TENTATIVE AGREEMENT SUMMARY

9-30-24

1. Article VI Leave of Absence, Sick Leave: The attendance incentive language will be deleted from the contract.
2. Article VI Leave of Absence, Parental Leave: The number of parental leave days will be increased from 15 days to 20 days.
3. Article VI, Leave of Absence, Association Leave: The number of Association leave days will be increased from 10 days to 15 days.
4. Article VIII, Salary: The new hire salary placement language will be amended as follows:

D. Any teacher newly employed with the Brown County School Corporation will be placed on the salary schedule according to recognized teaching experience mirroring the salary and placement of **the mathematical mode of** current employees with the same degree and number of years of experience. ~~Teachers with more than 5 years of experience may be hired with a 5-year cap and would then be placed on the salary schedule mirroring current employees with the same degree and five years of experience.~~ ~~Teachers with less than 5 years of experience being hired in an area of academic need may be hired with up to 5 years of experience, mirroring placement on the schedule with current employees with the~~~~same degree and five years of experience. No teacher will be placed beyond level B as described in this paragraph without the superintendent’s notification to the BCEA president that program needs cannot otherwise be met. A prospective teacher in an area of limited supply may be accorded up to a mirrored level M at the discretion of the Board. New hires employed prior to the ratification of this contract will have their starting salaries adjusted upward $500.~~

E. ~~The amounts contained in (1) the salary schedule in Appendix A, (2) the extra duty schedule in Appendix B, (3) the graduate semester hours payment herein contained in Article VIII, Section E, include three percent (3.00%) of said amounts to be paid directly to the Indiana State Retirement Fund by the school employer on behalf of each affected teacher for payment of the teacher’s share of such retirement contribution. Thus, the individual teacher’s contract for each affected teacher shall be written for the amount of compensation payable which is less the said three percent (3.00%).~~ **The Corporation agrees to contribute each teacher’s contribution of three percent (3%) of gross income to INPRS for all INPRS covered income.**

1. A new provision will be added addressing extended contract compensation as follows:

G. Extended contracts shall be compensated at the bargaining member’s regular daily rate of pay and long-term additional class assignments shall be compensated at the bargaining unit member’s regular hourly rate for the entire duration of the assignment.

A long-term additional class assignment shall be defined as one or more weeks with ordinary teacher responsibilities for the classroom.

For all purposes under this contract, regular daily rate and regular hourly rate shall be calculated as follows:

1. Regular daily rate shall be calculated as annual salary divided by 184.
2. Regular hourly rate shall be calculated as regular daily rate divided by 6.

1. Health insurance: Effective in January 2025, the Corporation’s share of health insurance premiums will be 80% and the employee’s share 20% across all plans.

1. Base Salary: The following new salary schedule will be put in the contract:

**SALARY:**

|  |  |  |
| --- | --- | --- |
| A | 47500 | 49500 |
| B | 48500 | 50500 |
| C | 49500 | 51500 |
| D | 50500 | 52500 |
| E | 51500 | 53500 |
| F | 52500 | 54500 |
| G | 53500 | 55500 |
| H | 54500 | 56500 |
| I | 55500 | 57500 |
| J | 56500 | 58500 |
| K | 57500 | 59500 |
| L | 58500 | 60500 |
| M | 59500 | 61500 |
| N | 60500 | 62500 |
| O | 61500 | 63500 |
| P | 62500 | 64500 |
|  | 63500 | 65500 |
|  | 64500 | 66500 |
|  | 65500 | 67500 |
|  | 66500 | 68500 |
|  | 67500 | 69500 |
|  | 68500 | 70500 |
|  | 69500 | 71500 |
|  | 70500 | 72500 |
|  | 71500 | 73500 |
|  | 72500 | 74500 |
|  | 73500 | 75500 |
|  | 74500 | 76500 |
|  | 75500 | 77500 |
|  | 76500 | 78500 |
|  | 77500 | 79500 |
|  | 78500 | 80500 |

* Teachers placed on chart in column matching their highest degree and at row that is at least $5000 but less than $6000 above current rate of pay.
* When steps are taken Masters’ teachers will step from blue to blue or yellow to yellow in an ordinary year until they reach the top of the highest like colored row. Anyone who is not at the highest salary on the table after those steps may take a half step to that highest salary and receive a $1000 stipend
* Teachers at the highest salary on the chart will receive a $2000 stipend in years in which steps are taken (except this year stipend will be $1000 because step of $1000 is available).
* Teachers earning a masters in the previous year will step straight across horizontally for a $2000 increase. Any additional increase for earning masters must be achieved through a Board resolution. (Create a sliding scale based on current Master’s step at each level-2000 for board resolution)
* All returning teachers take one step on the new scale after being placed.
* The following teacher retention catch-up plan will be implemented:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Steps Behind  (based on total years’ experience) | Number People | Extra Steps this year to partially catch-up | Costing | Total Cost |
| 3 | 7 | 1 Step | 2B-2000  5M-10000 | 12000 |
| 4 | 7 | 2 Steps | 2B-4000  5M-20000 | 24000 |
| 5 | 5 | 3 Steps | 1B-3000  4M-24000 | 27000 |
| 6+ | 26 | 4 Steps | 4B-16000  22M-176000 | 192000 |
| Total | | | | 255,000 |

1. ECAs

* Add: D&D: - Group 20 $559
* Add Game Club Stipend: - Group 20 $559
* Add: HS Testing Coordinator Stipend: $ $2226
* Increase: Show Choir Stipend – Move to Group 4: $2,855 (1750 now)
* Increase: Summer Band Stipend – Move to Group 4: $2,855 (1750 now)
* Increase entire ECA schedule by 3%.

Eliminate following ECA positions

* French Honor Society 868
* JH Show Choir 1,303
* Assistant Choral Director 1,750
* Student Council BCIS 930
* Track Assistant BCIS 1,241
* Track BCIS (2) 2,234
* Math Bowl BCIS 559
* Spell Bowl BCIS 559
* Science Bowl BCIS 559
* BCIS Choir 559
* BCIS Band 559
* Science Fair BCIS 868
* Robotics BCIS 684
* Instructional Tech Coach BCIS 2,226
* History Day BCIS 868
* BCIS/JH Summer band assistant 300
* Brain Game 684
* Assistant Science Olympiad 684
* High Ability Coordinator 2,783
* History Day HES 868
* History Day SES 868
* History Day VB 868
* Intramural JH 436
* We the People HS 868
* We the People JH 868
* Science Fair JH 868
* Science Fair HS 868
* Yearbook/Newspaper JH 1,241

1. Clerical and date updates throughout the contract.