

MASTER CONTRACT

BETWEEN

Plymouth Education Association

and

The Plymouth Community School Corporation

June 28, 2011

to

June 30, 2012

MOU: 5-17-11 (Calendar)

Ratified: 6-28-11

MOU: 6-28-11 (Retirement 2012)

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PREAMBLE

This Master Contract entered into this 28th day of June, 2011, 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 2011-2012 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 Public Law No. 217; I.C. 1971, 20-7.5 (the Act), for the purposes of bargaining collectively in accordance with the provisions of the Act, for the certified school employees of the Plymouth Community School Corporation as the term "school employee" is defined in the ACT, but excluding from such representation Superintendents of Schools; Assistant Superintendents of Schools; Principals; Assistant Principals; or Administrative Assistants and other Supervisors (as defined by the Act), which supervisors are presently limited to Director of Athletics, Director of High School Guidance, and all others excluded by the terms of the Act; 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.

**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.

D. "Association" shall include its authorized officers, representatives and designated agents.

**ARTICLE III
RIGHTS**

The Association recognizes and acknowledges that the Board has the responsibility and authority to manage and direct in behalf of the

63 public the operations and activities of the School Corporation to
64 the full extent authorized by law and the Board may exercise such
65 responsibility and authority in such matter and to such extent as
66 deemed appropriate; provided that the same is not inconsistent with
67 the law or in violation of the provisions of this Contract.
68

69 During the term of this Agreement, the Board with its designated
70 representatives and the Association with its designated
71 representatives will hold themselves available at mutually
72 acceptable times and places to discuss the discussible matters
73 outlined in the Act not encompassed by the terms of this Contract,
74 provided it is, of course, understood and mutually agreed that this
75 provision shall not be construed to require the Board to bargain
76 collectively, negotiate or enter into a written contract concerning
77 any such discussible matters or to enter into impasse procedures
78 thereon or related thereto.
79

80 The Board and the Association agree that upon receipt of the written
81 authorization of a school employee, the Board shall deduct from the
82 pay of such employee membership dues of the Association in the
83 amount specified in such authorization in seventeen (17) equal
84 payments beginning with the first (1st) paycheck in October. Such
85 authorization shall be valid on a continuing basis from year to year
86 according to lists certified to be accurate by the Association
87 unless revoked in writing to the Association and the Superintendent
88 prior to September 15 of each year. After September 15, the
89 deduction shall not be revocable during the school year or until the
90 termination date of this Master Contract, whichever is earlier, and
91 the revocation shall not be effective until ten (10) day after
92 written notice thereof has been given to the Board.
93
94

95 **ARTICLE IV**
96 **BASIC PROVISIONS**
97

98 Section 1. General Agreement

99 The Board and the Association hereby mutually acknowledge that
100 during the bargaining which resulted in this Contract, each party
101 had an unlimited right and opportunity to make demands and proposals
102 with respect to all subjects of collective bargaining under the Act,
103 and this contract may be altered, changed, added to, deleted from or
104 modified only by voluntary mutual consent of the parties by written
105 contract amendment.
106

107 Section 2. Non-Interruption of Work

108 The Board and the Association agree that the grievance procedure
109 provided for herein is adequate to provide a fair and final
110 determination of all grievances arising under the terms of this
111 Contract. It is the mutual desire of the parties hereto to avoid
112 any interruption of work during the term hereof. The term
113 "interruption of work" shall mean and include any work stoppage or
114 strike, slow-down, sick-in, picketing or refusal to cross picket
115 lines, boycotts, public demonstrations or any concerted effort which
116 interferes with, impedes or impairs the normal operation of the
117 School Corporation or the Board. Accordingly, during the term
118 hereof, the Association shall not cause or participate in or
119 authorize any interruption of work or other interruption or
120 interference with the Board's operations related thereto.
121

122 In any case where an interruption of work occurs in violation of
123 this Contract, the Association agrees that it will in good faith and
124 without delay, exert itself to the fullest extent to bring about
125 quick termination of such interruption of work and will insist that

126 the teacher or teachers involved therein return forthwith to work
127 and/or normal employment schedules.
128
129

130 **ARTICLE V**
131 **GRIEVANCE PROCEDURE**

132
133 Section 1. Definition

134 For the purpose of this Contract, a grievance is defined as a
135 difference, dispute, complaint or misunderstanding regarding the
136 interpretation of a compliance with the provisions of this Contract.
137

138 The term "day" when used in this Article shall be a regular school
139 teaching day of the School Corporation except that during the summer
140 recess the term "day" shall mean a calendar day excluding Saturdays
141 Sundays and legal holidays. Grievances processed hereunder shall be
142 processed immediately in accordance with the provisions herein set
143 forth.
144

145 Section 2. Procedure

146 The grievance procedure shall be as follows:

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

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

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

177 D. In the event the decision of the Superintendent is
178 unsatisfactory to the teacher, within five (5) days subsequent to
179 the Superintendent's decision, the teacher and the Association
180 representative, if the teacher so desires, may appeal the grievance
181 to the full Board of School Trustees of the School Corporation and
182 within thirty (30) days thereafter the matter will be discussed by
183 the teacher and the Association representative, if the teacher so
184 desires, and a majority of the full Board of School Trustees of the
185 School Corporation and within seven (7) days thereafter the full
186 Board of School Trustees of the School Corporation will give the
187 persons processing the grievance the decision of the Board of School
188 Trustees in writing.

189 E. In the event the settlement of any grievance hereunder is not
190 satisfactorily accomplished in accordance with the above procedures,
191 then in that event, it is hereby mutually agreed and understood the
192 teacher and the Association representative, if the teacher so
193 desires, shall have the right to notify the Board of its desire to
194 submit such grievance to matters of final and binding arbitration,
195 which notice shall be delivered in writing to the party entitled to
196 such notice within fourteen (14) days subsequent to the final
197 decision arrived at in Paragraph D above referred to in the
198 grievance procedure. In the event any such matters are submitted to
199 arbitration, the parties forthwith shall mutually endeavor to select
200 a person to serve as such arbitrator. Failure to so select a person
201 to serve in such capacity within ten (10) days thereafter shall
202 result in a joint request by both parties to the American
203 Arbitration Association for a listing containing the names of seven
204 (7) persons who would serve in the capacity of arbitrator. Upon the
205 receipt of such list and within a period of time, the parties shall
206 select from such a list a person to serve in the capacity of
207 arbitrator by the following method:

208
209 In each case it shall be determined by lot who shall strike first
210 and such parties so determined shall strike one (1) name from such
211 list and the other party shall strike one (1) name from such list.
212 They shall alternately continue to strike names from the list until
213 there shall be but one (1) name remaining. The named person
214 remaining shall serve in the capacity of arbitrator and shall,
215 without undue delay, be notified of his selection to serve as
216 arbitrator by the Board and the Association and such arbitrator will
217 be given a copy of the grievance. Within ten (10) days thereafter,
218 either or both the Board and the teacher or Association, if the
219 Association is processing the grievance, may submit to the
220 arbitrator a written statement setting forth the matters in dispute
221 and their respective contentions with regard thereto; provided, that
222 if any such statement is submitted, the other party shall be
223 furnished two (2) copies of such statement. The arbitrator, in the
224 final determination of the matter involved, shall hold an oral
225 hearing within a reasonable time thereafter and in such hearing each
226 party to this contract shall have the right to present all oral
227 documentary or other relevant evidence concerning the matters
228 involved. The parties shall make available to the arbitrator such
229 records and data which are pertinent to the matters involved upon
230 the request of the arbitrator. Within a reasonable time following
231 the oral hearing, the arbitrator shall issue his decision in writing
232 with copies to both parties and such decision shall be final and
233 binding upon the parties concerned. It is the function of the
234 arbitrator to interpret the Contract, to make and issue decisions
235 regarding matters submitted to him in accordance with the Contract,
236 except that the arbitrator shall not be empowered to change, add to,
237 subtract from or in any manner modify the terms and conditions of
238 this Contract or change any existing wage rates. All fees and
239 expenses of the arbitrator selected in accordance with this Contract
240 shall be paid by the loser of such arbitration.

241
242 Section 3. Time for Processing
243 Grievances shall be processed at times mutually acceptable to the
244 parties. Time limits for the processing of grievances may be
245 extended by mutual consent of the parties. If, after a grievance is
246 timely filed, it is not timely processed by the respective parties,
247 it shall be deemed to advance the grievance to the next step, except
248 the grievances under Paragraph E will be processed within the limit
249 set forth in Paragraph E as extended by mutual consent or such
250 grievance will be deemed settled on the basis of the Board's last
251 written answer.
252

253 Section 4. General and Special Grievance
254 When the Association has a grievance, general in nature, which is
255 not related to a particular teacher or teachers of any building, or
256 to a particular administrator, it may be presented in writing by the
257 Association at Step C of the grievance procedure, and subsequently
258 the grievance shall follow the regular steps of the procedure,
259 including arbitration.

260
261 Section 5. Summary
262 The Board and the Association agree that the grievance procedure
263 herein outlined is adequate to provide a fair and final
264 determination of all grievances arising under this Contract.

265
266 **ARTICLE VI**
267 **LEAVES OF ABSENCE**

268
269 Section 1. Illness or Injury
270 Each teacher shall have ten (10) days sick leave occasioned by
271 illness or accident during such teacher's first year of employment
272 by the School Corporation and eight (8) days such sick leave each
273 year thereafter. A teacher may accumulate a total of not more than
274 one hundred ninety (190) days of unused sick leave at the end of
275 their contract year. Also, each teacher shall be allowed up to
276 eight (8) days per year of his or her available sick leave in case
277 of serious illness involving a member of the family. Additional days
278 may be taken from available sick leave for a serious illness
279 involving a member of the family upon approval of the
280 Superintendent. Documentation of the extended illness may be
281 required.

282
283 The term "family" for such purpose shall be construed to mean a
284 spouse, child, parent, a relative or dependent living in the
285 employee's household, or an individual for whom the teacher is
286 medically responsible. Accumulated sick leave may be used during
287 summer school.

288
289 Section 2. Personal Leave
290 Personal Leave for the transaction of personal business and/or the
291 conduct of personal or civic affairs shall be granted in accordance
292 with the applicable Indiana Statutes. The following regulations
293 shall also be in effect, except that no regulation which is contrary
294 to the Statutes shall be applicable:

295 A. The leave shall be in keeping with the intent and purpose of
296 the Statutes.

297 B. A written statement shall be submitted to the Superintendent
298 of Schools setting forth the reason and necessity which shall be the
299 cause of such absence.

300 C. During the summer months when the regular school is not in
301 session, a teacher shall be permitted personal leave up to and
302 including the end of summer school without loss of compensation,
303 provided that such leave was not used during the preceding summer or
304 school year. This provision applies only to teachers employed in
305 the School Corporation during the preceding regular school year and
306 teachers who were not under contract the preceding school year are
307 not eligible for leave of absence during the summer months.

308 D. Personal leave not used will be added to the employee's
309 cumulative sick leave up the maximum accumulation of sick leave of
310 one hundred ninety (190) days at the end of their contract year.
311 Three (3) personal leave days shall be granted each year.

312
313 Section 3. Maternity Leave
314 Maternity leave shall be granted to teachers in accordance with
315 the provisions of the applicable State Law with respect thereto.

316 Section 4. Adoption Leave
317 Except in the case of a child sought to be adopted by a step-parent,
318 a teacher who adopts a preschool child shall be entitled to a leave
319 of absence without pay for a maximum of one (1) school year
320 subsequent to the placement of the child in the teacher's home;
321 provided, however, the adoption leave shall be limited to one (1)
322 teacher per family. The teacher, concurrently with the application
323 for adoption, shall notify the Superintendent of Schools of the
324 expected length of this leave and attach thereto a statement from a
325 duly licensed child placing agency, or the applicable county
326 department of public welfare, certifying that the teacher has made
327 application for adoption. It is mutually understood and agreed that
328 upon the teacher's return from this adoption leave, such return
329 shall be on the first day of a school semester. If there are two
330 teachers in the family, up to five (5) days leave shall be available
331 for the second teacher for the purpose of adoption. These days of
332 absence with pay must take place within five (5) working days of the
333 adoption. Used adoption leave days for the second teacher will be
334 deducted from the illness leave.
335

336 Section 5. Paternity Leave
337 Up to five (5) days paternity leave shall be available to a teacher
338 immediately following the birth of his child. These days must take
339 place within five (5) working days of the birth or return home from
340 the hospital. Used paternity leave will be deductible from the
341 illness leave.
342

343 Section 6. Military Leave
344 Military Leave shall be granted to teachers in accordance with the
345 provisions of the applicable State and Federal Law with respect
346 thereto.
347

348 Section 7. Jury Duty Leave
349 Upon written application by a teacher and presentation of
350 satisfactory evidence of proof of jury duty, a teacher who is
351 required to serve jury duty shall be paid at the regular rate of pay
352 of such teacher during such jury service, less any and all jury fees
353 or pay received for such service.
354

355 Section 8. Professional Leave & In-service
356 The Board and the Association mutually agree that teachers need
357 professional leave and in-service so that their skills and knowledge
358 can be improved and updated. The Board further agrees that all
359 expenses incurred by teachers while taking professional leave will
360 be reimbursed. The Board agrees that professional leave days with
361 pay may be granted for the following purposes:

362 A. Attending and/or participating in professional meetings,
363 educational workshops, seminars, or conferences that promote goals
364 and the mission of the school district.

365 B. Visitation to other school corporations, educational
366 institutions, businesses, or industry for the purpose of observing
367 instructional techniques, instructional - oriented programs, or
368 acquainting teachers with the needs of the business community.

369 C. Teacher's shall receive written notification in a timely
370 manner, when a request for professional leave is denied. This
371 notification shall state the specific reason or reasons for the
372 denial.

373 D. A committee of teachers and administrators shall discuss
374 direction of the in-service training. The teachers and
375 administrators on the committee should represent the elementary,
376 middle school, and high school.

377 E. The Board agrees to budget a minimum thirty-five thousand
378 dollars (\$35,000) for certified staff to support the expenses of in-
379 service and professional leave.

380 Section 9. Bereavement Leave
381 A teacher shall be granted bereavement leave of ten (10) school days
382 within one calendar year for each death in the immediate family
383 which is defined to mean mother, father, step-parent, brother,
384 sister, spouse, child, or step-child.
385
386 A teacher shall be granted bereavement leave of five (5) school days
387 within one calendar year for each death in the immediate family
388 which is defined to mean mother-in-law, father-in-law, daughter-in-
389 law, son-in-law, or grandchild.
390
391 A teacher shall be granted bereavement leave of two (2) days for
392 death of brother-in-law, sister-in-law and grandparent.
393
394 Bereavement leave for other persons or additional days may be
395 approved by the Superintendent of Schools as he/she deems
396 appropriate.
397
398 Section 10. Political Leave
399 Political leave shall be granted to teachers in accordance with the
400 provisions of the applicable State Law with respect thereto.
401
402 Section 11. Court Leave
403 Court leave, without pay, shall be granted to teachers for time
404 necessary to make appearances in any court proceeding; provided,
405 however, that in the event such appearance is required in any matter
406 directly related to the teacher's instructional activities with
407 students, then in that event, such court appearance shall be without
408 loss of pay.
409
410 Section 12. Self-Improvement Leave
411 Teachers who have completed five years with the Plymouth Schools,
412 desiring to pursue a leave for self improvement, shall qualify for
413 an unpaid one (1) year leave upon making written request and
414 submission of an application to the Superintendent of schools. Such
415 requests for leaves are due by March 1. A maximum of three (3)
416 staff members within the school system will be granted such leave
417 during any one year. Only one staff member shall be approved from
418 each level of instruction (K-4, 5-6, 7-8, 9-12) per year, not to
419 include more than one teacher in a special instruction discipline in
420 grades 6-12.
421
422 The self improvement leave application will be a written document
423 indicating the intended experiences and the relationship to future
424 instruction. The applicant will indicate the duration of the leave
425 (up to one school year, beginning with the first day of school).
426 The applicant may be asked to address the self improvement leave
427 committee. The committee will make recommendations to the
428 Superintendent of schools by April 15 to be acted upon at the first
429 school board meeting in May. Final recommendation will depend upon
430 securing a qualified temporary substitute.
431
432 Upon completion of self improvement leave, teachers will be assigned
433 to teaching areas within their licensed field. Participants in the
434 self improvement leave program will be expected to return to the
435 Plymouth Community Schools for at least one year of service, upon
436 the conclusion of the leave. All fringe benefit costs shall be the
437 responsibility of participants in the self improvement leave
438 program.
439
440 The self improvement leave committee will consist of six members
441 composed of three teachers appointed by the P.E.A. and three
442 administrators. The committee will review all applications and make
443 a written recommendation to the Superintendent of schools.

444 Section 13. Special Leave
445 In the event a teacher shall desire to request a leave of absence
446 other than the types of leave of absence covered by applicable law
447 and this Article VI, such teacher may make application therefore
448 with the Board stating the specific leave requested and the reasons
449 for such leave, and the Board shall have the exclusive right to
450 grant or deny such leave, with or without pay and the decision of
451 the Board with respect thereto will be final and binding and not
452 subject to the grievance procedure.

453
454 Section 14. Local Association Leave
455 Upon written request to the Superintendent of the Association
456 President, four (4) days for local association business shall be
457 granted to the Plymouth Education President and/or designees.
458

459
460 **ARTICLE VII**
461 **RETIREMENT SEVERANCE BENEFIT**

462
463 An individual who is employed as a bargaining unit member at the
464 time of retirement or severance from employment will be eligible for
465 the following severance benefits provided the teacher has otherwise
466 satisfied the requirements and conditions described below.
467

468
469 Section 1. Group Health Insurance
470 Immediately following severance, the teacher and his/her spouse, if
471 any, shall have the option of remaining in the Corporation's current
472 group health insurance plan if all of the following conditions are
473 met as of the date of severance and thereafter:

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

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

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

490 D. The teacher was enrolled in the Corporation's group health
491 insurance plan during the school year immediately before severance.
492

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

No assignment of new employees to a specific position in the school system shall be made until all written requests for transfers have been acted upon and notified in writing or by phone.

ARTICLE X
BUY OUT OF RETIREMENT BENEFITS

A. Elimination of Prior Agreement's Retirement and Severance Pay Plan

The Board and the Association specifically reserved the authority to revise or terminate the retirement benefits contained in earlier agreements. Exercising this authority, the Board and the Association now confirm that Article VII, entitled Severance, Retirement, Death, and Disability in the Agreement immediately before this amendment's effective date, is terminated and shall not apply to any teacher retiring or severing employment with the school corporation on or after this amendment's effective date, except as otherwise specifically provided. Those teachers who retired or severed employment before the effective date shall only be entitled to the retirement benefits contained in the prior agreement as of the time of his or her retirement, but as may be otherwise revised from time to time.

B. Entitlement to Retirement Benefits and Vesting Requirements

1. Upon deposit, a teacher shall be fully vested in the severance, retirement, and insurance benefits described in this Article.

C. Actuarial Determination of Value of the Current Retirement and Severance Pay Plan

In making the present value determination for the buy out of the previous contractual benefits contained in Article VII of that agreement, the following assumptions shall be used:

1. The assumed interest rate for the purpose of determining the present value is five point two five percent (5.25%) in the first three (3) years of the plan, six and one half percent (6.5%) for the next three years, and seven and one half percent (7.5%) each year thereafter. However, for post-retirement cash flow purposes, a four (4%) discount rate shall be used.
2. The salary inflation factor shall be two percent (2%).
3. Insurance shall be calculated using five thousand two

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- hundred seventy-nine dollars (\$5279) as the base and a ten percent (10%) annual inflation rate shall be applied until the amount reaches eight thousand six hundred dollars (\$8,600) after which no further adjustment will be made.
4. It is assumed that an employee terminates employment at the end of the school year in which the employee attains age fifty-nine (59) or at the end of the current year if the individual is already age fifty-nine (59) or older. If an employee continues employment after the attainment of age fifty-nine (59), the employee does continue to receive all ongoing board contributions to the 401 (a) and VEBA.
 5. The anticipated amount of the Severance and Retirement benefits shall be determined using the amount of annual benefit described in Article VII of the prior agreement. However, it is assumed that individuals do not retire until the attainment of age fifty-nine (59) and ten (10) years of service.
 6. Using the method of calculation described in Article VII of the prior agreement, the severance benefit for each employee will be determined, subject to the following adjustments:
 - (a) Sick leave accumulation shall be calculated as of June 30, 2004, with days added for each year based upon each person's average usage until age fifty-nine (59) to a maximum of one hundred and ninety (190).
 - (b) The amount per day shall be fifty (50) dollars.
 7. Employees hired after the 30th day of June 2004 shall not be entitled to any payment for the eliminated benefits of Article VII of the parties' previous contractual agreement. In other words, no contribution shall be made for individuals hired or rehired after the 30th day of June 2004.
 8. The present value of the severance benefits and insurance benefits plan under the prior agreement shall be calculated, effective as of the 30th day of June, 2004.
 9. The parties further acknowledge that Schedule 1 attached to this Agreement is the ISTA Financial Services Corporation's final calculations of the respective dollar amounts due to each eligible teacher for the buy-out of his/her severance/retirement insurance benefits. Schedule 1 has been prepared by ISTA Financial Services Corporation by utilizing the above-mentioned actuarial assumptions. Schedule 1 identifies each eligible teacher by his/her respective employee identification number. The parties agree that the dollar amounts listed on Schedule 1 are final and binding upon all concerned persons and organizations including, without limitation, every eligible teacher, every ineligible teacher, the Board, the ISTA, the Plymouth Community School Corporation, the Plymouth Education Association and their respective heirs, survivors and assigns. The parties further agree that no arbitrator appointed pursuant to Article V of this Agreement shall have jurisdiction or authority to amend, alter, change, add to, or subtract from the dollar amounts set forth on Schedule 1.
- D. Buy Out Contributions
1. VEBA. The school corporation shall contribute to a voluntary employees' beneficiary association ("VEBA") as

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described in section 501(c)(9) of the Code, that amount representing the present value of the group health insurance benefits as calculated for all employees under subsection C above. The ISTA Financial Services Corporation shall be the organization administering the VEBA and shall be the single investment vendor for the VEBA. The terms and conditions for the administration and operations of the VEBA shall be as follows:

- (a) The amount calculated for each employee will be invested in a separate account. 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 vendor for the VEBA.
- (b) A retired employee may use the amounts held in his/her separate VEBA account to pay health insurance premiums, and to be reimbursed for unreimbursed medical expenses of the employee, spouse, and dependents. Furthermore, following the death of an employee, any amounts remaining in the deceased employee's VEBA account may continue to be used to pay these premiums and expenses of the employee's spouse and dependents. At no time may the VEBA make loans to an employee, his/her spouse, or his/her dependents.
- (c) The school corporation shall not be paid any compensation for its services performed on behalf of the VEBA. All costs incurred in the administration of the VEBA and investment fees shall be paid from the VEBA assets.
- (d) Except as specifically required by IRS regulations, beyond its obligation to make the initial deposit into the VEBA and its obligations to make future contributions to the VEBA as provided for elsewhere in this Agreement, the School Corporation shall have no responsibility or liability for administration of the VEBA account(s) or the assets or investment results of such VEBA account(s).

2. 401(a) Plan. The school corporation shall establish a qualified retirement plan as described in section 401(a) of the Code. The total sum of the amount calculated by ISTA Financial Services Corporation as the present value for the retirement pay and severance benefits shall be contributed by the school corporation to the 401(a) plan by the 28th day of February, 2005. The single investment vendor for the 401(a) plan shall be ISTA Financial Services Corporation. The 401(a) plan's terms and conditions for the administration of the 401(a) plan shall be as follows:

- (a) The amount calculated for each employee will be invested in a separate account. 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.
- (b) A retired employee may elect to commence distributions from his 401(a) plan account. If an employee for whom a 401 (a) account has been established under this Article dies before receiving all amounts in such account, the deceased employee's 401(a) plan account shall be distributed to the decedent's designated beneficiary or to his/her estate if no beneficiary designation has

759 salary schedule without adjustment for any extra-curricular pay) for
760 the 2005-06 school year, and nine tenths of one percent (.90%) for
761 the 2006-2007 school year. Starting, August 14, 2007, the school
762 corporation shall contribute to a voluntary employees' beneficiary
763 association ("VEBA") as described in section 501 (c) (9) of the
764 Code. The Board agrees to contribute one and fifteen one hundredths
765 of a percent (1.15%) of the teacher's base pay (as reflected on the
766 salary schedule without adjustment for any extra-curricular pay).
767 As of February 2, 2011, 1.15% of a teacher's base pay (as reflected
768 by the teacher's placement on the salary schedule without adjustment
769 for any extra-curricular pay) will be contributed to the
770 individual's VEBA as follows: a) Medical expense reimbursement
771 account - annually \$125.00, b) health insurance premium account -
772 annually 1.15% of a teacher's base pay (as reflected by the
773 teacher's placement on the salary schedule without adjustment for
774 any extra-curricular pay) minus \$125.00. Additionally, for each
775 teacher who is listed on Schedule 1 and whose initial VEBA
776 contribution under Article IX of this Agreement is less than one
777 thousand dollars (\$1,000.00) and for all teachers hired after June
778 30, 2004 and before ratification of this Agreement by the School
779 Board, the School Corporation will make a one time deposit into that
780 teacher's VEBA account of one hundred dollars (\$100.00). This one-
781 time payment will be made at the time that the VEBA accounts
782 provided for in Article IX are first funded. For teachers hired
783 after the date of ratification of this Agreement by the School
784 Board, the School Corporation will make a one-time deposit into that
785 teacher's VEBA account of sixty dollars (\$60.00). This one-time
786 payment will be made when the VEBA account is first funded.

787
788 The Board contribution under this provision shall be immediately
789 vested and portable.
790

791
792 B. The Board shall make equal monthly contributions
793 throughout the school year, and will complete its contributions on
794 or before August 1 of each succeeding year. There will be no
795 commingling of accounts and each employee may determine how his or
796 her account shall be invested among the investment options made
797 available by the investment vendor for the VEBA Plan. The single
798 investment vendor for the VEBA plan shall be ISTA Financial Services
799 Corporation.

800
801 C. Upon deposit each participant is considered immediately
802 vested in these individual VEBA accounts.
803

804 D. A retired employee or an employee who is receiving long
805 term disability benefits and is yet to terminate employment with the
806 school corporation may use the amounts held in his/her separate VEBA
807 account to pay health insurance premiums, and to be reimbursed for
808 other medical expenses as permitted by the adoption agreement.
809

810 **ARTICLE XIII**
811 **TEACHER COMPENSATION**
812

813 Section 1. Basic Salary
814 The basic salaries of teachers covered by this Contract are set
815 forth on Appendix A, which is attached hereto, and incorporated in
816 this Contract. Such salary shall remain in effect during the term
817 of this Contract.
818

819 Section 2. Definitions of Salary Lanes
820 A. Bachelors Degree - Certification to each in Indiana Public
821 Schools.

822 B. Bachelors Degree + Fifteen (15) semester hours - Credit for
823 graduate hours shall be granted by an accredited college or
824 university and/or an accumulation of certificates awarded by the
825 Indiana State Department of Education verifying educational units
826 and/or continuing education credits. Such credits earned toward an
827 approved Masters Degree program will be approved. Credits earned
828 which are not part of an approved Masters Degree program are subject
829 to an analysis and evaluation.

830 C. Masters Degree or Thirty-six (36) graduate semester hours in
831 the field of education. Credit for graduate hours shall be granted
832 by an accredited college or university.

833 D. Masters Degree or Thirty-six (36) graduate semester hours
834 plus fifteen (+15) or plus thirty (+30) graduate semester hours in
835 the field of education. To qualify for additional compensation,
836 credit must be granted by an accredited college or university.

837 E. To qualify for an individual teacher contract, teachers have
838 the responsibility of supplying the Superintendent with
839 documentation of experience and educational training. This
840 information must be on file prior to the issuance of contracts and a
841 change of lane on the salary schedule. A lane change must be
842 requested by August 1 and/or January 1 for the subsequent semester.
843 The increased salary shall be pro-rated and payable over the
844 teacher's final eight (8) paychecks.

845 F. Training and Experience Records - Official records pertaining
846 to certification training and experience of teachers must be on file
847 in the Superintendent's Office. Rules and regulations of the State
848 Board of Education pertaining to credit allowed for training and
849 experience in the operation of the State Minimum Salary Schedule
850 shall govern in all cases, including credit allowed for service in
851 the Armed Forces.

852
853 Section 3. Special Assignment

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

859
860 Section 4. Deductions

861 Deductions from teacher's salaries for daily absence not covered by
862 provisions listed shall be made at the rate of one one hundred
863 eighty-fifth (1/185th) of their basic contracted salary or prorated
864 accordingly for contracts in excess of a regular contractual year.

865
866 Section 5. Mileage

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

875
876 Section 6. Salary Payments - 2010-2011 SCHOOL YEAR and subsequent
877 school years

878 A. Teachers will be paid as follows:

- 879 1. Twenty-six (26) Pays - Teachers may elect to be paid in
880 twenty-six (26) equal pays every two weeks on Friday
881 throughout the year.
882 2. Every seven years in the 26 pay schedule there will be
883 one three-week pay period to account for 365/366 calendar
884 days per year.
885 3. Twenty-six and one-half (26 ½) Pays - Teachers new to the

886 district may elect to be paid in twenty-six and one-half
887 (26 ½) pays their first year of employment only. This
888 pay plan provides 1/52 of a teacher's contracted salary
889 paid on the first regular payroll of the school year with
890 the remainder divided into twenty-six (26) equal
891 payments.

- 892 4. Twenty-one (21) Pays - Teachers may elect to be paid in
893 twenty-one (21) equal pays beginning with the first
894 regular payroll of the school year.
- 895 5. Early Payout - The number of teachers allowed to
896 participate in the early payout will freeze at the
897 current enrollment number. No new enrollees will be
898 permitted until the total number drops below twenty-five
899 (25). The total number will then freeze at the level of
900 twenty-five (25).
- 901 6. Beginning with the 2008-2009 school year and for each
902 school year thereafter, a teacher must make an election
903 as to a pay plan in writing by the end of the date
904 specified by the Board, which date shall be no later than
905 the day before the school year commences. A teacher who
906 is hired after the date as of which the teacher must make
907 an election as provided in the preceding sentence must
908 make an election as to a pay plan in writing within
909 thirty (30) days of hire, but by no later than the first
910 day of work. If a teacher fails to make a timely
911 election, the teacher shall be paid as provided in
912 paragraph (1). An election shall be irrevocable for the
913 school year for which it is made. An election shall
914 continue in effect from school year to school year until
915 a new election is made by a teacher; provided, however,
916 that a new election shall be effective only for the next
917 school year commencing after the election is timely made.
- 918 7. A teacher who has a separation from service within the
919 meaning of Section 409A of the Internal Revenue Code and
920 the underlying regulations (which shall include voluntary
921 or involuntary termination of employment for any reason,
922 retirement, and death) shall be paid all amounts earned
923 but unpaid as of the date of separation from service in a
924 single lump sum on the payroll date next following
925 separation from service.

926
927 B. With the adoption of this language, a waiting list will
928 be established to determine new enrollees for the early payout
929 plan.

930 C. If a payday falls on a legal holiday, when school is not
931 in session, checks will be distributed the day prior to the
932 holiday.

933
934 D. Teachers employed to teach summer school shall continue
935 to be paid on a regular payroll date, with pay to begin on the
936 first regular pay period after the start of summer school. If
937 this falls within one week of the start of summer school, teachers
938 will receive their first check the next following pay period.

939
940 **ARTICLE XIV**
941 **INSURANCE**

942
943 The Board will sponsor medical insurance, visual insurance, dental
944 insurance, life insurance, and long term disability programs for
945 school employees. Employees may also participate in a salary
946 reduction agreement under Section 125. The insurance policies will
947 be selected by mutual consent of the Board and Association. The
948 master contract is on file in the office of the Superintendent and

949 is available for the review by employees.
950
951 *Group Insurance:* The Board shall offer a group medical insurance
952 program, a group dental insurance program, and a group vision
953 insurance program for all employees. After January 1, 2011 a
954 maximum of five thousand nine hundred ninety-seven dollars and
955 fifty-six cents (\$5,997.56) will be contributed annually toward one
956 (1) of the three (3) designated PPO options for a single plan.
957
958 After January 1, 2011 if the teacher chooses PPO Family Plan 1, a
959 maximum of nine thousand seventy-three dollars and no cents
960 (\$9,073.00) will be contributed annually toward the cost of a family
961 plan. After January 1, 2011 if the teacher chooses PPO Family Plan
962 2, eight thousand nine hundred sixty-five dollars and no cents
963 (\$8,965.00) will be contributed annually toward the cost of a family
964 plan. After January 1, 2011 if the teacher chooses PPO Family Plan
965 3, nine thousand one hundred thirty-three dollars and no cents
966 (\$9,133.00) will be contributed annually toward the cost of a family
967 plan.
968
969 After January 1, 2011 if a husband and wife are both full-time
970 employees in the Plymouth Community School Corporation and they
971 choose PPO Family Plan 1, fifteen thousand two hundred eighty-three
972 dollars and twelve cents (\$15,283.12) will be contributed annually
973 toward a family plan. After January 1, 2011 if a husband and wife
974 are both full-time employees in the Plymouth Community School
975 Corporation and they choose PPO Family Plan 2, fourteen thousand one
976 hundred thirty-one dollars and twelve cents (\$14,131.12) will be
977 contributed annually toward a family plan. After January 1, 2011 if
978 a husband and wife are both full-time employees in the Plymouth
979 Community School Corporation and they choose PPO Family Plan 3,
980 fifteen thousand nine hundred thirty-one dollars and twelve cents
981 (\$15,931.12) will be contributed annually toward a family plan.
982
983 An employee can elect a single or family plan, but cannot elect
984 both.
985
986 The Board shall pay all cost for a Board sponsored group life
987 insurance program. Each employee shall receive fifty thousand
988 dollars (\$50,000) single term life insurance coverage with
989 accidental death and dismemberment benefits during the term of the
990 contract.
991
992 The Board shall pay all cost for a Board sponsored long-term
993 disability insurance program for the term of this contract. The
994 current LTD Program will remain in effect for the term of this
995 contract.
996
997 *Salary Reduction Program:* The Board will offer the opportunity for
998 employees to participate in a salary reduction agreement under
999 Section 125, including dependent care, cancer insurance, and non-
1000 reimbursed medical expenses. The Board will pay the initial set-up
1001 fees, and teachers shall pay the monthly administrative fee.
1002
1003 The Board shall pay all costs for a Board-sponsored Employee's
1004 Assistance Program for the term of this contract.
1005
1006
1007

**ARTICLE XV
PART-TIME TEACHER**

1008
1009
1010 Section 1. Salary Determination
1011 Part-time teachers shall be compensated on a pro-rated basis as

1012 determined by their service assignment to the particular buildings
1013 regular teaching day. Compensation for scheduled in-service days
1014 will be included in the teacher's contract.

1015
1016 Section 2. Fringe Benefits

1017 For part-time teachers:

1018 A. The Board shall pay all the cost for the Board sponsored life
1019 insurance program.

1020 B. The Board shall pay all the cost for a Board sponsored long-
1021 term disability insurance program.

1022
1023 All qualifying part-time teachers will receive the same number of
1024 leave days as specified in the contract. However, when a teacher
1025 requests to use one of the partial days as scheduled, it will count
1026 as one whole day.

1027
1028 Part-time teachers hired after ratification of the 2009-2011
1029 agreement will receive a Board contribution toward health insurance
1030 in proportion to the amount of time the teacher is contracted.
1031 Those teachers in a part-time position who were employed prior to
1032 ratification of the 2009-2011 agreement and receiving a full Board
1033 compensation for health insurance will continue to receive the full
1034 time benefit as long as they are contracted at least fifty percent
1035 (50%) or more.

1036
1037 When the teachers voluntarily choose to share one job, they will
1038 automatically share the health insurance contribution. Thus each
1039 teacher will receive fifty percent (50%) of the medical insurance
1040 contribution from the Board.

1041

1042

1043

**ARTICLE XVI
HOURS AND DAYS**

1044

1045

1046 Section 1. Teaching Year

1047 The teaching year shall consist of one hundred eighty-five (185)
1048 days and broken down according to the following:

1049 A. One hundred eighty (180) days when the students are in
1050 attendance.

1051 B. Three (3) paid planning/conference days.

1052 C. Two (2) paid holidays.

1053 D. Non-paid vacation day(s) (not to exceed 2) shall be scheduled
1054 at the time of parent teacher conferences.

1055 E. Nothing contained herein shall be construed to prohibit the
1056 Board from offering an extended contract to an individual teacher,
1057 such additional days to be paid for at the teacher's per diem rate
1058 of pay; provided, that no teacher shall be required to accept an
1059 extended contract. This provision shall have no relation to the
1060 Special Assignment Schedule which is a separate pay schedule for
1061 work performed there under.

1062 Section 2. Teaching Day

1063 Except as otherwise provided, the usual and regular teaching day
1064 shall be seven (7) hours thirty (30) minutes. Hours for each
1065 building will be established by the building supervisor by August 1st
1066 of each year. Provided, however, in the event the teaching day
1067 needs to be changed, on a comparable basis, to meet a particular
1068 educational situation, the Board will give the teachers as much
1069 notice as is reasonably possible within the operational situation of
1070 the schools, but in no event shall less than one (1) week's notice
1071 be given to the teachers, or as otherwise mutually agreed. It is
1072 mutually understood and agreed that there are certain professional
1073 related activities that the teachers shall be expected to attend,
1074 such as faculty meetings and parent/teacher conferences. As a

1075 result, all school related committees and other special assignments
1076 shall be equalized among all teachers as much as reasonably possible
1077 by the Superintendent of Schools.

1078
1079 Section 3. Preparation Time

1080 *A. High School, Junior High School and Intermediate School*
1081 Junior and Senior High School teachers shall have a minimum of
1082 one (1) period each day for preparation time; provided,
1083 however, in the event a teacher agrees to teach a period on a
1084 regular basis in addition to the teacher's required number of
1085 periods for the usual and regular teaching day, then, in such
1086 case, such teacher's teaching day shall be extended by the
1087 length of time of the additional assigned and instructional
1088 period. In the event a teacher agrees to teach an additional
1089 period on a regular basis, then, in such event, the teacher
1090 shall receive additional compensation determined by the formula
1091 used for determining part-time teaching salaries. It is
1092 mutually agreed that a teaching period shall include, but not
1093 be limited to, supervising student study halls.

1094
1095 *B. Elementary School*

1096 An elementary teacher shall have a minimum of two hundred (200)
1097 minutes per week for preparation time. This time shall be
1098 scheduled during the student day, excluding student recess
1099 periods. Each elementary school will have six (6) hours of
1100 teacher aide time per day allotted to supervise the playground.

1101
1102 Section 4. High Stakes Testing Collaboration Time

1103 Part of the usual and regular teaching day shall be designated
1104 as high stakes testing collaboration time. High stakes testing
1105 collaboration time shall be thirty minutes weekly for core area
1106 classes (math, science, language arts, social studies, and
1107 resource).

1108
1109 Location of high stakes testing collaboration time within the
1110 thirty-seven and one-half (37.5) hour teaching week shall be
1111 scheduled by the principal and approved by the board on an
1112 annual basis following discussion as prescribed by IC 20-29-6-
1113 7. The parties agree that individual schools have flexibility
1114 to alter daily schedules within the thirty-seven and one-half
1115 (37.5) hour teaching week. No collaboration time shall occur
1116 within teacher preparation time, unless accepted by the
1117 majority of the collaboration group.

1118
1119
1120 **ARTICLE XVII**
1121 **GENERAL PROVISIONS**
1122

1123 Section 1. In-Service for Staff

1124 Teachers shall receive fifteen dollars per hour (\$15.00/hour) for
1125 participating in local in-service training programs. Teachers
1126 serving as instructors will receive their hourly teaching rate of
1127 pay. Teachers may qualify for 10 hours of in-service training.
1128 Such in-service programs will be determined by the Corporation In-
1129 service Committee. The administration may order teachers with
1130 deficiencies to participate in in-service programs which are deemed
1131 appropriate unless circumstances warrant being excused from a
1132 specific program. (The committee will consist of three (3)
1133 administrators and three (3) teachers with the Superintendent or his
1134 designee serving as an ex-officio member.) Teachers will not be
1135 compensated for required state and federal in-services scheduled on
1136 a teacher calendar day.
1137

1138 Section 2. Committee Work
1139 Teachers will be paid the hourly rate of the lowest teacher salary
1140 from Appendix A for curriculum work outside of required state,
1141 federal, and NCA and/or all committee work assigned on a non-teacher
1142 day. There is no extra compensation for required state, federal,
1143 and NCA committee work scheduled on a teacher calendar day.
1144
1145

1146 **ARTICLE XVIII**
1147 **SICK LEAVE BANK**

1148
1149 The School Board and the Plymouth Educational Association agree to a
1150 voluntary Sick Leave Bank subject to the following terms,
1151 conditions, and procedures.
1152

1153 Section 1. Participation

1154 The Sick Leave Bank Program is open to all classroom teachers as set
1155 forth in Article 1 of this contract
1156

1157 Section 2. Structure

1158 A. The bank will be formed by an initial Board contribution of
1159 ten (10) days. In addition, each teacher choosing to participate
1160 shall donate one (1) day of personal sick leave.

- 1161 1. No teacher shall be required to participate in the program.
- 1162 2. Teachers will be provided with an application form on which
1163 they can indicate their desire to participate, or not to
1164 participate.
- 1165 3. A teacher who does not voluntarily donate one (1) day of
1166 sick leave is not qualified to receive benefits from the
1167 program.
- 1168 4. Participants will donate one (1) day of sick leave only once
1169 unless the bank becomes depleted to forty (40) days in which
1170 case each participating teacher will be assessed one (1) day
1171 of sick leave to replenish the fund.
- 1172 5. The bank will be open for enrollment of new participants
1173 thirty (30) school days following the opening in the fall.
- 1174 6. Teachers new to the system may participate by donating one
1175 (1) day of sick leave within thirty (30) days of their first
1176 day of work.
- 1177 7. All donated days lose their identity.

1178
1179 B. The bank will be a continuous year-to-end entity.
1180

1181 C. The administration of the bank will be vested in the Sick
1182 Leave Bank Committee.

- 1183 1. The Sick Leave Bank Committee shall consist of two Plymouth
1184 Educational Association Members appointed by the President
1185 of the Association, two administrators appointed by the
1186 Superintendent of the Plymouth Community Schools, and the
1187 President of the Plymouth Education Association.
- 1188 2. The President of the Plymouth Education Association shall
1189 serve as the committee chairperson. The chairperson shall
1190 vote only in the case of a tie.
- 1191 3. The Treasurer of the Plymouth Community Schools shall
1192 present an accounting of the sick leave bank including a
1193 list of members, number of days in the bank, number of days
1194 used, and number of days repaid, by October 1st of each year
1195 to the President of the Plymouth Education Association.
1196

1197 Section 3. Use of the Sick Leave Bank

1198 A. *Application of Need*

- 1199 1. Written application by the teacher or a member of his family
1200 accompanied by a physician's certificate stating the nature,

- 1201 length of disability, and prognosis of the person's
 1202 condition shall be submitted to the Chairman of the Sick
 1203 Leave Bank Committee. All medical informational concerning
 1204 an applicant shall be held in strict confidence by the
 1205 Committee.
- 1206 2. The Sick Leave Bank shall not be used for maternity unless
 1207 said maternity results in a medical condition which
 1208 prohibits the person from returning to work due to medical
 1209 reasons.
- 1210
- 1211 *B. Procedure*
- 1212 1. The applicant must have been a donating member of the Sick
 1213 Leave Bank prior to the time of need.
- 1214 2. Applications will be acted upon by the Sick Leave Bank
 1215 Committee. The committee chairperson shall inform the
 1216 applicant in writing of the decision of the Committee within
 1217 five (5) working days following the Committee action.
- 1218 3. Any decision to grant sick leave days to an applicant shall
 1219 be reported to Superintendent's office.
- 1220 4. An applicant must use all of his/her accumulated personal
 1221 and sick leave days before application may be acted upon by
 1222 the committee.
- 1223 5. A maximum of thirty (30) days per teacher can be granted per
 1224 school year.
- 1225
- 1226 *C. Repayment of Loan*
- 1227 1. The recipient who remains in the employment of the Plymouth
 1228 Community School Corporation shall repay the bank the
 1229 borrowed days at a rate of no fewer than two (2) days per
 1230 school year until the loan has been repaid.
- 1231 2. A recipient who leaves the Plymouth Community School
 1232 Corporation and still owes days to the Sick Leave Bank must
 1233 transfer any accumulated sick leave days to the bank as
 1234 payment of the loan.
- 1235 3. Recipients who retire or become totally disabled after
 1236 borrowing from the Sick Leave Bank and still owe days to the
 1237 bank are exempt from repayment.
- 1238
- 1239

1240 **ARTICLE XIX**
 1241 **DIFFERENTIATED STIPEND LANGUAGE**

1242

1243 The four (4) elementary schools, the intermediate school,
 1244 and the junior high school student achievement aggregate baseline
 1245 scores for this agreement will be established by averaging the
 1246 spring 2010 ISTEP scores in Language Arts, math, social studies,
 1247 and science.

1248

1249 The high school's student achievement aggregate baseline
 1250 score for this agreement will be established by averaging the
 1251 percentage of high school students who pass the End of Course
 1252 Assessments in English 10, Algebra I, and Biology I during the
 1253 2009-2010 school year.

1254

1255 To earn the differentiated stipend of \$300.00, a school must
 1256 have an aggregate baseline score that is at least (two) 2
 1257 percentage points higher than the baseline aggregate score
 1258 established in 2009-2010. All full-time teachers in the
 1259 building(s) that hit or surpass this benchmark are eligible to
 1260 earn this \$300.00 stipend. Part-time teachers with fifty percent
 1261 (50%) contract or more will be eligible for the \$300.00 stipend.
 1262 Part-time teachers up to forty-nine (49%) contract will be

1263 eligible for the \$150.00 stipend. Special teachers who teach in
1264 multiple buildings are eligible for the differentiated stipend of
1265 \$150 at each school in which they teach.

1266
1267 A new baseline aggregate score for a school is established
1268 once the school has scored at least (two) 2 percentage points
1269 higher than the original baseline aggregate score. Once the new
1270 baseline aggregate score has been reached or surpassed, teachers
1271 are eligible to earn a second differentiated stipend.
1272

1273 This article is valid as long as funds, other than the
1274 general fund, have a balance equal to the payment of the potential
1275 amount earned by all teachers in all buildings.
1276

1277

1278

**ARTICLE XX
ENTIRE AGREEMENT**

1279

1280

1281 This Contract, together with the appendices attached hereto,
1282 constitute the entire agreement between parties. In the event any
1283 of the provisions of the Contract shall become invalid or
1284 unenforceable by reason of any Federal or State law, or by reason of
1285 any Executive order now existing or hereafter enacted, such
1286 invalidity or unenforceability shall not have any effect on the
1287 remaining provisions of this Contract.
1288

1289

1290

**ARTICLE XXI
TERM OF AGREEMENT**

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1293 The foregoing constitutes the contract between the Board and the
1294 Association and becomes effective as of the 28th day of June,
1295 2011, and shall continue in effect until the 30th day of June,
1296 2012. This contract is effective for the 2011-2012 school year
1297 upon the ratification by the Board of School Trustees and the
1298 Plymouth Education Association.
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1300 Whenever any notice is required to be given to either of the parties
1301 to this contract by the other party either shall do so by registered
1302 letter at the following address:

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

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BOARD OF SCHOOL TRUSTEES OF THE
PLYMOUTH COMMUNITY SCHOOL CORP.

By: _____
Melissa Christiansen, Board President

By: _____
Dan Tyree, Superintendent
Chairman of the Board's
Negotiation Team

PLYMOUTH EDUCATION ASSOCIATION

By: _____
Robert Pickell, Negotiation Chairperson

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APPENDIX A
2011-2012 SALARY SCHEDULE
Effective August 15, 2011

YRS EXP	Bachelors		Bachelors +15		Masters or 36 grad hrs		Masters or 36 grad hrs +15 grad hrs		Masters or 36 grad hrs +30 grad hrs	
	Contracted	WithTRF	Contracted	WithTRF	Contracted	WithTRF	Contracted	WithTRF	Contracted	WithTRF
0	\$33,196	\$34,192	\$34,039	\$35,060	\$34,885	\$35,932	\$36,569	\$37,666	\$38,254	\$39,402
.5	\$33,702	\$34,713	\$34,546	\$35,582	\$35,515	\$36,580	\$37,203	\$38,319	\$38,888	\$40,055
1	\$34,207	\$35,233	\$35,053	\$36,105	\$36,149	\$37,233	\$37,835	\$38,970	\$39,519	\$40,705
1.5	\$34,718	\$35,760	\$35,562	\$36,629	\$36,781	\$37,884	\$38,465	\$39,619	\$40,151	\$41,356
2	\$35,221	\$36,278	\$36,065	\$37,147	\$37,416	\$38,538	\$39,102	\$40,275	\$40,784	\$42,008
2.5	\$35,726	\$36,798	\$36,569	\$37,666	\$38,047	\$39,188	\$39,732	\$40,924	\$41,416	\$42,658
3	\$36,233	\$37,320	\$37,073	\$38,185	\$38,677	\$39,837	\$40,364	\$41,575	\$42,048	\$43,309
3.5	\$36,738	\$37,840	\$37,583	\$38,710	\$39,311	\$40,490	\$40,994	\$42,224	\$42,680	\$43,960
4	\$37,243	\$38,360	\$38,085	\$39,228	\$39,944	\$41,142	\$41,628	\$42,877	\$43,311	\$44,610
4.5	\$37,243	\$38,360	\$38,594	\$39,752	\$40,576	\$41,793	\$42,257	\$43,525	\$43,945	\$45,263
5	\$37,243	\$38,360	\$39,102	\$40,275	\$41,207	\$42,443	\$42,891	\$44,178	\$44,578	\$45,915
5.5	\$37,243	\$38,360	\$39,605	\$40,793	\$41,838	\$43,093	\$43,527	\$44,833	\$45,209	\$46,565
6	\$37,243	\$38,360	\$40,109	\$41,312	\$42,470	\$43,744	\$44,154	\$45,479	\$45,843	\$47,218
6.5	\$37,243	\$38,360	\$40,613	\$41,831	\$43,102	\$44,395	\$44,790	\$46,134	\$46,474	\$47,868
7	\$37,243	\$38,360	\$41,121	\$42,355	\$43,733	\$45,045	\$45,420	\$46,783	\$47,104	\$48,517
7.5	\$37,243	\$38,360	\$41,628	\$42,877	\$44,366	\$45,697	\$46,052	\$47,434	\$47,738	\$49,170
8	\$37,243	\$38,360	\$42,134	\$43,398	\$44,994	\$46,344	\$46,685	\$48,086	\$48,371	\$49,822
8.5	\$37,243	\$38,360	\$42,639	\$43,918	\$45,628	\$46,997	\$47,318	\$48,738	\$49,002	\$50,472
9	\$37,243	\$38,360	\$43,144	\$44,438	\$46,259	\$47,647	\$47,949	\$49,387	\$49,631	\$51,120
9.5	\$40,277	\$41,485	\$43,651	\$44,961	\$46,894	\$48,301	\$48,583	\$50,040	\$50,264	\$51,772
10	\$43,312	\$44,611	\$44,154	\$45,479	\$47,525	\$48,951	\$49,216	\$50,692	\$50,898	\$52,425
10.5	\$43,312	\$44,611	\$44,154	\$45,479	\$48,157	\$49,602	\$49,844	\$51,339	\$51,527	\$53,073
11	\$43,312	\$44,611	\$44,154	\$45,479	\$48,791	\$50,255	\$50,477	\$51,991	\$52,166	\$53,731
11.5	\$43,312	\$44,611	\$44,154	\$45,479	\$49,422	\$50,905	\$51,108	\$52,641	\$52,794	\$54,378
12	\$43,312	\$44,611	\$44,154	\$45,479	\$50,053	\$51,555	\$51,741	\$53,293	\$53,426	\$55,029
12.5	\$43,312	\$44,611	\$44,154	\$45,479	\$50,685	\$52,206	\$52,377	\$53,948	\$54,059	\$55,681
13	\$43,312	\$44,611	\$44,154	\$45,479	\$51,319	\$52,859	\$53,006	\$54,596	\$54,689	\$56,330
13.5	\$43,312	\$44,611	\$44,154	\$45,479	\$51,950	\$53,509	\$53,640	\$55,249	\$55,326	\$56,986
14	\$43,312	\$44,611	\$44,154	\$45,479	\$52,581	\$54,158	\$54,268	\$55,896	\$55,955	\$57,634
14.5	\$43,731	\$45,043	\$44,700	\$46,041	\$53,848	\$55,463	\$55,531	\$57,197	\$57,219	\$58,936
15	\$44,147	\$45,471	\$45,243	\$46,600	\$55,113	\$56,766	\$56,796	\$58,500	\$58,482	\$60,236
15.5	\$44,147	\$45,471	\$45,243	\$46,600	\$57,691	\$59,422	\$59,384	\$61,166	\$61,077	\$62,909
16	\$44,147	\$45,471	\$45,243	\$46,600	\$60,272	\$62,080	\$61,971	\$63,830	\$63,670	\$65,380

- 1349 • \$500 will be added to the basic salary if the teacher holds certification in ESL.
- 1350 • \$1,000 will be added to the basic salary if the teacher holds National Board Certification.
- 1351 • For the 2011-2012 school year only, all full time-certified staff members will receive a one-time stipend of \$550 as a one-time
1352 contribution to their VEBA. Part-time certified staff members will receive a VEBA contribution commensurate to the percentage of
1353 each individual's contracted time.
- 1354 • When PCSC hires a retired teacher, the teacher's pay shall be up to, but not more than \$45,000 per year. If the teacher is hired for
1355 part of a year, that teacher shall not receive benefits. If a retired teacher is hired for an entire school year, that teacher shall
1356 receive benefits excluding the VEBA, 401a, teacher retirement, and medical insurance. That teacher shall receive a stipend of \$4,500
1357 to be used for their own medical insurance or supplemental medicare insurance.

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PLYMOUTH COMMUNITY SCHOOL CORPORATION
 PLYMOUTH, INDIANA

APPENDIX B
SPECIAL ASSIGNMENT SCHEDULE

	2011-2012						
		Yrs Exp 0 - 1	Yrs Exp 2 - 3	Yrs Exp 4+	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			
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	\$3,703	\$3,885	\$4,080			
Ass't Wrestling	2	\$2,132	\$2,238	\$2,352			
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	\$4,053			
Ass't Cross Country	1	\$1,709	\$1,793	\$1,883			
Golf	1	\$2,547	\$2,675	\$2,808			
Tennis	1	\$2,547	\$2,675	\$2,808			
Ass't Boys Tennis	1	\$1,425	\$1,495	\$1,569			
Soccer	1	\$2,547	\$2,675	\$2,808			
Ass't Soccer	2	\$1,425	\$1,495	\$1,569			
Athletic Trainer	1	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

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PLYMOUTH COMMUNITY SCHOOL CORPORATION
 PLYMOUTH, INDIANA

APPENDIX B
SPECIAL ASSIGNMENT SCHEDULE

	2011-2012					
	Yrs Exp 0 - 1	Yrs Exp 2 - 3	Yrs Exp 4+	Yrs Exp 0 - 1	Yrs Exp 2 - 3	Yrs Exp 4+
High School (Girls)						
Ass't Athletic Director						
(w/non-instruct. period)	0	\$3,631	\$3,814	\$4,004		
(w/o non-instruct. period)	1	\$4,076	\$4,280	\$4,494		
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 Director	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		
Freshman 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		
Soccer	1	\$2,547	\$2,675	\$2,808		
Ass't Soccer	2	\$1,425	\$1,495	\$1,569		

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PLYMOUTH COMMUNITY SCHOOL CORPORATION
PLYMOUTH, INDIANA

**APPENDIX B
SPECIAL ASSIGNMENT SCHEDULE**

	2011-2012					
	Yrs Exp 0 - 1	Yrs Exp 2 - 3	Yrs Exp 4+	Yrs Exp 0 - 1	Yrs Exp 2 - 3	Yrs Exp 4+
High School (SPECIAL)						
Head Academic Coach	1	\$742	\$779	\$818		
Academic Coach	5	\$512	\$538	\$565		
Business Prof. of America	1	\$ -	\$ -	\$928		
FFA Sponsor	1	\$1,340	\$1,406	\$1,478		
Varsity Cheerleader Sponsor	1	\$1,853	\$1,946	\$2,043		
Jr. Varsity Cheerleader Sponsor	1	\$1,483	\$1,556	\$1,634		
Pep Club Sponsor	1	\$609	\$641	\$672		
Fall Guard	1	\$1,242	\$1,305	\$1,370		
Winter Guard	1	\$1,242	\$1,305	\$1,370		
Head Speech and 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		
Science Olympiad	1	\$512	\$538	\$565		
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	16	\$228	\$228	\$228		
Academic Hall of Fame	1	\$224	\$224	\$224		
9 th & 10 th Class Sponsor	1 ea	\$224	\$224	\$224		
12 th Class Sponsor	2 ea	\$448	\$448	\$448		
Online Course Instructor						

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A teacher who develops an online two-trimester class ready for delivery will receive a stipend of \$1,000 or a team of teachers who develop an online two-trimester class ready for delivery will receive a stipend of \$2,000 to be split equally. If the principal certifies the class, the teacher will receive their contracted amount when the class is taught.

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Plymouth Community School Corporation
APPENDIX B
SPECIAL ASSIGNMENT SCHEDULE

	2011-2012					
	Yrs Exp 0 - 1	Yrs Exp 2 - 3	Yrs Exp 4+	Yrs Exp 0 - 1	Yrs Exp 2 - 3	Yrs Exp 4+
Junior High School (SPECIAL)						
Yearbook	1	\$1,340	\$1,406	\$1,478		
Head Academic Coach	1	\$742	\$779	\$818		
Academic Coach (split)	3	\$512	\$538	\$565		
Jr. High Drama	1	\$464	\$487	\$510		
Baseball (13-15) Summer	1	\$1,349	\$1,416	\$1,487		
Head Speech Coach	1	\$1,273	\$1,335	\$1,403		
Ass't Speech Coach	1	\$637	\$667	\$701		
Video Director	1	\$1,400	\$1,450	\$1,500		
Auditorium Director	1	\$1,400	\$1,450	\$1,500		
National Honor Society	1	\$228	\$228	\$228		
Student Council	1	\$617	\$648	\$681		
Bookstore Sponsor	1	\$617	\$648	\$681		
Jr. High Golf	1	\$1,448	\$1,448	\$1,448		
Instrumental Music Director	1	\$3,728	\$3,915	\$4,110		
Vocal Music Director	1	\$1,855	\$1,946	\$2,044		
Junior High School (BOYS)						
Athletic Director						
(w/non-instruct. period)	0	\$2,467	\$2,591	\$2,719		
(w/o non-instruct. period)	1	\$8,237	\$8,648	\$9,081		
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		
Ass't Head Boys Basketball	1	\$2,715	\$2,851	\$2,994		
Ass't Boys Basketball	2	\$1,458	\$1,530	\$1,607		
Head Wrestling	1	\$1,695	\$1,780	\$1,869		
Ass't Wrestling	1	\$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)						
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	\$3,369		
Ass't Head Girls Basketball	1	\$2,715	\$2,851	\$2,994		
Ass't Girls Basketball	2	\$1,458	\$1,530	\$1,607		
Cheerleader Coach	1	\$907	\$952	\$1,000		

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PLYMOUTH COMMUNITY SCHOOL CORPORATION
PLYMOUTH, INDIANA

**APPENDIX B
SPECIAL ASSIGNMENT SCHEDULE**

		2011-2012					
		Yrs Exp 0 - 1	Yrs Exp 2 - 3	Yrs Exp 4+	Yrs Exp 0 - 1	Yrs Exp 2 - 3	Yrs Exp 4+
ELEMENTARY / INTERMEDIATE							
Intermediate Athletic Director	1	\$2,869	\$2,908	\$2,947			
Riv. 5 th Grade Volleyball	1	\$664	\$703	\$742			
Riv. 6 th Grade Head VB	1	\$1,149	\$1,188	\$1,228			
Riv. 6 th Grade Asst. VB	1	\$714	\$752	\$792			
Riv. 5 th Grade Head Girls BB	1	\$1,149	\$1,188	\$1,228			
Riv. 5 th Grade Asst. Girls BB	1	\$714	\$752	\$792			
Riv. 6 th Grade Head Girls BB	1	\$1,149	\$1,188	\$1,228			
Riv. 6 th Grade Asst. Girls BB	1	\$714	\$752	\$792			
Riv. Wrestling	1	\$664	\$703	\$742			
Riv. 5 th Grade Head Boys BB	1	\$1,149	\$1,188	\$1,228			
Riv. 5 th Grade Asst. Boys BB	1	\$714	\$752	\$792			
Riv. 6 th Grade Head Boys BB	1	\$1,149	\$1,188	\$1,228			
Riv. 6 th Grade Asst. Boys BB	1	\$714	\$752	\$792			
Intermediate Club Sponsor	12	\$592	\$592	\$592			
Elementary Choir	4	\$252	\$264	\$278			
OTHER							
H.S. Dept. Chairperson High Stakes Testing		\$2,000	\$2,000	\$2,000			
H.S. Dept. Chairperson		\$1,100	\$1,100	\$1,100			
Jr. High Dept. Chairperson High Stakes Testing		\$1,000	\$1,000	\$1,000			
Jr. High Dept. Chairperson		\$750	\$750	\$750			
Intermediate Lead Teachers		\$950	\$950	\$950			
STAT Team Members	28	\$318	\$318	\$318			
Supervisor Recreation		\$12.31 per hour					
Musical Accompanist		\$12.31 per hour					
(Hourly rate shall not exceed hourly rate as per salary schedule)							
Pay for Extra Teaching Duties		\$18.31 per hr of instruction					
Hourly Curriculum Work		\$12.00/per hour					

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PLYMOUTH COMMUNITY SCHOOL CORPORATION
PLYMOUTH, INDIANA

APPENDIX B
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.

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PLYMOUTH COMMUNITY SCHOOL CORPORATION
PLYMOUTH, INDIANA

SCHEDULE 1

Employee Number	401A	VEBA
401		19706
203	1419	32444
213		4077
402		32444
205	14943	25879
307		2456
110		24101
504	3505	28024
403		31802
103		22035
208	5657	31449
242		19706
812		16566
602		26538
210	5179	27362
723	1490	28024
238		9649
114	16519	25879
502	5529	31449
603		33304
214		31802
503		31802
505	16750	21041
211		11049
303	35948	
117		31802
212		34027
739		12982
313		12550
722	45	26622
216		34027
130		31802
605		33304
511		9649
304	12918	25879
119		12550
239		34027
408		31802
614		8342
306		17727
612		9798
124		26538
777		26622
126		33304
606		26538

217		29150
609	8307	27362
320		26705
224	391	28936
508		24101
315		29150
405		24101
710		16320
406		29150
118		24101
707		1727
743		12948
241		31449
221	3248	32444
243	1279	28024
319		29150
509	13127	21669
426		29150
133	1257	32444
615		31802
423		24310
218		7205
223	42880	
1605		8370
733		14158
410		33304
607		33304
753		33304
136		3240
138		21828
137		21828
411		34027
308	11298	25879
515		33304
228		21828
517	6587	26587
229	16519	25879
139	6641	31449
106	5304	26587
516		29150
608		29150
413		31802
510		19706
309		17727
310		17727
427		19706
147	32245	10776
414	27018	16009
148	11201	30532
616	22099	16057
420		8342
316		21828
232	1460	32444
150	322	32444
740		8342
611		21828
613		32444
158		15881
162		29150
234		29150

416		31802
522	11478	25879
245		26622
157		19706
418	3166	32444
235	6641	31449
711		2915
251		5404
923		5923
166	507	10412
154		0
855	1537	16969
247		8918
172		0
813		447
225		0
520		4504
904	1515	13186
152		0
818		447
620		0
182		2004
929		0
619	343	13418
434		5070
407	1471	10600
170	859	21828
801		0
169		0
627		0
175	638	20489
171		1059
178		11049
144		2535
833		4602
252		0
174		16402
525		0
184		355
719		5977
908		5095
622		9412
878		545
237		0
896	895	20587
121		447
919		6217
404		2004
181		1153
433		20062
177		0
233		11049
804	1512	24101
792	751	26538
693		22118
146	2895	34027
165	462	14158
761		5404

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Plymouth Community School Corporation

**Memorandum of Understanding - Retirement
2011-2012**

The Plymouth Community School Corporation will offer teachers a one-time early retirement incentive for the 2011-2012 school year to be contributed to their VEBA. To qualify for the retirement incentive, the teacher must have attained the age of 55 and have 16 years of teaching experience by June 30, 2012.

Each teacher who wishes to take advantage of the early retirement incentive must submit a non-revocable letter of retirement which must be received by the Superintendent on or before December 16, 2011, by 4:00 p.m. (EST) for a teacher to receive a \$20,000.00 contribution to their VEBA.

The incentive will be available to a maximum of fifteen (15) teachers. In the event that more than 15 teachers request the incentive, determination of the recipients will be made on the basis of years of experience, according to the Teachers Retirement Fund (TRF).

In the event that all 15 retirement incentives are not requested by December 16, 2011, by 4:00 p.m. (EST), the remaining retirement incentives will be available to additional qualified teachers who must submit a non-revocable letter of retirement which must be received by the Superintendent on or before March 23, 2012, by 4:00 p.m. (EST) for a teacher to receive a \$15,000.00 contribution to their VEBA.

If there are more requests than the remaining number of incentives, determination of the recipients will be made on the basis of the years of experience, according to the Teachers Retirement Fund (TRF). Requests received by the first deadline take precedence over request made by the second deadline.

This memorandum of understanding will expire on June 30, 2012, and shall not become a part of the status quo agreement.

Dated this 28th day of June, 2011.

For the
Plymouth Community
School Corporation

By: _____
Melissa Christiansen
School Board President

For the
Plymouth Education
Association

By: _____
Bob Pickell
Negotiations Chairperson

PLYMOUTH COMMUNITY SCHOOL CORPORATION
PLYMOUTH, INDIANA

Memorandum of Understanding - Calendar

The Plymouth Community School Corporation (PCSC) and Plymouth Education Association (PEA) desire to enter into this Memorandum of Understanding to address the issue with the Indiana Department of Education (IDOE) mandate concerning the loss of the ability to utilize half days for parent teacher conferences and professional development days.

Parent teacher conferences are a professional responsibility under the Plymouth Master Contract (Article XVI, section 2,). For the 2011-2012 school year, parent teacher conferences will remain status quo, but a discussion item.

Instructional days that occur on Friday will be one-half hour (30 min.) shorter than Monday through Thursday instructional days for students and faculty to provide needed time for professional development days. Three (3) professional development days will be added to the 2011-2012 school calendar. One day will be used for professional development and meetings and will either be the first or second day of school for teachers. The second and third professional days will be used for professional development. The three days will consist of a total of 16 hours. The days and times will be adopted with the 2011-2012 calendar.

The 2011-2012 PCSC calendar will consist of the three (3) planning/conferencing days as stated in Article XVI, Section 1 of the Plymouth Master Contract. Each year, either the first or second day of school will be a teacher planning/conferencing day for all grade levels, free of any administration initiated meetings. Grades K-8 will have a second teacher planning/conferencing day at the end of the first semester, while the high school will have its second planning/conferencing day at either the end of the first or second trimester (to be determined at the adoption of the 2011-2012 calendar). The third planning/conferencing day each year will be the first work day following the last student day for all grade levels.

All elementary teachers will be guaranteed a minimum of 195 minutes of prep time per week by excluding student recess periods.

This agreement will expire at the end of the 2011-2012 school year.

Agreed upon this _____ day of _____, 2011 by:

For the
Plymouth Community
School Corporation

For the
Plymouth Education
Association

Melissa Christiansen
School Board President

Robert Pickell,
Negotiations Chairperson

<i>PREAMBLE</i>	1
<i>ARTICLE I RECOGNITION AND REPRESENTATION</i>	1
<i>SECTION 1. RECOGNITION</i>	1
<i>SECTION 2. INTENT OF CONTRACT</i>	1
<i>ARTICLE II DEFINITIONS</i>	1
<i>ARTICLE III RIGHTS</i>	1
<i>ARTICLE IV BASIC PROVISIONS</i>	2
<i>SECTION 1. GENERAL AGREEMENT</i>	2
<i>SECTION 2. NON-INTERRUPTION OF WORK</i>	2
<i>ARTICLE V GRIEVANCE PROCEDURE</i>	3
<i>SECTION 1. DEFINITION</i>	3
<i>SECTION 2. PROCEDURE</i>	3
<i>SECTION 3. TIME FOR PROCESSING</i>	4
<i>SECTION 4. GENERAL AND SPECIAL GRIEVANCE</i>	5
<i>SECTION 5. SUMMARY</i>	5
<i>ARTICLE VI LEAVES OF ABSENCE</i>	5
<i>SECTION 1. ILLNESS OR INJURY</i>	5
<i>SECTION 2. PERSONAL LEAVE</i>	5
<i>SECTION 3. MATERNITY LEAVE</i>	5
<i>SECTION 4. ADOPTION LEAVE</i>	6
<i>SECTION 5. PATERNITY LEAVE</i>	6
<i>SECTION 6. MILITARY LEAVE</i>	6
<i>SECTION 7. JURY DUTY LEAVE</i>	6
<i>SECTION 8. PROFESSIONAL LEAVE & IN-SERVICE</i>	6
<i>SECTION 9. BEREAVEMENT LEAVE</i>	7
<i>SECTION 10. POLITICAL LEAVE</i>	7
<i>SECTION 11. COURT LEAVE</i>	7
<i>SECTION 12. SELF-IMPROVEMENT LEAVE</i>	7
<i>SECTION 13. SPECIAL LEAVE</i>	8
<i>SECTION 14. LOCAL ASSOCIATION LEAVE</i>	8
<i>ARTICLE VII REIREMENT SEVERANCE BENEFIT</i>	8
<i>SECTION 1. GROUP HEALTH INSURANCE</i>	8
<i>ARTICLE VIII 403 (b) ANNUITY PLAN</i>	9
<i>ARTICLE IX TRANSFER LANGUAGE</i>	9
<i>ARTICLE X BUY OUT OF RETIREMENT BENEFITS</i>	9
<i>ARTICLE XI RETIREMENT SAVINGS 401 (a) ANNUITY PLAN</i>	12
<i>ARTICLE XII RETIREMENT SAVINGS VEBA PLAN</i>	12
<i>ARTICLE XIII TEACHER COMPENSATION</i>	13
<i>SECTION 1. BASIC SALARY</i>	13
<i>SECTION 2. DEFINITIONS OF SALARY LANES</i>	13
<i>SECTION 3. SPECIAL ASSIGNMENT</i>	14
<i>SECTION 4. DEDUCTIONS</i>	14
<i>SECTION 5. MILEAGE</i>	14
<i>SECTION 6. SALARY PAYMENTS - 2010-2011 AND SUBSEQUENT YEARS</i>	14
<i>ARTICLE XIV INSURANCE</i>	15
<i>ARTICLE XV PART-TIME TEACHER</i>	16

SECTION 1. SALARY DETERMINATION	16
SECTION 2. FRINGE BENEFITS	17
ARTICLE XVI HOURS AND DAYS.....	17
SECTION 1. TEACHING YEAR	17
SECTION 2. TEACHING DAY	17
SECTION 3. PREPARATION TIME	18
SECTION 4. HIGH STAKES TESTING COLLABORATION TIME	18
ARTICLE XVII GENERAL PROVISIONS.....	18
SECTION 1. IN-SERVICE FOR STAFF	18
SECTION 2. COMMITTEE WORK	19
ARTICLE XVIII SICK LEAVE BANK.....	19
SECTION 1. PARTICIPATION	19
SECTION 2. STRUCTURE	19
SECTION 3. USE OF THE SICK LEAVE BANK	19
ARTICLE XIX DIFFERENTIATED STIPEND LANGUAGE	20
ARTICLE XX ENTIRE AGREEMENT.....	21
ARTICLE XXI TERM OF AGREEMENT.....	21
APPENDIX A 2010-2011 SALARY SCHEDULE	23
APPENDIX B SPECIAL ASSIGNMENT SCHEULE.....	24
SCHEDULE 1	30
MEMORANDUM OF UNDERSTANDING - Retirement.....	34
MEMORANDUM OF UNDERSTANDING - Calendar.....	34