Dean Jergen Nikki Roberts Beth Hammer

Mary Kay

JCTA Offer
October 27, 2026 10-27-26

Collective Bargaining Agreement

1. Agreement for 2026-2027 – 1 year

2. Clean up ACA language pertaining to Article IV - Health Insurance 1d, 1e, 1f.
   a. Eliminate 1d - " It is understood that once an employee reaches age 65, all dependents shall be removed from the Health, Dental and Vision Insurances." **This is a violation of the ACA and is discrimination. Under ACA, group plans must offer coverage to dependent children. Spouses and children are not dropped when employees reach age 65.*
   b. Eliminate 1e - "New employees may be covered under the Health Insurance Plan as of October 1 upon request. If said employee desires Health Insurance coverage prior to October, he may obtain Health Insurance coverage by paying full cost of the premium from the date of signing the Contract." *New employees are required to wait the 30-day waiting period.*
   c. Eliminate 1f - "Future Enrollees — Three hundred sixty-five (365) day waiting period for which the insured received medical advice or treatment during the ninety (90) days prior to the effective date. Proof of Health Insurance waives this waiting period." *Pre-existing condition clauses were eliminated with ACA in 2012. Pre-existing conditions no longer apply.*

3. Clean up language pertaining to Article VII-Retirement - Section 4
   a. Change the heading from "Retirement Savings Plan" to "*Retirement Defined Contribution Plan*"

4. $2,338 added to base salary - maximum amount available based upon our current enrollment/ADM

5. 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 $1,169 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 $1,169 increase to their base salary, representing 50% of the total available salary increase under the compensation model.

6. New Hire Salary Schedule – No changes

7. Ancillary Duty Schedule - No changes

8. Employee Insurance Premium Contribution
   a. EE - $825 (+$100)
   b. EE/DE - $2,220 (+$200)
   c. EE/SP - $2,200 (+$200)
   d. Family - $2,955 (+$300)
   e. Both Employed by District - $1,650 (+$200)

9. Reduce annual sick leave allocation to 15 days.

10. Teachers may carry over up to five (5) unused personal leave days from the previous year or years so that a teacher may, in any one (1) school year, have up to ten (10) days of personal leave for use.

11. Increase sick leave buy-back for teachers over 180 from $60 to $80 per day.

12. Sick Leave Incentive (Will NOT include teachers over 180 days.)

    0 sick days used - $1,000
    1 sick day used - $750
    2 sick days used - $500

    A teacher who has accumulated sick leave exceeding the 180-day threshold and achieves perfect attendance during the school year shall receive the greater of the $1,000, $750, or $500 sick leave attendance incentive or the applicable accumulated sick leave buyback amount, but not both.

13. Personal Leave Incentive (Will NOT include teachers over 180 days.)

    0 personal days used -$350 (Current $225)
    1 personal day used - $275 (Current $150)

14. Employees who utilize FMLA leave *will be excluded* from the sick leave attendance incentive.

15. Verification of illness will be required after 7 days of used sick leave within 2 school days of return to work. Failure to submit verification will result in lost pay for missed days. This will be effective upon ratification of the contract.

16. Absences due to sick leave immediately preceding or following a scheduled holiday or snow make-up day will be charged at a 2-to-1 rate (two sick leave days charged for each day absent) unless written verification of illness is provided. This provision shall take effect upon ratification of the 2026–2027 collective bargaining agreement and shall not be applied retroactively to the beginning of the 2026–2027 school year. Only leave taken on or after the effective date shall be subject to this provision.

17. SHORT-TERM LEAVE WITHOUT PAY

A teacher who has exhausted all available annual and accumulated personal leave may request Short-Term Leave Without Pay (LWOP), subject to the following provisions:

a. **Duration:** Short-Term Leave Without Pay shall not exceed three (3) consecutive school days in occurrence.
b. **Annual Limit:** A teacher may be granted a maximum of three (3) cumulative school days of Short-Term Leave Without Pay during any school year.
c. **Salary Deduction:** For each approved day of Short-Term Leave Without Pay, the teacher's compensation shall be reduced by the teacher's daily contractual rate, calculated by dividing the annual contract salary by the total number of teacher contract days.
d. **Continuation of Benefits:** During an approved Short-Term Leave Without Pay, the Board shall continue its regular contributions toward health, dental, vision, life, and long-term disability insurance in accordance with the terms of this Agreement and applicable benefit plans. The teacher shall remain responsible for the employee's regular premium contributions.
e. **Request Procedures:** Except in cases of emergency, requests for Short-Term Leave Without Pay must be submitted to the Superintendent or designee at least three (3) school days prior to the requested absence. In emergency circumstances, the teacher shall provide notice as soon as reasonably practicable.
f. **Approval:** Requests for Short-Term Leave Without Pay shall be subject to approval by the Superintendent or designee. Approval shall not be unreasonably withheld and shall be based on the operational needs of the School Corporation, including staffing requirements and substitute availability. Approval of one request shall not establish a precedent for future requests.