Middlebury Community Schools

Two-Year Tentative Agreement for the 2021-2023 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 20, 2021 the Middlebury Teacher’s Association and the Middlebury Community Board of School Trustees arrived at the following two-year tentative agreement:

1.0 Section 7.1 Sick leave accumulation in other Indiana corporations will be credited at seven (7) days per year until all previous accumulation is transferred.

2.0 Section 12.1.1 The attached Appendix A contains three salary schedules. Column 1 is the current salary schedule; Column 2 is a salary schedule increased by 8.5 percent at each level and eliminates level V; 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. Teachers at Level V in Column 1 who are eligible for a salary increase will be placed at Level U in Column 2. Level U in Column 2 is a 5.3% ($3,599) increase from Level V in Column 1. Level U is the new maximum salary range in Column 2 and Column 3.

3.0 Section 12.1.1.1 To be eligible for a salary increase a teacher:

- Must not have been rated ineffective or improvement necessary in the prior school year, and
- Must have been employed by the corporation for at least 120 days in the prior school year.

However, teachers in their first two full years of instructing students are exempt from the evaluation rating eligibility requirement and are eligible for a salary increase regardless of their evaluation rating in the prior school year. While teachers in their first two full years of instructing students are exempt from the evaluation eligibility requirement, those rated ineffective or improvement necessary are not eligible for redistributive stipends.

4.0 Section 12.1.1.1 For the 2021-2022 school year, an eligible teacher who is rated Highly Effective or Effective will move over one column on which the teacher is currently placed. The evaluation factor constitutes 74% of the teacher’s possible salary increase.

For the 2022-2023 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.

5.0 Section 12.1.1.2 For the 2021-2022 school year, an eligible teacher who completes a year of service in Middlebury Community Schools as recognized by INPRS will move up one level on the salary
schedule on which the teacher is then placed. The years of service factor constitutes 26% of the teacher’s possible salary increase.

For the 2022-2023 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.

6.0 Section 12.1.1.2 Change “2016-17” to “current”; Remove “, and the 1% stipend provided under 12.1.5,”

7.0 Section 12.1.2 Restate as follows: “The salary range, prior to any salary increases under this Agreement, is from $36,234 to $67,406.”

8.0 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;

8.1.1 $750 0 days missed
8.1.2 $500 1 day missed
8.1.3 $450 2 days missed
8.1.4 $400 3 days missed
8.1.5 $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.

9.0 Section 12.1.5 (Remove this section) Eligible teachers shall be paid a stipend equal to 2% of their salary for the 2021-2022 school year. This payment shall be made on or before February 28, 2022. This stipend is attributable to the savings from the reduced TRF contribution rate, and it is for the 2021-2022 year only; it is not included in the teacher’s base salary.

10.0 Section 12.1.6 (Remove this section) Eligible teachers shall be paid a stipend equal to 2% of their salary for the 2022-2023 school year. This payment shall be made on or before February 28, 2023. This stipend is for the 2022-2023 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.

11.0 Section 12.1.7 (Remove this section) Teachers at Level L and Level V prior to any salary increase for the 2021-2022 school year shall be paid an additional stipend equal to 1% of their salary for the 2021-2022 school year. This payment shall be made on or before February 28, 2022. Teachers at Level L and Level V prior to any salary increase for the 2022-2023 school year shall be paid an additional stipend to 1% of their salary for the 2022-2023 school year. This payment shall be made on or before February 28, 2023. These payments are stipends and are not included in the teacher’s base salary.
12.0 **Section 12.1.8** Eligible teachers who possess a Master’s degree 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.

13.0 **Section 12.1.9** (Remove this Section) Certain eligible teachers may receive additional salary increases under this section for the 2021-2022 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

13.1—Affected teachers and their respective additional increases are as follows;

13.1.1 Donna Stajkowski — additional 2 levels up to Level V in Column 2
13.1.2 Savannah Kimmerling — additional 2 levels up to Level J in Column 2
13.1.3 Kari Welker — additional 3 levels up to Level S in Column 2
13.1.4 Catherine Stout — additional 2 levels up to Level J in Column 2
13.1.5 Stephanie Sizemore — additional 7 levels up to Level I in Column 2

13.2 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.

14.0 **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.

15.0 **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.

16.0 **Section 12.9** Add these sentences: “For the 2021-2022 school year, the minimum starting salary will be Level A in column 2. For the 2022-2023 school year, the minimum starting salary will be Level A in column 3.”

17.0 **Section 4.2.3** **Married Spouses and Insurance**
This section (4.2.3) shall only apply to the 2021-2022 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. Upon plan renewal January 1, 2022, 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 2022-23, 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.

18.0 Add 10 Days to NHS Media Specialist Contract to compensate for added blended learning responsibilities

19.0 Northridge Middle School Athletic Extra-curricular Positions

19.1 Girls Basketball Cheer – Level 4
19.2 Troupe Directors – 2 Positions – Level 3
19.3 Cheer – Change from Level 2 to Level 1
19.4 Boys Soccer – Change from Level 2 to Level 1
19.5 Girls Soccer – Change from Level 2 to Level 1
19.6 Wrestling – Change from Level 2 to Level 1
19.7 “A” team Volleyball – Change from Level 2 to Level 1

20.0 Additional Northridge High School Extra-Curricular Positions

20.1 NHS Athletic
20.1.1 9th Grade Girls Basketball – Level 3
20.1.2 9th Grade Boys Basketball – Level 3
20.1.3 Boys Youth Coordinator – Add one position – Level 5
20.1.4 Girls Youth Coordinator – Add one position – Level 5
20.1.5 Move Assistant AD Positions from Level 3 to Level 2 (x5)
20.1.6 Unified Coach Positions (2) one Spring/one Fall – Level 5

20.2 NHS Co-Curricular
20.2.1 Musical Director – Level 3
20.2.2 Drama Director – Level 3
20.2.3 Science Olympiad Assistant – Level 4
20.2.4 Concession Manager Fall & Winter Level 3
20.2.5 Concession Manager Spring Level 4

21.0 Eliminate the following positions:

21.1 NMS Co-Curricular
21.1.1 Speech and Debate
21.1.2 Health and Wellness Coordinator
21.1.3 Science Olympiad Administrative (1 Position)
21.1.4 4 Club Positions

21.2 NHS Co-Curricular
21.2.1 Spell Bowl – 2 Positions
21.2.2 Leisure League
MCS/MTA
2021-2023 Tentative Agreement

Signatures:

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## Appendix A

### Middlebury Community Schools

**Teacher Salary Schedule 2021-2023**

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<th>Column 2 2021-2022</th>
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