

MEMORANDUM OF UNDERSTANDING

Penn-Harris-Madison School Corporation

and the

Penn-Harris-Madison Teachers Association

Attendance Bonus Plan — 2026–2027

THIS MEMORANDUM OF UNDERSTANDING ("MOU") is entered into this _____ day of _____, 2026, by and between the Board of School Trustees of the Penn-Harris-Madison School Corporation ("Corporation") and the Penn-Harris-Madison Teachers Association ("Association").

Article I — Purpose and Intent

The purpose of this Attendance Bonus Plan ("Bonus Plan") is to acknowledge eligible full-time P-H-M teachers who have used four (4) or fewer total sick days during the school year, while preserving all contractual paid leave rights under Article IV(A)(1)(a) and Article IV(A)(2) of the Master Contract. This Memorandum of Understanding represents a one-time agreement for the 2026–2027 contract year, but the parties agree it will be reviewed annually to evaluate its effectiveness and determine if continuing such an MOU in future years remains financially responsible for the Corporation. For the avoidance of doubt, the Corporation shall be under no obligation to continue the Bonus Plan in any form, or at the same bonus amount, in subsequent school years.

Article II — Basis for Bonus and Eligibility Criteria

To be eligible to receive a bonus under this Bonus Plan, a teacher must meet all of the following requirements:

1. **Employment Status.** Be a full-time certificated teacher employed by the Penn-Harris-Madison School Corporation for the full 2026–2027 instructional school year (180 student days).
2. **Attendance Threshold.** Incur four (4) or fewer total days of absence for sick leave during the 2026–2027 school year.
3. **Excluded Absences.** For purposes of calculating total days of absence under this Bonus Plan, absences for personal business, professional leave, bereavement leave, jury duty, military leave, and workers' compensation shall be excluded from the calculation.
4. **2026–2027 Counting Period.** For the 2026–2027 school year only, the four-day sick leave count shall begin upon ratification of this agreement on October 12, 2026 rather than the first student day. For informational purposes only, In any subsequent school year in which a comparable agreement is adopted, it is anticipated the count would begin on the first student day of the applicable school year.

Article III — Bonus Amount and Distribution

Eligible teachers who satisfy all requirements of Article II shall receive a bonus subject to the following terms:

- **Bonus Amount.** A \$300.00 bonus shall be deposited into the qualifying teacher's existing Corporation-sponsored 401(a) retirement account.

- **Distribution.** Any bonus earned under this provision shall be paid into the qualifying teacher's 401(a) account as a lump-sum payment in the final payroll cycle of the applicable school year, or no later than June 30 of that year.
- **Annual Review.** For informational purposes only, in any subsequent school year in which a comparable bonus plan is adopted, it is anticipated that the financial amount and specific payment mechanics, among other things, will be reevaluated.

Article IV — Non-Precedent and Legal Compliance

- **Scope of Agreement.** This MOU is a temporary, one-time offering created specifically for the 2026–2027 contract year. It shall not establish a past practice, precedent, or ongoing obligation for future collective bargaining cycles between the Corporation and the Association.
- **IEERB Compliance.** This agreement is executed during the regular teacher negotiations window in full compliance with Indiana Code § 20-29 and the rules of the Indiana Education Employment Relations Board (IEERB).

Article V — Term and Expiration

This Memorandum of Understanding shall become effective immediately upon signature by both parties and formal ratification by the Penn-Harris-Madison Board of School Trustees. It shall apply solely to the 2026–2027 school year and shall automatically expire and terminate in its entirety upon full distribution of all bonuses earned under Article III, or on June 30, 2027, whichever occurs later, without further action required by either party.

IN WITNESS WHEREOF, the parties have executed this Memorandum of Understanding on the dates written below.

President, Board of School Trustees
 Penn-Harris-Madison School Corporation

Date: _____

President
 Penn-Harris-Madison Teachers Association

Date: _____

Superintendent
 Penn-Harris-Madison School Corporation

Date: _____