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MASTER AGREEMENT

between the

MADISON-PLAINS BOARD OF EDUCATION

and the

MADISON-PLAINS EDUCATION ASSOCIATION/OEA/NEA

July 1, 2025, through June 30, 2028

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ARTICLE I
NEGOTIATIONS PROCEDURE

A. RECOGNITION

The Madison-Plains Board of Education, hereinafter referred to as the "Board" recognizes the Madison-Plains Education Association and its affiliates the Ohio Education Association (OEA) and National Education Association (NEA), hereinafter referred to as the "Association" as the sole and exclusive bargaining representative for all certificated/licensed personnel employed under a regular teaching contract (except substitutes, aides, tutors, superintendent, principals, assistant principals, and supervisors as defined in section 4117.01(F) and the management level personnel as defined in section 4117.01(K) of the Ohio Revised Code) presently employed or who will be employed by the Board of Education during the term of this Collective Bargaining Agreement. Head Teachers employed under teaching contracts are included in the bargaining unit. Should Head Teachers or Athletic Directors be employed under section 3319.02 of the Ohio Revised Code, then they shall be excluded from the bargaining unit.

B. SCOPE OF NEGOTIATIONS

The scope of bargaining between the Board of Education and the Association shall be established by Section 4117.08 of the Ohio Revised Code. Section 4117.08 (A) states that all matters pertaining to wages, hours, or terms and other conditions of employment and the continuation, modification, or deletion of an existing provision of a Collective Bargaining Agreement are subject to collective bargaining between the Madison-Plains Education Association and the Board of Education of the Madison-Plains School District.

C. NEGOTIATIONS PROCEDURES

1. Submission of Proposals

Upon written request of the Association or Board, between March 1 through and including March 31 of the year the contract is set to expire, to the Superintendent or his/her designated representative, or by the Superintendent to the President of the Madison-Plains Education Association, three days of negotiations will be scheduled. The meeting place and time will be mutually acceptable to both parties. However, both parties agree that they should make their best effort to have the first bargaining session for a successor agreement take place before April 15 of the last year of the contract. The parties agree to make their best effort to have their second bargaining session for a successor agreement take place before May 15 of the last year of the contract. If necessary, the parties agree to make their best effort to have their third negotiation session take place prior to the last day of school. If Traditional Based Bargaining is utilized, the parties shall exchange their respective written proposal prior to their initial session. No new items shall be submitted thereafter except upon mutual

agreement of the teams. If Interest Based Bargaining is utilized, issues will be exchanged at the first bargaining session.

2. Negotiating Teams

The Board and the Association shall be represented at all negotiations by a team of negotiators of from three (3) to five (5) members each.

3. Negotiations Period

Both parties shall negotiate in "good faith" and strive to bring negotiations to a successful conclusion at the earliest possible date, but in no event shall negotiations extend beyond the expiration date of the contract unless mutually agreed upon by both parties.

4. Caucus

Either party may call for a caucus at any time.

5. Progress Reports

Progress reports may be made to the represented bodies by either negotiation team at the discretion of its team.

6. The negotiating teams may establish procedures which are deemed necessary for the conduct of negotiations.

7. Reaching Agreement

As tentative agreement is reached on each issue, it shall be so noted and initialed by each party. When consensus is reached covering all areas under discussion, the proposed total agreement shall be reduced to writing as a Tentative Agreement and submitted to the Association and the Board for approval. When approved by both parties, the Agreement shall be signed by the Presidents of the Board and the Association and shall be binding on both parties.

Official copies of the Negotiated Agreement will be posted on the district website.

D. DISPUTE RESOLUTION

Pursuant to section 4117.14(C)(1) and 4117.14(E) of the Ohio Revised Code, the parties have established this mutually agreed upon Negotiations and Dispute Resolution Procedures which supersede the procedures listed in section 4117.14 (C)(2)-(6) and any other procedures to the contrary. Nothing herein shall be construed as a waiver of the Association's rights provided in 4117.14(D)(2) of the Ohio Revised Code.

In the event agreement is not reached thirty (30) days prior to the expiration of the Collective Bargaining Agreement, the Board and the Association shall meet in an attempt to agree on a mediator. If agreement is not reached in three (3) calendar days then the Association and the Board of Education shall jointly request the services of a mediator from the Federal Mediation and Conciliation Service (FMCS) unless the parties agree to an alternate mediation service.

The mediator shall meet with the parties or their representatives either jointly or separately, and shall take such steps as he/she may deem appropriate to persuade the parties to resolve their difference and to effect a mutually acceptable agreement. The mediator shall not, without the consent of both parties, recommend terms of settlement.

The mediator is without power to extend the period of mediation beyond the expiration date of the contract without the expressed consent of the parties.

ARTICLE II
MANAGEMENT RIGHTS

The Board retains all rights to manage, direct and control its business and to make any and all rules, regulations, and policies necessary to maintain the orderly and efficient operation of the schools, except as limited by the specific written terms of the Collective Bargaining Agreement. These include the right to:

A. Determine matters of inherent managerial policy which include, but are not limited to, areas of discretion of policy such as the functions and programs of the public employer, standards of services, its overall budget, utilization of technology, and organizational structure;

B. Direct, supervise, evaluate, or hire employees;

C. Maintain and improve the efficiency and effectiveness of governmental operations;

D. Determine the overall methods, process, means, or personnel by which governmental operations are to be conducted;

E. Suspend, discipline, demote, or discharge for just cause, or lay-off, transfer, assign, schedule, promote, or retain employees;

F. Determine the adequacy of the work force;

G. Determine the overall mission of the employer as a unit of government;

H. Effectively manage the work force;

I. Take action to carry-out the mission of the public employer as a governmental unit.

The exercise of any of the foregoing management rights requires neither prior negotiation with, nor agreement of the Association. However, the parties shall bargain the impact of any management decision prior to a change that affects wages, hours, or the terms and conditions of employment.

ARTICLE III
ASSOCIATION RIGHTS

A. GENERAL PROVISIONS

The Madison-Plains Education Association/OEA/NEA is recognized as the sole and exclusive organization representing certificated/licensed personnel in the district, therefore, the Board recognizes that the Association has the following rights exclusive of any other employee organization representing teachers, provided it does not disrupt the normal operations of the school:

1. To use the facilities of any building for Association meetings provided that no other school related activities are scheduled for the area and time requested and provided that the Association has notified the building administrator in advance in accordance with the district's facilities use policy.

2. To use Board-owned equipment on school property routinely available to any regular teacher employee, for example: audio-visual equipment, computers, etc. The Association shall be responsible for damage to Board equipment provided, however, that such damage was due to Association negligence and not normal wear and tear. Board purchased consumable materials used by the Association (i.e., paper) shall be paid for by the Association at Board cost.

3. The Association shall have the right to post notices of its activities and matters of Association concern in a mutually agreeable location. The Association assumes responsibility for all Association material that are posted.

4. To use the inter-school mail and email system in the school's offices to distribute Association materials.

5. Duly designated representatives of the Association and/or OEA representative may visit schools in the district during duty-free lunch periods, before and after each school's regularly scheduled student day, and during his/her daily planning period. However, such visitation shall not interfere with a bargaining unit member's performance of his or her duties.

6. The Association representative may make announcements to the instructional staff at the end of building meetings.

7. To be placed on the agenda of any regular Board of Education meeting.

8. Prior to each regular or special Board of Education meeting, and at the same time and manner as provided the Board members to be provided with a copy of;

   a. the Board agenda

   b. the minutes of the prior regular or special meeting within the prior thirty (30) days

9. Upon request, the Board shall provide the Association any routinely prepared financial information.

10. Upon request, the Board will provide the Association with a copy of any available Directory of Employees in the form that it is published.

11. The Association President shall be placed on the agenda during teacher orientation for the purpose of making brief remarks of introduction and welcome.

12. Upon request, to have a list of newly employed or re-employed teachers delivered to the Association President.

13. The Board shall grant release time to employees who are subpoenaed to attend grievance and/or arbitration proceedings.

14. The MPEA President (or his/her designee) and one other MPEA member selected by the MPEA President shall serve on interview committees pertaining to the selection of all administrators and teachers except for the Superintendent and Treasurer. Prior to the interview, the MPEA President shall consult with the Superintendent or building level administrator to discuss any potential conflicts with those selected. The superintendent reserves the right to include additional MPEA members to serve on said committee, if a committee process is used. The superintendent retains all other rights to committee make up, interview dates and notification.

15. The provisions of this Agreement shall be applied uniformly to all bargaining unit members and neither the Board nor the Association shall discriminate against bargaining unit members on the basis of race, color, creed, sexual identity/orientation, national origin, gender, religion, disability, or for the exercise of rights protected by the Constitution of the United States and the laws of the State of Ohio.

B. MEMBERSHIP

1. The Association agrees to hold the Board harmless in any suit, claim or administrative proceeding arising out of or connected with the imposition, determination or collection of dues deductions and to indemnify the Board for any liability imposed on it as a result of any such suit, claim or administrative proceeding provided the following conditions are met:

a. The Board shall notify the MPEA President in writing within ten (10) workdays, exclusive of holidays, of any claim made or action filed against the Board of which indemnification may be claimed.

b. The MPEA/OEA/NEA has the right to designate counsel to represent and defend the Board.

c. The Board agrees to:

(1) give full and complete cooperation and assistance to the MPEA/OEA/NEA and its counsel at all levels of the proceeding,

(2) permit the MPEA/OEA/NEA to intervene as a party if so desired, and/or

(3) to not oppose MPEA/OEA/NEA applications to file briefs amicus curiae in the action.

d. The action brought against the Board must be a direct consequence of the Board's good faith compliance with the dues deduction contract provision provided, however, that there shall be no indemnification of the Board if the Board intentionally or willfully fails to apply (except due to a legal order) or misapplies the dues deduction contract provision.

2. As used in this article, the term "Board" includes the Board of Education of the Madison-Plains School District, its members, the Treasurer, Superintendent and all members of the administrative staff.

3. The Association shall keep the Board's Treasurer apprised of which members of the bargaining unit are not members of the Association.

4. If a unit member's employment ends or if he/she assumes unpaid status with the Board before all the deductions have been made, the unpaid balance shall be deducted from his/her final paycheck prior to assumption of unpaid status. Following completion of each deduction, the Board's Treasurer shall remit the amount which was deducted to the Treasurer of the Association by check, payable to the "Madison-Plains Education Association." Each such check shall be accompanied by a list of bargaining unit members from whose pay deductions were made and the amount deducted from the pay of each such unit member.

ARTICLE IV
TEACHER CONTRACTS

A. MAINTAINING LICENSURE

Bargaining unit members shall maintain throughout their teaching employment the identical licensure held as of July 1, 2019, or, if hired after July 1, 2019, the identical licensure under which they were hired for ten (10) years unless (1) another arrangement is approved by the Superintendent, in writing, or (2) changes are made to Ohio licensure law making such maintenance impossible, in which case the bargaining unit member shall meet with the Superintendent to determine the appropriate alternate solution. However, if after reaching ten (10) years, the member has not used a license for five (5) years, the requirement to maintain the unused license shall cease. All employees hired after July 1, 2019 shall acknowledge this requirement by affixing his/her signature of consent in hiring paperwork provided by the administration.

B. SEQUENCE OF LIMITED CONTRACTS

1. Limited contracts issued after the effective date of this Agreement to all members of the bargaining unit who are not eligible for extended limited contracts shall have the following duration:

First and second contract	1 Year
Third contract	2 Years
Fourth and fifth contract	3 Years

For the sixth and subsequent contracts, if a teacher has had evaluation ratings of "skilled" or "accomplished" on their two most recent full evaluations, a teacher shall be eligible for a five (5) year contract. Teachers who fail to keep their evaluation ratings at "skilled" or "accomplished" may be eligible for a three (3) year contract.

2. A bargaining unit member may be given a one (1) year contract in lieu of a multi-year contract for performance deficiencies identified in the evaluation procedure in Article VI of this Agreement. Such interruption of the sequence outlined above shall occur only once. Then, if the bargaining unit member is re-employed, the normal sequence will continue.

3. A bargaining unit member must successfully complete the Ohio Resident Educator Program to be eligible for the fourth contract.

   Resident Educator Mentors who have been assigned Year 1 and/or a Year 2 Resident Educator shall be paid $500 per year.

C. CONSIDERATION FOR CONTINUING CONTRACT

1. The Superintendent will provide a form requesting from the unit member written information regarding: recent education, certificates/licenses held, subjects and/or grades taught in the same or other buildings, and any other information the unit member desires to submit in support of his/her request for continuing contract, such as service on building or district-wide committees, references and evidence of instructional effectiveness. (See Appendix A.)

2. A bargaining unit member who is eligible for continuing contract shall be considered for a continuing contract after proper and appropriate notice to the Superintendent at the conclusion of the bargaining unit member's current limited contract. Notwithstanding the above, a bargaining unit member who desires to be eligible for a continuing contract in a year other than the expiration of a limited contract may be considered by the Superintendent after proper and appropriate notice. The refusal by the Superintendent to either consider or grant continuing contract status to the bargaining unit member is made at the sole and exclusive discretion of the Superintendent, and is not subject to the grievance procedure.

D. NON-RENEWAL OF LIMITED CONTRACTS

1. The procedures in this section shall apply starting with consideration for his/her fourth and subsequent teacher contracts. It is the express intention of the Board and Association that the language in this Article replace the requirements contained in ORC §§3319.11 and 3319.111.

2. If the Superintendent intends to recommend the non-renewal of the contract of a bargaining unit member, he/she shall on or before 1st of June deliver or cause to be delivered to the bargaining unit member a written notification of that intent. The Superintendent shall put the reason(s) for his/her recommendation in writing to be presented at a scheduled meeting with the bargaining unit member. The bargaining unit member may be accompanied by a representative of his/her choice at the time of the scheduled meeting.

3. Prior to official Board action, bargaining unit members whose contracts are being recommended for non-renewal shall be notified of the date when the Board intends to act on the Superintendent's recommendation.

4. If the Board non-renews a bargaining unit member's contract against the Superintendent's recommendation, the Board shall give the bargaining unit member written reason(s) for such action. A member has the right to meet in executive session and may be accompanied by a representative of his/her choice in such session.

5. If the bargaining unit member referred to in paragraph 4. above is not present at the Board meeting when official action is taken to non-renew the bargaining unit member's contract, the bargaining unit member, upon

request, will be given reason(s) for the Board's action in executive session no later than the next regular Board meeting.

6. No member of the bargaining unit shall be non-renewed without just cause. This refers to people in fourth and subsequent years.

ARTICLE V
REDUCTION IN FORCE

A. DEFINE RIF

A Reduction in Force ("RIF" or "Layoff") shall have occurred when the employer reduces or eliminates a bargaining unit position and shall occur by suspension of contract.

B. RIF PLANNING

In determining the position(s) to be reduced, eliminated, or not filled, the following sequence shall be used:

1. Position(s) vacated as a result of voluntary resignation, retirement, or death will not be filled.

2. The Board of Education shall act on all continuing contracts prior to implementation of this procedure.

3. RIF may only occur at the end of a school year and contract suspensions must be effective before the first work day of the next school year. For this section, school year is defined as days teachers are scheduled to be at work.

C. NOTIFICATION OF ANTICIPATION OF RIF

1. Prior to May 1 the employer shall notify the union president of any RIF to be implemented for the next school year. This shall be the only time RIF shall be implemented. The notification shall include the reason(s) for the RIF; the anticipated position(s) to be reduced or eliminated; the anticipated name(s) of the employees to be affected, the anticipated date of employer action to implement the RIF and the effective date of the RIF. The employer shall notify the employee to be laid off due to a RIF 30 days in advance written notification prior to the implementation of the RIF. The notice shall state the reason for the RIF and the effective date of the suspension.

2. Within ten (10) days of receipt of the written notification, representatives of the employer and the union shall meet to review and discuss the proposed RIF.

3. An employee to be laid off due to RIF shall be given thirty (30) days advance written notification prior to the implementation of the RIF. The union shall be sent a copy of said notification at the same time. The notice shall state the reason for RIF, the effective date of contract suspension, and the date of the employer's action to implement the RIF.

D. IMPLEMENTATION PROCEDURE

Implementation Date is the date when the Board of Education votes to have a reduction in force (RIF). If it is deemed necessary by the Board to reduce staff, the Board shall proceed to suspend contracts for teachers who have been evaluated in accordance with the evaluation procedure. Suspension of contracts shall be recommended by licensure/certification area and order shall be based on the following order:

First, position(s) vacated as a result of voluntary resignation, retirement, or death will not be filled. When notification of position opening(s) as a result of voluntary resignation, retirement, or death is received by the District after May 1 but before the first teacher work day of the next school year, those positions do not have to be filled or RIFed.

Second, limited contract teachers shall be reduced first utilizing the following order:

1. Licensure/Certification.

2. A teacher must be evaluated for two (2) school years before s/he can obtain a "comparable final evaluation rating" that would allow her/him any rights over a more senior bargaining member during a RIF situation.

3. Those rated Ineffective.

4. When evaluations are comparable, seniority in the District shall prevail. In the case of a tie, date of original application received by District shall prevail.

5. Those rated Skilled or Developing, which shall be considered comparable.

6. Those rated Accomplished.

Third, continuing contract teachers shall be reduced by utilizing the following order:

1. Licensure/Certification.

2. Those rated Ineffective.

3. When evaluations are comparable, seniority in the District shall prevail. In the case of a tie, date of original application received by District shall prevail.

4. Those rated Skilled or Developing, which shall be considered comparable.

5. Those rated Accomplished.

6. In case of a tie, date of original application received by Personnel Department.

7. Using the criteria in this provision, the District will establish the order in which members' contracts are suspended and will recall members in reverse order.

8. Reasons for all RIFs shall not be arbitrary, capricious, or discriminatory.

E. BUMPING RIGHTS

1. A bargaining unit member(s) whose position(s) are RIFed shall have the right to bump the least senior person with a comparable evaluation or worse in an area for which they hold a certificate/license. If the bumping employee has more than one area of certification/licensure, the employee to be displaced will be the employee with the least district seniority in any of the bumping employee's areas of certification/licensure with a comparable evaluation. The bargaining unit member being bumped may in turn bump another bargaining unit member using the same criteria until all bumping is completed. The actual change in teaching assignments will be accomplished through assignment and/or transfer by the Superintendent.

2. Written notice of intent to exercise bumping rights must be given to the Superintendent or designee in writing, within five (5) days of receipt of the written notice of intent to RIF notification. A copy should be sent to the union president. Within five (5) days of receipt of written notice of intent to exercise bumping rights, the Superintendent or designee will provide notification in writing to the displaced employee, using the same criteria until all bumping is completed, and send a copy to the union president. All written notifications will be sent the same day using electronic mail and certified mail.

F. LAYOFF RIGHTS

An employee on RIFed or layoff status shall have the following rights:

1. The right to continue receipt of group insurance coverage at the employee's expense in accordance with COBRA.

2. Time spent on layoff shall not contribute to the accrual of seniority, but shall not constitute a break in seniority.

3. Credit for salary placement, upon recall, for the same or similar work performed while on layoff status.

4. Be notified by e-mail and postal mail of all postings for bargaining unit positions. The bargaining unit member is responsible for notifying the administrative office in writing any changes to e-mail and postal mailing address(es).

5. The unchallenged right to unemployment compensation benefits when that employee has not been offered an equivalent bargaining unit position during layoff.

6. Recognition of additional certification, license, or entry-level requirements earned or reported while on layoff status for recall purposes, provided such information is filed with the employer prior to recall.

7. The right to priority status on the substitute list upon request.

G. RECALL RIGHTS

1. Laid off employees shall be recalled in reverse order of layoff, in keeping with contract status and certification/licensure. The union shall be sent a copy of said notification at the same time. The notice shall state the area of licensure/certification needed for the recalled assignment, the assignment, the effective date of contract resumption, and whether the assignment constitutes a full workday or a fraction thereof, which, if so, shall be specified.

2. Any employee shall be considered to have recall rights if the employee is either laid off or is working in a position of lower pay or fewer hours than the position he/she held prior to the reduction in force.

3. The employee shall be notified in writing by email and certified mail of an offer of recall and given ten (10) days to accept such offer and shall be granted a minimum of five (5) days from date of acceptance to report to work. It is the employee's responsibility to notify the Administration of any change of address and email address.

4. This procedure shall continue until all employees on layoff status have been recalled to an equivalent (full-time to full-time and part-time to part-time) position within the staff member's current certification/licensure, or have retired under the State Teachers Retirement System (STRS), or have voluntarily resigned. Position is the duties the employee would be doing (i.e., teacher, guidance counselor, etc.). Assignment is the specific job the employee would be doing (i.e., 2nd grade teacher, high school chemistry teacher, etc.). The District Treasurer maintains the recall list.

5. Any bargaining unit member who gains additional certifications/licenses while on the recall list will be credited at the time of submission to the Superintendent.

6. Recall eligibility shall expire thirty-six months after the date on which the board took action to place the teacher on layoff.

H. LIMITATIONS

1. No new hire shall be employed in a bargaining unit position until all laid off employees who are certified/licensed in the area(s) of the open position(s) have been offered such position(s).

2. No transfer or reassignment shall be made during a period of RIF that prevents the recall of an employee on layoff status. No vacancy shall be posted until all eligible employees have been recalled.

3. No current, non-bargaining unit employee shall be assigned to fill a bargaining unit position while an eligible employee remains on layoff status.

4. Work previously performed by laid off employees shall not be subcontracted.

5. Qualifications for a bargaining unit position shall not be upgraded to prevent the recall of a laid off employee.

I. TERMINATION OF RIF

The RIF shall be terminated when no employee remains on layoff status or all requirements above have been satisfied.

J. DEFINE SENIORITY

The length of continuing service in the bargaining unit from the most recent date of entrance in the bargaining unit.

ARTICLE VI
EVALUATION

A. EVALUATION PROCEDURE

1. All evaluation procedures, shall be included in the Collective Bargaining Agreement.

2. All evaluators shall be administrators of the Madison Plains School District and shall be trained and licensed as evaluators by the State of Ohio, except under section "B Evaluators" #5 of this article.

3. A bargaining unit member or the Board may request additional evaluations to be conducted by any qualified evaluator.

4. In the event of legislative action by the Ohio General Assembly that impacts in any way on this topic, or teacher evaluations the parties of the Master Agreement agree to reconvene bargaining to make the appropriate adjustments required.

5. Prior to making any changes to the employee evaluation process and/or to the employee evaluation instrument, the employer shall make written notification to the association of its intent to make any and all recommended changes. In addition to the employer's written notification to the association president of any and all recommended changes of the employee evaluation provision, the employer also shall include specific written rationale for making the recommended changes to the procedure and/or to the employee evaluation instrument. All final changes shall be made by the formal collective bargaining process.

6. The obligation for in-term bargaining for changes in the evaluation process shall be triggered by employer changes to the Board adopted Evaluation Policy affecting the terms and conditions of employment not addressed.

7. In term bargaining process for changes in the evaluation process shall be limited to thirty (30) calendar days commencing with the first meeting.

8. Should in term bargaining fail to produce agreement on the issue(s), the issue(s) are submitted to mediation through the services of the Federal Mediation and Conciliation Service (FMCS) to assist the parties in negotiations. If a party calls for FMCS involvement, the party shall join in a joint request.

9. When it appears that no progress can be accomplished by FCMS or any mutually agreed to extensions, the matter will be submitted to final and binding arbitration. The arbitrator shall be selected from, and according to, voluntary rules and regulations of the American Arbitration Association.

10. The arbitrator shall make a written decision limited to the matters unresolved between the parties and shall not be in conflict with other provisions of the Negotiated Agreement. The decision of the arbitrator shall be final and binding. The cost of the arbitrator shall be shared equally between parties.

B. EVALUATORS

The person or evaluator who is responsible for assessing a teacher's performance shall be trained and licensed as evaluators by the State of Ohio and are the following:

1. The Curriculum Director, Principal, Assistant Principal, Dean of Students, so long as the Dean of Students has either a principal license or five (5) years or more of classroom teaching experience, Special Education Coordinator, and administrators of the District's utilized ESC supervising Madison-Plains employees who are teaching within the ESC consortium, unless due to unforeseen circumstances additional evaluators may be used.

2. In the event a teacher performs work under the supervision of more than a single evaluator, then the bargaining unit member shall be notified via email (10) ten days prior to his/her observation the name of his/her assigned evaluator unless unforeseen circumstances arise necessitating a change.

3. In assessing a teacher's performance, evaluators will not make judgments, or otherwise discriminate, on the basis of a teacher's age, length of service, gender identification, race, ethnicity, national origin, religion, sexual orientation, marital status, military status, disability, Association membership, and/or Association activism.

4. The evaluator shall not be a bargaining unit member.

5. In the event a bargaining unit member has a conflict with or is in disagreement with the evaluator who conducted his/her most recent evaluation cycle, the bargaining unit member, within ten (10) days of the post-conference will request from the Superintendent and shall be granted a different evaluator (which may include an external evaluator) for their subsequent evaluation cycle.

C. PURPOSES OF EVALUATION

1. To improve instruction.

2. To help the bargaining unit member achieve greater effectiveness in his/her area of certification/licensure.

3. To provide definite, written records of the bargaining unit member's performance to be used along with other relevant information as documented in the member's personnel file:

   a. As evidence of the bargaining unit member's performance.

   b. In advancement of position and awarding of continued employment.

   c. As reference material for recommendations to other systems.

   d. To serve as written documentation in cases of non-renewal.

4. Teachers who receive a final summative rating of teacher effectiveness of "Accomplished" will be evaluated every three (3) years. On non-evaluative years only, one (1) formal observation shall occur of at least thirty (30) minutes at a mutually agreed time agreed upon by the principal and teacher. The teacher and principal shall meet within ten (10) school days to discuss the formal observation.

5. Teachers who receive a final summative rating of teacher effectiveness of "Skilled" will be evaluated every two (2) years. On non-evaluative years only, one (1) formal observation shall occur of at least thirty (30) minutes at a mutually agreed time agreed upon by the principal and teacher. The teacher and principal shall meet within ten (10) school days to discuss the formal observation.

6. Teachers who receive a final summative rating of teacher effectiveness of "Developing" or "Ineffective", regardless of growth data, will be evaluated the following year.

7. The evaluation of teachers on special assignments, librarians, or teachers with less than six students will be based solely upon performance observed in classroom observations as well as performance deficiencies documented.

8. All school counselors shall be evaluated under the OSCES evaluation system. All observations/evaluations shall be done utilizing the Ohio Department of Education's (ODE) rubrics, observation, and evaluation forms. Counselors evaluation timelines are outlined in paragraph D, below.

9. Teachers who provide a letter of intent to retire by December 1st will not be evaluated during that school year.

10. Teachers on a multiple year contract who have been on approved leave for fifty percent (50%) of the work days in a year will not be evaluated. In such a case, the teacher will be awarded their prior final summative rating.

11. If Ohio Revised Code changes the frequency of required evaluations, then the school year following the effective date of change, the district will convert to the minimum number of evaluations.

D. EVALUATION PROCEDURE

1. Each year, the observation instrument and evaluation timeline will be posted to the District website at least (15) fifteen days prior to the start of school. In the year that the teachers are to be evaluated, such written observations shall be provided no later than December 1st for the first observation and no later than March 1st for the second observation and no later than April 30 for the third observation if needed. Each formal observation shall be at least (4) four weeks apart from the next scheduled formal observation. The observation shall not occur the day prior to the following Thanksgiving, Christmas, Spring Break, or when the employee has had an extended absence, including but not limited to maternity/paternity/adoption leave or on a state mandated test day unless the teacher requests the observation. Each formal written evaluation of a bargaining unit member shall require a minimum of two (2) observations. The required observations shall be planned for a minimum of thirty (30) minutes duration unless unforeseen circumstances occurring after the commencement of the observation preclude completion of a full thirty (30) minutes. If the unit member elects to have another observation under such circumstances, the bargaining unit member shall be re-observed and a new observation report shall be prepared. Any additional observations shall be of at least fifteen (15) minutes duration. Both of the two (2) required observations will be scheduled by giving the unit member, at least two (2) days prior notice. Observations will begin after the second (2nd) full week of school. Each observation will be followed by a conference within ten (10) school days of the observation to discuss the observation and contents of the observation form. The bargaining unit member will receive a copy of the observation form at the time of the conference or, if the unit member requests, the unit member shall be given a copy of the observation form prior to the conference so that it may serve as a basis for discussion.

2. If any category of the observation form is marked ineffective, the observer shall attach a written statement of specific problems observed which led to the ineffective rating and offer specific suggestions and the means by which the teacher may obtain assistance in making improvement and shall provide for a reasonable opportunity to make the recommended changes.

3. A bargaining unit member who disagrees with the content of a written observation report may respond in accordance with Article VIII, paragraph B of this Agreement or paragraph F below.

4. All monitoring or observation of the work performance of a bargaining unit member will be conducted openly and with full knowledge of the unit member. The use of eavesdropping by public address, or audio systems, and similar surveillance devices will be strictly prohibited.

5. A conference to discuss the evaluation will be held within ten (10) school days after completion. The bargaining unit member will receive a copy of the final evaluation form at the time of the conference or prior to the conference if the unit member specifically requests.

E. SCHEDULE OF EVALUATION

1. No teacher shall be evaluated more than once annually, said evaluation shall include a minimum of two (2) formal observations.

2. For those teachers who are on limited or extended limited contracts pursuant to ORC 3319.11 and who are under consideration for nonrenewal, one (1) evaluation consisting of at least three (3) formal observations must be conducted annually no later than May 1.

3. Teachers that are new to the district will be formally observed two (2) times a year.

4. Teachers that have been in the district for at least one year will be observed at least once, but not more than twice a year unless they are on an improvement plan.

5. During each semester a minimum of 2 walkthroughs/informal observations with a maximum time of 15 minutes per each walkthrough shall be conducted, with a copy of the walkthrough information being given to the teacher within 24 hours of the walkthrough.

6. The evaluation cycle shall be completed no later than April 30, and the teacher being evaluated shall receive a written report of the results of said evaluation cycle, including the determined final summative rating of teacher effectiveness no later than May 10.

7. Should an evaluator feel that a new teacher needs to be put on an Improvement Plan due deficiencies in performance that could result in a non-renewal of the teacher's contract at the end of the current year, the evaluator shall notify and place the teacher on the improvement plan not later than March, and a third observation shall be completed in accordance with the due dates for the third or final evaluations in the Collective Bargaining Agreement.

F. EXPEDITED GRIEVANCE CHALLENGE – TEACHER EVALUATION

If an employee believes the evaluator has violated the procedure or that the evaluator's judgment or conclusion is arbitrary, capricious or unreasonable, the employee must file a written grievance at Level 1 within ten calendar days as defined by the employee's receipt of the signed and final version of a written evaluation for the particular school year or part of a school year.

The Superintendent and/or designee(s) shall meet within ten (10) calendar days of a written evaluation grievance with the Association President and/or OEA consultant and discuss the grievance(s) to attempt to understand and resolve the grievance(s), within ten (10) calendar days of such meeting if the matter remains unresolved the Association may appeal directly to arbitration. The Association shall notify the Superintendent in writing of his/her intent to submit the matter for arbitration.

G. APPLICATION

1. These procedures shall not apply to supplemental or extended service contracts.

2. The parties may mutually agree to extend the time deadlines under this Article. It shall automatically be extended due to the absence of any of the participants by the number of days in the absence.

3. It is the express intention of the Board and Association that the language in this Article replace the requirements contained in ORC §§ 3319.11, 3319.111, and 3319.112.

ARTICLE VII
TRANSFERS AND ASSIGNMENTS

A. Bargaining unit members shall be notified of District openings in special areas, and in teaching and administrative positions. Job vacancies shall be posted on District web sites, email, and ONE Call or its equivalent.

Bargaining unit members shall have four (4) business days from the date of posting to apply for the position.

Notification of vacancies shall include the following:

1. Position(s) available,
2. Certification/licensure required,
3. Deadline for application,
4. Effective starting date, and
5. Any additional pertinent information.

B. A position is considered vacant when a new bargaining unit position is created or when an employee dies, resigns, retires, is terminated, promoted, or transferred. However, the Board shall determine whether and when a vacancy shall be filled.

C. Bargaining unit members may request, in writing, transfer to another building and/or another assignment. Such written requests shall be directed to the Superintendent.

D. The Superintendent shall provide written notification with reasons of approval or denial of such transfer requests within thirty (30) calendar days of the request or ten (10) calendar days before the start of the school year for which the transfer request was made whichever is sooner.

E. Transfers shall be consistent with the educational needs of the school district and shall not be arbitrary or capricious.

F. Though it is expected that an attempt will be made to make transfers on a voluntary basis, involuntary transfers shall be made only after a conference with the bargaining unit members involved, principal and Superintendent, but shall be done no later than July 17th except for unusual circumstances as determined by the Superintendent.

G. A bargaining unit member being involuntarily transferred shall be told of the reasons for the transfer. These reasons will be reduced to writing at the request of the bargaining unit member.

H. It is mutually agreed between the District and the Association that it is preferred to have bargaining unit members working in positions they prefer within the

bargaining unit. As such, when a vacancy exists within the bargaining unit, applications from within the District and outside the District will be accepted. If there are two candidates who are both determined to have similar qualifications, preference will be given to the bargaining unit member. However, if it is determined that the outside candidate is more qualified, the outside candidate may be hired. All properly certified/licensed bargaining unit members who apply and meet the job qualifications shall be guaranteed an interview for the vacant position.

I. Bargaining unit members shall be assigned within their areas of certification.

J. Whenever it is necessary to change assignments within a building, the principal shall first attempt to make the necessary changes on a voluntary basis to the mutual satisfaction of the bargaining unit members at the affected grade levels. If this is not possible then the Superintendent shall make the necessary changes and the provisions of paragraphs A - D shall not apply. Bargaining unit members may request reassignment within the building in writing. Such requests shall be directed to the principal. Any vacancy existing after reassignments within the building have been completed will be posted as required by this Article.

ARTICLE VIII
PERSONNEL RECORDS

A. There shall be one (1) official personnel record of each bargaining unit member which shall be confidential and shall be maintained in the Central Office.

B. Any bargaining unit member shall have the opportunity to read any material which may be considered critical of the bargaining unit member's conduct or service before it is placed in his/her personnel file. A bargaining unit member shall acknowledge that the material has been read by affixing his/her signature to the copy to be filed. The signature shall not indicate agreement with the content of the material, but indicates only that the material has been inspected by that individual. Bargaining unit members shall also have the opportunity to reply to such critical material in a written statement to be attached to the file copy.

C. Bargaining unit members shall be informed of any complaint by a parent and/or student which is directed toward them which will become a matter of record by placement of such in his/her personnel file. Anonymous letters or materials shall not be placed in a unit member's file.

D. A bargaining unit member shall have the right to inspect his/her personnel file and may exercise the right to be accompanied by a representative of choice. The Administration may require twenty-four (24) hours' notice when, in its judgment, it deems such advance appointment is necessary. A bargaining unit member shall have the right to copies of any of the contents of his/her personnel file, however, he/she shall be assessed the actual cost for such services as established by the Board of Education.

E. All bargaining unit members shall be notified immediately of any request by the public to review or receive copies of any public record, as defined by ORC 149.43, and shall be notified of the person(s) making the request and be provided a copy of the request.

F. Each member of the bargaining unit shall have the right to attach a rebuttal statement for those documents and/or other materials in his/her personnel file which he/she believes to be irrelevant, untimely, incomplete, and/or inaccurate. The member shall have the right to request that the irrelevant, untimely, incomplete, and/or inaccurate materials be removed from the file. Such request shall be reviewed by the Superintendent. If the Superintendent does not agree to remove the materials, the member shall have the right to initiate a grievance at Level Three. However, an administrator's exercise of his/her subjective judgment in matters such as evaluation and observation may not be taken to Level Three under this Article.

ARTICLE IX
GRIEVANCE PROCEDURE

A. PURPOSE

The purpose of this procedure shall be to obtain at the lowest administrative level and in the shortest period of time, equitable solutions to grievances which may arise from time to time.

B. GRIEVANCE DEFINED

1. A grievance is defined as an alleged violation, misapplication, or misinterpretation of this written, Negotiated Agreement between the Association and the Board.

2. A grievant shall mean a bargaining unit member, and/or a group of members of the bargaining unit, and/or the Association, who allege(s) some violation, misinterpretation, or misapplication of the aforementioned agreement. A group grievance shall be signed by each of those bargaining unit members who are presenting themselves as parties to the grievance Association grievances shall be signed by the President of the Association or, in the event of that officer's absence or diminished capacity, by his/her designee. Group grievances shall be filed at the Superintendent's level unless the parties to a group grievance all work under the direction of the same principal or other immediate supervisor. Association grievances shall be filed at the Superintendent's level unless the building principal has the authority to resolve the grievance. No more than two (2) individual grievants to the group grievance shall represent the group at each level of the grievance procedure.

3. A bargaining unit member, and/or a group of members of the bargaining unit, and/or the Association, may grieve Board policy if suspended or disciplined without pay for five (5) days or more. The Board retains the right to amend or add to any board policy without consideration or input from MPEA.

C. GENERAL PROVISIONS

1. The Grievance Procedure shall be available to all members of the bargaining unit and no reprisals of any kind shall be taken against any individual on the basis of their initiation of, or participation in, the use of the Grievance Procedure.

2. An individual grievance shall be initiated by the person(s) allegedly aggrieved, or by the Association on behalf of the person(s) allegedly aggrieved.

3. A grievant or administrator may have another person present, either as an observer or as a representative, at each formal step of the Grievance

Procedure. Such observer or representative need not be the same individual at each or all steps of the Grievance Procedure, and may be another member of the bargaining unit or administration, or an officer or agent of the Association.

4. Failure of the grievant to proceed within the specified time limits to the next step of the procedure shall mean the grievance has been resolved by the answer stated in the previous step.

5. Failure of the administration to respond in the time limit stated shall move the grievance under consideration to the next step.

6. Time limitations specified shall be considered as maximum unless otherwise extended by mutual written agreement by the parties to the grievance and/or their duly constituted representatives.

7. Nothing contained in this procedure shall be construed as limiting the rights of a bargaining unit member from approaching the Board following the Superintendent's disposition or from using other professional or legal rights in seeking resolution to a complaint or problem.

   A grievant's exercising the option of having a Board hearing will constitute an automatic extension of the time by which arbitration must be requested to five (5) days beyond the date of the Board's decision on the issue(s). The Board shall issue its decision within ten (10) days of the Board hearing. Such hearing is to be held within thirty (30) days of the hearing request.

8. A day shall mean any day other than weekends, holidays, and any other days when, by established schedule or emergency, no administrative staff or the grievant(s) is on duty.

9. Any party to a grievance may have present at a hearing of the grievance any such persons who may provide information and/or assistance related to arriving at an understanding and/or resolution of such grievance.

10. Copies of all grievances filed and decisions rendered at each step shall be provided to the grievant and to the Association.

D. INITIATING AND PROCESSING A GRIEVANCE (SEE APPENDIX B)

1. Informal Step

   A grievance may be discussed informally with the appropriate administrator prior to initiation of a formal grievance. Nothing contained in this procedure shall be construed to limit the rights of members of the bargaining unit having a complaint or problem to discuss the matter of concern informally with members of the administration through normal channels of communication, nor the right of members of the administration to initiate

informal discussions with members of the bargaining unit relative to matters perceived to be of concern.

2. Step One - Principal/Supervisor

A copy of the written grievance shall be submitted to the grievant's immediate administrator within thirty (30) days of the act or condition upon which the grievance is based. (See Appendix B)

At a mutually agreeable time within ten (10) days of the filing of the grievance, the Principal/Supervisor shall schedule and hold a hearing of the grievance which shall be limited to discussion of the issue(s) being grieved and the appropriate relief.

Within ten (10) days of the hearing, the administrator shall provide the grievant with a written response stating his/her disposition of the grievance.

3. Step Two - Superintendent

If the grievant is not satisfied with the response received in Step One, he/she may within ten (10) days of receipt of such written response submit the written grievance to the Superintendent as a request for a Step Two hearing. (See Appendix B)

At a mutually agreeable time within ten (10) days of the filing of the grievance, the Superintendent shall schedule and hold a hearing of the grievance which shall be limited to discussion of the issue(s) being grieved and the appropriate relief.

Within ten (10) days of the hearing, the Superintendent shall provide the grievant with a written response stating his/her disposition of the grievance.

4. Step Three - Binding Arbitration

a. If the grievant is not satisfied with the response received from the Superintendent in Step Two, he/she may, within ten (10) days of the receipt of such written response, request the Madison-Plains Education Association to support arbitration of said grievance. (See Appendix B)

b. If the Madison-Plains Education Association elects to support arbitration of said grievance, the Association President or his/her designee shall so inform the Superintendent, in writing, within fifteen (15) days of the grievant's receipt of the written disposition of said grievance made by the Superintendent at Step Two of the Grievance Procedure.

c. No member of the bargaining unit shall have the authority or the power to initiate or prosecute the arbitration of a grievance without

the expressed approval and representative participation of the Madison-Plains Education Association.

d. The arbitrator shall be mutually selected by the Superintendent and the Association from names submitted by the American Arbitration Association (AAA) according to the voluntary rules and regulations of the American Arbitration Association.

e. The parties to the grievance and to this Agreement shall submit themselves to the authority of the arbitrator to hold such hearings as he/she deems necessary for finding of fact and rendering a decision to the grievance as stated on the initial grievance form in accordance with the rules, regulations, and procedures of the American Arbitration Association (AAA).

f. The arbitrator shall not have the authority to add to, subtract from, modify, change or alter any of the provisions of this Collective Bargaining Agreement, nor add to, detract from or modify the language therein in arriving at his/her decision concerning any issue presented that is proper within the limitations expressed herein. The arbitrator shall expressly confine himself/herself to the precise issue(s) submitted for arbitration and shall have no authority to decide any other issue(s) not so submitted to him/her or to submit observations or declarations of opinion which are not directly essential in reaching his/her decision.

g. The decision of the arbitrator shall be final and binding for all parties.

5. The loser, to be specifically designated by the arbitrator, shall pay the fees and expenses of the arbitrator and any expenses incidental to the arbitration proceeding. Each party, however, shall be responsible for the fees and expenses of its representative(s).

6. Costs of a reporter and/or copies of a transcript of the arbitration hearing shall be borne by the party(ies) requesting service and/or receiving copies of the transcript.

E. DISCIPLINE PROCEDURE

1. No member of the bargaining unit shall be suspended, terminated, or otherwise disciplined except for just cause.

2. Supervisors, directors or any other administrator with the authority to discipline will notify an employee that an impending conference is disciplinary in nature or that it may lead to discipline, the reasons for the possible discipline and that the employee has the right to Association representation at such a conference.

3. If requested, an employee shall be entitled to have a representative of his/her choice at any meeting which may lead to or result in disciplinary action against the employee.

ARTICLE X
SCHOOL DAY, SCHOOL YEAR, SCHOOL CALENDAR AND CONSOLIDATION

A. SCHOOL DAY

1. The length of the school day shall be the same for all bargaining unit members in the Madison-Plains School District. The length of the day shall not exceed 460 minutes. All bargaining unit members shall have a minimum of 225 minutes of uninterrupted preparation time per week, with not less than thirty (30) consecutive minutes of such uninterrupted preparation time scheduled each work day. When preparation time is interrupted, bargaining unit members shall be paid at the class coverage rate except for pre-conference or post-conference evaluation meetings. The school district will notify all employees of the start and end time of their respective school building at least thirty (30) calendar days prior to the first day of school year, unless the start and end time for their building does not change from the prior school year. However, variations from these hours require approval of the employee's immediate supervisor.

2. All bargaining unit members will have a thirty (30) minute duty-free lunch period.

B. SCHOOL YEAR

The length of the regular contractual School Year shall be no more than 184 days, except for new employees who would have no more than 185 days including the following days:

1. One (1) day for general and in-service activities before the opening of school.

2. One (1) work day at the beginning of the school year with no students in attendance and no meetings to allow for the teachers to prepare their classrooms.

3. A minimum of one (1) in-service day with no students in attendance during the school year.

4. One (1) work day at the close of the school year when the students are not in attendance.

5. Elementary teachers shall be released at least 1 (one) full day from their regular duties with pay to grade~~,~~ state diagnostic tests.

6. The regular contractual year for unit members shall consist of a maximum of 184 days. All unit members shall work and be compensated for two (2) extra work days according to their daily salary schedule in effect for that

school year. Those two (2) days will be used for in-service Highly Qualified Professional Development.

7. The Board will annually put on the calendar and provide the teacher with three uninterrupted sixty (60) minutes of early dismissal days to begin before the scheduled dismissal time for students for the purpose of grading and recordkeeping at the end of each quarter.

C. SCHOOL CALENDAR

Inclusive in the calendar year shall be parent/teacher conference days. The elementary/intermediate and junior high school/high school shall hold conferences on the same days from the end of the contract time for a period of four (4) hours on the first day, and three (3) hours on the second day.

A Calendar Committee shall be established which shall consist of the superintendent or his/her agent, the Association President, who will also select one bargaining unit member from K-6 and one bargaining unit member from 7-12 and other members as determined by the superintendent. The committee will serve for the sole purpose of providing input to the superintendent regarding the creation of the school calendar. The committee will have met prior to February 1 in any year which a calendar is being created. Final decisions regarding creation rest with the superintendent and the Board of Education.

1. Association shall have input into the development of the calendar.

2. The following days to be used as make-up days, if more than five (5) calamity days have occurred prior to the Martin Luther King holiday. The order shall be:

   First, Martin Luther King Day
   Second, President Day
   Third, Spring Break, except for Good Friday
   Fourth, day(s) following the last regularly scheduled school day that students are required to be there.

Whenever it becomes necessary to adjust the school calendar due to the requirement to make-up days, those days shall be determined and scheduled by the Superintendent. Notice will be given as soon as possible to the teachers.

D. CONSOLIDATION

Should the board become involved in discussions with other board(s) of education or outside agencies regarding consolidation, the board shall include the Madison-Plains Education Association in their discussions. The MPEA shall have all rights to bargain over the effects of such consolidation and all rights under ORC 4117.

ARTICLE XI
TEACHING CONDITIONS

A. TEACHING ENVIRONMENT

1. The following facilities will be provided:

   a. A separate desk, chair and file cabinet, and some lockable space within the classroom;

   b. A separate lunch area;

   c. Separate (men and women) restroom and lavatory facilities not available to students where possible within existing facilities;

   d. A telephone accessible for bargaining unit members' use in an area as private as possible for school business and personal phone calls of an emergency nature;

   e. A joint faculty lounge;

   f. Use by bargaining unit members of copying machines and computing equipment, when such equipment is not in use for other school purposes. This privilege can be denied to a bargaining unit member who has demonstrated an inability to use the equipment properly.

2 Adequate equipment, supplies and resource materials will be provided. A $250.00 building budget authority will be allocated to each teacher for expenditure of instructional supplies, materials and classroom equipment. Unspent allocations shall be carried over to the next fiscal year, with a maximum carryover of $500. The carryover shall not exceed a two year period.

As required by law, such supplies, materials and classroom equipment that is purchased by the board, remains the board's property.

The building principal shall maintain authority to approve the requisition for instructional supplies materials and classroom equipment. Such instructional supplies, materials and equipment shall be requisitioned, received and paid for by the close of each fiscal year.

The Madison-Plains Education Association and Madison-Plains Board of Education agree to compile a list of supplies, equipment and resource materials that have been customarily provided to teachers that will not be counted, against the $250.00 credited to each teacher pursuant to the above paragraph.

3. All daily routine announcements over the school public address system should be made during the homeroom period or designated announcement period. Use at other times shall only be in emergency situations.

4. Though every effort will be made that teachers at the 7-12 building will not have more than four (4) preps (with the exception of specials teachers) any teacher at the 7-12 building who has in excess of four preps (i.e., 5 preps or more), shall be compensated at the amount of $1,000.00 per semester.

B. CLASS SIZE

The Board and the Association agree that class size is an important factor in the quality of education services. The Board and Association therefore agree that:

1. The class size maximums will be as follows:

K-2nd grade	22 to 1
3-6th grade	26 to 1 unless the campus is reconfigured
7-12th grade	160 students per year for instructional purposes only (excludes "specials" such as music, physical education, etc.)

The Board recognizes the increased responsibility placed upon a bargaining unit member when more than one recognized handicap/disabled student is assigned to his/her class.

All teachers with special needs students in their classrooms shall be trained to deal with the "special needs" of these students during in-service training or at an outside training session at additional hourly rated found in Article 14(M).

Each semester, remuneration for excesses in class size provision will be $250 per student over the class maximums not to exceed nine (9) students.

a. The teacher shall submit, each semester to the Principal, a completed Excess Class Size Payment Voucher (Appendix "**F**") showing the highest number of students on the class roster during that semester.

b. The Principal must receive the Excess Class Size Payment Voucher by February 15 for payment of any overage incurred during the first semester. The teacher shall receive payment by March 15 of that same year.

c. The Principal must receive the Excess Class Size Payment Voucher by the close of Check-Out Day for payment of any overage incurred during the second semester. The teacher shall receive payment by June 30 of that same year.

2. Assignment of pupils and teachers to buildings and classrooms is the responsibility of the Superintendent or his/her designee. In making such decisions the Superintendent shall give consideration to the overall needs of the District, including facility limitations, financial considerations, transportation requirements, educational or curricular considerations, individual desires, and strengths and qualifications of pupils and teachers.

3 Bargaining unit members are encouraged to report special problems, considerations, situations, or ideas to the administration as early as possible. Such reports shall be given priority treatment by the administration.

4. Special area elementary teachers will have a work load expectation of thirty-seven (37) classes per week. The superintendent, at his discretion, may assign additional classes to the special area teacher's workload. The teacher will receive an extended limited contract at his/her pro-rata per diem for the additional workload.

C. LEAST RESTRICTIVE ENVIRONMENT

1. Individual Education Program (IEP) and 504 Plan Team

   a. Employees, as determined by the administrative staff, whose duties would be materially impacted by an IEP or 504 Plan, shall be invited to attend and participate at the respective development and review meetings.

   b. Every effort will be made to ensure that employees are not deprived of instructional planning time to participate in development meetings, but the participants shall be released from other assignments for this purpose.

   c. The process for student placement shall be collaborative between the members and their building administrators. To provide equity among members, the administration shall make a good faith effort to make classroom assignments and develop schedules which are evenly distributed among teachers regarding classes comprised of students with disabilities. Administration will take into account among other factors, the number of special needs students, the nature of the disabilities involved, the class size prior to inclusion and the extent of support and assistance being provided by ancillary staff members.

2. The Board shall provide necessary training/inservice for employees whose duties are materially impacted by IEP or 504 Plan students, and it will be student specific when necessary.

3. Care Procedures

a. Bargaining unit members, other than qualified school nurses, will not be required to perform any "Medical Services" for students. Medical/Services are those services defined by Federal and/or State statute.
b. No bargaining unit member (except Multi-handicapped teacher or others specifically trained) shall be required to perform hygienic custodial care service.

D. PUBLIC CRITICISM

When a complaint is made against a bargaining unit employee, the Superintendent or designee will determine the validity and/or seriousness of the complaint. Depending upon this decision, the complaint may be disregarded or brought to the appropriate person in charge of the stated staff member. If the complaint is not referred to the bargaining unit member, then such complaint shall be disregarded/not to be placed in the personnel file of the bargaining unit member, and may not be used in any subsequent conference, evaluation, or other assessment of the bargaining unit member involved.

Criticism of a bargaining unit member by a supervisor, administrator, or other agent of the employer shall not be made in the presence of pupils, parents of pupils, other bargaining unit members, or at public gatherings including but not limited to all social media outlets.

Criticism of a supervisor, administrator, or other agent of the employer by a bargaining unit member shall not be made in the presence of pupils, parents of pupils, or at public gatherings including but not limited to all social media outlets.

Complaints made against a bargaining unit member, whether it be by the public or an employee of the district, shall be initially directed to the unit member who has engaged in the alleged conduct complained of, unless immediate administrative action is necessary to address the problem. If a complaint is made regarding a bargaining unit member, he/she will be given a copy of the complaint, if available, and the identity of the complainant. The copy of the complaint shall be redacted of student personally identifiable information and any other information as required under the law. If the complaint is from an anonymous source, the supervisor shall inform the teacher prior to discussing the conduct complained of.

Unless immediate administrative action is necessary, the bargaining unit member will be provided an opportunity to promptly discuss the matter with administration and, if willing, the complainant. If the complaint cannot be resolved informally, then it will be investigated and addressed by the appropriate administrator.

Should a complaining party bring a concern to the Board, an affected bargaining unit member shall be so informed and shall have the right to be present during the complaining party's presentation and/or provide the Board information concerning

the issue. The bargaining unit members shall be afforded the right to a representative at any meeting that may lead or be disciplinary in nature.

E. NON-TEACHING DUTIES

Non-teaching duties (cafeteria duty, playground duties, bus duty, study hall duty, etc.) may be required during the regular teacher day of any bargaining unit member(s) as part of their regular assignment. Duties that are assigned to bargaining unit members during the school day shall be distributed in a fair and equitable manner district-wide, within each building. Except in an emergency, bargaining unit members shall not be required to supervise students outside the scheduled arrival and departure time of teachers.

The parties' intent is to eventually have alternative methods to cover non-teaching duties.

F. EMERGENCY WEATHER DAYS

When schools are closed on a day-to-day emergency basis because of inclement weather, snow, ice, utility breakdown, etc., bargaining unit members will not be required to report for duty. When the buildings are open, the bargaining unit members may go to their buildings to continue planning and preparation for the reopening of school.

G. ACADEMIC RESPONSIBILITY AND DISCRETION

A bargaining unit member shall follow the prescribed course of study and utilize established and effective teaching methods. Further, a unit member shall present material appropriate to the level and abilities of the students involved. Consistent with the foregoing, a bargaining unit member shall be permitted to exercise appropriate professional judgment and discretion in the conduct of his/her teaching duties.

H. HEALTH AND SAFETY

In accordance with Chapter 417, a bargaining unit member shall not be required or expected to teach in facilities which endanger his/her personal health or safety.

I. EDUCATION SPECIALIST

1. Elementary/Intermediate (K-6) Music, Art, Physical Education

   The Board of Education shall provide the services of not less than one (1) music, one (1) art, one (1) physical education specialists relieving the respective grade level teachers in these subject areas. Article XIV, G will be applied in the unavoidable absence of the respective subject area specialist.

2. Technology Specialist

Elementary/Intermediate (K-6)
The Board of Education shall provide the services of an elementary/intermediate (K-6) technology specialist.

Junior High (7-8)
The Board of Education shall provide the services of a junior high school (7-8) technology specialist. Relieving the respective grade level teachers in these subject areas. Article XIV, G will be applied in the unavoidable absence of the respective subject area specialist.

The positions of Elementary/Intermediate (K-6) Music, Art, Physical Education and Technology Specialists are subject to the Reduction in Force provisions of this Agreement under Article V on the same terms as apply to any other bargaining unit positions.

J. SMOKING POLICY

It is the policy of the Board of Education to provide a safe, smoke-free work and learning environment for all employees and students. The campus, buildings and Board-owned vehicles are smoke-free environments.

ARTICLE XII
STAFF MEETINGS

The building principals may schedule up to ten (10) hours of faculty meetings per year which may extend beyond the teacher day. The meetings shall be no longer than two (2) hours in length per meeting.

Bargaining unit members will be notified at least forty-eight (48) hours in advance when or if the building principal plans to schedule a meeting and will be informed of the agenda for said meeting. Should the building principal fail to timely schedule a faculty meeting at least forty-eight (48) hours in advance, no such meeting shall occur.

In emergency situations, a special faculty meeting may be scheduled by the principal but under no circumstances shall more than "one" emergency meeting be scheduled per month. The restrictions in this article shall not apply to meetings held during the regular school day.

ARTICLE XIII
LEAVE PROVISIONS

A. SICK LEAVE

1. All bargaining unit members shall accrue sick leave at the rate of one and one-fourth (1-1/4) days per month. Sick leave may be used for absence due to illness, injury, illness due to pregnancy, exposure to contagious disease, illness or death in the bargaining unit member's immediate family (as restricted below) or for any emergency which warrants sick leave privileges as determined by the Superintendent. Immediate family is defined as: spouse, children, siblings, parents (or someone who served in a similar capacity), grandparents, parents-in-law, aunts, uncles, or any person living within the home.

2. In very unusual circumstances where conditions are beyond the control of the bargaining unit member, the Superintendent may determine that an emergency exists. Should such occur, the bargaining unit member may be absent from work and the time will be subtracted from his/her sick leave accumulation. The Superintendent will be the administrative officer who will determine whether or not the emergency exists. Each individual case will stand on its own merits.

3. Sick leave which has been accumulated while in the employ of another Ohio public school district and/or Ohio public agency within the immediate ten (10) years prior to employment with the Madison-Plains Local Board of Education may be transferred up to a maximum of 185 days. It shall be the responsibility of the bargaining unit member to notify the Board Treasurer in writing of such sick leave credit within his/her first month of employment.

4. The member must submit a leave of absence request into KIOSK within 48 hours of returning to work. At the discretion of the Superintendent, a physician's statement may be requested for absence of more than three (3) occurrences in a month. An occurrence is defined as a separate break in the use of sick leave days.

   When sick leave is used, and exceeds more than (5) five consecutive school days, a doctor's excuse or sick leave form will be required. For all absences, it is the employee's responsibility to notify his/her supervisor of absences at the earliest reasonable time. If days of absence in excess of thirty (30) are required, further documentation may be required in the form of an FMLA request form. A letter requesting extended leave, or a doctor's certification of the need for extended absence.

5. Where sick leave is used due to a major illness (in pregnancy, childbirth, heart disorder, injury, etc.) exceeds more than thirty (30) consecutive school days, a doctor's excuse will be requested. Additional days beyond the thirty

(30) days will be granted only after physician's statement clearly states the cause(s) and need for additional sick days.

6. Bargaining unit members shall not be counted absent when excused to attend professional meetings or for school business. In such cases the substitute will be paid by the Board of Education.

7. Bargaining unit members will not be counted absent when school is closed because of epidemics or calamities.

8. Bargaining unit members' medical coverage will be extended for one (1) months at Board expense after sick leave benefits have run out. (80/20 SPLIT)

9. Sick leave is cumulative to a maximum of 280 days. Sick leave days may be used in one-quarter, half, or full day increments only.

10. Falsification or abuse of sick leave shall be grounds for disciplinary action, including suspension or termination.

B. SICK LEAVE BANK

1. Between August 15 and August 31 of each school year, each member of the bargaining unit will be given the opportunity to enroll in the Sick Leave Bank by completing an enrollment form distributed by the Madison-Plains Education Association. Each individual may donate a maximum of five (5) days. An additional contribution period may be opened when the number of days left in the sick leave bank falls below fifty (50) days. The Madison-Plains Education Association will compile and maintain a record of all contributors and the amount of days contributed.

2. Eligibility for use of the Sick Leave Bank

   a. Only those participating members may use the bank.

   b. Membership is acquired by donating at least one (1) day every other year to the sick leave bank during the enrollment period.

      First, Second, and Third year teachers who are new to the Madison Plains School District, will not have automatic membership to the SLB. Rather, they will be required to donate one (1) day for each of their first three (3) years, and will be limited to borrowing up to five (5) working days except under unusual circumstances.

   c. All accumulated sick leave including all sick, personal and any advances of sick days must be exhausted. This documentation should be obtained before applying for sick bank days. You need to call the board office and ask them to forward this information to the MPEA vice-president.

d. Must supply an SLB application and a signed physician's statement, to be received within five (5) days of the need for SLB days to the SLB chairmen or MPEA president. This statement should describe the nature of the illness, its expected duration, and the period of time during which the staff member should be relieved of his/her duties. See Appendix G.

e. The SLB was created for the employee's personal illness/injury only. (Requests involving the employee's immediate family will be considered on a case by case basis.)

f. The decision of the SLB committee to grant or to not grant an application is final and non-grievable. Application by the employee does not guarantee approval.

g. Any employee drawing from the SLB, must payback two (2) days by the last pay in September in order to be eligible to apply to draw again.

i. No more than twenty-five (25) working days will be approved at one time. Any request over the first twenty-five (25) working days must be forwarded for consideration and again approved by the SLB committee. Maximum limit is fifty (50) working days in a school year. Any requests over fifty (50) working days must first be forwarded for consideration and again approved by the SLB committee. Only upon approval of the SLB committee, shall any requests over fifty (50) working days be considered by the superintendent on an individual case basis. The decision by the superintendent to grant or deny additional days in excess of fifty (50) working days is non-grievable.

j. While a member is using days from the sick bank, he/she is not permitted to attend any after-school or extra-curricular activities.

3. Procedures

a. Applications for use of the Sick Leave Bank will be given to the Vice-President of the Madison-Plains Education Association. Each application will list the name of the bargaining unit member requesting the days, the number of days requested, the dates the days will be used, the reason for the request, and, if necessary, an evidence of need.

b. The request will be reviewed by the Sick Leave Bank Committee of the Madison-Plains Education Association and decision reached by majority vote of that Committee. A letter of notification granting or rejecting of the request and, if appropriate, the number of days granted, will be delivered to the applicant within ten (10) days of the request.

c. Additional days may be requested in the same manner.

d. Within five (5) days of the granting of days from the Sick Leave Bank, the Madison-Plains Education Association will notify the Board Treasurer the number of days granted and the name of the grantee. The days will immediately be posted to the applicant's sick leave accumulation account.

e. All days donated and used through the Sick Leave Bank will be deducted from the bargaining unit member's accumulation at the end of the school year, but no later than June 30th. Additionally, any days not used will be returned to the SLB at the end of the school year.

f. The SLB committee will forward Quarterly Reports including applicants' names, balance of bank days and days given to the treasurer or his/her designee. Notice of sick bank committee approvals will be sent to the treasurer within one week of said approval, and the recipient will furnish additional sick leave forms or other documentation as specified above.

4. The Madison-Plains Education Association holds the Board harmless against any and all claims relating to the Sick Leave Bank.

C. LEAVES OF ABSENCE FOR PERSONAL ILLNESS OR PROFESSIONAL STUDY

A leave of absence is defined as a period of extended absence from duty by a member of the bargaining unit for which a written request was submitted and approval given by the local Superintendent and the Board. By law, section 3319.13, the Board of Education may grant a leave of absence for a period of not more than two (2) years for educational, professional or other purposes and shall grant such leave where illness or other disability is the reason for the request. Upon return to service of a bargaining unit member at the expiration of the leave of absence, he/she shall resume the contract status held prior to such leave. No leave of absence shall be granted for employment in another business or occupation. No leave of absence shall count as a year of experience on the salary schedule.

The local Superintendent is authorized to fix a date upon which a bargaining unit member on leave of absence must indicate his/her intention to return to duty. The leave of absence becomes a resignation if the bargaining unit member fails to comply with the local Superintendent's request. Bargaining unit members who have served in the Madison-Plains Schools for not less than two (2) years may be granted leave of absence for not more than one (1) year for the purpose of approved study.

D. MATERNITY, PATERNITY, OR CHILD CARE LEAVE

The Board of Education shall grant a leave of absence for maternity, paternity, or child care, without pay, to any regularly employed bargaining unit member.

1. A bargaining unit member may request a leave of absence without pay for the purpose of maternity, paternity or child care. The written request must be submitted to the Superintendent at least thirty (30) days prior to the start of the requested leave of absence except in emergency situations. The request shall state the anticipated length of absence desired by the bargaining unit member.

2. The duration of a maternity, paternity or child care leave of absence shall be no longer than one (1) year, plus any remaining portion of the school year which may then be in progress, but may be renewed by the Board upon request of the bargaining unit member. The unit member shall notify the Superintendent of intent to return from leave no later than March 1, if the intent is to return for the ensuing school year.

   Upon returning to the employment of the Board, the bargaining unit member shall return to the same position held at the time the leave commenced, if available, otherwise to an equivalent position within the bargaining unit member's field of certification/licensure. The right to return from leave other than the beginning of the school year shall be dependent upon an available opening in the unit member's field of certification/licensure.

3. Maternity, paternity or child care leave shall be curtailed or terminated if requested by the bargaining unit member, prior to the expiration of the full term for which the Board granted the leave, in case of circumstances eliminating the necessity for such leave, as soon as a position for which the unit member is certified/licensed becomes available.

4. Bargaining unit members shall have the right to continue to participate in all fringe benefits programs at the bargaining unit member's expense during the leave period as provided for under COBRA.

5. The continuing contract status of any such bargaining unit member shall not be adversely affected by maternity or child care leave, but the normal annual salary increment shall not be granted unless one-hundred and twenty (120) days of the contract have been fulfilled.

E. PROFESSIONAL CONFERENCE/VISITATION LEAVE

1. Professional days may be used only for educational conferences related to the bargaining unit member's assignment or for visitation to exemplary programs. Such leaves must be approved by the principal fifteen work (15) days in advance of event.

2. The bargaining unit member shall inform the Principal at least one (1) week in advance of the pending absence.

3. A Professional Day shall be for the purpose of:

   a. Visitation to view instructional techniques or programs.

   b. Conventions, conferences, workshops or seminars conducted by colleges, universities, the OEA, the NEA or the Association, or affiliated departments thereof, or by the state educational department or a national department, or a national subject matter organization. The teacher may be required to file a written report within one (1) week of attendance at such visitation, conference, workshop, or seminar.

F. PERSONAL LEAVE

1. Three (3) days of personal leave per year with pay shall be available to each bargaining unit member upon request.

   a. Notification shall be given via KIOSK for Personal Leave to the building principal five (5) days in advance, unless in an emergency situation, as determined by the Superintendent.

   b. Three (3) days of personal leave shall be authorized subject to the following conditions:

      (1) Such leave shall not be used to work a second job.

   c. The Superintendent may grant an exception to any of the above restrictions.

   d. Fraudulent use of personal leave shall be considered grounds for reprimand and/or suspension without pay and may result in termination proceedings.

   e. Not more than twenty percent (20%) of the bargaining unit members from any one building shall be granted personal leave on any one day.

   f. Such leave will not be used to extend a school recess, vacation, or holiday. Under special/unique circumstances, including but not limited to graduations, weddings, births and similar like events, this provision may be waived by the Superintendent.

   g. Prior to the last regularly scheduled school day, the employee shall notify the Treasurer of the option(s) selected for compensation of unused personal leave. The employee shall be permitted to exercise any or all of the three options in any one school year. A copy of the

Unused Personal Leave Selection Form (Appendix "D") will be provided to each employee. The elected options are (to the nearest 1/2 day):

(1) All unused personal leave days may be added to bargaining unit members' sick leave accumulation at the end of the school year.

(2) Roll up to one (1) day of unused personal leave to the following year;

(3) Cash payment for unused personal leave to be paid at a per diem rate using the BA Base, payable to the employee the last pay in June.

G. MILITARY LEAVE OF ABSENCE

1. In accordance with the provisions of Federal law and the Ohio Revised Code 3319.14, military leave of absence will be granted to any regular contract bargaining unit member who is drafted or recalled to active duty with any branch of the Armed Services of the United States.

2. A bargaining unit member returning from military service will be returned to a position comparable to that held before leave and given full credit on the salary schedule for such service.

3. Voluntary re-enlistment immediately terminates military leave granted by the Board.

H. ASSAULT LEAVE

In case of an assault on a bargaining unit member on school property or at a school related activity, in the course of the unit member's employment, including co-curricular activities, which results in the bargaining unit member's being disabled from performing teaching duties for which the unit member is qualified, the Board shall grant up to ten (10) work days Assault Leave without charge to Sick Leave. This will be up to the ten (10) days of absence. Additional days of Assault Leave not chargeable to sick leave may be granted by the Superintendent or his/her designee.

I. ATTENDANCE IN COURT (SUBPOENA OR JURY SUMMONS)

1. Absence in Response to Subpoena or Jury Summons

   a. A bargaining unit member who is summoned for jury duty during normal teaching hours or who is party to a court case or administrative hearing who is subpoenaed to appear in a court or administrative hearing during normal teaching hours will be granted a leave of absence from normal teaching duties to permit

compliance, provided the bargaining unit member meets the following:

(1) Notifies the Superintendent within two (2) days after receipt of the jury summons or subpoena.

(2) Submits a statement signed by the bargaining unit member to the Treasurer stating:

(a) the date and time in attendance at the proceeding,

(b) the actual amount of compensation which was received as a result of the appearance or, if no compensation was received, a statement so stating.

(3) The amount of any witness fee or other compensation, except that which is paid specifically for expenses incurred by reason of the subpoena or summons, must be remitted by the bargaining unit member to the office of the Treasurer before the end of the pay period in which the absence occurs.

b. In cases in which the bargaining unit member is a party in an action arising out of such bargaining unit member's employment with the Board, the Superintendent may authorize absence with no loss of salary in accordance with the provisions of this Section. The decision of the Superintendent with respect to such matters shall be final.

J. FAMILY AND MEDICAL LEAVE

Employees who qualify shall be entitled to a leave of absence under the Family and Medical Leave Act of 1993 (FMLA). Such leave shall not limit or lessen the leave provisions of this Agreement. To the extent that provisions of the FMLA are covered by paid leave provisions of this Agreement, the twelve (12) weeks of leave and benefit coverage to which an employee is entitled under the FMLA shall run concurrently with existing paid leave benefits.

K. UNPAID LEAVE OF ABSENCE PROCEDURE

The following procedure will be utilized by the Madison-Plains Board of Education in determining placing employees on unpaid medical leaves of absence:

1. An employee, who has exhausted his/her sick leave balance, sick leave days granted through the sick leave bank and FMLA benefits, is eligible for unpaid medical leave of absence per ORC 3319.13.

2. Request for unpaid medical leave of absence per ORC 3319.13 will list the name of the Bargaining Unit Member, beginning and ending dates of the leave and clearly stating if the unpaid leave of absence is for illness or other disability as the reason for the request per ORC 3319.13.

3. The board will take formal action to place the employee on an unpaid medical leave of absence pursuant to ORC 3319.13, with the starting and ending date of the leave.

4. In the event that an employee requests consideration from the sick leave bank, such request and days granted will be in accordance with the Master Agreement prior to making a written request to the Board for an unpaid leave of absence pursuant to ORC 3319.13.

L. ABSENCE NOT COVERED BY LEAVE

Any absence not covered by one of the leave provisions of this article shall be without pay. Each day of such unpaid leave shall be deducted from an employee's salary at the employee's current per diem rate for each day of absence.

M. BEREAVEMENT LEAVE

A maximum of five (5) paid leave days may be used for a death in the immediate family which will not adversely affect members' attendance calculation under the MP COMPASS salary schedule. The first three (3) days will be used as paid bereavement days provided by the District. The additional two (2) days, as needed, may be used as sick or personal leave, as designated by the employee.

ARTICLE XIV
SALARY AND BENEFITS

A. SALARY AND INDEX

1. **The B.A. Base salary at Step 0 shall be:**

MP Legacy Base Salary
The base salary for 2025 - '26 is $40,228, then a 2.0% increase on the base for 2026 - '27, and then a 1.5% increase on the base for 2027 - '28.

$40,228 for 01 July 2025 - '26
$41,033 for 01 July 2026 - '27
$41,648 for 01 July 2027 - '28

MP COMPASS Base Salary (Not in use for AY 2026 - '28)
MP COMPASS 0.00% available increase to the group for 2025 - '26, 0.00% available increase to the group for 2026 - '27, and 0.00% available increase to the group for 2027 - '28.

The indexes attached as Appendix J and the salary schedules attached as Appendix J, shall be in effect from July 1, 2025, to June 30, 2028.

2. **MP Legacy Longevity Bonus Information**

When calculating salary under the Legacy Salary Schedule, $600 will be added to each bargaining unit member's compensation upon reaching the 27th Step of the salary schedule and an additional $600.00 will be added for each additional year thereafter. This longevity compensation shall augment the bargaining unit member's daily rate of pay for purposes of determining annual salary, severance, retirement, leave pay and extended duty pay.

MP COMPASS Longevity Bonus Information (Not in use for AY 2026 - '28)

When calculating salary under the MP COMPASS Salary Schedule, longevity bonuses will be paid according to the following schedule:

Year 10 - 14: $500
Years 15-19: $600
Years 20-24: $700
Years 25-29: $800
Years 30-35: $1,000

MP COMPASS longevity payment is divided and paid in two (2) payments per year with the first half of the payment paid on the second pay in

November, and the second half of the payment is paid on the first pay in June.

3. Bargaining unit members receiving National Board Teaching Certification shall receive a one-time $2,000 bonus, payable within 30 days of submission of certificate to the Treasurer.

4. Beginning with the 2019-2020 school year, the District will offer an Alternative Compensation System (the "MP COMPASS Schedule") for bargaining unit members (Appendix J). An MP COMPASS committee will be created and comprised of an equal number of representatives from the District and the Association for the purpose of annual review of the MP COMPASS Schedule. The Association President shall select the representation for the Association and the Superintendent shall select the representation for the Board.

   The decision to either remain on the current salary schedule (the "Legacy Schedule") or transfer to the new salary schedule is strictly voluntary. If a bargaining unit member is rated Developing, Skilled, or Accomplished, he or she may choose to move to the Board's Alternative Salary Schedule ("MP COMPASS"). If rated Ineffective, the bargaining unit member may not transfer to the MP COMPASS Schedule. Rather, he or she will remain on the current salary schedule and thereafter will move to their next salary step increase.

   With the exception of new staff hired after the opt-in deadline, in order to be compensated under the MP COMPASS Schedule in any upcoming school year, bargaining unit members must indicate their decision to be compensated under either the Legacy Schedule or the MP COMPASS Schedule by June 15th each year. Absent a decision, the member will remain on their current schedule for the next school year. Note: for the 2022-'23 school year, the opt-in deadline of June 15th will be extended.

COMPASS SCHEDULE DETAILS

Initial placement on the COMPASS Schedule:

If a bargaining unit member is rated Developing and voluntarily chooses to move to the COMPASS Schedule, she or he will move to the next available step on the COMPASS Schedule which will include their credit years of experience and their educational category and which increases their salary.

If a bargaining unit member is rated Skilled and voluntarily chooses to move to the COMPASS Schedule, she or he will move to the next available step on the COMPASS Schedule which will include their credit years of experience and their educational category and which increases their salary, plus one additional salary step increase and a one-time $250 increase to their base salary.

If a bargaining unit member is rated Accomplished and voluntarily chooses to move to the COMPASS Schedule, she or he will move to the next available step on the COMPASS Schedule which will include their credit years of experience and their educational category and which increases their salary, plus one additional salary step increase and a one-time $500 increase to their base salary.

Only during their initial opt-in to the COMPASS Schedule can a bargaining unit member avail themselves of an additional salary step and a one-time increase to the base of either $250 for Skilled and $500 for Accomplished.

New teachers without any rating may elect to move to the COMPASS Schedule under the Developing category with a "0" base. New teachers who transfer from another District to Madison-Plains may elect to be placed on the COMPASS Schedule based upon their service credit for the prior years of teaching and their most recent rating from the transferring school district.

Attendance does not affect a bargaining unit member's initial transfer placement onto the COMPASS Schedule.

If a bargaining unit member chooses to move to the COMPASS Schedule, and annually thereafter, the member will receive an election form from the Treasurer's office. The election form shall identify the member's current salary, their expected salary on the Legacy Schedule, and their expected salary on the COMPASS Schedule for the upcoming school year. The member will then select to be placed on the COMPASS Schedule or remain on the Legacy Schedule and the election form must be signed by the member and Treasurer's office.

Obtaining an Advanced Degree

A bargaining unit member's salary shall be adjusted when the member is on the COMPASS Schedule and obtains an advanced degree that would have qualified the member for a higher category on the Legacy Schedule. In order to be adjusted, the member must file with the Treasurer official transcripts verifying the advanced degree and qualification. Thereafter the bargaining unit COMPASS salary will be adjusted by moving them up to the next highest value that is comparable but not less than the dollar amount they would have received in the Legacy Schedule. For details on the adjustment increase, see Appendix J.

Determining Attendance Under Compass

In all cases, when determining a bargaining unit member's attendance under the COMPASS Schedule, bereavement leave, FMLA use, professional days, and assault leave will not be counted against the employee when determining their percentage of days missed. (See Appendix J)

Transferring back to the Legacy Schedule

After electing to move to the COMPASS Schedule, a bargaining unit member must remain on the COMPASS Schedule for the entire school year. The member has the option to move back to the Legacy Schedule for any following school year so long as that election is made prior to the opt-in deadline for the new school year (June 15th). However, the member must remain on the Legacy Schedule until such time as his/her salary reaches the same or higher salary amount she or he transferred over with from the COMPASS Schedule. If a member moves back to the Legacy Schedule, their longevity compensation was not frozen and he or she shall again receive their additional $600 per each additional year upon reaching Step 27 of the salary schedule in accordance with Article XIV.

Extended Contracts

Bargaining unit members with extended contracts will be treated the same as other unit members in that their initial placement on the COMPASS Schedule will be based upon their degree and step. The per diem amount of the bargaining unit member's extended contract days shall be calculated according to the member's pay on the COMPASS Schedule. When determining a bargaining unit member's attendance under the COMPASS Schedule, extended day absences will not be counted against the employee when determining their percentages of days missed. However, the bargaining unit member is expected to make up any missed extended day absences unless otherwise approved by the Superintendent or his designee.

For further specific details of the COMPASS Schedule, see Appendix J which is attached hereto as part of the Parties' Collective Bargaining Agreement.

B. PAYROLL PRACTICES

1. Pay Periods

Pay for bargaining unit members shall be in twenty-four (24) equal installments. Payments shall be made on the 5th and 20th of each month or the previous workdays if the 5th or 20th falls on a holiday or weekend. Payment will made in accordance with practice set forth in paragraph 2 below.

2. Payroll

a. Deductions for any authorized deductions (other than payroll deductions for professional association and political contributions)

will be calculated and deducted in equal installments according to the bargaining unit member's pay plan.

b. During the school term, salary notices ordinarily shall be available no earlier than 10:00 a.m. on the appropriate dates applicable each month.

c. Each notice will include those deductions required by law and member authorized deductions

d. Salary payments for supplemental positions that are of an annual basis shall be automatically paid in two (2) equal installments on the first pay in December and by the last pay in June.

e. Salary payments for supplemental positions that are one season in length shall be paid in accordance with the supplemental payment schedule. (See Appendix K).

g. Each employee may adjust salary withholdings for all supplemental positions by submitting a revised W-4 (federal withholding) and IT-4 (state withholding) to the office of the Treasurer. These forms can be obtained at the Treasurer's office and must be submitted fifteen (15) school days prior to the scheduled pay date of the supplemental.

h. All employees will be required to utilize direct deposit of their paychecks.

i. New hires will pick-up their first paycheck in hard-copy form, which will need to be cashed/deposited by the employee. The first check will be available at the Central Administrative Office and will need to be signed for by the employee. All future checks will follow the normal direct deposit process, as outlined in section "h."

j. Salary shall be computed in the following manner:

The annual salary shall be determined by multiplying the base salary by the index factor for the appropriate column and step. The annual salary shall then be rounded up to the next full dollar. To determine the daily rate of pay, the annual salary shall be divided by the number of days in the SCHEDULED contract year (184 days) and then rounded up or down to the nearest penny.

3. Membership Dues Deduction

a. Membership dues of the Association and its district, state, and national affiliates, shall be deducted in twenty (20) equal installments beginning with the second paycheck of October of each school year on the basis of deduction authorizations supplied by the Association to the Treasurer.

b. The enrollment and withdrawal period for such deduction shall be from the date of MPLSD Convocation to August 31 each year. Written notification of enrollment or withdrawal shall be provided to the Treasurer of the Association during this period. Authorization shall be on a continuing basis from year to year unless a request for withdrawal is submitted in writing to the Treasurer of the Association, with a copy to the District Treasurer. Those joining the bargaining unit after August 31 shall have fifteen (15) days from the date the Board employs them to authorize dues deduction.

c. The balance of annual deductions shall be deducted from available earnings in the final paycheck of a member resigning his/her position, receiving a leave of absence, or terminating his/her employment.

4. Credit Union Deduction

The Board will maintain its present payroll deductions for credit union.

5. Annuity Deductions

Monthly annuity deductions shall be made for all those bargaining unit members presently enrolled, and new companies shall be added if five (5) or more bargaining unit members wish to enroll.

6. IRS 125 Plan

a. The Board shall have in place an IRS Section 125 Plan to include employee portion of any insurance premiums, employee-paid medical expenses, and child and dependent care expenses.

b. The administrative cost of the Section 125 Plan shall be paid by the Board.

C. CREDIT FOR EXPERIENCE

1. Bargaining unit members shall receive credit for years of service on the salary schedule as follows:

a. The District may match the number of years of previous teaching experience a candidate has, as long as they have at least 120 days of certified teaching experience per school year, be that as either a full-time or substitute teacher.

b. Up to five (5) years of military service. (For purposes of calculation, a particular year of active military service of eight (8) continuous months or more in the armed forces shall be counted as a full year).

c. Years of service shall be the sum of service in sub-paragraphs a. and b. above.

d. No credit shall be given for fractional units of experience. Credit will be given for regular part-time experience of two-thirds (2/3) time or more which consists of at least one-hundred twenty (120) days in a school year. Likewise, bargaining unit members working at least half (1/2) time but less than two-thirds (2/3) time for at least ninety (90) days, credit shall be granted on the basis of one (1) step for each such two (2) consecutive years of service.

D. SALARY ADJUSTMENT

Each bargaining unit member who has completed training at an accredited college or university that would qualify him or her for a higher category on the salary schedule shall file with the Treasurer of the Board official transcripts verifying completion of such training. The following provisions shall apply:

1. If official documentation (grade slips, letter from college or university, and/or transcript) is provided prior to or on September 1, the bargaining unit member's salary will be adjusted effective the beginning of the school year. The bargaining unit member's adjusted salary will be reflected no later than the first October paycheck.

2. If official documentation is provided after September 1, but prior to or on February 15, the adjustment shall be effective the 13th pay. The bargaining unit member's adjusted salary will be reflected beginning with the 13th paycheck.

3 If documentation other than an official transcript is submitted by September 1 or February 15, the bargaining unit member must supply the transcript within thirty (30) days of the deadline or the adjustment will be voided and any increased payments shall be refunded to the District.

E. EXTENDED TIME

Any bargaining unit member whose contractual obligations require that bargaining unit member to work an extended year shall receive a supplemental contract specifying the length of service and will be paid at the individual bargaining unit member's per diem rate of pay. The bargaining unit member's regular salary divided by the total regular work days per year equals the bargaining unit member's per diem rate of pay.

F. SEVERANCE PAY

1. Upon retirement, any bargaining unit member of the Madison-Plains School District will be eligible at the time of official retirement with the STRS or PERS to be paid cash for one-fourth (1/4) of his/her accrued sick leave as shown in the unit member's sick leave file in the office of the Treasurer of

the Board of Education. Such payment shall be limited to a maximum of seventy days (70) days. This will be based on the bargaining unit member's salary rate of pay at the time of retirement, it will also eliminate all sick leave credit accrued by the unit member. Severance pay will be paid only in the year that the bargaining unit member has ceased his/her contract with the Madison-Plains School District. Severance pay shall be a one-time, lump sum payment to eligible unit members according to the following provisions:

a. Eligibility - An employee's eligibility for severance pay shall be determined as of the final date of employment. The criteria are:

(1) The individual retires from the school system.

(2) Retirement-disability or service under any state or municipal retirement as of the last date of employment.

(3) The individual must be eligible for disability or service retirement as of the last date of employment.

(4) The individual must within 120 days of the last day of employment prove acceptance into the retirement system by having received and cashed his/her first retirement check.

(5) Must have not less than ten (10) years of service with this school district, the state, or its political subdivisions. However, all employees hired after July 1, 2009 must not have less than (10) years of service with this school district.

(6) Must sign for severance check certifying all eligibility requirements have been met.

b. If an employee expires before his/her scheduled date of retirement, the employee's estate or indicated beneficiary shall receive severance benefits payable within sixty (60) days of the employee's death.

G. COVERING OTHER CLASSES THAN ASSIGNED

1. In all cases of a bargaining unit member's classroom absence, principals shall make all efforts to secure the necessary substitute teachers. Only when a qualified substitute is not available or an emergency arises during the school day will bargaining unit members be required by the principal to cover the classes of an absent teacher. The principal shall be limited to assigning a bargaining unit member to cover classes of an absent teacher only three (3) times per month. Thereafter, the principal shall request a bargaining unit member to cover classes of an absent teacher on an equitable basis.

a. This procedure will be followed in order to assure equity among bargaining unit members who substitute:

(1) Teachers will be placed on a rotation with other teachers who have the same planning period. The principal may assign a teacher to cover a class of an absent teacher no more than three (3) times per month. Teachers will not be permitted to decline the three (3) times per month assignment. After this, when approached to substitute, an individual teacher may decline the offer without retribution, if he/she requires the use of that time for personal planning on the day requested. A teacher who uses his/her planning period to substitute or is covering more than their assigned class will be compensated according to the amount established in paragraph 1b.

(2) If no teacher agrees to use his/her planning period to substitute, then the students belonging to the absent teacher will be sent to study hall. The study hall teacher will be compensated according to the amount established in Paragraph 1b.

(3) If the study hall is filled to capacity, then the students belonging to the absent teacher will be sent to the library. The certificated librarian will be compensated according to the amount established in Paragraph 1b.

b. Bargaining unit members so required and assigned shall be compensated at the rate of forty dollars ($40.00) per class period at the secondary level and per class period equivalent at the elementary level (See Appendix L).

(1) The principal shall keep a record of times when each bargaining unit member has been assigned such teaching responsibilities, as provided above. Payment shall be made on the next payroll date.

(2) Upon approval of the principal, bargaining unit members may mutually agree to cover one another's class periods without pay.

c. The language above, in this section, requiring teachers to cover three (3) classes per month, if needed, will revert to the previous language of two (2) classes required per month, at the conclusion of the term of this collective bargaining agreement (i.e., June 30, 2025).

H. TRAVEL REIMBURSEMENT

All bargaining unit members required to use a personal vehicle to perform assigned duties shall be reimbursed for mileage. This includes itinerant bargaining unit members who travel between buildings during the school day.

Travel expenses will be paid at the then current IRS mileage allowance. Bargaining unit members shall submit monthly travel sheets and return them through their building principal or supervisor to the Treasurer. Reimbursement shall be within thirty (30) days of submission of the Travel Sheet.

I. TUITION REIMBURSEMENT

A. The Board agrees to establish a fund of $50,000 to be used to compensate bargaining unit members for full tuition costs for courses taken at an accredited university/college and for costs associated with renewal of a bargaining unit members' base license incurred and completed within the current fiscal year (July 1 through June 30). A bargaining unit member shall submit this form by August 1. (See Appendix E).

B. In order to be eligible for reimbursement, the course hours must meet the following qualifications:

1. Course work which is necessary for the employee to renew and retain current certification/licensure, or

2. Course work which is part of a planned program for additional certification/licensure that would be offered through ODE or for a school-related position (e.g., athletic director), or

3. Other course work approved in advance by the Superintendent.

C. Reimbursement for college courses shall be distributed equally and proportionately according to the course load of all bargaining unit members at the end of each school year. Classes taken the following summer, etc., will be reimbursed from the next fiscal year's fund. Upon completion of a course, the bargaining unit member shall provide proof of completion and cost to the board treasurer to receive payment.

D. To receive payment, a bargaining unit member must (1) return to the Madison-Plains School District for the following complete year; (2) provide a final transcript for the course indicating a passing grade or better; and (3) provide a detailed receipt of proof of payment. Any bargaining unit member who receives tuition reimbursement of $2,000 or more must remain employed by Madison-Plains for two (2) consecutive school years. If the member fails to return the next school year, he/she agrees to repay the

tuition reimbursement by payroll deduction to the Madison-Plains Treasurer. Payment will be made by the second (2nd) pay in September.

E. Any application for tuition reimbursement must be an employee of the Board at the time of enrollment and at the time that reimbursement is due.

J. INSURANCE

1. Hospital/Surgical/Major Medical

The Board shall provide hospitalization, surgical and major medical insurance for each member of the bargaining unit who is eligible and makes application.

The Board will provide eighty percent (80%) of the cost of single or family premium coverage. The program will provide for eighty-percent (80%) of the coverage paid for by the board. The bargaining unit member will be responsible FOR twenty percent (20%) of the cost. Subject to the exceptions and limitations listed in Appendix I.

The benefit level as depicted on September 18, 2012 chart as "Original 80%/20% Plan" (See Appendix I).

2. The Board will provide eighty percent (80%) of the premium cost of a GAP or HRA plan. The program will pay the first ninety percent (90%) of the deductible for the 2015-16 school year. Thereafter, the GAP or HRA plan will pay the first eighty percent 80% of the deductible (See Appendix I).

A. Insurance Committee

There shall be formed an insurance committee charged with developing alternatives that could create cost savings to the Board and members of the Association. The committee shall consist of three MPEA members, three OAPSE members and three members from the Board and administration for a total of nine members.

The parties agree to the following:

1. The Treasurer shall send a complete copy of all Requests for Qualifications (RFQ) and Requests for Proposals (RFP) that have been issued to either insurance brokers, consultants and insurance carrier. Upon receiving a response or reply regarding their RFQ and/or RFP the Treasurer shall send a complete copy to all members of the insurance committee.

2. The committee shall conduct interviews regarding the selection of a consultant and/or broker.

3. The Committee shall meet with the broker/consultant for updates or as necessary to discuss and explore alternatives to the current health care plan and present the alternatives to the insurance committee.

4 During the year the parties' CBA expires, the broker/consultant shall meet with the insurance committee every three months, unless mutually agreed otherwise, to discuss and explore alternatives to the current health care plan and present the alternatives to it.

5. The committee shall not be empowered to add to, subtract from, or modify any of the provisions of this Agreement, nor add to, detract from or modify the language herein. At all times, the committee shall meet to discuss possible alternatives to the parties' current health care plan. However, should the Board/ Administration and its agents become aware of any rate changes by their current insurance carrier they shall immediately notify the Insurance Committee as well as the respective President of both the OAPSE and MPEA of such change.

6. The Board may change insurance carriers, at its sole discretion, provided there is no less or lapse of coverage unless otherwise mutually agreed.

7. The carrier for medical insurance shall be the choice of the Board, provided that said coverage shall not be less than what is in effect as of the date of the signing of the Agreement.

8. The Association shall be notified of any change (30) days prior to the effective date of any policy change and be given the right to meet and confer with the Superintendent or his/her designees on any such change.

9. Beginning in the 2019-20 school year, if the insurance premium increases more than twelve percent (12%) in year, the Insurance Committee shall meet and determine what plan design changes to make, if any, to bring the insurance increase below the twelve percent (12%). The Insurance Committee may develop options or recommendations on plan design changes, higher contribution rates or a combination of both, etc., which must thereafter be approved by the Association. If the Insurance Committee fails to make such recommendations to the Association or if the Association does not agree to such changes that prevent the insurance premium increases from going above the twelve percent (12%) increase, then the Board may make only those necessary changes to the plan design to bring the premium increase below 12%. However, if the Board chooses to not lower the premium increase to below 12%, then both the Association and the Board will each pay fifty (50%) of the increase that exceeds the twelve percent (12%) increase in premiums.

B. IRS 125 Section Plan Implementation

The Board shall fund an IRS section 125 Plan with $325 for the bargaining unit member carrying medical insurance by September 30.

1. Opt-Out Benefits Provision

Eligible members may elect to opt-out of the Board approved health insurance plan and shall receive an incentive payment amounting to $1,000. To be considered eligible, the employee must carry Medical Insurance for at least 12 months before discontinuing coverage.

The incentive payment will be pro-rated for employees who opt-out of the insurance program for less than the full-year. Any eligible unit member who elected to opt-out of the health insurance plan provided by this agreement who involuntarily loses other insurance coverage through the unemployment of spouse, or divorce from spouse or other qualifying events will be permitted to re-enroll in the Board approved health plans). The incentive payment will be pro-rated for employees who opt-out of the insurance program for less than the full contract year. Discontinuing coverage will make an employee ineligible for the Employer funded 125 plan.

Anyone who elected to opt-out of the Board approved health insurance plan provided by this agreement may enroll in the Board approved health insurance plan(s) during the next annual open enrollment period.

Eligible member opting-out of the health insurance provided in this agreement shall be reimbursed in accordance with the above provision in two installments paid in the last pay in December and the last pay in June.

In the instance that both a husband and a wife are employees of the district, the opt-out benefit would only apply if both parties chose to opt-out of the insurance. In this case, they would be eligible for one opt-out payment of $1,000.

2. Life Insurance

The Board will provide a life insurance policy in the amount of $50,000.00 for each bargaining unit member who is eligible and applies for said insurance. The premium for said policy shall be fully paid by the Madison-Plains Board of Education. A bargaining unit member who is on leave or is retiring shall have the right to retain coverage by paying the premium to the company.

3. Dental Insurance

The Board will provide comprehensive Dental Insurance Program for each member of the bargaining unit and their families who are eligible and make application for such insurance. The Board shall pay the full premium cost of such coverage and any increase thereof (see Appendix I).

4. Prescription Drug Plan

The Board will provide comprehensive Prescription Drug Plan for each member of the bargaining unit and their families who are eligible and apply for said insurance. (See APPENDIX I)

5. Vision Program

The Board shall provide a comprehensive Vision Program for each member of the bargaining unit and his/her families who are eligible and make application for such insurance. (See APPENDIX I).

K. STRS PICK-UP OF RETIREMENT CONTRIBUTION UTILIZING THE SALARY REDUCTION METHOD

The Madison-Plains Board of Education agrees with the Madison-Plains Education Association to STRS "pick-up" utilizing the salary reduction method contributions to the State Teachers' Retirement System (STRS) paid upon behalf of bargaining unit members, at no cost to the Board, under the following terms and conditions:

1. The amount to be "picked-up" on behalf of each bargaining unit member shall be the percentage designated by STRS of the unit member's gross annual compensation. The bargaining unit member's annual compensation shall be reduced at no cost to the Board by an amount equal to the amount "picked-up" by the Board for the purpose of State and Federal tax only.

2. The pick-up percentage shall apply uniformly to all members of the bargaining unit.

3. No bargaining unit member covered by this provision shall have the option to elect a wage increase or other benefit in lieu of the employer pick-up.

4. Payment for all paid leaves, sick leave, personal leave, severance and supplementals including unemployment and Worker's Compensation shall be based on the bargaining unit member's daily gross pay prior to reduction as basis (e.g., gross pay divided by the number of days in a teacher's contract.)

Each bargaining unit member will be responsible for compliance with Internal Revenue Service (IRS) salary exclusion allowance regulations with respect to the "pick-up" in combination with other tax deferred compensation plans.

If the foregoing "pick-up" provisions are nullified by subsequent Internal Revenue Service Rulings, Ohio Attorney General Opinions, or other governing regulations, the Board will be held harmless and this Article of the Agreement shall be declared null and void.

L. TUITION WAIVER

Bargaining unit members' children shall be entitled to attend the Madison-Plains School District tuition-free in accordance with the board's open enrollment policy. In the event that a bargaining unit member's child is not eligible for enrollment under the district's open enrollment policy, the child will be eligible to attend free in accordance with Ohio Revised Code.

M. ATTENDANCE AT MEETINGS

Bargaining unit members shall be paid at the rate of thirty ($30.00) per hour when it is necessary to attend meetings outside the workday. See Appendix C. Bargaining unit members receiving compensation for these meeting via supplementals or stipends are not eligible. Staff Meetings are excluded from receiving compensation.

N. RETIREMENT INCENTIVE PLAN

Employees who have completed either thirty (30) or thirty-one (31) years of teaching, according to STRS calculations, by the end of the school year, who announce their retirement by January 1, of that school year, shall be compensated at a rate of seventy percent (70%) of their final salary. Said payment shall be deferred as follows:

One third (1/3) of their final salary shall be payable the first January 15 following retirement; One third (1/3) of their final salary shall be payable the second January 15 following retirement; and the final one third (1/3) payment of their final salary shall be payable the third January 15 following retirement.

The retirement must occur during the school year in which the employee has completed their 30th or 31st year of service. Employees reaching the qualifying service during the school year must elect to continue teaching to the end of the school year to be eligible for the retirement incentive plan.

O. ONLINE CLASSES

1. Bargaining unit members shall be paid at the rate of $30 per hour and the time will be based upon the suggested time required for the class(es) listed on the online class website. In order to be paid, such time in completing the necessary classes will have occurred outside the teacher established work hours. After completing the necessary classes, bargaining unit members shall receive their payments no later than the second paycheck of the month of October.

2. In order to be compensated, on-line classes must be completed by the deadline issued by Public Works (Online Provider) and the necessary form must be filed by October 1. Notice from the District to complete the on-line classes will be given at least thirty (30) calendar days prior to the Public Works completion deadline. (See Appendix H).

Regardless of choice, the bargaining unit member can count these classes for contact hours.

P. OPEN HOUSE AND CURRICULAR EVENTS

Bargaining unit members shall attend and be compensated for attending open houses and, as directed by their supervisor, curricular events (e.g., Curriculum Night, the K-3 Musical, etc.), at the rate of $30 per hour unless excused or approved by the employee's immediate supervisor.

Q. VIRTUAL LEARNING ACADEMY

If VLA work is not built into the teacher's schedule and plan time or before/after school is utilized, then bargaining unit members shall be paid at the rate of $30 per hour.

ARTICLE XV
SUPPLEMENTAL CONTRACTS

A. Supplemental contracts are issued for those positions defined as extended service directly related to contractual duties and/or for those positions defined as supplemental.

B. Bargaining unit members employed under supplemental contracts for extended service directly related to their regular contractual duties shall receive a salary of their regular per diem rate for each day worked beyond the established school year.

C. Compensation rates for supplemental positions not related to regular contractual duties (i.e. coaching, chaperoning, etc.) will be based upon a supplemental pay schedule set forth in Appendix B. The schedule shall be calculated using the BA Base - Step 0 of the Legacy Salary Schedule or $34,500, whichever is greater.

D. The compensation rates established in paragraph C above shall be determined by a joint committee comprised of an equal number of bargaining unit members and administrators.

1). Fall Season Supplementals: Paperwork is due November 15. Paid the first pay in December.

2). Winter Season Supplementals: Paperwork is due March 15. Paid the first pay of April.

3). Spring Season Supplementals: Paperwork is due May 30. Paid the second pay of June.

4). Full Year Supplementals: Paid the second pay of November and the first pay of June.

E. A supplemental contract shall automatically expire at the end of its term without further action or notice by the Board. If an employee wishes to be considered for that position the following school year, he/she should submit a letter to the principal/athletic director according to the following schedule:

1). Fall Athletic Positions – Posted December 01. Closes December 15, or until filled.

2). Winter Athletic and Music Positions - Posted April 01. Closes April 15, or until filled.

3). Spring Athletic Positions - Posted on May 15. Closes May 31, or until filled.

4). Academic Positions – Posted on May 01. Closes on May 15, or until filled.

F. The exception to the above dates would be if a resignation is received for a specific supplemental, the District may post and hire the position at its earliest convenience.

G. A maximum of five (5) years' experience will be awarded to an individual the first time that a supplemental contract is issued to him/her while this supplementary salary schedule is in effect. This refers to any person who is currently or who has been previously under supplemental contract for that sport/activity at any level.

G. Building Leadership Team and District Leadership Team

The Building Leadership Team ("BLT") and District Leadership Team ("DLT") shall be made up of the designated Department Heads/Teacher Leaders, Director of Curriculum, and other District administrators as determined by the Administration.

The responsibilities of the Department Heads/Teacher Leaders are as follows:

1. Organize and lead the work of the teacher-based teams ("TBT");

2. Attend the BLT and DLT meetings;

3. Work in conjunction with the Curriculum Director to order and organize curriculum resources;

4. Other tasks as assigned by the building administrator.

H. Bargaining unit members shall be placed on this supplemental salary scale (see Appendix K) based on their experience at Madison-Plains, whether it is consecutive or nonconsecutive experience, in that activity at any level. With respect to high school sports, Madison-Plains bargaining unit members with five or more years of equivalent level or higher experience at Madison-Plains within the last ten (10) years in the sport and position they are applying for will have priority to be hired over non-bargaining unit members and non-employees regardless of experience, in accordance with the Ohio Revised Code. Madison-Plains bargaining unit members with less than five (5) years of experience in the sport they are applying for will have consideration to be hired but in all cases, shall receive an interview for the supplemental in question. All Madison-Plains bargaining unit members may apply to maintain their supplemental position. However, if they receive an evaluation rating of average or above they will have priority to be rehired into the position. Upon vacating the position, if a bargaining unit member has received a below average evaluation, the member will no longer have their priority status for rehiring. If bargaining unit members believes the athletic director violated the procedure or that his/her judgment or conclusion is arbitrary, capricious or unreasonable, the employee must file a written grievance at Level 1 within ten calendar days after being notified that he or she will not be offered a supplemental contract.

Certificated/licensed and non-bargaining unit members of Madison-Plains receive 100%.

Non-employees of Madison-Plains (certificated and non-certificated) start at 50%, but they will be able to negotiate with the Superintendent and they could earn as much as 100%.

I. Qualifications

The Board will seek input from the Association to clearly define qualification criteria prior to the posting of any supplemental position.

Once a supplemental is posted, the qualifications can't be changed without the mutual agreement between the Association and the Board.

J. Supplementals and Collective Bargaining Years

In any academic year in which collective bargaining will occur, a subcommittee, consisting of equal representation of the Board and the Association, not to exceed four (4) members per side, shall be convened prior to collective bargaining commencing. The subcommittee shall discuss supplemental positions and bring a recommendation to the negotiations teams for their consideration. This work of the subcommittee shall commence by January 31 of the year in which collective bargaining shall occur.

ARTICLE XVI
CRIMINAL RECORDS CHECK

The Board will reimburse up to $50 for the cost for state and federal background checks required by the Ohio Revised Code as to a unit member. Once the unit member completes the background check, he or she must submit a proper receipt to the Treasurer office within ninety (90) days after completing the background check. Thereafter, he or she shall be reimbursed by the District within thirty (30) calendar days by completing APPENDIX M.

It is acknowledged by the Madison-Plains Education Association/OEA/NEA that the Board may employ individuals prior to receipt of a Criminal Records Investigation Report, as required by the Ohio Revised Code. It is expressly agreed between the Board and the Madison-Plains Education Association/OEA/NEA that the Board may discharge any employee who is employed prior to receipt of the Criminal Records Check, if the subsequent Criminal Records Check contains a report of any of the offenses outlined in Ohio Revised Code which prohibit, by law, the Board from employing the individual. If any discharge of a teacher must occur, the mandates of ORC §3319.16 (Termination Statute) shall not be required.

ARTICLE XVII
JOINT LABOR MANAGEMENT COMMITTEE

A Joint Labor Management Committee (JLMC) shall be formed that consists of the MPEA President, a representative of each building (appointed by the MPEA President), the Superintendent and two administrators (appointed by the Superintendent).

The JLMC will meet at least quarterly and as needed on a more frequent basis as determined by the MPEA President and Superintendent.

The JLMC will have no authority to alter, amend, or modify existing language of the Master Agreement, and the JLMC will not negotiate matters pertaining to terms and conditions of employment.

ARTICLE XVIII
LOCAL PROFESSIONAL DEVELOPMENT COMMITTEE

There shall be a Local Professional Development Committee (LPDC) composed of a minimum of five (5) members with District-wide responsibility to perform the functions required by Section 3319.22 of the Ohio Revised Code and the administrative rules adopted under that statute. Two (2) members shall be appointed by the Superintendent from the District's administrative staff, and five (5) members shall be appointed by the Association from within the Bargaining Unit. The Association will make its best effort to obtain one member from each building. Vacancies will be filled by the Superintendent or Association whichever applies. The Committee shall determine the length of terms and frequency, time and place of meetings.

Committee members who are part of the bargaining unit shall be paid a stipend in the amount of $1,500.00 annually.

STRUCTURED LITERACY SPECIALIST CERTIFICATION

Bargaining unit members who receive their Structured Literacy Specialist Certification shall be paid a stipend in the amount of $1,000.00 annually for maintaining their certification. Individuals with certification will be required to serve when asked on District and building teams to provide expertise in the identification, intervention, and remediation of dyslexia.

ARTICLE XIX
IMPLEMENTATION AND DURATION

A. NO STRIKE OR LOCKOUT

It is agreed by the Board and the Association that neither party will sponsor or encourage concerted actions such as strikes or lockouts during the life of this Agreement as long as all parties operate in keeping with the stated provision of the Agreement and Chapter 4117 of the Ohio Revised Code.

B. WAIVER OF NEGOTIATIONS

1. It is agreed that, during the course of negotiations leading to the execution of this Contract, the parties have had the full opportunity to submit all items of interest to the parties respectively.

2. This Contract, therefore, contains the full and complete agreement between the parties on all negotiated items and during the term of this Contract, except as otherwise expressly stated within this Contract, neither party shall be required to negotiate any issue regardless of whether or not such issue has been incorporated into this Contract or was discussed in negotiations leading to the execution of this Contract.

C. SEVERABILITY

1. This Contract supersedes and prevails over all statutes of the State of Ohio (except as specifically set forth in Section 4117.10(A) Ohio Revised Code), all Civil Service Rules and Regulations, Administrative Rules of the Director of State Personnel and all policies, rules, and regulations of the Board. However, should the State Employment Relations Board (SERB) or any court of competent jurisdiction, determine, after all appeals or times for appeal have been exhausted, that any provision herein is unlawful, such provision shall be automatically terminated but all other provisions of the Contract shall remain in full force and effect.

2. The parties shall meet within ten (10) days after the final determination to bargain over its impact and to bring the Contract into compliance. If the parties fail to reach agreement over the affected provision, the statutory dispute settlement procedure shall be utilized to resolve the dispute.

D. MAINTENANCE OF STANDARDS

The parties recognize that maintaining a quality program for the Madison-Plains Local School District is the objective of all concerned. Therefore, all material conditions of employment and educational programs not covered by another article in this Agreement shall be maintained at not less than the highest minimum standards in effect at 7/1/96, provided that such conditions shall be improved for the benefit of employees as required by the express provisions of this contract.

A material change is one which significantly alters or changes a bargaining unit member's employment or conditions of work. This Contract shall not be interpreted or applied to deprive employees of advantages heretofore enjoyed unless otherwise expressly stated herein. The Association agrees that the bargaining unit member has the right to elect to an unfair labor practice or a grievance under this Article, but not both.

E. DURATION

This Agreement between the Madison-Plains Board of Education and the Madison-Plains Education Association shall be effective at 11:59 P.M. on June 30, 2025, and remain in full force and effect until midnight June 30, 2028.

F. NO REPRISALS

The parties recognize that the interests of both the Board and the Association will be best served by directing their efforts toward rebuilding their relationship. Both the Board and the Association commit to making a good faith effort at enhancing their relationship and concentrating their energies on moving the district forward. It is hereby agreed that no reprisals of any kind shall be taken by the Board or Association or any agents, officers, or members of the Association or the Board for any actions that may have occurred in relation to the negotiation of this agreement or potential work action.

FOR THE BOARD:

PRESIDENT

TREASURER

SUPERINTENDENT

FOR THE ASSOCIATION:

PRESIDENT

NEGOTIATIONS TEAM CHAIR

MPEA/OEA/NEA-
Labor Relations Consultant

APPENDIX A

REQUEST FOR CONTINUING CONTRACT

Madison-Plains Local School District
55 Linson Road
London, Ohio 43140

NAME_____ **BUILDING**_____

GRADE_____ **SUBJECT** _____

Certificates presently held_____

How long have you been in Madison-Plains Local School District? _____

Have you ever held a continuing contract before? _____**Yes** _____**No**

If Yes, Where? _____

Refer to Article IV - Section B-1 for any other information you want to submit in support of your request for continuing contract.

Superintendent (740) 852-0290 -- Treasurer (740) 852-0290 -- Facsimile (740) 852-5895

APPENDIX B

MADISON PLAINS EDUCATION ASSOCIATION

GRIEVANCE FORM

Grievance #_____

Name of Grievant:

Building:

A. Date of Occurrence:

B. Date of informal discussion:

C. Statement of Grievance:

D. Relief Sought:

_____ _____

Signature of Grievant Date

_____ _____

Signature of Association President Date

STEP ONE

A. Signature of Grievant_____ Date_____

B. Date submitted to Principal or Designee:_____

C. Disposition of Principal: _____t_____

_____

Signature of Principal Date

STEP TWO

A Signature of Grievant_____ Date_____

B. Date submitted to Superintendent or Designee:_____

C. Superintendent or Designee:_____

_____

_____

_____

_____

_____

_____ _____

Date Signature of Superintendent

STEP THREE

Date: _____

REQUEST FOR ASSISTANCE OF AMERICAN ARBITRATION ASSOCIATION

To: AMERICAN ARBITRATION ASSOCIATION

Address: _____

City, State, Zip: _____

The undersigned parties to an arbitration agreement contained in a written contract dated July 1, 1988, provided for binding arbitration, hereby request binding arbitration thereunder.

Specification of the act or condition upon which the grievance is based:

The contractual clause alleged to have been a misinterpreted, violated or misapplied:

Relief sought:

_____	_____
Signature of Grievant	Signature of Superintendent
_____	_____
Name of Grievant	Name of Superintendent
_____	_____
Address	Address
_____	_____
City, State, Zip Code	City, State, Zip Code
_____	_____
Area Code & Telephone Number	Area code & Telephone Number

* Grievant: fill out Demand for Arbitration form and submit to the Superintendent for his/her signature.

MADISON-PLAINS LOCAL SCHOOL DISTRICT

TEACHERS SCHOOL MEETINGS

Date: _____

I, _____ attended a/an _____

Meeting on _____, from _____ to _____.
(Date) (Time)

_____
(Signature)

(Turn form into building principal)

_____
(Signature of Principal)

****

Payment made _____

Account Charged _____

APPENDIX D

MADISON-PLAINS LOCAL SCHOOL DISTRICT

UNUSED PERSONAL LEAVE SELECTION FORM

NAME: _____DATE: _____

EMPLOYING UNIT _____

I have _____ days of personal leave remaining. Disburse as follows:

Fill in the number of days on each line (to the nearest one-half):
(May use any or all options.)

_____ To be added to my sick leave.

_____ To be rolled to personal leave for next year (One day maximum).

_____ To be paid to me.

Signature of Employee: _____ DATE: _____

MADISON-PLAINS LOCAL SCHOOL DISTRICT

APPLICATION FOR REIMBURSEMENT FOR COLLEGE CREDITS/LICENSURE

(Submit in Duplicate)

NAME_____ DATE_____

BUILDING_____

SPECIFIC ASSIGNMENT_____ GRADE OR AREA_____

COLLEGE CREDIT		LICENSURE	
College Offering Course:		Licensure Type:	
Course Taken:		Fee Amount:	$
Department:		Fee Amount:	$
Hours:			
Quarter or Semester:		Fee Amount:	$
Course Information:			
Reimbursement Requested:	$		

Application will not be approved unless the following applicable documentation is attached:

Course Description
Proof of Completion
Detailed Invoice
Proof of Payment
Copy of New License.

_____
Teacher's Signature Date

☐ APPLICATION APPROVED

☐ APPLICATION NOT APPROVED

_____
Superintendent's Signature Date

MADISON-PLAINS LOCAL SCHOOL DISTRICT

EXCESS CLASS SIZE PAYMENT VOUCHER

NAME:_____ DATE:_____

EMPLOYING UNIT_____

I request Excess Class Size Payment for _____ number of students, as my class size was (enter total number of students) _____ on (enter date) _____.

_____

Signature of Employee Date

_____

Signature of Principal Date

MADISON-PLAINS LOCAL SCHOOL DISTRICT

SICK LEAVE BANK APPLICATION
Administered by: The Madison Plains Education Association

Name: _____

Building: _____ Number of years in district: _____

Home Address: _____
Street City State Zip Code

Home Phone: _____Alternate Phone: _____

Before applying for the Sick Leave Bank please read the information in the MPEA negotiated agreement to ensure you meet all eligibility criteria.

After reading the above qualifications, I am applying for _____ days from the sick leave bank, for the following reason(s): (If more room is needed attach additional pages to this form)

1._____

2._____

To be used_____ to _____
Date Date

Applicant's signature: _____ Date: _____

For office use only—Verification of use of leave days

Personal days used on: _____ Sick days used on: _____

Approved: _____ Disapproved: _____ Effective Date:

_____

Reason for Disapproval: _____

Committee Chair: _____ MPEA President: _____

Return this form to the sick leave bank chairman or the MPEA president.

MADISON-PLAINS LOCAL SCHOOL DISTRICT

ONLINE CLASS COMPENSATION REQUEST FORM

The bargaining unit member shall be paid at the rate of $30 per hour as noted in Article 14(M) and the time will be based upon the suggested time required for the class(es) listed on the online class website. If you choose payment, you MUST have completed these classes outside of the school day.

Do NOT ask for payment if you completed any of the classes during school time!!

You may always use these classes for contact hours.

Please go to the website:
https://www.publicschoolworks.com/Pages/login.asp?di=303&dia=sai0a
Log in, and then click "Staff Training" along the top of the page. Then on the left hand side of the page click on "Your Transcript." Print a copy of this page because it shows the suggested time requirements for each class you took. ***Payment and professional development hours are based on "rated times" these times.*** Please attach a copy of your transcript to this request.

You must submit this request (with transcript attached) to your principal by October 1st.

Payment will be received in the last check of October.

_____
Total Time Completed
(Listed on your transcript)

_____
Signature

_____
Print Name

_____
Principal Signature

Your summary of benefits

Anthem

Anthem® Blue Cross and Blue Shield

EPC - Madison-Plains PPO HRA

Your Network: Blue Access PPO

Effective Date 1/1/2023

Covered Medical Benefits	Cost if you use an In-Network Provider	Cost if you use aa Non-Network Provider
Employer Health Reimbursement Account Contribution: Single: $4,000 Family: $8,000		
Overall Deductible	$5,000 person / $10,000 family	$5,750 person / $11,500 family
Out-of-Pocket Limit	$6,000 person / $12,000 family	$7,750 person / $13,500 family
The family deductible and out-of-pocket maximum are embedded meaning the cost shares of one family member will be applied to both the individual deductible and individual out-of-pocket maximum; in addition, amounts for all covered family members apply to both the family deductible and family out-of-pocket maximum. No one member will pay more than the individual deductible and individual out-of-pocket maximum.		
Preventive Care / Screening / Immunization	No charge	30% coinsurance after deductible is met
Doctor Home and Office Services		
Primary Care Visit *When Allergy injections are billed separately by network providers, the member is not responsible for any additional cost. When billed as part of an office visit, there is no additional cost to the member for the injection*	$20 copay per visit deductible does not apply	30% coinsurance after deductible is met
Specialist Care Visit *When Allergy injections are billed separately by network providers, the member is not responsible for any additional cost. When billed as part of an office visit, there is no additional cost to the member for the injection*	$20 copay per visit deductible does not apply	30% coinsurance after deductible is met
Prenatal and Post-natal Care	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Other Practitioner Visits:		
Medical Chats - *within our mobile app*	Not Applicable	Not Applicable

Covered Medical Benefits	Cost if you use an In-Network Provider	Cost if you use a Non-Network Provider
Retail Health Clinic	$20 copay per visit deductible does not apply	30% coinsurance after deductible is met
On-line Visit *Includes Mental/Behavioral Health and Substance Abuse*	$20 copay per visit deductible does not apply	30% coinsurance after deductible is met
Manipulation Therapy *Coverage is limited to 20 visits per benefit period.*	$20 copay per visit deductible does not apply	30% coinsurance after deductible is met
Other Services in an Office:		
Allergy Testing	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Chemo/Radiation Therapy	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Dialysis/Hemodialysis	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Prescription Drugs - *Dispensed in the office*	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Diagnostic Services **Lab:**		
Office	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Outpatient Hospital	0% coinsurance after deductible is met	30% coinsurance after deductible is met
X-Ray:		
Office	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Outpatient Hospital	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Advanced Diagnostic Imaging:		
Office	0% coinsurance after deductible is met	30% coinsurance after deductible is met

Covered Medical Benefits	Cost if you use an In-Network Provider	Cost if you use a Non-Network Provider
Outpatient Hospital	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Emergency and Urgent Care		
Urgent Care *When Allergy injections are billed separately by network providers, the member is not responsible for any additional cost. When billed as part of an office visit, there is no additional cost to the member for the injection*	$75 copay per visit deductible does not apply	30% coinsurance after deductible is met
Emergency Room Facility Services	$150 copay per visit deductible does not apply	Covered as In-Network
Emergency Room Doctor and Other Services	No charge	Covered as In-Network
Ambulance	0% coinsurance after deductible is met	Covered as In-Network
Outpatient Mental/Behavioral Health and Substance Abuse		
Doctor Office Visit	$20 copay per visit deductible does not apply	30% coinsurance after deductible is met
Facility Visit:		
Facility Fees	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Doctor Services	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Outpatient Surgery		
Facility Fees:		
Hospital	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Doctor and Other Services:		
Hospital	0% coinsurance after deductible is met	30% coinsurance after deductible is met

Covered Medical Benefits	Cost if you use an In-Network Provider	Cost if you use a Non-Network Provider
Hospital (Including Maternity, Mental/ Behavioral Health, Substance Abuse):		
Facility Fees	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Human Organ and Tissue Transplants *Kidney and Cornea are treated the same as any other illness and subject to the medical benefits.*	0% coinsurance after deductible is met	50% coinsurance after deductible is met
Doctor and other services	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Recovery& Rehabilitation		
Home Health Care *Coverage is limited to 200 visits per benefit period.* *Private Duty Nursing is limited to 82 visits/Calendar Year.*	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Rehabilitation services:		
Office *Coverage for Occupational Therapy, Physical Therapy is limited to 60 visits combined per benefit period and Speech Therapy is limited to 50 visits per benefit period. Limit is combined for rehabilitative and habilitative services.*	$20 copay per visit deductible does not apply	30% coinsurance after deductible is met
Outpatient Hospital *Coverage for Occupational Therapy, Physical Therapy is limited to 60 visits combined per benefit period and Speech Therapy is limited to 50 visits per benefit period. Limit is combined for rehabilitative and habilitative services.*	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Cardiac rehabilitation		
Office *Coverage is unlimited visits per benefit period.*	$20 copay per visit deductible does not apply	30% coinsurance after deductible is met
Outpatient Hospital *Coverage is unlimited visits per benefit period.*	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Skilled Nursing Care (facility) *Coverage for Skilled Nursing is limited to 180 visits and Inpatient Rehabilitation facility (includes services in an outpatient day rehabilitation program) is limited to 60 days per benefit period.*	0% coinsurance after deductible is met	30% coinsurance after deductible is met

Covered Medical Benefits	Cost if you use an In-Network Provider	Cost if you use a Non-Network Provider
Hospice	0% coinsurance after deductible is met	0% coinsurance after deductible is met
Durable Medical Equipment	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Prosthetic Devices	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Prescription Drugs: **Administered by CVS/Caremark**	See Your Prescription Benefit Plan Summary	See Your Prescription Benefit Plan Summary

Notes:

- Dependent age: to end of the month in which the child attains age 26.
- Members are encouraged to always obtain prior approval when using non-network providers. Precertification will help the member know if the services are considered not medically necessary.
- All medical and prescription drug deductibles, copayments and coinsurance apply toward the out-of-pocket maximum (excluding Non-Network Human Organ and Tissue Transplant (HOTT) Services).
- No charge means no deductible/copayment/coinsurance up to the maximum allowable amount. 0% means no coinsurance up to the maximum allowable amount. However, when choosing a Non-network provider, the member is responsible for any balance due after the plan payment.
- If your plan includes out-of-network benefits, In-network and out-of-network deductibles, copayments, coinsurance and out-of-pocket maximum amounts are separate and do not accumulate toward each other.
- If you have an office visit with your Primary Care Physician or Specialist at an Outpatient Facility (e.g., Hospital or Ambulatory Surgical Facility), benefits for Covered Services will be paid under "Outpatient Facility Services".
- Costs may vary by the site of service. Other cost shares may apply depending on services provided. Check your Certificate of Coverage for details.
- Benefit Period= Calendar Year.

This summary of benefits is a brief outline of coverage, designed to help you with the selection process. This summary does not reflect each and every benefit, exclusion and limitation which may apply to the coverage. For more details, important limitations and exclusions, please review the formal Evidence of Coverage (EOC). If there is a difference between this summary and the Evidence of Coverage (EOC), the Evidence of Coverage (EOC), will prevail.

Your Plan: Anthem Blue Access HRA

Your Network: Blue Access PPO

This summary of benefits is intended to be a brief outline of coverage. The entire provisions of benefits and exclusions are contained in the Group Contract, Certificate, and Schedule of Benefits. In the event of a conflict between the Group Contract and this description, the terms of the Group Contract will prevail.

Anthem Blue Cross and Blue Shield is the trade name of Community Insurance Company. Independent licensee of the Blue Cross and Blue Shield Association. ® ANTHEM is a registered trademark of Anthem Insurance Companies, Inc. The Blue Cross and Blue Shield names and symbols are registered marks of the Blue Cross and Blue Shield Association.

Get help in your language

Curious to know what all this says? We would be too. Here's the English version:
If you have any questions about this document, you have the right to get help and information in your language at no cost. To talk to an interpreter, call (833) 639-1634

Separate from our language assistance program, we make documents available in alternate formats for members with visual impairments. If you need a copy of this document in an alternate format, please call the customer service telephone number on the back of your ID card.

(TTY/TDD: 711)

Arabic (العربية): إذا كان لديك أي أسئلة بشأن هذه المستند، فيحق لك الحصول على المساعدة والمعلومات بلغتك دون مقابل. للتحدث إلى مترجم، اتصل على 639-1634 (833).

Armenian (հայերեն). Եթե այս փաստաթղթի հետ կապված հարցեր ունեք, դուք իրավունք ունեք անվճար ստանալ օգնություն և տեղեկատվություն ձեր լեզվով: Թարգմանչի հետ խոսելու համար զանգահարեք հետևյալ հեռախոսահամարով՝ (833) 639-1634:

Chinese(中文): 如果您對本文件有任何疑問，您有權使用您的語言免費獲得協助和資訊。如需與譯員通話，請致電(833) 639-1634。

Farsi(فارسی): در صورتی که سؤالی درباره این سند دارید، این حق را دارید که اطلاعات و کمک را بدون هیچ هزینه‌ای به زبان مادری‌تان دریافت کنید. برای گفتگو با یک مترجم شفاهی، با شماره (833) 639-1634 تماس بگیرید.

French (Français) : Si vous avez des questions sur ce document, vous avez la possibilité d'accéder gratuitement à des informations et à une aide dans votre langue. Pour parler à un interprète, appelez le (833) 639-1634.

Haitian Creole (Kreyòl Ayisyen): Si ou gen nenpòt kesyon sou dokiman sa a, ou gen dwa pou jwenn èd ak enfòmasyon nan lang ou gratis. Pou pale ak yon entèprèt, rele (833) 639-1634.

Italian (Italiano): In caso di eventuali domande sul presente documento, ha il diritto di ricevere assistenza e informazioni nella sua lingua senza alcun costo aggiuntivo. Per parlare con un interprete, chiami il numero (833) 639-1634.

Japanese (日本語): この文書についてなにかご不明な点があれば、あなたにはあなたの言語で無料で支援を受け情報を得る権利があります。 通訳と話すには、(833) 639-1634 にお電話ください。

Language Access Services:

Korean (한국어): 본 문서에 대해 어떠한 문의사항이라도 있을 경우, 귀하에게는 귀하가 사용하는 언어로 무료 도움 및 정보를 얻을 권리가 있습니다. 통역사와 이야기하려면(833) 639-1634로 문의하십시오.

Navajo (Diné): Díí naaltsoos biká'igíí łahgo bina'idiłkidgo ná bohónéedzą́ dóó bee ahóót'i' t'áá ni nizaad k'ehjí bee nił hodoonih t'áadoo bą́ą́h ílínígóó. Ata' halne'igíí ła' bich'į' hadeesdzih ninizingo koji' hodiilnih (833) 639-1634.

Polish (polski): W przypadku jakichkolwiek pytań związanych z niniejszym dokumentem masz prawo do bezpłatnego uzyskania pomocy oraz informacji w swoim języku. Aby porozmawiać z tłumaczem, zadzwoń pod numer: (833) 639-1634.

Punjabi (ਪੰਜਾਬੀ): ਜੇ ਤੁਹਾਡੇ ਇਸ ਦਸਤਾਵੇਜ਼ ਬਾਰੇ ਕੋਈ ਸਵਾਲ ਹੁੰਦੇ ਹਨ ਤਾਂ ਤੁਹਾਡੇ ਕੋਲ ਮੁਫ਼ਤ ਵਿੱਚ ਆਪਣੀ ਭਾਸ਼ਾ ਵਿੱਚ ਮਦਦ ਅਤੇ ਜਾਣਕਾਰੀ ਪ੍ਰਾਪਤ ਕਰਨ ਦਾ ਅਧਿਕਾਰ ਹੁੰਦਾ ਹੈ। ਇੱਕ ਦੁਭਾਸ਼ੀਏ ਨਾਲ ਗੱਲ ਕਰਨ ਲਈ, (833) 639-1634 ਤੇ ਕਾਲ ਕਰੋ।

Russian (Русский): если у вас есть какие-либо вопросы в отношении данного документа, вы имеете право на бесплатное получение помощи и информации на вашем языке. Чтобы связаться с устным переводчиком, позвоните по тел. (833) 639-1634.

Spanish (Español): Si tiene preguntas acerca de este documento, tiene derecho a recibir ayuda e información en su idioma, sin costos. Para hablar con un intérprete, llame al (833) 639-1634.

Tagalog (Tagalog): Kung mayroon kang anumang katanungan tungkol sa dokumentong ito, may karapatan kang humingi ng tulong at impormasyon sa iyong wika nang walang bayad. Makipag-usap sa isang tagapagpaliwanag, tawagan ang (833) 639-1634.

Vietnamese (Tiếng Việt): Nếu quý vị có bất kỳ thắc mắc nào về tài liệu này, quý vị có quyền nhận sự trợ giúp và thông tin bằng ngôn ngữ của quý vị hoàn toàn miễn phí. Để trao đổi với một thông dịch viên, hãy gọi (833) 639-1634.

It's important we treat you fairly
That's why we follow federal civil rights laws in our health programs and activities. We don't discriminate, exclude people, or treat them differently on the basis of race, color, national origin, sex, age or disability. For people with disabilities, we offer free aids and services. For people whose primary language isn't English, we offer free language assistance services through interpreters and other written languages. Interested in these services? Call the Member Services number on your ID card for help (TTY/TDD: 711). If you think we failed to offer these services or discriminated based on race, color, national origin, age, disability, or sex, you can file a complaint, also known as a grievance. You can file a complaint with our Compliance Coordinator in writing to Compliance Coordinator, P.O. Box 27401, Mail Drop VA2002-N160, Richmond, VA 23279. Or you can file a complaint with the U.S. Department of Health and Human Services, Office for Civil Rights at 200 Independence Avenue, SW; Room 509F, HHH Building; Washington, D.C. 20201 or by calling 1-800-368-1019 (TDD: 1- 800-537-7697) or online at https://ocrportal.hhs.gov/ocr/portal/lobby.jsf. Complaint forms are available at http://www.hhs.gov/ocr/office/file/index.html.

Here's an overview of your CVS Caremark benefits.

Madison-Plains HRA - 1/1/2023

If you have any questions about your prescription plan or costs, call us at 1-888-202-1654. We can help any time after your plan starts. For TDD assistance, please call 1-800-863-5488.

	Short-Term Medicines CVS Caremark Retail Pharmacy Network (Up to a 30-day supply)	**Long-Term Medicines** CVS Caremark Mail Service (up to a 90-day supply) or CVS Pharmacy locations (up to a 90-day supply)
Generic Medicines Always ask your doctor if there's a generic option available. It could save you money.	**$10** for a generic medicine	**$20** for a generic medicine
Preferred Brand-Name Medicines If a generic is not available or appropriate, ask your doctor to prescribe from your plan's preferred drug list.	**$30** for a preferred brand-name medicine	**$60** for a preferred brand-name medicine
Non-Preferred Brand-Name Medicines Drugs that aren't on your plan's preferred list will cost more.	**$50** for a non-preferred brand-name medicine	**$100** for a non-preferred brand-name medicine
Specialty Medications	**30% coinsurance OR $0 copay with PrudentRx** *Specialty medications are required to be filled through CVS Specialty Mail Order Pharmacy or at a retail CVS/pharmacy. Please contact Customer Care toll-free at 1-888-202-1654 for questions or to get started today.	
Maximum Out-of-Pocket	**$6,000 per individual / $12,000 per family (combined with medical)**	
Prior Authorization	**Certain medications may require prior authorization. Please contact Customer Care toll-free at 1-888-202-1654 or visit www.caremark.com for verification of prior authorization requirements.**	

Copayment, copay or coinsurance means the amount a plan member is required to pay for a prescription in accordance with a Plan which may be a deductible, a percentage of the prescription price, a fixed amount or other charge, with the balance, if any, paid by a Plan.
Your feedback is important as it helps us improve our service. Please contact us with any questions or concerns at 1-888-202-1654.
Your privacy is important to us. Our employees are trained regarding the appropriate way to handle private health information.

7471-WKL-MCHOICE_MOOP_SP_CUSTOM60-072820

Your privacy is important to us. Our employees are trained regarding the appropriate way to handle your private health information.

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106-46657A 082718

PrudentRx Copay Program for Specialty Medications

Get Specialty Medications at No Cost to You

If you're taking specialty medications for a chronic or complex situation (like multiple sclerosis, rheumatoid arthritis or cancer), you know how costly they can be – and that the cost continues to rise. Because we want to make sure you can get the medications you need at an affordable cost, we're pleased to offer a new program that reduces your out-of-pocket cost for specialty medications to $0.

Pay $0 with The Prudent Rx Copay Program

We're working with PrudentRx to offer The PrudentRx Copay Program as part of your prescription benefit plan. To participate, all you need to do is enroll. You'll pay $0 for any medications on the Specialty Drug List for as long as you're enrolled.

PrudentRx works with manufacturers to get copay card assistance for your medication. Once you get started, they'll manage enrollment and renewals on your behalf. But even if there's no copay card program available for your medication, your cost will be $0 for as long as you are enrolled in the program.

Getting started is easy

If you take a specialty medication on the Specialty Drug List, call PrudentRx at 1-800-578-4403, Monday through Friday, from 8 a.m. to 8 p.m. EST to enroll – it only takes about 10 minutes. If they don't hear from you, a PrudentRx Advocate may give you a call. If you don't currently take a specialty medication, but your doctor prescribes one, you can enroll at any time. Participation is voluntary, but you will pay more for your specialty medications if you choose not to enroll in the program.

If you are taking a specialty medication, watch your mailbox for more information on The PrudentRx Copay Program and changes to your plan. If you have any questions, you can call PrudentRx at the number above.

Notice of Nondiscrimination

Federal civil rights laws prohibit certain health programs and activities from discriminating on the basis of race, color, national origin, age, disability, or sex. The laws apply to health programs and activities that receive funding from the Federal government, are administered by a Federal agency or are offered on a public Health Insurance Marketplace. Health plans that arelsubject to the laws include Medicare Part D plans, Medicaid plans, health plans offered by issuers on Health Insurance Marketplacess and certain employee health benefit plans. If you have questions about whether these Federal civil rights laws apply to your plan, please contact your health plan at the number in your benefit plan materials.

If your health plan is subject to these Federal civil rights laws, it complies with the laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex and does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

Your health plan:

- Provides appropriate aids and services, free of charge, when necessary to ensure that people with disabilities have an equal opportunity to communicate effectively with us, such as:
  - Auxiliary aids and services
  - Written information in other formats (large print, audio, accessible electronic formats, other formats)

- Provides language assistance services, free of charge, when necessary to provide meaningful access to people whose primary language is not English, such as:
  - Qualified interpreters
  - Information written in other languages

If you need these services, call Customer Care at the phone number on your benefit ID card.

If you believe these services have not been appropriately provided to you or you have been discriminated against on the basis of race, color, national origin, age, disability, or sex, you can file a grievance by mail, fax, or email with your health plan's Civil Rights Coordinator.

You may also contact Customer Care and we will direct your grievance to your health plan's Civil Rights Coordinator:

Nondiscrimination Grievance Coordinator
PO BOX 6590, Lee's Summit, MO 64064-6590
Phone: 1-866-526-4075
TTY: 1-800-863-5488
Fax: 1-855-245-2135
Email:lnondiscrimination@cvscaremark.com

If you need additional help filing a grievance, your health plan's Civil Rights Coordinator is available to help you.

You can also file a civil rights complaint with the U.S. Department of Health and Human Services, Office for Civil Rights electronically through the Office for Civil Rights Complaint Portal, available at https://ocrportal.hhs.gov/ocr/portal/lobby.jsf or by mail or phone at:

U.S. Department of Health and Human Services
200 Independence Avenue, SW
Room 509F, HHH Building
Washington, DC 20201
1-800-368-1019, 1-800-537-7697 (TDD)

Complaint forms are available atlhttp://www.hhs.gov/ocr/office/file/index.html.

106-39432A 120516

EPC SUMMARY OF BENEFITS FOR ANTHEM BC/BS

Summary of Benefits and Coverage: What this Plan Covers & What You Pay for Covered Services **Coverage Period:** 01/01/2023 - 12/31/2023
Coverage for: Individual + Family **Plan Type: PPO + HRA**

EPC- Southwestern Ohio Educational Purchasing Council: Madison-Plains HRA

The Summary of Benefits and Coverage (SBC) document will help you choose a health plan. The SBC shows you how you and the plan would share the cost for covered health care services. NOTE: Information about the cost of this plan (called the premium) will be provided separately. This is only a summary. For more information about your coverage, or to get a copy of the complete terms of coverage, https://epc.anthem.com/ecedps/asp. For general definitions of common terms, such as allowed amount, balance billing, coinsurance, copayment, deductible, provider, or other underlined terms, see the Glossary. You can view the Glossary at www.healthcare.gov/sbc-glossary/ or call (855) 255-9952 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	$5,000/person or $10,000/family for In-Network Providers. $5,750/person or $11,500/family for Non-Network Providers. This HRA account reimburses you for certain deductibles and coinsurance amounts up to **$4,000**/individual contract or **$8,000**/family contract.	Generally, you must pay all of the costs from providers up to the deductible amount before this plan begins to pay. If you have other family members on the plan, each family member must meet their own individual deductible until the total amount of deductible expenses paid by all family members meets the overall family deductible. Deductible resets January 1.
Are there services covered before you meet your deductible?	Yes. Primary Care Specialist Visit Preventive Care Vision for In-Network Providers.	This plan covers some items and services even if you haven't yet met the deductible amount. But a copayment or coinsurance may apply. For example, this plan covers certain preventive services without cost-sharing and before you meet your deductible. See a list of covered preventive services at https://www.healthcare.gov/coverage/preventive-care-benefits/.
Are there other deductibles for specific services?	No.	You don't have to meet deductibles for specific services.
What is the out-of-pocket limit for this plan?	$6,000/person or $12,000/family for In-Network Providers. $7,750/person or $13,500/family for Non-Network Providers.	The out-of-pocket limit is the most you could pay in a year for covered services. If you have other family members in this plan, they have to meet their own out-of-pocket limits until the overall family out-of-pocket limit has been met.
What is not included in the out-of-pocket limit?	Services deemed not medically necessary by Medical Management and/or Anthem, Premiums, balance billing charges, health care this plan	Even though you pay these expenses, they don't count toward the out-of-pocket limit.

	doesn't cover, and Non-Network Transplants.	
Will you pay less if you use a network provider?	Yes, Blue Card PPO. See www.anthem.com or call (855) 255-9952 for a list of network providers.	This plan uses a provider network. You will pay less if you use a provider in the plan's network. You will pay the most if you use an Out-of-Network Provider, and you might receive a bill from a provider for the difference between the provider's charge and what your plan pays (balance billing). Be aware, your network provider might use an Out-of-Network Provider for some services (such as lab work). Check with your provider before you get services.
Do you need a referral to see a specialist?	No.	You can see the specialist you choose without a referral.

All copayment and coinsurance costs shown in this chart are after your deductible has been met, if a deductible applies.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		In-Network Provider (You will pay the least)	Non-Network Provider (You will pay the most)	
If you visit a health care provider's office or clinic	Primary care visit to treat an injury or illness	$20/visit deductible does not apply	30% coinsurance	------none-------
	Specialist visit	$20/visit deductible does not apply	30% coinsurance	------none------
	Preventive care/screening/ immunization	No charge	30% coinsurance	You may have to pay for services that aren't preventive. Ask your provider if the services needed are preventive. Then check what your plan will pay for.
If you have a test	Diagnostic test (x-ray, blood work)	No charge	30% coinsurance	Costs may vary by site of service.
	Imaging (CT/PET scans, MRIs)	No charge	30% coinsurance	Costs may vary by site of service.
If you need drugs to treat your illness or condition More information about prescription drug coverage is available at www.caremark.com.	Tier 1 - Typically Generic	Retail: $10 copay Mail-Order: $20 copay	Not Covered	Provider means pharmacy for purposes of this section. Retail: Up to a 30-day supply Mail-Order: Up to a 90-day supply You may need to obtain certain drugs, including certain specialty drugs, from a pharmacy designated by us. Certain drugs may have a Pre-Notification requirement or may result in a
	Tier 2 - Typically Preferred Brand & Non-Preferred Generic Drugs	Retail: $30 copay Mail-Order: $60 copay	Not Covered	
	Tier 3 - Typically Non-Preferred Brand and Generic drugs	Retail: $50 copay Mail-Order: $100 copay	Not Covered	

* For more information about limitations and exceptions, see plan or policy document at https://ete.anthem.com/ete/dps/aso.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		In-Network Provider (You will pay the least)	Non-Network Provider (You will pay the most)	
	Tier 4 - Typically Preferred Specialty (brand and generic)	Retail: 30% coinsurance, deductible does not apply OR $0 with PrudentRx Mail-Order: Not Covered	Not Covered	higher cost. If you use a non-network Pharmacy, you are responsible for any amount over the allowed amount. You may be required to use a lower-cost drug(s) prior to benefits under your policy being available for certain prescribed drugs. Tier 1 Contraceptives covered at No Charge. See the website listed for information on drugs covered by your plan. Not all drugs are covered.
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	No charge	30% coinsurance	--------none--------
	Physician/surgeon fees	0% coinsurance	30% coinsurance	--------none--------
If you need immediate medical attention	Emergency room care	$150/visit deductible does not apply	Covered as In-Network	Copay waived if admitted.
	Emergency medical transportation	No charge	Covered as In-Network	Non-emergency non-network Ambulance Services are limited to $50,000 per trip.
	Urgent care	$75/visit deductible does not apply	30% coinsurance	--------none--------
If you have a hospital stay	Facility fee (e.g., hospital room)	0% coinsurance	30% coinsurance	60 days/benefit period for Inpatient rehabilitation.
	Physician/surgeon fees	0% coinsurance	30% coinsurance	--------none--------
If you need mental health, behavioral health, or substance abuse services	Outpatient services	Office Visit $20/visit deductible does not apply Other Outpatient No charge	Office Visit 30% coinsurance Other Outpatient 30% coinsurance	Office Visit --------none-------- Other Outpatient --------none--------
	Inpatient services	0% coinsurance	30% coinsurance	--------none--------
If you are pregnant	Office visits	0% coinsurance	30% coinsurance	Maternity care may include tests and services described elsewhere in the SBC (i.e. ultrasound).
	Childbirth/delivery professional services	0% coinsurance	30% coinsurance	

* For more information about limitations and exceptions, see plan or policy document at https://ecc.anthem.com/ecdps/aso.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		In-Network Provider (You will pay the least)	Non-Network Provider (You will pay the most)	
	Childbirth/delivery facility services	0% coinsurance	30% coinsurance	
If you need help recovering or have other special health needs	Home health care	0% coinsurance	30% coinsurance	200 visits/benefit period.
	Rehabilitation services	$20/visit deductible does not apply	30% coinsurance	Costs may vary by site of service. *See Therapy Services section.
	Habilitation services	$20/visit deductible does not apply	30% coinsurance	
	Skilled nursing care	0% coinsurance	30% coinsurance	180 days/benefit period for skilled nursing services.
	Durable medical equipment	No charge	30% coinsurance	*See Durable Medical Equipment Section
	Hospice services	No charge	No charge	--------none--------
If your child needs dental or eye care	Children's eye exam	$20/visit deductible does not apply	30% coinsurance	*See Vision Services section
	Children's glasses u	Not covered	Not covered	
	Children's dental check-up	Not covered	Not covered	--------none--------

Excluded Services & Other Covered Services:

Services Your Plan Generally Does NOT Cover (Check your policy or plan document for more information and a list of any other excluded services.)

- Bariatric surgery
- Cosmetic surgery
- Dental care (Adult)
- Dental care (Pediatric)
- Dental Check-up
- Glasses for a child
- Infertility treatment
- Long-term care
- Routine foot care
- Weight loss programs

Other Covered Services (Limitations may apply to these services. This isn't a complete list. Please see your plan document.)

- Acupuncture
- Chiropractic care 20 visits/benefit period
- Hearing aids 1 item/ear every 3 years, $2,500 maximum/benefit period.
- Most coverage provided outside the United States. See www.bcbsglobalcoverage.com
- Private-duty nursing 82 visits/benefit period Facility Setting only
- Routine eye care (Adult)

Your Rights to Continue Coverage: There are agencies that can help if you want to continue your coverage after it ends. The contact information for those agencies is: Ohio Department of Insurance, 50 W. Town Street, Third Floor - Suite 300, Columbus, Ohio 43215, (800) 686-1526, (614) 644-2673, Department of Health and Human Services, Center for Consumer Information and Insurance Oversight, 1-877-267-2323 x61565, www.cciio.cms.gov. Other coverage options may be available to you too, including buying individual insurance coverage through the Health Insurance Marketplace. For more information about the Marketplace, visit www.HealthCare.gov or call 1-800-318-2596.

* For more information about limitations and exceptions, see plan or policy document at https://ere.anthem.com/ecedys/ase.

Your Grievance and Appeals Rights: There are agencies that can help if you have a complaint against your plan for a denial of a claim. This complaint is called a grievance or appeal. For more information about your rights, look at the explanation of benefits you will receive for that medical claim. Your plan documents also provide complete information to submit a claim, appeal, or a grievance for any reason to your plan. For more information about your rights, this notice, or assistance, contact:

ATTN: Grievances and Appeals, P.O. Box 105568, Atlanta GA 30348-5568

Department of Health and Human Services, Center for Consumer Information and Insurance Oversight, 1-877-267-2323 x61565, www.cciio.cms.gov

Does this plan provide Minimum Essential Coverage? **Yes**
Minimum Essential Coverage generally includes plans, health insurance available through the Marketplace or other individual market policies, Medicare, Medicaid, CHIP, TRICARE, and certain other coverage. If you are eligible for certain types of Minimum Essential Coverage, you may not be eligible for the premium tax credit.

Does this plan meet the Minimum Value Standards? **Yes**
If your plan doesn't meet the Minimum Value Standards, you may be eligible for a premium tax credit to help you pay for a plan through the Marketplace.

*To see examples of how this **plan** might cover costs for a sample medical situation, see the next section.*

* For more information about limitations and exceptions, see plan or policy document at https://coeauthem.com/cogdns/aso.

About these Coverage Examples:

This is not a cost estimator. Treatments shown are just examples of how this plan might cover medical care. Your actual costs will be different depending on the actual care you receive, the prices your providers charge, and many other factors. Focus on the cost sharing amounts (deductibles, copayments and coinsurance) and excluded services under the plan. Use this information to compare the portion of costs you might pay under different health plans. Please note these coverage examples are based on self-only coverage.

Peg is Having a Baby
(9 months of in-network pre-natal care and a hospital delivery)

The plan's overall deductible	$5,000
Specialist copayment	$20
Hospital (facility) coinsurance	0%
Other coinsurance	0%

This EXAMPLE event includes services like:
Specialist office visits *(prenatal care)*
Childbirth/Delivery Professional Services
Childbirth/Delivery Facility Services
Diagnostic tests *(ultrasounds and blood work)*
Specialist visit *(anesthesia)*

Total Example Cost	**$12,700**

In this example, Peg would pay:

Cost Sharing	
Deductibles	$5,000
Copayments	$10
Coinsurance	$0
What isn't covered	
Limits or exclusions	$60
The total Peg would pay is	**$5,070**

Managing Joe's Type 2 Diabetes
(a year of routine in-network care of a well-controlled condition)

The plan's overall deductible	$5,000
Specialist copayment	$20
Hospital (facility) coinsurance	0%
Other coinsurance	0%

This EXAMPLE event includes services like:
Primary care physician office visits *(including disease education)*
Diagnostic tests *(blood work)*
Prescription drugs
Durable medical equipment *(glucose meter)*

Total Example Cost	**$5,600**

In this example, Joe would pay:

Cost Sharing	
Deductibles	$800
Copayments	$700
Coinsurance	$0
What isn't covered	
Limits or exclusions	$20
The total Joe would pay is	**$1,520**

Mia's Simple Fracture
(in-network emergency room visit and follow up care)

The plan's overall deductible	$5,000
Specialist copayment	$20
Hospital (facility) coinsurance	0%
Other coinsurance	0%

This EXAMPLE event includes services like:
Emergency room care *(including medical supplies)*
Diagnostic test *(x-ray)*
Durable medical equipment *(crutches)*
Rehabilitation services *(physical therapy)*

Total Example Cost	**$2,800**

In this example, Mia would pay:

Cost Sharing	
Deductibles	$40
Copayments	$300
Coinsurance	$0
What isn't covered	
Limits or exclusions	$0
The total Mia would pay is	**$340**

The plan would be responsible for the other costs of these EXAMPLE covered services.

DELTA DENTAL

Delta Dental PPO™ (Point-of-Service)
Summary of Dental Plan Benefits
For Group# 5630-1030, 1039
Madison Plains Local Schools

This Summary of Dental Plan Benefits should be read along with your Certificate. Your Certificate provides additional information about your Delta Dental plan, including information about plan exclusions and limitations. If a statement in this Summary conflicts with a statement in the Certificate, the statement in this Summary applies to you and you should ignore the conflicting statement in the Certificate. The percentages below are applied to Delta Dental's allowance for each service and it may vary due to the dentist's network participation.*

Control Plan - Delta Dental of Ohio

Benefit Year - January 1 through December 31

Covered Services -

	Delta Dental PPO™ Dentist	Delta Dental Premier® Dentist	Nonparticipating Dentist
	Plan Pays	Plan Pays	Plan Pays*
Diagnostic & Preventive			
Diagnostic and Preventive Services - exams, cleanings, fluoride, and space maintainers	100%	100%	100%
Emergency Palliative Treatment - to temporarily relieve pain	100%	100%	100%
Sealants - to prevent decay of permanent teeth	100%	100%	100%
Brush Biopsy - to detect oral cancer	100%	100%	100%
Radiographs - X-rays	100%	100%	100%
Basic Services			
Minor Restorative Services - fillings and crown repair	80%	80%	80%
Endodontic Services - root canals	80%	80%	80%
Periodontic Services - to treat gum disease	80%	80%	80%
Oral Surgery Services - extractions and dental surgery	80%	80%	80%
Other Basic Services - misc. services	80%	80%	80%
Relines and Repairs - to prosthetic appliances	80%	80%	80%
Major Services			
Major Restorative Services - crowns	50%	50%	50%
Prosthodontic Services - bridges, implants, dentures, and crowns over implants	50%	50%	50%
Orthodontic Services			
Orthodontic Services - braces	60%	60%	60%
Orthodontic Age Limit -	through age 18 and under	through age 18 and under	through age 18 and under

* When you receive services from a Nonparticipating Dentist, the percentages in this column indicate the portion of Delta Dental's Nonparticipating Dentist Fee that will be paid for those services. This amount may be less than what the Dentist charges or Delta Dental approves and you are responsible for that difference.

- Oral exams (including evaluations by a specialist) are payable twice per calendar year.
- Prophylaxes (cleanings) are payable twice per calendar year.
- People with specific at-risk health conditions may be eligible for additional prophylaxes (cleanings) or fluoride treatment. The patient should talk with his or her dentist about treatment.
- Fluoride treatments are payable twice per calendar year with no age limit.
- Benefits for bitewing X-rays are unlimited. Full mouth X-rays (which include bitewing X-rays) or a panorex are payable once in any three-year period.
- Sealants are payable once per tooth per three-year period for permanent molars for people age 13 and under. The surface must be free from decay and restorations.
- Veneers are payable on any tooth once per tooth per five-year period.
- Composite resin (white) restorations are payable on posterior teeth.
- Metallic inlays are Covered Services.
- Porcelain and resin facings on crowns are optional treatment on posterior teeth.

KR#58148211

- Frenulectomy and frenuloplasty are Covered Services.
- Implants are payable once per tooth in any five-year period. Implant related services are Covered Services.
- Crowns over implants are payable once per tooth in any five-year period. Services related to crowns over implants are Covered Services.
- Occlusal guards are payable once in any three-year period.
- People with special health care needs may be eligible for additional services including exams, hygiene visits, and dental case management. Special health care needs include any physical, developmental, mental, sensory, behavioral, cognitive, or emotional impairment or limiting condition that requires medical management, healthcare intervention, and/or use of specialized services or programs. The condition may be congenital, developmental, or acquired through disease, trauma, or environmental cause and may impose limitations in performing daily self-maintenance activities or substantial limitations in major life activity.

Having Delta Dental coverage makes it easy for you to get dental care almost everywhere in the world! You can now receive expert dental care when you are outside of the United States through our Passport Dental program. This program gives you access to a worldwide network of dentists and dental clinics. English-speaking operators are available around the clock to answer questions and help you schedule care. For more information, check our Web site or contact your benefits representative to get a copy of our Passport Dental information sheet.

Maximum Payment - $1,500 per Member total per Benefit Year on all services except orthodontic services. $1,000 per Member total per lifetime on orthodontic services.

Payment for Orthodontic Service - When orthodontic treatment begins, your Dentist will submit a payment plan to Delta Dental based upon your projected course of treatment. In accordance with the agreed upon payment plan, Delta Dental will make an initial payment to you or your Participating Dentist equal to Delta Dental's stated Copayment on 30% of the Maximum Payment for Orthodontic Services as set forth in this Summary of Dental Plan Benefits. Delta Dental will make additional payments as follows: Delta Dental will pay 60% of the per monthly fee charged by your Dentist based upon the agreed upon payment plan provided by Delta Dental to your Dentist.

Deductible - $25 Deductible per Member total per Benefit Year limited to a maximum Deductible of $50 per family per Benefit Year. The Deductible does not apply to diagnostic and preventive services, emergency palliative treatment, brush biopsy, X-rays, sealants, and orthodontic services.

Waiting Period - Enrollees who are eligible for Benefits are covered on the date of hire.

Eligible People - All regularly scheduled to work employees of the Contractor, subject to the board contract (1030) who choose the dental plan and COBRA (Consolidated Omnibus Budget Reconciliation Act of 1985) enrollees (1039).

Also eligible are your Spouse and your Children to the end of the month in which they turn 26, including your Children who are married, who no longer live with you, who are not your Dependents for Federal income tax purposes, and/or who are not permanently disabled.

Enrollees and dependents choosing this plan are required to remain enrolled for a minimum of 12 months. Should an Enrollee or Dependent choose to drop coverage after that time, he or she may not re-enroll prior to the date on which 12 months have elapsed. Dependents may only enroll if the Enrollee is enrolled (except under COBRA) and must be enrolled in the same plan as the Enrollee. An election may be revoked or changed at any time if the change is the result of a qualifying event as defined under Internal Revenue Code Section 125.

Coordination of Benefits - If you and your Spouse are both eligible to enroll in This Plan as Enrollees, you may be enrolled together on one application or separately on individual applications, but not both. Your Dependent Children may be enrolled on one application. Delta Dental will not coordinate Benefits between your coverage and your Spouse's coverage if you and your Spouse are both covered as Enrollees under This Plan.

Benefits will cease on the last day of the month in which your employment is terminated.



As a member, you'll get access to savings and personalized vision care from a VSP network doctor for you and your family.

Value and savings you love.
Save on eyewear and eye care when you see a VSP network doctor. Plus, take advantage of Exclusive Member Extras which provide offers from VSP and leading industry brands totaling over $3,000 in savings.

Provider choices you want.
Maximize your benefits at a Premier Program location, including thousands of private practice doctors and over 700 Visionworks retail locations nationwide.

VSP PREMIER PROGRAM

Preferred private practice and retail in-network choices

private practice doctors

Visionworks

Quality vision care you need.
You'll get great care from a VSP network doctor, including a WellVision Exam*. An annual eye exam not only helps you see well, but helps a doctor detect signs of eye conditions and health conditions, like diabetes and high blood pressure.

Using your benefit is easy!
Create an account on **vsp.com** to view your in-network coverage, find the VSP network doctor who's right for you, and discover savings with exclusive member extras. At your appointment, just tell them you have VSP.

vsp vision care

More Ways to Save

Extra
$20
to spend on Featured Brands†

bebe · CALVIN KLEIN · COLE HAAN · DRAGON · FLEXON · LACOSTE · and more

See all brands and offers at **vsp.com/offers**.

+

Up to
40%
Savings on lens enhancements‡

Create an account today.
Contact us: **800.877.7195** or **vsp.com**

Your VSP Vision Benefits Summary

MADISON PLAINS LOCAL SCHOOLS and VSP provide you with an affordable vision plan.

PROVIDER NETWORK:
VSP Signature
EFFECTIVE DATE:
01/01/2023

vsp vision care

BENEFIT	DESCRIPTION	COPAY	FREQUENCY
Your Coverage with a VSP Provider			
WELLVISION EXAM	• Focuses on your eyes and overall wellness	$10	Every 12 months
ESSENTIAL MEDICAL EYE CARE	• Retinal screening for members with diabetes • Additional exams and services beyond routine care to treat immediate issues from pink eye to sudden changes in vision or to monitor ongoing conditions such as dry eye, diabetic eye disease, glaucoma, and more. • Coordination with your medical coverage may apply. Ask your VSP doctor for details.	$0 per screening $20 per exam	Available as needed
PRESCRIPTION GLASSES		**$25**	
FRAME†	• $170 featured frame brands allowance • $150 frame allowance • 20% savings on the amount over your allowance • $80 Walmart+/Sam's Club+/Costco+ frame allowance	Included in Prescription Glasses	Every 24 months
LENSES	• Single vision, lined bifocal, and lined trifocal lenses	Included in Prescription Glasses	Every 12 months
LENS ENHANCEMENTS	• Standard progressive lenses • Impact-resistant lenses • Premium progressive lenses • Custom progressive lenses • Average savings of 40% on other lens enhancements	$0 $0 $80 - $90 $120- $160	Every 12 months
CONTACTS (INSTEAD OF GLASSES)	• $130 allowance for contacts; copay does not apply • Contact lens exam (fitting and evaluation)	Up to $60	Every 12 months
EXTRA SAVINGS	**Glasses and Sunglasses** • Extra $20 to spend on featured frame brands. Go to **vsp.com/offers** for details. • 30% savings on additional glasses and sunglasses, including lens enhancements, from the same VSP provider on the same day as your WellVision Exam. Or get 20% from any VSP provider within 12 months of your last WellVision Exam.		
	Routine Retinal Screening • No more than a $39 copay on routine retinal screening as an enhancement to a WellVision Exam		
	Laser Vision Correction • Average 15% off the regular price or 5% off the promotional price; discounts only available from contracted facilities • After surgery, use your frame allowance (if eligible) for sunglasses from any VSP doctor		

YOUR COVERAGE GOES FURTHER IN-NETWORK

With so many in-network choices, VSP makes it easy to get the most out of your benefits. You'll have access to preferred private practice, retail, and online in-network choices. Log in to **vsp.com** to find an in-network provider.

†Only available to VSP members with applicable plan benefits. Frame brands and promotions are subject to change.
‡Savings based on doctor's retail price and vary by plan and purchase selection; average savings determined after benefits are applied. Ask your VSP network doctor for more details.
+Coverage with a retail chain may be different or not apply.

VSP guarantees member satisfaction from VSP providers only. Coverage information is subject to change. In the event of a conflict between this information and your organization's contract with VSP, the terms of the contract will prevail. Based on applicable laws, benefits may vary by location. In the state of Washington, VSP Vision Care, Inc., is the legal name of the corporation through which VSP does business. TruHearing is not available directly from VSP in the states of California and Washington.

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Classification: Restricted

Madison-Plains Local School District
55 Linsen Rd.
London, Ohio 43140
Phone: 740-852-0290 / Fax: 740-852-5895

MPEA SALARY SCHEDULE ELECTION FORM

Employee: JOHN DOE (EXAMPLE)

2024-2025 Salary

Degree/Step: MA+30/36 Salary Schedule ID: MP COMPASS

Total Salary: $83,814.89

Per Pay x 24 Pays: $3,492.29

Total MP COMPASS Longevity (Paid Separately in Two (2) Installments – ½ November & ½ June): $1,000.00
(10-14 $500 / 15-19 $600 / 20-24 $700 / 25-29 $800 / 30+ $1,000)

2024-25 Salary Election

(Place an "X" in the appropriate box below indicating your decision to be compensated under the "Legacy Schedule" or the "MP COMPASS Schedule")

☐ 2025-26 Legacy (Traditional Column & Step)

Degree/Step: MA+30/37 PY Attendance: -% PY OTES Rating: -

Salary Schedule: $85,094.00 Longevity: $6,000.00 Frozen Amt. (If Returning from MP COMPASS): $-

%Increase: 8.92% $Increase: $7,479.11 Total Legacy Salary: $92,294.00

Per Pay x 24 Pays: $3,845.58

☐ 2025-26 MP COMPASS (Madison-Plains Compression Alternative Salary Schedule)

Degree/Step: MA+30/37 PY Attendance: -% PY OTES Rating: - %Earned: 100%

(Tracking Purposes Only) (Attendance N/A in Opt-in Year) (Default is "Developing" Absent a Rating) (N/A in Opt-in Year)

MP COMPASS Attendance % Calculation: (184 Contract Days: - [- Total Absences: - FP/LA Days]) ÷ 184 Contract Days: = -% Attendance

% of Increase Earned Determination (OTES Rating/Attendance %):

100% = Accomplished/94% or Skilled/97% 90% = Accomplished/<94%, Skilled/94-96.9% or Developing/97%

50% = Skilled/<94% or Developing/94-96.9% 10%= Developing/<94% or Ineffective

MP COMPASS Step (Opt-in Yr. Only) - Schedule: $- Opt-in Stipend: $- Degree Change: $-

Calculation of MP COMPASS Salary Increase (N/A for opt-in year) – *DOES NOT INCLUDE EXTENDED SERVICE DAYS OR COMPENSATION:*

$- Total PY Salary ÷ 91 PY# Staff = $- PY Avg. Salary x 0% 25-26 Negotiated Increase = $- Comp. Factor

$- Comp Factor x - Mean ($- PY Avg Salary + $- PY Employee Salary) x 100% earned] + $- Longevity - $- PY Longevity + $- Degree Change = $-

%Increase: 0.00% $Increase: $- Total MP COMPASS Salary: $83,814.89

Per Pay x 24 Pays: $3,492.29

Total MP COMPASS Longevity (Paid Separately in Two (2) Installments – ½ November & ½ June): $1,000.00
(10-14 $500 / 15-19 $600 / 20-24 $700 / 25-29 $800 / 30+ $1,000)

All bargaining unit members must indicate their decision to be compensated under either the "Legacy Schedule" or the "MP COMPASS Schedule" by **June 15th** each year. Absent a decision, the member will remain on their current schedule for the next school year. An employee who returns to the "Legacy Schedule" will receive the higher of their most recent "MP COMPASS" salary or their new "Legacy Schedule" degree and step salary.

Employee Signature **Date**

MADISON-PLAINS LOCAL SCHOOL DISTRICT
Madison-Plains COMPression Alternative Salary Schedule (MP COMPASS) EXPLAINED
COMPRESSION MODEL
Approved by the Board of Education: _____

	2025-2026	2026-2027	2027-2028
GROUP AVAILABLE INCREASE	0.00%	0.00%	0.00%

(based on current estimates at 100% Opt-in)

MP COMPASS OPT-IN CALCULATION
(TRANSITION FROM 2024-25 TO 2025-26, 2025-26 TO 2026-27 or 2026-27 TO 2027-28)

RATING	COMPENSATION EXPLANATION
Ineffective	Moves to the next step and remains on the *"Legacy Schedule"*
Developing	Moves to *"MP COMPASS Schedule"* next highest value
Skilled	Moves to *"MP COMPASS Schedule"* next highest value plus one additional step, and a one-time $250 stipend.
Accomplished	Moves to "MP COMPASS Schedule" next highest value plus one additional step, and a one-time $500 stipend.

JUNE 15TH "MP COMPASS SCHEDULE" REQUIRED OPT-IN (OPT-OUT)
All bargaining unit members must indicate their decision to be compensated under either the "Legacy Schedule" or the "MP COMPASS Schedule" by June 15th each year. Absent a decision, the member will remain on their current schedule for the next school year. An employee who returns to the "Legacy Schedule" will receive the higher of their most recent "MP COMPASS" salary, or their new "Legacy Schedule" degree and step salary.

CALCULATION OF ANNUAL INCREASES FOR MP COMPASS EMPLOYEES

"MP COMPASS SCHEDULE" ANNUAL INCREASE
When using *"MP COMPASS Calculator"* simply type your current year MP COMPASS salary (not including longevity) into the cell indicated and it will provide the values of the increases ($ and %), as well as the calculated new salaries for all of the ratings across the line. MP COMPASS Longevity, if applicable, is separate and added to the calculated increase after the initial MP COMPASS Annual Increase has been determined.

"MP COMPASS SCHEDULE" OBTAINING AN ADVANCED DEGREE
A bargaining unit member's salary shall be adjusted when the member is on the COMPASS Schedule and obtains an advanced degree that would have qualified the member for a higher category on the Legacy Schedule. In order to be adjusted, the member must file with the Treasurer official transcripts verifying the advanced degree and qualification. Thereafter the bargaining unit COMPASS salary will be adjusted as follows:

BA to BA150: $1,800 added to salary
BA150 (or BA) to MA: $3,600 added to salary
MA to MA+15: $1,800 added to salary
MA+15 to MA+30: $1,800 added to salary

Madison-Plains Local School District

Certified Staff Salary Schedule

2025-2026

BASE INCREASE 13.00%

BASE SALARY $ 40,228

Legacy

YEARS	BA				BA+150				MA				MA+15				MA+30			
0	1.0000			$ 40,228	1.05			$ 42,239	1.15			$ 46,262	1.2			$ 48,274	1.25			$ 50,285
1	1.0509	5.09%	$ 2,048	$ 42,276	1.1009	4.85%	$ 2,048	$ 44,287	1.2009	4.43%	$ 2,048	$ 48,310	1.2509	4.24%	$ 2,047	$ 50,321	1.3009	4.07%	$ 2,048	$ 52,333
2	1.1018	4.84%	$ 2,047	$ 44,323	1.1518	4.62%	$ 2,048	$ 46,335	1.2518	4.24%	$ 2,047	$ 50,357	1.3018	4.07%	$ 2,048	$ 52,369	1.3518	3.91%	$ 2,047	$ 54,380
3	1.1527	4.62%	$ 2,048	$ 46,371	1.2027	4.42%	$ 2,047	$ 48,382	1.3027	4.07%	$ 2,048	$ 52,405	1.3527	3.91%	$ 2,047	$ 54,416	1.4027	3.77%	$ 2,048	$ 56,428
4	1.2036	4.41%	$ 2,047	$ 48,418	1.2536	4.23%	$ 2,048	$ 50,430	1.3536	3.91%	$ 2,048	$ 54,453	1.4036	3.76%	$ 2,048	$ 56,464	1.4536	3.63%	$ 2,047	$ 58,475
5	1.2545	4.23%	$ 2,048	$ 50,466	1.3045	4.06%	$ 2,047	$ 52,477	1.4045	3.76%	$ 2,047	$ 56,500	1.4545	3.63%	$ 2,048	$ 58,512	1.5045	3.50%	$ 2,048	$ 60,523
6	1.3054	4.06%	$ 2,048	$ 52,514	1.3554	3.90%	$ 2,048	$ 54,525	1.4554	3.62%	$ 2,048	$ 58,548	1.5054	3.50%	$ 2,047	$ 60,559	1.5554	3.38%	$ 2,048	$ 62,571
7	1.3563	3.90%	$ 2,047	$ 54,561	1.4063	3.76%	$ 2,048	$ 56,573	1.5063	3.50%	$ 2,047	$ 60,595	1.5563	3.38%	$ 2,048	$ 62,607	1.6063	3.27%	$ 2,047	$ 64,618
8	1.4072	3.75%	$ 2,048	$ 56,609	1.4572	3.62%	$ 2,047	$ 58,620	1.5572	3.38%	$ 2,048	$ 62,643	1.6072	3.27%	$ 2,047	$ 64,654	1.6572	3.17%	$ 2,048	$ 66,666
9	1.4581	3.62%	$ 2,047	$ 58,656	1.5081	3.49%	$ 2,048	$ 60,668	1.6081	3.27%	$ 2,048	$ 64,691	1.6581	3.17%	$ 2,048	$ 66,702	1.7081	3.07%	$ 2,047	$ 68,713
10	1.5090	3.49%	$ 2,048	$ 60,704	1.559	3.37%	$ 2,047	$ 62,715	1.659	3.16%	$ 2,047	$ 66,738	1.709	3.07%	$ 2,048	$ 68,750	1.759	2.98%	$ 2,048	$ 70,761
11	1.5599	3.37%	$ 2,048	$ 62,752	1.6099	3.27%	$ 2,048	$ 64,763	1.7099	3.07%	$ 2,048	$ 68,786	1.7599	2.98%	$ 2,047	$ 70,797	1.8099	2.80%	$ 2,048	$ 72,809
12	1.6108	3.26%	$ 2,047	$ 64,799	1.6608	3.16%	$ 2,048	$ 66,811	1.7608	2.98%	$ 2,047	$ 70,833	1.8108	2.89%	$ 2,048	$ 72,845	1.8608	2.81%	$ 2,047	$ 74,856
13	1.6617	3.16%	$ 2,048	$ 66,847	1.7117	3.06%	$ 2,047	$ 68,858	1.8117	2.89%	$ 2,048	$ 72,881	1.8617	2.81%	$ 2,047	$ 74,892	1.9117	2.74%	$ 2,048	$ 76,904
14	1.7126	3.06%	$ 2,047	$ 68,894	1.7626	2.97%	$ 2,048	$ 70,906	1.8626	2.81%	$ 2,048	$ 74,929	1.9126	2.73%	$ 2,048	$ 76,940	1.9626	2.66%	$ 2,047	$ 78,951
15	1.7635	2.97%	$ 2,048	$ 70,942	1.8135	2.89%	$ 2,047	$ 72,953	1.9135	2.73%	$ 2,047	$ 76,976	1.9635	2.66%	$ 2,048	$ 78,988	2.0135	2.59%	$ 2,048	$ 80,999
16	1.7635	0.00%	$ -	$ 70,942	1.8135	0.00%	$ -	$ 72,953	1.9135	0.00%	$ -	$ 76,976	1.9635	0.00%	$ -	$ 78,988	2.0135	0.00%	$ -	$ 80,999
17	1.7635	0.00%	$ -	$ 70,942	1.8135	0.00%	$ -	$ 72,953	1.9135	0.00%	$ -	$ 76,976	1.9635	0.00%	$ -	$ 78,988	2.0135	0.00%	$ -	$ 80,999
18	1.7635	0.00%	$ -	$ 70,942	1.8135	0.00%	$ -	$ 72,953	1.9135	0.00%	$ -	$ 76,976	1.9635	0.00%	$ -	$ 78,988	2.0135	0.00%	$ -	$ 80,999
19	1.7635	0.00%	$ -	$ 70,942	1.8135	0.00%	$ -	$ 72,953	1.9135	0.00%	$ -	$ 76,976	1.9635	0.00%	$ -	$ 78,988	2.0135	0.00%	$ -	$ 80,999
20	1.8144	2.89%	$ 2,048	$ 72,990	1.8644	2.81%	$ 2,048	$ 75,001	1.9644	2.66%	$ 2,048	$ 79,024	2.0144	2.59%	$ 2,047	$ 81,035	2.0644	2.53%	$ 2,048	$ 83,047
21	1.8144	0.00%	$ -	$ 72,990	1.8644	0.00%	$ -	$ 75,001	1.9644	0.00%	$ -	$ 79,024	2.0144	0.00%	$ -	$ 81,035	2.0644	0.00%	$ -	$ 83,047
22	1.8144	0.00%	$ -	$ 72,990	1.8644	0.00%	$ -	$ 75,001	1.9644	0.00%	$ -	$ 79,024	2.0144	0.00%	$ -	$ 81,035	2.0644	0.00%	$ -	$ 83,047
23	1.8144	0.00%	$ -	$ 72,990	1.8644	0.00%	$ -	$ 75,001	1.9644	0.00%	$ -	$ 79,024	2.0144	0.00%	$ -	$ 81,035	2.0644	0.00%	$ -	$ 83,047
24	1.8144	0.00%	$ -	$ 72,990	1.8644	0.00%	$ -	$ 75,001	1.9644	0.00%	$ -	$ 79,024	2.0144	0.00%	$ -	$ 81,035	2.0644	0.00%	$ -	$ 83,047
25	1.8653	2.80%	$ 2,047	$ 75,037	1.9153	2.73%	$ 2,048	$ 77,049	2.0153	2.59%	$ 2,047	$ 81,071	2.0653	2.53%	$ 2,048	$ 83,083	2.1153	2.46%	$ 2,047	$ 85,094
26	w/ longevity	0.80%	$ 600	$ 75,637	w/ longevity	0.78%	$ 600	$ 77,649	w/ longevity	0.74%	$ 600	$ 81,671	w/ longevity	0.72%	$ 600	$ 83,683	w/ longevity	0.71%	$ 600	$ 85,694
27	w/ longevity	0.79%	$ 600	$ 76,237	w/ longevity	0.77%	$ 600	$ 78,249	w/ longevity	0.73%	$ 600	$ 82,271	w/ longevity	0.72%	$ 600	$ 84,283	w/ longevity	0.70%	$ 600	$ 86,294
28	w/ longevity	0.79%	$ 600	$ 76,837	w/ longevity	0.77%	$ 600	$ 78,849	w/ longevity	0.73%	$ 600	$ 82,871	w/ longevity	0.71%	$ 600	$ 84,883	w/ longevity	0.70%	$ 600	$ 86,894
29	w/ longevity	0.78%	$ 600	$ 77,437	w/ longevity	0.76%	$ 600	$ 79,449	w/ longevity	0.72%	$ 600	$ 83,471	w/ longevity	0.71%	$ 600	$ 85,483	w/ longevity	0.69%	$ 600	$ 87,494
30	w/ longevity	0.77%	$ 600	$ 78,037	w/ longevity	0.76%	$ 600	$ 80,049	w/ longevity	0.72%	$ 600	$ 84,071	w/ longevity	0.70%	$ 600	$ 86,083	w/ longevity	0.69%	$ 600	$ 88,094
31	w/ longevity	0.77%	$ 600	$ 78,637	w/ longevity	0.75%	$ 600	$ 80,649	w/ longevity	0.71%	$ 600	$ 84,671	w/ longevity	0.70%	$ 600	$ 86,683	w/ longevity	0.68%	$ 600	$ 88,694
32	w/ longevity	0.76%	$ 600	$ 79,237	w/ longevity	0.74%	$ 600	$ 81,249	w/ longevity	0.71%	$ 600	$ 85,271	w/ longevity	0.69%	$ 600	$ 87,283	w/ longevity	0.68%	$ 600	$ 89,294
33	w/ longevity	0.76%	$ 600	$ 79,837	w/ longevity	0.74%	$ 600	$ 81,849	w/ longevity	0.70%	$ 600	$ 85,871	w/ longevity	0.69%	$ 600	$ 87,883	w/ longevity	0.67%	$ 600	$ 89,894
34	w/ longevity	0.75%	$ 600	$ 80,437	w/ longevity	0.73%	$ 600	$ 82,449	w/ longevity	0.70%	$ 600	$ 86,471	w/ longevity	0.68%	$ 600	$ 88,483	w/ longevity	0.67%	$ 600	$ 90,494
35	w/ longevity	0.75%	$ 600	$ 81,037	w/ longevity	0.73%	$ 600	$ 83,049	w/ longevity	0.69%	$ 600	$ 87,071	w/ longevity	0.68%	$ 600	$ 89,083	w/ longevity	0.66%	$ 600	$ 91,094
36	w/ longevity	0.74%	$ 600	$ 81,637	w/ longevity	0.72%	$ 600	$ 83,649	w/ longevity	0.69%	$ 600	$ 87,671	w/ longevity	0.67%	$ 600	$ 89,683	w/ longevity	0.66%	$ 600	$ 91,694
37	w/ longevity	0.73%	$ 600	$ 82,237	w/ longevity	0.72%	$ 600	$ 84,249	w/ longevity	0.68%	$ 600	$ 88,271	w/ longevity	0.67%	$ 600	$ 90,283	w/ longevity	0.65%	$ 600	$ 92,294
38	w/ longevity	0.73%	$ 600	$ 82,837	w/ longevity	0.71%	$ 600	$ 84,849	w/ longevity	0.68%	$ 600	$ 88,871	w/ longevity	0.66%	$ 600	$ 90,883	w/ longevity	0.65%	$ 600	$ 92,894

Note: $600.00 will be added to each bargaining unit member's compensation upon reaching the 20th step (Year 25) of the salary schedule and an additional $600.00 will be added for each additional year thereafter.

Madison-PlainsLocal School District

Certified Staff Salary Schedule

2026-2027

BASE INCREASE 2.00%

BASE SALARY $ 41,033

Legacy

YEARS	BA				BA+150				MA				MA+15				MA+30			
0	1.0000			$ 41,033	1.05			$ 43,084	1.15			$ 47,187	1.2			$ 49,239	1.25			$ 51,291
1	1.0509	5.09%	$ 2,088	$ 43,121	1.1009	4.85%	$ 2,089	$ 45,173	1.2009	4.43%	$ 2,089	$ 49,276	1.2509	4.24%	$ 2,089	$ 51,328	1.3009	4.07%	$ 2,088	$ 53,379
2	1.1018	4.84%	$ 2,089	$ 45,210	1.1518	4.62%	$ 2,088	$ 47,261	1.2518	4.24%	$ 2,089	$ 51,365	1.3018	4.07%	$ 2,088	$ 53,416	1.3518	3.91%	$ 2,089	$ 55,468
3	1.1527	4.62%	$ 2,088	$ 47,298	1.2027	4.42%	$ 2,089	$ 49,350	1.3027	4.07%	$ 2,088	$ 53,453	1.3527	3.91%	$ 2,089	$ 55,505	1.4027	3.76%	$ 2,088	$ 57,556
4	1.2036	4.42%	$ 2,089	$ 49,387	1.2536	4.23%	$ 2,088	$ 51,438	1.3536	3.91%	$ 2,089	$ 55,542	1.4036	3.76%	$ 2,088	$ 57,593	1.4536	3.63%	$ 2,089	$ 59,645
5	1.2545	4.23%	$ 2,088	$ 51,475	1.3045	4.06%	$ 2,089	$ 53,527	1.4045	3.76%	$ 2,088	$ 57,630	1.4545	3.63%	$ 2,089	$ 59,682	1.5045	3.50%	$ 2,088	$ 61,733
6	1.3054	4.06%	$ 2,089	$ 53,564	1.3554	3.90%	$ 2,089	$ 55,616	1.4554	3.62%	$ 2,089	$ 59,719	1.5054	3.50%	$ 2,088	$ 61,770	1.5554	3.38%	$ 2,089	$ 63,822
7	1.3563	3.90%	$ 2,088	$ 55,652	1.4063	3.75%	$ 2,088	$ 57,704	1.5063	3.50%	$ 2,088	$ 61,807	1.5563	3.38%	$ 2,089	$ 63,859	1.6063	3.27%	$ 2,089	$ 65,911
8	1.4072	3.75%	$ 2,089	$ 57,741	1.4572	3.62%	$ 2,089	$ 59,793	1.5572	3.38%	$ 2,089	$ 63,896	1.6072	3.27%	$ 2,089	$ 65,948	1.6572	3.17%	$ 2,088	$ 67,999
9	1.4581	3.62%	$ 2,089	$ 59,830	1.5081	3.49%	$ 2,088	$ 61,881	1.6081	3.27%	$ 2,088	$ 65,984	1.6581	3.17%	$ 2,088	$ 68,036	1.7081	3.07%	$ 2,089	$ 70,088
10	1.509	3.49%	$ 2,088	$ 61,918	1.559	3.38%	$ 2,089	$ 63,970	1.659	3.17%	$ 2,089	$ 68,073	1.709	3.07%	$ 2,089	$ 70,125	1.759	2.98%	$ 2,088	$ 72,176
11	1.5599	3.37%	$ 2,089	$ 64,007	1.6099	3.26%	$ 2,088	$ 66,058	1.7099	3.07%	$ 2,089	$ 70,162	1.7599	2.98%	$ 2,088	$ 72,213	1.8099	2.89%	$ 2,089	$ 74,265
12	1.6108	3.26%	$ 2,088	$ 66,095	1.6608	3.16%	$ 2,089	$ 68,147	1.7608	2.98%	$ 2,088	$ 72,250	1.8108	2.89%	$ 2,089	$ 74,302	1.8608	2.81%	$ 2,088	$ 76,353
13	1.6617	3.16%	$ 2,089	$ 68,184	1.7117	3.06%	$ 2,088	$ 70,235	1.8117	2.89%	$ 2,089	$ 74,339	1.8617	2.81%	$ 2,088	$ 76,390	1.9117	2.74%	$ 2,089	$ 78,442
14	1.7126	3.06%	$ 2,088	$ 70,272	1.7626	2.97%	$ 2,089	$ 72,324	1.8626	2.81%	$ 2,088	$ 76,427	1.9126	2.73%	$ 2,089	$ 78,479	1.9626	2.66%	$ 2,089	$ 80,531
15	1.7635	2.97%	$ 2,089	$ 72,361	1.8135	2.89%	$ 2,089	$ 74,413	1.9135	2.73%	$ 2,089	$ 78,516	1.9635	2.66%	$ 2,088	$ 80,567	2.0135	2.59%	$ 2,088	$ 82,619
16	1.7635	0.00%	$ -	$ 72,361	1.8135	0.00%	$ -	$ 74,413	1.9135	0.00%	$ -	$ 78,516	1.9635	0.00%	$ -	$ 80,567	2.0135	0.00%	$ -	$ 82,619
17	1.7635	0.00%	$ -	$ 72,361	1.8135	0.00%	$ -	$ 74,413	1.9135	0.00%	$ -	$ 78,516	1.9635	0.00%	$ -	$ 80,567	2.0135	0.00%	$ -	$ 82,619
18	1.7635	0.00%	$ -	$ 72,361	1.8135	0.00%	$ -	$ 74,413	1.9135	0.00%	$ -	$ 78,516	1.9635	0.00%	$ -	$ 80,567	2.0135	0.00%	$ -	$ 82,619
19	1.7635	0.00%	$ -	$ 72,361	1.8135	0.00%	$ -	$ 74,413	1.9135	0.00%	$ -	$ 78,516	1.9635	0.00%	$ -	$ 80,567	2.0135	0.00%	$ -	$ 82,619
20	1.8144	2.89%	$ 2,088	$ 74,449	1.8644	2.81%	$ 2,088	$ 76,501	1.9644	2.66%	$ 2,088	$ 80,604	2.0144	2.59%	$ 2,089	$ 82,656	2.0644	2.53%	$ 2,089	$ 84,708
21	1.8144	0.00%	$ -	$ 74,449	1.8644	0.00%	$ -	$ 76,501	1.9644	0.00%	$ -	$ 80,604	2.0144	0.00%	$ -	$ 82,656	2.0644	0.00%	$ -	$ 84,708
22	1.8144	0.00%	$ -	$ 74,449	1.8644	0.00%	$ -	$ 76,501	1.9644	0.00%	$ -	$ 80,604	2.0144	0.00%	$ -	$ 82,656	2.0644	0.00%	$ -	$ 84,708
23	1.8144	0.00%	$ -	$ 74,449	1.8644	0.00%	$ -	$ 76,501	1.9644	0.00%	$ -	$ 80,604	2.0144	0.00%	$ -	$ 82,656	2.0644	0.00%	$ -	$ 84,708
24	1.8144	0.00%	$ -	$ 74,449	1.8644	0.00%	$ -	$ 76,501	1.9644	0.00%	$ -	$ 80,604	2.0144	0.00%	$ -	$ 82,656	2.0644	0.00%	$ -	$ 84,708
25	1.8653	2.81%	$ 2,089	$ 76,538	1.9153	2.73%	$ 2,089	$ 78,590	2.0153	2.59%	$ 2,089	$ 82,693	2.0653	2.53%	$ 2,089	$ 84,745	2.1153	2.46%	$ 2,088	$ 86,796
26	w/ longevity	0.78%	$ 600	$ 77,138	w/ longevity	0.76%	$ 600	$ 79,190	w/ longevity	0.73%	$ 600	$ 83,293	w/ longevity	0.71%	$ 600	$ 85,345	w/ longevity	0.69%	$ 600	$ 87,396
27	w/ longevity	0.78%	$ 600	$ 77,738	w/ longevity	0.76%	$ 600	$ 79,790	w/ longevity	0.72%	$ 600	$ 83,893	w/ longevity	0.70%	$ 600	$ 85,945	w/ longevity	0.69%	$ 600	$ 87,996
28	w/ longevity	0.77%	$ 600	$ 78,338	w/ longevity	0.75%	$ 600	$ 80,390	w/ longevity	0.72%	$ 600	$ 84,493	w/ longevity	0.70%	$ 600	$ 86,545	w/ longevity	0.68%	$ 600	$ 88,596
29	w/ longevity	0.77%	$ 600	$ 78,938	w/ longevity	0.75%	$ 600	$ 80,990	w/ longevity	0.71%	$ 600	$ 85,093	w/ longevity	0.69%	$ 600	$ 87,145	w/ longevity	0.68%	$ 600	$ 89,196
30	w/ longevity	0.76%	$ 600	$ 79,538	w/ longevity	0.74%	$ 600	$ 81,590	w/ longevity	0.71%	$ 600	$ 85,693	w/ longevity	0.69%	$ 600	$ 87,745	w/ longevity	0.67%	$ 600	$ 89,796
31	w/ longevity	0.75%	$ 600	$ 80,138	w/ longevity	0.74%	$ 600	$ 82,190	w/ longevity	0.70%	$ 600	$ 86,293	w/ longevity	0.68%	$ 600	$ 88,345	w/ longevity	0.67%	$ 600	$ 90,396
32	w/ longevity	0.75%	$ 600	$ 80,738	w/ longevity	0.73%	$ 600	$ 82,790	w/ longevity	0.70%	$ 600	$ 86,893	w/ longevity	0.68%	$ 600	$ 88,945	w/ longevity	0.66%	$ 600	$ 90,996
33	w/ longevity	0.74%	$ 600	$ 81,338	w/ longevity	0.72%	$ 600	$ 83,390	w/ longevity	0.69%	$ 600	$ 87,493	w/ longevity	0.67%	$ 600	$ 89,545	w/ longevity	0.66%	$ 600	$ 91,596
34	w/ longevity	0.74%	$ 600	$ 81,938	w/ longevity	0.72%	$ 600	$ 83,990	w/ longevity	0.69%	$ 600	$ 88,093	w/ longevity	0.67%	$ 600	$ 90,145	w/ longevity	0.66%	$ 600	$ 92,196
35	w/ longevity	0.73%	$ 600	$ 82,538	w/ longevity	0.71%	$ 600	$ 84,590	w/ longevity	0.68%	$ 600	$ 88,693	w/ longevity	0.67%	$ 600	$ 90,745	w/ longevity	0.65%	$ 600	$ 92,796
36	w/ longevity	0.73%	$ 600	$ 83,138	w/ longevity	0.71%	$ 600	$ 85,190	w/ longevity	0.68%	$ 600	$ 89,293	w/ longevity	0.66%	$ 600	$ 91,345	w/ longevity	0.65%	$ 600	$ 93,396
37	w/ longevity	0.72%	$ 600	$ 83,738	w/ longevity	0.70%	$ 600	$ 85,790	w/ longevity	0.67%	$ 600	$ 89,893	w/ longevity	0.66%	$ 600	$ 91,945	w/ longevity	0.64%	$ 600	$ 93,996
38	w/ longevity	0.72%	$ 600	$ 84,338	w/ longevity	0.70%	$ 600	$ 86,390	w/ longevity	0.67%	$ 600	$ 90,493	w/ longevity	0.65%	$ 600	$ 92,545	w/ longevity	0.64%	$ 600	$ 94,596

Note: $600.00 will be added to each bargaining unit member's compensation upon reaching the 27th step (Year 26) of the salary schedule and an additional $600.00 will be added for each additional year thereafter.

Madison-PlainsLocal School District

Certified Staff Salary Schedule

2027-2028

BASE INCREASE 1.50%

BASE SALARY $ 41,648

Legacy

YEARS	BA				BA+150				MA				MA+15				MA+30			
0	1.0000			$ 41,648	1.05			$ 43,730	1.15			$ 47,895	1.2			$ 49,978	1.25			$ 52,060
1	1.0509	5.09%	$ 2,120	$ 43,768	1.1009	4.85%	$ 2,120	$ 45,850	1.2009	4.43%	$ 2,120	$ 50,015	1.2509	4.24%	$ 2,119	$ 52,097	1.3009	4.07%	$ 2,120	$ 54,180
2	1.1018	4.84%	$ 2,120	$ 45,888	1.1518	4.62%	$ 2,120	$ 47,970	1.2518	4.24%	$ 2,120	$ 52,135	1.3018	4.07%	$ 2,120	$ 54,217	1.3518	3.91%	$ 2,120	$ 56,300
3	1.1527	4.62%	$ 2,120	$ 48,008	1.2027	4.42%	$ 2,120	$ 50,090	1.3027	4.07%	$ 2,120	$ 54,255	1.3527	3.91%	$ 2,120	$ 56,337	1.4027	3.77%	$ 2,120	$ 58,420
4	1.2036	4.42%	$ 2,120	$ 50,128	1.2536	4.23%	$ 2,120	$ 52,210	1.3536	3.91%	$ 2,120	$ 56,375	1.4036	3.76%	$ 2,120	$ 58,457	1.4536	3.63%	$ 2,120	$ 60,540
5	1.2545	4.23%	$ 2,119	$ 52,247	1.3045	4.06%	$ 2,120	$ 54,330	1.4045	3.76%	$ 2,120	$ 58,495	1.4545	3.63%	$ 2,120	$ 60,577	1.5045	3.50%	$ 2,119	$ 62,659
6	1.3054	4.06%	$ 2,120	$ 54,367	1.3554	3.90%	$ 2,120	$ 56,450	1.4554	3.62%	$ 2,119	$ 60,614	1.5054	3.50%	$ 2,120	$ 62,697	1.5554	3.38%	$ 2,120	$ 64,779
7	1.3563	3.90%	$ 2,120	$ 56,487	1.4063	3.76%	$ 2,120	$ 58,570	1.5063	3.50%	$ 2,120	$ 62,734	1.5563	3.38%	$ 2,120	$ 64,817	1.6063	3.27%	$ 2,120	$ 66,899
8	1.4072	3.75%	$ 2,120	$ 58,607	1.4572	3.62%	$ 2,119	$ 60,689	1.5572	3.38%	$ 2,120	$ 64,854	1.6072	3.27%	$ 2,120	$ 66,937	1.6572	3.17%	$ 2,120	$ 69,019
9	1.4581	3.62%	$ 2,120	$ 60,727	1.5081	3.49%	$ 2,120	$ 62,809	1.6081	3.27%	$ 2,120	$ 66,974	1.6581	3.17%	$ 2,119	$ 69,057	1.7081	3.07%	$ 2,120	$ 71,139
10	1.509	3.49%	$ 2,120	$ 62,847	1.559	3.38%	$ 2,120	$ 64,929	1.659	3.17%	$ 2,120	$ 69,094	1.709	3.07%	$ 2,119	$ 71,176	1.759	2.98%	$ 2,120	$ 73,259
11	1.5599	3.37%	$ 2,120	$ 64,967	1.6099	3.27%	$ 2,120	$ 67,049	1.7099	3.07%	$ 2,120	$ 71,214	1.7599	2.98%	$ 2,120	$ 73,296	1.8099	2.89%	$ 2,120	$ 75,379
12	1.6108	3.26%	$ 2,120	$ 67,087	1.6608	3.16%	$ 2,120	$ 69,169	1.7608	2.98%	$ 2,120	$ 73,334	1.8108	2.89%	$ 2,120	$ 75,416	1.8608	2.81%	$ 2,120	$ 77,499
13	1.6617	3.16%	$ 2,119	$ 69,206	1.7117	3.06%	$ 2,120	$ 71,289	1.8117	2.89%	$ 2,120	$ 75,454	1.8617	2.81%	$ 2,120	$ 77,536	1.9117	2.73%	$ 2,119	$ 79,618
14	1.7126	3.06%	$ 2,120	$ 71,326	1.7626	2.97%	$ 2,120	$ 73,409	1.8626	2.81%	$ 2,120	$ 77,574	1.9126	2.73%	$ 2,120	$ 79,656	1.9626	2.66%	$ 2,120	$ 81,738
15	1.7635	2.97%	$ 2,120	$ 73,446	1.8135	2.89%	$ 2,120	$ 75,529	1.9135	2.73%	$ 2,119	$ 79,693	1.9635	2.66%	$ 2,120	$ 81,776	2.0135	2.59%	$ 2,120	$ 83,858
16	1.7635	0.00%	$ -	$ 73,446	1.8135	0.00%	$ -	$ 75,529	1.9135	0.00%	$ -	$ 79,693	1.9635	0.00%	$ -	$ 81,776	2.0135	0.00%	$ -	$ 83,858
17	1.7635	0.00%	$ -	$ 73,446	1.8135	0.00%	$ -	$ 75,529	1.9135	0.00%	$ -	$ 79,693	1.9635	0.00%	$ -	$ 81,776	2.0135	0.00%	$ -	$ 83,858
18	1.7635	0.00%	$ -	$ 73,446	1.8135	0.00%	$ -	$ 75,529	1.9135	0.00%	$ -	$ 79,693	1.9635	0.00%	$ -	$ 81,776	2.0135	0.00%	$ -	$ 83,858
19	1.7635	0.00%	$ -	$ 73,446	1.8135	0.00%	$ -	$ 75,529	1.9135	0.00%	$ -	$ 79,693	1.9635	0.00%	$ -	$ 81,776	2.0135	0.00%	$ -	$ 83,858
20	1.8144	2.89%	$ 2,120	$ 75,566	1.8644	2.81%	$ 2,120	$ 77,649	1.9644	2.66%	$ 2,120	$ 81,813	2.0144	2.59%	$ 2,120	$ 83,896	2.0644	2.53%	$ 2,120	$ 85,978
21	1.8144	0.00%	$ -	$ 75,566	1.8644	0.00%	$ -	$ 77,649	1.9644	0.00%	$ -	$ 81,813	2.0144	0.00%	$ -	$ 83,896	2.0644	0.00%	$ -	$ 85,978
22	1.8144	0.00%	$ -	$ 75,566	1.8644	0.00%	$ -	$ 77,649	1.9644	0.00%	$ -	$ 81,813	2.0144	0.00%	$ -	$ 83,896	2.0644	0.00%	$ -	$ 85,978
23	1.8144	0.00%	$ -	$ 75,566	1.8644	0.00%	$ -	$ 77,649	1.9644	0.00%	$ -	$ 81,813	2.0144	0.00%	$ -	$ 83,896	2.0644	0.00%	$ -	$ 85,978
24	1.8144	0.00%	$ -	$ 75,566	1.8644	0.00%	$ -	$ 77,649	1.9644	0.00%	$ -	$ 81,813	2.0144	0.00%	$ -	$ 83,896	2.0644	0.00%	$ -	$ 85,978
25	1.8653	2.81%	$ 2,120	$ 77,686	1.9153	2.73%	$ 2,119	$ 79,768	2.0153	2.59%	$ 2,120	$ 83,933	2.0653	2.53%	$ 2,120	$ 86,016	2.1153	2.47%	$ 2,120	$ 88,098
26	w/ longevity	0.77%	$ 600	$ 78,286	w/longevity	0.75%	$ 600	$ 80,368	w/ longevity	0.71%	$ 600	$ 84,533	w/ longevity$$	0.70%	$ 600	$ 86,616	w/ longevity$	0.68%	$ 600	$ 88,698
27	w/ longevity	0.77%	$ 600	$ 78,886	w/longevity	0.75%	$ 600	$ 80,968	w/ longevity	0.71%	$ 600	$ 85,133	w/ longevity	0.69%	$ 600	$ 87,216	w/ longevity	0.68%	$ 600	$ 89,298
28	w/ longevity	0.76%	$ 600	$ 79,486	w/ longevity	0.74%	$ 600	$ 81,568	w/ longevity	0.70%	$ 600	$ 85,733	w/ longevity	0.69%	$ 600	$ 87,816	w/ longevity	0.67%	$ 600	$ 89,898
29	w/ longevity	0.75%	$ 600	$ 80,086	w/ longevity	0.74%	$ 600	$ 82,168	w/ longevity	0.70%	$ 600	$ 86,333	w/ longevity	0.68%	$ 600	$ 88,416	w/ longevity	0.67%	$ 600	$ 90,498
30	w/ longevity	0.75%	$ 600	$ 80,686	w/ longevity	0.73%	$ 600	$ 82,768	w/ longevity	0.69%	$ 600	$ 86,933	w/ longevity	0.68%	$ 600	$ 89,016	w/ longevity	0.66%	$ 600	$ 91,098
31	w/longevity	0.74%	$ 600	$ 81,286	w/longevity	0.72%	$ 600	$ 83,368	w/longevity	0.69%	$ 600	$ 87,533	w/ longevity	0.67%	$ 600	$ 89,616	w/ longevity	0.66%	$ 600	$ 91,698
32	w/ longevity	0.74%	$ 600	$ 81,886	w/ longevity	0.72%	$ 600	$ 83,968	w/ longevity	0.69%	$ 600	$ 88,133	w/ longevity	0.67%	$ 600	$ 90,216	w/ longevity	0.65%	$ 600	$ 92,298
33	w/longevity	0.73%	$ 600	$ 82,486	w/longevity	0.71%	$ 600	$ 84,568	w/ longevity	0.68%	$ 600	$ 88,733	w/ longevity	0.67%	$ 600	$ 90,816	w/longevity$	0.65%	$ 600	$ 92,898
34	w/longevity	0.73%	$ 600	$ 83,086	w/$longevity	0.71%	$ 600	$ 85,168	w/ longevity	0.68%	$ 600	$ 89,333	w/ longevity	0.66%	$ 600	$ 91,416	w/ longevity	0.65%	$ 600	$ 93,498
35	w/ longevity	0.72%	$ 600	$ 83,686	w/ longevity	0.70%	$ 600	$ 85,768	w/ longevity	0.67%	$ 600	$ 89,933	w/ longevity	0.66%	$ 600	$ 92,016	w/ longevity	0.64%	$ 600	$ 94,098
36	w/ longevity	0.72%	$ 600	$ 84,286	w/ longevity	0.70%	$ 600	$ 86,368	w/ longevity	0.67%	$ 600	$ 90,533	w/$longevity	0.65%	$ 600	$ 92,616	w/ longevity	0.64%	$ 600	$ 94,698
37	w/ longevity	0.71%	$ 600	$ 84,886	w/ longevity	0.69%	$ 600	$ 86,968	w/ longevity	0.66%	$ 600	$ 91,133	w/ longevity	0.65%	$ 600	$ 93,216	w/ longevity	0.63%	$ 600	$ 95,298
38	w/ longevity	0.71%	$ 600	$ 85,486	w/ longevity	0.69%	$ 600	$ 87,568	w/ longevity	0.66%	$ 600	$ 91,733	w/ longevity	0.64%	$ 600	$ 93,816	w/$longevity	0.63%	$ 600	$ 95,898

Note: $600.00 will be added to each bargaining unit member's compensation upon reaching the 27th step (Year 26) of the salary schedule and an additional $600.00 will be added for each additional year thereafter.

Madison-PlainsLocal School District

Certified Staff Salary Schedule

MAX STARTING INCREASE 0.00%
MAX STARTING SALARY $ 81.600
DECREASING FACTOR 0.98

MP COMPASS

STEP	OPT-IN PLACEMENT SALARY
0	$ 40,237
1	$ 41,058
2	$ 41,896
3	$ 42,751
4	$ 43,623
5	$ 44,513
6	$ 45,421
7	$ 46,348
8	$ 47,294
9	$ 48,259
10	$ 49,244
11	$ 50,249
12	$ 51,274
13	$ 52,320
14	$ 53,388
15	$ 54,478
16	$ 55,590
17	$ 56,724
18	$ 57,882
19	$ 59,063
20	$ 60,268
21	$ 61,498
22	$ 62,753
23	$ 64,034
24	$ 65,341
25	$ 66,674
26	$ 68,035
27	$ 69,423
28	$ 70,840
29	$ 72,286
30	$ 73,761
31	$ 75,266
32	$ 76,802
33	$ 78,369
34	$ 79,968
35	$ 81,600

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Appendix J: AN ILLUSTRATIVE EXAMPLE.

There are several components which may fluctuate each year in determining the COMPASS Salary Schedule, which include the following:

First, the Total Regular Pay for the Teaching Staff of those participating in the COMPASS Schedule, may vary from year to year, and must be determined.

Second, the total number of Certified Staff participating in the COMPASS Schedule, may fluctuate from year to year, must be determined.

Third, the average teachers' salary of those participating in the COMPASS Schedule, which may vary from year to year, must be determined.

Fourth, the base increase to salaries of teachers participating in the COMPASS Schedule for school year must be must negotiated and determined.

Fifth, the Compensation Factor, which may fluctuate from year to year, must be determined. The Compensation Factor is determined by taking the average teacher salary in the school year in question and multiplying it by the base increase to salaries.

By way of example, if the total regular pay for the Teacher staff of 30 bargaining unit members participating in the COMPASS Schedule, was $1,800,000 in school year 2019. Take $1,800,000 ÷ 30 = $60,000 (the average teacher salary). Take the $60,000 (the average teacher salary) and multiply it by the negotiated base increase of 2% which is $1,200. The number $1,200 now becomes the Compensation Factor.

Sixth, your current salary which will fluctuate from year to year, must be determined.

Seventh, you must determine your Arithmetic mean, which may fluctuate from year to year and will be different than other bargaining unit members participating in the COMPASS Schedule. Arithmetic mean is determined by taking the average teachers' salary of those participating in the COMPASS Schedule and dividing it by your current salary.

Assuming your salary is $55,000 then divide $60,000 (the average teacher salary in the above example) by $55,000. $60,000 ÷ $55,000 = 1.09. The number 1.09 is now your Arithmetic mean. Take the Compensation Factor above and multiply it by your Arithmetic mean. $1,200 x 1.09 (Arithmetic mean factor) and the calculated maximum raise is $1,308.

Eighth, use the Rating and Attendance percentage below to determine the percentage of the calculated maximum increase you will receive. Take your current calculated maximum raise of $1,308 from above and apply the appropriate percentage to determine your final salary increase to be added to your current base salary.

100%	
Accomplished	Attendance 94% or >
Skilled	97% >

$1.308 (2.4%)

90%	
Accomplished	Attendance <94%
Skilled	94-96.9%
Developing	97% or >

$1.177 (2.1%)

50%	
Skilled	Attendance 94%
Developing	94-96.9%

$654 (1.2%)

10%	
Developing	Attendance <94%
Ineffective	

$131 (0.2%)

In all cases, when determining a bargaining unit member's attendance percentage under the COMPASS Schedule above, only Sick Leave, Personal Leave and Docked Leave will be used (excluding bereavement leave, FMLA and Assault Leave usage).

MADISON-PLAINS LOCAL SCHOOL DISTRICT

Madison-Plains COMPression Alternative Salary Schedule (MP COMPASS)

COMPRESSION MODEL

MP COMPASS 2025-2026

Employee$=>	Employee Name w/ Example Data														
Current Salary$=>	$ 83,815	$ 3,492.29	Gross per Pay												
(Employee Input - NOT including longevity)$	Enter Your Salary Above														
Your Arithmetic Mean$=>	0$77														
Rating$=>	Accomplished	Attendance %	94.0%												
Leave Usage (less FMLA)															
	Sick		Personal		Dock		Less: FMLA and/or Bereavement		Total Leave		Contract Days				
Compensation Factor$=>	8.00$	+	3.00	+	-	-	-	=	11.00		184.00				
Percentage of Increase$=>	100%			90%			50%			10%					
Your Rating / Attendance % =>	Accomplished	94%		Accomplished	<94%		Skilled	<94%		Developing	<94%				
	Skilled	97%		Skilled	94-96.9%		Developing	94-96.9%		Ineffective					
				Developing	97%										
		Gross per Pay Increase			Gross per Pay Increase			Gross per Pay Increase			Gross per Pay Increase				
Your Salary Increase$=>	$ -	$ -		$ -	$ -		$ -	$ -		$ -	$ -				
(Add to Current Year Salary Above)															
Percentage to Associate =>	0.000%			0.000%			0.000%			0.000%					
		Gross per Pay Total			Gross per Pay Total			Gross per Pay Total			Gross per Pay Total				
Calculated 2025$2026 New Salary$=>	$ 83,815	$ 3,492		$ 83,815	$ 3,492		$ 83,815	$ 3,492		$ 83,815	$ 3,492				
Plus Longevity if Applicable$=>	$ -			$ -			$ -			$ -					
(10-14 $500 / 15-19 600 20-24 $700 / 25-29 $800 / 30+ $1,000)	Half Nov & June Amt.			Half Nov & June Amt.			Half Nov & June Amt.			Half Nov & June Amt.					
Calculated New Salary PLUS Longevity$=>	$ 83,815			$ 83,815			$ 83,815			$ 83,815					
Percentage to Associate w/ Addition of Longevity$=>	0.000%			0.000%			0.000%			0.000%					

MP COMPASS OPT-IN POPULATION ONLY!			
Total Regular Pay for Teaching Staff 2024$2025=>	(District Input)	$ 5,898$580	2024-2026 MP COMPASS (Actual Opt-in)
Total Number of Certified Staff$=>	(District Input)	91	
Average Teache$Salary 2024$2025=$		$ 64$820	
Percentage of Average Compensation Factor	(District Input)	0.0%	
Overall Increase in Certified Staff Salaries		$ -	

ESTIMATE ONLY

MADISON-PLAINS LOCAL SCHOOL DISTRICT

Madison-Plains COMPression Alternative Salary Schedule (MP COMPASS)

COMPRESSION MODEL

MP COMPASS 2026-2027

			Gross per Pay	Employeeee>	Employee Name w/ Example Data							
Current Salarye=> (Calculated - NOT including longevity)	$	83,815	$ 3,492.29	Ratinge=>	Accomplished	*Attendance %*	97.0%					
Your Arithmetic Meane=>		0.77		**Leave Usage (less FMLA)**								
				Sick	*Personal*	*Dock*	Less: FMLA and/or Bereavement	Total Leave	Contract Days			
Compensation Factoree>		-		3.50	+ 2.00	+ -	- -	= 5.50	184.00			

	100%		90%		50%		10%	
Percentage of Increasee=>								
Your Rating / Attendance % =>	Accomplished	94%	Accomplished	<94%	Skilled	<94%	Developing	<94%
	Skilled	97%	Skilled	94-96.9%	Developing	94-96.9%	Ineffective	
			Developing	97%				
		Gross per Pay Increase		Gross per Pay Increase		Gross per Pay Increase		Gross per Pay Increase
Your Salary Increasee=> (Add to Current Year Salary Above)	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Percentage to Associateee>	0.000%		0.000%		0.000%		0.000%	
		Gross per Pay Total		Gross per Pay Total		Gross per Pay Total		Gross per Pay Total
Calculated 2026-2027 New Salary =>	$ 83,815	$ 3,492	$ 83,815	$ 3,492	$ 83,815	$ 3,492	$ 83,815	$ 3,492
Plus Longevity if Applicable=> (10-14 $500 / 15-19 $600 / 20-24 $700 / 25-29 $800 / 30+ $1,000)	$ - Half Nov & June Amt.		$ - Half Nov & June Amt.		$ - Half Nov & June Amt.		$ - Half Nov & June Amt.	
Calculated New Salary PLUS Longevitye>	$ 83,815		$ 83,815		$ 83,815		$ 83,815	
Percentage to Associate w/ Addition of Longevitye=>	0.000%		0.000%		0.000%		0.000%	

MP COMPASS OPT-IN POPULATION ONLY!			
Total Regular Pay for Teaching Staff 2025-2026=>	(District input)	$ 5,898,580	2025-2026 MP COMPASS (est 100%)
Total Number of Certified Staffe=>	(District input)	91	
Average Teacher Salary 2025-2026 =>		$ 64,820	
Percentage of Average	(District input)	0.0%	
Compensation Factor		$ -	
Overall Increase in Certified Staff Salaries		$ -	

ESTIMATE ONLY

MADISON-PLAINS LOCAL SCHOOL DISTRICT

Madison-Plains COMPression Alternative Salary Schedule (MP COMPASS)

COMPRESSION MODEL

MP COMPASS 2027-2028

			Employee=>	Employee Name w/ Example Data					
		Gross per Pay							
Current Salary=> (Calculated - NOT including longevity)	$ 83,815	$ 3,492.29	Rating=>	Accomplished	Attendance %	97.0%			
Your Arithmetic Mean=>	0.77		Leave Usage (less FMLA)						
						Less: FMLA and/or			
			Sick	Personal	Dock	Bereavement	Total Leave	Contract Days	
Compensation Factor=>	-		3.50	+ 2.00	+ -	- -	= 5.50	184.00	

Percentage of Increase=>	100%		90%		50%		10%	
Your Rating / Attendance % =>	Accomplished	94%	Accomplished	<94%	Skilled	<94%	Developing	<94%
	Skilled	97%	Skilled	94-96.9%	Developing	94-96.9%	Ineffective	
			Developing	97%				
		Gross per Pay Increase		Gross per Pay Increase		Gross per Pay Increase		Gross per Pay Increase
Your Salary Increase=> (Add to Current Year Salary Above)	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Percentage to Associate =>	0.000%		0.000%		0.000%		0.000%	
		Gross per Pay Total		Gross per Pay Total		Gross per Pay Total		Gross per Pay Total
Calculated 2026-2027 New Salary=>	$ 83,815	$ 3,492	$ 83,815	$ 3,492	$ 83,815	$ 3,492	$ 83,815	$ 3,492
Plus Longevity if Applicable=> (10-14 $500 / 15-19 $600 / 20-24 $700 / 25-29 $800 / 30+ $1,000)	$ - Half Nov & June Amt.		$ - Half Nov & June Amt.		$ - Half Nov & June Amt.		$ - Half Nov & June Amt.	
Calculated New Salary PLUS Longevity=>	$ 83,815		$ 83,815		$ 83,815		$ 83,815	
Percentage to Associate w/ Addition of Longevity=>	0.000%		0.000%		0.000%		0.000%	

MP COMPASS OPT-IN POPULATION ONLY!			
Total Regular Pay for Teaching Staff 2026-2027=>	(District Input)	$ 5,898,580	2026-2027 MP COMPASS (est 100%)
Total Number of Certified Staff =>	(District Input)	91	
Average Teacher Salary 2026-2027 =>		$ 64,820	
Percentage of Average	(District Input)	0.0%	
Compensation Factor		$ -	
Overall Increase in Certified Staff Salaries		$ -	

ESTIMATE ONLY

SUPPLEMENTALS

Madison-Plains Local School District
Supplemental Salary Schedule 2025-2026
BASE INCREASE 13.00%
BASE SALARY $ 40,228

Legacy B.A. Step 0

Supplemental		Grade	Gender	n	0	1	2	3	4	5	6	7	8
ATHLETICS													
Baseball	Head	Varsity	Boys	1	$ 4,224	$ 4,377	$ 4,526	$ 4,679	$ 4,827	$ 4,980	$ 5,129	$ 5,282	$ 5,431
Baseball	Asst	Varsity	Boys	1	$ 2,265	$ 2,414	$ 2,567	$ 2,715	$ 2,868	$ 3,017	$ 3,170	$ 3,319	$ 3,472
Baseball	Head	7th-8th	Boys	1	$ 2,265	$ 2,414	$ 2,567	$ 2,715	$ 2,868	$ 3,017	$ 3,170	$ 3,319	$ 3,472
Baseball	Asst	7th-8th	Boys	1	$ 1,179	$ 1,207	$ 1,360	$ 1,388	$ 1,480	$ 1,569	$ 1,661	$ 1,722	$ 1,782
Basketball	Head	Varsity	Boys	1	$ 6,175	$ 6,328	$ 6,481	$ 6,634	$ 6,786	$ 6,939	$ 7,092	$ 7,245	$ 7,398
Basketball	Asst	Varsity	Boys	1	$ 2,567	$ 2,715	$ 2,868	$ 3,017	$ 3,170	$ 3,319	$ 3,472	$ 3,621	$ 3,773
Basketball	Head	8th	Boys	1	$ 2,265	$ 2,414	$ 2,567	$ 2,715	$ 2,868	$ 3,017	$ 3,170	$ 3,319	$ 3,472
Basketball	Head	7th	Boys	1	$ 2,265	$ 2,414	$ 2,567	$ 2,715	$ 2,868	$ 3,017	$ 3,170	$ 3,319	$ 3,472
Basketball	Head	Varsity	Girls	1	$ 6,175	$ 6,328	$ 6,481	$ 6,634	$ 6,786	$ 6,939	$ 7,092	$ 7,245	$ 7,398
Basketball	Asst	Varsity	Girls	1	$ 2,567	$ 2,715	$ 2,868	$ 3,017	$ 3,170	$ 3,319	$ 3,472	$ 3,621	$ 3,773
Basketball	Head	8th	Girls	1	$ 2,265	$ 2,414	$ 2,567	$ 2,715	$ 2,868	$ 3,017	$ 3,170	$ 3,319	$ 3,472
Basketball	Head	7th	Girls	1	$ 2,265	$ 2,414	$ 2,567	$ 2,715	$ 2,868	$ 3,017	$ 3,170	$ 3,319	$ 3,472
Bowling	Head	Varsity	Co-ed	1	$ 4,224	$ 4,377	$ 4,526	$ 4,679	$ 4,827	$ 4,980	$ 5,129	$ 5,282	$ 5,431
Cheerleading - Basketball	Head	Varsity		1	$ 4,224	$ 4,377	$ 4,526	$ 4,679	$ 4,827	$ 4,980	$ 5,129	$ 5,282	$ 5,431
Cheerleading - Basketball	Asst	Varsity		1	$ 2,265	$ 2,414	$ 2,567	$ 2,715	$ 2,868	$ 3,017	$ 3,170	$ 3,319	$ 3,472
Cheerleading - Basketball	Head	5th		1	$ 1,179	$ 1,207	$ 1,360	$ 1,388	$ 1,480	$ 1,569	$ 1,661	$ 1,722	$ 1,782
Cheerleading - Basketball	Head	7th		1	$ 1,179	$ 1,207	$ 1,360	$ 1,388	$ 1,480	$ 1,569	$ 1,661	$ 1,722	$ 1,782
Cheerleading - Football	Head	Varsity		1	$ 4,224	$ 4,377	$ 4,526	$ 4,679	$ 4,827	$ 4,980	$ 5,129	$ 5,282	$ 5,431
Cheerleading - Football	Asst	Varsity		1	$ 2,265	$ 2,414	$ 2,567	$ 2,715	$ 2,868	$ 3,017	$ 3,170	$ 3,319	$ 3,472
Cheerleading - Football	Head	8th		1	$ 1,179	$ 1,207	$ 1,360	$ 1,388	$ 1,480	$ 1,569	$ 1,661	$ 1,722	$ 1,782
Cheerleading - Football	Head	7th		1	$ 1,179	$ 1,207	$ 1,360	$ 1,388	$ 1,480	$ 1,569	$ 1,661	$ 1,722	$ 1,782
Cross Country	Head	Varsity	Boys	1	$ 4,224	$ 4,377	$ 4,526	$ 4,679	$ 4,827	$ 4,980	$ 5,129	$ 5,282	$ 5,431
Cross Country	Head	Varsity	Girls	1	$ 4,224	$ 4,377	$ 4,526	$ 4,679	$ 4,827	$ 4,980	$ 5,129	$ 5,282	$ 5,431
Cross Country	Head	7th-8th	Co-ed	1	$ 2,265	$ 2,414	$ 2,567	$ 2,715	$ 2,868	$ 3,017	$ 3,170	$ 3,319	$ 3,472
Dance Team	Head	HS		1	$ 1,179	$ 1,207	$ 1,360	$ 1,388	$ 1,480	$ 1,569	$ 1,661	$ 1,722	$ 1,782
Football	Head	Varsity		1	$ 6,175	$ 6,328	$ 6,481	$ 6,634	$ 6,786	$ 6,939	$ 7,092	$ 7,245	$ 7,398
Football	Asst	Varsity		4	$ 2,567	$ 2,715	$ 2,868	$ 3,017	$ 3,170	$ 3,319	$ 3,472	$ 3,621	$ 3,773
Football	Head	8th		1	$ 2,265	$ 2,414	$ 2,567	$ 2,715	$ 2,868	$ 3,017	$ 3,170	$ 3,319	$ 3,472
Football	Asst	8th		1	$ 1,179	$ 1,207	$ 1,360	$ 1,388	$ 1,480	$ 1,569	$ 1,661	$ 1,722	$ 1,782
Football	Head	7th		2	$ 2,265	$ 2,414	$ 2,567	$ 2,715	$ 2,868	$ 3,017	$ 3,170	$ 3,319	$ 3,472
Football	Asst	7th		1	$ 1,179	$ 1,207	$ 1,360	$ 1,388	$ 1,480	$ 1,569	$ 1,661	$ 1,722	$ 1,782
Golf	Head	Varsity	Boys	1	$ 4,224	$ 4,377	$ 4,526	$ 4,679	$ 4,827	$ 4,980	$ 5,129	$ 5,282	$ 5,431
Golf	Asst	Varsity	Boys	1	$ 2,265	$ 2,414	$ 2,567	$ 2,715	$ 2,868	$ 3,017	$ 3,170	$ 3,319	$ 3,472
Golf	Head	Varsity	Girls	1	$ 4,224	$ 4,377	$ 4,526	$ 4,679	$ 4,827	$ 4,980	$ 5,129	$ 5,282	$ 5,431
Golf	Asst	Varsity	Girls	1	$ 2,265	$ 2,414	$ 2,567	$ 2,715	$ 2,868	$ 3,017	$ 3,170	$ 3,319	$ 3,472
Golf	Head	7th-8th	Co-ed	1	$ 2,265	$ 2,414	$ 2,567	$ 2,715	$ 2,868	$ 3,017	$ 3,170	$ 3,319	$ 3,472
Golf	Asst	7th-8th	Co-ed	1	$ 1,179	$ 1,207	$ 1,360	$ 1,388	$ 1,480	$ 1,569	$ 1,661	$ 1,722	$ 1,782
Indoor Track	Head	Varsity	Co-ed	1	$ 4,224	$ 4,377	$ 4,526	$ 4,679	$ 4,827	$ 4,980	$ 5,129	$ 5,282	$ 5,431
Indoor Track	Asst	Varsity	Co-ed	1	$ 2,265	$ 2,414	$ 2,567	$ 2,715	$ 2,868	$ 3,017	$ 3,170	$ 3,319	$ 3,472
Power Lifting		7-12		1	$ 756	$ 905	$ 1,058	$ 1,207	$ 1,360	$ 1,509	$ 1,661	$ 1,722	$ 1,963
Quick Recall		HS		1	$ 1,510	$ 1,963	$ 2,112	$ 2,265	$ 2,414	$ 2,567	$ 2,715	$ 2,568	$ 3,017
Soccer	Head	Varsity	Boys	1	$ 4,224	$ 4,377	$ 4,526	$ 4,679	$ 4,827	$ 4,980	$ 5,129	$ 5,282	$ 5,431
Soccer	Asst	Varsity	Boys	1	$ 2,265	$ 2,414	$ 2,567	$ 2,715	$ 2,868	$ 3,017	$ 3,170	$ 3,319	$ 3,472
Soccer	Head	Varsity	Girls	1	$ 4,224	$ 4,377	$ 4,526	$ 4,679	$ 4,827	$ 4,980	$ 5,129	$ 5,282	$ 5,431
Soccer	Asst	Varsity	Girls	1	$ 2,265	$ 2,414	$ 2,567	$ 2,715	$ 2,868	$ 3,017	$ 3,170	$ 3,319	$ 3,472
Soccer	Head	7th-8th	Co-ed	1	$ 2,265	$ 2,414	$ 2,567	$ 2,715	$ 2,868	$ 3,017	$ 3,170	$ 3,319	$ 3,472
Soccer	Asst	7th-8th	Co-ed	1	$ 1,179	$ 1,207	$ 1,360	$ 1,388	$ 1,480	$ 1,569	$ 1,661	$ 1,722	$ 1,782
Softball	Head	Varsity	Girls	1	$ 4,224	$ 4,377	$ 4,526	$ 4,679	$ 4,827	$ 4,980	$ 5,129	$ 5,282	$ 5,431
Softball	Asst	Varsity	Girls	1	$ 2,265	$ 2,414	$ 2,567	$ 2,715	$ 2,868	$ 3,017	$ 3,170	$ 3,319	$ 3,472
Softball	Head	7th-8th	Girls	1	$ 2,265	$ 2,414	$ 2,567	$ 2,715	$ 2,868	$ 3,017	$ 3,170	$ 3,319	$ 3,472
Softball	Asst	7th-8th	Girls	1	$ 1,179	$ 1,207	$ 1,360	$ 1,388	$ 1,480	$ 1,569	$ 1,661	$ 1,722	$ 1,782
Tennis	Head	Varsity	Girls	1	$ 4,224	$ 4,377	$ 4,526	$ 4,679	$ 4,827	$ 4,980	$ 5,129	$ 5,282	$ 5,431
Tennis	Asst	Varsity	Girls	1	$ 2,265	$ 2,414	$ 2,567	$ 2,715	$ 2,868	$ 3,017	$ 3,170	$ 3,319	$ 3,472
Track	Head	Varsity	Boys	1	$ 4,224	$ 4,377	$ 4,526	$ 4,679	$ 4,827	$ 4,980	$ 5,129	$ 5,282	$ 5,431
Track	Asst	Varsity	Boys	1	$ 2,265	$ 2,414	$ 2,567	$ 2,715	$ 2,868	$ 3,017	$ 3,170	$ 3,319	$ 3,472
Track	Head	Varsity	Girls	1	$ 4,224	$ 4,377	$ 4,526	$ 4,679	$ 4,827	$ 4,980	$ 5,129	$ 5,282	$ 5,431
Track	Asst	Varsity	Girls	1	$ 2,265	$ 2,414	$ 2,567	$ 2,715	$ 2,868	$ 3,017	$ 3,170	$ 3,319	$ 3,472
Track	Head	7th-8th	Boys	1	$ 2,265	$ 2,414	$ 2,567	$ 2,715	$ 2,868	$ 3,017	$ 3,170	$ 3,319	$ 3,472
Track	Head	7th-8th	Girls	1	$ 2,265	$ 2,414	$ 2,567	$ 2,715	$ 2,868	$ 3,017	$ 3,170	$ 3,319	$ 3,472
Volleyball	Head	Varsity	Girls	1	$ 4,224	$ 4,377	$ 4,526	$ 4,679	$ 4,827	$ 4,980	$ 5,129	$ 5,282	$ 5,431
Volleyball	Asst	Varsity	Girls	1	$ 2,265	$ 2,414	$ 2,567	$ 2,715	$ 2,868	$ 3,017	$ 3,170	$ 3,319	$ 3,472
Volleyball	Head	8th	Girls	1	$ 2,265	$ 2,414	$ 2,567	$ 2,715	$ 2,868	$ 3,017	$ 3,170	$ 3,319	$ 3,472
Volleyball	Head	7th	Girls	1	$ 2,265	$ 2,414	$ 2,567	$ 2,715	$ 2,868	$ 3,017	$ 3,170	$ 3,319	$ 3,472
Weight Room Supervisor	Fall Sports Season	All	All	1	$ 1,388	$ 1,448	$ 1,509	$ 1,509	$ 1,601	$ 1,661	$ 1,750	$ 1,810	$ 1,887
Weight Room Supervisor	Winter Sports Season	All	All	1	$ 1,388	$ 1,448	$ 1,509	$ 1,509	$ 1,601	$ 1,661	$ 1,750	$ 1,810	$ 1,887
Weight Room Supervisor	Spring Sports Season	All	All	1	$ 1,388	$ 1,448	$ 1,509	$ 1,509	$ 1,601	$ 1,661	$ 1,750	$ 1,810	$ 1,887
Wrestling	Head	Varsity	Boys	1	$ 6,175	$ 6,328	$ 6,481	$ 6,634	$ 6,786	$ 6,939	$ 7,092	$ 7,245	$ 7,398

Madison-PlainsLocal School District

Supplemental Salary Schedule 2025-2026

BASE INCREASE 13.00%

BASE SALARY $ 40,228

Legacy BA Step 0 Supplemental		Grade	Gender	#		0		1		2		3		4		5		6		7		8
Wrestling	Asst	Varsity	Boys	1	6.50%	$ 2,567	6.75%	$ 2,715	7.13%	$ 2,868	7.50%	$ 3,017	7.88%	$ 3,170	8.25%	$ 3,319	8.63%	$ 3,472	9.00%	$ 3,621	9.38%	$ 3,773
Wrestling	Head	7th/8th	Boys	1	5.63%	$ 2,265	6.00%	$ 2,414	6.38%	$ 2,567	6.75%	$ 2,715	7.13%	$ 2,868	7.50%	$ 3,017	7.88%	$ 3,170	8.25%	$ 3,319	8.63%	$ 3,472
Wrestling	Head	Varsity	Girls	1	15.50%	$ 6,175	15.75%	$ 6,328	16.13%	$ 6,481	16.50%	$ 6,634	16.88%	$ 6,786	17.25%	$ 6,939	17.63%	$ 7,092	18.00%	$ 7,245	18.38%	$ 7,398
Wrestling	Asst	Varsity	Girls	1	6.50%	$ 2,567	6.75%	$ 2,715	7.13%	$ 2,868	7.50%	$ 3,017	7.88%	$ 3,170	8.25%	$ 3,319	8.63%	$ 3,472	9.00%	$ 3,621	9.38%	$ 3,773
Wrestling	Head	7th/8th	Girls	1	5.63%	$ 2,265	6.00%	$ 2,414	6.38%	$ 2,567	6.75%	$ 2,715	7.13%	$ 2,868	7.50%	$ 3,017	7.88%	$ 3,170	8.25%	$ 3,319	8.63%	$ 3,472
MUSIC																						
Music - Band Director (March, Concert, Jaz	Head	HS		1	15.50%	$ 6,175	15.75%	$ 6,328	16.13%	$ 6,481	16.50%	$ 6,634	16.88%	$ 6,786	17.25%	$ 6,939	17.63%	$ 7,092	18.00%	$ 7,245	18.38%	$ 7,398
Music - Band Director (March, Concert, Jaz	Asst	HS		1	8.25%	$ 3,319	8.63%	$ 3,472	9.00%	$ 3,621	9.38%	$ 3,773	9.75%	$ 3,922	10.13%	$ 4,075	10.50%	$ 4,224	10.88%	$ 4,377	11.25%	$ 4,526
Music - Band	Percussion Section Leader	HS		1	4.00%	$ 1,609	4.38%	$ 1,669	4.38%	$ 1,730	4.63%	$ 1,790	4.63%	$ 1,850	4.75%	$ 1,911	4.88%	$ 1,971	5.00%	$ 2,032	5.38%	$ 2,092
Music - Band	Camp	HS		1	1.88%	$ 756	2.25%	$ 905	2.63%	$ 1,058	3.00%	$ 1,207	3.38%	$ 1,360	3.75%	$ 1,509	4.13%	$ 1,661	4.50%	$ 1,722	4.88%	$ 1,963
Music - Band Director		JH		2	1.20%	$ 483	1.28%	$ 515	1.35%	$ 543	1.43%	$ 575	1.50%	$ 603	1.58%	$ 636	1.65%	$ 664	1.73%	$ 696	1.80%	$ 724
Music - Choral Director		7-12		1	8.25%	$ 3,319	8.63%	$ 3,472	9.00%	$ 3,621	9.38%	$ 3,773	9.75%	$ 3,922	10.13%	$ 4,075	10.50%	$ 4,224	10.88%	$ 4,377	11.25%	$ 4,526
Music - Ensemble Rehearsals & Sections Co	Instrumental	HS		2	0.85%	$ 274	0.75%	$ 302	0.80%	$ 334	0.88%	$ 346	0.92%	$ 370	0.98%	$ 382	1.05%	$ 422	1.10%	$ 443	1.14%	$ 459
Music - Ensemble Rehearsals & Sections Co	Vocal	HS		1	0.68%	$ 274	0.75%	$ 302	0.83%	$ 334	0.86%	$ 346	0.92%	$ 370	0.95%	$ 382	1.05%	$ 422	1.10%	$ 443	1.14%	$ 459
Music - Flag Corps		HS		1	3.00%	$ 1,207	3.38%	$ 1,360	3.75%	$ 1,509	4.13%	$ 1,661	4.50%	$ 1,810	4.88%	$ 1,963	5.25%	$ 2,112	5.63%	$ 2,265	6.00%	$ 2,414
Music - Music Program		K-6		1	1.20%	$ 483	1.28%	$ 515	1.35%	$ 543	1.43%	$ 575	1.50%	$ 603	1.58%	$ 636	1.65%	$ 664	1.73%	$ 696	1.80%	$ 724
Music - Piano Accompanist (Max 3 performances)		HS		2	0.68%	$ 274	0.75%	$ 302	0.83%	$ 334	0.86%	$ 346	0.92%	$ 370	0.95%	$ 382	1.05%	$ 422	1.10%	$ 443	1.14%	$ 459
ACADEMIC																						
Art Club		HS		1	1.20%	$ 483	1.28%	$ 515	1.35%	$ 543	1.43%	$ 575	1.50%	$ 603	1.58%	$ 636	1.65%	$ 664	1.73%	$ 696	1.80%	$ 724
Art Contest		HS		1	0.68%	$ 274	0.75%	$ 302	0.83%	$ 334	0.86%	$ 346	0.92%	$ 370	0.95%	$ 382	1.05%	$ 422	1.10%	$ 443	1.14%	$ 459
Art Show		K-6		1	0.68%	$ 274	0.75%	$ 302	0.83%	$ 334	0.86%	$ 346	0.92%	$ 370	0.95%	$ 382	1.05%	$ 422	1.10%	$ 443	1.14%	$ 459
Art Show		7-12		1	0.68%	$ 274	0.75%	$ 302	0.83%	$ 334	0.86%	$ 346	0.92%	$ 370	0.95%	$ 382	1.05%	$ 422	1.10%	$ 443	1.14%	$ 459
Business Professionals of America		HS		1	1.20%	$ 483	1.28%	$ 515	1.35%	$ 543	1.43%	$ 575	1.50%	$ 603	1.58%	$ 636	1.65%	$ 664	1.73%	$ 696	1.80%	$ 724
Chess Club		HS		1	1.20%	$ 483	1.28%	$ 515	1.35%	$ 543	1.43%	$ 575	1.50%	$ 603	1.58%	$ 636	1.65%	$ 664	1.73%	$ 696	1.80%	$ 724
Civics English I Club		Junior		3	3.00%	$ 1,207	3.38%	$ 1,360	3.75%	$ 1,509	4.13%	$ 1,661	4.50%	$ 1,810	4.88%	$ 1,963	5.25%	$ 2,112	5.63%	$ 2,265	6.00%	$ 2,414
Civics English II Club		HS		1	1.88%	$ 756	2.25%	$ 905	2.63%	$ 1,058	3.00%	$ 1,207	3.38%	$ 1,360	3.75%	$ 1,509	4.13%	$ 1,661	4.50%	$ 1,722	4.88%	$ 1,963
Class Advisor		Freshman		1	1.88%	$ 756	2.25%	$ 905	2.63%	$ 1,058	3.00%	$ 1,207	3.38%	$ 1,360	3.75%	$ 1,509	4.13%	$ 1,661	4.50%	$ 1,722	4.88%	$ 1,963
Class Advisor		Sophomore		1	1.88%	$ 756	2.25%	$ 905	2.63%	$ 1,058	3.00%	$ 1,207	3.38%	$ 1,360	3.75%	$ 1,509	4.13%	$ 1,661	4.50%	$ 1,722	4.88%	$ 1,963
Class Advisor		Junior		3	3.00%	$ 1,207	3.38%	$ 1,360	3.75%	$ 1,509	4.13%	$ 1,661	4.50%	$ 1,810	4.88%	$ 1,963	5.25%	$ 2,112	5.63%	$ 2,265	6.00%	$ 2,414
Class Advisor		Senior		3	3.00%	$ 1,207	3.38%	$ 1,360	3.75%	$ 1,509	4.13%	$ 1,661	4.50%	$ 1,810	4.88%	$ 1,963	5.25%	$ 2,112	5.63%	$ 2,265	6.00%	$ 2,414
Dance Chaperone (4 per event)		7-12		*		$ 100		$ 100		$ 100		$ 100		$ 100		$ 100		$ 100		$ 100		$ 100
Department Head / Teacher Leader	Kindergarten			1	2.25%	$ 905	2.63%	$ 1,058	3.00%	$ 1,207	3.38%	$ 1,360	3.75%	$ 1,509	4.13%	$ 1,661	4.50%	$ 1,722	4.88%	$ 1,963	5.25%	$ 2,112
Department Head / Teacher Leader	Grade 1			1	2.25%	$ 905	2.63%	$ 1,058	3.00%	$ 1,207	3.38%	$ 1,360	3.75%	$ 1,509	4.13%	$ 1,661	4.50%	$ 1,722	4.88%	$ 1,963	5.25%	$ 2,112
Department Head / Teacher Leader	Grade 2			1	2.25%	$ 905	2.63%	$ 1,058	3.00%	$ 1,207	3.38%	$ 1,360	3.75%	$ 1,509	4.13%	$ 1,661	4.50%	$ 1,722	4.88%	$ 1,963	5.25%	$ 2,112
Department Head / Teacher Leader	Grade 3			1	2.25%	$ 905	2.63%	$ 1,058	3.00%	$ 1,207	3.38%	$ 1,360	3.75%	$ 1,509	4.13%	$ 1,661	4.50%	$ 1,722	4.88%	$ 1,963	5.25%	$ 2,112
Department Head / Teacher Leader	Grade 4			1	2.25%	$ 905	2.63%	$ 1,058	3.00%	$ 1,207	3.38%	$ 1,360	3.75%	$ 1,509	4.13%	$ 1,661	4.50%	$ 1,722	4.88%	$ 1,963	5.25%	$ 2,112
Department Head / Teacher Leader	Grade 5			1	2.25%	$ 905	2.63%	$ 1,058	3.00%	$ 1,207	3.38%	$ 1,360	3.75%	$ 1,509	4.13%	$ 1,661	4.50%	$ 1,722	4.88%	$ 1,963	5.25%	$ 2,112
Department Head / Teacher Leader	Grade 6			1	2.25%	$ 905	2.63%	$ 1,058	3.00%	$ 1,207	3.38%	$ 1,360	3.75%	$ 1,509	4.13%	$ 1,661	4.50%	$ 1,722	4.88%	$ 1,963	5.25%	$ 2,112
Department Head / Teacher Leader	Math 7-12			1	2.25%	$ 905	2.63%	$ 1,058	3.00%	$ 1,207	3.38%	$ 1,360	3.75%	$ 1,509	4.13%	$ 1,661	4.50%	$ 1,722	4.88%	$ 1,963	5.25%	$ 2,112
Department Head / Teacher Leader	Science 7-12			1	2.25%	$ 905	2.63%	$ 1,058	3.00%	$ 1,207	3.38%	$ 1,360	3.75%	$ 1,509	4.13%	$ 1,661	4.50%	$ 1,722	4.88%	$ 1,963	5.25%	$ 2,112
Department Head / Teacher Leader	Social Studies 7-12			1	2.25%	$ 905	2.63%	$ 1,058	3.00%	$ 1,207	3.38%	$ 1,360	3.75%	$ 1,509	4.13%	$ 1,661	4.50%	$ 1,722	4.88%	$ 1,963	5.25%	$ 2,112
Department Head / Teacher Leader	ELA 7-12			1	2.25%	$ 905	2.63%	$ 1,058	3.00%	$ 1,207	3.38%	$ 1,360	3.75%	$ 1,509	4.13%	$ 1,661	4.50%	$ 1,722	4.88%	$ 1,963	5.25%	$ 2,112
Department Head / Teacher Leader	Career Tech 7-12			1	2.25%	$ 905	2.63%	$ 1,058	3.00%	$ 1,207	3.38%	$ 1,360	3.75%	$ 1,509	4.13%	$ 1,661	4.50%	$ 1,722	4.88%	$ 1,963	5.25%	$ 2,112
Department Head / Teacher Leader	Related Arts K-12			1	2.25%	$ 905	2.63%	$ 1,058	3.00%	$ 1,207	3.38%	$ 1,360	3.75%	$ 1,509	4.13%	$ 1,661	4.50%	$ 1,722	4.88%	$ 1,963	5.25%	$ 2,112
Drama-Drama Club		HS		3	3.00%	$ 1,207	3.38%	$ 1,360	3.75%	$ 1,509	4.13%	$ 1,661	4.50%	$ 1,810	4.88%	$ 1,963	5.25%	$ 2,112	5.63%	$ 2,265	6.00%	$ 2,414
Dyslexia Intervention Coordinator		All		1	4.50%	$ 1,810	4.88%	$ 1,963	5.25%	$ 2,112	5.63%	$ 2,265	6.00%	$ 2,414	6.38%	$ 2,567	6.75%	$ 2,715	7.13%	$ 2,868	7.50%	$ 3,017
Extra choo		HS		1	0.68%	$ 274	0.75%	$ 302	0.83%	$ 334	0.86%	$ 346	0.92%	$ 370	0.95%	$ 382	1.05%	$ 422	1.10%	$ 443	1.14%	$ 459
Facility Manager - Fall		All		1	8.25%	$ 3,319	8.63%	$ 3,472	9.00%	$ 3,621	9.38%	$ 3,773	9.75%	$ 3,922	10.13%	$ 4,075	10.50%	$ 4,224	10.88%	$ 4,377	11.25%	$ 4,526
Facility Manager - Spring		All		1	8.25%	$ 3,319	8.63%	$ 3,472	9.00%	$ 3,621	9.38%	$ 3,773	9.75%	$ 3,922	10.13%	$ 4,075	10.50%	$ 4,224	10.88%	$ 4,377	11.25%	$ 4,526
Facility Manager - Winter		All		1	8.25%	$ 3,319	8.63%	$ 3,472	9.00%	$ 3,621	9.38%	$ 3,773	9.75%	$ 3,922	10.13%	$ 4,075	10.50%	$ 4,224	10.88%	$ 4,377	11.25%	$ 4,526
World Languages French Club		HS		1	1.88%	$ 756	2.25%	$ 905	2.63%	$ 1,058	3.00%	$ 1,207	3.38%	$ 1,360	3.75%	$ 1,509	4.13%	$ 1,661	4.50%	$ 1,722	4.88%	$ 1,963
Homecoming		HS		3	3.00%	$ 1,207	3.38%	$ 1,360	3.75%	$ 1,509	4.13%	$ 1,661	4.50%	$ 1,810	4.88%	$ 1,963	5.25%	$ 2,112	5.63%	$ 2,265	6.00%	$ 2,414
Junior Senior Prom		HS		3	3.00%	$ 1,207	3.38%	$ 1,360	3.75%	$ 1,509	4.13%	$ 1,661	4.50%	$ 1,810	4.88%	$ 1,963	5.25%	$ 2,112	5.63%	$ 2,265	6.00%	$ 2,414
Key Club		HS		1	1.88%	$ 756	2.25%	$ 905	2.63%	$ 1,058	3.00%	$ 1,207	3.38%	$ 1,360	3.75%	$ 1,509	4.13%	$ 1,661	4.50%	$ 1,722	4.88%	$ 1,963
Lego League		K-8		1	0.68%	$ 274	0.75%	$ 302	0.83%	$ 334	0.86%	$ 346	0.92%	$ 370	0.95%	$ 382	1.05%	$ 422	1.10%	$ 443	1.14%	$ 459
Literary Magazine		HS		1	1.20%	$ 483	1.28%	$ 515	1.35%	$ 543	1.43%	$ 575	1.50%	$ 603	1.58%	$ 636	1.65%	$ 664	1.73%	$ 696	1.80%	$ 724
LPDC Member				5		$ 1,500		$ 1,500		$ 1,500		$ 1,500		$ 1,500		$ 1,500		$ 1,500		$ 1,500		$ 1,500
Math Contest		5-8		1	0.68%	$ 274	0.75%	$ 302	0.83%	$ 334	0.86%	$ 346	0.92%	$ 370	0.95%	$ 382	1.05%	$ 422	1.10%	$ 443	1.14%	$ 459
National Honor Society		HS		2	1.88%	$ 756	2.25%	$ 905	2.63%	$ 1,058	3.00%	$ 1,207	3.38%	$ 1,360	3.75%	$ 1,509	4.13%	$ 1,661	4.50%	$ 1,722	4.88%	$ 1,963
Newspaper		7-12		1	1.88%	$ 756	2.25%	$ 905	2.63%	$ 1,058	3.00%	$ 1,207	3.38%	$ 1,360	3.75%	$ 1,509	4.13%	$ 1,661	4.50%	$ 1,722	4.88%	$ 1,963
Outdoor Ed Coordinator		JH		3	1.20%	$ 483	1.28%	$ 515	1.35%	$ 543	1.43%	$ 575	1.50%	$ 603	1.58%	$ 636	1.65%	$ 664	1.73%	$ 696	1.80%	$ 724
Outdoor Ed Trip Advisor		JH		1	0.68%	$ 274	0.75%	$ 302	0.83%	$ 334	0.86%	$ 346	0.92%	$ 370	0.95%	$ 382	1.05%	$ 422	1.10%	$ 443	1.14%	$ 459
Power of the Pen		JH		1	0.68%	$ 274	0.75%	$ 302	0.83%	$ 334	0.86%	$ 346	0.92%	$ 370	0.95%	$ 382	1.05%	$ 422	1.10%	$ 443	1.14%	$ 459
Right-to-Read Building Coordinator		K-3		1	0.68%	$ 274	0.75%	$ 302	0.83%	$ 334	0.86%	$ 346	0.92%	$ 370	0.95%	$ 382	1.05%	$ 422	1.10%	$ 443	1.14%	$ 459
Right-to-Read Building Coordinator		4-6		1	0.68%	$ 274	0.75%	$ 302	0.83%	$ 334	0.86%	$ 346	0.92%	$ 370	0.95%	$ 382	1.05%	$ 422	1.10%	$ 443	1.14%	$ 459
RTI Coordinator		7-12		1	1.88%	$ 756	2.25%	$ 905	2.63%	$ 1,058	3.00%	$ 1,207	3.38%	$ 1,360	3.75%	$ 1,509	4.13%	$ 1,661	4.50%	$ 1,722	4.88%	$ 1,963
RTI Coordinator		K-6		3	3.00%	$ 1,207	3.38%	$ 1,360	3.75%	$ 1,509	4.13%	$ 1,661	4.50%	$ 1,810	4.88%	$ 1,963	5.25%	$ 2,112	5.63%	$ 2,265	6.00%	$ 2,414
Science Club Advisor		HS		1	1.88%	$ 756	2.25%	$ 905	2.63%	$ 1,058	3.00%	$ 1,207	3.38%	$ 1,360	3.75%	$ 1,509	4.13%	$ 1,661	4.50%	$ 1,722	4.88%	$ 1,963
Science Fair		K-6		1	0.68%	$ 274	0.75%	$ 302	0.83%	$ 334	0.86%	$ 346	0.92%	$ 370	0.95%	$ 382	1.05%	$ 422	1.10%	$ 443	1.14%	$ 459
Science Fair		7-12		1	0.68%	$ 274	0.75%	$ 302	0.83%	$ 334	0.86%	$ 346	0.92%	$ 370	0.95%	$ 382	1.05%	$ 422	1.10%	$ 443	1.14%	$ 459

Madison-Plains Local School District

Supplemental Salary Schedule 2025-2026

BASE INCREASE 13.00%

BASE SALARY $ 40,228

Legacy BA Step 0 Supplemental		Grade	Gender	#	0		1		2		3		4		5		6		7		8	
World Languages - Spanish Club		HS		1	3.00%	$ 756	2.25%	$ 905	2.63%	$ 1,058	3.00%	$ 1,207	3.38%	$ 1,360	3.75%	$ 1,509	4.13%	$ 1,661	4.28%	$ 1,722	4.88%	$ 1,963
Spelling Bee		5-8		1	0.68%	$ 274	0.75%	$ 302	0.83%	$ 334	0.86%	$ 346	0.92%	$ 370	0.95%	$ 382	1.05%	$ 422	1.10%	$ 443	1.14%	$ 459
Student Council		JH		1	0.68%	$ 274	0.75%	$ 302	0.83%	$ 334	0.86%	$ 346	0.92%	$ 370	0.95%	$ 382	1.05%	$ 422	1.10%	$ 443	1.14%	$ 459
Student Council		HS		1	3.00%	$ 756	2.25%	$ 905	2.63%	$ 1,058	3.00%	$ 1,207	3.38%	$ 1,360	3.75%	$ 1,509	4.13%	$ 1,661	4.28%	$ 1,722	4.88%	$ 1,963
Student of the Month		K-6		2	0.68%	$ 274	0.75%	$ 302	0.83%	$ 334	0.86%	$ 346	0.92%	$ 370	0.95%	$ 382	1.05%	$ 422	1.10%	$ 443	1.14%	$ 459
Student of the Month		7-12		2	0.68%	$ 274	0.75%	$ 302	0.83%	$ 334	0.86%	$ 346	0.92%	$ 370	0.95%	$ 382	1.05%	$ 422	1.10%	$ 443	1.14%	$ 459
Study Abroad Planning Coordinator		HS		1	3.00%	$ 756	2.25%	$ 905	2.63%	$ 1,058	3.00%	$ 1,207	3.38%	$ 1,360	3.75%	$ 1,509	4.13%	$ 1,661	4.28%	$ 1,722	4.88%	$ 1,963
Study Abroad Trip Year Coordinator		HS		1	3.00%	$ 756	2.25%	$ 905	2.63%	$ 1,058	3.00%	$ 1,207	3.38%	$ 1,360	3.75%	$ 1,509	4.13%	$ 1,661	4.28%	$ 1,722	4.88%	$ 1,963
Agricultural Education - CTE Advisor		HS		2	31.96%	$ 12,857	34.35%	$ 13,818	39.13%	$ 15,749	43.94%	$ 17,676	47.54%	$ 19,285	51.89%	$ 20,890	56.72%	$ 22,817	60.75%	$ 24,426	65.61%	$ 26,410
Yearbook		JH		1	3.00%	$ 1,207	3.38%	$ 1,360	3.75%	$ 1,509	4.13%	$ 1,661	4.50%	$ 1,810	4.88%	$ 1,963	5.25%	$ 2,112	5.63%	$ 2,265	6.00%	$ 2,414
Yearbook		HS		1	4.50%	$ 1,810	4.88%	$ 1,963	5.25%	$ 2,112	5.63%	$ 2,265	6.00%	$ 2,414	6.38%	$ 2,567	6.75%	$ 2,715	7.13%	$ 2,868	7.50%	$ 3,017

Madison-Plains Local School District

Supplemental Salary Schedule 2026-2027

BASE INCREASE 2.00%

BASE SALARY $ 41,033

Legacy BA Step 0

Supplemental		Grade	Gender	#	0	1	2	3	4	5	6	7	8
ATHLETICS													
Baseball	Head	Varsity	Boys	1	$ 4,308	$ 4,464	$ 4,616	$ 4,772	$ 4,924	$ 5,080	$ 5,232	$ 5,388	$ 5,539
Baseball	Asst	Varsity	Boys	2	$ 2,310	$ 2,462	$ 2,618	$ 2,770	$ 2,926	$ 3,077	$ 3,233	$ 3,385	$ 3,541
Baseball	Head	7th/8th	Boys	1	$ 2,310	$ 2,462	$ 2,618	$ 2,770	$ 2,926	$ 3,077	$ 3,233	$ 3,385	$ 3,541
Baseball	Asst	7th/8th	Boys	1	$ 1,202	$ 1,231	$ 1,387	$ 1,416	$ 1,510	$ 1,600	$ 1,695	$ 1,756	$ 1,818
Basketball	Head	Varsity	Boys	1	$ 6,298	$ 6,454	$ 6,610	$ 6,766	$ 6,922	$ 7,078	$ 7,234	$ 7,390	$ 7,546
Basketball	Asst	Varsity	Boys	1	$ 2,618	$ 2,770	$ 2,926	$ 3,077	$ 3,233	$ 3,385	$ 3,541	$ 3,693	$ 3,849
Basketball	Head	8th	Boys	1	$ 2,310	$ 2,462	$ 2,618	$ 2,770	$ 2,926	$ 3,077	$ 3,233	$ 3,385	$ 3,541
Basketball	Head	7th	Boys	1	$ 2,310	$ 2,462	$ 2,618	$ 2,770	$ 2,926	$ 3,077	$ 3,233	$ 3,385	$ 3,541
Basketball	Head	Varsity	Girls	1	$ 6,298	$ 6,454	$ 6,610	$ 6,766	$ 6,922	$ 7,078	$ 7,234	$ 7,390	$ 7,546
Basketball	Asst	Varsity	Girls	1	$ 2,618	$ 2,770	$ 2,926	$ 3,077	$ 3,233	$ 3,385	$ 3,541	$ 3,693	$ 3,849
Basketball	Head	8th	Girls	1	$ 2,310	$ 2,462	$ 2,618	$ 2,770	$ 2,926	$ 3,077	$ 3,233	$ 3,385	$ 3,541
Basketball	Head	7th	Girls	1	$ 2,310	$ 2,462	$ 2,618	$ 2,770	$ 2,926	$ 3,077	$ 3,233	$ 3,385	$ 3,541
Bowling	Head	Varsity	Co-ed	1	$ 4,308	$ 4,464	$ 4,616	$ 4,772	$ 4,924	$ 5,080	$ 5,232	$ 5,388	$ 5,539
Cheerleading - Basketball	Head	Varsity		1	$ 4,308	$ 4,464	$ 4,616	$ 4,772	$ 4,924	$ 5,080	$ 5,232	$ 5,388	$ 5,539
Cheerleading - Basketball	Asst	Varsity		2	$ 2,310	$ 2,462	$ 2,618	$ 2,770	$ 2,926	$ 3,077	$ 3,233	$ 3,385	$ 3,541
Cheerleading - Basketball	Head	8th		1	$ 1,202	$ 1,231	$ 1,387	$ 1,416	$ 1,510	$ 1,600	$ 1,695	$ 1,756	$ 1,818
Cheerleading - Basketball	Head	7th		1	$ 1,202	$ 1,231	$ 1,387	$ 1,416	$ 1,510	$ 1,600	$ 1,695	$ 1,756	$ 1,818
Cheerleading - Football	Head	Varsity		1	$ 4,308	$ 4,464	$ 4,616	$ 4,772	$ 4,924	$ 5,080	$ 5,232	$ 5,388	$ 5,539
Cheerleading - Football	Asst	Varsity		2	$ 2,310	$ 2,462	$ 2,618	$ 2,770	$ 2,926	$ 3,077	$ 3,233	$ 3,385	$ 3,541
Cheerleading - Football	Head	8th		1	$ 1,202	$ 1,231	$ 1,387	$ 1,416	$ 1,510	$ 1,600	$ 1,695	$ 1,756	$ 1,818
Cheerleading - Football	Head	7th		1	$ 1,202	$ 1,231	$ 1,387	$ 1,416	$ 1,510	$ 1,600	$ 1,695	$ 1,756	$ 1,818
Cross Country	Head	Varsity	Boys	1	$ 4,308	$ 4,464	$ 4,616	$ 4,772	$ 4,924	$ 5,080	$ 5,232	$ 5,388	$ 5,539
Cross Country	Head	Varsity	Girls	1	$ 4,308	$ 4,464	$ 4,616	$ 4,772	$ 4,924	$ 5,080	$ 5,232	$ 5,388	$ 5,539
Cross Country	Head	7/8th	Co-ed	1	$ 2,310	$ 2,462	$ 2,618	$ 2,770	$ 2,926	$ 3,077	$ 3,233	$ 3,385	$ 3,541
Dance Team	Head	HS		1	$ 1,202	$ 1,231	$ 1,387	$ 1,416	$ 1,510	$ 1,600	$ 1,695	$ 1,756	$ 1,818
Football	Head	Varsity		1	$ 6,298	$ 6,454	$ 6,610	$ 6,766	$ 6,922	$ 7,078	$ 7,234	$ 7,390	$ 7,546
Football	Asst	Varsity		4	$ 2,618	$ 2,770	$ 2,926	$ 3,077	$ 3,233	$ 3,385	$ 3,541	$ 3,693	$ 3,849
Football	Head	8th		1	$ 2,310	$ 2,462	$ 2,618	$ 2,770	$ 2,926	$ 3,077	$ 3,233	$ 3,385	$ 3,541
Football	Asst	8th		1	$ 1,202	$ 1,231	$ 1,387	$ 1,416	$ 1,510	$ 1,600	$ 1,695	$ 1,756	$ 1,818
Football	Head	7th		1	$ 2,310	$ 2,462	$ 2,618	$ 2,770	$ 2,926	$ 3,077	$ 3,233	$ 3,385	$ 3,541
Football	Asst	7th		1	$ 1,202	$ 1,231	$ 1,387	$ 1,416	$ 1,510	$ 1,600	$ 1,695	$ 1,756	$ 1,818
Golf	Head	Varsity	Boys	1	$ 4,308	$ 4,464	$ 4,616	$ 4,772	$ 4,924	$ 5,080	$ 5,232	$ 5,388	$ 5,539
Golf	Asst	Varsity	Boys	1	$ 2,310	$ 2,462	$ 2,618	$ 2,770	$ 2,926	$ 3,077	$ 3,233	$ 3,385	$ 3,541
Golf	Head	Varsity	Girls	1	$ 4,308	$ 4,464	$ 4,616	$ 4,772	$ 4,924	$ 5,080	$ 5,232	$ 5,388	$ 5,539
Golf	Asst	Varsity	Girls	1	$ 2,310	$ 2,462	$ 2,618	$ 2,770	$ 2,926	$ 3,077	$ 3,233	$ 3,385	$ 3,541
Golf	Head	7/8th	Co-ed	1	$ 2,310	$ 2,462	$ 2,618	$ 2,770	$ 2,926	$ 3,077	$ 3,233	$ 3,385	$ 3,541
Golf	Asst	7/8th	Co-ed	1	$ 1,202	$ 1,231	$ 1,387	$ 1,416	$ 1,510	$ 1,600	$ 1,695	$ 1,756	$ 1,818
Indoor Track	Head	Varsity	Co-ed	1	$ 4,308	$ 4,464	$ 4,616	$ 4,772	$ 4,924	$ 5,080	$ 5,232	$ 5,388	$ 5,539
Indoor Track	Asst	Varsity	Co-ed	1	$ 2,310	$ 2,462	$ 2,618	$ 2,770	$ 2,926	$ 3,077	$ 3,233	$ 3,385	$ 3,541
Power Lifting		7-12		1	$ 771	$ 923	$ 1,079	$ 1,231	$ 1,387	$ 1,539	$ 1,695	$ 1,756	$ 2,002
Quick/Recall		HS		1	$ 1,846	$ 2,002	$ 2,154	$ 2,310	$ 2,462	$ 2,618	$ 2,770	$ 2,926	$ 3,077
Soccer	Head	Varsity	Boys	1	$ 4,308	$ 4,464	$ 4,616	$ 4,772	$ 4,924	$ 5,080	$ 5,232	$ 5,388	$ 5,539
Soccer	Asst	Varsity	Boys	1	$ 2,310	$ 2,462	$ 2,618	$ 2,770	$ 2,926	$ 3,077	$ 3,233	$ 3,385	$ 3,541
Soccer	Head	Varsity	Girls	1	$ 4,308	$ 4,464	$ 4,616	$ 4,772	$ 4,924	$ 5,080	$ 5,232	$ 5,388	$ 5,539
Soccer	Asst	Varsity	Girls	1	$ 2,310	$ 2,462	$ 2,618	$ 2,770	$ 2,926	$ 3,077	$ 3,233	$ 3,385	$ 3,541
Soccer	Head	7/8th	Co-ed	1	$ 2,310	$ 2,462	$ 2,618	$ 2,770	$ 2,926	$ 3,077	$ 3,233	$ 3,385	$ 3,541
Soccer	Asst	7/8th	Co-ed	1	$ 1,202	$ 1,231	$ 1,387	$ 1,416	$ 1,510	$ 1,600	$ 1,695	$ 1,756	$ 1,818
Softball	Head	Varsity	Girls	1	$ 4,308	$ 4,464	$ 4,616	$ 4,772	$ 4,924	$ 5,080	$ 5,232	$ 5,388	$ 5,539
Softball	Asst	Varsity	Girls	2	$ 2,310	$ 2,462	$ 2,618	$ 2,770	$ 2,926	$ 3,077	$ 3,233	$ 3,385	$ 3,541
Softball	Head	7/8th	Girls	1	$ 2,310	$ 2,462	$ 2,618	$ 2,770	$ 2,926	$ 3,077	$ 3,233	$ 3,385	$ 3,541
Softball	Asst	7/8th	Girls	1	$ 1,202	$ 1,231	$ 1,387	$ 1,416	$ 1,510	$ 1,600	$ 1,695	$ 1,756	$ 1,818
Tennis	Head	Varsity	Girls	1	$ 4,308	$ 4,464	$ 4,616	$ 4,772	$ 4,924	$ 5,080	$ 5,232	$ 5,388	$ 5,539
Tennis	Asst	Varsity	Girls	1	$ 2,310	$ 2,462	$ 2,618	$ 2,770	$ 2,926	$ 3,077	$ 3,233	$ 3,385	$ 3,541
Track	Head	Varsity	Boys	1	$ 4,308	$ 4,464	$ 4,616	$ 4,772	$ 4,924	$ 5,080	$ 5,232	$ 5,388	$ 5,539
Track	Asst	Varsity	Boys	1	$ 2,310	$ 2,462	$ 2,618	$ 2,770	$ 2,926	$ 3,077	$ 3,233	$ 3,385	$ 3,541
Track	Head	Varsity	Girls	1	$ 4,308	$ 4,464	$ 4,616	$ 4,772	$ 4,924	$ 5,080	$ 5,232	$ 5,388	$ 5,539
Track	Asst	Varsity	Girls	1	$ 2,310	$ 2,462	$ 2,618	$ 2,770	$ 2,926	$ 3,077	$ 3,233	$ 3,385	$ 3,541
Track	Head	7/8th	Boys	1	$ 2,310	$ 2,462	$ 2,618	$ 2,770	$ 2,926	$ 3,077	$ 3,233	$ 3,385	$ 3,541
Track	Head	7/8th	Girls	1	$ 2,310	$ 2,462	$ 2,618	$ 2,770	$ 2,926	$ 3,077	$ 3,233	$ 3,385	$ 3,541
Volleyball	Head	Varsity	Girls	1	$ 4,308	$ 4,464	$ 4,616	$ 4,772	$ 4,924	$ 5,080	$ 5,232	$ 5,388	$ 5,539
Volleyball	Asst	Varsity	Girls	3	$ 2,310	$ 2,462	$ 2,618	$ 2,770	$ 2,926	$ 3,077	$ 3,233	$ 3,385	$ 3,541
Volleyball	Head	8th	Girls	1	$ 2,310	$ 2,462	$ 2,618	$ 2,770	$ 2,926	$ 3,077	$ 3,233	$ 3,385	$ 3,541
Volleyball	Head	7th	Girls	1	$ 2,310	$ 2,462	$ 2,618	$ 2,770	$ 2,926	$ 3,077	$ 3,233	$ 3,385	$ 3,541
Weight Room Supervisor	Fall Sports Season	All	All	1	$ 1,416	$ 1,477	$ 1,539	$ 1,539	$ 1,633	$ 1,695	$ 1,785	$ 1,846	$ 1,924
Weight Room Supervisor	Winter Sports Season	All	All	1	$ 1,416	$ 1,477	$ 1,539	$ 1,539	$ 1,633	$ 1,695	$ 1,785	$ 1,846	$ 1,924
Weight Room Supervisor	Spring Sports Season	All	All	1	$ 1,416	$ 1,477	$ 1,539	$ 1,539	$ 1,633	$ 1,695	$ 1,785	$ 1,846	$ 1,924
Wrestling	Head	Varsity	Boys	1	$ 6,298	$ 6,454	$ 6,610	$ 6,766	$ 6,922	$ 7,078	$ 7,234	$ 7,390	$ 7,546

Madison-PlainsLocal School District

Supplemental Salary Schedule 2026-2027

BASE INCREASE 2.00%

BASE SALARY $ 41,033

Legacy BA Step 0

Supplemental		Grade	Gender	#	0	1	2	3	4	5	6	7	8
Wrestling	Asst	Varsity	Boys	1	$ 2,618	$ 2,770	$ 2,926	$ 3,077	$ 3,233	$ 3,385	$ 3,541	$ 3,693	$ 3,849
Wrestling	Head	7th-8th	Boys	1	$ 2,310	$ 2,462	$ 2,618	$ 2,770	$ 2,926	$ 3,077	$ 3,233	$ 3,385	$ 3,541
Wrestling	Head	Varsity	Girls	1	$ 6,298	$ 6,454	$ 6,610	$ 6,766	$ 6,922	$ 7,078	$ 7,234	$ 7,390	$ 7,546
Wrestling	Asst	Varsity	Girls	1	$ 2,618	$ 2,770	$ 2,926	$ 3,077	$ 3,233	$ 3,385	$ 3,541	$ 3,693	$ 3,549
Wrestling	Head	7th-8th	Girls	1	$ 2,310	$ 2,462	$ 2,618	$ 2,770	$ 2,926	$ 3,077	$ 3,233	$ 3,385	$ 3,541
MUSIC													
Music - Band Director (March, Concert, Jaz	Head	HS		1	$ 6,298	$ 6,454	$ 6,610	$ 6,766	$ 6,922	$ 7,078	$ 7,234	$ 7,390	$ 7,546
Music - Band Director (March, Concert, Jaz	Asst	HS		1	$ 3,385	$ 3,541	$ 3,693	$ 3,849	$ 4,001	$ 4,157	$ 4,308	$ 4,464	$ 4,616
Music - Band	Percussion Section Leader	HS		1	$ 1,641	$ 1,703	$ 1,764	$ 1,826	$ 1,887	$ 1,949	$ 2,011	$ 2,072	$ 2,134
Music - Band	Camp	HS		2	$ 771	$ 923	$ 1,079	$ 1,231	$ 1,387	$ 1,539	$ 1,695	$ 1,756	$ 2,002
Music - Band Director		JH		1	$ 492	$ 525	$ 554	$ 587	$ 615	$ 648	$ 677	$ 710	$ 739
Music - Choral Director		7-12		1	$ 3,385	$ 3,541	$ 3,693	$ 3,849	$ 4,001	$ 4,157	$ 4,308	$ 4,464	$ 4,616
Music - Ensemble Rehearsals & Sections Co	Instrumental	HS		2	$ 279	$ 308	$ 341	$ 353	$ 377	$ 390	$ 431	$ 451	$ 468
Music - Ensemble Rehearsals & Sections Co	Vocal	HS		1	$ 279	$ 308	$ 341	$ 353	$ 377	$ 390	$ 431	$ 451	$ 468
Music - Flag Corps		HS		1	$ 1,231	$ 1,387	$ 1,539	$ 1,695	$ 1,846	$ 2,002	$ 2,154	$ 2,310	$ 2,462
Music - Music Program		K-6		1	$ 492	$ 525	$ 554	$ 587	$ 615	$ 648	$ 677	$ 710	$ 739
Music - Piano Accompanist (Max 2 performances)		HS		2	$ 279	$ 308	$ 341	$ 353	$ 377	$ 390	$ 431	$ 451	$ 468
ACADEMIC													
Art Club		HS		1	$ 492	$ 525	$ 554	$ 587	$ 615	$ 648	$ 677	$ 710	$ 739
Art Contest		HS		1	$ 279	$ 308	$ 341	$ 353	$ 377	$ 390	$ 431	$ 451	$ 468
Art Show		K-6		1	$ 279	$ 308	$ 341	$ 353	$ 377	$ 390	$ 431	$ 451	$ 468
Art Show		7-12		1	$ 279	$ 308	$ 341	$ 353	$ 377	$ 390	$ 431	$ 451	$ 468
Business Professionals of America		HS		1	$ 492	$ 525	$ 554	$ 587	$ 615	$ 648	$ 677	$ 710	$ 739
Chess Club		HS		1	$ 492	$ 525	$ 554	$ 587	$ 615	$ 648	$ 677	$ 710	$ 739
Civics English I Club		Junior		1	$ 1,231	$ 1,387	$ 1,539	$ 1,695	$ 1,846	$ 2,002	$ 2,154	$ 2,310	$ 2,462
Civics English II Club		HS		1	$ 771	$ 923	$ 1,079	$ 1,231	$ 1,387	$ 1,539	$ 1,695	$ 1,756	$ 2,002
Class Advisor		Freshman		1	$ 771	$ 923	$ 1,079	$ 1,231	$ 1,387	$ 1,539	$ 1,695	$ 1,756	$ 2,002
Class Advisor		Sophomore		1	$ 771	$ 923	$ 1,079	$ 1,231	$ 1,387	$ 1,539	$ 1,695	$ 1,756	$ 2,002
Class Advisor		Junior		1	$ 1,231	$ 1,387	$ 1,539	$ 1,695	$ 1,846	$ 2,002	$ 2,154	$ 2,310	$ 2,462
Class Advisor		Senior		1	$ 1,231	$ 1,387	$ 1,539	$ 1,695	$ 1,846	$ 2,002	$ 2,154	$ 2,310	$ 2,462
Dance Chaperone (4 per event)		7-12		-	$ 100	$ 100	$ 100	$ 100	$ 100	$ 100	$ 100	$ 100	$ 100
Department Head / Teacher Leader	Kindergarten			1	$ 923	$ 1,079	$ 1,231	$ 1,387	$ 1,539	$ 1,695	$ 1,756	$ 2,002	$ 2,154
Department Head / Teacher Leader	Grade 1			1	$ 923	$ 1,079	$ 1,231	$ 1,387	$ 1,539	$ 1,695	$ 1,756	$ 2,002	$ 2,154
Department Head / Teacher Leader	Grade 2			1	$ 923	$ 1,079	$ 1,231	$ 1,387	$ 1,539	$ 1,695	$ 1,756	$ 2,002	$ 2,154
Department Head / Teacher Leader	Grade 3			1	$ 923	$ 1,079	$ 1,231	$ 1,387	$ 1,539	$ 1,695	$ 1,756	$ 2,002	$ 2,154
Department Head / Teacher Leader	Grade 4			1	$ 923	$ 1,079	$ 1,231	$ 1,387	$ 1,539	$ 1,695	$ 1,756	$ 2,002	$ 2,154
Department Head / Teacher Leader	Grade 5			1	$ 923	$ 1,079	$ 1,231	$ 1,387	$ 1,539	$ 1,695	$ 1,756	$ 2,002	$ 2,154
Department Head / Teacher Leader	Grade 6			1	$ 923	$ 1,079	$ 1,231	$ 1,387	$ 1,539	$ 1,695	$ 1,756	$ 2,002	$ 2,154
Department Head / Teacher Leader	Math 7-12			1	$ 923	$ 1,079	$ 1,231	$ 1,387	$ 1,539	$ 1,695	$ 1,756	$ 2,002	$ 2,154
Department Head / Teacher Leader	Science 7-12			1	$ 923	$ 1,079	$ 1,231	$ 1,387	$ 1,539	$ 1,695	$ 1,756	$ 2,002	$ 2,154
Department Head / Teacher Leader	Social Studies 7-12			1	$ 923	$ 1,079	$ 1,231	$ 1,387	$ 1,539	$ 1,695	$ 1,756	$ 2,002	$ 2,154
Department Head / Teacher Leader	ELA 7-12			1	$ 923	$ 1,079	$ 1,231	$ 1,387	$ 1,539	$ 1,695	$ 1,756	$ 2,002	$ 2,154
Department Head / Teacher Leader	Career Tech 7-12			1	$ 923	$ 1,079	$ 1,231	$ 1,387	$ 1,539	$ 1,695	$ 1,756	$ 2,002	$ 2,154
Department Head / Teacher Leader	Related Arts K-12			1	$ 923	$ 1,079	$ 1,231	$ 1,387	$ 1,539	$ 1,695	$ 1,756	$ 2,002	$ 2,154
Drama/Drama Club		HS		2	$ 1,231	$ 1,387	$ 1,539	$ 1,695	$ 1,846	$ 2,002	$ 2,154	$ 2,310	$ 2,462
Dyslexia Intervention Coordinator		All		1	$ 1,846	$ 2,002	$ 2,154	$ 2,310	$ 2,462	$ 2,618	$ 2,770	$ 2,926	$ 3,077
Envirothon		HS		1	$ 279	$ 308	$ 341	$ 353	$ 377	$ 390	$ 431	$ 451	$ 468
Facility Manager - Fall		All		1	$ 3,385	$ 3,541	$ 3,693	$ 3,849	$ 4,001	$ 4,157	$ 4,308	$ 4,464	$ 4,616
Facility Manager - Spring		All		1	$ 3,385	$ 3,541	$ 3,693	$ 3,849	$ 4,001	$ 4,157	$ 4,308	$ 4,464	$ 4,616
Facility Manager - Winter		All		1	$ 3,385	$ 3,541	$ 3,693	$ 3,849	$ 4,001	$ 4,157	$ 4,308	$ 4,464	$ 4,616
World Languages - French Club		HS		1	$ 771	$ 923	$ 1,079	$ 1,231	$ 1,387	$ 1,539	$ 1,695	$ 1,756	$ 2,002
Homecoming		HS		1	$ 1,231	$ 1,387	$ 1,539	$ 1,695	$ 1,846	$ 2,002	$ 2,154	$ 2,310	$ 2,462
Junior/Senior Prom		HS		1	$ 1,231	$ 1,387	$ 1,539	$ 1,695	$ 1,846	$ 2,002	$ 2,154	$ 2,310	$ 2,462
Key Club		HS		1	$ 771	$ 923	$ 1,079	$ 1,231	$ 1,387	$ 1,539	$ 1,695	$ 1,756	$ 2,002
Lego League		K-6		1	$ 279	$ 308	$ 341	$ 353	$ 377	$ 390	$ 431	$ 451	$ 468
Literary Magazine		HS		1	$ 492	$ 525	$ 554	$ 587	$ 615	$ 648	$ 677	$ 710	$ 739
LPDC Member				1	$ 1,500	$ 1,500	$ 1,500	$ 1,500	$ 1,500	$ 1,500	$ 1,500	$ 1,500	$ 1,500
Math Contest		5-8		1	$ 279	$ 308	$ 341	$ 353	$ 377	$ 390	$ 431	$ 451	$ 468
National Honor Society		HS		1	$ 771	$ 923	$ 1,079	$ 1,231	$ 1,387	$ 1,539	$ 1,695	$ 1,756	$ 2,002
Newspaper		7-12		1	$ 771	$ 923	$ 1,079	$ 1,231	$ 1,387	$ 1,539	$ 1,695	$ 1,756	$ 2,002
Outdoor Ed Coordinator		JH		1	$ 492	$ 525	$ 554	$ 587	$ 615	$ 648	$ 677	$ 710	$ 739
Outdoor Ed Trip Advisor		JH		1	$ 279	$ 308	$ 341	$ 353	$ 377	$ 390	$ 431	$ 451	$ 468
Power of the Pen		JH		1	$ 279	$ 308	$ 341	$ 353	$ 377	$ 390	$ 431	$ 451	$ 468
Right-to-Read Building Coordinator		K-3		1	$ 279	$ 308	$ 341	$ 353	$ 377	$ 390	$ 431	$ 451	$ 468
Right-to-Read Building Coordinator		4-6		1	$ 279	$ 308	$ 341	$ 353	$ 377	$ 390	$ 431	$ 451	$ 468
RTI Coordinator		7-12		1	$ 771	$ 923	$ 1,079	$ 1,231	$ 1,387	$ 1,539	$ 1,695	$ 1,756	$ 2,002
RTI Coordinator		K-6		1	$ 1,231	$ 1,387	$ 1,539	$ 1,695	$ 1,846	$ 2,002	$ 2,154	$ 2,310	$ 2,462
Science Club Advisor		HS		1	$ 771	$ 923	$ 1,079	$ 1,231	$ 1,387	$ 1,539	$ 1,695	$ 1,756	$ 2,002
Science Fair		K-6		1	$ 279	$ 308	$ 341	$ 353	$ 377	$ 390	$ 431	$ 451	$ 468
Science Fair		7-12		1	$ 279	$ 308	$ 341	$ 353	$ 377	$ 390	$ 431	$ 451	$ 468

Madison-PlainsLocal **School District**

Supplemental Salary Schedule 2026-2027

BASE INCREASE		2.00%
BASE SALARY	$	41,033

Legacy BA Step 0 Supplemental	Grade	Gender	n	0	1	2	3	4	5	6	7	8
World Languages - Spanish Club	HS		1	1.88% $ 771	2.25% $ 923	2.63% $ 1,079	3.00% $ 1,231	3.38% $ 1,387	3.75% $ 1,539	4.13% $ 1,695	4.50% $ 1,756	4.88% $ 2,002
Spelling Bee	5-8		1	0.68% $ 279	0.75% $ 308	0.83% $ 341	0.86% $ 353	0.92% $ 377	0.95% $ 390	1.05% $ 431	1.10% $ 451	1.14% $ 468
Student Council	JH		1	0.68% $ 279	0.75% $ 308	0.83% $ 341	0.86% $ 353	0.92% $ 377	0.95% $ 390	1.05% $ 431	1.10% $ 451	1.14% $ 468
Student Council	HS		1	1.88% $ 771	2.25% $ 923	2.63% $ 1,079	3.00% $ 1,231	3.38% $ 1,387	3.75% $ 1,539	4.13% $ 1,695	4.50% $ 1,756	4.88% $ 2,002
Student of the Month	K-6		1	0.68% $ 279	0.75% $ 308	0.83% $ 341	0.86% $ 353	0.92% $ 377	0.95% $ 390	1.05% $ 431	1.10% $ 451	1.14% $ 468
Student of the Month	7-12		1	0.68% $ 279	0.75% $ 308	0.83% $ 341	0.86% $ 353	0.92% $ 377	0.95% $ 390	1.05% $ 431	1.10% $ 451	1.14% $ 468
Study Abroad Planning Coordinator	HS		1	1.88% $ 771	2.25% $ 923	2.63% $ 1,079	3.00% $ 1,231	3.38% $ 1,387	3.75% $ 1,539	4.13% $ 1,695	4.50% $ 1,756	4.88% $ 2,002
Study Abroad Trip Year Coordinator	HS		1	1.88% $ 771	2.25% $ 923	2.63% $ 1,079	3.00% $ 1,231	3.38% $ 1,387	3.75% $ 1,539	4.13% $ 1,695	4.50% $ 1,756	4.88% $ 2,002
Agricultural Education - CTE Advisor	HS		2	32.00% $ 13,114	34.50% $ 14,095	39.13% $ 16,064	43.94% $ 18,030	47.64% $ 19,671	51.88% $ 21,308	56.72% $ 23,274	60.70% $ 24,915	63.91% $ 26,224
Yearbook	JH		1	3.00% $ 1,231	3.38% $ 1,387	3.75% $ 1,539	4.13% $ 1,695	4.50% $ 1,846	4.88% $ 2,002	5.25% $ 2,154	5.63% $ 2,310	5.96% $ 2,462
Yearbook	HS		1	4.50% $ 1,846	4.88% $ 2,002	5.25% $ 2,154	5.63% $ 2,310	6.00% $ 2,462	6.38% $ 2,618	6.75% $ 2,770	7.13% $ 2,926	7.50% $ 3,077

Madison-Plains Local School District

Supplemental Salary Schedule 2027-2028

BASE INCREASE		3.50%
BASE SALARY	1	41,648

Supplemental		Grade	Gender	#	0	1	2	3	4	5	6	7	8
ATHLETICS													
Baseball	Head	Varsity	Boys	1	$ 4,373	$ 4,531	$ 4,685	$ 4,844	$ 4,998	$ 5,156	$ 5,310	$ 5,468	$ 5,622
Baseball	Asst	Varsity	Boys	2	$ 2,345	$ 2,499	$ 2,657	$ 2,811	$ 2,970	$ 3,124	$ 3,282	$ 3,436	$ 3,594
Baseball	Head	7th & 8th	Boys	1	$ 2,345	$ 2,499	$ 2,657	$ 2,811	$ 2,970	$ 3,124	$ 3,282	$ 3,436	$ 3,594
Baseball	Asst	7th & 8th	Boys	1	$ 1,220	$ 1,249	$ 1,408	$ 1,437	$ 1,533	$ 1,624	$ 1,720	$ 1,783	$ 1,845
Basketball	Head	Varsity	Boys	1	$ 6,393	$ 6,551	$ 6,710	$ 6,868	$ 7,026	$ 7,184	$ 7,343	$ 7,501	$ 7,659
Basketball	Asst	Varsity	Boys	2	$ 2,657	$ 2,811	$ 2,970	$ 3,124	$ 3,282	$ 3,436	$ 3,594	$ 3,748	$ 3,907
Basketball	Head	8th	Boys	1	$ 2,345	$ 2,499	$ 2,657	$ 2,811	$ 2,970	$ 3,124	$ 3,282	$ 3,436	$ 3,594
Basketball	Head	7th	Boys	1	$ 2,345	$ 2,499	$ 2,657	$ 2,811	$ 2,970	$ 3,124	$ 3,282	$ 3,436	$ 3,594
Basketball	Head	Varsity	Girls	1	$ 6,393	$ 6,551	$ 6,710	$ 6,868	$ 7,026	$ 7,184	$ 7,343	$ 7,501	$ 7,659
Basketball	Asst	Varsity	Girls	2	$ 2,657	$ 2,811	$ 2,970	$ 3,124	$ 3,282	$ 3,436	$ 3,594	$ 3,748	$ 3,907
Basketball	Head	8th	Girls	1	$ 2,345	$ 2,499	$ 2,657	$ 2,811	$ 2,970	$ 3,124	$ 3,282	$ 3,436	$ 3,594
Basketball	Head	7th	Girls	1	$ 2,345	$ 2,499	$ 2,657	$ 2,811	$ 2,970	$ 3,124	$ 3,282	$ 3,436	$ 3,594
Bowling	Head	Varsity	Co-ed	1	$ 4,373	$ 4,531	$ 4,685	$ 4,844	$ 4,998	$ 5,156	$ 5,310	$ 5,468	$ 5,622
Cheerleading - Basketball	Head	Varsity		1	$ 4,373	$ 4,531	$ 4,685	$ 4,844	$ 4,998	$ 5,156	$ 5,310	$ 5,468	$ 5,622
Cheerleading - Basketball	Asst	Varsity		2	$ 2,345	$ 2,499	$ 2,657	$ 2,811	$ 2,970	$ 3,124	$ 3,282	$ 3,436	$ 3,594
Cheerleading - Basketball	Head	8th		1	$ 1,220	$ 1,249	$ 1,408	$ 1,437	$ 1,533	$ 1,624	$ 1,720	$ 1,783	$ 1,845
Cheerleading - Basketball	Head	7th		1	$ 1,220	$ 1,249	$ 1,408	$ 1,437	$ 1,533	$ 1,624	$ 1,720	$ 1,783	$ 1,845
Cheerleading - Football	Head	Varsity		1	$ 4,373	$ 4,531	$ 4,685	$ 4,844	$ 4,998	$ 5,156	$ 5,310	$ 5,468	$ 5,622
Cheerleading - Football	Asst	Varsity		2	$ 2,345	$ 2,499	$ 2,657	$ 2,811	$ 2,970	$ 3,124	$ 3,282	$ 3,436	$ 3,594
Cheerleading - Football	Head	8th		1	$ 1,220	$ 1,249	$ 1,408	$ 1,437	$ 1,533	$ 1,624	$ 1,720	$ 1,783	$ 1,845
Cheerleading - Football	Head	7th		1	$ 1,220	$ 1,249	$ 1,408	$ 1,437	$ 1,533	$ 1,624	$ 1,720	$ 1,783	$ 1,845
Cross Country	Head	Varsity	Boys	1	$ 4,373	$ 4,531	$ 4,685	$ 4,844	$ 4,998	$ 5,156	$ 5,310	$ 5,468	$ 5,622
Cross Country	Head	Varsity	Girls	1	$ 4,373	$ 4,531	$ 4,685	$ 4,844	$ 4,998	$ 5,156	$ 5,310	$ 5,468	$ 5,622
Cross Country	Head	7th & 8th	Co-ed	1	$ 2,345	$ 2,499	$ 2,657	$ 2,811	$ 2,970	$ 3,124	$ 3,282	$ 3,436	$ 3,594
Dance Team	Head	HS		1	$ 1,220	$ 1,249	$ 1,408	$ 1,437	$ 1,533	$ 1,624	$ 1,720	$ 1,783	$ 1,845
Football	Head	Varsity		1	$ 6,393	$ 6,551	$ 6,710	$ 6,868	$ 7,026	$ 7,184	$ 7,343	$ 7,501	$ 7,659
Football	Asst	Varsity		2	$ 2,657	$ 2,811	$ 2,970	$ 3,124	$ 3,282	$ 3,436	$ 3,594	$ 3,748	$ 3,907
Football	Head	8th		1	$ 2,345	$ 2,499	$ 2,657	$ 2,811	$ 2,970	$ 3,124	$ 3,282	$ 3,436	$ 3,594
Football	Asst	8th		1	$ 1,220	$ 1,249	$ 1,408	$ 1,437	$ 1,533	$ 1,624	$ 1,720	$ 1,783	$ 1,845
Football	Head	7th		1	$ 2,345	$ 2,499	$ 2,657	$ 2,811	$ 2,970	$ 3,124	$ 3,282	$ 3,436	$ 3,594
Football	Asst	7th		1	$ 1,220	$ 1,249	$ 1,408	$ 1,437	$ 1,533	$ 1,624	$ 1,720	$ 1,783	$ 1,845
Golf	Head	Varsity	Boys	1	$ 4,373	$ 4,531	$ 4,685	$ 4,844	$ 4,998	$ 5,156	$ 5,310	$ 5,468	$ 5,622
Golf	Asst	Varsity	Boys	1	$ 2,345	$ 2,499	$ 2,657	$ 2,811	$ 2,970	$ 3,124	$ 3,282	$ 3,436	$ 3,594
Golf	Head	Varsity	Girls	1	$ 4,373	$ 4,531	$ 4,685	$ 4,844	$ 4,998	$ 5,156	$ 5,310	$ 5,468	$ 5,622
Golf	Asst	Varsity	Girls	1	$ 2,345	$ 2,499	$ 2,657	$ 2,811	$ 2,970	$ 3,124	$ 3,282	$ 3,436	$ 3,594
Golf	Head	7th & 8th	Co-ed	1	$ 2,345	$ 2,499	$ 2,657	$ 2,811	$ 2,970	$ 3,124	$ 3,282	$ 3,436	$ 3,594
Golf	Asst	7th & 8th	Co-ed	1	$ 1,220	$ 1,249	$ 1,408	$ 1,437	$ 1,533	$ 1,624	$ 1,720	$ 1,783	$ 1,845
Indoor Track	Head	Varsity	Co-ed	1	$ 4,373	$ 4,531	$ 4,685	$ 4,844	$ 4,998	$ 5,156	$ 5,310	$ 5,468	$ 5,622
Indoor Track	Asst	Varsity	Co-ed	1	$ 2,345	$ 2,499	$ 2,657	$ 2,811	$ 2,970	$ 3,124	$ 3,282	$ 3,436	$ 3,594
Power Lifting		7-12		1	$ 783	$ 937	$ 1,095	$ 1,249	$ 1,408	$ 1,562	$ 1,720	$ 1,783	$ 3,032
Quick Recall		HS		1	$ 1,874	$ 2,032	$ 2,187	$ 2,345	$ 2,499	$ 2,657	$ 2,811	$ 2,970	$ 3,124
Soccer	Head	Varsity	Boys	1	$ 4,373	$ 4,531	$ 4,685	$ 4,844	$ 4,998	$ 5,156	$ 5,310	$ 5,468	$ 5,622
Soccer	Asst	Varsity	Boys	1	$ 2,345	$ 2,499	$ 2,657	$ 2,811	$ 2,970	$ 3,124	$ 3,282	$ 3,436	$ 3,594
Soccer	Head	Varsity	Girls	1	$ 4,373	$ 4,531	$ 4,685	$ 4,844	$ 4,998	$ 5,156	$ 5,310	$ 5,468	$ 5,622
Soccer	Asst	Varsity	Girls	1	$ 2,345	$ 2,499	$ 2,657	$ 2,811	$ 2,970	$ 3,124	$ 3,282	$ 3,436	$ 3,594
Soccer	Head	7th & 8th	Co-ed	1	$ 2,345	$ 2,499	$ 2,657	$ 2,811	$ 2,970	$ 3,124	$ 3,282	$ 3,436	$ 3,594
Soccer	Asst	7th & 8th	Co-ed	1	$ 1,220	$ 1,249	$ 1,408	$ 1,437	$ 1,533	$ 1,624	$ 1,720	$ 1,783	$ 1,845
Softball	Head	Varsity	Girls	1	$ 4,373	$ 4,531	$ 4,685	$ 4,844	$ 4,998	$ 5,156	$ 5,310	$ 5,468	$ 5,622
Softball	Asst	Varsity	Girls	2	$ 2,345	$ 2,499	$ 2,657	$ 2,811	$ 2,970	$ 3,124	$ 3,282	$ 3,436	$ 3,594
Softball	Head	7th & 8th	Girls	1	$ 2,345	$ 2,499	$ 2,657	$ 2,811	$ 2,970	$ 3,124	$ 3,282	$ 3,436	$ 3,594
Softball	Asst	7th & 8th	Girls	1	$ 1,220	$ 1,249	$ 1,408	$ 1,437	$ 1,533	$ 1,624	$ 1,720	$ 1,783	$ 1,845
Tennis	Head	Varsity	Girls	1	$ 4,373	$ 4,531	$ 4,685	$ 4,844	$ 4,998	$ 5,156	$ 5,310	$ 5,468	$ 5,622
Tennis	Asst	Varsity	Girls	1	$ 2,345	$ 2,499	$ 2,657	$ 2,811	$ 2,970	$ 3,124	$ 3,282	$ 3,436	$ 3,594
Track	Head	Varsity	Boys	1	$ 4,373	$ 4,531	$ 4,685	$ 4,844	$ 4,998	$ 5,156	$ 5,310	$ 5,468	$ 5,622
Track	Asst	Varsity	Boys	1	$ 2,345	$ 2,499	$ 2,657	$ 2,811	$ 2,970	$ 3,124	$ 3,282	$ 3,436	$ 3,594
Track	Head	Varsity	Girls	1	$ 4,373	$ 4,531	$ 4,685	$ 4,844	$ 4,998	$ 5,156	$ 5,310	$ 5,468	$ 5,622
Track	Asst	Varsity	Girls	1	$ 2,345	$ 2,499	$ 2,657	$ 2,811	$ 2,970	$ 3,124	$ 3,282	$ 3,436	$ 3,594
Track	Head	7th & 8th	Boys	1	$ 2,345	$ 2,499	$ 2,657	$ 2,811	$ 2,970	$ 3,124	$ 3,282	$ 3,436	$ 3,594
Track	Head	7th & 8th	Girls	1	$ 2,345	$ 2,499	$ 2,657	$ 2,811	$ 2,970	$ 3,124	$ 3,282	$ 3,436	$ 3,594
Volleyball	Head	Varsity	Girls	1	$ 4,373	$ 4,531	$ 4,685	$ 4,844	$ 4,998	$ 5,156	$ 5,310	$ 5,468	$ 5,622
Volleyball	Asst	Varsity	Girls	2	$ 2,345	$ 2,499	$ 2,657	$ 2,811	$ 2,970	$ 3,124	$ 3,282	$ 3,436	$ 3,594
Volleyball	Head	8th	Girls	1	$ 2,345	$ 2,499	$ 2,657	$ 2,811	$ 2,970	$ 3,124	$ 3,282	$ 3,436	$ 3,594
Volleyball	Head	7th	Girls	1	$ 2,345	$ 2,499	$ 2,657	$ 2,811	$ 2,970	$ 3,124	$ 3,282	$ 3,436	$ 3,594
Weight Room Supervisor	Fall Sports Season	All	All	1	$ 1,437	$ 1,499	$ 1,562	$ 1,562	$ 1,658	$ 1,720	$ 1,812	$ 1,874	$ 1,953
Weight Room Supervisor	Winter Sports Season	All	All	1	$ 1,437	$ 1,499	$ 1,562	$ 1,562	$ 1,658	$ 1,720	$ 1,812	$ 1,874	$ 1,953
Weight Room Supervisor	Spring Sports Season	All	All	1	$ 1,437	$ 1,499	$ 1,562	$ 1,562	$ 1,658	$ 1,720	$ 1,812	$ 1,874	$ 1,953
Wrestling	Head	Varsity	Boys	1	$ 6,393	$ 6,551	$ 6,710	$ 6,868	$ 7,026	$ 7,184	$ 7,343	$ 7,501	$ 7,659

Madison-Plain Local School District

Supplemental Salary Schedule 2027-2028

BASE INCREASE 3.50%

BASE SALARY $ 41,648

Legacy BA Step 0

Supplement		Grade	Gender	#	0	1	2	3	4	5	6	7	8
Wrestling	Asst	Varsity	Boys	1	$ 2,657	$ 2,811	$ 2,970	$ 3,124	$ 3,282	$ 3,436	$ 3,594	$ 3,748	$ 3,907
Wrestling	Head	7th 8th	Boys	1	$ 2,345	$ 2,499	$ 2,657	$ 2,811	$ 2,970	$ 3,124	$ 3,282	$ 3,436	$ 3,594
Wrestling	Head	Varsity	Girls	1	$ 6,393	$ 6,551	$ 6,710	$ 6,868	$ 7,026	$ 7,184	$ 7,343	$ 7,501	$ 7,659
Wrestling	Asst	Varsity	Girls	1	$ 2,657	$ 2,811	$ 2,970	$ 3,124	$ 3,282	$ 3,436	$ 3,594	$ 3,748	$ 3,907
Wrestling	Head	7th 8th	Girls	1	$ 2,345	$ 2,499	$ 2,657	$ 2,811	$ 2,970	$ 3,124	$ 3,282	$ 3,436	$ 3,594
MUSIC													
Music - Band Director (March, Concert, Jaz	Head	HS		1	$ 6,393	$ 6,551	$ 6,710	$ 6,868	$ 7,026	$ 7,184	$ 7,343	$ 7,501	$ 7,659
Music - Band Director (March, Concert, Jaz	Asst	HS		1	$ 3,436	$ 3,594	$ 3,748	$ 3,907	$ 4,061	$ 4,219	$ 4,373	$ 4,531	$ 4,685
Music - Band	Percussion Section Leader	HS		2	$ 1,666	$ 1,728	$ 1,791	$ 1,853	$ 1,916	$ 1,978	$ 2,041	$ 2,103	$ 2,165
Music - Band	Camp	HS		2	$ 783	$ 937	$ 1,095	$ 1,249	$ 1,408	$ 1,562	$ 1,720	$ 1,783	$ 2,032
Music - Band Director		JH		2	$ 500	$ 533	$ 562	$ 596	$ 625	$ 658	$ 687	$ 721	$ 750
Music - Choral Director		7-12		1	$ 3,436	$ 3,594	$ 3,748	$ 3,907	$ 4,061	$ 4,219	$ 4,373	$ 4,531	$ 4,685
Music - Ensemble Rehearsals & Sections (Ca	Instrumental	HS		2	$ 283	$ 312	$ 346	$ 358	$ 383	$ 396	$ 437	$ 458	$ 475
Music - Ensemble Rehearsals & Sections (Ca	Vocal	HS		2	$ 283	$ 312	$ 346	$ 358	$ 383	$ 396	$ 437	$ 458	$ 475
Music - Flag Corps		HS		1	$ 1,249	$ 1,408	$ 1,562	$ 1,720	$ 1,874	$ 2,032	$ 2,187	$ 2,345	$ 2,499
Music - Music Program		K-6		1	$ 500	$ 533	$ 562	$ 596	$ 625	$ 658	$ 687	$ 721	$ 750
Music - Piano Accompanist (Max 2 performances)		HS		2	$ 283	$ 312	$ 346	$ 358	$ 383	$ 396	$ 437	$ 458	$ 475
ACADEMIC													
Art Club		HS		1	$ 500	$ 533	$ 562	$ 596	$ 625	$ 658	$ 687	$ 721	$ 750
Art Contest		HS		1	$ 283	$ 312	$ 346	$ 358	$ 383	$ 396	$ 437	$ 458	$ 475
Art Show		K-6		1	$ 283	$ 312	$ 346	$ 358	$ 383	$ 396	$ 437	$ 458	$ 475
Art Show		7-12		1	$ 283	$ 312	$ 346	$ 358	$ 383	$ 396	$ 437	$ 458	$ 475
Business Professionals of America		HS		1	$ 500	$ 533	$ 562	$ 596	$ 625	$ 658	$ 687	$ 721	$ 750
Chess Club		HS		1	$ 500	$ 533	$ 562	$ 596	$ 625	$ 658	$ 687	$ 721	$ 750
Civics English I Club	Junior			1	$ 1,249	$ 1,408	$ 1,562	$ 1,720	$ 1,874	$ 2,032	$ 2,187	$ 2,345	$ 2,499
Civics English II Club		HS		1	$ 783	$ 937	$ 1,095	$ 1,249	$ 1,408	$ 1,562	$ 1,720	$ 1,783	$ 2,032
Class Advisor		Freshman		1	$ 783	$ 937	$ 1,095	$ 1,249	$ 1,408	$ 1,562	$ 1,720	$ 1,783	$ 2,032
Class Advisor		Sophomore		1	$ 783	$ 937	$ 1,095	$ 1,249	$ 1,408	$ 1,562	$ 1,720	$ 1,783	$ 2,032
Class Advisor		Junior		1	$ 1,249	$ 1,408	$ 1,562	$ 1,720	$ 1,874	$ 2,032	$ 2,187	$ 2,345	$ 2,499
Class Advisor		Senior		1	$ 1,249	$ 1,408	$ 1,562	$ 1,720	$ 1,874	$ 2,032	$ 2,187	$ 2,345	$ 2,499
Dance Chaperone (4 per event)		7-12		-	$ 100	$ 100	$ 100	$ 100	$ 100	$ 100	$ 100	$ 100	$ 100
Department Head / Teacher Leader	Kindergarten			1	$ 937	$ 1,095	$ 1,249	$ 1,408	$ 1,562	$ 1,720	$ 1,783	$ 2,032	$ 2,187
Department Head / Teacher Leader	Grade 1			1	$ 937	$ 1,095	$ 1,249	$ 1,408	$ 1,562	$ 1,720	$ 1,783	$ 2,032	$ 2,187
Department Head / Teacher Leader	Grade 2			1	$ 937	$ 1,095	$ 1,249	$ 1,408	$ 1,562	$ 1,720	$ 1,783	$ 2,032	$ 2,187
Department Head / Teacher Leader	Grade 3			1	$ 937	$ 1,095	$ 1,249	$ 1,408	$ 1,562	$ 1,720	$ 1,783	$ 2,032	$ 2,187
Department Head / Teacher Leader	Grade 4			1	$ 937	$ 1,095	$ 1,249	$ 1,408	$ 1,562	$ 1,720	$ 1,783	$ 2,032	$ 2,187
Department Head / Teacher Leader	Grade 5			1	$ 937	$ 1,095	$ 1,249	$ 1,408	$ 1,562	$ 1,720	$ 1,783	$ 2,032	$ 2,187
Department Head / Teacher Leader	Grade 6			1	$ 937	$ 1,095	$ 1,249	$ 1,408	$ 1,562	$ 1,720	$ 1,783	$ 2,032	$ 2,187
Department Head / Teacher Leader	Math 7-12			1	$ 937	$ 1,095	$ 1,249	$ 1,408	$ 1,562	$ 1,720	$ 1,783	$ 2,032	$ 2,187
Department Head / Teacher Leader	Science 7-12			1	$ 937	$ 1,095	$ 1,249	$ 1,408	$ 1,562	$ 1,720	$ 1,783	$ 2,032	$ 2,187
Department Head / Teacher Leader	Social Studies 7-12			1	$ 937	$ 1,095	$ 1,249	$ 1,408	$ 1,562	$ 1,720	$ 1,783	$ 2,032	$ 2,187
Department Head / Teacher Leader	ELA 7-12			1	$ 937	$ 1,095	$ 1,249	$ 1,408	$ 1,562	$ 1,720	$ 1,783	$ 2,032	$ 2,187
Department Head / Teacher Leader	Career Tech 7-12			1	$ 937	$ 1,095	$ 1,249	$ 1,408	$ 1,562	$ 1,720	$ 1,783	$ 2,032	$ 2,187
Department Head / Teacher Leader	Related Arts K-12			1	$ 937	$ 1,095	$ 1,249	$ 1,408	$ 1,562	$ 1,720	$ 1,783	$ 2,032	$ 2,187
Drama Drama Club		HS		2	$ 1,249	$ 1,408	$ 1,562	$ 1,720	$ 1,874	$ 2,032	$ 2,187	$ 2,345	$ 2,499
Dyslexia Intervention Coordinator		All		1	$ 1,874	$ 2,032	$ 2,187	$ 2,345	$ 2,499	$ 2,657	$ 2,811	$ 2,970	$ 3,124
Envirothon		HS		2	$ 283	$ 312	$ 346	$ 358	$ 383	$ 396	$ 437	$ 458	$ 475
Facility Manager - Fall		All		1	$ 3,436	$ 3,594	$ 3,748	$ 3,907	$ 4,061	$ 4,219	$ 4,373	$ 4,531	$ 4,685
Facility Manager - Spring		All		1	$ 3,436	$ 3,594	$ 3,748	$ 3,907	$ 4,061	$ 4,219	$ 4,373	$ 4,531	$ 4,685
Facility Manager - Winter		All		1	$ 3,436	$ 3,594	$ 3,748	$ 3,907	$ 4,061	$ 4,219	$ 4,373	$ 4,531	$ 4,685
World Languages - French Club		HS		1	$ 783	$ 937	$ 1,095	$ 1,249	$ 1,408	$ 1,562	$ 1,720	$ 1,783	$ 2,032
Homecoming		HS		1	$ 1,249	$ 1,408	$ 1,562	$ 1,720	$ 1,874	$ 2,032	$ 2,187	$ 2,345	$ 2,499
Junior/Senior Prom		HS		1	$ 1,249	$ 1,408	$ 1,562	$ 1,720	$ 1,874	$ 2,032	$ 2,187	$ 2,345	$ 2,499
Key Club		HS		1	$ 783	$ 937	$ 1,095	$ 1,249	$ 1,408	$ 1,562	$ 1,720	$ 1,783	$ 2,032
Lego League		K-6		2	$ 283	$ 312	$ 346	$ 358	$ 383	$ 396	$ 437	$ 458	$ 475
Literary Magazine		HS		1	$ 500	$ 533	$ 562	$ 596	$ 625	$ 658	$ 687	$ 721	$ 750
LPDC Member				5	$ 1,500	$ 1,500	$ 1,500	$ 1,500	$ 1,500	$ 1,500	$ 1,500	$ 1,500	$ 1,500
Math Contest		5-8		2	$ 283	$ 312	$ 346	$ 358	$ 383	$ 396	$ 437	$ 458	$ 475
National Honor Society		HS		1	$ 783	$ 937	$ 1,095	$ 1,249	$ 1,408	$ 1,562	$ 1,720	$ 1,783	$ 2,032
Newspaper		7-12		1	$ 783	$ 937	$ 1,095	$ 1,249	$ 1,408	$ 1,562	$ 1,720	$ 1,783	$ 2,032
Outdoor Ed Coordinator		JH		2	$ 500	$ 533	$ 562	$ 596	$ 625	$ 658	$ 687	$ 721	$ 750
Outdoor Ed Trip Advisor		JH		2	$ 283	$ 312	$ 346	$ 358	$ 383	$ 396	$ 437	$ 458	$ 475
Power of the Pen		JH		2	$ 283	$ 312	$ 346	$ 358	$ 383	$ 396	$ 437	$ 458	$ 475
Right-to-Read Building Coordinator		K-3		2	$ 283	$ 312	$ 346	$ 358	$ 383	$ 396	$ 437	$ 458	$ 475
Right-to-Read Building Coordinator		4-6		2	$ 283	$ 312	$ 346	$ 358	$ 383	$ 396	$ 437	$ 458	$ 475
RTI Coordinator		7-12		2	$ 783	$ 937	$ 1,095	$ 1,249	$ 1,408	$ 1,562	$ 1,720	$ 1,783	$ 2,032
RTI Coordinator		K-6		2	$ 1,249	$ 1,408	$ 1,562	$ 1,720	$ 1,874	$ 2,032	$ 2,187	$ 2,345	$ 2,499
Science Club Advisor		HS		1	$ 783	$ 937	$ 1,095	$ 1,249	$ 1,408	$ 1,562	$ 1,720	$ 1,783	$ 2,032
Science Fair		K-6		2	$ 283	$ 312	$ 346	$ 358	$ 383	$ 396	$ 437	$ 458	$ 475
Science Fair		7-12		2	$ 283	$ 312	$ 346	$ 358	$ 383	$ 396	$ 437	$ 458	$ 475

Madison-Plain Local **School District**

Supplemental Salary Schedule 2027-2028

BASE INCREASE 1.50%

BASE SALARY $ 41,646

Legacy BA Step 0

Supplemental		Grade	Gender	#	0		1		2		3		4		5		6		7		8	
World Languages - Spanish Club		HS		1	1.88%	$ 783	2.25%	$ 937	2.63%	$ 1,095	3.00%	$ 1,249	3.38%	$ 1,408	3.75%	$ 1,562	4.13%	$ 1,720	4.50%	$ 1,783	4.88%	$ 2,032
Spelling Bee		5-8		1	0.68%	$ 283	0.75%	$ 312	0.83%	$ 346	0.90%	$ 358	0.92%	$ 383	0.95%	$ 396	1.05%	$ 437	1.10%	$ 458	1.14%	$ 475
Student Council		JH		1	0.68%	$ 283	0.75%	$ 312	0.83%	$ 346	0.90%	$ 358	0.92%	$ 383	0.95%	$ 396	1.05%	$ 437	1.10%	$ 458	1.14%	$ 475
Student Council		HS		1	1.88%	$ 783	2.25%	$ 937	2.63%	$ 1,095	3.00%	$ 1,249	3.38%	$ 1,408	3.75%	$ 1,562	4.13%	$ 1,720	4.50%	$ 1,783	4.88%	$ 2,032
Student of the Month		K-6		2	0.68%	$ 283	0.75%	$ 312	0.83%	$ 346	0.90%	$ 358	0.92%	$ 383	0.95%	$ 396	1.05%	$ 437	1.10%	$ 458	1.14%	$ 475
Student of the Month		7-12		2	0.68%	$ 283	0.75%	$ 312	0.83%	$ 346	0.90%	$ 358	0.92%	$ 383	0.95%	$ 396	1.05%	$ 437	1.10%	$ 458	1.14%	$ 475
Study Abroad Planning Coordinator		HS		1	1.88%	$ 783	2.25%	$ 937	2.63%	$ 1,095	3.00%	$ 1,249	3.38%	$ 1,408	3.75%	$ 1,562	4.13%	$ 1,720	4.50%	$ 1,783	4.88%	$ 2,032
Study Abroad Trip Year Coordinator		HS		1	1.88%	$ 783	2.25%	$ 937	2.63%	$ 1,095	3.00%	$ 1,249	3.38%	$ 1,408	3.75%	$ 1,562	4.13%	$ 1,720	4.50%	$ 1,783	4.88%	$ 2,032
Agricultural Education - CTE Advisor		HS		2	31.96%	$ 13,311	34.59%	$ 14,406	39.15%	$ 16,305	43.64%	$ 18,300	47.66%	$ 19,966	51.83%	$ 21,628	56.72%	$ 23,623	60.72%	$ 25,289	63.91%	$ 26,617
Yearbook		JH		1	5.63%	$ 1,249	6.88%	$ 1,408	7.75%	$ 1,562	8.13%	$ 1,720	8.50%	$ 1,874	8.88%	$ 2,032	9.25%	$ 2,187	9.63%	$ 2,345	9.96%	$ 2,499
Yearbook		HS		1	8.50%	$ 1,874	9.88%	$ 2,032	9.25%	$ 2,187	9.63%	$ 2,345	9.88%	$ 2,499	9.38%	$ 2,657	9.75%	$ 2,811	7.13%	$ 2,970	7.50%	$ 3,124

Madison-Plains Local Schools

SUPPLEMENTAL SALARY PAYMENT SCHEDULE

	FULL YEAR CONTRACTS	FALL SEASON	WINTER SEASON	SPRING SEASON
November 15		Request Due		
First Pay in December		Supplementals Paid		
Second Pay of November	1/2 Payment			
March 15			Request Due	
First Pay in April			Supplementals Paid	
First Pay in June	½ Payment			
May 30				Request Due
Second Pay in June				Supplementals Paid

"Request Due" means all paperwork and approvals are due in the Central Office on this date.

If the contract holder does not submit paperwork by the scheduled submission date then payment will be made at the **next scheduled supplemental pay date.**

If the administration fails to submit paperwork and approvals by the scheduled submission date then the contract holder will be paid on the **next subsequent payroll.**

MADISON-PLAINS LOCAL SCHOOL DISTRICT

TEACHER CLASS COVERING PAYMENT REQUEST FORM

I, _____, covered a class
(name of teacher requesting payment)

for _____ on _____
(name of teacher for class covered) (date of coverage)

from _____ to _____ ≈ _____ periods*
(time started) (time ended) (approx. 40 minutes = 1 period)

from _____ to _____ ≈ _____ periods*
(time started) (time ended) (approx. 40 minutes = 1 period)

from _____ to _____ ≈ _____ periods*
(time started) (time ended) (approx. 40 minutes = 1 period)

from _____ to _____ ≈ _____ periods*
(time started) (time ended) (approx. 40 minutes = 1 period)

Teacher Signature: _____ Date: _____

Principal Signature: _____ Date: _____

*Approximately 40 minutes = 1 period. For example, if you cover a class for 47 minutes, that is only 1 period.

Please return the completed form to your secretary.

MADISON-PLAINS LOCAL SCHOOL DISTRICT

APPLICATION FOR REIMBURSEMENT FOR CRIMINAL RECORDS CHECK

Name _____ Date _____

Building _____

Specific Assignment _____ Grade/Area _____

Date of Background Check _____

Cost of Background Check (attach a copy of receipt/cancelled check) _____

The Board will reimburse up to $50 for the cost for state and federal background checks required by the Ohio Revised Code as to a unit member. Once the unit member completes the background check, he or she must submit a proper receipt to the Treasurer's office within ninety (90) days after completing the background check. Thereafter, he or she shall be reimbursed by the District within thirty (30) calendar days.

Teacher's Signature _____ Date _____

- **APPLICATION APPROVED**
- **APPLICATION NOT APPROVED**

Superintendent's Signature _____ Date _____

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