Contract

Between

The Board of School Trustees
Monroe Central
School Corporation

and the

Monroe Central
Classroom Teachers Association

****

2016-2017

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ARTICLE I.

RECOGNITION

A. Recognition

The Board hereby recognizes the Association as the exclusive representative of employees in the following described bargaining unit: All school employees as defined in I.C. 20-29-2-13 including the Technology Integration Specialist, Special Education Coordinator, Guidance Counselor, and with the exclusion of the Superintendent, Junior-Senior High School Principal, Assistant Principals, Elementary Principal, Athletic Director, Guidance Director, School Nurse, Special Education Director, Technology Director, School Improvement Director, and all non-certificated school employees as defined in I.C. 20-29-2-11. Such representation shall cover all school employees assigned to newly created non-supervisory positions requiring that the person also be a certificated employee under I.C. 20-29-2-4.

B. Definitions

1. The term "teacher" when used in this Contract shall refer to all school employees, individually and collectively, represented by the Association in the bargaining unit as defined in Section A. of this Article I.

2. "School Employer" means the Monroe Central School Corporation or any person authorized to act for said body in dealing with its employees under this Contract.

3. "School Corporation" means the Monroe Central School Corporation.

4. "Board" means the Board of School Trustees of the Monroe Central School Corporation

5. "Exclusive Representative" means the Monroe Central Classroom Teachers Association or any person authorized to act for said body in dealing with the School Employer under this Contract.

6. Only teachers with a current valid contract of the Monroe Central School Corporation are considered members of the Monroe Central Classroom Teachers Association for purposes of this Contract.

ARTICLE II.

GRIEVANCE PROCEDURE

A. Grievance Procedure

1. A "grievance" shall mean an allegation by a teacher or teachers and/or the association on behalf of a teacher or teachers in the bargaining unit that there has been a violation, misinterpretation or misapplication of a specific provision of this Contract, except where such provision is exempt from this Grievance Procedure.

2. A grievant shall mean a teacher or teachers and/or the association, alleging a misinterpretation, misapplication or violation of the Contract.

3. The time limits may be extended by mutual consent in writing by each party involved at each level or step.

4. Procedure for Resolving Grievances

   a. Step or Level I
   The grievant, shall first take the matter up orally, with the building principal or his or her designee within ten (10) working days following the discovery of the act or condition, which is the basis for the grievance. The principal and the grievant shall seek to resolve the matter. If the principal or his or her designee should be absent, the grievant shall be given an additional one (1) day after the principal's return.

   b. Step or Level II
   If Step I fails to resolve the grievance, the grievant shall within five (5) working days reduce the grievance to writing, indicating the section of this Contract which allegedly has been violated, the events, details and conditions surrounding the alleged violation and the remedy sought. The written grievance shall be submitted to the building principal.

   c. Step or Level III
   Within five (5) working days of receipt of the written grievance, the building principal will attempt to arrange a personal conference with the intent of resolving the grievance. Such conference will be scheduled at a time when there is no disruption of the normal school day and the duties of the grievant.

   d. Step or Level IV
   Within five (5) working days after the conference, the building principal shall answer the grievance in writing.

   e. Step or Level V
   If the grievance is not appealed from the written answer within five (5)working days after receipt of such an answer, the decision of the building principal will be considered final.

f. Step or Level VI
If the grievant does not find the written answer of the building principal satisfactory, the grievance may be appealed to the Superintendent of Schools by sending such notice in writing to him or her within five (5) working days from the date of the written decision by the building principal.

g. Step or Level VII
Within ten (10) working days after the receipt of the written appeal, the Superintendent or his or her designee shall arrange a personal conference with the intent of resolving the grievance. The conference will be scheduled at a time when there is no disruption of the school day and duties of the grievant.

h. Step or Level VIII
Within ten (10) working days following the conference the Superintendent or his or his designated representative shall answer such grievance in writing.

i. Step or Level IX
Such answer to the grievance shall be final and binding unless appealed in writing to the Board within ten (10) working days from the date of the Superintendent's written decision.

j. Step or Level X
Within twenty-one (21) working days from receipt of the appeal by the grievant, the Board shall hold a hearing. At the Board hearing, the grievant and the administration shall have the right to present evidence, through witnesses and documents. Each party shall have the right to ask questions of the other party's witnesses. The Board shall render its decision in writing within ten (10) working days of the hearing.

k. Step or Level XI
1) Either the School Employer or the Exclusive Representative shall have the power to invoke the arbitration proceedings under this Level XI.
2) In the event the grievance is not resolved at Level X, or if no written decision has been rendered within the time limit provided, the Exclusive Representative may submit the grievance to arbitration provided the Exclusive Representative gives written notice to the School Employer of such intent within ten (10) working days of the School Employer's decision or, if no decision has been rendered by the School Employer at Level X, within forty (40) calendar days of submission of the grievance to the School Employer, whichever is applicable.
3) The selection of the arbitrator and the rules which govern the arbitration proceeding shall be in accordance with the rules of the American Arbitration Association.
4) However, if requested by the School Employer, the arbitrator shall first rule on the arbitrability of the grievance. With such ruling by the arbitrator that the grievance is not arbitrable the grievance shall be deemed resolved by the School Employer's decision rendered at Level X.

5. Powers of the arbitrator

It shall be the function of the arbitrator, and the arbitrator shall be empowered except as his or her powers are limited by the provisions of this Article or Indiana statutes and regulations, after due investigation, to make a decision in cases of alleged violation of the express Articles or Sections of this Contract:

a. The arbitrator shall have no power to add to, subtract from, supplement, disregard, alter, or modify any of the terms of this Contract;

b. The arbitrator's powers shall be limited to:
   1) Deciding whether the School Employer, or the grievant has violated an express Article or Section of this Contract, and
   2) Recommending the remedy for such violation;

c. The arbitrator shall have no power to make any decision which would require the commission of an act inconsistent with or prohibited by law or which is in violation of the terms of this Contract;

d. If the School Employer elects to separate the arbitrability issue from the merits, the arbitrator shall first hear the arbitrability issue and shall render a decision on such issue before considering the merits of the grievance.

e. The decision of the arbitrator shall be accepted unless either party elects to appeal to a court of competent jurisdiction within twenty (20) calendar days after receipt of the arbitrator's decision.

f. Each of the parties shall bear the expense of preparing and presenting its own case in arbitration and/or court. The fees and expenses of the arbitrator shall be borne equally by the grievant and School Employer.

6. Miscellaneous

a. Decisions rendered at the Formal Levels of this Procedure shall be in writing. All documents, communications and records dealing with the processing of a grievance shall be filed separate from the personnel files of the grievant.

b. Four (4) copies of all forms for filing grievances and other related documents shall be made. The Exclusive Representative shall be responsible for the maintenance and distribution of an adequate supply of such forms to facilitate the operation of procedures as contained in the Contract.

c. Failure at any level of this Procedure to render the decision on the grievance within the specified time limits shall permit the grievant to proceed to the next level, unless said time limits are extended by mutual consent of both parties. However, the grievance must be appealed by the grievant to the next level within the specified time limit for that level or said grievance shall be deemed resolved by the School Employer's answer at the previous level and abandoned.

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

e. Certified school employees shall follow all written and oral directives, even if such directives are allegedly in conflict with this Contract. Compliance with such directives will not in any way prejudice the certificated school employee's right to file a grievance with the time limits herein, nor shall compliance affect the ultimate resolution of the grievance.

f. The fact that the grievance has been considered by the parties in the preceding levels of this Procedure shall not constitute a waiver of jurisdictional limitations upon the arbitrator in this Procedure.

g. Neither party may present evidence in the arbitration proceeding, unless such evidence was first presented at the Board hearing at Step or Level X of the grievance procedure, unless new evidence is discovered which was unknown to the party desiring to present such evidence, and such evidence could not have been reasonably discovered prior to the Step or Level X hearing.

ARTICLE III.

COMPENSATION

A. Salary and Wages

1. The base salary for each teacher who was employed during the 2015-2016 school year shall continue without change in subsequent school years unless and only if increased pursuant to the Compensation Model provided in Section 2 of this Article III.A. The salary scale applied during the 2016-2017 school year is provided for reference on Addendum 1. Dollars applied to the Compensation Model Formula will be applied to the base salary of all eligible employees. Eligibility will be based on being under contract during the 2015/2016 school year and returning in the 2016/2017 school year, summative evaluation and the measure of negative impact to student growth.

2. Compensation Model

   a. The School Board and Association will bargain a sum of money (the "Available Funds") to be distributed among teachers as follows:

      67% – "Evaluation"
      33% – "Experience"

   b. The amount of the Available Funds for a school year shall be stated in the form provided as Addendum 2.

   c. 67% Evaluation – a teacher earning a summative evaluation rating of effective or highly effective as the final result from the Teacher Evaluation Model shall have an amount added to his or her base salary in proportion to 67% of the Available Funds.

   d. 33% Experience – a teacher earning an additional year of experience (defined as having been compensated for at least 120 days in 2015-2016 by the school corporation) shall have an amount added to his or her base salary in proportion to 33% of the Available Funds.

   e. Any teacher who receives a final summative evaluation rating of Ineffective or Improvement Necessary shall not be eligible for compensation increases – this is not applicable to teachers in the first two full years of instruction. Any compensation remaining after being allocated in accordance with the Compensation Model in this Section 2 shall be distributed equally among those teachers who received the merit raise under Subsection c of this Section 2.

   f. Teachers newly hired for the 2016-17 school year will be placed on the salary schedule as close as possible to their education and experience; however, a new hire cannot be placed higher on the salary schedule than the highest paid current teacher with a comparable education and experience. Newly hired teachers are not eligible for compensation increases.

   g. The proportion is the applicable percentage times the Available Funds per category divided by the number of teachers employed on the regular teacher contract.

h. Salary Range: $33,855.00 - $60,000.76

3. The extra pay schedule is set forth on Addendum 3.

4. The School Corporation shall contribute the teacher's share of the contributions to the Indiana State Teachers Retirement Fund.

5. When a teacher is required to write a curriculum for the teacher's assigned classes by direction of the Superintendent, upon approval of the written curriculum in accordance with the Board's policies, the teacher will be compensated at the rate of Twenty-Seven Dollars ($27) per hour to a maximum of four hundred Dollars ($400).

6. Salary During Injury

   a. The School Corporation carries compensation and liability insurance on all teachers covered by this Contract.

   b. If a teacher is injured while in the performance of directed and related duties for the School Corporation, the teacher is entitled to compensation for doctor bills, hospital costs and lost wages as covered by Worker's Compensation Insurance.

   c. For the loss of regular wages from this School Corporation for the period of time a teacher's injury is wage-compensable under the provisions of the Worker's Compensation Insurance, the School Corporation will reimburse the injured teacher the difference between the wages under the teacher's regular contract and the wage benefit amount received from the Workman's Compensation Insurance without loss of sick leave days.

7. Direct Deposit of Pay

   a. All certified employees shall have the option of having their pays electronically deposited to the employee's financial institution on the actual pay date provided on Addendum 4.

   b. Employees who wish to have electronic direct deposit of pay shall submit to the Office of the Superintendent within the first two weeks of school a signed statement authorizing this type of deposit and citing both the name of the financial institution and the account number to that institution.

B. Payroll Deduction

1. The following deductions will be available to teachers covered by this Contract under the stated stipulation:

   a. Federal Income Tax
   b. State Income Tax
   c. Local Option Tax
   d. Social Security (FICA)
   e. Health Insurance
   f. Professional Dues

g. Tax Sheltered Annuity
h. Credit Union
i. Life Insurance
j. Political Action Contribution

2. Professional Dues Deduction

a. Teachers may elect to have deducted from their paychecks the dues for membership in the MCCTA, the Indiana State Teachers Association, and the National Educational Association. To deduct the dues, the School Employer must have on file a written statement signed by the teacher authorizing the dues deduction. The authorization for payroll deduction of Association membership dues shall be on a continuing basis unless revoked by the teacher, in writing, to the Office of the Superintendent.

b. Dues shall be remitted to the treasurer of the MCCTA once each month. Deductions shall be withheld starting with the first check in October each year and continue in twenty (20) equal installments from twenty (20) consecutive paychecks, unless revoked by the teacher, in writing, to the Office of the Superintendent.

c. Upon termination of a teacher's contract, all unpaid dues will be deducted from the remaining paycheck(s) and remitted to the MCCTA, unless dues deduction authorization has been revoked by the teacher, in writing, to the Office of the Superintendent.

3. Annuity Deduction

a. A teacher requesting a deduction for new enrollment in a tax sheltered annuity program or a change in the amount being deducted of a past enrollment in an annuity program must submit written authorization to the School Corporation treasurer. Payroll deductions shall commence with the first payroll following receipt by the treasurer of the written authorization.

b. A teacher, upon written authorization to the School Corporation treasurer, may have deductions for an annuity program stopped.

4. Credit Union Deductions

a. A teacher covered under this Contract may elect to have a payroll deduction to the Del Met Federal Credit Union. Authorization forms for the deduction will be furnished by the School Corporation and may be secured from the Office of the Superintendent on request.

b. Enrollment into the credit union shall be during the month of September and during the month of January. Enrollment authorization forms must be submitted to the School Corporation treasurer a minimum of ten (10) days prior to the effective date of the deduction. Deductions will be forwarded by the School Corporation treasurer to the credit union office.

c. A teacher covered under this Contract may elect to discontinue the credit union deduction by signing the proper authorization form in the Office of the Superintendent at least ten (10) days prior to the effective date of the next payroll.

5. The Association agrees to hold the School Employer free and harmless from any and all liability to which it may be subjected as a result of its compliance with provisions of this Section and the making of deductions from the pay of teachers and remittance thereof to the Association, annuity, or Del Met Federal Credit Union programs.

C. Travel Allowance

1. The School Corporation will pay any teacher covered by this Contract at the IRS rate in effect per mile for the use of his or her automobile under the following stipulations:

2. Vocational Agriculture – Maximum of 3,500 miles and upon prior approval by the Superintendent or his or her designee.

3. Other teachers' mileage must have prior approval by the Superintendent or his or her designee.

D. Retirement Savings 401(a) Annuity Plan

1. The School Corporation shall establish a qualified retirement plan as described in section 401(a) of the Internal Revenue Code for all unit employees.

2. The School Corporation shall contribute one percent (1%) of each bargaining unit member's base salary into each individual's separate 401(a) account. The School Corporation shall make equal monthly contributions throughout the school year. There will be no commingling of accounts and each employee may determine how his/her account shall be invested among the investment options made available by the investment vendor for the 401(a) Plan. The single investment vendor for the 401(a) plan shall be MetLife. An evaluation of MetLife may be made every four (4) years beginning in 2008 and/or at the request of the Association or the School Corporation.

3. Each bargaining unit member is immediately vested in these individual 401(a) accounts.

E. School Performance Awards

(This section was added at the discretion of the School Board and was not bargained)

1. As added by HEA 1001, P.L. 205-2013 SEC. 300, IC 20-43-10-3, school performance award funds that are received by the School Corporation (for the 2015-2016 results) during the 2016-2017 school year will be distributed with a one dollar difference between the highly effective and effective teachers unless otherwise directed by the State. Teachers who retired from teaching at the end of the 2015-2016 school year and teachers who resigned but did not retire during or at the end of the 2015-2016 school year will not receive any performance pay award regardless of their evaluation rating during the 2015-2016 school year. The compensation shall be paid in one lump sum payment on a non-regular pay date within 30 days of receipt of the funds by the School Corporation.

ARTICLE IV.

FRINGE BENEFITS

F. Leaves

1. Personal Sick Leave

   a. Ten (10) days sick leave is granted for the first year of employment in this School Corporation and eight (8) days each year thereafter, accumulative to one hundred seventy (170) days. A teacher who has taught in another school corporation in Indiana may transfer into this School Corporation three (3) days per year beginning the second year of employment.

   b. Use of accumulated sick leave shall be applicable to both the regular school year and summer school. One (1) day of sick leave is granted to each teacher of summer school and if unused, transferred to accumulated sick leave.

2. Sick Leave Bank

   a. The Sick Leave Bank is a continuous year to year entity, the purpose of which is to relieve teachers from undue financial burdens as a result of an absence from work due to personal illness, personal injury or personal incapacitation sufficiently severe that would make their presence in school inadvisable.

   b. The Sick Leave Bank Committee shall consist of the President of the Association, or his or her designee, a second representative of the Association, the Superintendent, and a second representative of the Board appointed by the Superintendent. The Association President shall be the chairperson of the Committee.

   c. Organization and Membership
      1) Any full-time teacher in the bargaining unit as defined in Section B.1 of Article I, shall be eligible to become a member of the Sick Leave Bank.
      2) The Bank shall be formed by voluntary participation and voluntary donation of two (2) personal sick leave days by teachers who then become members.
      3) The Bank will be used only for personal illness, as set forth in Section A.1 of this Article IV, and only for those working days that the member is contracted.
      4) The Bank shall be open for teachers to become members for thirty (30) working days following the opening day of school each year.
      5) Teachers new to the School Corporation may become members by donating two (2) personal sick leave days within the thirty-day membership period or within thirty (30) days of the teacher's initial contract obligation.
      6) After the initial year of membership enrollment, teachers electing to continue membership in the Sick Leave Bank shall donate one (1) personal sick leave day within thirty (30) working days following the opening day of school each year.

7) At such time the Sick Leave Bank account falls below fifty (50) days, an obligatory assessment of one (1) sick leave day shall be made upon all current members of the bank who have personal sick leave days remaining.
8) A teacher who has not been a member while employed in the School Corporation during prior school years may become a member by paying all back assessments due had the teacher joined the Bank when that teacher first had the opportunity.
9) Any and all donated days lose their identity and become the property of the Sick Leave Bank.
10) Upon retirement, a teacher may donate sick leave days.
11) A retirement checklist will be available at the Administration Office upon retirement decision.

d. Procedure to Request and Approve Days
1) Written application by the teacher or a member of the teacher's family, accompanied by a physician's certificate stating the nature, length of the disability, and prognosis of the teacher's condition, shall be submitted to the chairperson of the Sick Leave Bank Committee for each request.
2) Each application must be acted upon by the entire Sick Leave Bank Committee, and any decision to grant Sick Leave Bank days must be decided by a majority vote of the Committee. The decision of the Sick Leave Bank Committee shall be final. The chairperson shall inform the applicant (or where advisable, a member of the teacher's family) of the Committee's decision and shall also report the decision to grant Sick Leave Bank days to the School Corporation Treasurer.
3) The maximum number of days that may be granted to a teacher shall be twenty (20) days per application and forty (40) working days per school year.
4) The applicant must use all available personal sick leave days and personal leave days as set forth in Sections A.1 and A.6 of this Article IV, before Sick Leave Bank days shall be approved.
5) There must be a waiting period of five (5) working days after the teacher's personal sick leave days have expired before Sick Leave Bank days become effective.
6) Upon returning to work, the member shall repay the Sick Leave Bank the number of days used at the rate of two (2) days per school year. Repayment shall begin with the school year immediately following the school year during which the Sick Leave Bank days were granted.
7) If a member of the Sick Leave Bank retires, resigns, or for other reasons leaves the School Corporation before Sick Leave Bank days are repaid, the debt shall be waived.

3. Illness in Immediate Family

Five (5) days of absence per year with pay are granted in case of illness in the immediate family. "Immediate family" includes father, mother, brother, sister, husband, wife, child, father-in-law, mother-in-law, grandparent, grandchild, daughter-in-law, son-in-law or any person living as a member of the household of the teacher.

4. Death in Immediate Family

In case of death in the "immediate family" as defined Section A.3 of this Article IV the teacher will be granted a leave of five (5) school days with pay for each death, if the death occurs during the school year while school is in session.

5. Death Not in Immediate Family

   A teacher shall be granted two (2) school days with pay for each death of any aunt, uncle, first cousin, niece, nephew, brother-in-law, or sister-in-law who does not live in the teacher's household if the death occurs during the school year while school is in session. For a death not covered by number 4 or 5 above and the teacher has no personal days, up to two(2) bereavement days may be requested through the building level administrator. Consideration will be made on a case by case basis and appeals may be made to the Superintendent upon request.

6. Personal Leave

   a. Each teacher will be granted up to three (3) days leave with pay for the transaction of personal business and/or civic affairs each year if it cannot be transacted except during the school day. Notification of a request for personal leave should be made at least two (2) days prior to such leave, except in cases of emergency, to the building principal. Unused personal leave days shall accumulate up to five (5) days. Personal leave days over five (5) shall be transferred to accumulated sick leave at the end of each school year. However, a teacher may use personal leave days in lieu of personal sick leave days.

   b. Personal leave days may not be used the day before or the day following a school holiday or vacation, except in cases of a personal emergency, unless otherwise approved by the administration.

7. Court Leave

   Court leave shall be granted to a teacher with pay for the time necessary to make appearance(s) in any court proceeding resulting from activities relating to the teacher's employment with this School Corporation except litigation against the School Corporation or Board by that teacher.

8. Jury Duty

   A teacher called to serve on jury duty will be reimbursed his or her regular wages for the days lost from work less the amount received for jury duty.

9. Prorating for Part-time Teachers

   a. For teachers who are employed less than full-time, the School Corporation will grant leave time pursuant to Sections 1 through 8 of the this Article IV, on a pro rata basis by multiplying the percentage of time worked by 100% of the applicable leave granted a full-time teacher.

   b. Teachers who are employed six (6) or more periods per day shall be considered full-time for the purposes of this Article.

10. Anticipated Temporary Disability Leave

a. The School Employer shall grant a teacher covered by this Contract a temporary disability leave for disabilities arising from major surgery, childbirth, physical illness, mental illness, and like disabilities, which cause a disability for more than three (3) weeks.

b. Where disability can reasonably be anticipated, as in the case of a scheduled operation or childbirth, the teacher is to provide the School Corporation with a written notice of the planned request for leave at least fifteen (15) days prior to the first day of the leave. Such notice is to contain:
   1) The exact date on which the leave is to begin,
   2) The reason for the leave, and
   3) The anticipated length of the leave, except in cases of emergency.

c. In case of a temporary disability leave, the teacher is to furnish the School Corporation a written statement from the physician indicating:
   1) The date of the final day that the physician would recommend that the teacher work due to the disability.
   2) When the disability ends, a statement that the teacher is physically able to return to work.

d. A teacher shall be granted a temporary disability leave for up to one (1) year or intervals of less than one (1) year. A teacher granted a temporary disability leave for one (1) school year, shall notify the Office of the Superintendent of his or her intent to return to teaching by April 1st of the calendar year in which he or she plans to return to teaching at the start of the school year.

e. A leave should begin and end with the break in a grading period or as near that time as is practical or possible.

f. The teacher shall notify the Office of the Superintendent in writing if the teacher plans to use sick leave days. In the event the teacher chooses not to use accumulated sick leave days, the leave will be considered to be without pay or benefits. If the disability continues beyond the duration of the accumulated sick leave, the teacher may choose to continue at his or her own expense all fringe benefits which were applicable at the time of commencement of the leave. This same option exists for a teacher choosing not to apply sick leave accumulation.

g. If a teacher is unable to return to teaching duty after a period of one (1) year on advice of the attending physician and qualifies for Social Security disability, or shows no evidence of returning to work, the teacher's employment with the School Corporation will be terminated.

h. A teacher intending to return to teaching shall notify the Office of the Superintendent as soon as he/she has recovered from his/her disability. Unless waived by the School Corporation, the teacher shall not be entitled to return to teaching duties unless at least two (2) calendar weeks' notice is given by the teacher of the intention to return to work.

i. Upon return to teaching, the teacher will be assigned to the same position held as when leave began or to a similar position.

11. Professional Leave

    Any teacher who desires to attend a professional meeting on school time at school expense must submit a request in writing. The request must be submitted in time for the Board to take action at a regular School Board meeting. The request will be submitted to the Board by the Superintendent for its action which will be recorded in the Board Minutes. Attendance at professional meetings by a teacher will be in general limited to one (1) per teacher per year if absence during the regular school day is necessary. If the request is refused, the teacher will be given a written reason for the denial.

12. Leaves Without Pay

    A teacher may request a leave without pay or fringe benefits. Such request is to be submitted to the Superintendent who in turn will present the request to the Board at a regular meeting. Only the Board can grant such leaves.

13. Adoption Leave

    Upon the adoption of a child, a teacher may request and shall be granted an adoption leave for a period of up to one (1) school year without compensation. Upon initial application for adoption, the applicant must notify the Office of the Superintendent in writing of the teacher's intent. Such notification shall be renewed annually. The teacher requesting an adoption leave of absence shall notify the Office of the Superintendent in writing when the child is physically placed in the teacher's custody and the leave shall begin no later than twenty-one (21) days from that date.

14. Additional Teaching Background Leave

    An unpaid leave of absence of up to one (1) year shall be granted to any teacher, upon application, for the purpose of participating in exchange teaching programs in other states, territories, or countries; foreign or military teaching programs; the Peace Corps, Teacher's Corps, Job Corps, or Volunteers in Service to America, as a full-time participant in such programs; or cultural, travel or work program related to his/her professional responsibilities; provided said teacher states his/her intention to return to the School Corporation. Upon return from the such leave, a teacher shall be placed at the same position on the salary schedule as he/she would have been had he/she taught in the School Corporation during such period; and, furthermore, he/she shall receive all rights which generally accrue to any teacher.

15. The Board shall comply with any and all provisions of the Family and Medical Leave Act (FMLA) leave as required by Federal Law.

16. The Association President or his/her designee will be given a total of four (4) days per school year for Association business, without the loss of pay. The use of the days shall be to perform business of the Association. The Association shall reimburse the School Corporation the cost of substitute teachers for these days.

G. Insurance

1. Health and Accident

   a. The School Corporation will pay a maximum of $10,750 per school year on a family School Corporation group health and accident plan for a teacher who elects to participate in the family group plan.

   b. The School Corporation will pay a maximum of $5,650 per school year on a single School Corporation group health and accident plan for a teacher who elects to participate in the single group plan.

   c. The School Corporation will pay a maximum of $9,750 per school year on an employee and child School Corporation group health and accident plan for a teacher who elects to participate in the employee and child group plan.

   d. The School Corporation will pay a maximum of $10,250 per school year on an employee and spouse School Corporation group health and accident plan for a teacher who elects to participate in the employee and spouse group plan.

   e. In the event of a health insurance premium holiday, both the employees and the employer will receive credit for current or future payments in the same percentage as the premiums paid by each party.

   f. Participation may be canceled at any time by completing the proper forms, which are available from the Office of the Superintendent.

2. Life Insurance

   a. The School Corporation will pay the cost except for one dollar ($1) of $50,000 Term Life Insurance Policy with AD/D for a teacher who is covered by this Contract and who elects to participate in the School Corporation's group term life insurance program.

   b. A teacher electing to participate must so declare such intent by completing a written authorization card by September 15 of each year unless the teacher is presently enrolled. Participation may be canceled at any time by completing the proper form which is available from the Office of the Superintendent.

   c. A retiree who has participated in the School Corporation's group Term Life Insurance Policy with AD/D may continue to do so until the age of 65 at the retiree's own expense. The retiree must pay the full yearly premium in advance and no later than May 1 beginning with the end of the school year in which the retirement occurs.

3. Dental Insurance

   Effective January 1, 1998, teachers shall be offered coverage by a group Dental Insurance Policy. The School Corporation will pay an amount equivalent to the premium cost for single coverage for each teacher who elects to participate in the dental plan.

4. Vision Insurance

   Effective January 1, 1998, teachers shall be offered coverage by a group Vision Insurance Policy. The School Corporation will pay an amount equivalent to the premium cost for single coverage for each teacher who elects to participate in vision plan.

5. Section 125 Plan

   Effective January 1, 1998, the School Corporation will make available to teachers a Section 125 Plan.

6. Prorating for Part-Time Teachers

   a. For teachers who are employed less than full-time, the School Corporation will make premium contributions on a pro rata basis by multiplying the percentage of time worked by 100% of the applicable premium contribution.

   b. Teachers who are employed six (6) or more periods per day shall be considered full-time for the purpose of this Article.

7. Long Term Disability Insurance

   The School Corporation will provide Long Term Disability insurance for each teacher.

H. Education Tuition Reimbursement

1. Procedure

   A teacher taking required continuing education classes or elective college credit courses may apply for tuition reimbursement of such classes or courses in accordance with this Section C of Article IV. The teacher shall notify the School Corporation of the intent to complete a continuing education class or college credit course at the beginning of the school year in which it is to be completed. To be eligible for reimbursement, a teacher must provide the School Corporation documentation of the successful completion of the class or course.

2. Reimbursement Amount Per Teacher

   The maximum amount that will be reimbursed a teacher for a three hour (3) class or course is $750 and the maximum total reimbursement a teacher may receive in a five-year period is $1,500.

3. Total Reimbursement Amount Per School Year

   In no school year will the School Corporation pay to all teachers combined more than $3,750 in total tuition reimbursement under this Section C. of Article IV.

ARTICLE V.

TERMS AND GENERAL CONDITIONS

A. This contract shall be effective as of July 1, 2016 and continue through June 30, 2017.

B. This Contract supersedes and cancels all previous contracts or agreements, verbal or written based on alleged past practices between the School Employer and the Exclusive Representative and constitutes the entire agreement between the parties. Any amendment or agreement supplemental hereto shall not be binding upon either party unless executed in writing by the Exclusive Representative and School Corporation.

C. If any Article or Section of this Contract shall be held invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any Article or Section should be restrained by such tribunal pending a final determination as to its validity, the remainder of this or the application of such Article or Section to persons or circumstances other than those to which it has been held invalid or as to which compliance with or enforcement of has been restrained, shall not be affected thereby.

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

E. The School Employer construes and the Exclusive Representative recognizes the specific provisions of this Contract as constituting limitations and being the only limitations upon the School Employer's right, power, authority, duties and responsibilities to manage and direct the operations and activities of this School Corporation to the full extent authorized by law.

F. Nothing contained herein shall be construed to deny or restrict to any teacher, rights he/she may have under the Indiana General School Laws or other applicable laws and regulations. The rights granted to teachers under this Contract shall be deemed to be in addition to those provided under Indiana law.

G. Teachers shall have the right to participate in collective bargaining with the School Employer through representatives of their own choosing on the subjects of bargaining as provided by Indiana statutes or regulations.

H. Agreements in this Contract shall supersede any rules or practices of the School Employer which are contrary to or inconsistent with the terms contained in this Contract and are not required by the Indiana statutes or regulations.

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

This Contract is made and entered into at 1918 North County Road 1000 W, Parker City, Indiana, 47368, by and between the Board of School Trustees of the Monroe Central School Corporation, County of Randolph, State of Indiana (the "School Employer") and the Monroe Central Classroom Teachers Association (the "Exclusive Representative") as attested to by the persons whose signatures appear below:

"SCHOOL EMPLOYER"

By: _____

Date: 9/13/2016

By: _____

Date: 9/13/2016

"EXCLUSIVE REPRESENTATIVE"

By: Christine S. Brunette

Date: 9/13/2016

By: Diane J Howell

Date: 9/13/2016

ADDENDUM 1

SALARY SCALE

Yrs Exp	BS Index	BS Salary	MA Index	MA Salary	Ed.S. plus $2500	Ed.D/Ph. D. plus $2500
0	1.00	$ 33,855	1.04	$ 35,209	$37,709	$ 40,209
1	1.02	$ 34,532	1.07	$ 36,225	$38,725	$ 41,225
2	1.04	$ 35,209	1.10	$ 37,241	$39,741	$ 42,241
3	1.06	$ 35,886	1.13	$ 38,256	$40,756	$ 43,256
4	1.08	$ 36,563	1.16	$ 39,272	$41,772	$ 44,272
5	1.10	$ 37,241	1.19	$ 40,287	$42,787	$ 45,287
6	1.12	$ 37,918	1.22	$ 41,303	$43,803	$ 46,303
7	1.14	$ 38,595	1.25	$ 42,319	$44,819	$ 47,319
8	1.16	$ 39,272	1.28	$ 43,334	$45,834	$ 48,334
9	1.18	$ 39,949	1.31	$ 44,350	$46,850	$ 49,350
10	1.20	$ 40,626	1.34	$ 45,366	$47,866	$ 50,366
11	1.22	$ 41,303	1.37	$ 46,381	$48,881	$ 51,381
12	1.24	$ 41,980	1.40	$ 47,397	$49,897	$ 52,397
13	1.26	$ 42,657	1.43	$ 48,413	$50,913	$ 53,413
14	1.28	$ 43,334	1.46	$ 49,428	$51,928	$ 54,428
15	1.30	$ 44,012	1.49	$ 50,444	$52,944	$ 55,444
16			1.52	$ 51,460	$53,960	$ 56,460
17			1.55	$ 52,475	$54,975	$ 57,475
18			1.58	$ 53,491	$55,991	$ 58,491
19			1.61	$ 54,507	$57,007	$ 59,507
20			1.64	$ 55,522	$58,022	$ 60,522
21			1.71	$ 57,892	$60,392	$ 62,892

ADDENDUM 2

STATEMENT OF AVAILABLE FUNDS FOR COMPENSATION MODEL

The Monroe Central School Board and Monroe Central Classroom Teachers Association issue this statement of the Available Funds as follows:

THE AMOUNT OF GENERAL FUND DOLLARS AVAILABLE FOR TEACHER SALARIES INCREASE UNDER THE COMPENSATION MODEL FOR THE 2016-2017 SCHOOL YEAR IS:

$50,400.00

SCHOOL EMPLOYER"

By: _____

Date: 9/13/2016

"EXCLUSIVE REPRESENTATIVE"

By: Christine L. Brunette

Date: 9/13/2016

ADDENDUM 3

EXTRA PAY SCHEDULE
2016-2017

ASSIGNMENTS	SALARY
BASKETBALL	
Varsity Boys	$ 7,253
JV Boys	$ 4,170
C-Team/Asst. Varsity Boys	$ 2,539
Eighth Grade Boys	$ 2,176
Seventh Grade Boys	$ 2,176
Sixth Grade Boys	$ 906
Fifth Grade Boys	$ 906
Varsity Girls	$ 7,253
JV Girls	$ 4,170
C-Team/Asst. Varsity Girls	$ 2,539
Eighth Grade Girls	$ 2,176
Seventh Grade Girls	$ 2,176
Sixth Grade Girls	$ 906
Fifth Grade Girls	$ 906
Boys E. Clinic	$ 725
Girls E. Clinic	$ 725
Cheer BB High School	$ 2,611
Cheer BB Jr. High School	$ 906
Cheer BB Elementary School	$ 290
FOOTBALL	
Varsity	$ 7,253
JV Coach	$ 4,170
Asst. Coach	$ 2,539
Asst. Coach	$ 2,539
8th Grade Coach	$ 2,176
7th Grade Coach	$ 2,176
JH Asst Coach	$ 1,632
Cheer FB High School	$ 1,545
Cheer FB Jr. High School	$ 906
CROSS COUNTRY	
Varsity	$ 3,083
Junior High	$ 1,632
TRACK	
Varsity Boys	$ 3,083
Assistant Boys	$ 1,632
Junior High Boys	$ 1,632
Varsity Girls	$ 3,083
Assistant Girls	$ 1,632

Junior High Girls	$ 1,632
GOLF	
Varsity Boys	$ 2,358
Varsity Girls	$ 2,358
WRESTLING	
Varsity	$ 4,170
Assistant	$ 2,358
Junior High	$ 1,632
BASEBALL/SOFTBALL	
Varsity	$ 3,808
Reserve	$ 1,813
Summer JH Baseball	$ 580
Girls Softball	$ 3,808
Girls Reserve Softball	$ 1,813
Summer JH Softball	$ 580
VOLLEYBALL	
Varsity	$ 3,808
Assistant	$ 1,813
8th Grade	$ 1,178
7th Grade	$ 1,178
6th Grade	$ 580
ASSISTANT COACH	
Assistant Coach	$ 7,253
OTHER ACTIVITIES	
Elementary Athletic Director	$ 1,958
H.S. Asst. Athletic Supervision	$ 2,539
Concession Supervisor	$ 1,088
Band Director	$ 3,090
Marching Band Director	$ 1,632
Band Technician	$ 2,060
Winter Guard Director	$ 2,833
Winter Guard Technician	$ 1,030
Summer Guard Instructor	$ 1,632
Winter Percussion Instructor	$ 1,632
Summer Band Assistant	$ 3,090
Yearbook	$ 1,632
Chorus Director	$ 2,902
Newspaper	$ 1,632
Masque and Gavel	$ 2,902
Asst. Direct. Supervisor	$ 906
Asst. Direct. Const.	$ 906
Science Club Sponsor	$ 436
High School Student Council	$ 1,450

Junior High Student Council	$ 363
Elementary Student Council	$ 290

OTHER ACTIVITIES Cont.

Junior Class Sponsor	$ 1,306
Senior Class Sponsor	$ 1,016
Sophomore Class Sponsor	$ 290
Freshman Class Sponsor	$ 290
Jr. High Class Sponsor	$ 290
Honor Society	$ 508
Anchor Club	$ 436
Spanish Club	$ 217
French Club	$ 217
Elementary Choir	$ 1,088
Elementary Science Fair	$ 253
Elementary Math-Bowl	$ 725
Elementary Spell-Bowl	$ 725
Department Head	$ 1,958
School Sponsored Tutoring/ISTEP Remed.(per hr)	$ 35
Corporation Test Coordinator	$ 1,958
Safe School Coordinator	$ 1,958
Monday Night School (per hour)	$ 19
Weight Room Supervision	
Fall (Aug, Sep, Oct.)	$ 938
Winter (Nov, Dec, Jan)	$ 938
Spring (Feb, March, April)	$ 938
Summer (May, June, July)	$ 938
Archery Club Director	$ 1,000
Archery Varsity Coach	$ 1,000
Archery Jr. High / Asst. Varsity Coach	$ 500
Archery Elementary / Asst. Varsity Coach	$ 500
Chess Club Sponsor	$ 217
Art Club	$ 217

Academic Team/Quiz Bowl to be divided as follows:

Academic Team	
Director	$762
All Around	$653
Math	$653
English	$653
Science	$653
History	$653
Fine Arts	$653

Quiz Bowl	
Coordinator	$1,632
Mediator	$457
Timer	$370
Judge	$228

Jr. High Academic Team	
Director	$254
English	$363
Math	$363
Social Studies	$363
Science	$363

Monroe Central School Corporation

1918 North CR 1000 West
Parker City, Indiana 47368
765-468-6868 765-468-6578 FAX

2016-2017 Pay Dates Advice

To: Monroe Central Classroom Teachers Association
From: Monroe Central School Corporation Administration
Date: September 13th, 2016
RE: Pay dates schedule for the 2016-2017 school year

*For the purpose of providing certainty, the approved pay periods and dates for the 2016-2017 salaries and wages is set forth in this advice.

*School employees will have 24 pay periods for the 2016-2017 school year.

The scheduled pay dates are as follows:

SEPTEMBER	**6 & 21**	**OCTOBER**	**6 & 21**
NOVEMBER	**4 & 21**	**DECEMBER**	**6 & 21**
JANUARY	**6 & 20**	**FEBRUARY**	**6 & 21**
MARCH	**6 & 21**	**APRIL**	**6 & 21**
MAY	**5 & 19**	**JUNE**	**6 & 21**
JULY	**6 & 21**	**AUGUST**	**4 & 21**

New hires in the first year shall have the option of being paid on a twenty-five (25) pay schedule basis.

Advice approved:

Monroe Central Classroom Teachers Association

By: Christine S. Brunette *Date:* 9/13/2016