

Brown County School Corporation
Tentative Agreement Summary
September 25, 2026

- 1. Article VI – Leave of Absence:** Accumulated sick leave from prior employment in another school corporation as a certified teacher will be transferred to a teacher's sick leave accumulation balance at Brown County at a rate of five (5) days per school year (instead of three (3) days per school year).
- 2. Article VI, Section F, Paragraph 3 – Bereavement Leave:** Bereavement leave shall begin within thirty (30) days of the death of the relative. When the funeral or memorial service is scheduled to be outside this time period, the teacher may appeal to the Superintendent or his/her designee to begin the bereavement leave at a time other than the day of death or the day after the death in order to accommodate attendance at the funeral.
- 3. Article VIII, Sections D and F – Salary & Wages:**
 - D. Any teacher newly employed with the Brown County School Corporation will be placed on the salary schedule in Appendix A-1 at the level which mirrors the salary of current teachers with the same recognized years of teaching experience and education degree. In the event there are multiple current teachers in the mirror group, then the new hire will be placed at the lowest salary in the mirror group.
 - F. Any base salary increases earned by a teacher under this contract will be paid through a retroactive amount after ratification with the remaining amount to be distributed equally over the remaining pays of the 2026-2027 school year. In order to receive this retroactive payment, a teacher must continue to be employed by the corporation on the date this agreement is ratified by the Board.
- 4. Article IX, Section B – Health Insurance:** The Board will pay a range of 70-80% of group medical health premiums and the maximum employee contribution will be set at 30%. Exact contribution percentages will be determined by mutual agreement by the Board and Association through the Insurance Committee.
- 5. Article X, Section C – Miscellaneous:**

- C. Early Retirement Incentive – If the Board would decide to offer an early retirement incentive to teachers during the 2026-2027 school year, then the Superintendent will notify eligible teachers of the terms of the early retirement incentive by no later than March 1, 2027. If an early retirement incentive would be offered by the Board during the 2026-2027 school year and an eligible teacher would like to accept the incentive, then such eligible teacher must notify the Superintendent of his/her intention to accept the early retirement incentive by no later than May 1, 2027. Prior to the School Corporation's notification to eligible teachers, the Corporation and the Association will discuss any potential incentive being offered and any dollar amounts reached by mutual agreement of both parties.

6. Article XI – Term of Agreement: All necessary annual information in this article will be updated.

7. Appendix A-1 – Compensation Plan:

- Literacy Endorsement: The base pay salary differential for teachers in possession of an Early Literacy Endorsement will no longer be tied to a factor in the compensation plan per the IEERB's 2026 compliance guidance. The base salary differential for teachers possessing a literacy endorsement will be moved out of the comp model section and into its own separate section in Appendix A-2. Teachers must have proof of possession of the endorsement submitted to the payroll office by September 1, 2026.
- Base Salary and Stipends:
 - There will be a row A (\$51,000) and a row B (\$52,000) added to the masters column in Appendix A-1. There will be no diagonal movement from the bachelor's column to the master's column when a teacher attains a content area master's degree. Teachers will move horizontally straight across from the bachelor's column to the master's column. Proof of attainment of a content area master's degree must be submitted to the payroll office by the date of Board ratification this year (2026) and by September 1st in all subsequent school years.
 - The salary schedule in Appendix A-1 will be increased across the board by \$1,000, which will result in a base salary increase for all teachers of \$1,000.
 - Returning bachelors teachers who are not at the top of the salary schedule and whose most recent evaluation result with the Brown County Schools was sufficient to retain employment with the School Corporation will be permitted to take a step down in the bachelor's column, which will result in the returning bachelor's teacher receiving a \$1,000 base salary increase.

- Returning masters teachers who are not at the top of the salary schedule whose most recent evaluation result with the Brown County Schools was sufficient to retain employment with the School Corporation will be permitted to take a step down in the master's column, which will result in the returning master's teacher receiving a \$1,000 base salary increase. Returning masters teachers who are not at the top of the schedule will take an additional step down in their respective degree column for possessing a content area master's degree, which will result in the returning master's teacher receiving an additional \$1,000 base salary increase. (Note: In other words, these returning masters teachers who meet the evaluation factor and education factor will move from their current color step to the same color step down – i.e., from blue to blue or gold to gold for a total increase of \$2,000.
- Returning bachelors teachers who are already on the top step in their respective degree column will receive a \$1,000 stipend.
- Returning masters teachers who are already on the top step in their respective degree column will receive a \$2,000 stipend.
- There will be a retention catch-up measure taken by Board resolution for teachers in the MA column who have been continuously employed at Brown County Schools on or prior to the date of ratification in the 2017-2018 school year and who are still off level due to prior salary freezes that occurred on or before the 2017-2018 school year (18 teachers):
 - Masters teachers 0-1 step behind: These teachers will be caught up with the step described above.
 - Masters teachers 1.5 steps behind: \$1000
 - Masters teachers 2 steps behind: \$2000
 - Masters teachers 3 steps behind: \$4000
 - Masters teachers 4 steps behind: \$6000
 - Masters teachers 5 steps behind: \$8000

8. Appendix B-1 – Extra Duty Schedule: The Extra Duty Schedule agreed to by the parties is attached.

TENTATIVE AGREEMENT - ECA COMPENSATION SCHEDULE

EXTRA-CURRICULAR ATHLETIC

Group 1	\$7,590
Basketball - Varsity Boys	
Basketball - Varsity Girls	
Football - Varsity	
Group 2	\$4,260
Volleyball - Varsity	
Baseball - Varsity	
Softball - Varsity	
Track - Varsity Boys	
Track - Varsity Girls	
Cross Country - Varsity Boys	
Cross Country - Varsity Girls	
Wrestling - Varsity Boys	
Wrestling - Varsity Girls	
Soccer – Varsity Boys	
Soccer – Varsity Girls	
Tennis – Varsity Boys	
Tennis – Varsity Girls	
Golf – Varsity Girls	
Golf – Varsity Boys	
Group 3	\$3,430
Basketball - Asst. Varsity Boys	
Basketball - Asst. Varsity Girls	
Football - Asst. Varsity (4)*	
Basketball – Junior Varsity Boys	
Basketball – Junior Varsity Girls	
Group 4	\$3,030
Cheerleading – HS	
Group 5	\$2,770
Basketball - Freshman Boys	
Basketball - Freshman Girls	
Group 6	\$2,380
Wrestling – Asst. Varsity	
Volleyball - Asst. Varsity	
Volleyball - JV	
Baseball - Asst. Varsity	
Baseball - JV	

Softball – Asst. Varsity
Softball - JV
Track - Asst. Varsity Girls (2)*
Track – Asst. Varsity Boys (2)*
Soccer - Asst. Varsity Boys
Soccer – Asst. Varsity Girls
Cross Country - Asst. Varsity
Basketball - 7th Grade Boys
Basketball - 8th Grade Boys
Basketball - 7th Grade Girls
Basketball - 8th Grade Girls
Football – 7th Grade
Football – 8th Grade
Track - MS Boys
Track - MS Girls
Cheerleading - MS
Baseball - MS
Softball - MS

Group 7 \$1,860

Volleyball – 7th Grade
Volleyball – 8th Grade

Group 8 \$1,650

Wrestling - MS
Cross Country - MS
Boys Tennis - MS
Girls Tennis - MS

Group 9 \$1,320

Cheerleading - Asst. HS
Football - Asst. MS (2)*
Track - Asst. MS Girls
Track - Asst. MS Boys
Cross Country Asst. - MS
Wrestling Asst. - MS

Group 10 \$1,060

Basketball - 6th Grade Boys
Basketball - 6th Grade Girls
Basketball – 5th Grade Boys
Basketball – 5th Grade Girls
Volleyball – 5th Grade
Volleyball – 6th Grade

EXTRA-CURRICULAR NON-ATHLETIC

Group 11	\$3,030
Band - HS	
Choir - HS	
Show Choir - HS	
Marching Band	
Group 12	\$2,660
Ted Ed Leader (5)*	
Group 13	\$2,380
Color Guard - HS	
Instructional Technology Coach (5)*	
Department Head - MS and HS (6)*	
High Ability Coach (5)*	
High School Testing Coordinator	
Group 14	\$1,860
HS Spring Musical Director	
HS Fall Play Director	
Group 15	\$1,590
HS Spring Musical – Pit Director	
HS Spring Musical – Choir Director	
Group 16	\$1,390
Yearbook - HS	
Student Council - HS (2)*	
Group 17	\$1,260
Junior Class Sponsor (2)*	
Group 18	\$990
Senior Class Sponsor	
Student Council - MS	
Group 19	\$930
History Day – MS	
History Day – HS	
Spanish Honor Society	
Science Honor Society	
Thespian Honor Society	
National Honor Society - HS	
History Club – HS	
Bring Change to Mind Club - HS	

Interact Club - HS

Group 20	\$860
Newspaper - HS	

Group 21	\$730
Academic – HS – Social Studies	
Academic – HS – English	
Academic – HS – Fine Arts	
Academic – HS – Science	
Academic – HS – Math	
Academic – HS – Spell Bowl	
Academic – HS - Interdisciplinary	
Robotics - MS	
Robotics – HS	
Robotics – Elementary (3)*	

Group 22	\$670
Academic – MS – Social Studies	
Academic – MS – English	
Academic – MS – Math	
Academic – MS - Science	
Spell Bowl - MS	
Math Bowl – Elementary (3)*	
Spell Bowl – Elementary (3)*	
Science Bowl – Elementary (3)*	
Ethics Bowl - MS	

Group 23	\$600
National Honor Society – MS	
MS Band	
MS Choir	
D&D Club - HS	
Game Club - MS	

*The number of positions was not bargained and is listed for informational purposes only.