

Tentative Agreement

2026 - 2027 Language Proposal

ARTICLE V EARLY RETIREMENT INCENTIVE

~~If the Clarksville Community School Corporation Board of School Trustees would decide to offer an early retirement incentive to teachers during the 2026-2027 school year, the superintendent will notify eligible teachers of the terms of the early retirement incentive no later than March 1 of the applicable school year. If an early retirement incentive would be offered by the Board 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 incentive by no later than May 1 of the applicable school year.~~

EARLY RETIREMENT BENEFIT

For the 2026-2027 school year, teachers who retire from Clarksville Community School Corporation after at least ten years of service to the corporation and who hold at least 30 days of either sick or personal leave will receive a sick leave buyout in the amount of \$100 per day for all accumulated days between 31 and 60. No payment will be made for days 1-30 or days beyond 60. The maximum sick leave buyout will be \$3,000. This one time payout will be paid to the individual in a separate check by Friday, June 18th. Teachers who intend to take this sick leave buyout must inform the administration in writing by March 5th.

ARTICLE II COMPENSATION AND EXPENSES

B. Teachers newly hired beginning in the 2026-2027 school year who have accumulated unused sick days from a previous school corporation may transfer ~~three (3)~~ **up to five (5)** sick days each year he/she is employed at CCSC until the entire balance of accumulated sick days has been transferred.

ARTICLE III LEAVES OF ABSENCE

K. Association Leave Days. ~~Four (4)~~ **(6)** Association leave days each school year may be taken by the Association President or the President's designee for association activities (for example, attending an association training, lobbying, representing a member in a meeting with administration, etc.) Any leave days taken pursuant to this provision must be pre-approved and verified by the Superintendent prior to the leave.

ARTICLE III LEAVES OF ABSENCE

- a. Bereavement leave with full salary and benefits of up to ten (10) school days due to the death of a spouse or a child, five (5) school days due to a death in the immediate family which includes spouse, brothers, sisters, parents, siblings, children, grandparents, great-grandparents and grandchildren and similar relationships by marriage or "step", a significant other, a life partner, 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.

The bereavement days must be used within one year and one day from the date of death. Bereavement days taken beyond the initial 30 days from death must have documentation to the Superintendent's office.

Compensation - 1 Year Proposal

- \$1,800 stipend to every teacher
- Both parties will realize the percent increase on their current portions
- Pay out by December 4, 2026
- Literacy endorsement base salary increase of \$250 (must submit new license to the central office by November 13, 2026)
- Teachers who resign or are terminated prior to the end of the year will pay back the \$1,800 stipend at a prorated amount
- Teachers who retire at any time during the 2026-2027 school year will not pay back the \$1,800 stipend
- Teachers who resign due to a medical condition at anytime during the 2026-2027 school year will not pay back the \$1,800 stipend
- Teachers must be employed by CCSC on December 4th, 2026 in order to receive the one-time \$1,800 stipend

Jim Smith

Sally Wade
10/12/26