

CBA Offer  
September 29, 2025

*Mary Jones 9/29/25*

*P. Roberts*

*9/29/25*

*Dean Jergen  
9/30/25*

**Collective Bargaining Agreement**

1. Agreement for 2025-2026 – 1 year
2. \$2,100 added to base salary
3. Salary factors:
  - a. Evaluation – 50%
    - i. A teacher rated "Highly Effective" or "Effective" on the annual teacher performance evaluation for the previous school year will receive a \$1,050 increase to their base salary, representing 50% of the total available salary increase under the compensation model.
  - b. Academic Needs of the student –50%
    - i. Academic Needs of Students: Academic Needs of Students is defined as the need to retain certain teachers important to the school corporation, and includes all eligible special education teachers/professionals, content area secondary teachers, elementary school teachers, and student services professionals who are members of the bargaining unit. Those who qualify for an increase under this factor will receive a \$1,050 increase to their base salary, representing 50% of the total available salary increase under the compensation model.
4. \$250 one-time base salary increase for Indiana educator license with a literacy endorsement added to license by 9/15  
The salaries and wages of teachers to be affected by this Contract are set forth in Appendix A hereto, except that teachers who meet the statutory requirements for a differentiated salary increase for obtainment of a literacy endorsement on their license will receive a one-time base salary increase of \$250 if documentation of obtainment was submitted by September 15.
5. New Hire Salary Schedule – No changes
6. Redistribute ECA ancillary pay for swimming/diving and cheer dance.

Swimming		Cheer/Dance	
JHS Head	\$5561	JHS Cheer	\$1193
JHS Assistant	\$2252	JMS Cheer	\$1074
JHS diving	\$1751	JHS Dance	\$2447
JMS Head	\$1220	JMS Dance	\$358
JMS Assistant	\$600	JMS Comp Dance	\$1113
JMS Diving	\$600		
7. Employee Insurance Premium Contribution – No changes

8. Change Illness in Family Leave

Current - Illness in Family Leave. All professional personnel of the School Corporation shall be allowed to use all of their sick leave days, including accumulated days, in case of illness, surgery, or accident involving a spouse, child, parent and any other relative living as a member of the teacher's household.

New - Illness in Family Leave. All professional personnel of the School Corporation shall be allowed to use all of their sick leave days, including accumulated days, in case of illness, surgery, or accident involving a spouse, child, and parent.

9. Change language pertaining to maternity leave to reflect the following:

Following the birth of a child, a teacher may use accumulated sick leave for maternity leave for up to twelve (12) consecutive weeks, beginning with the date of birth. Sick leave may be applied to the full twelve-week period, regardless of the period of medical disability, provided the employee has sufficient sick leave accumulated. The leave shall run concurrently with the Family and Medical Leave Act (FMLA), when applicable. The twelve (12) weeks shall be counted consecutively from the date of birth and shall not be extended by school vacation or holiday.