

Tentative Agreement Summary

October 6, 2025

- Term of agreement: two years – 2025-2027
- Article I – Definitions – references for male teachers referring to female teachers deleted
- Article III – Teachers’ Rights – Association dues deleted from teacher salary deductions
- Article V – Leaves of Absence
 - Para E – Bereavement
 - Teachers are allowed 2 days (from 1) leave for certain family members.
 - Teachers are allowed 3 days (from 2) leave for certain family members if funeral is 200 miles or more away from Scottsburg.
 - Para G – Maternity/Paternity/Adoption Leave – All of any portion of maternity leave may be charged to available annual leave or accumulated sick leave (regardless of whether due to disability).
 - Para L – Association Leave – Increased to 7 days (from 5)
- Article VI
 - Sick leave bank membership election date changed from October 1 to August 15.
- Article VIII
 - Para F: The Board contributions for 401(a) Plan shall be 3% (from 5%) of a teachers’ earnings and deposited per pay period (not monthly)
- Article IX
 - Para B – Group Health Insurance – School Corporation and teachers will each pay their own increase (example: if the increase is 3%, both parties pick up 3% on their own contribution)
- Article X
 - Base Salary Increases for all teachers:
 - 2025-2026 - Move all teachers to new salary schedule in Appendix A-2
 - 2026-2027 – All returning teachers will take a step on the schedule (\$1,500)
 - Compensation plan updated to reflect recent statutory changes
 - Stipends
 - 2025-2026: stipends will be provided to those at the top and to those impacted by change to 401(a) corporation contribution

- 2026-2027 – Teachers at top of columns will receive a \$1,500 stipend
 - Literacy Endorsement Required Salary Differential
 - Teachers attaining a literacy endorsement will receive a one-time base salary increase of \$250
 - Teachers must provide documentation of passed text by October 31, 2025, or beginning of the school year for 2026-2027
 - Para D:
 - Stipend language deleted
 - Clarified that teachers providing homebound instruction paid per hourly rate
 - Added that the Corporation shall pay teachers \$30 per house for activities outside of normal school hours.
 - Dual credit stipend for each year of contract: \$1,500 for ten teachers
- Article XI – Grievance Procedure – form to be added as Appendix C
- Appx B – Extra-Curricular Activities Schedule
 - Eliminate Canvas Coaches
 - Add women’s wrestling coach - \$3,750
 - Raise SHS head coach pay for Baseball, Cross Country, Golf, Soccer, Softball, Swimming, Tennis, Track, Volleyball, and Wrestling to \$3,750
- Miscellaneous
 - Cover page added to CBA