

**MCAS Bargaining 2025  
MCAS Fourth Offer  
10/2/2025**

**Article III: Leaves of Absence**

**Section 4: Family Care Leave** (pg. III.2)

Add the word family member or themselves in the place of child.

**We agree to this change**

---

**Section 3: Bereavement (pg. III.1)**

Change calendar days to school days, last sentence of part A

**We agree to this change**

---

**Section 7: Parental Leave** (pg. III.2)

**Strike all language and replace with the following:**

**1) Maternity Leave**

A teacher who is pregnant shall be granted a leave of absence and may continue in active employment as late into the pregnancy as desired, <sup>if</sup> the teacher can fulfill the requirements of the position. Leave can be granted anytime between the start of the pregnancy and one year following the child's birth. Teachers adopting a child not yet age eligible to be enrolled in school shall qualify for the same benefits as natural birth. This provision does not apply to the adoption of stepchildren by the stepparent. Maternity and adoption leave shall be governed by the following:

- a) A letter from the Teacher shall be given to the superintendent as soon as possible stating the beginning date of the leave and the expected date of return. The Teacher shall provide a statement from the doctor certifying the leave, or from the adoption agency that the adoption is in process.
  
- b) The Teacher shall be granted fifteen (15) paid consecutive days. The period of leave shall include all holidays which fall during the period of maternity leave. Fall, Christmas, and spring break will be counted as holidays. If birth or adoption occurs during the summer months, the leave will begin on the first pay of the following school year. This leave will not run concurrent to any PTO/FMLA that the Teacher is entitled to for maternity leave. Once the fifteen (15) days are exhausted, the Teacher is entitled to take the remaining leave outlined in I.C. 20-28-10-5. If the Teacher only uses the paid fifteen (15) days as the maternity leave, the Teacher will be placed back in the teaching position that they left prior to the baby's birth.

- c) During unpaid leave, the Teacher may maintain coverage in any group insurance program by paying the total premium including the Corporation's share, if any, attributable to the leave period.
- d) During leave extending into a part of a school year, a Teacher shall accumulate leave in accordance with the provisions of the Master Contract in effect at Michigan City Area Schools in the same proportion which the number of days the Teacher is paid during such year of work or leave bears to the total number of days for which the Teachers are paid in the Corporation.

## **2) Paternity Leave**

Teachers eligible for paternity leave must use the leave within twelve (12) weeks of the birth or adoption of a child. Teachers adopting a child not yet age eligible to be enrolled in school shall qualify for the same benefits as natural birth. This provision does not apply to the adoption of stepchildren by the stepparent. Paternity and adoption leave shall be governed by the following:

- a. A letter from the Teacher shall be given to the Superintendent as soon as possible stating the beginning date of the leave and the expected date of return. The Teacher shall provide a statement from the doctor certifying the leave, or a letter from the adoption agency that the adoption is in process.
- b. An employee shall be granted fifteen (15) paid consecutive days. The period of leave shall include all holidays which fall during the period of paternity leave. Fall, Christmas, and Spring Break will be counted as holidays. If birth or adoption occurs during the summer months, the leave will begin on the first pay of the following school year.

---

## **11. Sabbatical Leave (pg. III.3)**

Add after a. (1) and (2) Upon request a one (1) year leave of absence shall be granted to a Teacher for the purpose of running for the Indiana State or Federal Legislature.

---

### **We Agree to This Change with the addition of State or Federal**

#### **B. Family and Medical Leave Act (pg. III.4)**

Section 1(c): add the following language after (C): The Teacher may retain eight (8) PTO days to use after the leave.

**We agree to this**

---

**Article IV: Insurance/Retirement Benefits**

**A. Insurance**

**1) Health Insurance** (pg. IV.1)

- a. **Strike: with** six (6) or more year of district experience AND Bargaining unit members may use their cumulative years of MCAS service to qualify for the Board's contribution toward their health insurance premiums.

**We Agree to This Change**

---

- b. **Strike:** or an annual contribution of \$18,500

**We agree to this change**

---

***Long Term Disability***

***Update the elimination period to 90 days***

---

**C. Retirement** (pg. IV.3)

Increase 401a contributions from 2% to 2.5%.

**We agree to this change**

---

**3)Retiree Health Insurance** (pg. IV.4)

At end of second line, change \$7500 to \$8500

**We Agree to this Change**

---

**3 (a): Strike** all language (pg. IV.4)

**We Agree to This Change**

---

**3(b): Strike** the following: This will be a two year pilot only for the 2023-2024 and 2024-2025 school year. (last sentence)

**We Agree to This Change**

---

**4) Retirement Benefits:** Strike all language, replace it with the actual benefits. (pg. IV.5)

**We Agree to This Change**

---

**Article V: Compensation**

**Base Salary** (pg. V.1)

**2. General Eligibility:** Strike all language

**We Agree to This Change**

---

**3. Factors for 2025-2026**

- **Academic Needs of Students:** In order to retain teachers important to MCAS to ensure educational continuity, each teacher with a bachelor's degree will receive a salary increase of \$1500. Each teacher with a master's degree or above will receive a salary increase of \$2000
- **Experience:** Each teacher who worked 120 or more days in MCAS last year will receive a base salary increase of \$750.
- **Assignment of Instructional Leadership Roles means completion (attainment) of the Literacy Endorsement:** Teachers who have completed the Literacy Endorsement will receive a \$300 salary increase.

Update minimum base salary: \$47,500

**4. Factors for 2026-2027**

**We will re-open negotiations for compensation in the fall of 2026**

*- if new money is available*  
**EDIT**  
**5**

**D. Additional Compensation** (pg. V.2)

**1. Add the following before the last sentence of the paragraph:** If a teacher is assigned additional responsibilities, other than teaching additional instructional periods, the Teacher shall receive additional compensation in an amount equal to the salary multiplied by .10 for each responsibility the teacher is assigned.

**We Agree to This Change**

---

2. Change by .20 to .40 at the end of the first sentence.

**We Agree to This Change**

---

Add 3. A secondary teacher who teaches a split class daily for an entire school year shall receive additional compensation in an amount equal to the Teacher's base salary multiplied by .10 for each split class period.

Add 4. A CTE Teacher who teaches a split class daily for an entire school year shall receive additional compensation in an amount equal to the Teacher's base salary multiplied by .20 for each split class period.

**We Agree to This Change**

---

**G. Committee Work** (pg. V.2)  
**Stike effective November 1, 2021**

**We Agree to this change**

**Q. Retention Stipend – update to the following**

---

The following are one time stipends and are not part of a base salary increase:

2025-26      \$500 employee appreciation stipend (employed during the 2024-25 school year)

2026-27      \$1500 returning teacher stipend (employed during the 2025-26 school year and receive an effective or highly effective rating for the previous year's evaluation and worked for a minimum of 120 days in the previous school year)

2026-27      \$500 employee appreciation stipend (employed during the 2025-26 school year and receive an effective or highly effective rating for the previous year's evaluation and worked for a minimum of 120 days in the previous school year)

**We agree to this contingent on a salary increase in 2026-2027**

---

**S. ECA Retention** (pg. V.5)  
Keep language, move ECA base to \$42,000

---

Add the following ECA's

0.109 Head Esports  
0.098 Percussion/Drumline (1)  
0.058 Middle School Jazz Band (1 per middle school)(2)

**We agree to the above adds with the one modification**

---

Change 0.069 Edmentum Coordinator to new title of "Edmentum Specialist"

**We Agree to this change**

---

B) Co-curricular Index Schedule

Separate

0.110 High School Instrumental Music/Marching Band/Competitive Programs  
0.070 High School Assistant Instrumental Music/Marching Band/Competitive Programs

**We agree to this change**

---

Add

Second High School Marching Band Assistant position (2)

**Agree to this Change**

---

0.098 Assistant Boys Varsity Wrestling (2)

Assistant Varsity Girls Wrestling (2)

Assistant Girls Varsity Volleyball

**Incorporate MOU for ECs**

0.035 Elem. EC Position as proposed by BLT (5/school)  
Middle School EC Positions as proposed by BLT (5/school)  
High School EC Positions as proposed by BLT (5/school)

---

Add: CTE EC Positions as proposed by BLT (2) per school

All CTSO Programs 0.023 (for planning of required student organizations,  
this does not include competitions)

HS Vocal Jazz Band Director 0.023

---

Pause Advanced Degree Stipend

Goldhauser

Marty