**BROWN COUNTY TENTATIVE AGREEMENT SUMMARY**

**NOVEMBER 9, 2022**

1. Base Salary: The salary scale will be increased across the board by $750.00. All new hires and eligible returning teachers will receive the benefit of the across the board increase to the scale. In addition, a step will be added to the top of the bachelor’s and master’s salary lanes and each returning eligible teacher will take a step on the scale. Teachers who have newly attained a master’s degree and are eligible to make a lane change will make a lane change from the bachelor’s to the master’s lane.

2. Article III - Retirement Severance: The Board’s maximum matching contribution to a teacher’s 401(a) plan will be increased from $450.00 to $500.00.

3. Article VI – Leave of Absence, paragraph (B) – Sick Leave Bank: The first paragraph will be amended as follows (see red font language below):

The School Corporation shall, within ten (10) days after the beginning of the school year of initial participation, upon receipt of a properly completed and signed Sick Leave Bank Authorization Form deduct one (1) day’s sick leave from the authorizing employee’s earned sick leave allotment. This Sick Leave Bank shall be for the use of all certified bargaining unit members and shall be used only for those who have exhausted their own personal accumulation of sick and personal leave days except as provided in the section of this paragraph on verification of an application.

In addition, Article VI, paragraph B, sub-paragraph 4.b will be amended as follows (see red font language below):

b. Verification from the central office that the teacher’s personal sick leave days have been exhausted, the teacher has no more than three (3) days of personal leave remaining, and he/she is not receiving any public funds or benefits derived from public funds as partial or full compensation for the illness or disability causing the absence.

4. Parental Leave: A teacher who is adding a child to their family due to one of the following reasons may use up to fifteen days with pay for this purpose within the first year of the child’s birth or placement of the child with the teacher:

a. The teacher (regardless of gender) becomes a parent because the child is born via natural childbirth.

b. The teacher (regardless of gender) becomes a parent via adoption.  (The current adoption leave provision will be deleted from the contract.)

c. The teacher (regardless of gender) becomes a legal guardian through a court ordered placement of a child.  The teacher is required to provide to the Superintendent’s Office a copy of the court order to support the basis for parental leave.

d. The teacher (regardless of gender) becomes a foster care parent through a long term foster care placement. Such foster placement may entitle a teacher to no more than one parental leave per school year and such leave must terminate if the placement ends during the leave. The teacher will provide documentation to the Superintendent’s Office confirming the foster care placement.

This leave shall be in addition to any leave to which the parent may be entitled through Maternity Leave or Family and Medical Leave Act leave.

5. Association Leave: The President or President’s designee will be allowed 10 days of association release time each year with which to conduct association business (such as training, civic participation, etc.). These ten days may be taken in whole or half day increments. Time spent for the Association’s bargaining team to meet with the School Corporation’s bargaining team to conduct collective bargaining negotiations will not be counted toward this leave allotment.

6. The following amendments will be made to Appendix B-1 - Extra Duty Schedule:

\* Delete Instructional Team Leaders

\* Add Master Teachers $9000

BCMS – 1

BCHS – 2

HES – 1

SES – 1

VBS – 1

\* Add Mentor Teachers - $4500

BCMS – 2

BCHS – 3

HES – 2

SES – 3

VBS – 2

The stipends for master teachers and mentor teachers will be editorially removed from the contract on June 30, 2023.