AGREEMENT

BETWEEN THE

BOARD OF SCHOOL TRUSTEES

OF THE

MILAN COMMUNITY SCHOOL CORPORATION

AND THE

MILAN EDUCATION ASSOCIATION

2026-2027

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ARTICLE I - DEFINITION OF TERMS

A. SCHOOL CORPORATION

The term "School Corporation" refers to the Milan Community School Corporation.

B. CERTIFIED EMPLOYEES

The term "certified employee" refers to any individual fully licensed to teach in a subject area or areas in the public schools of Indiana who is employed under a teaching contract.

C. SCHOOL BOARD

The term "school board" refers to the Board of School Trustees or governing body of the School Corporation and any person(s) authorized to act on its behalf. Also referred to as "Board".

D. ASSOCIATION

The term "Association" refers to the Milan Education Association and any person(s) authorized to act on its behalf. Also referred to as "MEA".

E. DAY

The term "day" refers to school day, unless specifically stated otherwise in this Agreement. For informational purposes only, the contractual day for a teacher begins at 7:45 a.m. and ends at 3:15 p.m.

ARTICLE II - RECOGNITION

The Board hereby recognizes the Association as the exclusive bargaining representative for all school employees under Regular Teacher Contract or under Temporary Teacher Contract, except the superintendent, assistant superintendent, principals, and athletic director. This recognition is made pursuant to LC. 20-29 and shall continue until successfully challenged by another school employee organization.

ARTICLE III - LEAYES

A. SICK LEAVE

1. Each bargaining unit member shall receive ten sick days each year of employment. Accumulated sick days are to be used for absence on account of illness or quarantine without loss of compensation. Unused sick leave shall be accumulative to 120 days. Sick leave may be taken in half-day or full-day increments.

2. Each bargaining unit member shall be able to use his/her own sick leave to provide care for a member of his/her immediate family (defined in§ III C) who is ill.

3. In the event any new bargaining unit member shall have accumulated one or more days of sick leave in another school corporation and shall then become employed by the Milan Community Schools, there shall be added for the second and each succeeding year of employment in Milan three days of sick leave until the number of accumulated days to which the bargaining unit member was entitled in the place of employment shall be exhausted, the total not to exceed 120 days.

4. After ten (10) sick days have been used during a school year, a physician's statement will be required for use of subsequent sick days. In the event of extenuating circumstances, the Superintendent has the authority to waive the request for a physician statement.

B. PERSONAL BUSINESS LEAVE

1. Each bargaining unit member shall be entitled to four (4) personal days

2. Personal business leave shall be taken in full day or half-day increments.

3. Unused personal days will accumulate into individual accumulated sick day accounts for each bargaining unit member to be used for absence on account of illness or quarantine without loss of compensation.

4. Total personal days plus unused accumulate sick day account balance shall be accumulative up to a maximum of 120 days.

C. BEREAVEMENT LEAVE

1. A bargaining unit member may be absent for a period of not more than five days per occurrence for death in the immediate family without loss of pay during the seven calendar days following the death. Immediate family is interpreted to mean husband or wife, children, step-children, mother, father, mother-in-law, father-in-law, step-parents, sister, brother, brother-in-law, sister-in-law, grandparents, grandchildren, step-sister, step-brother, and any other member of the family unit living in the same household. The bargaining unit member may retain use of a portion of the five days in the case of delayed memorials or funeral services.

2. A bargaining unit member is entitled to two days' leave with pay per occurrence in case of death of an uncle, aunt, niece, nephew, first cousin (usually the day of the visitation and/or funeral).

D. PREGNANCY/CHILDBIRTH LEAVE

1. Any bargaining unit member who is pregnant may continue in active employment as late into pregnancy as she desires, provided she is able to fulfill the requirements of her position. The bargaining unit member's physician shall provide certification of health, if requested.

2. Any bargaining unit member who is pregnant is entitled to a leave of absence any time between the commencement of her pregnancy and one year following the birth of her

child, if, except in a medical emergency, she notifies the superintendent at least 30 days before the date on which she desires to start the leave. She shall also notify the superintendent of the expected length of the leave. In case of a medical emergency caused by the pregnancy, the bargaining unit member shall be granted a leave, as otherwise provided in this section, immediately upon her request and certification of the emergency from the attending physician.

3. All or any portion of the leave taken by a bargaining unit member because of a temporary disability caused by pregnancy may be charged, at her discretion, to her available sick leave. The bargaining unit member is entitled to take accumulated sick leave days when the bargaining unit member's physician certifies that the bargaining unit member is incapable of performing her regular teaching duties. After her available sick leave has been used, the bargaining unit member may be absent without pay, subject to paragraph 2 of this section and subject to provisions of the Family and Medical Leave Act. This leave may be taken without jeopardy to re-employment, retirement, salary benefits, and seniority rights.

4. An adoptive/parental leave of up to one year shall be granted to a teacher who becomes a parent. Notice of intent to take adoptive/parental leave shall be given to the Superintendent at the time the teacher makes initial application. The leave shall commence when the teacher takes physical custody of the child, or earlier if necessary to meet the requirements of the adoption. All or any portion of the leave taken by a bargaining unit member may be charged, at his/her discretion, to his/ her available sick leave. After the available sick leave has been used, the bargaining unit member may be absent without pay. This leave may be taken without jeopardy to re-employment, retirement, salary benefits, tenure, and seniority rights.

5. If a bargaining unit member on pregnancy/childbirth leave desires to return sooner than the date of return set forth in the leave as granted by the Board or extend the leave, she shall notify the superintendent, in writing, at least ten days prior to the desired date of early return or to extend the leave. Such request shall be accompanied by a certificate from the bargaining unit member's physician stating that the bargaining unit member is able to resume teaching duties or needs to extend the leave. If the bargaining unit member has been on parental leave and chooses to return to work prior to the agreed upon return date notice must be given 10 days prior to desired return date.

E. MEDICAL LEAVE

A bargaining unit member who is unable to teach because of a temporary physical disability may be granted, upon written application, a leave of absence for the period of such temporary disability, in no case to exceed one year unless approved by the Board. Such leave is subject to the following conditions:

1. Application for such leave must be submitted to the Board through the superintendent and must be accompanied by a written statement by a physician attesting to the temporary disability and stating the expected duration of the disability.

2. This leave is granted without pay or benefits, except to the extent the Family and Medical Leave Act applies.

3. This leave may be taken without jeopardy to re-employment, retirement, salary benefits, and seniority rights.

4. Before returning from this leave, the bargaining unit member must submit to the superintendent a written statement from a physician certifying the bargaining unit member's ability to return to work and to perform the responsibilities of the position.

5. If a bargaining unit member who is granted leave under this section wishes to continue insurance benefits during the period of the leave, it shall be the responsibility of the bargaining unit member to make arrangements in advance with the central office to continue such insurance benefits at the individual's expense, except to the extent the Family and Medical Leave Act applies.

F. OTHER SHORT-TIME LEAVES

Jury duty and cases wherein a bargaining unit member is subpoenaed as a witness or required to appear in court or administrative hearing in connection with the bargaining unit member's employment in the Milan Community School Corporation are excusable. If pay is involved, the bargaining unit member shall remit such pay to the central office and the Board shall continue to pay the bargaining unit member's full salary during the short-term leaves.

G. OTHER EXTENDED LEAYES

Sabbatical leaves, military leaves, and educational leaves may be granted by the Board only upon written request to them and within the limitations of statutory authority.

ARTICLE IV - VOLUNTARY SICK LEAVE BANK

The purpose of the Voluntary Sick Leave Bank (the Bank) is to provide personal illness leave to contributors to the Bank after their accumulated personal illness leave has been exhausted, and more specifically to provide such leave from the Bank in case of prolonged illnesses. The Bank rules and guidelines are as follows:

A. VOLUNTARY SICK BANK COMMITTEE

1. The Bank will be operated on a voluntary basis. A committee shall be formed to administer the Bank and to provide the information for the central office to keep the records. This committee shall be empowered to adopt rules and regulations and to make decisions required to administer the Bank as long as those rules, regulations, and decisions do not modify this agreement. The committee will be titled the Voluntary Sick Bank Committee (the SBC). The SBC shall be composed of the following five persons:

a. Superintendent of the Milan Community Schools or designee

b. President of the Milan Education Association or designee

c. One Milan Community Schools administrator appointed by the superintendent

d. Two bargaining unit members appointed by the Association president. (An effort should be made to provide bargaining unit representation from the elementary and secondary levels.)

2. Should a vacancy occur on the Sick Bank Committee, a replacement shall be appointed by the authority making the original appointment.

3. One of the bargaining unit SBC representatives will be selected to act as chairperson of the SBC. The Association president will designate the chairperson before the first meeting.

4. The SBC will be responsible for developing the forms needed to operate the Bank.

5. All decisions must have a majority vote to pass.

B. EFFECTIVE DATE

1. The effective date of the Bank will be the first contract day of the current school year.

2. Enrollment in the Bank will begin on the first contract day and end on September 30 of the current school year.

3. An employee hired by the Corporation after the first contract day shall have 45 days from the date of employment to enroll in the Bank.

C. ELIGIBILITY

1. All certified staff.

D. THE BANK

1. The Bank will become operational only after 40 percent or more of the eligible members of the bargaining unit have shown their willingness to participate in the Bank by contributing the individually required number of days to the Bank. The individually required number of days is set forth in F-3 below.

E. MEMBERSHIP

1. The Bank shall be established for all certified staff of the Milan Community Schools who indicate their desire to participate by contributing the individually required number of days as indicated in rule F-3.

F. PROVISIONS FOR ADMINISTRATION OF THE BANK

1. The Bank may be used only by the individual contributor for his/her personal illness, quarantine, or personal injury documented by a physician's note. Each use of sick bank leave must be supported by a written request for its use from the sick bank member and must be accompanied by a physician's statement substantiating the absence and giving a prognosis for the teacher's return to work. Forms will be available at the central office, each building, or on the Milan Community Schools website.

2. Days from the Bank may be used only for those work days that the individual contributor is employed under a regular teacher contract. In no event shall the Bank be used during summer school employment.

3. Any person desiring to participate in the Bank will initially donate one day of his/her accumulated personal illness leave to the Bank. Additional days will be requested by the SBC as required by rule F-4 below.

4. If the number of days in the Bank falls below 30 at any time, each participant will be required to donate one additional day of his/her accumulated personal illness leave to the Bank. If a member has used all his/her personal illness leave, the additional day will be donated as soon as new personal illness leave is granted.

5. All days, once donated to the Bank, become the property of the Bank. Unused days will be carried over to the next school year.

6. The maximum dollar expenditure during each school year is $10,000. If this amount is reached at any time during the school year, the Bank will cease to operate for the remainder of that period.

7. All requests to receive grants from the Bank must be submitted in writing to the SBC on the prescribed form one week prior to the depletion of the requesting member's own accumulated days. The deadline shall be waived if illnesses or personal injury documented by a physician's note prevents the teacher from meeting the deadline. The teacher's proxy may make the request on behalf of the certified staff member.

8. Any person submitting a request to use the Bank must have made his/her proper contribution and met all eligibility requirements. If a person is physically unable to submit the form, the form may be submitted by a proxy.

9. A person will not be able to withdraw days from the Bank until his/her own accumulated personal illness leave is depleted.

10. Days granted from the Bank can be used only for extended illness or disability. (The SBC will generally consider an extended illness one that involves ten or more working days.)

11. Periodic reviews by the SBC of all Bank use will be made. No use may extend more than 30 working days without approval of the SBC.

12. Days granted from the Bank may not be granted for the period of disability when

monies are paid to the employee under the worker's compensation law.

13. Days granted will be reimbursed at a rate equal to the per diem rate of pay on the adopted compensation plan for the individual granted the days.

14. The SBC will review and present to the superintendent's office approval or denial of all requests to draw on the Bank within ten working days after the request is received by the SBC.

15. Pregnancy leave is excluded, with the exception of complications leading to extended time of illness/injury documented by a physician's note.

16. Repayment by a borrowing teacher for any loans shall be made at the rate of two days per year when the teacher owes ten or more days to the Bank, one day per year when the teacher owes less than ten days to the Bank. Repayment shall be made on the first day of each consecutive school year beginning the second year after the loan is made to the teacher. A teacher who resigns, retires, dies, or whose contract is non-renewed shall not be required to repay the balance of any such days owed to the Bank.

17. If a request of sick bank days is denied, the SBC shall notify the applicant/proxy of the denial in writing.

18. Contributions to the Bank shall not count against a bargaining unit member's record under the Attendance Incentive Plan.

19. A member of the Sick Bank may withdraw their membership at any time by submitting a written request via email to both the Association President and the Association Secretary. Any days previously donated to the Sick Bank shall remain within the bank and will not be refunded to the member. Once membership in the Sick Bank has been rescinded, the decision shall be considered permanent for the duration of the individual's employment with the School Corporation.

20. An annual report of the Bank will be provided on or before December 1 of each year. This report will be provided by the School Corporation to the Association President. The report shall include names of bargaining unit members participating in the sick leave bank, the number of days in the sick leave bank, number of days used to date from the sick leave bank, and any other information the corporation keeps relative to the records of the sick leave bank.

G. ANNUAL REPORT

1. An annual report of the Bank will be published on or before February 1 of each year the Bank is in operation. This report will be published by the Association and reviewed by the Superintendent prior to its publication. The statement shall include a statement of the number of days contributed to the Bank, the number of days remaining in the Bank, the total cost of days granted, and the remaining cash balance available for the Bank.

ARTICLE V - FRINGE BENEFITS

A. HEALTH INSURANCE

1. The Milan Community School Corporation is a member of the Southeastern Indiana School Insurance Trust (SISIT). The School Corporation may have two voting members on the SISIT Board of Directors: the superintendent and one bargaining unit member selected by the Association.

2. All health insurance plans are selected by the SISIT. The SISIT may alter the plan as necessary in future years to mitigate the effects of rate increases and hold total health insurance spending to levels within the financial means of the Board.

3. For each currently employed full-time certified employee under regular contract, the Board shall pay the amounts specified below for the 2026-2027 medical insurance plan.

	Plan D	Plan E	Plan F
Employee	**$7,400**	**$7,400**	**$6,000**
Employee/Children	**$9,900**	**$9,900**	**$8,000**
Employee/Spouse	**$11,600**	**$11,600**	**$9,300**
Family	**$14,400**	**$14,400**	**$11,500**

4. In the event that the Trustees of the Southeastern Indiana School Insurance Trust approve a premium holiday, the holiday shall be shared equitably between the Corporation and its employees that participate in medical coverage provided through the Southeastern Indiana School Insurance Trust. Specifically, the Corporation shall receive a credit towards the amount of premium payable under the terms of this Agreement equal to the portion of the Corporation's normal contribution that is not paid as a result of the premium holiday.

5. When a husband and wife are both employed on a regular teaching contract and select a family plan, the Board shall pay $19,000 for the cost of Plan D or E and $15,300 for the cost of Plan F.

6. The Board and the Association shall, by mutual consent, determine whether it is in the best interests of the parties to continue participation in the SISIT.

7. Prior to the enrollment deadline for health insurance each school year, representatives of the Association and the Board shall meet with all teachers who are new to the school corporation. The primary purpose of the meeting shall be to inform and educate such individuals of the details regarding the period of open enrollment associated with the health insurance program and the ramifications of choosing not to participate.

B. VISION AND DENTAL INSURANCE

The Board shall make available to members of the bargaining unit a vision plan. This vision plan will allow for an annual eye exam every 12 months, lenses every 12 months and frames every 24 months. If not on the corporation health care plan, vision insurance will be made available upon request to the central office. All guidelines and underwriting of the insurance company must be followed by the bargaining unit member and the Board. The vision plan will be the financial responsibility of the Board.

The Board shall make available to members of the bargaining unit a dental plan for the 2026-2027 school year. The Board's contribution to the dental plan is as follows:

Employee	**$200**	**Dental**
Employee/Children	**$500**	**Dental**
Employee/Spouse	**$400**	**Dental**
Family	**$700**	**Dental**

C. LIFE INSURANCE

Each bargaining unit member is covered by life insurance in the amount of $60,000 for natural death and $120,000 for accidental death. There are no age restrictions to the extent the insurance carrier will allow.

D. LIABILITY INSURANCE

General liability insurance coverage shall be $5,000,000 each occurrence and $5,000,000 aggregate.

E. LONG-TERM DISABILITY

A long-term disability plan will be provided for each bargaining unit member by the Board under the following conditions:

1. 66 2/3% of covered salary to a maximum benefit of $3,500 per month;

2. such coverage shall have a 90-day elimination period before benefits are received; and

3. The full cost of the plan shall be paid by the Board.

F. SECTION 125 PLAN

The benefits provided to employees by Section 125 of the Revenue Act of 1978 shall be made available to each bargaining unit member so requesting. An amount not to exceed $3,000 may

be set aside by the bargaining unit member for Section 125 fringe benefits that include non-taxable benefits of hospitalization, dental, long-term disability, short-term disability, Section 79 life insurance, non-reimbursed medical expenses, and dependent care. All administrative fees shall be paid by the Board.

G. RETAINING HEALTH INSURANCE COVERAGE

1. Bargaining unit members who are collecting a pension from ISTRF and who had 12 years of service with the Corporation immediately prior to retirement shall be allowed to continue to participate in the group health insurance plan until the bargaining unit member qualifies for Medicare coverage.

2. Such qualifying bargaining unit member may maintain health insurance coverage for his/her spouse and/or dependent until that spouse qualifies for Medicare, even though the qualifying bargaining unit member had previously qualified for Medicare and elected to discontinue medical insurance for himself/herself.

3. Premium payments shall be in the central office in advance of the Board's due date for submitting such premium payment to the insurance carrier. The Board shall provide the necessary paperwork to implement this provision to each retiring bargaining unit member not later than two weeks after the bargaining unit member submits his/her letter of retirement.

H. RETIREMENT SAVINGS PLAN

1. The Board shall establish a tax-deferred annuity plan allowing employer contributions, employee contributions, and employer/employee matching contributions in accordance with 403(b) or 401(a), whichever is applicable, of the Internal Revenue Code.

2. Each bargaining unit member shall have the option of investing in the 403(b) plan up to the maximum allowable under the Internal Revenue Code or other applicable federal law. The Board shall match such bargaining unit member contributions on a dollar-for-dollar basis up to two and one-half per cent of the individual bargaining unit member's regularly scheduled base salary.

3. The Board shall deposit employer contributions as provided in paragraph 1, above, on no less than a monthly basis for each bargaining unit member into an individual account for the bargaining unit member in the tax-deferred annuity program sponsored by an institution selected by the Association; provided, however, that the Association shall select an institution qualified to receive 40l(a) contributions under federal law and regulations. The selection of the institution may only be changed by the Association upon written notice to the Board at least 90 days prior to the effective date of the change of institutions and shall not occur more than one time each calendar year. The Board shall not be liable to the Association or any bargaining unit members who may have funds deposited with the Association's choice of investment institution for the security of deposits contributed to the 40 l(a) plan, whether for availability of funds, performance of income objectives or payment of funds to qualifying bargaining unit members. The institution selected by the Association shall be the sole administrator of the Board's contributions.

4. Bargaining unit members shall have the option of continuing to invest their funds in tax-deferred annuities for which money is already being deducted from the member's salary, or any company that meets the requirements under Article VII, Section E.

5. Once contributions are made by the bargaining unit member and the Board on behalf of the bargaining unit member, all assets of the accounts become the property of the bargaining unit member and, in the event of the death of the bargaining unit member, his or her beneficiaries designated by the bargaining unit member or, in the absence of designated beneficiaries, to the bargaining unit member's estate.

6. Bargaining unit members participating in the 40l(a) plan shall be 100% vested.

7. Increases in the annual contributions to the 401(a) plan by the Board shall be counted as part of the cost of any settlement negotiated for the bargaining unit members.

8. For bargaining unit members hired on or after June 1, 2001, the 401(a) plan and the 403(b) plan will replace the current annual payment made to bargaining unit members electing early retirement, if any.

9. All newly hired bargaining unit members shall be enrolled in the Retirement Savings Plan within 30 calendar days of their first contractual day of work.

10. The plan shall:

a. be subject to all applicable Internal Revenue Service regulations;
b. have no contract initiation fees charged to the Board; and
c. have no administrative or plan document charge to the Board.

I. BACKGROUND CHECKS
Will be paid by the corporation.

ARTICLE VI ATTENDANCE INCENTIVE PLAN

A. ATTENDANCE INCENTIVE PLAN

Effective with the 2016-2017 school year, the Board shall pay annually into a bargaining unit member's annuity the following amounts for unused sick and personal business leave days:

13 unused days:	$60 per day
11-12 unused days:	$50 per day
8-10 unused days:	$40 per day

The deposit shall be made on or about June 30th of each year. A remittance statement shall be provided to teachers via school email within ten (10) days following the deposit.

ARTICLE VII - PROFESSIONAL COMPENSATION

A. SALARIES

The salaries of bargaining unit members for the current school year shall be in accordance with the compensation model set forth in Appendix A.

B. EXTRA-CURRICULAR SCHEDULE/HOURLY RATES

The extracurricular stipends and hourly rates of bargaining unit members for the current school years shall be in accordance with the categories set forth in Appendix B.

C. TEACHERS' RETIREMENT FUND

The three percent bargaining unit member's retirement contribution will be paid by the Board.

D. NUMBER OF PAYROLLS

Certified staff shall be paid in two-week intervals 26 times per year.

E. DEDUCTIONS

1. Upon appropriate written authorization from the bargaining unit member, the Board shall make payroll deductions for group health and hospitalization insurance, group life insurance, and group disability insurance policies where the Milan Community School Corporation is the appropriate group.

2. The Board shall make payroll deductions for those bargaining unit members making such requests for the credit union and for tax sheltered annuity plans, including the authorized deductions for tax sheltered annuity plans approved by the Milan Community School Corporation. Any tax sheltered annuity plan presented for approval must have a minimum of five bargaining unit members enrolled in the plan.

F. TRAVEL

Except for travel between the Milan schools, teachers may generally have access to a corporation vehicle when traveling on approved school business. Any teacher who is required by the school corporation to use his/her own automobile to travel on school business shall, provided that the particular journey or pattern of travel is approved in advance by official action of the Board, be reimbursed at the rate established by the Board per mile of authorized travel. Teachers shall be provided a mileage claim, as prescribed by the state board of accounts, from the superintendent's office to document such travel and to seek reimbursement. Mileage claims shall be submitted at least one week prior to the next scheduled school board meeting and the payment to teachers shall be made by the end of the week in which the claim is approved. This section shall not apply to athletic fund mileage.

ARTICLE VIII JOB SHARING

Benefits and wages shall be shared on a basis proportionate to the schedule each bargaining unit member may occupy.

ARTICLE IX - GRIEVANCE PROCEDURE

The Association and the Board agree that a grievance that arises out of application or interpretation of this contract shall be resolved in accordance with the following grievance procedure:

SECTION 1 - DEFINITION

A grievance is an alleged violation or claimed misinterpretation of a specific article or section of this contract.

SECTION 2 - PROCEDURE

STEP ONE

Before filing a written grievance, the grievant shall approach his/her building principal during non-teaching hours to request a meeting to discuss the grievance. This request shall be made within 15 school days of the incident from which the grievance arose.

The principal shall hold a meeting with the grievant to discuss the grievance within five school days of the request. The principal and the grievant may each have one other person present at this meeting. The grievant shall provide the principal with the name of the additional person at the time of the request for the meeting in order to allow the principal to schedule a time during non-teaching hours convenient for all attendees.

STEP TWO

Within five school days of the answer, if the grievance is not resolved, the grievant may file in writing his/her grievance to the building principal on the prescribed form.

The grievance shall (l) name the bargaining unit member involved, (2) state the facts giving rise to the grievance, (3) identify the specific provision(s) of the contract alleged to be violated, and (4) indicate the specific relief requested.

Within five school days after receiving the written grievance, the principal shall provide a written response to the grievant.

STEP THREE

If the grievance is not resolved in Step Two after receiving the principal's written response, the grievant may submit within five school days, the written grievance and a copy of the principal's response to the superintendent.

In addition to, and not in substitution for Step Three A above, the superintendent, or his/her designated representative, shall meet with the grievant within five school days of receipt of the written grievance in an effort to resolve the grievance as long as the grievant requests of the superintendent or his/her designated representative that such a meeting be held.

The superintendent shall give the aggrieved bargaining unit member an answer in writing no later than ten school days after receipt of the written grievance properly filed with the central office.

STEP FOUR

Within ten school days after receiving the decision of the superintendent, the grievant may submit the grievance to the Milan Education Association president for possible appeal to the Board of School Trustees.

The appeal to the Board must be at least ten school days before the next regular scheduled meeting in order for the Board to schedule a hearing on the grievance.

Requests for transcripts or recordings of any such hearing under Step Four may be made by either the grievant or the Board. The party making such request shall assume the costs of the same and both parties shall share the costs equally where a joint request is made.

The Board shall render its decision in writing to the grievant within 15 school days following any hearing on the grievance and the Board decision shall be final and conclusive.

The Board may not consider any material, allegation, or remedy that was not presented in a previous step.

SECTION 3 - TIME LIMITS

Time limits herein may be extended only by mutual agreement, signed by the parties.

Any grievance not presented in Step One within 15 school days of the time the grievant knew or reasonably should have known of the grievance shall be deemed waived and shall not be processed.

SECTION 4 - MISCELLANEOUS

All documents, written communications, and records dealing with the processing of a grievance shall be filed separately from the personal file of the grievant and are not valid basis for evaluation.

The Association may submit a grievance, as heretofore defined. If such grievance is limited to one school building, the grievance shall be submitted to the building principal according to Steps One and Two. Otherwise, such grievance shall be submitted beginning at Step Three.

ARTICLE XI - TERM OF AGREEMENT

A. This Agreement shall be effective as of July 1, 2026 and shall continue in effect until June 30, 2027.

B. This Agreement is made and entered into at Milan, Indiana on the 9th day of November, 2026, by and between the Board of School Trustees of the Milan Community School Corporation, and the Milan Education Association.

C. This Agreement is so attested to by the parties whose signatures appear below.

ATTESTATION:

The undersigned attest to the following:

1. A public hearing was held in compliance with I.C. § 20-29-6-l(b) on September 4, 2026, 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 on November 3, 2026, to discuss the tentative agreement and electronic participation from the governing body and/or public was not permitted.

MILAN EDUCATION ASSOCIATION

10/28/26
President Date

Kris Bushhorn 10/28/26
Secretary Date

BOARD OF SCHOOL TRUSTEES OF THE
MILAN COMMUNITY SCHOOL CORPORATION

Edward Linberger 11-9-26
President Date

11-9-26
Secretary Date

11-9-26
Superintendent Date

The grievant may have representatives of his/her choosing at all steps of the grievance procedure, including Step Four.

ARTICLE X - SEPARABILITY

If any provision of this Agreement is held to be unlawful by any court of competent jurisdiction or by legislative acts, then said provision shall not be deemed valid except to the extent permitted by law and all remaining provisions of this Agreement shall remain in full force and effect.

APPENDIX A
Compensation Plan

Milan Community School Corporation 2026-2027

Salary Range for 2026-2027: The salary range pursuant to this agreement is $45,000 to $77,300, not including contributions to INPRS.

Base Salary Increases

The parties have negotiated that there will be no base salary increases for the 2026-2027 school year.

Stipends

All full-time teachers who were employed in the 25-26 school year and are still employed in the 26-27 school year at the time of ratification, will receive a one-time stipend of $500.

Literacy Endorsement

The base salary of teachers who possess an Indiana Educator License with a literacy endorsement will be adjusted to reflect a $300 differential in comparison to the base salary of teachers who otherwise have the same credentials but do not possess the literacy endorsement.

New Hires

Newly hired teachers shall be placed at a level equal to current employees with equal years of effective service and degree within the salary range. With mutual agreement between the Association president and the Superintendent, the Superintendent may place a bargaining unit member who occupies a hard-to-fill position at a level above his/her years of effective experience within the salary range. Such agreement shall not be unreasonably withheld.

Milan Community School Corporation Salary Schedule 2026-27						
	Bachelor's	Bachelor's Plus Literacy Endorsement on License			Master's	Master's Plus Literacy Endorsement on License
A	45,000	45,300		A	47,000	47,300
B	46,000	46,300		B	48,000	48,300
C	47,000	47,300		C	49,000	49,300
D	48,000	48,300		D	50,000	50,300
E	49,000	49,300		E	51,000	51,300
F	50,000	50,300		F	52,000	52,300
G	51,000	51,300		G	53,000	53,300
H	52,000	52,300		H	54,000	54,300
I	53,000	53,300		I	55,000	55,300
J	54,000	54,300		J	56,000	56,300
K	55,000	55,300		K	57,000	57,300
L	56,000	56,300		L	58,000	58,300
M	57,000	57,300		M	59,000	59,300
N	58,000	58,300		N	60,000	60,300
O	59,000	59,300		O	61,000	61,300
P	60,000	60,300		P	62,000	62,300
Q	61,000	61,300		Q	63,000	63,300
R	62,000	62,300		R	64,000	64,300
S	63,000	63,300		S	65,000	65,300
T	64,000	64,300		T	66,000	66,300
U	65,000	65,300		U	67,000	67,300
V	66,000	66,300		V	68,000	68,300
W	67,000	67,300		W	69,000	69,300
X	68,000	68,300		X	70,000	70,300
Y	69,000	69,300		Y	71,000	71,300
Z	70,000	70,300		Z	72,000	72,300
AA	71,000	71,300		AA	73,000	73,300
AB	72,000	72,300		AB	74,000	74,300
AC	73,000	73,300		AC	75,000	75,300
AD	74,000	74,300		AD	76,000	76,300
AE	75,000	75,300		AE	77,000	77,300

APPENDIX B
EXTRACURRICULAR STIPEND SCHEDULE 2026-2027

Group I -		6475
	Varsity Boys Basketball	
	Varsity Girls Basketball	
	Varsity Football	
Group II -		3694
	High School Band	
	Varsity Wrestling	
	Varsity Volleyball	
	Varsity Baseball	
	Varsity Softball	
	Varsity Assistant Football	
	Varsity Assistant Football	
	Varsity Assistant Football	
	Reserve Boys' Basketball	
	Reserve Girls' Basketball	
	Summer Varsity Football	
	Summer Varsity Boys Basketball	
	Summer Varsity Girls Basketball	
Group III -		2972
	Boys' Swimming	
	Girls' Swimming	
	Varsity Boys' Track	
	Varsity Girls' Track	
	Co-Ed Cross-Country	
	Varsity Boys' Soccer	
	Varsity Girls' Soccer	
	High School Cheerleading	
	High School Cheerleading	
Group IV -		2744
	Reserve Baseball	
	Reserve Softball	
	Reserve Volleyball	
	Reserve Wrestling	
	Freshman Girls' Basketball	
	Freshman Boys' Basketball	
Group V -		2096
	High School/Middle School Choir	
	7th Grade Boys' Basketball	
	7th Grade Girls' Basketball	
	8th Grade Boys' Basketball	
	8th Grade Girls' Basketball	
	Middle School Football	

	Middle School Football	
	Freshman Volleyball	
	Boys' Golf	
	Girls' Golf	
	Boys' Tennis	
	Girls' Tennis	
	Junior Class	
	High School Yearbook	
	High School Asst. Band Director	
Group VI -		1753
	High School Art Club	
	Future Farmers of America	
	Future Farmers of America	
	Middle School Volleyball	
	Middle School Volleyball	
	Middle School Wrestling	
	Middle School Boys' Track	
	Middle School Girls' Track	
	Middle School Co-Ed Cross-Country	
	Senior Class	
	Robotics	
	Summer Volleyball	
	Summer Soccer	
Group VII -		1449
	Middle School Band	
	Elementary School Choir	
	Summer Weight Lifting	
	Middle School Cheerleading	
	Drill Team	
Group VIII -		992
	Grade 6 Boys' Basketball	
	Grade 6 Girls' Basketball	
	High School Student Council	
	Middle School Yearbook	
	Elementary School Yearbook	
	Middle School Swimming	
	Summer High School Band	
	High School Department Chairperson	
	High School Department Chairperson	
	High School Department Chairperson	
	High School Department Chairperson	
	Team Difference Maker (Tech Integration)	
	Team Difference Maker (Tech Integration)	
	Team Difference Maker (Tech Integration)	
	Team Difference Maker (Tech Integration)	
	Team Difference Maker (Tech Integration)	

	Team Difference Maker (Tech Integration)	
	Team Difference Maker (Tech Integration)	
	Team Difference Maker (Tech Integration)	
	Team Difference Maker (Tech Integration)	
	High School Department Chairperson (SPED)	
Group IX	High School Academic Super Bowl	649
	High School Academic Super Bowl	
	High School Academic Super Bowl	
	Middle School Academic Team	
	Middle School Academic Team	
	Sophomore Class	
	Freshman Class	
	Middle School Student Council	
	S.A.D.D. (grades 6-12)	
	Archery Club	
	Archery Club	
	High School National Honor Society	
	High School Jazz Band	
Group X		383
	Middle School National Junior Honor Society	
	High School Hoosier Spell Bowl	
	Middle School Hoosier Spell Bowl	
	Elementary School Hoosier Spell Bowl	
	Elementary School Hoosier Math Bowl	
	German Club	
	Spanish Club	
	Gr. 8 Class Sponsor (DC Trip)	
	Intermediate School Math Bowl	

Dean of Students Stipend - $5,300
Assistant Athletic Director Stipend - $6,475

When an individual coaches two or more teams within the same sport, the pay for each position will be 75% of the listed amount for each position.
When two or more individuals share a position, the stipend shall be divided equally among these individuals.

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Hourly Rate for Additional Educational Duties*: $35.

*Tutoring, Homebound Instruction, Summer Counseling, SLP Work, Summer School, Curriculum Work, PLC, Supervised Agricultural Experiences, and Similar Duties. Summer Counseling Hours are capped at 80 hours with the exception of the high school counselor who is allowed 120 hours with additional hours requiring administrator approval.

Hourly Rate for Loss of Planning Period for Classroom Coverage, Case Conference: $20.