MASTER CONTRACT

BETWEEN

Plymouth Education Association

and

The Plymouth Community School Corporation

July 1, 2017

to

June 30, 2018

Ratified: 11-02-17
Board Approved: 11-07-17

Table of Contents

PREAMBLE 1

ARTICLE I 1

RECOGNITION AND REPRESENTATION 1

SECTION 1. RECOGNITION 1

SECTION 2. INTENT OF CONTRACT 1

SECTION 3. DUES PAYROLL DEDUCTION 1

ARTICLE II 1

DEFINITIONS 1

ARTICLE III 2

COMPENSATION MODEL 2

SECTION 1 - SALARY RANGE 2

SECTION 2 - GENERAL ELIGIBILITY 2

SECTION 3 - DEFINITIONS: 2

SECTION 4 - FACTORS AND DISTRIBUTION 2

SECTION 5 - NEW TEACHERS TO PCSC 3

SECTION 6 - HIRING RETIRED TEACHERS 4

SECTION 7 - SPECIAL ASSIGNMENT 4

SECTION 8 - DEDUCTIONS 4

SECTION 9 - MILEAGE 4

SECTION 10 - TUITION AND REQUIRED LICENSE EXAM REIMBURSEMENT 4

SECTION 11 - PROFESSIONAL DEVELOPMENT 5

ARTICLE IV 5

GRIEVANCE PROCEDURE 5

SECTION 1. DEFINITION 5

SECTION 2. PROCEDURE 5

SECTION 3. TIME FOR PROCESSING 6

SECTION 4. GENERAL AND SPECIAL GRIEVANCE 6

SECTION 5. SUMMARY 6

ARTICLE V 6

LEAVES OF ABSENCE 6

SECTION 1. ILLNESS OR INJURY 6

SECTION 2. PERSONAL LEAVE 6

SECTION 3. MATERNITY LEAVE 6

SECTION 4. ADOPTION LEAVE 7

SECTION 5. PATERNITY LEAVE 7

SECTION 6. MILITARY LEAVE 7

SECTION 7. JURY DUTY LEAVE 7

SECTION 8. PROFESSIONAL LEAVE & IN-SERVICE 7

SECTION 9. BEREAVEMENT LEAVE 7

SECTION 10. POLITICAL LEAVE 8

SECTION 11. COURT LEAVE 8

SECTION 12. LOCAL ASSOCIATION LEAVE 8
ARTICLE VI **8**
RETIREMENT SEVERANCE BENEFIT **8**
SECTION 1. GROUP HEALTH INSURANCE 8
ARTICLE VII **9**
403 (B) ANNUITY PLAN **9**
ARTICLE VIII **9**
RETIREMENT SAVINGS 401 (A) ANNUITY PLAN **9**
ARTICLE IX **9**
RETIREMENT SAVINGS VEBA PLAN **9**
ARTICLE X **10**
INSURANCE **10**
ARTICLE XI **11**
PART-TIME TEACHER **11**
SECTION 1. SALARY DETERMINATION 11
SECTION 2. FRINGE BENEFITS 11
ARTICLE XII **11**
SICK LEAVE BANK **11**
SECTION 1. PARTICIPATION 11
SECTION 2. STRUCTURE 11
SECTION 3. USE OF THE SICK LEAVE BANK 12
ARTICLE XIII **12**
ENTIRE AGREEMENT **12**
ARTICLE XIV **13**
TERM OF AGREEMENT **13**
APPENDIX A **14**
SPECIAL ASSIGNMENT SCHEDULE **14**

PREAMBLE

This Master Contract entered into this 1st day of July, 2017, by and between the PLYMOUTH COMMUNITY SCHOOL CORPORATION, by and through its Board of School Trustees, hereinafter called "Board", and the PLYMOUTH EDUCATION ASSOCIATION, an affiliate of the Indiana State Teachers Association and the National Educational Association, hereinafter called "Association". This contract is established for the 2017-2018 school year.

W I T N E S S E T H:

ARTICLE I
RECOGNITION AND REPRESENTATION

Section 1. Recognition

The Board recognizes the Association as the sole and exclusive bargaining representative in accordance with the provisions of Indiana Code 20-29-1 through Indiana Code 20-29-9, for the purpose of bargaining collectively in accordance with the provisions of the above mentioned Indiana Code, for the certified school employees of the Plymouth Community School Corporation as the term "school employee" is defined by IC 20-29-2-13, but excluding from such representation Superintendents of Schools as defined by IC 20-29-2-18; Assistant Superintendents of Schools as defined by IC 20-29-2-19(3); Principals, Assistant Principals, Administrative Assistants and other Supervisors as defined by IC 20-20-2-19, which supervisors are presently limited to Director of Athletics, Director of High School Guidance, and all other excluded by the terms of IC 20-29-1 through IC 20-29-9; provided there will not be a subsequent unilateral exclusion.

Section 2. Intent of Contract

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

Section 3. Dues Payroll Deduction

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

ARTICLE II
DEFINITIONS

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

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

ARTICLE III
COMPENSATION MODEL

Section 1 - Salary Range

A. The salary range for the compensation model is $34,398 - $66,296.

B. Once teachers reach $67,672 as their base salary, they will no longer receive a base salary increase but will be eligible for a stipend equivalent to any base salary increases all other teachers receive.

Section 2 - General Eligibility

A. Except as provided in B below, a teacher who received an evaluation rating of ineffective or improvement necessary in the prior school year is not eligible for any salary increase and remains at their prior year salary.

B. A teacher who is in the first two full years of instructing students who receives an evaluation rating of improvement necessary or ineffective is eligible for a salary increase.

C. A teacher must work at least 120 days to qualify for a base salary increase.

D. Any increase will not be paid to teachers who are no longer employed by PCSC as full time certified teachers.

Section 3 - Definitions:

A. Certified Teacher Salary Savings will be defined as the difference between the compensation of a certified teacher who is no longer employed with the district and that of his/her replacement. If a certified position is not being replaced in an effort to prevent deficit financing, it will not be considered as part of the funds that are available through Certified Teacher Salary Savings. If the position that was not replaced is replaced one year later, then it will have a neutral effect on the calculation of Certified Teacher Salary Savings. If a position is added to the bargaining unit, it will not be counted against the Certified Teacher Salary Savings.

B. Use of Certified Teacher Salary Savings

   i. If the compensation model is fully funded or greater, none of the salary savings will be utilized. Raises will be based on 63% of the total amount of new money available for bargaining.

   ii. If 63% of the new money available for bargaining is less than a fully funded model but more than $200,000 then 33% of the certified teacher salary savings will be allotted to the bargaining unit.

   iii. If 63% of the new money available for bargaining is less than or equal to $200,000 but more than $100,000, then 66% of the certified teacher salary savings will be allotted to the bargaining unit.

   iv. If 63% of the new money available for bargaining is less than or equal to $100,000, then 100% of the certified teacher salary savings will be allotted to the bargaining unit.

C. A fully funded compensation model will be defined as having $380,000 available to the bargaining unit.

   i. Sixty-three percent (63%) of new money (estimate of general fund revenue available for bargaining) is designated to the bargaining unit. On years with an increase to health insurance premiums, 6% of the new money will be contributed toward the health insurance premiums and 57% of the new money will be for compensation.

   ii. If the new money exceeds the amount needed to fund the compensation model, the additional new money will be distributed through a negotiated agreement, which may include an increase in the base salary.

Section 4 - Factors and Distribution

A. Evaluation Rating - The teacher received a highly effective or effective evaluation rating for the prior year.

   i. Two-thirds (⅔) of the amount available will be equally distributed to all teachers who satisfy the evaluation factor.

B. Year of Experience - The teacher was employed in the corporation for at least 120 days in the prior year.
   i. One-third (⅓) of the amount available will be equally distributed to all teachers who satisfy the experience factor.

C. $80,723 is available for the bargaining unit for the 2017-18 school year.

D. Because all available funds will be distributed to eligible teachers, there will be no funds remaining to redistribute.

Section 5 - New Teachers to PCSC

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

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

Years of Experience	Beginning Base Salary
0	34,398
1	34,398 - 35,798
2	34,398 - 37,198
3	34,398 - 38,598
4	35,798 - 39,998
5	37,198 - 41,398
6	38,598 - 42,798
7	39,998 - 44,198
8	41,398 - 45,598
9	42,798 - 46,998
10	44,198 - 48,398
11	45,598 - 49,798
12	46,998 - 51,198
13+	48,398 - 52,598

C. At the discretion of the Superintendent, additional dollars can be added to the initial base salary in order to meet the academic needs of the corporation as outlined below. The total dollar amount is not to exceed $5,000 providing the salary range does not exceed the top level of pay of the overall salary range in the compensation model.

Academic Needs of the School Corporation (not to exceed $5000)

- Licensed in a high demand or difficult to find area - up to $5000
- Scarce availability of instructors of the given discipline - up to $5000
- Qualified to teach dual credit courses and/or CTE courses - up to $2000
- Bilingual (or greater) language skills - up to $2000
- Licensed in multiple areas - up to $1000
- Master's degree - up to $1000

D. The president of PEA or designee shall be informed prior to the Board's action when the Superintendent feels the need to include additional dollars (up to $5000) to the initial base salary to meet the academic needs of the corporation.

E. The president of PEA or designee shall be informed prior to the Board's action when the Superintendent feels the need to deviate from the language in the master contract and offer a potential employee more than the $5000 as outlined in the said contract, providing the salary does not exceed the top level of pay of the overall salary range in the compensation model. The PEA shall respond within 2 working days. When hiring a

salary outside of the contract language, the final decision shall be by mutual consent of the PEA and the Administration. The position will be contingent on Board approval.

Section 6 - Hiring Retired Teachers

A. When PCSC hires a retired teacher, the teacher's pay shall be up to, but not more than, $45,000 per year. If a retired teacher is hired for an entire school year, that teacher shall receive benefits excluding the VEBA, 401a, teacher retirement, and medical insurance. That teacher shall receive a stipend of $4,500 to be used for their own medical insurance or supplemental Medicare insurance. If the teacher is hired for part of a year, that teacher shall not receive benefits. If the teacher works for the entire year, but less than a full day, the teacher shall receive a proportionate amount of applicable benefits.

Section 7 - Special Assignment

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

Section 8 - Deductions

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

Section 9 - Mileage

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

Section 10 - Tuition and Required License Exam Reimbursement

A. It is understood that there is often a need for staff members to obtain new credentials to teach classes they are not currently credentialed to teach. This process may include taking additional coursework or taking a required licensing exam. When approved by the building principal and the Superintendent of Schools, a staff member shall receive reimbursement for tuition. Conditions of the reimbursement are established below:
   i. Tuition for classes will be paid at the rate of the state university where the class or classes are taken.
   ii. If the classes are not taken at a state university, reimbursement will be limited to the tuition rate at IUSB.
   iii. If the coursework is not available at a state university, the school shall reimburse the total amount of the tuition paid by the teacher.
   iv. Tuition reimbursement shall be available upon teacher's enrollment and payment of tuition. The teacher shall complete the course and earn a passing grade. If the teacher fails to complete the course or earn a passing grade, the teacher shall reimburse the school corporation the amount in its entirety.

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

C. Funds for tuition and licensure exam reimbursement as described in this section shall be

budgeted in the amount of at least $15,000 a school year through Title II. If Title II funds are no longer available, reimbursement will not be available until both parties agree to a source of reimbursement.

Section 11 - Professional Development

A. When money is available for professional development through grants, teachers shall be paid $18.31 per hour for time spent in training that is hosted by the corporation and occurs outside of contracted days or hours.

ARTICLE IV
GRIEVANCE PROCEDURE

Section 1. Definition

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

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

Section 2. Procedure

The grievance procedure shall be as follows:

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

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

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

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

Corporation will give the persons processing the grievance the decision of the Board of School Trustees in writing.

Section 3. Time for Processing

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

Section 4. General and Special Grievance

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

Section 5. Summary

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

ARTICLE V
LEAVES OF ABSENCE

Section 1. Illness or Injury

Each teacher shall have ten (10) days sick leave occasioned by illness or accident during such teacher's first year of employment by the School Corporation and eight (8) days such sick leave each year thereafter. A teacher may accumulate a total of not more than one hundred ninety (190) days of unused sick leave at the end of their contract year. Also, each teacher shall be allowed up to eight (8) days per year of his or her available sick leave in case of serious illness involving a member of the family. Additional days may be taken from available sick leave for a serious illness involving a member of the family upon approval of the Superintendent. Documentation of the extended illness may be required.

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

Section 2. Personal Leave

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

A. The leave shall be in keeping with the intent and purpose of the Statutes.
B. During the summer months when the regular school is not in session, a teacher shall be permitted personal leave up to and including the end of summer school without loss of compensation, provided that such leave was not used during the preceding summer or school year. This provision applies only to teachers employed in the School Corporation during the preceding regular school year and teachers who were not under contract the preceding school year are not eligible for leave of absence during the summer months.
C. Personal leave not used and not accumulated as personal days the following year will be added to the employee's cumulative sick leave up to the maximum accumulation of sick leave of one hundred ninety (190) days at the end of their contract year. Three (3) personal leave days shall be granted each year, accumulated to five (5) days.
D. Personal leave requests must be submitted to a teacher's principal at least 48 hours in advance of the requested leave, except in cases of an emergency. Only 3 personal leave days can be used consecutively.

Section 3. Maternity Leave

Maternity leave shall be granted to teachers in accordance with the provisions of the applicable

State Law with respect thereto.

Section 4. Adoption Leave

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

Section 5. Paternity Leave

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

Section 6. Military Leave

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

Section 7. Jury Duty Leave

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

Section 8. Professional Leave & In-service

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

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

Section 9. Bereavement Leave

A. A teacher shall be granted bereavement leave of ten (10) school days within one calendar year for each death in the immediate family, which is defined to mean parent, step-parent, sibling, step-sibling, spouse, child, or step-child.
B. A teacher shall be granted bereavement leave of five (5) school days within one calendar year for each death in the immediate family, which is defined to mean mother-in-law, father-in-law, daughter-in-law, son-in-law, or grandchild.
C. A teacher shall be granted bereavement leave of two (2) days for death of brother-in-law,

sister-in-law and grandparent.

D. Bereavement leave for other persons or additional days may be approved by the Superintendent of Schools as he/she deems appropriate.

Section 10. Political Leave

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

Section 11. Court Leave

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

Section 12. Local Association Leave

Upon written request to the Superintendent of the Association President, four (4) days for local association business shall be granted to the Plymouth Education President and/or designees.

ARTICLE VI
RETIREMENT SEVERANCE BENEFIT

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

Section 1. Group Health Insurance

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

A. While the retired teacher and spouse, if any, remain enrolled in the health insurance plan, the retired teacher and spouse shall pay the entire insurance premium applicable to the insurance coverage, with the premium payment to be made monthly, said payments to be made on or before the first day of the month. The failure to make a payment when due (including the 30-day grace period) will result in the lapse of coverage or the cancellation of coverage as provided in the insurance plan.

B. Within ninety (90) days of the severance date, the teacher has provided a written request to the School Corporation for continuing insurance coverage for the teacher and spouse, if any. In emergency circumstances, the school corporation may waive the ninety (90) day requirement.

C. The teacher has attained at least fifty-five (55) years of age on the last day of the final year of teaching and is not eligible for Medicare.

D. The teacher was enrolled in the Corporation's group health insurance plan during the school year immediately before severance.

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

ARTICLE VII
403 (b) ANNUITY PLAN

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

B. The school corporation shall maintain a list of approved investment vendors for the salary reduction contributions made to 403(b) Plan.

ARTICLE VIII
RETIREMENT SAVINGS 401 (a) ANNUITY PLAN

A. The school corporation shall establish a qualified retirement plan as described in section 401(a) of the Code. The Board agrees to contribute into each individual's separate 401(a) account four tenths of one percent (.40%) of each teacher's salary range amount for the 2005-06 school year (as reflected on the salary range without adjustment for any extra-curricular pay) and six tenths of one percent (.60%) each year thereafter.

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

B. There will be no commingling of accounts and each employee may determine how his or her account shall be invested among the investment options made available by the investment vendor for the 401(a) Plan. The single investment vendor for the 401(a) plan shall be determined through a mutual agreement between PEA and the Board.

ARTICLE IX
RETIREMENT SAVINGS VEBA PLAN

A. The school corporation shall contribute to a voluntary employees' beneficiary association ("VEBA") as described in section 501 (c) (9) of the Code. The Board agrees to contribute six tenths of one percent (.60%) of the teacher's base pay (as reflected on the salary range without adjustment for any extra-curricular pay) for the 2005-06 school year, and nine tenths of one percent (.90%) for the 2006-2007 school year. Starting, August 14, 2007, the school corporation shall contribute to a voluntary employees' beneficiary association ("VEBA") as described in section 501 (c) (9) of the Code. The Board agrees to contribute one and fifteen one hundredths of a percent (1.15%) of the teacher's base pay (as reflected on the salary range without adjustment for any extra-curricular pay).
As of February 2, 2011, 1.15% of a teacher's base pay (as reflected by the teacher's placement on the salary range without adjustment for any extra-curricular pay) will be contributed to the individual's VEBA as follows: a) Medical expense reimbursement account – annually $125.00, b) health insurance premium account – annually 1.15% of a teacher's base pay (as reflected by the teacher's placement on the salary range without adjustment for any extra-curricular pay) minus $125.00. Additionally, for each teacher who is listed on Schedule 1 and whose initial VEBA contribution under Article IX of this Agreement is less than one thousand dollars ($1,000.00) and for all teachers hired after June 30, 2004 and before ratification of this Agreement by the School Board, the School Corporation will make a one time deposit into that teacher's VEBA account of one hundred dollars ($100.00). This one-time payment will be made at the time that the VEBA accounts provided for in Article IX are first funded. For teachers hired after the date of ratification of this Agreement by the School Board, the School Corporation will make a one-time deposit into that teacher's VEBA account of sixty dollars ($60.00). This one-time payment will be made when the VEBA account is first funded.

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

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

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

ARTICLE X
INSURANCE

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

Group Insurance: The Board shall offer a group medical insurance program, a group dental insurance program, and a group vision insurance program for all employees. After January 1, 2011 a maximum of five thousand nine hundred ninety-seven dollars and fifty-six cents ($5,997.56) will be contributed annually toward one (1) of the three (3) designated PPO options for a single plan.

After January 1, 2011 if the teacher chooses PPO Family Plan 1, a maximum of nine thousand seventy-three dollars and no cents ($9,073.00) will be contributed annually toward the cost of a family plan. After January 1, 2011 if the teacher chooses PPO Family Plan 2, eight thousand nine hundred sixty-five dollars and no cents ($8,965.00) will be contributed annually toward the cost of a family plan. After January 1, 2011 if the teacher chooses PPO Family Plan 3, nine thousand one hundred thirty-three dollars and no cents ($9,133.00) will be contributed annually toward the cost of a family plan.
After January 1, 2011 if a husband and wife are both full-time employees in the Plymouth Community School Corporation and they choose PPO Family Plan 1, fifteen thousand two hundred eighty-three dollars and twelve cents ($15,283.12) will be contributed annually toward a family plan. After January 1, 2011 if a husband and wife are both full-time employees in the Plymouth Community School Corporation and they choose PPO Family Plan 2, fourteen thousand one hundred thirty-one dollars and twelve cents ($14, 131.12) will be contributed annually toward a family plan. After January 1, 2011 if a husband and wife are both full-time employees in the Plymouth Community School Corporation and they choose PPO Family Plan 3, fifteen thousand nine hundred thirty-one dollars and twelve cents ($15,931.12) will be contributed annually toward a family plan.

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

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

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

Salary Reduction Program: The Board will offer the opportunity for employees to participate in a salary reduction agreement under Section 125, including dependent care, cancer insurance, and non-

reimbursed medical expenses. The Board will pay the initial set-up fees, and teachers shall pay the monthly administrative fee.

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

ARTICLE XI
PART-TIME TEACHER

Section 1. Salary Determination

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

Section 2. Fringe Benefits

For part-time teachers:

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

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

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

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

ARTICLE XII
SICK LEAVE BANK

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

Section 1. Participation

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

Section 2. Structure

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

following the opening in the fall.

6. Teachers new to the system may participate by donating one (1) day of sick leave within thirty (30) days of their first day of work.
7. All donated days lose their identity.
8. Upon retirement, retirees may voluntarily donate unused sick days to the sick bank.

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

C. *The administration of the bank will be vested in the Sick Leave Bank Committee.*

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

Section 3. Use of the Sick Leave Bank

A. *Application of Need*

1. Written application by the teacher or a member of his family accompanied by a physician's certificate stating the nature, length of disability, and prognosis of the person's condition shall be submitted to the Chairman of the Sick Leave Bank Committee. All medical informational concerning an applicant shall be held in strict confidence by the Committee.
2. The Sick Leave Bank shall not be used for maternity unless said maternity results in a medical condition, which prohibits the person from returning to work due to medical reasons.

B. *Procedure*

1. The applicant must have been a donating member of the Sick Leave Bank prior to the time of need.
2. Applications will be acted upon by the Sick Leave Bank Committee. The committee chairperson shall inform the applicant in writing of the decision of the Committee within five (5) working days following the Committee action.
3. Any decision to grant sick leave days to an applicant shall be reported to Superintendent's office.
4. An applicant must use all of his/her accumulated personal and sick leave days before application may be acted upon by the committee.
5. A maximum of thirty (30) days per teacher can be granted per school year.

C. *Repayment of Loan*

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

ARTICLE XIII
ENTIRE AGREEMENT

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

ARTICLE XIV
TERM OF AGREEMENT

The foregoing constitutes the contract between the Board and the Association and becomes effective as of the 1st day of July , 2017, and shall continue in effect until the 30th day of June, 2018. This contract is effective for the 2017-2018 school year upon the ratification by the Board of School Trustees and the Plymouth Education Association.

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

If by the Association to the Board, at:

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

If by the Board to the Association at:

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

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

BOARD OF SCHOOL TRUSTEES OF THE
PLYMOUTH COMMUNITY SCHOOL CORP.

By: _____ 11-7-17
Larry Holloway, Board Vice-President — Date

By: Andrew Hartley 11-7-17
Andrew Hartley, Superintendent — Date
Chairman of the Board's
Negotiation Team

PLYMOUTH EDUCATION ASSOCIATION

By: _____ 11-7-17
Laura Kruyer, Negotiation Chairperson — Date

PLYMOUTH COMMUNITY SCHOOL CORPORATION
PLYMOUTH, INDIANA

APPENDIX A
SPECIAL ASSIGNMENT SCHEDULE

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

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

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

Other activities funded by fees will be outside this contract.
Examples are: Saturday Enrichment, After School Enrichment, Non-Credit Adult Classes, etc. Teachers will not be required to work in any of these activities.

Extra-Curricular Responsibilities: The school program requires that all teachers perform some duties which are related to but not necessarily a part of regular classroom teaching. The single salary schedule is based on the premise that each teacher will assume a share of the extra-curricular work as assigned by the school principal. Principals are expected to make as equitable a distribution of extra-curricular responsibilities as possible. The salaries for certain assignments are listed in the Special Assignment Schedule.

PLYMOUTH COMMUNITY SCHOOL CORPORATION
PLYMOUTH, INDIANA

APPENDIX A (Continued)

	NUMBER OF POSITIONS WERE NOT BARGAINED AND ARE FOR INFORMATIONAL PURPOSES ONLY		2017-2018		
			Yrs Exp 0 - 1	Yrs Exp 2 - 3	Yrs Exp 4+
HIGH SCHOOL (BOYS)					
Varsity Football	1		$8,227	$8,637	$9,070
Ass't Varsity Football	4		$5,001	$5,251	$5,513
Freshman Football	1		$3,779	$3,969	$4,167
Ass't Freshman Football	1		$3,359	$3,526	$3,704

Varsity Basketball	1		$8,463	$8,885	$9,331
Ass't Varsity Basketball	1		$4,757	$4,995	$5,245
"B" Team Basketball	1		$4,757	$4,995	$5,245
Freshman Basketball	1		$2,884	$3,029	$3,178
Basketball Program Director	1		$2,827	$2,969	$3,116
Varsity Baseball	1		$4,915	$5,160	$5,419
"B" Team Baseball	1		$2,715	$2,851	$2,994
Ass't Baseball	1		$2,715	$2,851	$2,994
Freshman Baseball	1		$1,424	$1,494	$1,569
Summer Baseball	1		$1,349	$1,416	$1,487
Varsity Swimming	1		$2,960	$3,106	$3,264
Ass't Varsity Swimming	1		$1,493	$1,568	$1,647
Dive Coach	1		$1,379	$1,449	$1,520
Varsity Wrestling	1		$4,750	$5,000	$5,245
Ass't Wrestling	2		$2,585	$2,790	$2,994
Varsity Track	1		$3,393	$3,561	$3,741
Ass't Track	2		$1,732	$1,819	$1,912
Cross Country	1		$3,667	$3,851	$4,043
Ass't Cross Country	1		$1,709	$1,793	$1,883
Golf	1		$2,547	$2,675	$2,808
Asst Golf *Pending 12 or more participants	1		$1,200	$1,200	$1,200
Tennis	1		$2,547	$2,675	$2,808
Ass't Boys Tennis	1		$1,425	$1,495	$1,569
Soccer	1		$3,547	$3,675	$3,808
Ass't Soccer	2		$2,425	$2,495	$2,569
HIGH SCHOOL (GIRLS)				**2017-2018**	
Varsity Volleyball	1		$6,319	$6,633	$6,966
Ass't Volleyball	2		$4,101	$4,307	$4,522
Freshman Volleyball	1		$3,286	$3,451	$3,623
Varsity Swimming	1		$2,960	$3,106	$3,264
Ass't Swim Coach	1		$1,379	$1,449	$1,520

Varsity Basketball	1		$8,463	$8,885	$9,331
Ass't Varsity Basketball	1		$4,757	$4,995	$5,245
Ass't Basketball	1		$4,757	$4,995	$5,245
Freshman Basketball	1		$2,884	$3,029	$3,178
G Basketball Program Dir	1		$2,827	$2,969	$3,116
Tennis	1		$2,547	$2,675	$2,808
Ass't Tennis	1		$1,425	$1,495	$1,569
Varsity Track	1		$3,393	$3,561	$3,741
Ass't Track	2		$1,732	$1,819	$1,912
Gymnastics	1		$2,844	$2,986	$3,137
Varsity Softball	1		$4,915	$5,160	$5,419
Ass't Softball	1		$2,715	$2,851	$2,994
B Team Softball	1		$2,715	$2,851	$2,994
9th Softball	1		$1,424	$1,494	$1,569
Summer Softball	1		$1,349	$1,416	$1,487
Golf	1		$2,547	$2,675	$2,808
Asst Golf *Pending 12 or more participants	1		$1,200	$1,200	$1,200
Soccer	1		$3,547	$3,675	$3,808
Ass't Soccer	2		$2,425	$2,495	$2,569
HIGH SCHOOL (SPECIAL)				**2017-2018**	
Spell Bowl Coach	1		$512	$538	$565
Bridge Bust	1		$512	$538	$565
Business Prof. of America	1		$928	$928	$928
FFA Sponsor	1		$2,340	$2,406	$2,478
National Honor Society	1		$681	$681	$681
Head Robotics	1		$1,500	$1,650	$1,800
Asst. Robotics	2		$1,000	$1,100	$1,200
Varsity Cheerleader Spon.	1		$1,853	$1,946	$2,043
Jr. Varsity Cheerleader Sp.	1		$1,483	$1,556	$1,634
Pep Club Sponsor	1		$609	$641	$672
Marching Band Percussion Dir	1		$1,242	$1,305	$1,370

Marching Band Color Guard Dir	1		$2,500	$2,500	$2,500
Winter Color Guard Director	1		$2,242	$2,305	$2,370
Head Speech & Debate Coach	1		$8,238	$8,648	$9,081
Ass't Speech Coach	2		$5,009	$5,258	$5,522
Debate	1		$3,783	$3,973	$4,173
Ass't Speech Novice	2		$3,783	$3,973	$4,173
High School Broadcasting	1		$1,704	$1,788	$1,880
Dir. of Musical/Variety Show	4		$1,912	$2,006	$2,107
Dir. of Dramatics-Play	1		$1,853	$1,946	$2,043
Ass't Dir. of Dramatics-Play	1		$1,358	$1,427	$1,497
Vocal Music Director	1		$4,225	$4,436	$4,657
Instrumental Director	1		$4,225	$4,436	$4,657
Choreography Consultant	1		$617	$648	$681
Summer Instr. Music Director	1		$3,867	$4,060	$4,262
Ass't Summer Instr. Music Dir.	1		$1,793	$1,882	$1,976
Percussion Coach	1		$2,016	$2,116	$2,223
Summer Choral Music Director	1		$1,310	$1,376	$1,445
Art Consultant	1		$1,401	$1,473	$1,547
Ye Pilgrim	1		$1,340	$1,406	$1,478
Mayflower	1		$1,340	$1,406	$1,478
Junior Class Sponsor**	7		$3,769	$3,904	$3,943
****Divided equally by the actual number of sponsors.**					
Auditorium Director	1		$-	$-	$-
Student Council	2		$617	$648	$681
Club Sponsors	15		$228	$228	$228
Academic Hall of Fame	1		$224	$224	$224
9th & 10th Class Sponsor	1ea		$224	$224	$224
12th Class Sponsor	2		$448	$448	$448
Online Course Instructor	1			A teacher who develops an online two-semester class ready for delivery will receive a stipend of $1000 or a team of teachers who develop an online two-semester class ready for delivery will receive a stipend of $2000 to be split equally. If the principal certifies	

				the class, the teacher will receive the contracted amount when the class is taught	
JUNIOR HIGH SCHOOL (SPECIAL)				**2017-2018**	
Yearbook	1		$1,340	$1,406	$1,478
Head Academic Coach	1		$742	$779	$818
Academic Coach	4		$512	$538	$565
Jr. High Drama	1		$464	$487	$510
Head Speech Coach - Jr. High	1		$1,280	$1,440	$1,600
Asst. Speech Coach - Jr. High	1		$702	$800	$898
Video Director	1		$1,400	$1,450	$1,500
Auditorium Director Jr. High	1		$1,400	$1,450	$1,500
National Honor Society	1		$681	$681	$681
Student Council	1		$617	$648	$681
Jr. High Robotics	1		$1,000	$1,100	$1,200
Jr. High Golf	1		$1,448	$1,448	$1,448
Vocal Music Director Jr. High	1		$1,855	$1,946	$2,044
Instrumental Director Jr. High	1		$3,728	$3,915	$4,110
JUNIOR HIGH SCHOOL (BOYS)				**2017-2018**	
Head Football	1		$2,878	$3,024	$3,173
Ass't Football	3		$2,206	$2,316	$2,432
Cross Country	1		$1,221	$1,283	$1,347
Ass't Cross Country	1		$938	$985	$1,033
Head Boys Basketball	1		$3,054	$3,208	$3,369
Asst. Head Boys Basketball	1		$2,715	$2,851	$2,994
Asst. Boys Basketball	2		$1,458	$1,530	$1,607
Head Wrestling	1		$1,695	$1,780	$1,869
Ass't Wrestling	2		$1,353	$1,419	$1,491
Head Track (Boys)	1		$1,502	$1,580	$1,658
Ass't Track (Boys)	1		$1,221	$1,283	$1,347
Ass't Track (Boys & Girls)	1		$1,221	$1,283	$1,347
JUNIOR HIGH SCHOOL (GIRLS)				**2017-2018**	
Head Track (Girls)	1		$1,502	$1,580	$1,658

Ass't Track (Girls)	1		$1,221	$1,283	$1,347
Head Volleyball	1		$2,495	$2,619	$2,752
Ass't Volleyball	1		$1,958	$2,057	$2,160
Head Girls Basketball	1		$3,054	$3,208	$3,368
Asst. Head Girls Basketball	1		$2,715	$2,851	$2,994
Asst. Girls Basketball	2		$1,458	$1,530	$1,607
Cheerleader Coach	1		$907	$952	$1,000
ELEMENTARY / INTERMEDIATE				**2017-2018**	
Riverside Athletic Director	1		$4,543	$4,745	$4,947
Riv. 5th Grade Volleyball	1	-	$664	$703	$742
Riv. 6th Grade Head Volleyball	1	-	$1,149	$1,188	$1,228
Riv. 6th Grade Asst. Volleyball	1	-	$714	$752	$792
Riv. 5th Grade Head Girls BB	1		$1,149	$1,188	$1,228
Riv. 5th Grade Asst. Girls BB	1	-	$714	$752	$792
Riv. 6th Grade Head Girls BB	1		$1,149	$1,188	$1,228
Riv. 6th Grade Asst. Girls BB	1	-	$714	$752	$792
Riv. 5th Grade Head Boys BB	1		$1,149	$1,188	$1,228
Riv. 5th Grade Asst. Boys BB	1	-	$714	$752	$792
Riv. 6th Grade Head Boys BB	1		$1,149	$1,188	$1,228
Riv. 6th Grade Asst. Boys BB	1	-	$714	$752	$792
Wrestling - Riverside Intermediate	1		$664	$703	$742
Riverside Robotics	1		$1,000	$1,100	$1,200
Intermediate Club Sponsor	11		$592	$592	$592
Elementary Choir	4		$252	$264	$278
OTHER			**2017-2018**		
H.S. Dept. Chair - High Stakes Testing			$2,000	$2,000	$2,000
H.S. Dept. Chair			$1,100	$1,100	$1,100
Jr. High Dept. Chair - High Stakes Testing			$1,000	$1,000	$1,000
Jr. High Dept. Chair			$750	$750	$750
Intermediate Grade Level			$950	$950	$950

Leader					
STAT Team Members	28		$318	$318	$318
ESL Certification			$500	$500	$500
Orchestra 6-12	1		$1,855	$1,946	$2,044
National Board Certification			$1,000	$1,000	$1,000
Supervisor Recreation			$12.31 per hour		
Musical Accompanist			$12.31 per hour		
Pay for Extra Teaching Duties			$18.31 per hour		
Intercession Teacher			$24.79 per hour	(Hourly rate of beginning salary range.)	