



Tentative Agreement Summary

1. Salary

- a. **23/24 Contract year:** New salary schedule created. Beginning salary of \$48,200 and top salary of \$81,950. The salary schedule has been condensed from 28 levels to 26 levels. All eligible teachers will receive a raise by moving to the new schedule as well as one level increase of \$1350.
- b. **24/25 Contract Year:** All eligible teachers will move one level on the salary schedule (\$1350 raise).
 - i. The school corporation is paying an additional \$250 towards the annual cost of insurance for the 2024-2025 school year and beyond.
 - ii. Teachers hired at or before the start of the 23-24 school year who are held at level 22 will receive a \$600 stipend.
 - iii. Teachers hired at or before the start of the 23-24 school year who are at the top of the salary schedule (level 26) will receive a \$1350 stipend.
- c. Homebound teachers (beyond coordination of online programming) will be paid their hourly rate (instead of the curriculum rate) up to a maximum of the Level 12 hourly rate equivalent.

2. Leave Days

- a. On request, teachers who have accumulated at least 100 sick leave days at the end of the contract year, will be paid \$75 for each day beyond 100 up to a maximum of 10 days (pilot for the 2023-2025 contract).
- b. Teachers who are hired from another school district will be eligible to transfer 5, instead of 3, sick/personal days from the previous school corporation each year, beginning in the 23-24 school year, until their accumulated days from the previous corporation is exhausted.

3. Retirement

- a. Teachers who qualify for a benefit by attaining 50 years of age and 10 years of teaching service to NAFCS will receive \$40/day (formally \$32/\$34) for earned and accumulated days following their last year of teaching.

4. Maternity/Paternity/Family Leave

- a. Teachers will be entitled to use accumulated sick leave days for up to 60 days paid leave for the birth of a child.
- b. Teachers may use up to 20 days of accumulated sick leave days for paid paternal, adoption, and/or foster leave.

5. Speech-Language Pathologist (SLP)

- a. A Certificate of Clinical Competency will be credited with one (1) level on the salary schedule and will be eligible to move past the level 22 hold.

6. ECA Schedule

- a. Additional extra duty positions were added for the safety of students for after school programming.