

MCS Board
Approved
10-4-11

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

MANCHESTER TEACHERS ASSOCIATION

AND

MANCHESTER COMMUNITY SCHOOLS

July 1, 2011

through

June 30, 2012

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MANCHESTER COMMUNITY SCHOOLS
North Manchester, Indiana
BARGAINING AGREEMENT

I. RECOGNITION

The Manchester Teachers Association, the Exclusive Representative, is hereby recognized by the Board of School Trustees of the Manchester Community Schools, the School Employer, as the bargaining agent for the certified staff members, except Superintendent, Business Manager, Curriculum Director, Principals, Assistant Principals, Athletic Directors, Assistant Superintendents, Social Services Personnel and Substitute Teachers.

It is understood by both parties that this agreement sets forth the terms and conditions to which each party agrees to be bound, and that such agreement has been reached voluntarily without undue or unlawful coercion of force by either party.

II. TERMS OF AGREEMENT

The terms of this agreement shall be in full force and effect from July 1, 2011, through June 30, 2012, Individuals on extended contracts shall be paid according to the individual's contract as executed.

III. LEAVES OF ABSENCE

A. Personal Injury

Any absence due to injury incurred in the course and scope of the Teacher's employment shall not be charged against any of the Teacher's sick leave days or affect his or her contract rights.

Once the waiting period for the Board approved long-term disability insurance is met, that benefit will pay the Teacher according to the schedule in effect and the Board will not be liable for additional payment.

B. Graduate Study

The Board of School Trustees will grant, upon request, a maximum number of Leaves of Absence for Graduate Study that would equal five percent (5%) of the total certificated staff. Requests for leave must be submitted to the Board on or before April 1 of the calendar year the leave is to commence and the Board must be informed on or before April 1 of the calendar year of the Teacher's intent to return to

the staff. A Teacher may request a renewal of the Leave of Absence for a second consecutive year after April 1 provided the Board has been informed that an application has been made for a second year of graduate study prior to April 1.

A committee composed of Administrators and Manchester Teachers Association members shall be appointed and make recommendations to the Board when requests from one building or one department might impair the educational program of that department or building.

C. Family, Personal Illness and Personal Days

Each Teacher shall have fifteen (15) days each year to use for personal illness, family illness, or personal leave. Family is defined as the Teacher's spouse, children, grandchildren, stepchildren, parents or stepparents, wards (children for whom the Teacher is the legal guardian). Family also includes in-laws living in the home of the Teacher. Up to twelve (12) of these days will continue to accumulate as family or personal illness days. Unused days can be used only to extend death leave. Teachers are to provide five (5) calendar days written notice to a building administrator when taking three (3) or more consecutive personal leave days.

D. Sick Leave Bank

1. Purpose: To provide additional sick and accidental benefits beyond normal sick leave for staff members who are unable to perform their normal duties for medical reasons.
2. Participants: All certified staff members unless exceptions are requested in writing.
3. Structure:
 - a. Beginning with the 1994-95 school year, any certified staff member new to Manchester Community Schools will place one-half (.5) day in the Bank and become a member of the Bank at the time a contract is signed with Manchester Community Schools. The Board of School Trustees shall place in the Bank the same number of days as the total number contributed by all certified staff members. Anyone who does not want to become a member will have to notify the Superintendent in writing at the time the contract is signed. These days shall be used for the purpose of providing a bank of days upon which certified staff members may borrow in cases of extended medical leave.

- b. A Sick Leave Bank Committee shall be composed of two (2) persons appointed by the Superintendent and two (2) persons appointed by the President of the Manchester Teachers Association.
- c. To begin the 1987-1988 school year, the Bank shall have 150 days for loan, and will accumulate new days only as new members join.

4. Procedures:

- a. All sick leave days accumulated by the individual must be exhausted.
- b. Application shall be made to the Sick Leave Bank Committee. The Committee shall make recommendations to the Superintendent for approval of loans. Applicants who are denied approval by either the Committee or the Superintendent shall have the right to appeal to the Board of School Trustees.
- c. Application shall be made in writing to the Superintendent and shall be accompanied by a physician's statement describing the nature of the disability, the treatment being rendered, and the prognosis for a return to work. Application for a loan may be made by a personal representative in cases where the individual staff member is unable to do so.
- d. A maximum of fifteen (15) teacher days will be allowed for any one individual annually.
- e. Following a return to work, all earned sick leave days remaining at the end of each school year to the borrower's credit shall be paid back to the Bank until the loan has been repaid.
- f. The Sick Leave Bank Committee may recommend to the Superintendent a waiver of any of the above criteria.
- g. The Corporation shall be responsible for maintaining the Bank records from year to year.

If an individual leaves Manchester Community Schools prior to repaying the days borrowed from the Bank, the individual will have

the amount paid for the substitute teachers for the days remaining unpaid deducted from his/her last payroll check and those repaid days will then be credited to the total days remaining in the sick leave bank.

E. Bereavement Leave

The Board shall grant each staff member, without loss of pay, five (5) school days per year for each death in the immediate family (spouse of the Teacher, the Teacher's or spouse's parent, child, brother, sister or grandchild).

The Board shall grant each staff member, without loss of pay, two (2) days per year for death other than immediate family.

F. Maternity Leave

A Teacher who is pregnant shall be entitled, upon request, to a leave of absence to begin at any time between the commencement of her pregnancy and one (1) year after a child is born to her.

1. Said Teacher shall notify the Superintendent, in writing, of her desire to take such leave, the expected duration of the leave, and, if possible, shall give such notice at least thirty (30) days prior to the date on which her leave is to begin. She shall include with such notice either a physician's statement certifying her pregnancy or a copy of the birth certificate of her child, whichever is applicable. A Teacher who is pregnant may continue in active employment as late into her pregnancy as she desires provided she is able to properly perform her regular teaching duties. All or any portion of a leave taken by a Teacher because of a medical disability connected with, or resulting from her pregnancy may, at her option, be charged to her sick leave days. Her intention to use her accumulated sick days shall be included with her notice and the physician's statement.
2.
 - a. Upon return to work, the Teacher shall be assigned to the same position which she held at the time the leave commenced or to a substantially equivalent position.
 - b. It is the intent of the School Board that this policy comply with State and Federal laws. Accordingly, should there be any change in said State or Federal laws, then this policy shall automatically incorporate by reference, said changes without the necessity for the Board of School Trustees to amend this policy.

G. Legal Leave

A Teacher called for jury duty or subpoenaed, as a witness will be paid the Teacher's regular daily salary. Any payment (not including mileage, meals, and lodging) received shall be remitted to Manchester Community Schools.

H. Professional Leave/Meetings/Workshops

1. Professional leave days with pay may be granted for the following purposes.
 - a. Attending and/or participating in professional meetings related to education, such as workshops, seminars or conferences sponsored by industry, subject matter groups, colleges, universities or governmental agencies concerned with public school matters.
 - b. Visitation to other school corporations or educational institutions for the purpose of observing instructional techniques or other instructional oriented programs.
2.
 - a. The board will pay the Teacher's registration fees, mileage and lodging for approved professional leaves. The board will pay up to \$25.00 per day meal allowance when the teacher attends the activities listed in paragraphs 1(a) and 1(b) above.
 - b. To qualify for any meal allowance the professional leave must involve overnight attendance. The only exception to this qualifier will be where a Teacher was asked to attend a professional meeting on a non-work day and meals were not included in the registration fees.

IV. INSURANCE BENEFITS

A. Board Contribution Toward Annual Premiums

From July 2011 through December 2011 of this contract, the Board's contribution toward the annual premium cost of the Corporation sponsored Health Insurance Plan, as presently structured, will be as follows:

Employee	90%
Employee + 1	75%
Family	60%

Effective January 1, 2012, the Corporation sponsored Health Insurance Plan will have two options: Option A - A traditional PPO plan and Option B – A high deductible plan. Both options will include the following service components: medical, prescription, on-site clinic, dental, and vision. Married employees may select different plan options. However, no employee and/or dependent(s) may be covered dependents on both plan options.

Option A – The Board’s contribution will be no less than 65% and no more than 70% toward the annual premium cost of the traditional plan for each coverage level (e.g. Employee, Employee + 1, and Family).

Option B – For employees choosing this option, the Board’s contribution will be the same as in Option A. However, the Board’s contribution will be applied to the annual premium cost of the high deductible plan. In addition, the remaining balance will be deposited into a Health Savings Account (HSA) to cover a portion of the deductible. This deposit will be made according to the following schedule: 50% of the contribution will be funded by January 15. The remaining 50% will be funded in ten (10) equal monthly installments beginning in February and ending in November.

Any employee electing not to choose either Option A or B will be compensated at zero (\$0) dollars.

If any part of the Health Insurance Plan and/or its related expenses violates State law, this section will be immediately opened for renegotiation upon written notice by the Corporation to the Association. The contract will be opened to negotiate this Article only.

B. Major Medical

Major medical coverage will be \$1,000,000.00.

C. Long-Term Disability and Term Life

The Board will pay all but \$1.00 of the cost of a Long-Term Disability program and all but \$1.00 toward the cost of a \$40,000.00 Term Life policy until the teacher reaches age 65. At that time, the subject benefit amount will be reduced in accordance with the reduction schedule set forth in the current Long-Term Disability program and Term Life policy.

D. Retired Teachers Participation

Retired Teachers will be allowed to remain in the Health Insurance program at group rates until age 65 or at which time the Teacher qualifies for Medicare. The retired Teacher must pay all premiums.

E. Board Contribution Toward Annual Premiums for Part-Time Teachers

The Board will pay the following toward the health insurance benefits in Article IV (A) for part-time Teachers:

1. Fifty percent (50%) for a half-time or less than half-time Teacher;
2. Seventy-five percent (75%) for a Teacher teaching more than half-time.

This paragraph IV (E) will apply only to employees new to the Manchester Community Schools beginning with the 1992-93 year

F. Section 125 Generation II

The benefits provided to employees by Section 125 of the Revenue Act of 1978 shall be made available to any Teacher who is eligible to participate. An amount of the individual's salary, not to exceed the IRS guidelines, may be set aside by the employee for the selection of benefits under Section 125 of the Internal Revenue Code, which are non-taxable benefits of major medical and dependent care. This plan shall be administered by a vendor recommended to the School Board by the Insurance Committee. All administration fees will be paid by the Board.

Those electing Option B, high deductible plan, are prohibited by IRS Guidelines from participating in a Section 125 plan.

V. RETIREMENT BENEFITS

A. Regular Retirement Benefits

1. This Section applies to teachers employed for the 2003/2004 school year.
2. The net present value of each eligible teacher's buy-out of regular retirement benefits will be calculated using the following:
 - a. Use actual years of teaching experience in the Manchester Community Schools as of June 1, 2003, and projected years of teaching experience to assumed retirement age.
 - b. Use projected daily rate of pay with a 3% salary inflation factor.
 - c. Use a formula equal to:
 - (i) projected daily rate of pay times the number of accumulated sick and personal leave days at assumed retirement date {using the individual teacher's accumulated rate at June 30, 2003 as that teacher's projected accumulated rate} times 15%

plus
 - (ii) projected daily rate of pay times the years of teaching experience in the Manchester Community Schools at assumed retirement date.
 - d. Assume retirement date at later of attainment of age 60 and completion of ten or more years of employment with Manchester Community Schools, but in no event earlier than when eligible for an unreduced TRF benefit.
 - e. Use discount rate of 4% for first two years and 7% thereafter.
 - f. Subtract 7.65% from gross present value to obtain benefit net of FICA taxes.
 - g. The current daily rate of pay for all teachers not on extended contract is figured by dividing the current contractual salary by the number of teacher attendance days in the school calendar.

2. For each teacher who selected Plan I or Plan II, the net present value of each eligible teacher's buy-out of the bridge benefit will be calculated using the following:
 - a. Use 16% of the teacher's projected last annual contract salary at assumed retirement date.
 - b. Assume retirement date at attainment of age 60 and completion of ten or more years of employment with Manchester Community Schools, but in no event earlier than when eligible for unreduced TRF benefit.
 - c. Use discount rate of 4% for first two years and 7% thereafter.
 - d. Subtract 7.65% from gross present value to obtain benefit net of FICA taxes.
3. The net present value, discounted for expected years until assumed retirement date and adjusted for any offset for on-going contributions in Section C below, will be deposited for that teacher in 2004 as follows:
 - ❖ 50% into a 401 (a) plan account, and
 - ❖ 50% into an individual VEBA account.
4. The 401(a) plan account and the VEBA account will vest at the completion of ten (10) years of teaching service with Manchester Community Schools and attainment of age fifty-five (55).
5. Upon the death of a teacher while employed by Manchester Community Schools, the teacher's 401(a) account and VEBA account created under this Section will be 100% vested. The vested accounts will be payable respectively to the teacher's designated beneficiary under the 401(a) plan and to the teacher's spouse and dependents under the VEBA.
6. Upon the qualification of a teacher for disability benefits (regular or classroom) under the Indiana State Teachers' Retirement Fund, the teacher's 401(a) account and VEBA account will be 100% vested.

C. On-Going Contributions

1. This Section applies to all teachers.

2. By the completion of the 2004/2005 school year, Manchester Community Schools shall contribute 1% of the teachers' contractual salary for that school year as follows:
 - ❖ 50% into a 401(a) plan account, and
 - ❖ 50% into an individual VEBA account.
3. By the completion of each school year beginning with the 2005/2006 school year, Manchester Community Schools shall contribute 1.5% of the teacher's contractual salary for that school year as follows:
 - ❖ 50% into a 401(a) plan account, and
 - ❖ 50% into an individual VEBA account
4. The 401(a) plan account and the VEBA account will be vested upon the completion of five (5) years of teaching service with Manchester Community Schools.
5. Upon the death of a teacher while employed by Manchester Community Schools, the teacher's 401(a) account and VEBA account created under this section will be 100% vested. The vested accounts will be payable respectively to the teacher's designated beneficiary under the 401(a) plan and to the teacher's spouse and dependents under the VEBA.
6. Upon the qualification of a teacher for disability benefits (regular or classroom) under the Indiana State Teachers' Retirement Fund, the teacher's 401(a) account and VEBA account will be 100% vested.
7. Each teacher shall have the option of investing, by a salary reduction agreement in a 403(b) annuity plan established and maintained by the School Corporation per Internal Revenue Service (IRS) regulations. Each teacher exercising this option may invest to the maximum amount allowed by law. The 403(b) annuity plan accounts will be 100% vested.

D. Plan I Protection

1. For each teacher who chose Plan I, at that teacher's actual retirement after attaining age 55 and completing ten (10) years of teaching service with Manchester Community Schools, the Manchester Community Schools will calculate an amount (if any) equal to 16% of the teacher's last annual contract salary for each whole year (but limited to a maximum of two years) by which the teacher actually retired prior to age sixty (60).

That amount will be deposited as follows:

- ❖ 50% into a 401(a) plan account, and
- ❖ 50% into an individual VEBA account.

2. Those amounts will be 100% vested.

VI. PROFESSIONAL COMPENSATION

A. Base Salary

The base salaries of Teachers covered by this contract are set forth in Exhibit A, which is attached to and incorporated in this contract.

B. Salary Schedule

For the 2011-12 school year the base index is \$31,100 (Exhibit A). The employer shall also pay the 3% teacher contribution to the Indiana State Teachers Retirement Fund. This payment is to be made over and above the salaries reflected in this contract.

Teachers shall be paid in twenty-four (24) installments. Any teacher who retires shall have their contract paid in full by no later than June 30.

C. Extra-Curricular Pay Schedule

The Extra-Curricular Pay Schedule shall be administered as shown in Exhibit B. The amounts for assignments shall be as shown on Exhibit B and the index as shown on the exhibit shall be based on the salary at the Bachelor's Degree, beginning Teacher for future adjustments in the schedule.

D. College Credit

1. The Board shall pay \$300.00 for each approved college credit hour up to sixty (60) semester hours. The approved hours shall be directly related to the Teacher's current teaching assignment. The payment is for one year only and shall be paid upon receipt of evidence of satisfactory completion of the course. No individual shall receive payment for more than six (6) semester hours in each contract year. Individuals wishing to receive payment must have the Superintendent's prior approval to enroll in the course. In the case of Teachers who receive grants and/or

other stipends, the Board payment will be the difference between monies received and the contracted amount under this agreement. Maximum credit allowed for those Teachers affected by both plans will be sixty (60) semester hours for each Teacher.

2. A Teacher who expects to qualify for payment must submit the appropriate request for approval by June 1, September 1, or January 1 for the ensuing term of study. An official transcript will be necessary before the following June 30 to indicate satisfactory completion of the course and to receive payment.
3. A Teacher starting their Master's Degree program and approved by the Superintendent prior to July 1, 2011 and completing it before September 2, 2014 will receive a salary increase based on the difference in salary between the Bachelor's salary and the Master's salary coordinate with their years of experience utilizing the salary schedule in effect for the 2010-11 school year.

E. Substitutes

When a Teacher uses his/her preparation time to teach another Teacher's class (at the request of the building Principal):

1. The absent Teacher will not have this time charged against the Teacher's leave time; or
2. The Teacher doing the teaching will be paid \$20.00 per class period for a fifty (50) minute period.

F. Part-Time/More Than Full-Time Teacher's Salary

A full-time contract is defined as teaching or supervising students six (6) periods per day at Manchester Intermediate School and Manchester Junior-Senior High School. A Manchester Elementary School Teacher teaching half time is the same as a Manchester Intermediate School and Manchester Junior-Senior High School Teacher teaching three (3) periods.

A Teacher with less than a full-time contract or more than a full-time contract will be paid one-twelfth (1/12) of a full-time contract for each two hundred fifty (250) minutes of teaching, supervision or travel between buildings in a five day period (a normal week of school) and this calculation does include preparation time.

A Teacher with less than a full-time contract and who does not teach a full semester will be paid based upon the following formula:

Placement on salary schedule
classes taught _____ X # days taught X _____ 183

G. Placement on the Salary Schedule

A Teacher will have one (1) year added to the Teacher's experience level on the salary schedule for:

1. Teaching one (1) full year (full-time) in Manchester Community Schools.
2. Teaching one (1) full year (part-time) in Manchester Community Schools.
3. Teaching any two (2) semesters (full or part-time) in different school years. The Teacher must submit in writing the Teacher's Retirement Fund approval of these (2) two semesters as one (1) year credit toward retirement benefits.
4. Each year served full-time in the armed forces up to four (4) years.
5. Any other service that would be counted as a year of experience towards the TRF, except PERF, service.

VII. SUMMER SCHOOL EMPLOYMENT

A. Certification and Compensation

Teachers employed for the instruction of summer school classes must be certified by the Indiana Department of Education and will be issued a Supplemental Service Teacher's contract. The Teacher will be paid for each hour of instruction at an hourly rate based on the Teacher's current daily rate of pay.

B. Personal Illness Days

Teachers will have two summer school days for personal illness during summer classes. These days are not cumulative.

VIII. SEVERABILITY CLAUSE

Should this Bargaining Agreement be declared illegal by a court of competent jurisdiction, such sections or parts shall be deleted to the extent that it violates the law, and re-negotiation of such sections in part shall begin within thirty (30) days of removal from the contract. The results of such negotiations shall be inserted in place of the illegal section or part.

MANCHESTER COMMUNITY SCHOOLS 2011-12 Teacher's Salary Schedule					
YEARS EXPERIENCE	INDEX	BACHELORS DEGREE	INDEX	MASTERS DEGREE	YEARS EXPERIENCE
0	1.00	\$31,100	1.07	\$33,277	0
1	1.04	\$32,344	1.10	\$34,210	1
2	1.07	\$33,277	1.13	\$35,143	2
3	1.10	\$34,210	1.16	\$36,076	3
4	1.13	\$35,143	1.20	\$37,320	4
5	1.16	\$36,076	1.24	\$38,564	5
6	1.19	\$37,009	1.28	\$39,808	6
7	1.22	\$37,942	1.32	\$41,052	7
8	1.24	\$38,564	1.36	\$42,296	8
9	1.26	\$39,186	1.40	\$43,540	9
10	1.29	\$40,119	1.44	\$44,784	10
11	1.31	\$40,741	1.48	\$46,028	11
12	1.33	\$41,363	1.52	\$47,272	12
13	1.35	\$41,985	1.56	\$48,516	13
14	1.37	\$42,607	1.60	\$49,760	14
15	1.43	\$44,473	1.64	\$51,004	15
16	1.45	\$45,095	1.68	\$52,248	16
17	1.47	\$45,717	1.72	\$53,492	17
18	1.49	\$46,339	1.76	\$54,736	18
19	1.51	\$46,961	1.77	\$55,047	19
20	1.53	\$47,583	1.78	\$55,358	20
21	1.55	\$48,205	1.79	\$55,669	21
22	1.57	\$48,827	1.80	\$55,980	22
23	1.59	\$49,449	1.81	\$56,291	23
24	1.61	\$50,071	1.82	\$56,602	24
25	1.63	\$50,693	1.86	\$57,846	25
26			1.87	\$58,157	26
27			1.88	\$58,468	27
28			1.89	\$58,779	28
29			1.90	\$59,090	29
30			1.91	\$59,401	30
BASE SALARY	31,100				

\$31,100									Exhibit B
MANCHESTER COMMUNITY SCHOOLS									
EXTRA CURRICULAR PAY SCHEDULE									
2011 - 12									

Maximum Number of Sponsors That may be Hired		0 Yrs. Exp.		2 Yrs. Exp.		4 Yrs. Exp.		10 Yrs. Exp.	
H.S. Athletics (Boys)									
1	Head Football	0.2	\$6,220	0.21	\$6,531	0.22	\$6,842	0.238	\$7,402
3	Asst. Football	0.095	\$2,955	0.1	\$3,110	0.105	\$3,266	0.114	\$3,545
1	Asst. Football	0.095	\$2,955	0.1	\$3,110	0.105	\$3,266	0.114	\$3,545
Position filled only if projections and previous year's participation is equal to 60 or more									
1	Head Basketball	0.2	\$6,220	0.21	\$6,531	0.22	\$6,842	0.238	\$7,402
1	Asst. Basketball	0.1	\$3,110	0.105	\$3,266	0.11	\$3,421	0.12	\$3,732
1	Fr. Basketball	0.08	\$2,488	0.085	\$2,644	0.09	\$2,799	0.096	\$2,986
1	Head Baseball	0.1	\$3,110	0.105	\$3,266	0.11	\$3,421	0.12	\$3,732
2	Asst. Baseball	0.053	\$1,649	0.056	\$1,742	0.058	\$1,804	0.064	\$1,990
1	Head Soccer	0.06	\$1,866	0.063	\$1,960	0.065	\$2,022	0.071	\$2,208
1	Asst. Soccer	0.03	\$933	0.032	\$996	0.034	\$1,057	0.036	\$1,120
Position filled only if projections and previous year's participation is equal to 24 or more									
1	Head Tennis	0.06	\$1,866	0.063	\$1,960	0.065	\$2,022	0.071	\$2,208
1	Head Golf	0.06	\$1,866	0.063	\$1,960	0.065	\$2,022	0.071	\$2,208
1	Head Wrestling	0.1	\$3,110	0.105	\$3,266	0.11	\$3,421	0.12	\$3,732
1	Asst. Wrestling	0.03	\$933	0.032	\$996	0.034	\$1,057	0.036	\$1,120
Position filled only if projections and previous year's participation is equal to 24 or more									
H.S. Athletics (Boys/Girls)									
1	Head Cross Country	0.08	\$2,488	0.085	\$2,644	0.09	\$2,799	0.096	\$2,986
1	Asst. Cross Country	0.04	\$1,244	0.042	\$1,307	0.044	\$1,368	0.048	\$1,493
Position filled only if projections and previous year's participation, MJSHS, is equal to 15 or more									
1	Head Swimming	0.15	\$4,665	0.155	\$4,821	0.16	\$4,976	0.17	\$5,287
3	Asst. Swimming	0.053	\$1,649	0.056	\$1,742	0.058	\$1,804	0.064	\$1,990
1	Head Track	0.12	\$3,732	0.126	\$3,919	0.132	\$4,105	0.144	\$4,478
3	Asst. Track	0.053	\$1,649	0.056	\$1,742	0.058	\$1,804	0.064	\$1,990
1	Asst. Track	0.053	\$1,649	0.056	\$1,742	0.058	\$1,804	0.064	\$1,990
Position filled only if projections and previous year's participation is equal to 60 or more									
H.S. Athletics (Girls)									
1	Head Basketball	0.2	\$6,220	0.21	\$6,531	0.22	\$6,842	0.238	\$7,402
1	Asst. Basketball	0.1	\$3,110	0.105	\$3,266	0.11	\$3,421	0.12	\$3,732
1	Fr. Basketball	0.08	\$2,488	0.085	\$2,644	0.09	\$2,799	0.096	\$2,986
1	Head Volleyball	0.1	\$3,110	0.105	\$3,266	0.11	\$3,421	0.12	\$3,732
1	Asst. Volleyball	0.053	\$1,649	0.056	\$1,742	0.058	\$1,804	0.064	\$1,990
1	Asst. Volleyball	0.053	\$1,649	0.056	\$1,742	0.058	\$1,804	0.064	\$1,990
Position filled only if projections and previous year's participation is equal to 24 or more									
1	Head Soccer	0.06	\$1,866	0.063	\$1,960	0.065	\$2,022	0.071	\$2,208
1	Asst. Soccer	0.03	\$933	0.032	\$996	0.034	\$1,057	0.036	\$1,120
Position filled only if projections and previous year's participation is equal to 24 or more									
1	Head Softball	0.1	\$3,110	0.105	\$3,266	0.11	\$3,421	0.12	\$3,732
2	Asst. Softball	0.053	\$1,649	0.056	\$1,742	0.058	\$1,804	0.064	\$1,990
1	Head Golf	0.06	\$1,866	0.063	\$1,960	0.065	\$2,022	0.071	\$2,208
1	Head Tennis	0.06	\$1,866	0.063	\$1,960	0.065	\$2,022	0.071	\$2,208
1	Cheerleader	0.053	\$1,649	0.056	\$1,742	0.058	\$1,804	0.064	\$1,990

Maximum Number of Sponsors That may be Hired		0 Yrs. Exp.	2 Yrs. Exp.	4 Yrs. Exp.	10 Yrs. Exp.				
1	Asst. Cheerleader	0.04	\$1,244	0.042	\$1,307	0.044	\$1,368	0.048	\$1,493
H.S. Other Positions									
1	Drama Director	0.035	\$1,089	0.037	\$1,151	0.039	\$1,213	0.041	\$1,275
1	Asst. Director - Drama	0.015	\$467	0.016	\$498	0.017	\$529	0.018	\$560
1	Musical Director	0.045	\$1,400	0.047	\$1,462	0.05	\$1,555	0.055	\$1,711
2	Asst. Director - Musical	0.027	\$840	0.028	\$871	0.03	\$933	0.032	\$995
1	Instrumental Musical Director	0.027	\$840	0.028	\$871	0.03	\$933	0.032	\$995
1	Yearbook	0.07	\$2,177	0.074	\$2,302	0.078	\$2,426	0.082	\$2,550
1	Newspaper (Min of 4 editions/year)	0.04	\$1,244	0.042	\$1,307	0.044	\$1,368	0.048	\$1,493
1	Literary Magazine	0.027	\$840	0.028	\$871	0.03	\$933	0.032	\$995
2	Senior Class Sponsor	0.01	\$311	0.011	\$343	0.012	\$373	0.013	\$404
2	Junior Class Sponsor	0.01	\$311	0.011	\$343	0.012	\$373	0.013	\$404
1	National Honor Society Sponsor	0.015	\$467	0.016	\$498	0.017	\$529	0.018	\$560
1	Sunshine Society Sponsor	0.015	\$467	0.016	\$498	0.017	\$529	0.018	\$560
1	Key Club Sponsor	0.015	\$467	0.016	\$498	0.017	\$529	0.018	\$560
2	Student Council Sponsor	0.015	\$467	0.016	\$498	0.017	\$529	0.018	\$560
1	SADD Sponsor	0.015	\$467	0.016	\$498	0.017	\$529	0.018	\$560
3	Academic Competition Sponsor	0.015	\$467	0.016	\$498	0.017	\$529	0.018	\$560
2 Positions for Academic Super Bowl and 1 Position for JA/Model UN									
	Curricular-Related Club Sponsor	0.01	\$311	0.011	\$343	0.012	\$373	0.013	\$404
1	Instrumental Music	0.12	\$3,732	0.126	\$3,919	0.132	\$4,105	0.144	\$4,478
1	Asst. Instrumental Music	0.059	\$1,835	0.06	\$1,866	0.063	\$1,959	0.068	\$2,115
1	Vocal Music	0.07	\$2,177	0.074	\$2,302	0.078	\$2,426	0.082	\$2,550
1	Asst. Vocal Music	0.027	\$840	0.028	\$871	0.03	\$933	0.032	\$995
1	Pep Band (Min of 10 basketball games)	0.027	\$840	0.028	\$871	0.03	\$933	0.032	\$995
1	Squirette Sponsor	0.04	\$1,244	0.042	\$1,307	0.044	\$1,368	0.048	\$1,493
	Weight Room Supervisor	Paid on an hourly basis at the Federal Minimum Wage Rate.							
	Friday Night School Supervisor	3 Hours per Session paid at Teacher's hourly rate							
J.H. Athletics (Boys)									
1	Head Football Gr. 8	0.073	\$2,271	0.077	\$2,395	0.08	\$2,488	0.088	\$2,737
1	Asst. Football Gr. 8	0.035	\$1,089	0.037	\$1,151	0.039	\$1,213	0.042	\$1,306
Position filled only if projections and previous years' participation is equal to 15 or more									
1	Head Football Gr. 7	0.073	\$2,271	0.077	\$2,395	0.08	\$2,488	0.088	\$2,737
1	Asst. Football Gr. 7	0.035	\$1,089	0.037	\$1,151	0.039	\$1,213	0.042	\$1,306
Position filled only if projections and previous years' participation is equal to 15 or more									
1	Head Basketball Gr. 8	0.08	\$2,488	0.085	\$2,644	0.09	\$2,799	0.096	\$2,986
1	Head Basketball Gr. 7	0.08	\$2,488	0.085	\$2,644	0.09	\$2,799	0.096	\$2,986
1	Head Basketball Gr. 6	0.053	\$1,649	0.056	\$1,742	0.058	\$1,804	0.064	\$1,990
1	Head Wrestling	0.03	\$933	0.032	\$996	0.034	\$1,057	0.036	\$1,120
1	Asst. Wrestling	0.015	\$467	0.016	\$498	0.017	\$529	0.018	\$560
Position filled only if projections and previous year's participation is equal to 24 or more									
J.H. Athletics (Boys/Girls)									
1	Head Track	0.053	\$1,649	0.056	\$1,742	0.058	\$1,804	0.064	\$1,990
3	Asst. Track	0.027	\$840	0.028	\$871	0.029	\$902	0.032	\$995
1	Head Golf	0.03	\$933	0.032	\$996	0.034	\$1,057	0.036	\$1,120
J.H. Athletics (Girls)									
1	Head Volleyball Gr. 8	0.073	\$2,271	0.077	\$2,395	0.08	\$2,488	0.088	\$2,737
1	Head Volleyball Gr. 7	0.073	\$2,271	0.077	\$2,395	0.08	\$2,488	0.088	\$2,737
1	Head Basketball Gr. 8	0.08	\$2,488	0.085	\$2,644	0.09	\$2,799	0.096	\$2,986

Maximum Number of Sponsors That may be Hired		0 Yrs. Exp.	2 Yrs. Exp.	4 Yrs. Exp.	10 Yrs. Exp.				
1	Head Basketball Gr. 7	0.08	\$2,488	0.085	\$2,644	0.09	\$2,799	0.096	\$2,986
1	Head Basketball Gr. 6	0.053	\$1,649	0.056	\$1,742	0.058	\$1,804	0.064	\$1,990
1	Cheerleader Gr. 7/8	0.02	\$622	0.021	\$654	0.022	\$684	0.023	\$715
J.H Other Positions									
1	Yearbook	0.02	\$622	0.021	\$654	0.022	\$684	0.023	\$715
2	Student Council Sponsor	0.01	\$311	0.011	\$343	0.012	\$373	0.013	\$404
1	Instrumental Music	0.06	\$1,866	0.063	\$1,960	0.066	\$2,053	0.072	\$2,239
1	Vocal Music	0.06	\$1,866	0.063	\$1,960	0.066	\$2,053	0.072	\$2,239
2	Chicago Trip Coordinator	0.015	\$467	0.016	\$498	0.017	\$529	0.018	\$560
5	Academic Competition Sponsor	0.015	\$467	0.016	\$498	0.017	\$529	0.018	\$560
2 Positions for Academic Super Bowl and 1 Position each for Spell Bowl/Spelling Bee, Geography Bee and Science Olympiad									
1	Musical Director	0.045	\$1,400	0.047	\$1,462	0.05	\$1,555	0.055	\$1,711
2	Asst. Director - Musical	0.027	\$840	0.028	\$871	0.03	\$933	0.032	\$995
Elementary Athletics									
	Soccer (Coed)	0.015	\$467	0.016	\$498	0.017	\$529	0.018	\$560
	Volleyball (Coed)	0.015	\$467	0.016	\$498	0.017	\$529	0.018	\$560
	Basketball (Boys)	0.015	\$467	0.016	\$498	0.017	\$529	0.018	\$560
	Basketball (Girls)	0.015	\$467	0.016	\$498	0.017	\$529	0.018	\$560
Number of coaches for elementary sports to be determined by student participation with documentation and approval of the superintendent									
Elementary Other Positions									
2	Student Council - 1 MIS & 1 MES	0.01	\$311	0.011	\$343	0.012	\$373	0.013	\$404
1	Circle The State Director	0.01	\$311	0.011	\$343	0.012	\$373	0.013	\$404
2	After School Computer Lab Supervisor - MES	0.015	\$467	0.016	\$498	0.017	\$529	0.018	\$560
1	Overnight Camp Coordinator-6th Grade	0.015	\$467	0.016	\$498	0.017	\$529	0.018	\$560
1	High Ability Test Administrator	\$20.00/hour							
3	Academic Competition Sponsor - MIS	0.015	\$467	0.016	\$498	0.017	\$529	0.018	\$560
1 Position each for Spelling, Science and Math Competitions									
Traveling Teacher									
	2 Buildings	0.022	\$685						
	3 Buildings	0.029	\$902						
	If one of the above is MIS add	0.007	\$218						
MCS Other Positions									
	Department Chair (1-2+ FTE)	0.015	\$467	0.016	\$498	0.017	\$529	0.018	\$560
	Department Chair (3-4+ FTE)	0.027	\$840	0.028	\$871	0.03	\$933	0.032	\$996
	Department Chair (5+ FTE)	0.035	\$1,089	0.037	\$1,151	0.039	\$1,213	0.042	\$1,307
7	Grade Level Coordinators	0.035	\$1,089	0.037	\$1,151	0.039	\$1,213	0.042	\$1,307
	Curriculum Writer (During Adoption Year) For Writing Curriculum	\$150.00 or 1.5 days of professional development per semester course							
	Locker Room Supervisor	\$50 per Sport per Season (When entire coaching staff is of opposite sex)							
	Vocal Music Accompanist	\$25 per Performance							
If due to insufficient student participants or other justifiable reasons the MCS Administration, after consultation with MTA, will study and may make a decision not to fill positions on this schedule. The decision of the Superintendent would not be grievable.									