

Tentative Agreement Summary

Madison Consolidated Schools

9/28/26

Compensation
There will be a 2% salary scale increase across the board, which will result in every teacher receiving a 2% increase to their base salary. The new hire salary chart will be updated accordingly.
Article VI – Incentive to Retire
Language will be added to include a 5 year minimum at Madison plus a penalty for taking sick days in excess of 14 days. The revised language is as follows:
INCENTIVE TO RETIRE
The school corporation may elect to offer a retirement buy-out incentive to retirees. Timely Notice of Retirement Employees who have five (5) years of service with Madison Consolidated Schools, may receive a one-time stipend of \$3500 if the employee submits timely notice of retirement to the administration. The one-time payment and deadline of timely notice shall be January 1 of the year of the intended retirement date and will also be limited to the first ten employees to serve notice prior to the January 1 deadline. The Central Office will record the submission date for each employee and will provide that list to the MTA President upon request. An eligible employee receiving the retirement incentive may use up to fourteen (14) sick leave days during the school year in which the incentive is paid without a reduction in the incentive amount. For each sick leave day used in excess of fourteen (14) days during that school year, the employee's \$3,500 one-time retirement incentive stipend shall be reduced by one hundred dollars (\$100) per additional sick leave day used. Days used under FMLA or with doctors notes shall not be counted against this provision. An employee is only eligible for this benefit one time during their employment with Madison Consolidated Schools. Upon approval of the Superintendent and consultation with Negotiations Committee of the MTA, the deadline for the above incentive may be waived.
Teacher Retention Stipend
A teacher retention stipend will be added to the contract that is based on a teacher's years of teaching experience with Madison. Under this new benefit, a teacher would receive \$25 per year of service in 5 year increments beginning with 5 years of service. To receive the stipend, the teacher must have completed 5 full years of service. The Association and School Administration will work together to manage this benefit.
Appendix D – Extra Curricular Schedule
Unified Sports (2) High School at \$863 – revise to (4) positions listed as

follows: Unified Sports – Fall (2) and Unified Sports – Spring (2) both listed at \$863 each - Unified Sports (1) Junior High at \$863 – Eliminate this position - Unified Sports (2) Elementary at \$518 – Eliminate these positions
Add “Special Olympics (2)” at \$863 each.
- Junior High Dramatics - Fall Supervision (2) at \$300 - Spring Supervision (1) at \$300 – Add one more position
- Robotics - Lydia (3) – Reduce to two (2) - Anderson (1) – Increase to two (2)
Add “FCA High School” and “FCA Junior High” both at \$518
- Math Bowl – 5th Grade Junior High at \$1035 – combine with the Math Bowl 6th Grade Junior High but grandfather in the current sponsor - Math Bowl – 6th Grade Junior High at \$1035 – combine with the Math Bowl 5th Grade Junior High but grandfather in the current sponsor - Science Bowl Coach – 6th Grade Junior High at \$1035 – combine with the Science Bowl Coach 5th Grade Junior High but grandfather in the current sponsor - Science Bowl Coach – 5th Grade Junior High at \$1035 – combine with the Science Bowl Coach – 6th Grade Junior High but grandfather in the current sponsor - Math Bowl and Science Bowl will be listed in the contract like Spell Bowl, with there being Math Bowl (5/6th) Junior High and Science Bowl (5/6th) Junior High. The number of coaches hired will be determined by the Administration based upon student participation.
- eLeader – Elementary Team eLeader at \$650 – Remove from the ECA schedule. - eLeader – Secondary Team eLeader at \$650 – Remove from the ECA schedule.
- Revise “Chorus 6-8th Grade” to “Show Choir” and keep it at \$1381 - Add “Music Production” at \$1000. - Chorus 5th Grade – revise to Chorus 6th, 7th, 8th Evening Spring (1) and then Chorus 6th, 7th, 8th Evening Fall (1) both at \$100.
Sick Leave Bank: - Amend language to ensure new hires are able to utilize the sick leave bank. - Reasons to use sick leave bank will mirror the reasons a teacher can use FMLA for illness related reasons. 60 cap to use for employee’s own serious health condition. 60 cap to use for the serious health condition of the employee’s child, spouse or parent. 120 day lifetime cap on sick leave bank days.

Association Ratification Date: 9-20-26

Pre-formal Bargaining Hearing: 8-19-26

Board TA Discussion Meeting: 10-14-26

Board Ratification Meeting: 11-5-26