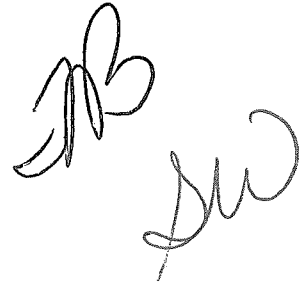


2025-2026 Tentative Agreement



Salary and Benefits

\$2,000 added to the base of everyone in the bargaining unit

These individuals would receive teacher retention catch up pay in the amount listed below:

Amy Clere \$7500

Desiree Tudder \$6000 (We believe she has 10 completed years as a certified teacher. The school has her at 14 years experience but are only paying her for 2 years.)

Taylor Ellis \$5250

Tosha Embry \$5250

Kelly Bennett \$3750

Alex Billig \$3750

Ashley Pavlina \$3750

Melissa Griffin \$3750

Kelsey Rains \$3000

Angie Munoz-Martinez \$3000

New Insurance Board Contributions

\$7,800 for single plan

\$17,250 for family plan

\$10,650 for employee spouse (currently \$10,000)

\$10,650 for employee and children (currently \$10,000)

Literacy Endorsement

\$250 added to the base salary

Documentation of a passing Praxis score must be provided by November 30th for the 2025-2026 school year

Homeboard

\$50 hourly rate, with a cap of 5 hours per week

TAG

Strike the current language

Hiring of Retired Teachers

Strike the current language

Eligibility Statement

Strike the eligibility statement

New Maternity Leave Language

C. Maternity leave. A teacher who is pregnant shall be entitled, upon request, to a leave of absence to begin at any time between the commencement of her pregnancy and one (1) year following the birth of the child. The teacher shall notify the Board, in writing, of her desire to take such leave, the expected duration of the leave, and, if possible, shall give such notice at least thirty (30) days prior to the date on which her leave is to begin. With the notice, the teacher shall include a physician's statement certifying the pregnancy or include a copy of the birth certificate of his or her child, whichever is applicable. In instances of adoption, the teacher shall provide a copy of the adoption decree. A teacher who is pregnant may continue in active employment as late into her pregnancy as she desires provided she is able to properly perform her required functions. All or any portion of a leave taken by the teacher because of maternity leave ~~a medical disability connected with, or resulting from her pregnancy~~ may, at the employee's option, be charged to her available sick leave.

New Bereavement Leave Language

C. Bereavement leave with full salary and benefits of up to ten (10) school days due to a death of a spouse or a child, and five (5) school days due to a death of immediate family members which includes brothers, sisters, parents, siblings, grandparents, great grandparents and grandchildren and similar relationships by marriage or "step", others living in the household, and other family member(s) who is/are dependent upon the teacher. If a teacher or the teacher's partner has a miscarriage, then the unborn child will be deemed an "immediate family" member of the teacher and the teacher may use bereavement leave under this provision. In the event of the death of an aunt, uncle, nephew, or niece, bereavement leave with full salary and benefits for up to three (3) days shall be granted. In the event of the death of a cousin, bereavement leave with full pay and benefits of one (1) day shall be granted. Bereavement leave is not intended to be used for a vacation, personal time, or any reason unrelated to the death.

The bereavement days must be used within one year and one day from the date of death.

Change to Hard to Fill Language

A. HARD TO FILL POSITIONS:

1. A "hard to fill position" occurs whenever a vacancy for a teaching position is posted and either no applications are received or the applicants who do respond are deemed unacceptable to fill the position.
2. Whenever the Superintendent determines that a vacant teaching position meets the criteria of being "hard to fill", the Superintendent shall ~~notify~~ (consult) the President of the CEA. Upon ~~notification~~ (consultation), the Superintendent may place ~~then be given the exclusive authority and discretion to seek~~ a qualified

person for the hard to fill position on the salary schedule at their discretion. It is recognized that the salary offered may be different than and greater than that paid to existing teachers with commensurate experience and degrees.

3. The salary offered shall be considered this teacher's base salary.

Payment Option for ECA positions

Eliminate the language about the 26 pay option

Scholarship for Certifications

We agree to add ELL (ML), Special education and High Ability - please provide language in your redline copy

ECAs

We agree to your ECA proposal.