

BROWN COUNTY TENTATIVE AGREEMENT SUMMARY 25-26

I. Language

- A. Accumulated sick leave and paid parental leave must be used before applying to the sick leave bank.
- B. If a teacher has been employed for less than 12 months, is ineligible for FMLA, and has a need to take a leave that would otherwise be a qualifying reason under the FMLA, then the teacher may use any of their personal, sick or accumulated sick leave at their discretion during the leave.
- C. In order to receive retroactive pay, a teacher must be employed by the corporation on the date the agreement is ratified by the board.
- D. Bargaining unit members hired without certified classroom teaching experience but with relevant work experience related to their assigned instructional content area, will receive one (1) year of credited experience for every three (3) years of actual relevant work experience.

II. Compensation

- A. In the event a substitute is not available, certified teachers will receive the ancillary duty hourly rate of \$35 when they cover another regular teachers' uncovered instructional assignment.
- B. All bargaining unit members will receive a \$1500 base salary increase.
- C. All eligible bargaining unit members will take a step to the next row on the salary schedule (next row of same color on Master's column).
- D. Eligible bargaining unit members in the Bachelor's column who after the step this year are still behind steps based on their years of experience, will be fully caught up to the appropriate row.
- E. Eligible bargaining unit members in the Master's column who after the step this year are still 2+ steps behind based on their years of experience, will take one additional step.
- F. Eligible bargaining unit members in the Master's column who after the step this year are .5 step behind, will be fully caught up to the top of the scale.
- G. Bargaining unit members who hold the literacy endorsement will move horizontally into the Instructional Leadership column with a base increase of \$250.
- H. The ECA schedule will receive a 3% increase. Some positions have moved groups. 1 HS Student Council position added.
- I. The hourly rate for working school sponsored ECA events will increase by \$10 for each group: \$35 for less than 3 hours, \$55 for 3+ hours, \$75 for 6+ hours.

APPENDIX A-1: COMPENSATION PLAN

THE BROWN COUNTY SCHOOLS SALARY LEVELS

BS	LEVEL	BS + IL	MS	LEVEL	MS + IL
49000	A	49250			
50000	B	50250			
51000	C	51250			
52000	D	52250			
53000	E	53250			
54000	F	54250			
55000	G	55250			
56000	H	56250			
57000	I	57250			
58000	J	58250			
59000	K	59250			
60000	L	60250			
61000	M	61250			
62000	N	62250			
63000	O	63250			
64000	P	64250			
			53000	C	53250
			54000	D	54250
			55000	E	55250
			56000	F	56250
			57000	G	57250
			58000	H	58250
			59000	I	59250
			60000	J	60250
			61000	K	61250
			62000	L	62250
			63000	M	63250
			64000	N	64250
			65000	O	65250
			66000	P	66250
			67000	Q	67250
			68000	R	68250
			69000	S	69250
			70000	T	70250
			71000	U	71250
			72000	V	72250
			73000	W	73250
			74000	X	74250
			75000	Y	75250
			76000	Z	76250
			77000	AA	77250
			78000	BB	78250
			79000	CC	79250
			80000	DD	80250
			81000	EE	81250
			82000	FF	82250

TENTATIVE ECA SCHEDULE

Group 1	\$6,590
Basketball - Varsity Boys	
Basketball - Varsity Girls	
Football - Varsity	
Group 2	\$4,260
Volleyball - Varsity	
Baseball - Varsity	
Softball - Varsity	
Track - Varsity Boys	
Track - Varsity Girls	
Cross Country - Varsity	
Wrestling - Varsity	
Soccer – Varsity Boys	
Soccer – Varsity Girls	
Tennis – Varsity Boys	
Tennis – Varsity Girls	
Golf – Varsity Girls	
Golf – Varsity Boys	
Group 3	\$3,430
Basketball - Asst. Varsity Boys	
Basketball - Asst. Varsity Girls	
Football - Asst. Varsity (4)	
Wrestling – Asst. Varsity	
Basketball – Junior Varsity Boys	
Basketball – Junior Varsity Girls	
Group 4	\$3,030
Band - HS	
Cheerleading – HS	
Choir - HS	
Show Choir - HS	
Marching Band	
Group 5	\$2,770
Basketball - Freshman Boys	
Basketball - Freshman Girls	
Group 6	\$2,660
Ted Ed Leader (5)	

Group 7 \$2,380

Basketball - 7th Grade Boys
Basketball - 8th Grade Boys
Basketball - 7th Grade Girls
Basketball - 8th Grade Girls
Football – 7th Grade
Football – 8th Grade
Track - MS Boys
Track - MS Girls
Cheerleading - MS
Baseball - Asst. Varsity
Softball – Asst. Varsity
Volleyball - Asst. Varsity/JV
Color Guard - HS
Instructional Technology Coach (5)
Department Head - MS and HS (6)
High Ability Coach (6)
High School Testing Coordinator

Group 8 \$1,860

HS Spring Musical Director
HS Fall Play Director

Group 9 \$1,650

Volleyball – 7th Grade
Volleyball – 8th Grade
Wrestling - MS
Cross Country - MS
Boys Tennis - MS
Girls Tennis - MS
Volleyball - Freshman

Group 10 \$1,590

Baseball - JV
Softball - JV
Track - Asst. Varsity Girls (2)
Track – Asst. Varsity Boys (2)
Soccer - Asst. Varsity Boys/JV
Soccer – Asst. Varsity Girls
Cross Country - Asst. Varsity
HS Spring Musical – Pit Director
HS Spring Musical – Choir Director

Group 11 \$1,390

Yearbook - HS	
Student Council - HS (2)	
Group 12	\$1,320
Cheerleading - Asst. HS	
Football - Asst. MS (2)	
Track - Asst. MS Girls	
Track – Asst. MS Boys	
Cross Country Asst. - MS	
Wrestling Asst. - MS	
Group 13	\$1,260
Junior Class Sponsor (2)	
Group 14	\$1,060
Basketball - 6th Grade Boys	
Basketball - 6th Grade Girls	
Basketball – 5th Grade Boys	
Basketball – 5th Grade Girls	
Volleyball – 5th Grade	
Volleyball – 6th Grade	
Group 15	\$990
Senior Class Sponsor	
Student Council - MS	
Group 16	\$930
History Day – MS	
History Day – HS	
Spanish Honor Society	
Science Honor Society	
Thespian Honor Society	
National Honor Society - HS	
History Club – BCHS	
Bring Change to Mind Club - HS	
Group 17	\$860
Newspaper - HS	
Group 18	\$730
Academic – HS – Social Studies	
Academic – HS – English	
Academic – HS – Fine Arts	
Academic – HS – Science	

Academic – HS – Math
Academic – HS – Spell Bowl
Academic – HS - Interdisciplinary
Robotics - MS
Robotics – HS
Robotics – Elementary (3)

Group 19 \$670

Academic – MS – Social Studies
Academic – MS – English
Academic – MS – Math
Academic – MS - Science
Spell Bowl - MS
Math Bowl – Elementary (3)
Spell Bowl – Elementary (3)
Science Bowl – Elementary (3)

Group 20 \$600

National Honor Society – MS
MS Band
MS Choir
D&D Club
Game Club

Group 21- Aggregate Amount \$6,270

Summer Conditioning per/hr.
Open Gym Assignments

Extended Contracts shall be paid at the teacher's daily rate with a maximum of three hundred dollars (\$300) per day.