

Shoals Community School Corporation Collective Bargaining Tentative Agreement Between Shoals Teachers Association And Shoals Community School Corporation

Stipend

- The Corporation will provide each eligible bargaining unit member hired prior to August 4, 2026, a one-time stipend of \$500 for the 2026–2027 school year.

The stipend will be paid in a single payment and will not be added to or incorporated into the teacher's base salary or salary schedule. The stipend is a one-time payment and does not create an obligation for the Corporation to provide the same or a similar payment in future school years.

The stipend will be subject to all applicable taxes and withholdings.

Literacy Endorsement

- Under Indiana Code, any eligible teacher who holds the Indiana Early Literacy Endorsement will receive a \$150 increase to their base salary.

The \$150 increase will be applied upon verification of the endorsement and will become part of the teacher's base salary.

Maternity/Adoption Leave

- Teachers in their first two (3) years of service with the Shoals Community School Corporation shall be eligible for up to twelve (12) additional paid leave days for the birth or adoption of a child.

These additional days are intended to supplement the teacher's available paid leave during the first six (6) weeks following the birth or adoption of a child. The Corporation will provide only the number of additional days necessary to prevent unpaid leave during this six-week period, up to a maximum of twelve (12) days.

Any unused days provided under this provision shall not accumulate or carry forward and shall have no cash value.

Health Insurance Premium Contributions

Due to the 12% increase in health insurance premiums, the Corporation proposes maintaining the current employer/employee contribution percentages for each insurance plan.

Under this proposal, both the Corporation and employees will share in the increased premium costs proportionately, with no change to the existing contribution percentages:

- Employee: Corporation 87% / Employee 13%
- Employee + child(ren): Corporation 87% / Employee 13%
- Employee + spouse: Corporation 71% / Employee 29%
- Employee + family: Corporation 58% / Employee 42%

This approach allows the Corporation and employees to share the increased cost while maintaining the existing premium contribution structure.

Teacher Work Hours

- The following will be documented: the standard teacher workday shall be 7:45 a.m. to 3:15 p.m., unless otherwise adjusted by the Corporation to accommodate school schedules, professional responsibilities, or other operational needs.

Language Change in Contract

- Teachers who use a personal day on the workday immediately before or immediately after a scheduled school vacation or other scheduled day off, including Thanksgiving recess, shall be charged two (2) personal leave days for that absence, unless prior approval is granted by the Superintendent.

Shoals Community Schools

By: _____
Superintendent

Date: _____

Shoals Teachers Association

By: _____
Association President

Date: _____