

Negotiations for 26-27

- Original CTA offer in Black / Corp counter in Red/Counter in Blue/Corp Counter in Green

1. Add 5 days to maternity/paternity leave

- a. Corp says Yes/TA

2. Adoption Leave- employees can use up to 12 weeks of sick/personal days to cover leave. (should they get maternity days?)

- a. Corp says Yes
- b. SAMPLE - ☒ Adoption Leave
- c. Corp says Yes; Above is a sample policy that we would need to work with our attorney to help us clean up language in our contract./TA

3. Transfer Days- Employees can transfer days to other employees that need days due to illness, baby in nicu, cancer of spouse, etc.???

- a. Corp says "yes" to this if we remove the Sick Bank from the contract. We would need to work with our attorney on this. Above is a potential sample policy.
- b. SAMPLE ☒ Proposed Sick Leave Donation Policy /CTA would like to have further discussion on this...
Options may include:
 - keeping both for a year or two to make sure it works
 - putting days from sick bank in a account to use if necessary
 - allowing those retiring to donate days
- c. Corp responds suggesting that we keep the sick bank until all the days are used. Remove the payback

system, as we want these days to dissolve. Also remove the donation from new staff. Keep qualifying rules the same.

- i. Once all the days are used, switch to the donating process and sick bank goes away. TA

4. Pay out on sick/personal days at retirement--\$75 a day

- a. Corp says no/CTA would like to see \$50/Corp says No/TA

5. Add \$2500 per level.

- a. Corp counters with One Step on the Scale plus \$750 to each step plus a \$500 stipend.

- b. Corp counters adding \$750 to each step plus a \$500 stipend

- i. Step A on the scale moves from 47,500 to 49,500 plus a \$500 stipend.
- ii. Top of the scale moves from \$76,250 to \$77,000 plus a \$500 stipend plus \$1250 stipend
- iii. Step D on the scale moves from \$51,250 to \$52,000 plus a \$500 stipend plus \$1250 stipend
- iv. Step L on the scale moves from \$61,250 to \$62,000 plus a \$500 stipend plus \$1250 stipend
- v. All other Steps will increase base pay \$2,000 plus a \$500 stipend

1. SAMPLE -

Counter Proposal #1 2026-2027 Teacher S...
CTA/ Leave Level X on and change \$500 stipend to \$1000

- vi. Corp says no to leaving Level X, Corp says No to all stipends and counters with an additional \$500 on the base. This increases our starting salary to \$50,000

- 1. EDIT 2026-2027 Teacher Scale

- a. Everyone stays on same step letter as last year, unless you are at the top of the scale for C/K/W
- b. \$2500 base increase for all teachers except:
 - i. Top of scale = \$1250 base + \$1250 stipend
 - ii. No Masters (K) = \$1250 base + \$1250 stipend
 - iii. Emergency Licence C = \$1250 base + \$1250 stipend TA

- 6. All employees move up a level, if they don't qualify for a level increase, they will get their increase in a stipend.
 - a. See #5 above. Employees won't necessarily move up a level under this proposal, but dollar amounts on the new scale would reflect what #5 states above. Depends on #5
 - b. Corp says see #5 TA

- 7. Increase ECA's by 10%
 - a. Corp says no/ increase by 5%
 - b. Corp says no TA

8. Allow Tech Building teachers to go past designated Level on pay scale.

a. Corp says Yes to allowing CTE teachers teaching dual credit courses to move past the level that limits teachers without a masters degree/TA

9. Bereavement #6---Change 1 to 2 days to use within a calendar year of death.

a. Corp says yes but asks CTA to review #5 which CTA proposed last year and was agreed upon by Corp. This request seems in conflict with #5 on the master contract. Also, may want to review #2 language as well because it states within 7 days vs. a month like #5 states. TA--CTA agrees to clean up language

10. Add language for top of the scale stipend.

a. Yes (suggestion below).

i. Teachers at the top of the scale may receive a stipend in lieu of a level advancement based upon the bargaining agreement each year. TA

On page 19 of your CBA, you will need to change the definition of Academic Needs. The new IEERB rubric has declared that the literacy endorsement must be stated as a differential in pay, but it should not be attributed to one of the factors.

Corp agrees and will work with our attorney to fix this language
TA

[IEERB 2026 Compliance Rubric](#)

Corp Requests:

1. Increase Vesting years from 3 to 5 for 401A and Veba. This would allow dollars invested in employees that leave SW Dubois early to be returned into a forfeiture account that will help to fund these accounts into the future for long-term employees. This would keep dollars in the Education Fund for salaries that would have had to pay for the 401A and Veba. TA

~~2. Add language to contract that a retired teacher returning to a full-time certified position will be paid a maximum of \$60,000~~

~~a. Part-time teachers would receive a percentage of the \$60,000 max based on time worked. /GTA doesn't want this at this time~~

b. Corp removes this request

TA

Shirley Behl 10/8/26

Yh ZL 10/8/26

