27

Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

April 27

Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

May 27

Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

June 27

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

July 27

Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

August 27

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Paydates:	Payroll Date:
Teacher Contract Payroll Dates:	
7/20/26-8/2/26	8/7/2026
8/3/26-8/16/26	8/21/26
8/17/2026-8/30/26	9/4/26
8/31/26-9/13/26	9/18/2026
9/14/26-9/27/26	10/2/2026
9/28/26-10/11/26	10/16/2026
10/12/26-10/25/26	10/30/26
10/26/26-11/8/26	11/13/26
11/9/26-11/22/26	11/27/26
11/23/26-12/6/26	12/11/26
12/7/26-12/20/26	12/25/26
12/21/26-1/3/27	1/8/27
1/4/27-1/17/27	1/22/27
1/18/27-1/31/27	2/5/27
2/1/27-2/14/27	2/19/27
2/15/27-2/28/27	3/5/27
3/1/27-3/14/27	3/19/27
3/15/27-3/28/27	4/2/27
3/29/27-4/11/27	4/16/27
4/12/27-4/25/27	4/30/27
4/26/27-5/9/27	5/14/27
5/10/27-5/23/27	5/28/27
5/24/27-6/6/27	6/11/27
6/7/27-6/20/27	6/25/27
6/21/27-7/4/27	7/9/27
7/5/27-7/18/27	7/23/27

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Yellow highlight = paydate