

LOGOOTEEN SCHOOL CORPORATION
TENTATIVE AGREEMENT SUMMARY

9-11-23

1. Contract Term: 2 years
2. Annual Sick Leave Buy Back: A teacher may sell back up to 4 days at the end of the school year if the teacher has accumulated 90 days or more in their accumulated sick leave. The 4 days being sold back shall only come from the current year's sick leave day allotment and may not come from accumulated sick leave days. Teachers will continue to have the option of rolling over the days or selling the days back. The School Corporation will buy back the days under this provision at the daily rate set by the School Corporation for substitutes with a valid teaching license. That daily rate for substitutes with a valid teaching license is currently \$75.00 per day. Days bought back will be deposited into the teacher's VEBA account.
3. Life Insurance: To the extent the IRS regulations and the School Corporation's payroll system will allow it, the taxes assessed on the teacher's life insurance benefit will be spread out over the course of 26 pays (as opposed as the taxes being taken out in one lump sum in a single paycheck).
4. ECA Schedule: Across the board increase to the ECA schedule of 10% in 2023-2024 and 10% in 2024-2025.
5. Add a SADD position at \$640. (But this amount will be increased by 10% along with all other ECAs.)
6. 2023-2024 Base Salary:
 - a. A step will be added to the top of the salary schedule.
 - b. All eligible returning teachers will receive one step on the salary schedule. (\$1,050)
 - c. The parties have agreed to fix salary compression for all teachers impacted by compression, which will result in differentiated salary increases in the amounts negotiated by the parties.
7. 2024-2025 Base Salary:
 - a. If the Fall 2024 ADM count is more than 15 students below the Fall 2023 ADM count, then the School Corporation may reopen the contract during formal bargaining in the 2024-2025 school year.
 - b. If the reopener is not triggered, then a step will be added to the top of the salary schedule.
 - c. All eligible returning teachers will receive one step on the salary schedule if the contract is not reopened by the School Corporation. (\$1,050)