

Middlebury Community Schools

Two-Year Tentative Agreement for the 2019-2021 School Years

The following tentative agreement is subject to ratification by the members of the Middlebury Teacher's Association and the Middlebury Community Board of School Trustees.

On September 16, 2019 the Middlebury Teacher's Association and the Middlebury Community Board of School Trustees arrived at the following two-year tentative agreement:

- 1.0 Section 12.1** In the opening paragraph of 12.1, change the word "range" to "schedule".

- 2.0 Section 12.1.1.1** The attached Appendix A contains three salary schedules. Column 1 is the current salary schedule; Column 2 is a salary schedule increased by two percent at each level; and Column 3 is a salary schedule increased by an additional two percent at each level. On each schedule, the difference between levels is three percent.

Section 12.1.1.1.1 For the 2019-2020 school year, an eligible teacher who is rated Highly Effective or Effective will move up one level on the salary schedule on which the teacher is currently placed. For the 2020-2021 school year, an eligible teacher who is rated Highly Effective or Effective will move up one level on the salary schedule on which the teacher is then placed. The evaluation factor constitutes 60% of the teacher's possible salary increase.

Section 12.1.1.1.2 For the 2019-2020 school year, an eligible teacher who completes a year of service in Middlebury Community Schools as recognized by INPRS will move over one column on which the teacher is currently placed. For the 2020-2021 school year, an eligible teacher who completes a year of service in Middlebury Community Schools as recognized by INPRS will move over one column from the column on which the teacher is then placed. The years of service factor constitutes 40% of the teacher's possible salary increase.

- 3.0 Section 12.1.1.2** Add the following sentence at the end; "A teacher who does not possess a Master's degree at the beginning of a school year in the content area is not eligible to advance beyond level L on the salary schedule."

- 4.0 Section 12.1.2** Restate as follows: "The salary range, prior to any salary increases under this Agreement, is from \$34,827 to \$64,788."

- 5.0 Section 12.1.4** Eligible teachers who are absent 4 days or less of their 185 days, excluding jury duty, court order appearances, Association Leave, profession leave and FMLA qualified absences shall receive an exemplary teacher attendance stipend based on the following schedule;

\$750 0 days missed

\$500	1 day missed
\$450	2 days missed
\$400	3 days missed
\$300	4 days missed

Teachers must be in attendance a minimum of 90 days during the school year to qualify for this stipend. These stipends are not included in the teacher's base salary.

- 6.0 Section 12.1.5** Eligible teachers shall be paid a stipend equal to 2% of their salary for the 2019-2020 school year. This payment shall be made on or before February 28, 2020. This stipend is attributable to the savings from the reduced TRF contribution rate, and it is for the 2019-2020 year only; it is not included in the teacher's base salary.
- 7.0 Section 12.1.6** Eligible teachers shall be paid a stipend equal to 2% of their salary for the 2020-2021 school year. This payment shall be made on or before February 28, 2021. This stipend is for the 2020-2021 year only; it is not included in the teacher's base salary. This stipend is contingent upon the employer's TRF contribution rate remaining at 5.5% and it shall be reduced by the percentage amount of any increase in that rate.
- 8.0 Section 12.1.7** Teachers at Level L and Level V prior to any salary increase for the 2019-2020 school year shall be paid an additional stipend equal to 1% of their salary for the 2019-2020 school year. This payment shall be made on or before February 28, 2020. Teachers at Level L and Level V prior to any salary increase for the 2020-2021 school year shall be paid an additional stipend to 1% of their salary for the 2020-2021 school year. This payment shall be made on or before February 28, 2021. These payments are stipends and are not included in the teacher's base salary. This stipend shall not apply to a teacher at Level L who possesses a Master's Degree at the beginning of the school year in a content area.
- 9.0 Section 12.1.8** Eligible teachers who possess a Master's degree at the beginning of a school year and who are placed at or below Level L after applying the level increase for a school year shall receive a stipend of \$1250. This payment shall be made on or before February 28th of the school year. This stipend is not included in the teacher's base salary.
- 10.0 Section 12.1.9** Certain eligible teachers may receive additional salary increases under this section for the 2019-2020 school year. These increases are intended to qualify under the teacher retention catch-up provisions of IC 20-28-9-1.5(d)(2). These increases are based on academic needs, defined as the need to retain the affected teachers whose current salary has resulted from the insufficiency or lack of poor raises and the inability to adequately compensate these teachers under prior restrictions. The academic needs of students demand that Middlebury Community School Corporation do its best to attract and retain the most qualified teachers possible. The superintendent shall have discretion to identify up to five (5) teachers and to move a given teacher up to an additional seven (7) levels pursuant to this provision. Both the identities of these teachers and the number of additional levels each shall move has been agreed to by the parties.

Those increases are in comparison to the increase in starting salaries in that it will allow current and newly hired teachers to receive more similar compensation as they reach similar circumstances.

11.0 Section 12.1.10 The salary increases are based on estimated revenues available for increases after taking into consideration the potential adjustments under Section 12.1.1.2, above, including the redistribution of funds based on a projection of those teachers who will not be eligible for a salary increase due to a rating of needs improvement or ineffective. In the event the final number of teachers determined to be ineligible for raises changes, the available funds will be reallocated as pro-rata stipends to teachers eligible for raises and shall be paid prior to the end of the applicable school year.

12.0 Section 12.4 Teacher employees shall be paid at the rate of \$20.00/hour as in-house substitute pay for substitute teaching in another teacher's classroom during their own preparation period at the request of a building administrator or his/her designee. This payment is considered payment for ancillary duties; the teacher is still expected to perform all normal duties as well.

13.0 Section 12.9 Add these sentences: "For the 2019-2020 school year, the minimum starting salary will be Level A in column 2. For the 2020-2021 school year, the minimum starting salary will be Level A in column 3."

14.0 Section 4.2.3 Married Spouses and Insurance

This section (4.2.3) shall only apply to the 2019-2020 school year. In the event that both spouses are employed by Middlebury Community Schools and were married and hired before January 1, 2016, the Board's contribution will be all but \$2724.14 of the total premium toward a family plan. Each teacher must contribute a minimum of \$1.00 toward the plan. The increase in the employee's contribution is based on 40% of the dollar amount of the increase to the family plan total premium.

For 2020-21, if the MCS Health Insurance premium changes, this section of the contract will be amended to reflect the change based on 40% of the dollar amount of the increase to the family plan total premium.

15.0 Section 9.2 Change "Funeral Leave" to "Bereavement Leave" and add the following sentence at the end: "For purposes of this Section 9.2, a miscarriage or stillbirth shall be considered as a death of a child.

16.0 Northridge Middle School Athletic Extra-curricular Positions – Change to non-gender specific:

- 16.1 Cross Country – Change to 2 Coaches
- 16.2 7th Grade Track – Change to 2 Coaches
- 16.3 8th Grade Track – Change to 2 Coaches
- 16.4 Swimming – Change to 2 Coaches

17.0 Additional Northridge High School Extra-Curricular Positions

- 17.1 NHS Athletic**
 - 17.1.1** Aquatics Director moved to Level 1
 - 17.1.2** 4 Flex Assistant Coach Positions – Level 4
 - 17.1.3** 1 Additional Cross Country Assistant Coach – Level 4
 - 17.1.4** 1 Summer Aquatics Director – Level 4
- 17.2 NHS Co-Curricular**
 - 17.2.1** 1 NHS Robotics Team Director – Level 2
 - 17.2.2** 4 Robotics Assistants – Level 4
 - 17.2.3** 6 Club Sponsor Positions – Level 8

18.0 Additional Northridge Middle School Extra-Curricular Positions

- 18.1 NMS Athletic**
 - 18.1.1** 4 Flex Assistant Coach Positions – Level 3
 - 18.1.2** 2 Assistant Cross Country Positions – Level 3
- 18.2 NMS Co-Curricular**
 - 18.2.1** 1 Club Sponsor – Level 5

19.0 Additional Elementary Extra-Curricular Positions

- 19.1** 2 Club Sponsors – This would make 10 total – 2 for each K-3 building and 2 for Heritage Intermediate
- 19.2** 7 Music Concert Positions – Level 4 - \$500 each – Only one per year per teacher

Signatures:

**Middlebury Teacher Association
Representatives**

**Middlebury Community Schools
Representatives**

Appendix A

Middlebury Community Schools

Teacher Salary Schedule 2019-2021

2018-2019		2019-2020		2020-2021	
Level	Salary	Level	Salary	Level	Salary
A	\$34,827	A	\$35,524	A	\$36,234
B	\$35,872	B	\$36,589	B	\$37,321
C	\$36,948	C	\$37,687	C	\$38,441
D	\$38,056	D	\$38,818	D	\$39,594
E	\$39,198	E	\$39,982	E	\$40,782
F	\$40,374	F	\$41,182	F	\$42,005
G	\$41,585	G	\$42,417	G	\$43,265
H	\$42,833	H	\$43,689	H	\$44,563
I	\$44,118	I	\$45,000	I	\$45,900
J	\$45,441	J	\$46,350	J	\$47,277
K	\$46,805	K	\$47,741	K	\$48,695
L	\$48,209	L	\$49,173	L	\$50,156
M	\$49,655	M	\$50,648	M	\$51,661
N	\$51,145	N	\$52,168	N	\$53,211
O	\$52,679	O	\$53,733	O	\$54,807
P	\$54,259	P	\$55,345	P	\$56,451
Q	\$55,887	Q	\$57,005	Q	\$58,145
R	\$57,564	R	\$58,715	R	\$59,889
S	\$59,291	S	\$60,476	S	\$61,686
T	\$61,069	T	\$62,291	T	\$63,537
U	\$62,901	U	\$64,159	U	\$65,443
V	\$64,788	V	\$66,084	V	\$67,406